MADRAS LABOUR GAZETTE

VOL. III NO. 10
OCTOBER 1961

ISSUED MONTHLY

BY

THE COMMISSIONER OF LABOUR
& DIRECTOR OF EMPLOYMENT
CHEPAUK — MADRAS-5

Single copy Price: Re. 1 Annual Subscription: Rs. 10

MADRAS LABOUR GAZETTE

The "*Madras Labour Gazette*" is a monthly publication aiming to give a brief review of the progress made by the State in the field of Industrial relations. It caters to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class, (cost of living index No.) summaries of awards of Industrial Tribunals and Labour Courts, agreements, etc. The publication also includes articles from specialists in the various subjects relating to industrial relations.

A REMINDER TO SUBSCRIBERS.

Subscribers whose subscription has expired are requested to renew their subscription for the year 1961-62. They are also requested to give the following particulars while renewing their subscription:—

(1) Serial No. (Noted on the wrapper of the Gazette).

(2) Period for which the subscription is renewed.

CONTENTS

THE
MADRAS LABOUR GAZETTE

Vol. III] OCTOBER 1961 [No. 10

ARTICLES

FOURTEENTH YEAR OF INDEPENDENCE.

The fourteenth year of Independence heralded the advent of the Third Five year Plan. The Plan postulates an overall outlay of Rs 11,600 crores of which Rs. 7,500 crores is in the public sector and Rs. 4,100 crores in the private sector. In terms of investments and targets it represents a greater effort than the First and Second Plans taken together. The main emphasis of the Third Plan is to lead the nation a stage further towards the goal of socialism through various measures such as development of the public sector and co-operative institutions, reduction of disparities in income and wealth, extension of employment and social security measures and expansion of facilities for all round economic development, especially of the rural areas.

The Government's Labour Policy for the Third Plan was formulated during this period. While generally aiming at greater social security and all round betterment of conditions of labour in the country, the Policy seeks to develop, in particular, the mutual association between management and labour in the larger interests of industrial development and progress. This emphasis on labour-management association gained ground during the Second Plan period itself and some significant results have already been achieved in this direction. The highlights of the Policy are as follows :—

1. An integrated scheme of social security for industrial workers will be worked out by integrating the existing schemes and converting the various provident fund schemes into a statutory scheme of old age, invalidity and survivorship pension-cum-gratuity; (2) A new scheme of assistance on a contributory basis will be supported by Government with the main objectives of (i) helping industrial units which are temporarily in financial difficulties but are reasonably well-managed otherwise; (ii) taking over units for temporary management; and (iii) financing: in suitable cases, co-operative ventures of workers threatened by loss of employment due to closures of units; (3) The Government will encourage a scheme for the retraining of workers retrenched as a result of rationalisation and their transfer to other jobs; (4) The Government will notify, on the basis of studies conducted by it in the field of contract labour, the occupations in which such labour is to be banned; and where ban is not advisable, necessary safeguards to the wor-

kers' interests will be introduced; (5) Recourse to the principle of voluntary arbitration for resolution of differences between worker and employer in the field of organised labour will receive the active support and encouragement of the Government; (6) The functions of the Works Committees set up in several important industrial undertakings, will be clearly demarcated from those of the Unions, with a view to smoothening further the path of their effective functioning; (7) The system of Joint Management Councils will be extended through the Third Plan so that it might become a normal feature of the industrial system in a few years' time and ultimately lead to the goal of socialistic pattern of society; (8) The institution of Wage Boards will be extended to other important industries besides those which are already covered, namely, cotton and jute textiles, cement sugar and plantatations (tea, coffee and rubber); (9) A standing committee will be set up to promote measures for reducing the incidence of accidents in factories. State Governments would also be asked to strengthen their inspectorates for the administration of factory laws; and (10) A National Safety Council will be formed to take charge of safety, education and propaganda in the mining industry.

It will thus be seen that the Government's Labour Policy for the Third Plan is well balanced in its emphasis on various issues. Much of the Third Plan's progress is bound to depend on the successful implementation of this Policy.

Another notable event of the year was the second population census conducted by Independent India. The census has revealed that the population has registered an unprecedented rise of 21.5 per cent, during the past decade. The population figure of 438 million obtained by the census enumeration of 1961, stands much higher than the projected population figure of 431 million, in which the draft Third Plan targets had been based. It was estimated on the basis of this projection that the Third Plan would have to provide jobs for a backlog of seven to eight million unemployed and 15 million new entrants to the labour force of whom about a third would be in urban areas. These estimates had to be re-examined in the light of the data thrown up by the Census on the eve of launching the Plan and necessary revisors had to be made On the whole, the Third Plan is expected to provide employment of the order of 14 million-10.5 million outside agriculture and 3.5 million in agriculture-as against the increase in the labour force of the order of 17 million, estimated on the basis of latest population trends.

The all India Report on the Second Agricultural Labour Enquiry (1956-57) was brought out during the year. The Report has revealed a considerable amount of interesting and useful information about agricultural labour in India. The Second Enquiry was carried out by the Ministry of Labour and Employment in collaboration with the Central Statistical Organization, the Directorate of National Sample Survey and the Indian Statistical Institute. According to the Second Enquiry, there were 16.3 million agricultural labour households in 1956-57 with an average of 4.4. persons per household These accounted for a population of about 72 million. Of these 72 million, about 33 million comprising 18.5 million men, 12.1 million women, and 2.5 million children constituted the agricultural wage earners. These figures pertained only to the agricultural labour households as defined in the Enquiry and do not take into account agricul-

tural labourers in *other* rural households. Due to certain improvements made in the concepts and definitions during the Second Enquiry, a strict comparison of the results of the Second Enquiry with those of the first was rendered rather difficult. Before attempting comparison of the results of the two Enquiries, it should be borne in mind that the two years preceding the Second Enquiry witnessed a depression in rural economy partly due to decline in production but mainly as a result of steep fall in prices. This resulted in some loss in employment as well as earnings of agricultural labourers The agricultural wages had not in fact recovered from the low levels of 1955, when the Second Enquiry was launched in August 1956. Taking into account the various limitations, it may be concluded broadly that (i) there has been an increase in the average income of agricultural labour households;(ii) the employment position of agricultural labour households has not shown any deterioration; (iii) the economic position of agricultural labour households without land showed a slight improvement; (iv) the increase of indebtedness was largely the result of the increased borrowing for production, social and other purposes in 1956-57 as against mainly for consumption purposes in 1950-51; (v) the agricultural wage rates showed a decline, the decline for the agricultural operations 'ploughing', 'transplanting' and 'harvesting' being significant; (vi) there has been a shift in emphasis towards payment of wages entirely in kind or partly in cash and partly in kind; (vii) greater dependence of agricultural labour households on wage income and a tendency towards widening of wage differentials as between men and women workers. In short, while the general economic condition of agricultural labourers has not shown any material improvement as was expected, the position is not as discouraging as it would appear on a bald comparison of the results of the two Enquires without taking into account the limitations of comparability. The Government is now contemplating a Third Enquiry which will be more comprehensive than the earlier two. In this Survey special emphasis will be laid on the measurement of under-employment and study of levels of living of agricultural labourers.

Turning our attention to the field of labour legislation we find that, during the year under review, a number of new acts and amendments to existing acts, came into operation. In the Central Sphere, the Plantations Labour Act, 1951 was amended with a view to enhancing its applicability and the Amendment Act was brought into force with effect from the 21st November 1960. The Indian Trade Unions Act, 1926 was amended to give effect to the relevant recommendations of the 16th and 17th Sessions of the Indian Labour Conference held in 1958 and 1959 respectively. For the first time a minimum membership subscription fee of 25 nP. has been prescribed. The Employees' Provident Funds (Amendments) Act, 1960 which came into force on the 31st December 1960 has reduced the minimum limit of employment in establishments to be covered under the Act from 50 or more persons to 20 or more persons. A Bill to widen the coverage of the Industrial Employment (Standing Orders) Act, 1946 and to extend its provisions to establishments employing less than 100 persons was passed in May 1961. The Motor Transport Workers Act, 1961 is the first independent enactment which will give the workers, employed in the Motor Transport Industry, the benefits of legal protection in a comprehensive manner thus bringing them on par with workers in the factories, mines and plantations. A Central Maternity Benefit Bill was introduced in December 1960, in the Lok Sabha. The Bill seeks to reduce the disparities in benefits under the different maternity benefit acts in the country. The Coal Mines Rescue Rules were amended with a view to enhancing their applicability. The Coal Mines

Conservation and Safety Act was amended with a view to raising the limit of excise duty on coal from Re. 1 to Rs. 4 per ton. The increase in duty was necessitated by the enhanced expenditure in subsidy for the transportation of coal by sea to coastal States in Southern and Western India from May 1961, as well as for the construction of aerial ropeways in the Jharia and Raniganj Coalfields. The Metalliferous Mines Regulations, 1961 governing the safety in mines other than coal and oil mines were brought into force with effect from the 11th March 1961. These regulations have superseded the 1926 Regulations on the subject. Government have also framed the Dock Workers (Safety, Health and Welfare) Scheme, 1961 applicable to all the major ports.

In the State sphere, the Assam Tea Plantations Employees' Welfare Fund Rules 1960 provide for payment of fines and unpaid accumulations by employers and the constitution and functions of the Welfare Board. The Kerala Shops and Commercial Establishments Act, 1960 received the assent of the President on 16th December, 1960. The Indian Trade Unions (M.P.) Amendment Act, 1960 and the Madhya Pradesh Industrial Workmen (Standing Orders) Act, 1959 were put into force on the 31st December, 1960. The Madhya Pradesh Industrial Relations Act, 1960 received the assent of the President on the 17th November, 1960. The Minimum Wages (Madhya Pradesh Amendment and Validation) Act, 1961 amended the Minimum Wages Act, 1948 in its application to the State of Madhya Pradesh and validated the Government notification fixing and revising the upward minimum wages in certain scheduled employments in the State. The Act when enforced would raise the daily wages of about 7 lakh workers in these employments including *bidi* workers numbering about 2.5 lakhs, from 25 nP. to 50 nP. The Delhi Shops and Establishments Act, 1961 was assented to by the President on the 14th May, 1961. The Industrial Employment Standing Orders (Madras Amendment) Act, 1960 was made effective from the 15th December, 1960.

The Employees' State Insurance Scheme has been playing an important role in the field of social security. It has been in force in the Union Territory of Delhi and all States except Gujarat. In Assam, Bihar and West Bengal about 24 to 50 per cent of insurable workers have been covered. The percentage covered ranges from 50 to 100 elsewhere. The Employees' State Insurance Corporation, at its meeting held in March 1961, appointed a sub-committee to consider various proposals to amend the Employees' State Insurance Act. The proposed amendments, sought among other things, to simplify the procedure and rationalise the benefit provisions under the Act and also to extend the same to persons getting a salary up to Rs. 500 per month as against the present limit of Rs. 400 per month. The spill-over from the Second Plan will include (a) extension of the Scheme to about 6 lakh employees and their families who were not covered during the Second Plan period; (b) extension of the medical benefit under the Scheme to about 10 lakh families of insured persons in the implemented areas left uncovered before the commencement of the Third Plan, and (c) construction of offices of the corporation and dispensaries for outdoor treatment to insured persons. Under the Third Plan, it is proposed to extend the Scheme to insured persons and their families in centres with an insurable population ranging from 500 to 1,000. It is also proposed to set up hospitals for the exclusive use of insured persons and in-patient treatment for families of insured persons.

The progress made by the Employees' Provident Funds Scheme during the year was also considerable. The total number of industries covered by the Employees' Provident Funds Act, 1952 up to the 31st December, 1960 was 48 and the total number of exempted and unexempted establishments covered was 8,131 comprising 28.19 lakh subscribers. The total accumulations excluding refunds amounted to Rs. 193.45 crores. The benefits of compulsory contributory provident fund was extended to the Starch Industry from the 31st May, 1961 and to hotels, restaurants and establishments engaged in the storage transport/distribution of petroleum or natural gas or products of either petroleum or natural gas from the 30th June, 1961. The Act was further extended to cinemas including preview theatres, film studios, film production concerns, distribution concerns dealing with exposed films and film processing laboratories employing 20 or more persons, with effect from the 31st July, 1961. A special Reserve Fund has been set up by the Government of India by transferring a sum of Rs. 20 lakhs from the Reserve and Forfeiture Account of the Employees' Provident Funds. This fund is meant for making payments to outgoing members of Provident Funds or their nominees or heirs if provident fund contributions were actually deducted from the workers' wages but were not deposited or were only partly deposited by their employers, together with their own corresponding contributions. The number of subscribers to the Coal Mines Provident Fund Scheme which came into force with effect from May 1947 was about 3,49,000 in 1959-60. The total accumulation in the fund at the end of October, 1960, was Rs. 20.89 crores. The Government have decided to grant to the subscribers in the accumulations in the Fund an interest at the rate of 4 per cent. during the year 1961-62.

A review of industrial relations during 1960 reveals that there was an increasing understanding between labour and management on working conditions, hours of work and other factors which had marred industrial relations in the past. Bonus disputes accounted for less than 7 per cent. of the total number of disputes. Grievances regarding personnel, retrenchment and wages remained the major source of industrial trouble accounting for almost 61 per cent. of the disputes. The provisional estimate of the total number of industrial stoppages was placed at 1,335 in 1960 compared with 1,531 in 1959. The number of workers involved was estimated at 6,42,000 in 1960 as compared with 6,94,000 in 1959. The number of man-days lost per worker came to 6.5 in 1960 as against 8.1 in 1959. The number of man-days lost per dispute was 3,141 in 1960 as against 3,679 in 1959. The main centres of disputes have been jute and cotton textiles and services. The jute textile industry alone accounted for 30 per cent. of the man-days lost in 1960 while cotton textiles and services accounted for 15 and 10 per cent. respectively. In 1960, the workers won in 24 per cent. of the disputes and were partially successful in another 13 per cent. There was, however, an increase in the number of industrial disputes pertaining to Coal Mines during 1960 as compared to 1959. In all, 63 such disputes were referred to Industrial Tribunals during 1960, of which 43 were raised by unions affiliated to the I.N.T.U.C. and 9 belonging to the A.I.T.U.C.

The core of industrial relations is tripartite co-operation. Our labour standards are products of such consultation. At the undertaking level, day to day matters relating to routine work are regulated by standing orders and both parties have their say in the matter. The grievance procedure ensures prompt attention to complaints so that grievances may not pile up to upset the general climate. The Works Committees help to promote better relations and function as active agencies for the democratic administration of labour matters within an agreed sphere. All major matters of labour policy and administration are discussed at the Indian Labour Conference, the Standing Labour Committee and several other Industrial Committees. The legal system providing for conciliation and adjudication has been given a new moral dimension with the evolution of a voluntary Code of Discipline in Industry. The inter-union rivalries impairing the efficiency of workers and general productivity in the industry, are sought to be eliminated by the Code of Conduct. Various ideas forming the basis of the movement for raising levels of productivity with due regard to the well-being of the workers have been embodied in a Code known as the Code of Efficiency and Welfare. All these Codes have come to stay as important parts of our Industrial Relations Machinery.

The Code of Discipline in Industry, evolved in 1958, has made considerable progress. It has created an increasing awareness amongst the employers and workers of their mutual obligations. Its operation has significantly brought down the number of man-days lost on account of disputes. The Code is already applicable to all public sector undertakings worked as Companies and Corporations except Defence Undertakings, Banks and the Life Insurance Corporation of India. The State Bank of India has accepted the Code of Discipline with certain clarifications. Steps would be taken to enforce it as soon as the Bank's Employees' Union also signify their consent to the Code.

The Implementation Machinery, set up at the centre, has succeeded not only in settling many complicated and long pending disputes but also in bringing about out-of court settlements in several cases pending in higher Courts. It has also been successful in averting strikes or lock-outs in several cases by launching suitable preventive action. Tripartite Implementation Committees have been functioning in all States except Jammu and Kashmir where it was felt that labour problems are not of such magnitude at present as to necessitate the setting up of such Committees. Besides attempts at out-of Court settlement by the Implementation Machinery, the Central Workers' and Employers' Organisations have evolved Screening Committees to screen cases before filing appeals in higher Court by their member units

The Committee on Safety, Education and Propaganda submitted its report. It has recommended certain measures for the promotion of safety through education and propaganda and has suggested that these measures should be entrusted to the National Mines Safety Council constituted for the purpose. The Safety Equipment Committee, in its report, has recommended the setting up of a Standing Mines Safety Equipment Advisory Board to keep under constant review the problem of making available to the mining industry the necessary safety material and equipment. The Tripartite Industrial Committee on Mines other than Coal has approved the proposal to set up an Iron Ore Labour Welfare Fund on the pattern of the Coal Mines Labour Welfare Fund. The fund would be utilised for the benefit of labour employed in the iron ore mining industry particularly for the improvement of housing, public health, sanitation, water supply, medical, educational and recreational facilities. The fund would be created out of a cess to be levied on iron ore production. It was estimated that Rs. 30 lakhs would be needed to provide for welfare measures on a satis-

factory scale to about 41,000 workers engaged in this industry. The proposal for enacting legislation to constitute a Manganese Labour Welfare Fund has been deferred till the export of manganese ore increases and the prices are stabilised. A holiday home to provide facilities for rest and recreation to about 360 colliery workers in a year is proposed to be opened at Pachmarhi in Madhya Pradesh by the Coal Mines Labour Welfare Fund Organisation which is already running holiday homes at Rajgir for the benefit of workers in Bihar and West Bengal coal-fields. The Advisory Committee of this organisation which met in July 1961, approved the grant of loans and subsidies from the Fund to the co-operative credit societies and co-operative consumer stores in colliery areas. The Committee also approved in principle the Third Five Year Plan of the Fund involving an expenditure of Rs. 13·11 crores. Another proposal agreed to was regarding the setting up of 'open lungs' with small parks, children's corners and playgrounds in the vicinity of workers' houses. A sum of Rs. 10,000 will be spent at every place where such amenities are to be provided.

It is proposed to set up Regional Labour Institutes in this country with the assistance of U.N. Special Fund. These institutes will be located at Kanpur, Calcutta and Madras. Their main functions will be to develop programmes for safety, health and welfare of workers, to set up industrial museums, to carry out industrial hygiene surveys and to conduct training courses.

The public housing programme in the Third Plan, envisaging construction of 8 to 9 lakh houses, will be nearly twice the magnitude of the second Plan's undertaking in this direction. The Plan now provides Rs. 147 crores for the housing programmes of the Ministry of Works, Housing and Supply and the States as against Rs. 84 crores in the revised outlay of the Second Plan. In addition, the Life Insurance Corporation of India is likely to allocate Rs. 60 crores to supplement the effort. Additional major housing programmes have been planned by the Ministries of Railways, Commerce and Industry, Communications and others for their employees and the tentative estimates aim at 3,00,000 houses at a cost of Rs. 200 crores. The Coal and Mica Mines Labour Welfare Funds are expected to provide about Rs. 14 crores for the construction of 60,000 houses. The following are the main targets proposed for housing under the Third Plan: Subsidised Industrial Housing—73,400; Low Income Group Housing—90,000; Slum Clearance—1,40,000 and Village Housing—1,73,000. An allocation of Rs. 26 crores has been made for the requisition and development of 15,600 acres of land. By the end of the Second Plan, the construction of about 1,4 ,000 tenements, costing Rs. 45 crores, had been approved for the housing of industrial workers. About 1,00, 00 tenements had been completed and the rest were under different stages of construction. A provision of Rs. 2 crores has been made for giving loan assistance to Dock Labour Boards at Bombay, Calcutta and Madras to enable them to build houses for workers registered with them. According to present estimates, this would help to build 4,800 houses and meet about 25 per cent. of the demand.

The problem of wages is by far the most ticklish in the context of industrial relations. The method of settlement of wage disputes by tripartite Wage Boards now represents the most advanced stage in the evolution of the machinery for wage determination. Government have so far set up Wage Boards for the Cotton Textiles, Cement, Sugar, Jute and Plantation (tea, coffee and rubber) industries. Of the 444 textile mills coming under the purview of the recommendations of the Central Wage Board for Cotton Textile, 18 have been exempted from the award by the Government. Of the remaining 426 mills, only 375 have accepted the recommendations in principle and are implementing the award in various stages. The remaining 51 mills have either reservations or have completely ignored the award. The intransigence of these mills compelled the Government to have recourse to legislation resulting in the introduction of the Cotton Textile Workers (Central Wage Board Recommendations) Bill, 1961. The study with regard to work loads suggested by the Cement Wage Board is in progress in a few selected cement factories. It is being undertaken by the organisation of the Chief Adviser, Factories. The Sugar Wage Board which was set up in December 1957, submitted its report in December 1960. For the purpose of wage fixation, the Board has recommended division of the country into 4 regions viz., North, Central, Maharashtra and South and though the total minimum wages will necessarily vary from region to region, the Board considered it desirable to have basic minimum wages calculated at the rate of Rs. 60—1—65. It has been estimated that about 1.90 lakh workers would receive benefits to the extent of Rs. 15 to 16. The Board's recommendations were made effective with effect from the 1st November 1960. The Wage Boards for the Jute and Tea industries were set up in June and August, 1960, respectively. The Jute Wage Board unanimously recommended an interim relief for all the workers employed in Jute mills in all parts of India (except the Kathiar Mill) wherein every worker, whether permanent, temporary or *badli*, shall be paid interim relief at the rate of Rs. 2.85 per month from the 1st October, 1960 to the 21st December, 1960 and at the rate of Rs. 3.42 from the 1st January, 1961. The Kathiar Mill alone will pay an interim relief at the rate of Rs. 3.42 with effect from the 1st September, 1961. The Wage Boards for the Rubber and Coffee Plantation Industries were set up in July, 1961 under the Chairmanship of Shri L. P. Dave who is also the Chairman of the Jute and Tea Plantations Wage Boards. The headquarters of all these 4 Wage Boards are at Calcutta The determination of bonus payments has long been a disturbing factor in industrial relations. According to the Labour Appellate Tribunal formula, bonus is to be shared between management and labour after providing for certain prior charges for depreciation and reserves and return on paid up capital. The proponents of socialist wage policy advocate linking of bonus to profits. In the public sector it is related to production rather than profit. The Standing Labour Committee recommended the setting up of a Bonus Commission which would evolve some norms for the payment of bonus thereby putting it on a secure basis. The Bonus Commission to be headed by Justice M. R. Meher, is expected to examine the concept of bonus threadbare and remove all ambiguities associated with the principles of bonus and resolve the contradictions in the prevailing practices of bonus payments. The solution to this ticklish problem would help to a considerable extent in avoiding a good deal of litigation and reducing the loss in man-days with consequent loss in production. The draft terms of reference of the Bonus Commission are: (1) to consider the question of payment of bonus in all its aspects in relation to industrial employment; (2) to determine the extent to which bonus payment should be influenced by the wage level in an industry; (3) to determine the conditions under which bonus payments should be based industry-cum-region-wise and industry-wise and the method for determination of the prior charges in each case; (4) to consider whether

bonus should be paid beyond a specified amount in the form of National Savings Certificates or in any other form; (5) to suggest the appropriate machinery for the settlement of bonus claims; and (6) to make such recommendations regarding the question of bonus as the Commission deems suitable.

A National Industrial Tribunal with Justice K. T. Desai as Chairman was constituted in March, 1960, to adjudicate upon the dispute between the Banking Companies, including the State Bank and its subsidiaries, and their workmen in respect of the various issues included in the charter of demands submitted by the Employees' Association. The dispute between the Reserve Bank of India and its employees has also been referred to the same Tribunal for adjudication. The interim award of the National Industrial Tribunal (Bank Disputes), Bombay, was given on the 26th December, 1960. No interim relief was suggested. The National Industrial Tribunal, Bombay, gave its award on the 30th November, 1960 in the industrial dispute between the Press Trust of India Ltd., and their workmen. In addition to the two Industrial Tribunals already functioning at Bombay and Dhanbad, a third Industrial Tribunal with Shri L. P. Dave as Chairman, was set up in May, 1961, with headquarters at Calcutta.

An important aspect of bonus viz., the relationship of bonus to living wage, came up for decision in the Supreme Court. The Court observed that it would be inadvisable and inexpedient to put a ceiling on the award of bonus and that it could not be said that no award or bonus could be sustained once the living wage standard has been reached. The question should be decided taking into account the circumstances in each case. About the computation of the living wage, the Court said, "as the social conscience of the general community becomes more alive and active, as the welfare policy of the State takes a more dynamic form, as the national economy progresses from stage to stage and as under the growing strength of the trade union movement collective bargaining centres the field, the wage structure ceases to be a purely arithmetical problem". The Court thus accepted a dynamic concept of the 'living wage' of the type mentioned in the Constitution.

The Committee constituted by the Government of India in August 1958, to classify and categorise Class III and Class IV workers in the 6 major ports, under the Chairmanship of Shri F. Jeejeebhoy, submitted its interim report. In this report the Committee recommended the application of new pay scales with retrospective effect from 1st October, 1957. The management of the State-owned Indian Telephone Industries at Duravaninagar near Bangalore, announced the introduction of a revised wage structure merging dearness allowance into the basic pay of employees. It also declared that all daily-rated workers would be brought under monthly scales of pay. In the Hindustan Machine Tools, Jalahalli (Bangalore), the existing 20 wage scales were rationalised into 10 new wage scales. The rationalised wage scales and their attendant terms were made effective from the 1st June, 1961. An agreement was arrived at between the Life Insurance Corporation of India and their two Employees' Associations by which more than 31,000 employees belonging to the supervisory, clerical and sub-ordinate categories would get a uniform *ad hoc* increase of Rs. 15 in their existing dearness allowance with retrospective effect from April 1960. An incentive scheme covering about 1,700 port workers in Calcutta was signed. It would have retrospective effect from June 15, 1961. Incentive schemes are already in operation in the Bombay and Madras Ports.

The Government of Andhra Pradesh have decided to fix minimum wages for agricultural labourers under the Minimum Wages (Central) Act. For this purpose the State has been divided into 3 zones. The minimum wages proposed are Rs 500 per annum for each adult farm servant in zone I and Rs. 400 and Rs. 300 in zones II and III respectively. A child farm servant would receive a minimum wage of Rs. 250, Rs. 200, and Rs. 150 per annum respectively in the three zones. A thirteen-man wage Committee for the Mica industry in Bihar has been set up by the State Government to inquire into the employment conditions prevailing in the mica mines industry in Bihar and to advise the State Goverment in the matter of fixation of wages for the categories of employees for whom minimum wages have not yet been fixed. In Kerala, the Committee appointed in 1957 to evolve a wage structure and a formula for the payment of bonus for the plantation workers submitted its report in 1959 and the State Government accepted the recommendations contained in the report, in 1960. The Committee prescribed minimum and guaranteed time-rates for the tea and rubber estate workers. Distribution of bonus to workers at the rate of 25 per cent. of the available surplus profit after providing for depreciation, renovation of buildings, machinery, taxation and return on paid up and working capitals was also prescribed. The Government of Madras have appointed a Committee to hold enquiries and to advise the State Government in respect of revision of minimum rates of wages fixed for the employment in any public motor transport. The Government of Mysore revised the pay scales of their employees with effect from the 1st January, 1961 costing the State Exchequer an additional Rs. 3·5 crores per annum of which Rs. 3·4 crores would go to benefit the non-gazetted staff. Under the new pay scales, the minimum salary of a Government employee will be Rs. 60 per month as against Rs. 50 p.m. existing previously. The new revised pay scales will benefit about 1,60,000 employees. An agreement was signed in Calcutta between the employers and the workmen representing the whole of tea plantation workers of North East India numbering about 8 lakhs for payment of bonus for the 3 years namely, 1959, 1960 and 1961. The annual bonus payable to all categories of workers has been fixed at 14 per cent. of the profits of the companies.

The need for imparting systematic training to workers on trade union methods and philosophy has been felt for some time. It has acquired an urgency with the rising tempo of industrialisation in the country. To give effect to the fulfilment of this need, a semi-autonomous body known as the Central Board for Workers' Education consisting of representatives of labour, employers, educational bodies and Government was set up in 1958. Twelve Regional Centres of Workers' Education have been functioning till the end of December 1960. Three more such centres will be established in Gujrat, Assam and the steel belt of Bihar, during 1961. The Regional Centres at Dhanbad and Indore would be converted into residential ones. By the beginning of May 1961, the 12 centres had trained 1,056 Worker-Teachers in 45 sessions while 274 were under training. During May 1961, as many as 18 unit level classes were started in addition to the 389 classes already existing at the beginning of the month. They had trained 9,902 workers in 566 sessions while 6,925 were under training. The 19th Session of the Standing Labour Committee urged that trade unions should be more prompt in sponsoring trainees for the Worker-Teacher Training Course in consultation with the Management. It also urged that employers should provide accommodation and other classroom facilities for unit level classes and that trade unions should take all possible steps to ensure regular attendance of trainees sponsored by them at the unit level classes.

The principle of labour participation in management, besides giving employees a means for self-realisation in work, meets the psychological needs of men and women at work by reducing the frustration they may face in a normal industrial setting and helps in banishing the feelings of futility and isolation that might develop in their minds. While drawing up proposals for the Second Five Year Plan it was considered that increased association of labour with management would help towards the successful implementation of the various Plan Projects by promoting increased productivity for the general benefit of the enterprise and the community. The first seminar on Labour Management Co-operation held in 1958 formulated certain conclusions and recommendations concerning the constitution, functions and administration of Joint Councils. The Second Seminar held in March, 1960, decided to take out the proposal from its pilot stage and extend it to as many establishments as possible In pursuance of the recommendations of the Seminar a small cell was set up in the Ministry to deal with all matters connected with the scheme. A Committee on Labour Management Co-operation in place of the existing Sub-Committee was set up in November 1960. The Committee's function is to advise and offer guidance on all matters connected with the scheme. It would also organise, collect, collate and disseminate information on the working of the Joint Management Councils. At a meeting held this year, the Committee expressed the view that the management and the unions of each undertaking, in which Joint Management Councils have been set up, should designate someone to look after the Joint Councils. It favoured that a joint report on the working of the Councils should be furnished once every quarter to the Government. It also recommended that a brochure printed in regional languages should be prepared setting forth briefly the principles, constitution, functions and working of Joint Management Councils. The Union Ministries of Commerce and Industry; Transport; Works, Housing and Supply and Irrigation and Power have asked industrial establishments under their control in the public sector to set up Joint Management Councils. The scheme is already in operation in a number of units.

The Government of India has obtained the services of two Russian experts to go into the question of incentives to increase production in the public sector undertakings.

The National Productivity Council has programmed to hold a Seminar on Management Development at important industrial centres viz., Kanpur, Bombay, Madras, Calcutta, Cochin and Delhi. The Council has secured with the help of the United States' T. C. M., the services of a team of four top executives from the U. S. A., for organising these programmes. The Council also organised a series of advanced management programmes in collaboration with the All India Management Association. A four-week advanced management course was organised by the Council at Bangalore in collaboration with the I.L.O. followed by a conference of industrial leaders in Delhi. The service of a Management Development Expert from Norway have been obtained under the I-L.O. programme for the Council. The Council's foreign training progamme under the T C.M. aid covered 37 persons in 1959 and is expected to cover about 00 more persons till the end of 1961. Nineteen trainees were sent to France under the French Government Assistance Programme in 1960 for 6 months' training in scientific management and another batch of 15 trainees in 1961 for studying production management. An Asian Regional Training Course in Social Security Administration was organised by the I.L.O. in co-operation with the Government of India and the International Social Security Association in New Delhi, during November 1960. Twenty five trainees from ten Asian countries participated in the training course. A Regional Seminar on Workers' Education for North, East and South Asian countries was held in April 1961 by the T.C.M at Simla. About 30 delegates participated in the Seminar. Two Regional Inspectors of Mines were deputed to the U.K. under the Colombo Plan for training in Mines Safety for a period of 5 months commencing from the 1st February, 1961. Two officers of the Central Government participated in the Seminar on Productivity Improvement organised by the I L.O. in Tokyo during March 1961. Seven officers, 3 from the Centre and 4 from State Governments were deputed to the U K. for training in labour administration under the Colombo Plan Course which started in the second week of March 1961. Seven trade union workers, five belonging to I. N. T. U. C. and two to the H.M.S. were deputed to the U. K. for training in trade unionism for a period of 13 weeks.

Important conferences held during the period under review are as follows:—The 18th Session of the Indian Labour Conference (September 1960); Conference on Labour Research (September 1960); *Ad Hoc* I. L. O. meeting on Civil Aviation (September-October 1960); 4th meeting of the Central Evaluation and Implementation Committee (October 1960); 4th meeting of the 9th Session of the Industrial Committee on Plantations (November 1960); I.L.O. Asian Advisory Committee-10th Session (November 1960); 4th meeting of the National Council for Training in Vocational Trades (January 1961); Seminar on Works Committees (January 1961); 8th Session of the Tripartite Industrial Committee on Coal Mining (April 1961); Second Session of the Industrial Committee on Mines other than Coal Mines (April 1961); 19th Session of the Standing Labour Committee (April 1961); Tripartite Committee on Labour Management Cooperation (May 1961) and 45th Session of the International Labour Conference (June 1961).

The Ministry of Labour and Employment has drawn up a draft Decasualisation Scheme which aims at avoiding wastage of man-power, increasing the efficiency of workers and eliminating malpractices, and favouritism in the recruitment of workers. The Scheme also seeks to ensure speedy employment of experienced surplus labour in collieries before new hands are engaged and to reduce the period of waiting before a worker gets a job. The Scheme is proposed to be administered through employment exchanges that may be set up for the purpose or through sub-offices of exchanges wherever necessary.

The Conference on Labour Research held in September 1960 recommended the setting up of a Central Committee on Labour Research. Its main objective would be to undertake objective, quality research on selected priority labour topics; to develop techniques of research and the skill of research workers and to disseminate the results of research.

Government have decided to constitute an Unemployment Relief Fund. The idea was first mooted by the Union Labour Minister at the 16th Session of the Indian Labour Conference with the main object of putting shaken industrial units back on their feet and to help workers train themselves for alternative occupation if the possibilities of their absorption in the same occupation were remote. The Fund would be more in the nature of industrial rehabilitation rather than unemployment dole and as such its nomenclature should not be misconstrued as an unemployment insurance of any kind as obtaining in the United Kingdom or in the United States. Contributions towards this Fund are expected to be obtained from workers and employers in addition to the Centre's contribution. The details of the scheme are yet to be worked out for which a three-man Committee consisting of the Labour Ministers of Madya Pradesh, Maharashtra and Rajasthan has been appointed.

Government is contemplating a comprehensive and integrated scheme of social security. The gradual extension of the Code of Discipline and the intensive application of the Schemes of Workers' Education and Labour Participation in Management will form the main programme of the Ministry of Labour and Employment in the years to come. It is to be hoped that those endeavours of the Government of the people, and the people themselves—especially workers and employers—will take the nation step by step towards its goal of economic prosperity and democractic socialism.

(By courtsey: Indian Labour Journal, September 1961 pp. 783-796)

TRAINING OF SUPERVISORS

By

R. Viraraghavan.

The National Training Week has been celeberated all over the country with a view to focus public attention on the need to train apprentices to meet the demands of our expanding industries. The Central and State Governments are encouraging these celebrations and are taking measures, legislative and otherwise, to further apprentices' training. This seems to be an appropriate time to spot light public attention on a forgotten, or at least not often remembered, aspect of training—namely supervisory training and to examine the need for Government to take active interest in the development of supervisory training programmes.

The question which arises, then, for answer are

(a) Who are supervisors?

(b) Is training necessary for them?

(c) If so, what is the system of training which should be adopted and lastly

(d) Why should the Government take interest in it?

These questions are dealt with below:

Who are supervisors:—Throughout this paper, the term 'supervisors' is used to refer to all those men who, though variously designated as Maistry, Chargeman, Chargehand, Leadinghand, Jobber, Supervisor Foreman, Assistant etc., have in common the duty of directing the work of other people, or of being in charge of others. In most organisations, supervisors have the following field of resposibilities.

1. Quality and quantity of production.
2. Co-ordination of production of different men, especially if the supervisor is in charge of a sub-assembly unit.
3. Economy in the use of machines, materials, (tools) etc.
4. Training of workmen and operatives in the section.
5. Maintenance of discipline of men in their charge,
6. Safety of workers and apprentices in their charge.
7. Improvement of methods of work, so as to avoid waste of material, time etc.

To discharge these resposibilities, industry has two types of supervisors: those who have been promoted from among workmen and have considerable practical experience but very little formal training of any sort, and others who are fresh from technical institutions and have no practical experience.

These are the men who are in every day contact with workmen and are responsible for translating the organisation's policies into practice and for producing goods and services for which the organisation is established. They are the 'hard core' of Industry and without them nothing could be accomplished in Industry. The Government passing an Apprentices Act apart, the successful training of apprentices depends on the efficiency of the Supervisor. While the interest Goverment or other Organisations evince in a productivity drive can be of value, no campaign for higher productivity will succeed without the efficiency of the supervisor. The supervisors' role in industry is important even now. But in the future, when mass production techniques are adopted in an increasing measure the role the supervisor has to play will increase in importance. This is because less and less skill will be required from workmen as more and more machines perform operations which are now considered skilled; but the task of co-ordinating the production of different workmen, of training them in new operations etc., will make the supervisor's job more important.

Is training necessary for supervisors?

In the light of the above observations the question has to be posed as to whether a totally untrained supervisor can function effectively to realise that an untrained supervisor cannot function effectively at all. It is only necessary to consider whether the supervisor can be trained on the job, as is being done or whether formal systematic training is necessary.

Training on the job is not purposive or intensive and therefore supervisors do not become fully effective, if they ever become that, for many years. Till then they work with varying degrees of efficiency, the cost of which to the nation is never correctly assessed.

A few examples of the type of mistakes commonly made by untrained supervisors will not be out of place here. In a factory the workmen were observing "Grievance day". They had affixed badges on their lapels indicating their grievance. One of the supervisors took a badge from a workman and after reading it tore it to bits. This act infuriated the workmen and they went on strike demanding that the supervisor should apologise or be punished.

Frequently we find that a supervisor gives an instruction to an operative, comes back to check after an interval and finds that the job is wrongly done because the operative has not clearly understood the instructions.

There are many instances of Managers going into departments and finding 4or 5men trying very hard to lift a weight while a crane remains idle. The department supervisor by not mentally connecting the two separate operations wastes the labour of 5 men. How many men have lost their eyes because supervisors did not check up to see that tools had no mushroom heads? No statistics are maintained of the cost of all these. The loss to the nation may be small in each case. But as there are thousands of supervisors and as they are likely to make mistakes every day,the cost could easily run into very large amounts Yet all these mistakes could be and are generally avoided by trained supervisors. Secondly informal and unplanned training of supervisors on the job, takes a long time to produce even limited results. We want quick results in India. We want many thousands of supervisors to supervise the millions of workmen whom we expect to employ, in our expanding industries. Only a formal planned system of training is tikely to give us the quick results that we need.

It may be argued that supervisors in industry are already there and are producing goods and services and that therefore there is no need to train them. This argument presupposes that supervisors on the job work at top efficiency. That it is a wrong assumption is shown by the forgoing examples. Furthermore, our low productivity demonstrates that our methods of work are not efficient; that they are, in fact, wasteful. The honourable Minister for Labour Sri R. Venkataraman stated in a recent speech that a characteristic that marked a developed country from an undeveloped country was that the former was more vigilant in avoiding waste of its resources and of human effort than the latter. India can hardly be called a developed country and it is clear that we need to make the best use of our resources. This by itself is a strong reason for training our supervisors.

A second argument that is heard is that training is all very well for highly developed Western Countries, but trade unions in this country will allow neither good relations between management and workers nor improvement in methods which will enhance production etc. Therefore even trained supervisors cannot achieve very much in the face of this calculated intransigence. This argument misses the difference between Industrial relations and individual relations. Even in a factory where men-management relations are bad, cetain departments work more effectively than others. This indicates that those supervisors whose departments work well, have certain skills which others do not have. The purpose of training is to impart these skills to all supervisors.

We may, then, I think, conclude that formal planned training is necessary for supervisors. This leads us to the problem of training.

The problem of training supervisors is two fold. Firstly training of young men fresh from technical institutions, who are yet to undertake supervisory responsiblities and secondly training of supervisors who are already on the job In the case of the former, technical institutions can themselves include in their curricula, training for supervision. All that the Industry may have to do, is to give them reorientation training, to suit them to the needs of their organisations.

In the case of men who are already in supervisory positions in industry the problem is vastly complicated. They cannot be spared from their work for long periods. As their number is vast, training could be costly. Many of the supervisors are no longer young and will resent the idea of attending classes and being taught anything. This hostility to formal training is particularly well developed in those who are most in need of being trained. In passing one may be permitted to add that this hostility to training is not confined only to junior supervisory personnel. Programme of training in their cases will have to be such as will not take them away from their jobs too long; will not be too costly for management and will not rouse the resentment of supervisors.

We may therefore sum up that supervisors, that is, all those persons who direct the work of others or, are in charge of people, need training. In the case of those who are already bearing supervisory responsibility in industry, the system of training will have to be such as will not take them away from their jobs too long, will not be too costly for management, and will not make supervisors feel that they are attending classes.

Highly developed nations faced with similar problems have developed many systems of training. The outstanding among these is the Training Within Industry (shortly known as T.W.I.) Scheme. This scheme seeks to develop the skill of supervisor in—

(1) *Leadership*:—that is his ability to get people working under him to do what he wants, at the time and in the manner in which he wants it done, because they like working for him.

(2) *Improving Methods*:—that is his ability to use to the best possible advantage his resources in men, machines and materials.

(3) *Instructing people*;—that is his ability to train and instruct people to work to the best advantage.

(4) *In Safety*:—that is his ability to spot and remove dangers in his department.

by four programmes which are called, Job Relations, Job Methods, Job Instruction and Job Safety Programmes. Each of these programmes except job safety programme, is presented by a trainer to eight or ten supervisors at a time in five sessions on consecutive days. Each session lasts two hours. Training is given on the premises of the firm during working hours. In these sessions, supervisors are not lectured to, but take part in discussions as a result of which general principles relating to the particular skill are driven home to them. Supervisors also practise these skills to a limited extent.

T.W.I. scheme has the advantage that it is economical, as one trainer can train many supervisors. Supervisors do not have to be away from their jobs for a long time and lastly supervisors do not resent it. It seems to be the answer for supervisory training needs.

Because of its usefulness T.W.I. scheme is used widely for supervisory training in the United Kingdom, Japan, Phillipines, Malaya, Burma, India and other Countries. Many thousands of supervisors in the above countries have been trained under the T.W.I scheme. The International Labour Office sponsored T.W.I. scheme as a system of training most suitable for training supervisors in rapidly industrialising countries. The Deputy Chief Adviser of Factories, (T.W.I.), Bombay-1 has further information on the scheme.

Now we come to the last question which is :—

Why should Government take interest in it?

The simple answer to this question is that they should take interest in supervisory training for the same reason for which they are taking interest in Apprentices Training; *viz.*, that supervisory training is essential for industrial expansion, and that training facilities available are inadequate. The T.W I. Centre at Bombay is doing good work, but when we consider the number of supervisors to be trained now and in the future, the vast distances to be covered, the multiplicity of languages in which T.W.I. programmes have to be conducted, it will be clear that a single centre is totally inadequate for the needs. There will have to be atleast four Regional Centres if T.W.I. is to be brought within a reasonable time to the major industrial centres of India.

Secondly supervisory training by T.W.I. scheme is necessary if the productivity drive is to bear any fruit. It is ultimately the supervisor who has to bring about any increase in productivity. He has to devise improved methods, lead his workmen to accept improved methods and to instruct his workmen in the improved methods. He has also to ensure that the new method is a safe one. He should thus act as his own efficiency officer, personnel officer, training officer and safety officer. The efficiency with which he is able to accomplish this will determine the degree of success of the productivity drive. It is desirable that Government which has set up a Productivity Circle, should take the logical second step, by themselves setting up, or getting Government of India to set up a T.W.I. Centre at Madras.

தொழிலாளர் கல்வித் திட்டம்*

செ. இரா. விசுவநாதன்,

மண்டல நிர்வாக அதிகாரி, தொழிலாளர் கல்வி அகம், சென்னை.

தமிழ் நாட்டில் தொழிலாளர் கல்வித் திட்டம் தொடங்கப்பட்டு இன்றுடன் ஓராண்டு முடிவடைகின்றது. சென்ற ஆண்டு செப்டம்பர் மாதம், 29-ஆம் தேதி சென்னை ராஜாஜி மண்டபத்தில் தமிழ் நாட்டு தொழிலாளர் அமைச்சர் உயர் திரு வெங்கட்ராமன் அவர்கள் இத் திட்டத்தைத் தொடக்கி வைத்தார். திரளான தொழிலதிபர்களும், தொழிலாளர் தலைவர்களும், அரசு அலுவலர்களும் கலந்து கொண்ட இந்த விழாவிற்கு காலஞ் சென்ற சட்டமன்றத் தலைவர் டாக்டர் யூ. கிருஷ்ணராவ் அவர்கள் தலைமை தாங்கினார்.

தொடக்க விழாவில் உரையாற்றிய அமைச்சர் திரு வெங்கட்ராமன் தொழிலாளர் கல்வித் திட்டம், தொழில் உறவினை சீர்படுத்த பெரிதும் உதவும் என நம்பிக்கை தெரிவித்தார். இந்தியாவில் பல்வேறு மாநிலங்களில் ஏற்கனவே தொழிலாளர் கல்வித் திட்டம் செயல்பட்டு வருகிறது என்றும், தமிழ் நாட்டில் ஏறத்தாழ இரண்டாண்டுகள் காலந் தாழ்த்தி துவக்குகிறோம் எனவும் குறிப்பிட்டார். என்றாலும் வழக்கம்போல் நாம் பின் துவக்கி முன் முடிக்கும் செயல் வீரர் பட்டியலில் சேர்ந்தவர்கள் என்றும், எந்தத் திட்டத்தையும் நல்ல முறையில் பயன்தரும் வகையில் தொடர்ந்து செயல்படுத்துவோம் என்றும் குறிப்பிட்டார். இவ்வாறு ஆரம்பிக்கப்பட்ட தொழிலாளர் கல்வித்திட்டம் என்ன என்பது பற்றியும், எவ்வாறு இயங்குகிறது என்பது பற்றியும் காண்போம்.

தொழிலாளர் கல்வி என்றால் பொதுவாக தொழிலாளர்கள் எழுதப் படிக்கத் துணை செய்யும் எழுத்தறிவுக் கல்வி எனப் பலர் எண்ணுகின்றனர். சிலர் தொழிலாளர் கல்வி என்றால் தொழிலில் முன்னேற்றம் காண துணை புரியும் தொழில் நுணுக்கக் கல்வி என்று கருதுகின்றனர். ஆனால் நம் நாட்டில் இன்று நடைபெறும் தொழிலாளர் கல்வி, தொழிலாளி முதலாளி உறவு பற்றிய கல்வி எனலாம். ஐந்தாண்டுத் திட்டங்கள், தொழில் சட்ட நுணுக்கங்கள், தொழிற் சங்க நுணுக்கங்கள் இவை பற்றிய கல்வி எனலாம்.

நம் நாட்டில் இப்போது செயல்படும் தொழிலாளர் கல்வி சில தலையாய குறிக்கோட்களையும், நோக்கங்களையும் கொண்டுள்ளது.

முதலாவதாக, தொழிலாளர் கல்வி, தொழிலாளியைச் சிறந்த தொழிலாளியாகவும் சிறந்த தனி மனிதனாகவும், சிறந்த குடிமகனாகவும் ஆக்க முயற்சி செய்கின்றது.

தொழிலாளர்கள் தங்கள் உரிமைகளையும், கடமைகளையும் உணர்ந்து நாட்டின் நல்ல குடிமக்களாக வாழ வழி செய்கின்றது. தொழிலாளர்களுக்குப் பரந்த எண்ணமும், விரிந்த மனப்பான்மையும் உண்டுபண்ணி சிறந்த மனிதர்களாக வாழவும், நாட்டின் ஐந்தாண்டு திட்டங்களில் முழுப் பங்கு எடுத்துக்கொள்ளவும் துணை செய்கின்றது. தொழிலாளர் கல்வி தொழிலாளர்களுக்கு ஐந்தாண்டுத் திட்ட உணர்வினையும் உற்பத்தி

* [29-9 61ல் சென்னை வானொலி நிலயத்திலிருந்து ஒலி பரப்பப்பட்டது. அகில இந்திய வானொலி நிலயத்தாரின் அனுமதியுடன் அச்சிடப்பட்டுள்ளது]

நினைவினையும் அளிக்கின்றது. எனவே திட்டங்கள் வெற்றிபெற தொழிலாளர்கள் தங்களது நிபந்தனையற்ற முழு ஒத்துழைப்பை அளிப்பார்கள் என்பதில் ஐயமில்லை.

முதலாளி தொழிலாளி உறவில் நேரடிப் பேச்சு, சமரசப் பேச்சு, நடுவர் தீர்ப்பு இவற்றிற்குத் தான் முதலிடம் அளிக்கின்றது தொழிலாளர் கல்வி. இவை மூலமாகவே தொழிலாளர்கள் தங்கள் சிக்கல்களில் பெரும்பாலானவற்றைத் தீர்த்துக்கொள்ளலாம்; வேலை நிறுத்தம் ஒரு இறுதி நிலையாகவே கருதப்பட வேண்டும் என்று தொழிலாளர் கல்வி வலியுறுத்துகின்றது. எனவே வருங்காலத்தில் வேலைநிறுத்தங்கள் அதிகமிரா. தொழிலில் அமைதி நிலவும், உற்பத்தி பெருகும்.

தொழிற்சாலைகளில் நிர்வாகத்தில் தொழிலாளர்களுக்குப் பங்கு தர வேண்டும் என்று அரசு ஒரு திட்டம் தீட்டியுள்ளது. அத்திட்டம் ஏற்கனவே இந்தியாவில் சில தொழிற்சாலைகளில் செயல்படுத்தப் பட்டுள்ளது. விரைவில் இன்னும் பல தொழிற்சாலைகளில் இது செயல்படுத்தப்படும். கூட்டு நிர்வாகக் குழுக்கள் என்ற அமைப்புக்களின் வாயிலாக தொழிலாளர்களுக்கு நிர்வாகத்தில் பங்கு தரப்படுகின்றது. கூட்டு நிர்வாகக் குழுக்களில் தொழிலாளர்கள் திறம்படச் செயலாற்ற வேண்டுமெனில் அவர்களுக்குத் தனிப் பயிற்சி அளித்தல் வேண்டும். தொழிலாளர் கல்வி இப்பொறுப்பினை ஏற்றுக்கொள்ளும்.

நம் நாட்டில் இப்போது இயங்கிவரும் தொழிற்சங்கங்களில் பெரும்பாலானவை உறுதி படைத்தவையல்ல. தொழிலாளர்கள் அவற்றில் பெருமளவில் விரும்பிச் சேருவதில்லை. சேர்ந்த சிலரும் தொழிற்சங்கங்களின் வளர்ச்சிக்காகவும், அவற்றின் உறுதிக்காகவும் பாடுபடுவதில்லை. இந்நிலை தீரவேண்டுமெனில் தொழிலாளர்கள் உள்ளத்தில் தொழிற்சங்க உணர்வு ஏற்பட வேண்டும். தொழிலாளர் கல்வி தொழிலாளர்களுக்கு இவ்வுணர்வினை ஊட்டும். நல்ல சங்கங்கள் வளர்ந்தால் நேரடிப் பேச்சு முறை வலுவடையும். தொழிலில் அமைதி நிலவும்.

தொழிலாளர் கல்வி திட்டம் எந்தக் கருத்தையும் தொழிலாளர்கள் மனத்தில் வலுக்கட்டாயமாகத் திணிப்பதில்லை. இத்திட்டம் கூறும் கருத்துக்களைப் பற்றி உரையாடல்கள் நடத்தவும், விவாதம் நடத்தவும், கருத்தரங்கு நடத்தவும் இக்கல்வி பெறுவோர்க்கு வாய்ப்பு அளிக்கப்படுகின்றது. அவர்களாகவே பல பிரச்சினைகள் பற்றி சிந்திக்குமாறு தொழிலாளர் கல்வித் திட்டம் தூண்டுகிறது. சிந்தனைக்குப் பிறகு அவர்களாகவே நல்ல கருத்துக்களை ஏற்று அவற்றை நடைமுறைப் படுத்துகிறார்கள். எனவே சுருங்கக் கூறின் இப் பயிற்சி அறிவினை ஊட்டுவதுடன் தொழிலாளரின் சிந்திக்கும் திறனையும் எடுத்துரைக்கும் ஆற்றலையும் வளர்க்க உதவுகின்றது. இத்திட்டத்தின் வரலாறு என்ன? அமைப்புமுறை என்ன? என்பதைச் சிறிது நோக்குவோம்.

தொழிலாளர் கல்வி நம் நாட்டிற்குத் தேவை என பல ஆண்டுகளுக்கு முன்பே ஒப்புக் கொள்ளப்பட்டது. குறிப்பாக மாபெரும் ஐந்தாண்டு திட்டங்களின் வாயிலாக நாட்டைத் தொழில் மயமாக்கியிருக்கும் இன்று தொழிலாளர் கல்வியின் தேவை அதிகமாக உணரப்படுகின்றது. தொழில்கள் பெருகுவதால் தொழிலாளர்களின் எண்ணிக்கை அதிகமாகின்றது. 1975-76 இல் தொழிலாளர்களின் எண்ணிக்கை இப்போது இருப்பதைவிட நான்கு மடங்கு அதிகமாகுமென எதிர்பார்க்கப் படுகிறது. மேலும் இத் தொழிலாளர்களில் பெரும்பகுதியினர் கிராமங்களிலிருந்து நகரங்களுக்கு வந்து புதிய பதவிகளில் முற்றிலும் புதிய சூழ்நிலைகளுக்குத் தகுந்த

வாறு அவர்கள் தங்களது வாழ்க்கையை மாற்றியமைக்க உதவ வேண்டும். இல்லையேல் மனக்குழப்பங்களும் போராட்டங்களும் தான் விளையும். இதைத் தவிர்க்க ஒரு சிறப்புக் கல்வித் திட்டம் உடனடித் தேவையென உணரப்பட்டது.

எனவே தொழிலாளர் கல்வியைச் சிறப்பான முறையில் நடத்த வழிவகைகள் கூறுமாறு 1957 ஆம் ஆண்டு மார்ச்சு மாதம், மத்திய அரசு ஒரு வல்லுநர் குழுவினை நியமித்தது. அதில் வெளிநாட்டு வல்லுநர் நால்வரும் நம் நாட்டு வல்லுநர் நால்வரும் உறுப்பினராக இருந்தனர். இவ்வல்லுநர்க் குழு நாட்டின் முக்கிய நகரங்களுக்கெல்லாம் சென்று பலதரப்பட்ட தொழிலாளர்கள், தொழிலதிபர்கள், பல்கலைக் கழக அலுவலர், அரசு ஆகியவர்களின் பிரதிநிதிகளோடு ஆலோசனை நடத்தி, தனது பரிந்துரைகளை இந்திய அரசிற்கு அளித்தது. சில சிறு மாற்றங்களுடன் வல்லுநர் குழுவின் பரிந்துரைகளைச் செயல் படுத்த இந்திய அரசு முன்வந்தது.

இதன்படி தொழிலாளர் கல்வியினை ஏற்று நடத்த தொழிலாளர்கள், தொழிலதிபர்கள், பல்கலைக் கழகங்கள், அரசு இவற்றின் பிரதிநிதிகள் அடங்கிய ஒரு மத்தியக் கழகம் ஏற்படுத்தப்பட்டது. இம்மத்தியக் கழகம், தொழிலாளர் கல்வி மத்தியக் கழகம் என அழைக்கப் படுகின்றது. இது ஒரு தனித்தியங்கும் அமைப்பு. இதன் தலைமை அலுவலகம் நாகபுரியில் உள்ளது. மத்தியக் கழகம் இந்திய அரசின் நிதி பெற்று இயங்கி வருகின்றது. தொழிலாளர் கல்வி மத்தியக் கழகம் நாடு முழுவதிலும் 12 மண்டல நிலையங்களை உருவாக்கியுள்ளது. சென்னை, பம்பாய், டில்லி, கல்கத்தா, பங்களூர், ஆல்வாய் முதலிய நகரங்களில் மண்டல நிலையங்கள் உள்ளன. ஒவ்வொரு மண்டல நிலையமும் ஒரு மண்டல நிர்வாக அதிகாரியின் பொறுப்பில் உள்ளது. ஒவ்வொரு மண்டலக் கல்வி நிலையத்திற்கும் பல்வேறு பிரச்சினைகளில் ஆலோசனை கூறி துணைபுரியும் பொருட்டு ஒரு உள்ளூர் குழு உள்ளது. தொழிலாளர்கள், தொழிலதிபர்கள், கல்வி அமைப்புகள், அரசு ஆகியவர்களின் பிரதிநிதிகள் அடங்கிய இக்குழுவிற்கு தொழில் ஆணையாளர் தலைவராக செயலாற்றுகிறார்.

தொழிலாளர் கல்வித் திட்டம் மூன்று படிகளில் செயலாற்றுகின்றது. முதல் படி ஆசிரிய-ஆளுநர்களின் பயிற்சியாகும். வழக்கமாக எம் ஏ., பட்டம் பெற்றவர்களே இப் பயிற்சிக்கு எடுத்துக் கொள்ளப்படுகின்றனர். நம் தமிழ் நாட்டில் ஐந்து ஆசிரிய-ஆளுநர்கள் உள்ளனர். இவர்கள் தொழிலாளர்கள் சட்டங்கள், பிரச்சினைகள் பற்றியும், பயிற்சி முறைகள் வழிவகைகள் பற்றியும், தொழிலாளர் கல்வி மத்தியக் கழகம் கல்கத்தாவில் 6 மாத காலம் நடத்திய தனிப் பயிற்சியில் கலந்து வெற்றி கண்டவர்களாவர்.

இவர்கள் ஐவரும் சென்னை மண்டலத்தில் பல தொழிற்சாலைகளிலிருந்து தேர்ந்தெடுக்கப்பட்ட தொழிலாளர்களுக்குப் பயிற்சி அளிக்கின்றனர். இப்பயிற்சி பெறுவோர் தொழிலாள-ஆசிரியர் எனப்படுகின்றனர். ஒவ்வொரு பயிற்சிக்கும் பல்வேறு தொழிலகங்களிலிருந்து சுமார் 25 தொழிலாளர்கள் தேர்ந்தெடுக்கப்படுகின்றனர். சென்னை நகரிலும், அதன் சுற்றுப் புறத்திலுமுள்ள பல பெரிய தொழிலகங்களிலிருந்து தொழிலாள-ஆசிரிய பயிற்சி மாணவர்கள் தேர்ந்தெடுக்கப்பட்டிருக்கிறார்கள். இந்த ஓராண்டு காலத்தில் தமிழ் நாட்டில் மூன்று தொழிலாள-ஆசிரியர் பயிற்சி வகுப்புக்கள் முடிவடைந்துள்ளன. இவற்றில் ஏறக்குறைய 40 தொழிற்சாலைகளிலிருந்து தேர்ந்தெடுக்கப்பட்ட 75 தொழிலாளர்களுக்கு தொழிலாள-ஆசிரியர் பயிற்சி அளிக்கப்பட்டிருக்கின்றது. தொழிலாள-ஆசிரியர்

பயிற்சி பெறுவோர் பயிற்சி காலத்திற்குத் தங்கள் தொழிற்சாலைகளிலிருந்து முழு நேர ஊதியமும் பெறுகின்றனர். இப்பயிற்சியில் பொருளாதாரம், ஐந்தாண்டுத் திட்டங்கள், உற்பத்தித்திறன், ஒழுங்குமுறை விதிகள், தொழிற் சட்டங்கள், கூட்டுறவு, தொழிற்சங்க அமைப்பு, அலுவல்கள், இந்திய அரசியல் சட்டம் முதலிய பல தலைப்புகளில் விரிவுரைகள் நடத்தப்படுகின்றன. ஒவ்வொரு விரிவுரைக்குப் பின்பும் சொல்லாடல் நடைபெறும். பயிற்சி பெறுவோர் தங்கள் சொந்தக் கருத்துக்களையும், அனுபவங்களையும் பரிமாறிக்கொள்ள இது வாய்ப்பு அளிக்கும். இவை மட்டுமின்றி விவாதங்கள், பங்கேற்று நடித்தல் (Role Play) சிறு நாடகங்கள், திரைப்படக் காட்சிகள், முதலியவைகளும் பாடத் திட்டத்தில் இடம் பெறுகின்றன. தொழிலாள-ஆசிரியர் பயிற்சி பெறுவோர் சென்னையிலும் அதன் சுற்றுப் புறங்களிலுமுள்ள பல தொழிற்சாலைகளுக்குக் கூட்டிச் செல்லப்படுகின்றனர். அங்கு பல்வேறு தொழிலாளர்களின் பிரச்சினைகளையும், நலப்பணிகளையும், வேலை நிலைகளையும் நேரில் கண்டு ஆராயும் வாய்ப்பு தரப்படுகின்றது. ஒவ்வொரு பயிற்சியின் முடிவிலும் ஒரு இந்திய சுற்றுப் பயணம் உள்ளது. முதல் இரண்டு பயிற்சிகளில் கலந்துகொண்ட தொழிலாளர்கள் டாடா நகர், தான்பாத், சிந்திரி, கல்கத்தா முதலிய இடங்களுக்குச் சென்று பல தரப்பட்ட பெரும் தொழிற்சாலைகளைக் கண்டு மன நிறைவுடனும் மகிழ்ச்சியுடனும் வந்துள்ளனர்.

மூன்றாவது பயிற்சியினர் பிலாய், நாகபுரி, பம்பாய், எல்லோரா, அஜந்தா குகைகள், துங்கபத்திரா அணைக்கட்டு, சிங்கரேணி நிலக்கரிச் சுரங்கங்கள் முதலியவற்றை பார்வையிட்டு திரும்பியுள்ளனர்.

இத்திட்டத்தின் மூன்றாவது படி தொழிலாளர் பயிற்சியாகும். மண்டல நிலையத்தில் பயிற்சி பெற்று வெற்றி காணும் தொழிலாள ஆசிரியர்கள் தங்கள் தங்கள் தொழிலகங்களுக்குச் சென்று மற்ற தொழிலாளர்களுக்கு பயிற்சி வகுப்பு நடத்துகின்றனர். இது தொடக்கநிலை வகுப்பு என அழைக்கப்படுகின்றது. இது முழு நேரப் பயிற்சியன்று. பகுதி நேரப் பயிற்சி. இப்பயிற்சி பொதுவாக தொழிற்சாலையில் வேலை நேரத்திற்குப் பின்பு அளிக்கப்படுகின்றது. ஒவ்வொரு பயிற்சியிலும் 25 முதல் 30 தொழிலாளர்கள் கலந்து கொள்கின்றனர். இப்பயிற்சி நான்கு மாத காலம் நடைபெறும். பயிற்சி பெற்ற தொழிலாள ஆசிரியர்கள் தாங்கள் பெற்ற பயிற்சியின் கருத்துக்களை 30 விரிவுரைகளில் சுருக்கமாக இங்கு எடுத்துக் கூறுவார்கள். இங்கும் செய்தி வகுப்புக்கள், உரையாடல்கள், விவாதங்கள், கருத்தரங்குகள் பங்கு ஏற்று நடித்தல், சிறு நாடகம், திரைப் படக் காட்சி முதலியவற்றிற்கு சிறப்பிடம் அளிக்கப்படுகின்றது. இங்கு பயிற்சி பெறுவோரும் பல தொழிற்சாலைகளுக்கு கூட்டிச் செல்லப்படுகின்றனர். சில தொடக்கநிலை வகுப்பு மாணவர்கள் பங்களூர், மைசூர் முதலிய இடங்களுக்குச் சென்று அங்குள்ள தொழிற்சாலைகளைப் பார்த்து வந்தனர்.

தமிழ் நாட்டில் இதுவரை 40 தொடக்கநிலைப் பயிற்சி நிலையங்கள் ஆரம்பிக்கப்பட்டுள்ளன. இவற்றில் ஏறத்தாழ 1000 தொழிலாளர்கள் பயிற்சி பெறுகின்றனர். ஏற்கனவே 14 தொழிலாளர்கள் பயிற்சி வகுப்புகளில் முதல் பயிற்சி முடிவடைந்துள்ளது. விரைவில் பல தொடக்கநிலைப் பயிற்சி நிலையங்கள் ஆரம்பிக்கப்பட இருக்கின்றது. அடுத்த மாதம் டால்மியாபுரத்தில் ஒரு தொடக்கநிலைப் பயிற்சி நிலையம் தொடங்கப்படும்.

எனவே, இந்த ஓராண்டு காலத்தில் தொழிலாளர்களிடையே, இக்கல்வியால் பயனுண்டு. அதனைத் தாங்கள் யாவரும் விரைவில் கற்க வேண்டுமென்ற விழிப்புணர்ச்சி தோன்றியுள்ளது எனலாம். இத்திட்டம் தமிழ் நாட்டில் விரைவில் முன்னேறி வருகிறது என்றும் கூறலாம்.

INDUSTRIAL SAFETY

1. Fall While Stacking Cargo in a hold.

Bales of gunnies were being loaded in the aft part of the lower hold of a ship and built up in a section which was about 14 feet high. The fore part of the hold was empty in which general cargo was to be loaded later. While a worker was pulling a bale with his handhook for the purpose of stacking, the hook slipped and he fell down from edge of the stack into the empty fore part of the hold through a depth of about 14 feet.

This accident emphasises the need for providing a suitable net or fence to prevent fall of workers while building up cargo in sections. In this connection, the I.L.O. Code on "Safety & Health in Dock Work" recommends that:—

(1) When cargo is built up in sections in the hold each section should allow for a safe landing place for cargo.

(2) If there is a risk of persons falling down from a height of more than 6 ft. 6 in. (2 m) during the work, where practicable suitable measures should be taken by installing fences, guard rails or nets to prevent danger.

2. Displacement of hatch beams on lighters.

Many serious accidents have been reported due to displacement of hatch beams on lighters during the process of loading and unloading. Investigations have shown that these accidents occur during hoisting out of cargo from hatches of lighters when the cargo or the hook of the crane derrick strikes the underside of the hatch beams left in position and force them out of their rests or supports. In this connection, it may be pointed out that Regulation 55 of the Indian Dock Labourers' Regulations requires that the beams of any hatch in use for the processes shall, if not removed, be adequately secured to prevent their displacement". In accidents involving displacement of hatch beams it has been found that either the beams had not been secured at all or had been secured inadequately. The description of two typical accidents is given below which will show the danger of not securing the hatch beams.

Cargo of pig lead was being unloaded from a hatch of a ship into a lighter alongside by means of the ship's derricks. While heaving up an empty sling from the lighter, one of the hooks of the sling caught the underside of the steel thwartship beam which was left in position and lifted it up at one end. The displacement of the thwartship beam caused the fore and aft wooden beam supported on it to fall down along with the covers resting on it on two dandees who were working in the lighter. Both the dandees were seriously injured. Investigation showed that the thwartship beam was secured only at one end.

In another accident, while bags of oil cakes were being heaved up from a partially opened hatch of a lighter for loading a ship by means of the ship's derricks, the sling load struck the underside of the thwartship beam of the lighter and displaced it. As a result, the fore and aft wooden beam resting on the thwartship beam got dislodged and fell down along with the hatch covers supported on it causing serious injureis to 7 workers in the ligh'er. Investigation revealed that the thwartship beam was not adequately secured.

This type of accidents could be prevented by securely fastening the thwartship beams by fixing bolts and nuts at both ends. If the beams cannot be adequately secured, then it is advisable that they must be removed.

3. Accidents while removing and replacing hatch covers.

A number of accidents occur to dock workers due to falling into holds while engaged in removing and replacing hatch covers. In one of the fatal accidents, a worker fell down from the top deck hatch into the lower hold of a ship through a distance of about 40 feet while closing the hatch. The accident happened when the middle section of the hatch was being closed by two workers holding a hatch cover at each end. While replacing the cover, one of the workers pulled the cover a little too much to his side and as a result, the cover slipped from the hand of the other worker. The former in an attempt to hold the cover lost his balance and fell down in the hold below along with the hatch cover.

Investigation revealed that the workers were replacing the hatch covers rather in a hurry in order to get away early at the end of the shift. Despite a number of similar accidents, workers still take chances and accidents of serious nature continue to occur. Most of these accidents could be prevented by the observance of reasonable safety precautions, effective supervision over the operations and a determination to eliminate dangerous practices. Some stevedoring firms provide suitable long handled hooks so as to prevent stooping when grasping the covers.

It may also be pointed out that the safe method of removing and replacing of hatch covers is to work from the centre towards the sides when removing covers and from the sides towards the centre when replacing covers.

(By courtesy: Industrial Safety and Health Bulletin April - June 1961)

LABOUR NEWS

INDUSTRIAL RELATIONS.

September 1961.

The labour situation in the State was satisfactory. There were eight strikes during the month of September 1961. Of these, three related to textile mills and five related to other industries affecting 2076 workers and 4639 workers respectively. The mandays lost as a result of the stoppages were 10,049 and 43,104 respectively. The details of the more important strikes are as follows:

Textiles.

About 47 workers of Sri Hari Mills Ltd., Ondiputhur, Coimbatore, struck work from 26-8-61 to 15-9-61 due to the lay-off of reelers and the strike was called off on the intervention of the Collector of Coimbatore and the Labour Officer, Coimbatore.

About 165 workers of Gnanambikai Mills Ltd., Coimbatore, struck work from 5-9-61 to 6-9-61. The workers resumed work after direct negotiation. The reasons for the strike are not known.

About 1864 workers of Vasantha Mills Ltd., Coimbatore struck work from 17-9-61 to 22-9-61 as a protest against the suspension of workers. The workers resumed work after direct negotiation.

Other Industries.

About 4045 workers of the Textool Co. Ltd., Coimbatore struck work from 13-9-61 to 22-9-61 as a protest against the demand for increase in wages and allowances etc. The strike was called off on the mediation of the Assistant Commissioner of Labour II, and the Labour Officer.

About 130 workers of 31 establishments in George Town, Madras, dealing in chillies and grains struck work from 4-9-61 to 14-9-61, as a protest against the demand for increase in wages and allowances etc. The strike was called off on the advice of the Commissioner of Labour, Madras.

About 20 workers of Fomra Brothers, Madras, struck work from 23-9-61 to 27-9-61 as a protest against the retrenchment of a worker. Notice of dismissal was also served to all the workers involved in the strike on 27-9-61 to take effect from 23-9-61 and the matter is under conciliation.

About 219 workers of Ramakrishna Kulwantrai Steel Rolling Mills, Madras-19 struck work from 7-8-61 to 19-9-61 as a protest against the demand for increase in wages and allowance. The strike was called off due to the prohibition of the continuance of the strike ordered by the Government.

About 225 workers of Hackbridge Hewittic and Easun (P) Ltd.; Madras struck work from 7-9-61 to 14-9-61 as a protest against the Management not conceding the demand for increase in wages and allowances. The strike was called off after direct negotiation.

CENTRAL SPHERE

General.

During the month under review the Regional Labour Commissioner (C), Madras, held periodical meeting with the Chief Personnel Officer, Southern Railway, Madras, about the enforcement of labour laws on Railways.

2. Conciliation: Nil.
3. Strikes and Lockouts: Nil.
4. Threatened Strikes and Lockouts: Nil.
5. Particulars regarding disputes received
   (a) No. of industrial disputes received...... 2.
   (b) No. of industrial disputes settled..... Nil.
   (c) No. of threatened strikes. Nil.
   (d) No. of strikes which materialised. Nil.
   (e) No. of Draft Standing Orders certified. 1.

State Sphere.

Conciliation under the Industrial Disputes Act, 1947.

The conciliation officers enquired into and settled 740 disputes during the month of September 1961. Of these 46 were industrial disputes in which settlements were recorded under Section 12(3) of the Industrial Disputes Act, 1947.

Adjudication under the Industrial Disputes Act, 1947.

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

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

WELFARE

The general employment situation has shown a decline during the month as compared with the position of previous month. However, the Madras State was able to place 3619 applicants in employment. There was a dearth of trained personnel in the following occupations during the month. Draughtsmen (Civil and Mechanical), Diploma holders (L.M.E/L.A.E. L.C.E./L.E.E.) Engineering Graduates, B.E. Mechanical, Civil and Electrical), Public works Supervisors, Medical officers, Pharmacists, Health Visitors ' Assistants, Sanitary Inspectors, Laboratory Technicians (Grade I and II), Electroplaters. High School Assistants (B.T./L.T. B.Ed., in Mathematics and Science) Physical Training Instructors/Instructresses, Language Pandits (Hindi, Urudu, Tamil and Malayalam), Craft Instructors, Automobile Mechanics. Librarians, Electrical Supervisors, Town Planning and Building Supervisors, and Drivers with Heavy Endorsement Licence. Surpluses continued to exist in the clerical and unskilled categories.

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

(a) The Employment Market Information Scheme:

The enquiry for the quarter ended 30-6-61 was in progress. For this enquiry 2973 establishments in the Public Sector and 22137 establishments in the Private Sector were addressed and the percentage of response from the public and private sectors was 99·6 and 92·8 respectively. During the month, Employment Market reports for Salem, Thanjavur, Tiruchirapalli and North Arcot for the quarter ended 30-6-60 and the reports for Salem and North, Arcot for quarter ended 30-9-1960 were issued.

(b) Occupational Research and Analysis Schemes:

Under this scheme, detailed draft definitions in respect of 3 occupations under the Family of occupations "Telegraphists and Signallers" and 2 occupations under the Family of occupations "Khandasari Sugar and Gur Makers" were prepared and sent to the Directorate General of Employment and Training, New Delhi. Further 12 occupations under Family of occupations "Food canners, Preservers and Related Workers" were verified and the report sent to the Directorate General of Employment and Training, New Delhi.

(c) Youth Employment Service/Employment Counselling Scheme:

The Youth Employment Service/Employment Counselling Unit attached to the District Employment Offices, Madras, Madurai and Tiruchirapalli gave group guidance to 1745 youths and individual guidance to 64 youths during the month. Further, these three units provided guidance information to 535 youths.

(d) General:

The two Employment Information and Assistance Bureaux functioning at Sankarankoil block in Tirunelveli District and at Paramakudi Block in Ramanathapuram District interviewed 230 applicants and renewed the registrations of 117 applicants. Further, the two Registrations units functioning at Salem and Ramanathapuram districts registered 145 applicants and effected 53 renewals during the month.

HOUSING

The Government have so far sanctioned 23 schemes for the construction of 1,700 houses. Out of these, the construction of 1,276 houses has been completed and the construction of 32 houses has reached the roof level. 68 houses have been constructed upto plinth level. The construction of 304 houses has not yet been started.

Employees' Provident Fund Scheme.

During the month of September 1961, 119 establishments were brought under the Act, bringing the total number of covered establishments to 137.

A sum of Rs. 26,75,801·38 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 3,30,693.

CURRENT NOTES

CONFERENCES, COMMITTEES ETC.

A meeting of the Local Committee, Workers' Education, was convened on 1 September 1961. The Commissioner of Labour who is the Chairman of the Committee presided over the meeting.

The Minimum Wages Advisory Committee for Tannery-cum-Leather Manufactories appointed under Section 5(1) (b) of the Minimum Wages Act, 1948 of which the Commissioner of Labour is the Chairman met on 18 and 19 September 1961 and considered the revision of minimum wages in tanneries-cum-leather manufactories, a scheduled employment. The Commissioner of Labour, Madras, attended the first meeting of the tenth session of the Industrial Committee on Plantations held at New Delhi on 21 and 22 September 1961 as the Madras Government delegate.

The Regional Committee, Eemployees' Provident Funds, of which the Commissioner of Labour is a member met on 30 September 1961 to discuss the extension of the Employees' Provident Fund Act to Magnesite and Bauxite mines etc.

INDIAN LABOUR CONFERENCE

The Nineteenth Session of the Indian Labour Conference was held at Bangalore from 9th to 10th October 1961. Sri G. L. Nanda, Union Minister for Labour who inaugurated the Conference spoke as follows:

Each session of the Indian Labour Conference becomes an occasion for taking a wider view of the needs, interests and obligations of industry and the working class in the context of the changing situation in the country, apart from the limited scope for discussion offered by the list of items on the regular agenda, This time I feel impelled to share with you a tentative endeavour to comprehend, however dimly, the desirable course of future developments in the relations between the community, industrial management and the working class. This may be considered as a very preliminary exercise in perspective planning in this field. Three basic factors have to provide the setting for this preview. We should have a clear appreciation of the conditions and trends, the way in which they are evolving and the lessons which the experience of the past holds for us. In the second place, it has to be borne in mind that it is not possible to conceive of the working class and the structure of industrial relations in isolation from the picture of the social and economic organisation which we have before us for these future years for the whole country. Thirdly, in view of the various limitations especially in the matter of resources, we have to choose the tasks we must carry out and the new ground we should cover on the basis of certain priorities with the intention that favourable conditions are created for the realisation of the basic aims of social policy as speedily as possible.

The very well-known facts of the Indian economic situation are that vast masses of the people are without the means for the satisfaction of their

basic minimum needs of life and the number of those who are either without gainful employment or are very inadequately employed is very large. Further, the manner in which the income and the wealth of the country is being shared reflects an order of inequality which appears to be excessive, untenable and lacking justification or relation to any social or economic criteria.

The accent in our programme of industrialisation is related to the expectation that industry will become the major instrument of the solution of these problems. Actually, industry has not yet become sufficiently productive or widespread to make a substantial contribution to either raising the levels of living generally or making a real impact on the problem of unemployment and under-employment. It is realised that this would be a long-term process. The contention, however, is that the pace of progress now in these directions is much slower than it should be, allowing for all the limitations. In regard to the aspect of social justice, it is being felt that the egalitarian role of land policy symbolised by the ceilings on land holdings stands in sharp contrast to the contrary trends in the urban and industrial economy of the country. The prevailing sentiment is that concentration of wealth and income is increasing and disparities are widening.

Access on the part of every family to a national minimum in respect of the five basic needs of life (food, clothing, shelter, education and health), early attainment of full employment and a very rapid and radical change in the system of distribution are accepted national goals. They have also an immediate and intimate relevance to the consideration of the problem of industrial relations.

All the workers engaged in industry should have a living wage as soon as possible. The first priority should be to make available the need-based minimum standard as envisaged in a recommendation of the 15th Session of the Indian Labour Conference. The accepted approach with regard to wage policy assumes the need for differentials to secure the requisite skill and effort for obtaining the best results. There is a feeling that the narrowing down of the differentials has gone beyond desirable limits. I expect that the Wage Boards and other wage fixing authorities will give due attention to this aspect. It is true, however, that the gulf between the remuneration of the worker at the bottom of the Scale-and the Salaries at the higher management levels is ext remely wide. When we compare our situation in this respect with that of a country like Japan, for example, the contrast is striking, There may be historical reasons for this state of affairs but it will become less and less acceptable and less and less tenable as time passes. Let us therefore face the problem and endeavour to find ways to deal with it may be, in a phased manner. The ratio between the minimum and the maximum level of payment in industry has to be brought down over a period of time and this process will include what the top management takes out from the proceeds of industry and what is being taken as recompense for the use of capital. The principle of greater equality has, however, to be applied in such a manner that the interests of production and development do not suffer. This safeguard is necessary also in the interests of the workers themselves.

We have not succeeded conspicuously in the matter of housing for the workers. Large scale programmes have been undertaken carrying heavy subsidies and loan facilities. Yet it is obvious that the workers who have housing accommodation of a reasonable standard are a diminishing proportion of the working force and on the whole the housing situation has shown no signs of improvement. The increasing influx into the urban areas has aggravated the problem. As our position in respect of building materials improves as a result of the industrial activity, an increasing share of the materials and other resources should be made available for this purpose. A phased programme should be worked out now so that by the time the *per capita* income is doubled, which according to the Third Five Year Plan will be by 1977–78-and this can and should happen even earlier—dwellings fit for human occupation will have been provided to meet a large part of our growing needs. In the long term plan for the economy of this country, this objective should be kept in view. A suitable scheme will have to be framed for sharing the financial responsiblility which ultimately has to fall either on the industrial product or the general community. In the circumstances of this country, I believe the industry itself will have to shoulder a substantial part of the burden of any deficit. The idea of a phased programme which I have brought out in this context should also apply broadly in the case of other necessary reforms in this field.

A measure of social security has been achieved by the working class through the Employees' State Insurance and Provident Fund Schemes and the provisions of law regarding lay-off and retrenchment. These schemes will have to be intergrated and strengthened. Better provision against risk of unemployment should receive very early consideration. This idea has taken shape in a very rudimentary form in the Third Plan, but I expect that during the period of this very Plan, a more substantial advance in this direction will be made. Adequate security in the matter of employment is essential if far-reaching programmes for raising productivity are to be undertaken. The importance of what are called "fringe benefits" is being appreciated increasingly. The cost on this account to organised industry in our country ranges at present between 2 per cent to 13 per cent of the total wage bill and comes to about 6 per cent on an average. This proportion should and will increase in the course of time. In some ways the benefits provided on a collective basis are of a much greater real worth to the workers than an equivalent expenditure incurred directly by them. I have, however, to urge here that while devising any scheme of social security or welfare, we should not allow ourselves to be governed by pre-conceived notions derived from the experience and practices of other countries. The workers have their own sense of priorities in respect of their felt needs. Their preference should receive the utmost consideration. Whatever the scheme, whether it will be found worth-while by the workers themselves will depend, to a large extent, upon the efficiency with which it is administered. The Employees' State Insurance Scheme, for example, not-withstanding all the good that has come out of it, is not giving full satisfaction because of certain weakness in implemention. Certain issues of policy and organisation arising in the whole of this field should be examined jointly to pave the way for the inevitable expansion of such activities in order to ensure the most effective use of the resources made available for this purpose.

Improvement of working conditions and provision of a variety of facilities in the working place will demand more funds and attention both from the standpoint of efficiency of production and the convenience and comfort of the workers. Awareness of the fact is increasing that we have a problem of safety. It will become more acute if we do not adopt promptly the measures that are called for. The recommendations of the Mines Safety Conference and its various Committees should be carried out. A National Mines Safety Council is proposed to be set up regarding safety education and propaganda in the mining industry. A Standing Advisory Committee will be set up to assist in bringing down the incidence of accidents in factories. You will agree with me, that whatever laws and codes we have adopted regarding working conditions and safety should be observed with scrupulous care. This is far from being the case now. I say with all possible emphasis that immediately and in the coming years implementation of our laws and decisions in this and other fields must become a major preoccupation for all of us.

A better deal for the workers on these lines will mean that the outlay on the part of industry in respect of each worker will be rising steadily. This can become feasible only by a greater rise in the output per worker. Out of the gains of productivity other claims have also to be met besides an improvement in the standard of living of the worker. They are chiefly:

(i) formation of additional capital for enlarging productive activity and the consequent volume of employment;

(ii) reduction in the price of the products so that the community at large is able to share in the benefits of industrial progress;

(iii) improvement in the competing capacity of our products in the export market to maintain increased production as well as employment inside the country and to keep up a sound balance of payments position.

These basic principles will bear immediate and strong emphasis because the workers as well as the employers are apt to become oblivious of these simple truths. As enunciated in the Third Plan document:

> "The surpluses that are generated are a social product, to which neither the employer nor the working class can lay an exclusive claim; their distribution has to be according to the worth of the contribution of each, subject to the requirements of further development and the interests of all the sections of society, in particular, the satisfaction of the basic needs of all its members."

Workers have not been made aware of the relentless economic principle that for the working class as a whole no appreciable rise in real wages along with a satisfactory growth in employment opportunities is possible without a corresponding increase in productivity per worker. This should, therefore, become the principle concern of the trade union organisations in the country even more than that of the employers. The workers have at the same time to realise that, while to evoke the best in them they must have suitable conditions and facilities provided for them, their remuneration, whether as wages or bonus, cannot be very far out of alignment with prevailing standards in the country even if the profitability of a particular establishment or industry may make that possible. Labour has to function as an organic part of the entire community. This approach has certain implications for the employers too which I need not spell out at length here. They have also to take it to heart that they have to discharge their obligations as entrepreneurs in a poor country which has accepted socialism as its way of life because of the human aspect, that is, the needs and privations of the huge masses of the country and also because this is the only way to make a free society exist and democracy become successful in an under-developed country. This will mean a wholly new outlook and an acceptance of a new kind of economic and social discipline and rectitude. In this view of our economic organisation, no very sharp distinctions between the public and private sectors need remain. We shall then have a private sector bearing the essence of a socialist economy. When dealing with the public sector itself, we have to go beneath the label because there is no special virtue in the name itself. The public sector is an essential and growing element in the industrial structure of the country. It is in a way new to the job and has its flaws, but it is also true that it is becoming increasingly aware of its special role and obligations. The public sector is part of this tripartite set up and it may be trusted to play its part well.

I have set out certain considerations relating to the aspect of distribution. The primary need is, however, to lift the performance of industry to the highest levels possible. This should, therefore, become the foremost joint concern of the employers, the workers and the State. We should all have the confidence that the community which has set before itself the two-fold aim of rapid economic progress and equally rapid advance towards conditions of social justice will not fail to find a suitable basis for equitable sharing of a rising national product.

I expect that as we succeed in carrying out the programmes embodied in the Third Five Year Plan including that relating to rural works, we shall have come to a stage when there will be no further addition to the backlog of unemployment. The residue of unemployment which exists now and the large valume of under-employment have to be dealt with by the increasing magnitude of investments visualised for the longer perspective of planned development. While we must encourage and adopt the most advanced techniques to obtain the largest surpluses from our investments, it should be remembered that in view of the cheaper labour available in this country, less capital intensive modes of production should be more suitable and appropriate here than in countries where manpower is scarce and labour very costly. The fascination for the most novel and the most complex has not necessarily always a corresponding economic justification. For raising the employment content of the Plan, all projects will have to be closely examined from this stand-point. Keeping in view the scarcity of investible resources in this country, more ways have to be thought of for giving preference and encouragement to relatively more labour-intensive techniques of production.

I have stated before that there is an imperative need for observance of priorities in the allocation of resources for various programmes as well as the selection of organisational tasks for special attention. It should be clear that at each stage there is a limit to the amount that can be spent for the satisfaction of the workers' needs. Among the ways of spending these resources, whether coming from industry or the State, there will be some which are likely to have greater influence on increasing the level of efficiency. This functional aspect needs to be kept in view continually and may become a decisive factor in the choice of alternatives in the present conditions.

Improvement in nutritional standards of the workers with the help of canteens and stores on the work-sites or in the residential areas is one example of this. Through co-operative stores, co-operative banks and other forms of co-operation, the workers' earnings can be made to go much further. Co-operative activity must, therefore, be developed on as large a scale as possible. The employers as well as the trade unions will find their efforts in this field highly rewarding. These are in the nature of illustrations. On the organisational side, the programme of workers' education must soon be enlarged far beyond the limits of our present notions about it, both in extent and intensity. There is much more to be done even in respect of simple adult literacy. The development of workers' participation in management is of the highest importance. This will provide a crucial test for the zeal and capacity of the workers and their leadership and for the sincerity and understanding of the employers. The studies so far carried out reveal that in most undertakings where the scheme has been introduced, a closer understanding between labour and management has developed. Out of eighteen units where studies have been completed, in all, except one, there have been no work-stoppages since the introduction of the scheme. The labour force has become more stable. Productivity has also increased to which other factors also must have contributed. Appreciable increase in earnings has accrued to the workers where side by side incentive wage schemes have been introduced. Increasing attention is being given to welfare schemes in these undertakings.

In my view this form of collaboration among the workers and management is an absolute pre-requisite for achieving the full degree of industrial progress of which India is capable and of ensuring social stability and industrial peace in the country. As an extension of the idea I would suggest that exercise of powers of discipline as regards the workers may well be left more and more to the workers themselves with certain safeguards. This decentralisation of authority will, I hope, make for greater growth of the sense of responsibility among the workers and on the whole lead to better work and less cost of supervision.

The Code of Discipline is no longer on trial. It has established its worth in one direction at least. The number of working days lost on account of industrial disputes which had an upward trend earlier has been steadily and continually going down from year to year since the adoption of the Code in June 1958. The figures are:

		(in lakhs)			
		1958	1959	1960	1961
First half	...	47	31	29	16
Second half	...	31	25	19	...

The Code, it is obvious, has made a major contribution towards this gratifying result. But we should not lose sight of the fact that we have so far availed ourselves of a very limited portion of the large potentialities which reside in this concept. Certain deficiencies in implementation are being brought to our notice. Determined efforts have to be made by the organisations of employers and workers and the Government both at the

Centre and in the States to make the Code far more effective. For this purpose a much more stringent application of internal sanctions by the organisations themselves against their own members is called for. Also, there may be recourse to publicity in the case of repeated or serious breaches of the Code. The Code is obviously not a legal instrument. It has, however, the much more greater binding force of an agreement and a moral commitment.

We have now arrived at a stage when we can take up the consideration of proposals relating to the adoprion of a Code of Efficiency and Welfare. I hope you have seen the report on the subject. It appears from the report that there is a desire on the part of managements at the unit level for associating workers more and more in the drive for greater productivity and for early introduction of the Code of Efficiency and Welfare. I have to urge, however, that any commitment in this behalf should be made after giving the fullest thought to all the implications. There is no escape from an advance in this direction but there should be no undue haste. I expect that a programme for further examination and discussion of the document will be accepted at this Session.

India is in need of economic and social change—a great deal of it. There are two roads to the change— one through the compulsion of law or authority and the other through a process of voluntary transformation, the responsibility for which is assumed by groups or individuals in free association. In our industrial life, the stress is on the voluntary method. Workers' and Employers' organisations have taken upon themselves to promote voluntary collaboration in an expanding range of functions. This is a vital process of the centralisation in industrial administration. The spirit which will inspire the advance in this direction is far more important than the forms which may be adopted from time to time. An industrial establishment in the public or private sector should function as a small community of which each member has rights as well as obligations, as a partner and all share a community of outlook. Each individual will thus be able to express and develop his personality and his contribution to the common well-being will be greatly augmented. Thus the content of democracy will be enriched and the energy of the masses become available for constructive purposes on a scale not hitherto conceived of. A common basis of unity for all the participants is the test of common good. A way of life which breeds conflict can only disrupt society. It is only a co-operative structure which can endure.

I may be accused of adopting an idealistic approach divorced from the realities of life. I wish to say that I am basing my appeal on sensible and enlightened self-interest and not on any exaggerated faith in altruistic instincts. I do not concede, however, that material incentives are the whole of the story for a normal human being. Non-material satisfactions may well form a considerable part of the quantum of happiness which a person can draw out of life. This is a dynamic approach. We are so keen on making our economic life dynamic and obtaining a high rate of economic growth. There is need also for a more rapid rate of growth of our ideas and outlook.

For these higher objectivities as well as for the efficient performance of the day-to-day tasks involved, it is imperative that the organisations of the workers as well as the employers should become more powerful and more effective. Membership of trade unions should always remain a matter of

voluntary choice of workers. But we have to work towards a position when there is a properly functioning and a fully representative workers' organisation in every industry. This applies also to the employers. The strength of these organisations constitutes the true support of the various codes and agreements and they are the principal instruments for their implementation.

The employers had recently a seminar on the Code of Discipline. There will be other such seminars. May I suggest, with humility, that there may, one day, be a seminar to discuss the basic philosophy of industrial relations in the country. This may provide a useful perspective for meaning and direction of the various measures, decisions and policies we adopt in this field.

The main conclusions arrived at by the Indian Labour Conference are set out below.

Item 1: **Productivity and Welfare:**

The question of adopting a Code of Efficiency and Welfare was discussed While the representatives of the INTUC were in favour of such a Code, the AITUC representative was opposed to the idea of having any Code concerning productivity on the ground that workers had not secured so for their due share in the gains of productivity. The representatives of the HMS and the UTUC, while appreciating the idea underlying the Code, felt that the time was not yet ripe for introducing the same.

The employees' representatives pleaded for some time for studying the implification of the proposals made by the Tripartite Committee.

It was eventually agreed that a Tripartite Committee would be set up to discuss the whole matter. The Committee would meet after some months, and formulate proposals for consideration and meanwhile the employers' and workers' representatives would study the Report.

The representative of the AITUC observed that his organisation would not participate in the proceedings of this Committee. The Chairman, however, expressed the hope that during the intervening three months it would be possible for the AITUC to reconsider the position.

Item 2: **Report of the Study Group on Social Security:**

The consensus of opinion was that an Integrated Scheme of Social Security might not be started till increased resources were available. To achieve integration increase in the rate of contribution under the Provident Fund Scheme and under the Employees' State Insurance Scheme upto the statutory limit would be necessary.

If a Pension Scheme was introduced, it would be necessary to make available to the workers the following benefits, *viz.*, (I) a lump-sum payment (ii) periodic payments and (iii) survivorship benefits. The question of combining these benefits in due proportion and also of having a life insurance scheme would be further examined.

Members of the Provident Fund Scheme, present and future, should have the right to opt either for pension or for provident fund.

A detailed note in the light of the suggestions made at the conference should be circulated to the parties and brought up for consideration before the next meeting of the Indian Labour Conference or the Standing Labour Committee.

Item 3: **Reduction of hours of work in hazardous occupations.**

After some discussion, it was agreed that all the safety measures recommended in the Reports on hazardous occupations should be tried out expeditiously, and if minimum standards of safety were assured through these measures, it might not be necessary to reduce the hours of work. If in spite of all the precautionary measures recommended in the Reports, it was found that minimum standards of safety were not being secured, reduction in hours of work would have to be resorted to in the interest of safety.

The Chairman suggested that progress reports on the implementation of this recommendation should be submitted regularly to the Standing Labour Committee.

Item 4: **Representation of technicians, supervisory staff, etc. by a representative union:**

It was agreed that technicians' supervisory staff, etc., should be free to form their own unions to represent their interests. If, however, a majority of technicians, etc., are members of a general union and that union is a representative union, such a union would be entitled to represent the interests of technicians, etc., also.

Item 5: **Rights of a recognised union under the Code of Discipline vis-a-vis an un-recognised union:**

The question was postponed for fuller consideration at a future session of the Indian Labour Conference or the Standing Labour Committee.

Item 6: **Revival of the Labour Appellate Tribunal**:

While the employers' representatives were in favour of the proposal to revive the Labour Appellate Tribunal, the Workers' representatives were opposed to it. The State Government representatives were also generally opposed. It was, therefore, agreed that the Labour Appellate Tribunal need not be revived. However, the problem of delays in the disposal of cases would be studied and placed before the Standing Labour Committee for consideration.

Item 7: **Abolition of contract labour where feasible and ensuring satisfactory conditions for contract labour where the abolition of contract labour is not feasible:**

The suggestions contained in the Supplementary Note No. 11 to the Memorandum on this item were generally accepted subject to the following modifications and comments:

(i) In paragraph 1 of the suggestions the following may be added:

Contract labour will not be engaged in the types of work referred to in the Supreme Court judgments* on this subject, namely. factories where:—

(a) the work is perennial and must go on from day to day;

(b) the work is incidental and necessary for the work of the factory.

(c) the work is sufficient to employ a considerable number of whole-time workmen; and

(d) the work is being done in most concerns through regular workmen.

(ii) *Paragraph* 2: The employers did not accept the suggestion that the principal employers should make the payment of wages direct or remain responsible for seeing that wages were paid accordingly.

(iii) *Paragraph* 3: For the words "where workers are employed by a contractor on work ancillary to or connected with the work of the establishment on or near the premises of the principal employer, the latter" substitute the words "for workers other than those mentioned in paragraph 1, the principal employer."

Item 8: **Compulsory deductions of part of salaries of industrial and non-industrial employees in the public as well as private sectors for investment in Government securities under a non-contributory Provident Fund Scheme:**

The present circumstances, particularly the proposed increase in the rates of provident fund contributions and other deductions, preclude the possibility of any further compulsory deductions, from the workers' wages. However there was scope for increasing collections from the workers voluntarily under the National Saving Schemes, and the employers and workers should extend their full co-operation in making this Scheme a success.

Item 9: **Working of the Implementation Machinery.**

(i) It was agreed that besides fixing responsibility for violations of the Code, implementation committees should, wherever necessary, bring round the contending parties and effect settlement with a view to reducing tension. They may also bring about out-of-court settlement of industrial dispute cases pending in courts with the consent of the parties.

(ii) It was agreed that complaints should be dealt with at appropriate levels. Complaints relating to the State sphere should invariably be made to the concerned implementation machinery. The Central organisations agreed to issue instructions to their members in this respect.

* Standard Vacuum Refining Co. of India Ltd., v. Their Workmen and Another 1960 (2) LL.J. 233 = 1960 S.C. 948 18 FJR 345.

(iii) The central organisations agreed to give their own assessment of the position while forwarding replies of their members to the implementation machinery.

(iv) It was agreed that for the purpose of defining the word 'industry' in Clause 3 of the Criteria for Recognition of Unions, the classification of industries used by the Labour Bureau, Simla, would be adopted, and industry would mean 'any business, trade, undertaking, manufacture or calling of employers including any calling, service, employment, handicraft or industrial occupation or avocation of workmen '.

(v) It was agreed that the words 'Local area' occurring in Clause 3 of the Criteria for Recognition of Unions would be defined by the concerned appropriate Government.

(vi) It was agreed that State Governments would take suitable steps to improve and strengthen their implementation machinery for ensuring prompt disposal of complaints made to it, if possible within two months.

Item 10: **Report of the 6th Session of the Committee on Conventions:**

While the conference took note of the report, a suggestion was made that the report should be made more informative.

Item 11: **Convening of meetings of Industrial Committees.**

The conference accepted the proposals made in the Memorandum to the effect "that those Committees which have proved effective and useful e.g., those on Plantations, Coal Mining and Jute, should continue to function regularly, others may be convened as and when necessary ".

It was also agreed to consider the suggestion for setting up an Industrial Committee on Inland Transport.

Item 12: **Amendment to the Industrial Disputes Act, 1947:**

Item 13: **Clarification of Clause 2 (iii) of the Model Principles for reference of disputes to adjudication:**

These items should be further examined in the light of the discussions at the Conference and placed for decision at the next session of the Standing Labour Committee.

BONUS COMMISSION.

The terms of reference of the Bonus Commission, to be constituted by the Government shortly, were settled at a meeting of the tripartite sub-committee on bonus held under the chairmanship of Sri Gulzari Lal Nanda, Union Minister of Labour and Employment.

The Commission will consist of Sri M. R. Meher as Chairman, two independent members, two representatives of the employers, one from the private sector and another from the public sector, and two nominees of the workers' organisations.

The following are reported to be the terms of reference of the Bonus Commission:

1. To define the concept of bonus and to consider, in relation to industrial employments, the question of payment of bonus based on profits and to recommend principles for computation of such bonus and methods for payment.

NOTE: The term "industrial employments" will include employment in the private sector and in establishments in the public sector not run departmentally and which compete with establishments in the private sector.

2. To determine the extent to which the quantum of bonus should be influenced by the prevailing level of remuneration;

3. (a) To determine under what conditions bonus payments should be made industry-cum-region wise, industry-wise and unit-wise; and (b) to determine what the prior charges should be in different circumstances, and how they should be calculated;

4. To consider whether the bonus due to workers, beyond a specified amount, should be paid in the form of National Savings Certificates or in any other form.

5. To consider whether there should be lower limits irrespective of losses in particular establishments, and upper limits for distribution in one year and if so, the manner of carrying forward profits and losses over a prescribed period.

6. To suggest an appropriate machinery and method for the settlement of bonus disputes; and.

7. To make such other recommendations regarding matters concerning bonus that might be placed before the Commission on an agreed basis bp the employers' (including the public sector) and the workers' representatives.

NATIONAL SAFETY AWARDS—LABOUR MINISTRY'S SCHEME

The Union Ministry of Labour and Employment has drawn up two schemes for giving national safety awards and rewards on safety suggestions. The schemes have been drawn up in terms of the decisions of the Labour Ministers' Conference held in January last.

The scheme for national safety awards envisages the grant of awards to industrial undertakings, which work at least one million man-hours per year and achieve the largest percentage of reduction in accidents during a calendar year in comparison with the previous year. A special formula for calculating the accident frequency rate has been prepared for the purposes There will be ten running trophies for the winners in ten industries.

The purpose of the scheme is to constitute a system of national safety awards for recognising good safety records in industrial undertakings with a view to stimulating and maintaining the interest of both the management and the workers in the prevention of accidents.

The scheme for rewards on safety suggestions provide that suggestions and ideas on accident prevention would be received from the workers and accepted in accordance with the procedure laid down for it. The object of the scheme is to stimulate the interest of industrial workers in accident prevention and to secure practical suggestions and ideas on safety.

PRODUCTIVITY

Inaugurating the third annual conference of the National Productivity Council, Sri Gulzari Lal Nanda, Minister for Labour and Employment, advised industries engaged in the productivity movement to prepare perspective plans regarding the rate of increase in productivity they expect and the manner in which the gains are to be shared among various constitutent elements.

Sri Nanda said that if this was done with some precision the workers whose co-operation was so essential for the success of any productivity movement, would feel enthusiastic about the programmes and feel assured that they too would have a share in the fruits of increased productivity though not immediately, at least over a period of time.

Sri Nanda called for evolving some dependable method of measuring productivity like the factors contributing to increase productivity, efforts of the management and employers and the additional efforts put in by labour to avoid friction and quarrels. While it might not be possible to acheive absolute perfection in assessing these, an attempt could be made to be as precise as possible, he said.

Sri Nanda also advised the industries, to take advantage of the workers' education programme to achieve better results. He also stressed the importance of keeping in view the interests of the community while considering sharing gains of productivity. The employers and workers should not take a narrow view and think only in terms of their individual gains.

Speaking about the barriers to the progress of the productivity movement, Sri Nanda referred to the apprehensions encountered during the last Indian Labour Conference to the proposal for evolving a code of efficiency and welfare in the industry. He said this kind of psychological barrier ought to be removed. It appeared that people did not want to commit themselves to any scheme because of the possible risks that they might have to encounter later. One had to be prepared to face the challenge and deal with the consequences. He said that the employers had been given three months' time to consider carefully all aspects of the scheme and he expected to have the code accepted after discussions at the end of this period.

As regards the application of productivity schemes, Sri Nanda suggested that this might be done on a selective basis so that a whole industry or unit would come under them and ensure cent per cent success.

Managerial Training

Sri Manubhai Shah, Minister for Industry and commerce, said that the general social environment concerning productivity had changed fast and in the right direction. It was being increasingly realised that high profits, higher wages and high rate of taxation and capital formation could not be separated from higher productivity. The major barrier, however, was primarily the deficiency in managerial techniques.

Sri Shah detailed the progress being made by the Council in contributing to the training programmes in managerial skill and the working class, and said a team of American experts consisiting of productivity experts from the management and trade union circles, which is now in India, would shortly join discussions on problems concerning utilisation of manpower.

Sri Shah assured the conference that the Council was determined to see that the workers got their due share of the benefits of productivity and that the movement did not lead to any reduction in their wages or increase in workloads. "We are determined to see that productivity does not lead to any retrenchment but is taken as an integral part of economic development which would lead to a large volume of gainful employment and real higher wages for the workers" he said.

Role of Management and Labour

Sri S. Anantharamakrishnan, Chairman of the Simpson Group of Companies, explained the role of both management and labour in raising productivity. While recognising that every opportunity should be given for the development of the full personality of the employee, his skill, talent and self-expression, he felt that trade unions which have come to be regarded as an essential part of industrial society should make education of the workers their primary concern. In addition to protecting the rights of their members, they should accept the challenge to persuade workers to respect fully the contracts of their employment, to give their best and co-operate in efforts to raise productivity and maintain discipline.

He deplored what he called political incursions into the trade union movement and the existence of rival unions, and said these were inimical not only to the healthy growth of the trade union movement but also to labour-management co-operation. He felt that while outsiders and politicians might not be entirely kept out of the normal operations and business of trade unions, the leadership should be from within the industry, from among employees, who had a true understanding of factory, floor knowhow, atmosphere and conditions.

Sri G. Ramanujam suggested that while the right to ownership might be hereditary, the right of management should be based purely on merits. He wanted that in distributing gains of productivity among the workers, not only the basic wage but also their dearness allowance should be taken into account so that the gains would be proportionate to the additional effort put in by them. So also with the piece rate workers.

Among other things, the conference discussed how gains of productivity can be equitably distributed among the management, the worker and the community.

SMALL SCALE INDUSTRIES

Mechanisation in stages urged,

Mechanisation of small-scale industries is one of the major recommendations made by the technical meeting on small-scale and handicraft industries organised by the International Labour Organisation, which concluded its 43-day session at New Delhi.

Other problems considered at the meeting concerned, organisation and management of these industries, the role and contribution of inter-national technical assistance in their development and the availability of technical services for such industries.

The meeting was attended by representatives from Ceylon, India, Israel and Japan, besides the representatives of the United Nations, the F.A.O. UNESCO and the Ford Foundation.

The meeting felt that mechanisation in developing countries should be in gradual stages. Entrepreneurs should be offered inducements such as easy credit, tax concessions, and consultancy services. Standardisation of products was another factor that would aid mechanisation. Efforts should be made to maintain and develop traditional handicrafts. Training of personnel at all levels, workers, supervisors and managers was of great importance in programmes of mechanisation.

With regard to organisation and management, the meeting was of the opinion that the co-operative method was the most effective means of joint action.

TEXTILE MILLS IN COIMBATORE

Depavali Bonus for Workers

According to an understanding arrived at between the managements and the trade union representatives of textile mills in Coimbatore District.

The maximum bonus has been fixed at six months wages and the minimum at 15 days wages. The bonus will be based not only on the basic earnings of the workers but also the eight rupee increase given as per the Textile Wage Board's recommendations.

AWARDS AND AGREEMENTS

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Appellate Jurisdiction)

ORIGINAL SIDE APPEAL No. 40 of 1959

1. The Tamil Nad Non Gazetted Government Offices' Union, Madras.
2. T. S. Krishniah — Appellants

versus

The Registrar of Trade Unions, Madras. Respondent.

On appeal from the Judgment and Order of the Honourable Mr. Justice Ramachandra Iyer dated 5th February 1959 and passed in the exercise of the Ordinary Original Civil Jurisdiction of the High Court in O.P.No. 312 of 1958 against the order in No. B. 2/57062/57 dated 10-5-1958 on the file of the Registrar of Trade Unions Madras.

Between

1. The Tamil Nad Non-Gazetted Government Officers' Union, Madras.
2. T. S. Krishniah — Petitioners

and

The Registrar of Trade Unions, Madras. Respondent.

JUDGMENT

ANANTANARAYANAN, J.

The Tamil Nad Non-Gazetted Government Officers' Union is a Services Association which has been recognised by Government, and the membership of which is open, according to rule 7 of its Constitution, to all Non-Gazetted Government Officers employed under the Government of Madras except the Executive Officers of the Police and Prisons Departments and the Last Grade Government Servants. The objects of this Association are set forth in rule 4 of the Constitution, and it is seen that they are beneficent and ameliorative in character, designed along the lines of promoting the welfare of the members in multiple directions. The Association represented by ten of its members applied on 23-12-1957 to the Registrar of Trade Unions, Madras, for registration as a Trade Union, under section 5 of the Indian Trade Unions Act, (Act XVI of 1926). In a brief order, the Registrar rejected this application, in which, after a reference to sections 2(g) and 2(h) of the Act, he held that such an Association of ministerial employees of the Administrative Departments or offices of the Government of Madras could not claim to be Trade Union at all, and was not eligible for registration under the Act. Admittedly, against such an order declining registration, an appeal is provided for under section 11 of the Act, and this was duly preferred as O.P No. 312 of 1958. The learned Judge who dealt with the proceeding (Ramachandra Iyer, J., as he then was) delivered a judgment in which he dismissed the appeal, during the course of which he had occasion to trace, in some detail, the history of the Trade Union Movement in the United Kingdom, in order to elucidate certain fundamental principles. This appeal is before us as preferred by the Union and its Secretary, from the order of the learned Judge.

We shall set forth, a little subsequently, the relevant definitions and provisions of the Indian Trade Unions Act, as well as certain definitions in the Industrial Disputes Act XIV of 1947, though the learned Judge was definitely of the view that these two enactments are not *in pari materia* and do not together constitute any code or legislation, it is at least indisputable that sections of the Industrial Disputes Act, 1947, are also very relevant for purposes of comparative analysis. But before doing this, it is essential for an appreciation of the basic issues, to summarise the grounds upon which the learned Judge (Ramachandra Iyer, J) rejected the petition before him. After referring to the definition of "Trade Union" in section 2(h) of the Trade Unions Act, the learned Judge pointed out that a vital consideration would be the content or significance of the word "workmen" as occurring in section 2(h), and he was of the view that this would primarily signify only manual labourers, or workers of that class. This was one ground upon which the learned Judge ultimately concluded that civil servants of the present Association could not be considered as workemen at all. Next, the learned Judge pointed out that the concept of "collective bargaining", which is the rationale behind the Trade Union Movement and the existence of the Trade Unions, was wholly inappropriate when applied to Government Servants. This was all the more so in this country where the civil service was not a mere tenure at the pleasure of the Crown, as in the United Kingdom, but where constitutional safeguards were provided for such civil servants, as in Article 311 of the Constitution, and the terms of service were themselves the subject of elaborate statutory rules. The Indian Trade Unions Act contemplated not merely collective bargaining, but also the permission of the Trade Union by outside influences to a certain extent (sections 21 and 22) and definite participation in politics (section 16). These were elements that had to be totally echewed, in the public interest itself, with regard to the civil services. A strike, the acknowledged weapon of Labour Organisations, must be considered inconceivable as a normal feature of the relationship between the State and its civil servants, at least with regard to essential State functions. This was another vital ground on which the learned Judge considered that this Services Association was not a Trade Union, and could not be registered as such. Finally, the learned Judge referred to the Memorandum of Association and the objects as specified in rule 4, to which we have made earlier reference. He stressed that those objects were benevolent and ameliorative, and that they could not sustain the iterpretation that the Association existed for "regulating the relations between workmen and employers (State)", or, in brief, for "collective bargaining" with the State. Upon all these grounds, the petition was dismissed.

The following provisions of the two Acts (Indian Trade Unions Act, 1926, and Industrial Disputes Act, 1947) are valuable for a comprehension

of the arguments upon which we are now invited to interfere with the order of the learned Judge. Section 2(g) of the Trade Unions Act states:—

> "Trade dispute means any dispute between employers and workmen or between workmen and workmen, or between employers and employers which is connected with the employment or non-employment, or the terms of employment or the conditions of labour, of any person, and 'workmen' means all persons employed in trade or industry whether or not in the employment of the employer with whom the trade dispute arises".

Section 2(h) runs as follows:—

> "Trade Union means any combination whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen, or between employers and employers or for imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or more Trade Unions".

As we have stated earlier, section 5 of the Act entitles a Trade Union to apply for registration, and provides that the application shall be accompanied by a copy of the rules of the Trade Union, and statement of specified particulars, Under setcion 5(2), where a Trade Union has been in existance for more than one year before the making of the application for its registration, a further general statement of assets and liabilities is required to be submitted. Under section 7(1) of the Act, the Registrar may call for further information, for the purpose of satisfying himself that an application complied with the provisions of sections 5 and 6 of the Act and that the Trade Union is entitled to registration. The Registrar may refuse to register a Trade Union until such information is supplied. Section 8 relates to registration proper, and section 11 provides for an appeal by a person aggrieved by any refusal of the Registrar to register a Trade Union. This may be the convenient context for noting an argument of the learned counsel for the appellant Union (Sri A. Ramachandran). The learned counsel argues that where, as in this case, the Registrar did not call for any further imformation under Section 7, he has really no jurisdiction to decline registration. This argument is obviously unsustainable. The very terms of Section 8 are that the Registrar has to register the Union "on being satisfied that the Trade Union has complied with all the requirement of this Act"; this shows that where the definitions under section 2(g) and 2(h) are themselves inapplicable to the so-called union, the Registrar has every power to decline the registration. It is for the specific purpose of granting redress against the erroneous exercise of such power, that the appeal is provided for under section 11. Section 16, of the Act, as noted by us earlier, enables the Union to constitute a separate fund for political purposes and objects, and to pursue those purposes, enumerated in section 16 (2). Section 17 and 18 refer to the immunity of the members of a registered Trade Union from criminal prosecutions in certain respects, and similarly from civil suits in certain cases. Under Sections 21 and 22, there is room for the introduction of outsiders as Office-bearers into the executive of a registered Trade Union, or of outsiders as members, after registration.

Turning now to the Industrial Disputes Act (Act XIV of 1947), we find the very important definition of "industry" in Section 2(j) of the Act in the following terms—

"Industry means any business, trade undertaking, manufacture or calling of employers and includes any calling, service, employment handicraft, or industrial occupation or avocation of workmen".

An equally important definition is that of "workmen" in Section 2(s) in the following terms—

"Workmen means any person (including an apprentice) employed in any industry to do any skilled or unskilled manual, supervisory, technical or clerical work for hire or reward, whether the terms of employment be express or implied, and for the purposes of any proceeding under this Act in relation to an industrial dispute, includes any such person who has been dismissed, discharged or retrenched in connection with, or as a consequence of, that dispute, or whose dismissal, discharge or retrenchment has led to that dispute, but does not include any such person—

(i) who is subject to the Army Act, 1950 (46 of 1950), or the Air Force Act, 1950 (45 of 1950), or the Navy (Discipline) Act, 1934 (34 of 1934); or

(ii) who is employed in the police service or as an officer or other employee of a prison; or

(iii) who is employed mainly in a managerial or administrative capacity; or

(iv) who being employed in a supervisory capacity draws wages exceeding five hundred rupees per mensem or exercises, either by the nature of the duties, attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature".

With regard to the present appeal, section 9A concerning notice of change in the conditions of service is important; clause (b) of the proviso specifically exempts from such notice, workmen who are "persons to whom the Fundamental and Supplementary Rules, Civil Services (Classification, Control and Appeal) Rules..... apply". This certainly suggests that at least employees of the quasi-Government organisations, such as the industrial undertakings or Insurance Corporations, are persons to whom the Industrial Disputes Act may apply. We may further note that under section 36 (1) of this Act, a workman who is a party to an industrial dispute is entitled to be represented in a proceeding under the Act by "an Officer of a registered Trade Union of which he is a member". Learned counsel (Sri Ramachandran) argues that the appellant Union is keen upon registration under the Trade Union Act, not merely for the privileges or immunities conferred under sections 17 and 18 of the Act, which we have noticed earlier, but even more importantly for this power or being represented in an industrial dispute, by the Union.

We are now in a position to proceed into the grounds upon which the appeal has been pressed.

Upon one ground, we do not think that it is really necessary to follow the learned Judge into the analysis that he has made. The learned Judge refers to the definitions of "workmen" in the Concise Oxford Dictionary and Wharton's Law Lexicon, and concludes that the term could only fairly characterise persons engaged in manual labour or semi-skilled occupations for wages and could certainly not include Civil Servants of the State. It is certainly true that such a restrictive interpretation appears to have prevailed at one time, and to have found expression in several Acts in the United Kingdom, such as the Bankruptcy Act 1883, Employers and Workmen Act 1875. Truck Acts 1887 etc. (see Burrows-words and Pharses, Volume 5, page 527). But more and more, as the industrial structure expanded, such a limited definition became out of place; further, it was clearly impossible to sustain, from a logical point of view, a distinction between brain-workers and manual-workers, in relation to "industry" broadly conceived. One instance suggested to us may be significant. It would be difficult to hold that a typist does not do manual labour; literally his work is executed with his hands, conforming to the etymological sense of the definition. But equally, it would be impossible to deny that a typist is also a brain-worker or to deny that he is a "Workman" in industry. Obviously, springing from such causes, we find that the earlier attitude is no longer maintained particularly in Industrial Law in the United States of America. For instance, in *Corpus Juris Secundum* (Volume 98, page 834), "Workman" is defined as——"a toiler, a worker; one who works in any department of physical or mental labour". Also see the definition furnished by Bouveir cited in "Words and Phrases" Permanent Edition, Volume 45, p. 508 as........"one who labours; one who is employed in some business for another". Finally in N. A. Citrine's (now Lord) "Trade Union Law" (1961 Edition). the learned author observes (page 312)——"It is suggested that a similar wide interpretation of the definition of "workmen" will be adopted by Courts". In the United Kingdom, Association of variety artists and Musicians have been recognised as Unions of Workmen, and the old distinction of the restrictive meaning no longer holds the field.

Apart from this, as far as the present Judgement is concerned, the learned Judge appears to have overlooked the definition of "workmen" in section 2(g) of the Trade Unions Act itself in the form—"means all persons employed in Trade or industry". The Learned Advocate General has placed certain arguments before us with regard to this definition, and the implication of the work "means" as occurring therein. We shall dilate upon this a little later. It is here pertinent to observe that this definition, if considered integrally with the definition of "Trade Union" in section 2(h) renders otiose and even inadmissible any arguments founded upon the distinction between manual-labour and brain-labour, in the context of the word "workmen". It is here important to take note of another Judgment of the learned Judge (Ramachandra Iyer, J, himself) in O. P. No. 19 of 1960, a similar petition with regard to the order of the Registrar of Trade Unions, refusing to register the Union of the Employees of the Madras Raj Bhavan, as a Trade Union under the Act. This judgment has really to be read as supplementing the Judgment in appeal, with regard to the broad perspective of approach and the learned Judge harein specifically refers to the definition of "workmen" which occurs in section 2 (g). Upon these grounds, it is not essential to explore further the argument based upon the distinction as one of the factors justifying the order of the Registrar declining to register the appellant Union.

Next, it is argued by learned counsel for the appellant Union, that, as noted by the learned Judge himself, such Unions of civil servants of the State are recognised as Trade Unions in the United Kingdom. It is stressed that this recognition should also become part of the Industrial Law of this country; particularly as Trade Unions of the Workmen in the Railways, which are now State concerns, already exist. There is no doubt about the situation in the United Kingdom, and a single sentence from a passage in the 'History of Trade Unions' by Sydney and Beatrice Webb (1950 Edition, page 507), cited by the learned Judge himself, will suffice ...... "practically no one below the rank of an Under Secretary of State is held to be outside the scope of the Society of Civil Servants". It is strenuously contended that the same principle should apply here, that any distinction between tenure at the pleasure of the crown, in the United Kingdom, and subject to constitutional safe guards, as in this country, is really invalid for the purpose of applying the criterion under the Trade Unions Act, and that, in brief, the learned Judge was in error in holding that the appellant Union was not entitled to registration. Sri Ramachandran further contends that recent case - law has been in the opposite direction, namely, the direction of recognising even governmental activities as part of 'industry', and the employees of such branches of administration as 'workers' entitled to form Trade Unions, subject, of course, to well-recognised exceptions (section 2 (s) of Act XIV of 1947, categories (i) to (iv); the cases relied on, chiefly, are *State of Bombay v. Hospital Mazdoor Sabha* (23 S.C.J. 679). Banerji v. Mukherjee (16 S.C.J. 19) and *Nagpur Corporation v. Its employees* (AIR 1960 S. C. 675). These arguments certainly deserve careful consideration at our hands.

We think it is clear that there are two broad grounds upon which the claim of the appellant Union to registration as a Trade Union could be properly resisted. The first ground if inherent to the very Constitution of the Union, and the admitted facts of its structure, in relation to a basic principle stressed by the Supreme Court; we do not see how this ground of objection can in any manner be negatived. The second ground is more open to controversy, but even here we are inclined to the view that at least as relative to the core of the civil services entrusted with the implementation of the essential and sovereign functions of Government, the ground of objection is valid. But the first ground alone is really sufficient to dispose of the present appeal.

As the learned Advocate General contends, the word "MEANS" when it occurs in a definition, and occurs without the complementary expression, "and includes", is restrictive and explanatory in character. The matter was put thus by Lord Esher, M.R., in *Gough v Gough* (1891) 2 Q.B. 665 (674)—

> "It is a hard and fast definition, and the result is that you cannot give any other meaning to the word *Landlord* in the Act than that which is mentioned in the definition".

Also see Burrows—Words & Phrases, volume 3 page 347, and page 49 of Supplement, where Canadian case—law on the matter is cited. Hence,

the word 'workmen' as occurring in the Trade Unions Act, means "all persons employed in Trade or industry", without any othe criterion or reference. The question therefore is whether such persons as Sub Magistrates in Judiciary, Tahsildars, officers of the Treasuries and the Home Department of Government, who are all members of the appellant—Union according to its Constitution, could, by any stretch of imagination, be regarded as 'workmen' employed in 'trade' or 'industry'. Learned counsel for the appellant Union (Sri Ramachandran) draws our attention to the observation of Lord Wright in *National Association of Local Government Officers v. Bolton Corporation* (1943 A.C. 166) to the effect that "Indeed Trade is not only in the etymological or dictionary sense, but in the legal usage, a term of the widest scope". He points out that in *State of Bombay v. Hospital Mazdoor Sabha* (23 S.C.J. 679) a hospital subsidised and run by Government was held to be 'industry' within the scope of the wide definition of section 2(j) of the Industrial Disputes Act. But this very case furnishes us with a point of departure in the direction of excluding the core of the civil services from the definition of 'workmen'. However wide the term 'trade' might be, in all the authorities cited before us, the Supreme Court has approved of the dictum that those activities of the Government which should be properly described as regal or sovereign activities were outside the scope of 'industry, "These are functions which a constitutional Government can and must undertake for governance, and which no private citizen can undertake": *State of Bombay v. Hospital Mazdoor Sabha* (23 S.C.J. 679 at p. 685). Their Lordships also quoted the reference of Lord Watson in *Coomber v. Justice of Berks* (L.R. 9 A.C.61) to "the primary and inalienable functions of a Constitutional Government". Again, the dicta of Issacs, J., in *Federated State School Teachers' Association of Australia v. State of Victoria* (41 C.L.R. 569) were quoted with approval by the Supreme Court in *Nagpur Corporation v. Its employees* (AIR 1960 S.C. 675), namely "Regal functions are inescapable, and inalienable. Such are the legislative power, the administration of laws, the exercise of the Judicial power". The Supreme Court added—

> "It could not have been, therefore, in the contemplation of the Legislature to bring in the regal functions of the State within the definition of 'industry' and thus confer jurisdiction on Industrial Courts to decide dispute in respect thereof",

Also, see the observations of this Court in *Govindarajalu Naidu v. Secretary of State for India in Council* (I.L.R. 50 Mad. 449) repelling an argument based on the wording in clause 12 of the Letters Patent, that the business of Government being to govern, Government must also be deemed, within the meaning of the section, to carry on business at its headquarters. This Court observed—"The business intended by the section is a commercial business and not a business of State or Govetnment".

But if this criterion is to be applied, it is evident that the very basis of the structure of the appellant Union would exclude its registration as a Trade Union. The appellant Union purports to include among its members Sub Magistrates of the judiciary, Tahsildars entrusted with the powers of enforcement of the tax-machinery (Revenue Recovery Act, etc.,) officers in charge of Treasuries and Sub-treasuries, officers of civil Court establishment, and of the Home Department of Government. It is impossible to contend that these are not civil servants engaged in the tasks of the sovering and regal aspects of Government, which are its inalienable functions; they cannot be included within the definition of 'workmen' in an 'industry' to whom either section 2(g) or 2(h) of the Trade Unions Act can apply. Learned Counsel points out that the Association equally includes members of the State Transport organisation, the Cinchona Factory of Government, etc., who could well be regarded as person in an 'industry', since these are specific industrial undertakings of Government, certainly not part of its essential and regal functions. This may well be so. As the learned Advocate-General has conceded, there are three categories to be regarded here, the middle of which shares the characteristics of the other two, and is hence debatable in its scope. Firstly, we have the core of the civil services integrated with the inalienable and regal functions of Government; those aspects of Governmental activities cannot be an 'industry'; nor can such civil servants be 'workmen'. As opposed to this, we have those independent corporations which are quasi-Government agencies, or subsidised undertakings, which are purely industrial in character; these may be such concerns as a Machine Tools Factory, Insurance Corporation etc. Here, there would appear to be little room for doubt, upon the authority of *State of Bombay* v. *Hospital Mazdoor Sabha* (23 S.C.J. 679) that these are industrial undertakings, whose employees are 'workmen' at least as defined in the Industrial Disputes Act XIV of 1947. The learned Judge considers that the Trade Unions Act is not in *Pari materia* but however this might be, it may be difficult in principle to claim that such employees could not raise 'Industrial Disputes', or form Trade Unions for the conduct of such disputes. But we have the intermediate category, forming, as the learned Advocate General phrased it, a kind of penumbra where light and shadow are mixed. Here, differences of view are certainly possible. Certain welfare, educational or ameliorative departments of Government might, or might not, be regarded as liable to exclusion; the employees in those departments, might or might not hence be regarded as 'workmen' in an 'Industry'. But we have no doubt that the appellant Union, with its wide and unqualified basis, cannot claim to consist of 'workman' in an 'industry'. Sri Ramachandran argues that, as the learned Judge himself has explicitly stated in a portion of his judgment, "The test for a Trade Union is its object, and not its personnel". But that does not imply that persons who are not 'workmen' in an 'industry' can form a Trade Union at all; obviously they cannot, for the definitions in sections 2(g) and 2(h) could not apply to them and they could neither raise a "trade dispute", nor form a "Trade Union". It is notewrothy that, as we have pointed outsiders can come into the picture only after the registration of the Trade Union. On this clear ground, the appellant Union must fail.

Even upon the second ground, we consider that the appellant Union is not entitled to succeed, at least with reference to the members of the civil services who form part of the essential and regal administrative machinery Government. Under Article 310 of the Constitution, even in this country, the tenure of office or a civil servant is during the pleasure of the Head of the Union or the State, as the case may be, and Article 311 provides for statutory safeguards against certain penalties, such as dismissal, removal or reduction in rank. To such a relationship, the concept of "collective bargaining" is utterly inappropriate and foreign. "Collective bargaining" is a right conceded to Labour Organisations within the contractual field of the employer and employee relationship. It would become a grotesque anomaly that if civil services, for instance, were permitted to raise a "Trade Dispute" with regard to the dismissal of a civil servant it may be for activities against the State itself, and at the same breath to claim that the constitutional safeguards under article 311, which are wholly irrelevant to the field of contract and to the employer-labour nexus, should be maintained intact for the benefit of the civil services. Hence, whatever might be the developments in the United Kingdom, it is difficult for us to conceive of "collective bargaining" as governing the State in its relations to civil services. It is not necessary for us to express any view whether, in the event of the employees of those branches of Government which do partake of the character of 'industry' organising themselves into an Association of this kind, they would be eligible for registration as a Trade Union, or otherwise.

We are therefore of the view, on a careful consideration of the grounds urged before us, that the order of the learned Judge (Ramachandra Iyear, J) was correct, and that this appeal has to fail. We accordingly direct that it be dismissed but, under the circumstances, without costs.

IN THE HIGH COURT OF JUDICATURE AT MADRAS
(Appellate Jurisdiction)

WRIT APPEAL No. 142 of 1959.

The Film Distributors Employees Association by the Secretary. — Appellant (2nd Respondent)

versus

1. The Management of Messrs. Metro Goldwyn Mayer (India) Ltd., Madras (by its branch manager)
2. The Industrial Tribunal, Madras. — Respondents (Petition 1st Respondent)

The Metro Goldwyn Mayer (India) Limited and, an Indian subsidiary firm of the Amerian Company effected retrenchment of certain workers on account of unfavourable trading prospects. The Industrial Tribunal to which the dispute was referred for adjudication held that the retrenchment was unjustified though it affirmed the *bona fides* of the management. In doing so, it took into account further developments in the trade of the undertaking and the evidence let in thereon. On a writ petition filed by the management to quash the award, the High Court allowed it. On a writ appeal filed on behalf of the employees, the High Court held that the issue of the writ was with jurisdiction and on justifiable grounds. It was observed that the decision to retrench should be judged as regards its justification both upon *bona fides* and upon the reasonableness of their decision in the situation that confronted the management, once that was upheld, it was really not permissible for a Tribunal to take subsequent facts into accounts and to urge that such a measure of retrenchment was not really necessary.

Appeal under Clause 15 of the letters Patent against the order of the Honourable Mr. Justice Balakrishna Ayyar dated 29th June 1959 and made in the exercise of the Special Original jurisdiction of the High Court in

Writ Petition No. 49 of 1959 presented under Art. 226 of the Constitution of India to issue a writ of certiorari calling for the records relating to the award in I. D. No. 36 of 1958 dated 1-12-1958 on the file of the Industrial Tribunal at Madras and published in Fort St. George Gazette dated 24-12-1958 and to quash the same.

Order

This Writ appeal coming on for hearing on Wednesday and Thursday the 6th and 7th days of September 1961 upon perusing the grounds of appeal, the order of the Honourable Mr. Justice Balakrishna Ayyar dated 29th June 1960 and made in the exercise of the Special Original Jurisdiction of the High Court in Writ Petition No. 49 of 1959 and all other papers material to this case and upon hearing the arguments of Mr. B. Kalyanasundaram, Advocate for the Appellant and of Mr. V. Thygarajan for Mr. N. C. Ragavachari, Advocate for the 1st Respondent and the Additional Government Pleader on behalf of the State and having stood over for consideration till this day, the Court made the following.

Order

Ananthanarayan J.

The Metro-Goldwyn India Ltd., an Indian subsidiary firm of the American company, has its Head office at Bombay with a branch at Madras. The business of the Indian concern consists in the import of films produced outside India and distributing them to customers inside the country. The commission charged by the company on the income realised by the exhibitors constitutes its principal income. The Madras Branch employed 17 persons, mainly as clerical personnel, in the eight sections of its office. With effect from 20th September 1957 eight of the employees were given notice of retrenchment, the grounds being the extraordinary state of affairs resulting from a sharp increase in Customs duty of films, drastic import restrictions and loss experienced in conseqnence. Seven of these retrenched persons, with the exception of one Miss Jayalakshmi, represented their grievances to the Secretary of the Film Distributors Employees' Association, which, in turn, led to an Industrial Dispute referred by the Goverment to the Industrial Tribunal, Madras for adjudication.

In an elaborate order, the Tribunal held that the retrenchment of the seven persons was not justified, and directed that they should be reinstated with a half of their back wages. The company then filed W.F. No. 49 of 1959 for the issue of a writ of certiorari quashing the award of the Tribunal. This petition was allowed by Balakrishna Ayyar, J., except in certain respects which we shall presently indicate. The appeal before us is by the concerned employees, against the order of the learned judge.

A certain area of the dispute is not now before us, since the learned Judge (Balakrishna Ayyar-J) confirmed the order of the Industrial Tribunal in that respect. It was alleged by the workers that, even upon the assumption that the measure of retrenchment was justified, persons had not been retrenched upon the rule of "last to come, first to go", which principle finds expression in section 25-G of the Industrial Disputes Act. The matter was dealt with very elaborately by the Industrial Tribunal, which found that the principle had been contravened, and gave directions accordingly. The learned Judge (Balakrishna Ayyar-J) observed that he did not find it necessary to differ from the Tribunal in its view that the order of juniority had been departed from in the cases of the clerks. Easwaran, Mani Ayyar, Srinivasan and Bart. The learned Judge directed the management to revise the list of those to be retrenched, in the order of juniority indicated by the Tribunal. Hence, this may be excluded from the purview of our consideration.

Another preliminery ground is also sought to be raised on behalf of the appelants, that of jurisdiction, but it is fairly obvious that this cannot be dealt with abstructly, divorced from the particulars of the cause. It is no doubt true that, as observed by the Supreme Court in J. K. Iron and Steel Co., v. Mazdoor Union (A. I. R. 1956 S. C. 231) approving the dicta in Western India Automobiles Association v. Industrial Tribunal, Bombay (A.I.R. 1949 F.C. III) :—"Adjudication does not mean adjudication according to the strict law of Master and Servant .... an Adjudicator's award may contain provisions for settlement of a dispute which no court could order if it was bound by ordinary law". Recently, in the Bench decision of this court. in A.R. Verma v. Mettur Industries Limited (1961-II, M.L.J. 81) observations have also been made to the effect that, in an Industrial Dispute, "the matter is no longer confined to the limits of contractual rights, but other considerations having a larger bearing upon industrial relations and industrial peace come into play". But the point is that the jurisdiction of the court to interfere, under article 226 of the Constitution, has necessarily to be related to the particulars of the justification for the interference, as arising from the facts. Even with respect to Industrial Tribunals, and however broadly conceived their scope and functions might be "their powers are derived from the status that creates them and they have to function within the limits imposed there".

Bharat Bank Ltd., v. *Employees of Bharat Bank* (*AIR 1950 S.C. 188*) What Balakrishna Ayyar J., found in the present case was that the order of the Industrial Tribunal holding that this retrenchment was unjustified, though repeatedly affirming the bonafides of the management, was vitiated by a fundamental error. The Industrial Tribunal substituted its own finding upon the justification for retrenchment, particularly as influenced or governed by the turn of events subsequent to the decision, for the judgment of the management at the time it took its decision and how far that judgment could be held proper upon facts and apprehensions as then existent. There was also a further error consequent upon this error in perspective, that the Industrial Tribunal permitted evidence on material not germane to the issue, and indeed material which ought to have been excluded, in the form of evidence concerning later events and later statistics of the volume of office work. There can be no doubt that if these views of the learned Judge are to be upheld, there was both a fundamental error *in the criterion of* the Tribunal and a failure to exclude extreneous and improper considerations. That indisputably, clothes this court with ample jurisdiction to interfere by the issue of the appropriate writ. For these reasons, it is necessary to proceed directly to the heart of the matter, viz., the justification for the retrenchment.

The facts as found by both the Tribunal and the learned Judge are not in dispute. As we stated earlier, the decision to retrench was taken in September 1957. As early as December 1956, the Government of India announced that the Customs Duty for exposed films would be enhanced by one hundred per cent. The Managing Director of this company and other concerned parties went on deputation but their efforts to persuade the Government failed. In addition to the increasing import duty, in January 1957, the Government imposed a cut of 50 per cent on the quota that could be imported for the basic year. From 1st July 1957 till 30-9-57 no import licenses were issued. Actually, from October 1957 to 31-3-58 the import cut was increased by 90 per cent and the result was that only ten percent of the quota of the basic year could be imported. There can be no doubt that the policies of Government during this period, dealt almost a crippling blow to the trade of the distributors of foreign films. This company sustained a loss of Rs. 19852.16 for the financial year ending 30-8-57 and this without taking into account the provision that had to be made for taxes. If this is included, the loss would amount to Rs. 56,995/-. It is in the context of these, facts and with the apprehensions arising from these facts staring them in the face, that the management claimed that they took the decision to retrench these workers, as a *bona fide* business decision.

It has to be carefully noted that the original case of the employees was that, under the pretext of retrenchment, the company was really trying to victimise these persons for certain trade union activities. The learned Judge (Balakrishna ayyar, J) has quoted the relevant passage to the effect that "they (management) used this as a weapon to penalise the poor people just because they are members of the union". Actually, the Tribunal found against this contention and affirmed the *bona fides* of the management, in no uncertain terms. Since this has to be made clear at the outset, in order to follow the logic of the order of the Tribunal at all, the relevant passages from the award may be immediately set forth. The Tribunal observed in one context;

> "On account of the restrictions imposed by the Government of India, this management must have entertained an honest and *bona fide* belief that their business would be adversely affected and that there would be an appreciable decline in their business".

Again,

> "I may repeat that the management might have *bona fide* apprehended serious decline in their business and effected the retrenchment".

In view of these explicit findings, we have to see what the facts and considerations are, upon the basis of which the Tribunal held that the retrenchment was unjustified. The Tribunal has referred to the fact that, according to the record, amounts to the tune of Rs. 18.775 lakhs were transferred to New York as Film rentals. But as the learned Judge has observed, this is really an irrelevant factor; the question is not the quantum of profits derived by the American company during this period or any period. Indisputably, the question is that of justification from the standpoint of the Indian company, and its Madras Branch. Actually, what happened was that the subsequent turn of events was more favourable than might have been anticipated, and several apprehension, no doubt both reasonable and grave at the moment, were proved to be groundless in time. The Government ultimately reduced the Customs Duty on imported pictures by 50 percent, bringing the duty to almost the same level as in 1956. Equally, the Government later relaxed the restrictions on import, to 75 percent of the original figure. Finally, we may note that the Tribunal took the view that the loss of really Rs. 20,000/- was not an appreciable loss "for a company of that magnitude". But this, as the learned Judge justifiably observed, was to consider the loss in the context of the parent world concern, and not in the context of the Indian subsidiary and its Madras Branch, which is the real test. In brief, what the Tribunal really did was this. It found that the decision of the management was a bonafide business decision; it found that at that time (September 1957) grave difficulties were facing the management, both on account of the increase in Customs Duty and restrictions on quota of imported films, and on account of the actual loss experienced upto that date. But the Tribunal examined the decision in the light of subsequent events and come to the conclusion that in the light of that knowledge, this measure of retrenchment could not be justified as the volume of business did not decline appreciably, and the volume of work in office was much the same. The true question is whether the criterion applied by the Tribunal, namely that "the deadweight of an uneconomic surplus" should be *actually proved to have eventuated before* a mangement could retrench, is the correct view. The following passage in the award really expresses the logic of the decision :—

> "In order to justify a retrenchment, there should be actual reduction in business on the date of the retrenchment and not a possibility or even a likelihood of reduction in the future, for, in effecting retrenchment, the employer tells the worker 'you go out because there may be no work for you sometime in the future'. If there is no actual reduction in the business *in presenti*, the work in the office will remain the same, so that any retrenchment in the expectation of the reduction of the business in the future will only increase the workload of the retained staff...So long as the office work remains the same, whatever may be the forebodings of the future, and even if the business had ended in loss, "there can be no scope for retrenchment of the clerical staff. Retrenchment means the removal of 'the deadweight of uneconomic surplus', to use the language of their Lordships of the Supreme court...........and till such a surplus is established, retrenchment cannot be effected".

We have no doubt whatever that, in the light of the principles as laid down by the authorities, and a scrutiny of industrial law not merely in this country, but even in the most advanced countries like the United States of America, this approach is wholly fallacious and that this is not the criterion to be applied. The grounds for the view may be now set forth.

As far as the Industrial Disputes Act itself is concerned, it is well-known that "retrenchment" is defined in section 2(oo) of the Act, as "the termination by the employer *of the service of a workman for any reason* whatsoever, otherwise than as a punishment inflicted by way of disciplinary action". In the Barsi Light Railway case (AIR 1957-S.C. 121) the Supreme court held that this really implied "the discharge of surplus labour or staff by the employer for any reason whatsoever". It is well-settled law that the management has a right to determine the volume of its labour force, consistent with its business, or anticipated business, and its organisation. The leading decision in the matter, where the expression "the deadweight of uneconomic surplus occurs is J. K. Iron and Steel Co., V. Mazdoor Union

(AIR 1956 S.C. 231). When that decision is actually studied, it shows clearly that the criterion is always the bona fide judgment of the management, in the light of their knowledge and anticipations. For instance, we have the following passage (p. 236).

"There is nothing in these standing orders to indicate that rerenchment is a measure of last resort, and that an employer must continue to lay off his workmen, however uneconomical that may be to the business".
Again, (page 237):—

"The question of retrenchment cannot be made to depend on the duration of the shortage or even on the fact that those retrenched will be thrown out of employment but on the effect that an omission to retrench will have on the business".

Finally, their Lordships observed (pp. 237–238).

"The only question referred to was, was the retrenchment justified? and we find it impossible to see how that can be determined without considering the question of good faith, which in turn would largely depend on the finances of the company, on the adverse effect that retention would have on the business, and on whether retention would mean the deadweight of an uneconomic surplus and so forth".

The right of the management to take a decision to retrench, provided that it is bona fide and justified by the situation in which the decision was taken, has been affirmed in all the decisions. In addition to the decision just quoted above, we may refer to the dicta in Macrobile and Co. V. Their Employees' Union—(S.C. 1958-I. Labour Law Journal 497)—the judgment of Rajagopalan J., in India Tyre and Rubber Co., V. Their Workmen (1957-II. L.L.J. 506) Tata Oil mills Co., Ltd.. and their workmen (1953-I.L.L.J. 45) Viswamitra Press and their workmen (1952-II L.L.J. 181) and Presidency Jute Mills Co., Ltd., V. Their Employees' Union (1952-I.L.L.J. 796).

Certain broader aspects of the situation that we are now confronted with, may be referred to here. Obviously, there are two poles of this concept of Industrial Law, as related to the right of an employer to retrench intermediate positions are, of course, also possible. On the one hand, we may have a policy of laissez-faire, so that it is the strictlaw of Master and servant which governs all such possible interference. In such an attitude, even the motives of the employer would be irrelevant, provided that the contract permits such a discharge upon any alleged pretext of restriction of the labour force. To the other extreme, we can have a position of interference by Tribunals administering the law, whenever any such Tribunal feels that, in the light of subsequent events, such a measure of retrenchment need not have been effected. In brief, the question here is whether a Tribunal, which does not run the hazards of industry and the survival of which is not threatened by industrial vicissitudes, could claim to substitute its later and cold decision, for a Judgment to be taken by a management under anxiety and stress. We think it is clear that, even in the most advanced industrial countries, the true position is the intermediate one. The decision to retrench should be judged, as regards its justification, both upon

bona fides and upon the reasonableness of their decision in the situation that confronted the management. Once that is upheld, it is really not permissible for a Tribunal to take subsequent facts into account, and to argue that such a measure of retrenchment was not really necessary. Actually, both Viswamitra press and Their workmen (1952-II L L.J. 181) (relied upon by the Tribunal) and Presidency Jute Mills Co., Ltd,, V. Their Employees' Union (1952 I.L.L.J. 796) affirm that where the mangement has taken such a bona fide and reasonable decision, the extent of the retrenchment cannot be canvassed at all. Hence, the subsequent data which might prove that the apprehensions were belied owing to the industrial policies of the Government of India, and that the volume of work remained much the same, ought not to be permitted to affect the picture. Equally, as Balakrishna Ayyar, J., has stressed the alleged later increase in the workload is quite irrelevant. It may very well be, that originally, this office was some-what over staffed and the individual members somewhat under-employed. If the retained staff had been working overtime, admittedly there are special rules governing that matter. That might be an industrial dispute between the retained staff and the management, but it has nothing to do with the present decision. We must reiterate that, so long as the private sector is permitted to exist, and managements in that sector run the hazards of industry, it would be totally unjustified to substitute the later judgement, either of the State or of any Industrial Tribunal, for the Judgment of the management, in such a vital measure, affecting the very survival of a concern, as retrenchment. Nor does the law require that, in order to prove the existence of "the deadweight of uneconomic surplus" the management should not act upon incurred loss and threatened dangers, but must wait for the loss to prove overwhelming; in brief, that the management must almost proceed into bankruptcy, before it can retrench. We shall presently show the authority for the view that even apart from any threatened extinction, a business could retrench upon such factors as a scheme of rationalization. As far as the situation that we are discussing is concerned there is obvious force in the dictum of Balakrishna Ayyar J., that "A wise captain does not wait for the storm to strike. He takes in sail or makes for port, before the storm breaks".

In Macrobllo and Co., V. Their Employees' Union (S.C.) 1958-II L.L.J. 497, the Supreme court was concerned with retrenchment effected not because of loss and threatened dangers to business at all but in consequence of a scheme of reorganization adopted for reasons of economy and convenience. The right of the employer to retrench in consequence of such a bona fide decision was upheld by court, though the inevitable discharge of the workmen may be most unfortunate. In India Tyre and Rubber Co., V. Their workmen (1957-II L.L.J. 506) Rajagopalan J., said—

"that observation, in my opinion, does not justify the contention that good faith attendant on a retrenchment could be established only if the employer was losing or was making no profits, or even a contention that retrenchment would be at least prima facie male fide if it was ordered.

when the employer was already getting a return of more than 5 per cent in the paid-up capital...The deadweight of an uneconomic surplus to which Bose J., referred, can operate at any level of profits".

We are now concerned with a far stronger situation, in respect of the management. Learned cousel for the appellants (Sri B. Kalyanasundaram) strenuously contents that the concept of justification is wider than that of bona fides. Even the concept of bona fides, according to him, has a special and more pervasive significance, in relation to industrial disputes in particular. It is not necessary for us to dissent from the view that both bona fides and justification would have to be established, before retrenchment could be upheld by the Industrial Tribunal; atleast it is indisputable that they are closely interrelated. What we are quite unable to concede is that, even in such a perspective, justification could be assessed, not as the reasonableness of a decision taken by the management in a particular situation of actual and threatened losses, but as the vindication of that step by future events, and by the substituted judgment of any other agency, judicial or otherwise, which has no responsibility or hazard in Industry. We must also point out that the dicta of the Bench of this court in A.R. Verma v Mettur Industries Ltd., (1961-II M.L.J. 81) to the effect (p. 87) that other grounds besides mala fides may be considered by the Tribunal in granting relief, had relevance to a case of individual discharge on the ground of a false complaint to the Union about the conduct of the shift-manager; moreover, a case in which no charges were framed and no opportunity to show cause was given. We fail to see how those observations could be pressed into service, when considering a wholly different case of retrenchment owing to industrial necessity.

If we might turn, for a moment, to the state of affairs in other countries representing an advanced state of Industrial Law and Labour Relations, we find that nowhere has it been ruled that apart from a ground of discrimination or "unfair labour practice" the right of an employer to retrench could be canvassed at all. The following passage from "Rothenberg on Labour Relations" (1949-Edition) page 417, which is really upon the rights of the employer in the United States, as dealt with in the "Labour Mangement Relations Act" is significant—

"While an employer has the right and privilege to discharge a group or all of his employees, even as he has the right to discharge particular individuals, he is under the same prohibition against discrimination...Accordingly, while an employer is permitted to mete out individual or collective lay-offs, furloughs or discharges for any proper reason, such as seasonal slack, lack of work, cessation of operations, inventory problems, etc., or indeed, for no reason at all, a 'lock-out' of some or all of his employees which flows from and is directed at the Union activities or affiliations of the affected employees is deemed discriminatory".

In brief, in the United States of America, justification and bona-fides appear to be regarded as equivalent concepts. Actually, it would appeal as if the decisions in our country have proceeded a little farther in recognising the rights of labour to proof of justification before retrenchment is upheld by an Industrial Tribunal.

In result, therefore, we are fully satisfied that the order of the Industrial Tribunal was vitiated by an erroneous approach altogether to the problem of justification for retrenchment and also by the inclusion and consideration of extraneous and irrelevant material. The issue of the writ was hence with jurisdiction and on justifiable grounds. The writ appeal fails accordingly and is dismissed. No order as to costs.

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

between

The Management of Burn & Co., Ltd., Salem.

and

The workers of Burn & Co., Ltd., Salem.

SHORT RECITAL OF THE CASE:

The Secretary of the Magnesite Workers' Union, Suramangalam, Salem-5, put up a demand against the management of Burn & Co., Ltd., demanding revision of wages to some of the factory workers. The Union Secretary stated that the Union has been making constant representations for some months past to the Company that several workers in the factory establishment who have been doing the work of semi-skilled and skilled nature respectively have not been paid wages due to them for the respective categories. But only the wages of unskilled and semi-skilled workers were paid to them. The management stated that the workers have been given an opportunity to learn a new trade so that they would be qualified to do semi-skilled and skilled job in due course. Further, they have not acquired the necessary training and skill essential for such higher classification doing semi-skilled and skilled categories of work.

After prolonged discussion, the following settlement was arrived at:

TERMS OF SETTLEMENT.

1. The management agreed that with effect from 1st July 1961, nearly 20 workers now being promoted from unskilled to semi-skilled and from semi-skilled to skilled will be paid as follows:

PRESENT PROMOTIONS:

	Basic wages.	Dearness allowance.	Total.
Semi-skilled ...	Rs. 1·19 nP.	Rs. 1·36 nP.	Rs. 2.55 nP. daily.
Skilled ...	,, 1·37 ,,	,, 1·40 ,,	,, 2·77 ,, ,,

2. The management also agreed that such workers as may be promoted in future will be paid as follows:

FRESH PROMOTIONS AND RECRUITMENT:

	Basic wages.	Dearness allowance.	Total.
Semi-skilled ...	Rs. 1·19 nP.	Rs. 1·31 nP.	Rs. 2·50 nP. daily.
Skilled ...	,, 1·37 ,,	,, 1·31 ,,	,, 2·68 ,, ,,

3. The Union Secretary requested that the revision of wages to the workers should be given effect to from 1st May 1961. The management assured that the matter would be referred to the Managing Agents for their consideration.

4. The settlement shall be in force upto 9-7-1965.

5. The settlement was read over to the parties and signed by them with their full knowledge.

Memorandum of Settlement under section 18 (1) of the Industrial Disputes Act, 1947.

between

The Managements of Binny & Co., (Madras) Ltd., Madras and the Buckingham and Carnatic Co., Ltd., Madras.

and

The Employees of the Head Office and Beach Office of Binny & Co., (Madras) Ltd., and the Employees of the Head Office of the Buckingham & Carnatic Co.. Ltd., Madras-1.

SHORT RECITAL OF THE CASE:

Whereas the Binny and Buckingham & Carnatic Co., Employees Union on behalf of the employees of the Head Office and Beach Office of Binny & Co., (Madras) Ltd., have demanded an additional bonus of two months basic wages for the year 1959 and an additional bonus of two months basic wages for the year 1960. And whereas the Management of Binny & Co., (Madras) Ltd., maintains that the employees covered by the Memorandum of Settlement dated 26th April 1960 between Binny & Co. (Madras) Ltd. and the Binny and Buckingham & Carnatic Co. Employees Union (then known as the Binny Employees Union) are debarred by virtue of the provisions of Clause 20 of the terms of settlement of the said agreement from raising any demand relative to bonus during the currency of that agreement,

And whereas the Union maintains that as a matter of construction the said stand of the Management regarding the settlement dated 26-4-60 is incorrect and the employees of Binny & Co. (Madras) Ltd. are not debarred from claiming bonus during the currency of the settlement dated 26th April, 1960, and whereas the Binny and Buckingham & Carnatic Co., Employees Union on behalf of the employees have represented that the wage scales prescribed under the agreement dated 26th April 1960 provide for a lower start for an employee in the clerical and equivalent grades, than those recommended for corresponding categories of employees by the Central Wage Board for the Cotton Textile Industry,

And whereas direct negotiations were conducted between the Managements and the Union on the matters listed in this recital of the case, it is hereby agreed,

TERMS OF SETTLEMENT.

1. That in supersession of the pay scales prescribed under the agreement dated 26th April 1960 the pay scales applicable to employees of the Head Office of Binny & Co. (Madras) Ltd., and the Head Office of The Buckingham & Carnatic Co., Ltd., with effect from 1st September 1961 shall be as set out in Annexure 'A'.

2. That in supersesssion of the pay scales prescribed for employees of the Beach Office of Binny & Co. (Madras) Ltd., in the Memorandum of Settlement dated 26th April 1960 with effect from 1st September 1961 the pay scales of employees of the Beach Office of Binny & Co. (Madras) Ltd., shall be as set out in Annexure 'B'.

3. That all employees for whom new pay scales have been introduced in terms of Clauses 1 and 2 above of the terms of settlement shall be fitted into the revised pay scales at the stages in the new scales corresponding to those on which they are as at 1st September 1961 in the scales existing.

Example:

The salary of an employee drawing Rs. 75/- p.m. in scale 6 of the pay scales of the Head Offices of Binny & Co. (Madras) Ltd., and The Buckingham & Carnatic Co., Ltd., will be increased with effect from 1st September 1961 to Rs. 85/- p.m. and similarly in the case of employees in the Beach Office of Binny & Co. (Madras) Ltd., a Supervisor who on 1st September 1961 is drawing a salary of Rs. 85/- p.m. will have his salary increased to Rs. 95/- p.m. as from that date.

4. That all other provisions of the Memorandum of Settlement dated 26th April 1960 will remain unchanged and will remain in force upto 25th April 1963.

5. That the Management of Binny & Co. (Madras) Ltd., will pay half yearly bonuses at approximately the same time as the Buckingham & Carnatic Co., Ltd., pay half yearly bonuses to their employees, and that the Management of Binny & Co. (Madras) Ltd., will commence doing so with effect from the half-yearly bonus to be declared and paid by the Management of the Buckingham & Carnatic Co., Ltd., in the month of September 1961.

6. That the Management of Binny & Co. (Madras) Ltd., will as far as possible declare bonus for the employees of Binny & Co. (Madras) Ltd., at the same rate as that voluntarily declared by the Management of the Buckingham & Carnatic Co., Ltd.

7. That the employees of Binny & Co. (Madras) Ltd., withdraw their demand for additional bonus in respect of the years 1959 and 1960.

The employees also undertake during the currency of this agreement not to put forward any demand in respect of bonus for subsequent years in respect of which the bonus paid by Binny & Co. (Madras) Ltd., is not less than that paid by the Management of the Buckingham & Carnatic Co., Ltd.

8. That the concessions made by the Management of Binny & Co. (Madras) Ltd., in regard to bonus as set out above are an act of grace and without prejudice to their stand that the employees covered by the settlement dated 26th April 1960 are debarred under its provisions from making any demand in respect of bonus during the currency of the agreement.

9. That this agreement shall come into force from the 1st September 1961 and shall remain in force upto 25th April 1963.

ANNEXURE 'A'

Scales of pay applicable to employees at the Head Office of Binny & Co. (Madras) Ltd., at No. 7, Armenian Street, Madras-1, and employees in the Head Gffice of the Buckingham & Carnatic Co., Ltd., at No. 7, Armenian Street, Madras-1.

1.	Rs. 40	1	49	2	55
2.	,, 45	1/50	49/50	2	73/50
3.	,, 55	2	77		
4.	,, 62	2/50	89/50		
5.	,, 75	2/50	80		
6.	,, 85	5	135		
7.	,, 142/50	7/50	180		
8.	,, 190	10	240		
9.	,, 255	15	300		

ANNEXURE 'B'

Beach Office Pay Scales

Supervisors:						
Rs. 79	4	95	5	110	10	170
	10	210	12/50	247/50		
Tally Clerks:						
Rs. 50	1/50	56	2	82	2/50	94/50
Bargemen:						
Rs. 40	0/50		50/50			
Tindals:						
Rs. 45	1/50		70			
Serangs:						
Rs. 55	2		75			
Clerks:						
1. Rs. 75	2/50		80			
2. Rs. 85	5		135			
3. Rs. 142/50	7/50		180			
4. Rs. 190	10		240			
5. Rs. 255	15		300			

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

between

The Management of T. T. Krishnamachari & Co., 331/333, Thambu Chetty Street, Madras-1.

and

The workers of T. T. Krishnamachari & Co., Employees' Union, 17, Bakers Street, Madras-1.

SHORT RECITAL OF THE CASE:

The T. T. Krishnamachari & Co., Employees' Union presented a Charter of Demands dated November 18, 1960 putting forth a number of demands. The Management expressed its inability to grant these demands by their letter dated December 9, 1960. The Union, after receipt of this letter, took up the matter for conciliation on Decemher 14, 1960 before the Labour Officer, Madras-1.

The parties were summoned to meet before the Labour Officer several times and discussions were held. On April 22, 1961, before the Conciliation Officer, the Management agreed to allow the Union to look into the accounts of the Firm. The President and Secretary of the Union had detailed discussions on May 19, 1961 and June 17, 1961 with the Chief Accountant of the Firm regardidg the accounts of the Firm during which they were given the clarifications asked for.

Subsequent to this, on the request of the President of the Union, a number of meetings were held between the General Manager of the Firm and the President of the Union with a view to exploring the possibilities of arriving at a settlement. As a result of these discussions, Messrs. T. T. Krishnamachari & Co. and the T. T. Krishnamachari & Co., Employees' Union have arrived at a settlement on the terms mentioned below:—

TERMS OF SETTLEMENT.

1. The T. T. Krishnamachari & Co, Employees' Union, Registered No. 3011 shall be recognised as a bargaining agent on behalf of its Members drawn from all categories of permanent staff of T. T. Krishnemachari & Co., employed in their offices and other establishments within the State of Madras excepting the Managerial staff.

2. The wage scales shall be as detailed in Annexure "A" with the annual increments provided therein.

3. The Management hereby agrees to grant and the Union hereby accepts the following:

(a) The existing Ex-Gratia Allowance will cease to be paid from August 1, 1961 and instead, all permanent employees shall be paid a Compensatory Allowancees mentioned below in Column II. This Compensatory Allowance is based on the cost of living index for Madras City as ascertained and declared by the Director of Statistics, in the bracket 471 to 480. Whenever the cost of living index moves to another bracket of 10 points, the existing rates will be varied as mentioned in Column III below:

Salary Drawn.	Compensatory Allowance payable.	Variation in Compensatory Allowance for 10 point movement.
I	II	III
Rs.	Rs.	Rs.
100 or below ...	15·00	2·50
101 to 200/- ...	17·50	3·00
201/- and above ... below 500/-	20·00	3·50

For calculating the variation in the Compensatory Allowance payable, any movement of 5 points or less in the next bracket in the cost of living index will not be considered and any movement above 5 points will be taken as 10 point movement. The index for the purpose of payment of the Compensatory Allowance would be the figure of cost of living index for the Madras City available for the previous month as declared by the Director of Statistics, that is to say the cost of living index for the month of July would be the basis for calculating the Compensatory Allowance payable for the month of August.

(*b*) The employee shall be entitled to 21 working days' Privilege Leave 12 days' Casual Leave and 12 days' Sick Leave. In the matter of availing of leave, the employees shall be governed by the Leave Rules of the Firm which is annexed here to as Annexure "B".

(*c*) A Gratuity Scheme shall be introduced. No Gratuity shall be payable to any employee who has not completed five years of continuous service with the firm. Every employee who has put in more than five years of continuous service with the Firm shall be entitled to Gratuity at the time of termination of his services either by discharge, death or retirement or for any other reason except dismissal for misconduct. An employee entitled to Grautity at the time of termination of his services shall be paid Gratuity as under:

(i) Every employee having put in five years and more of continuous service but less than ten years shall be paid ½ month's salary for each year of completed service.

(ii) Every employee having put in ten years and more of continuous service but less than fifteen years shall be paid 3/4 month's salary for every year of completed service.

(iii) Every employee having put in fifteen years and more of continuous service shall be paid fifteen months' salary and this shall be the maximum Gratuity payable to any employee.

For the purpose of calculating the Gratuity payable, the last-drawn salary of the employee shall be taken into account.

(*d*) The Casual Workers as per list attached (Annexure "C") Working in the Godown shall be absorbed as permanent members of the staff with effeet from August 1, 1961 on the salary grades mentioned in the same annexure and they shall be entitled to all benefits enjoyed by the permanent employees of the Firm. However, their confirmation as permanent employees would be subject to the condition that they shall submit a Fitness Certificate from a qualified physician on or before September 25, 1961. The Firm shall pay them each Rs. 5/- towards the expenses that they might incur in this connection. At the time of payment of salary for the month of August to the employees mentioned in the Annexure "C", the daily wages already drawn by them during the month of August shall be deducted and the balance, if any, paid to them.

4. All other demands relating to subjects not dealt with by this settlement made in the Charter of Demands dated November 18, 1960 and annexed hereto as Annexure "D" except the demand for Bonus for the year 1959-60 are hereby withdrawn.

5. All the employees of the Firm shall be bound by the Standing Orders of the Firm annexed hereto as Annexure "E".

6. This settlement shall remain in force for a period of three years commencing from August 1, 1961 and shall continue to be binding on both the parties hereto after the expiry of the period aforesaid until the expiry of two months from the date on which a notice in writing of any intention to terminate the settlement is given by one of the parties to the other party to this settlement.

ANNEXURE "A"

Wage Scales

S. No.	Particulars	Scale of Pay
1.	Senior Executives	750.00/50.00/1250.00
2.	Junior Executives	450.00/500.00/35.00/910.00
3.	Assistant Managers	300.00/15.00/480.00
4.	Assistants	200.00/10.00/320.00
5.	Stenographers "A" Grade	200.00/10.00/320.00
6.	Stenographers "B" Grade	150.00/10.00/270.00
7.	Stenographers "C" Grade	150.00/7.50/215.00
8.	Clerks "A" Grade	150.00/10.00/270.00
9.	Clerks "B" Grade	125.00/7.50/215.00
10.	Clerks "C" Grade	90.00/6.25/165.00
11.	Technical Assistants (Chemicals)	300.00/12.50/450.00
12.	Senior Technical Representatives (Chem.)	200.00/12.50/350.00
13.	Junior Technical Representatives (Chem.)	175.00/10.00/295.00
14.	Sales Supervisors	175.00–200.00/12.50/350.00
15.	Senior Salesman	150.00–175.00/10.00/295.00
16.	Junior Salesman	125.00–150.00/10.00/270.00
17.	Senior Representatives (Pharma)	300.00/12.50/450/00
18.	Junior Representatives "	175.00–200.00/10.00/320.00
19.	Depot Managers	175.00–200.00/10.00/320.00
20.	Godown Keepers	200.00/10.00/320.00
21.	Telephone Operators	125.00/7.50/215.00
22.	Drivers "A" Grade	125.00/7.50/215.00
23.	" "B" Grade	90.00/6.25/165.00
24.	" "C" Grade	75.00–90.00/6.25/165.00
25.	Peons "A" Grade	60.00/3.00/105.00
26.	" "B" Grade	40.00–45.00/2.50/82.50
27.	Packers	60.00/3.00/109.00
28.	Packers	55.00/3.00/100.00
29.	Watchmen "A" Grade	60.00/3.00/105.00
30.	" "B" Grade	35.00–45.00/2.50/82.50
31.	Sweepers	40.00–45.00/2.50/82.50

ANNEXURE "B"

Leave Rules

The following Leave Rules shall apply to the employees of the Firm:—

I. Privilege Leaves:

1. A permanent employee will be entitled to Privilege Leave of 21 working days for every twelve months' continuous service with the Firm.

2. Privilege Leave will normally be calculated on a calendar year basis i.e. January to December and the employees' Privilege Leave Account will be credited with the leave accrued on the 1st of Jannary every year.

3. An employee whose service commences otherwise than on the 1st day of January and who has been made permanent will be allowed proportionate leave in respect of his service in the remainder of the calendar year of joining. Such leave will be granted after completion of 12 months' continuous service or will be credited to his account.

4. An employee will be allowed to accumulate Privilege (Earned) Leave upto a maximum of 63 days.

5. No compensation or salary or wages or any sum of money shall be payable to an employee in service for or in lieu of Privilege Leave not available of by him.

6. Applications for leave should be made in writting at least 15 days before the commencement of the leave. The application must be addressed to the Manager and should be forwarded through the Departmental Heads of the respective employees. The application should clearly state the number of days' leave required and the address which communications, if any, can be addressed to the employee while on leave.

7. The Manager or the Authority granting leave may fix staggering leave periods for employees and call upon any employee to go on his Privilege Leave from any date for any period with a view that the work in that Department should not suffer.

8. In all cases, employees will be informed in writing whether the leave applied for has been granted in full or in part or is rejected, mentioning the reasons.

II. Sick Leave:

Every employee will be allowed on grounds of sickness 12 days' leave on full pay during every calendar year. An employee whose service commences otherwise than on the 1st day of January will be allowed proportionate leave on grounds of sickness during that calendar year.

Sick leave will be granted in accordance with the following rules:—

1. An application for sick leave shall be made as early as possible and in no event later than 48 hours after the commencement of the indisposition of the employee concerned.

2. The employee concerned shall furnish a medical certificate from the Registered Medical Practitioner treating him and which the Manager considers satisfactory evidence of sickness. as early as possible in support of his application provided that Medical Certificate may not be insisted npon if the leave is for a period less than 2 days in duration.

3. Sick leave shall be non-cumulative. However, in cases of prolonged illness, individual cases may be given special consideration as circumstances may warrent at the sole discretion of the Manager.

4. Should any employee exceed the sick leave to which he is entitled, such excess leave will normally be adjusted against any credit he has on account of Privilege Leave. Sick leave, however, cannot be suffixed to privilege leave.

III. Casual Leave:

1. An employeee will be allowed 12 days' casual leave in a calendar year. Casual leave is intended to meet special or unforeseen circumstantances for which provision cannot be made by exact rules. Casual leave shall be non cumulative and shall be limited to two days at a time.

It shall not be allowed to be both prefixed and suffixed to Sundays or or holidays. Casual leave cannot be taken along with Privilege or Sick leave.

In the case of an employee who joins the services of the Firm otherwise than on the 1st January in any calendar year, proportionate casual leave will be allowed during that calendar year.

2. Every application for casual leave shall state the reson for which the leave is required and shall ordinarily be made prior to the date on which the leave is to commence. In cases where prior permission cannot be obtained, the employee shall regularise his absence by making an application duly explaining to the satisfaction of the Manager the failure to obtain prior sanction for treating his absence as leave stating valid reasons thereof.

IV. General:

1. When an employee rejoins duty after authorised leave on prolonged illness exceeding 21 days, he must produce a Fitness Certificate from the Doctor who treated him during his period of illness to the effect that the employee is fit to rejoin duty. The Manager may waive this requirement in suitable cases.

2. When an application for leave is made, the Manager shall issue orders on such application within seven days of his receipt of the application and in urgent cases, immediately. If the leave asked for is granted either in full or part, a letter mentioning the commencement of leave and the date on which the employee will have to resume duty shall be issued to the employee.

3. A record shall be maintained and all leave sanctioned, refused or postponed and the reasons for such refusal or postponment shall be entered therein. The register shall be open for inspection by any employee.

4. **Extension of Leave**: If an employee, after proceeding on leave, desires an extension thereof, he shall make an application in writing for this purpose to the Manager so as to reach him in the ordinary course 3 days before the expiry of the period of leave originally granted. A reply in writing either granting or refusing the extension of leave shall be sent to the employee at the address given by him to the office so as to arrive, wherever possible, before the expiry of the leave originally granted to him.

An employee remaining absent beyond the period of leave originally granted or subsequently extended shall be liable for disciplinary action under the standing orders. Any employee not returning for duty within 15 days of the expiry of his leave without intimation to the office shall be treated as having left the services from the date he was due to return to work.

CURRENT LABOUR LITERATURE

List of important Books received and articles published.

Books.

1. The Cost of Social Security (Geneva) (1949-57) By International Labour Conference.
2. Model Code of Safety Regulations for industrial establishments for the guidance of Governments and industry.
   By International Labour Conference.
3. Equality of Treatment of Nationals and Non-Nationals of Social Security.
   By International Labour Conference.
4. Trade Union Situation in the United Kingdom.
   By International Labour Office.
5. Family Living Studies.
   By International Labour Office.

Articles of Interest.

1. Technique and Methods in American Union Education By Lawrence Rogin.
   "The Indian Worker" October 16, 1961.
2. Recent Trends in Industrial Relations
   By P. Balagangadhara Menon,
   "The Indian Worker" October 2, 1961.
3. Surplus Manpower and Planned Development
   By Turlok Singh.
   "The Indian Worker" October 2, 1961.
4. Human Aspect in Productivity.
   By Raghu Nath Rai
   "Finance and Commerce" September, 1961.
5. The Philosophy of Labour
   By Prof. A.R. Wadia.
   "The Indian Journal of Social Work" March, 1961.
6. Discipline in Industry
   By A. Dowdell.
   "Industrial Welfare" July-August, 1961.
7. Employing the Handicapped in Industry.
   By Lakshmanan Prasad.
   "Industrial Relations" July-August, 1961.
8. Trade Unions and Political Affiliation.
   By Dr. J. L. Rastogi.
   "Indian Labour Journal" September, 1961.

SALIENT FEATURES OF THE ANNUAL REPORT ON THE WORKING OF THE PLANTATION LABOUR ACT, 1951 FOR THE YEAR '60.

The Plantations Labour Act, 1951 applies to all Tea, Coffee, Rubber, Cinchona and Cardamom Plantations which admeasure 25 acres (10.117 hectares) or more and where in 30 or more persons are employed. The Act regulates the working conditions of workers in Plantations and provides for the provision of drinking water, adequate medical facilities, housing accommodation, recreational and educational facilities etc. The provisions regarding proper maintenance of latrines and urinals and provision of canteens, creches and recreational facilities to Plantation Workers were brought into force from 1-12-1958.

2. The provisions of the Act were enforced by the Commissioner of Labour assisted by the Chief Inspector of Plantations, Madras five Inspectors of Plantations.

3. The number of Plantations coming under the scope of the Act was 267 during 1960 as against 262 in the year 1959, The acreage and the number employed in the planations was 1,10,099.05 and 7,1684 respectively for the year 1960.

4. *Inspections*: All the plantations were inspected by the Plantation Inspectorate during the year.

5. *Provision of health and medical facilities*: All the 267 plantations have provided adequate drinking water facilities to the workers.

During the year under review, 22 medical schemes in respect of 39 plantations were reviewed and approved by the Government. On a representation received from the small growers regarding the difficulties involved in complying with the provisions of the Rules, the Government issued orders prescribing revised standards of medical facilities to be provided by the Planters. Upto the end of the year, 118 estates have provided medical facilities according to the revised standards.

6. *Provision of Housing accommodation*: 109 housing schemes including the schemes received in the previous year were approved by the Government during 1960. Some of the housing schemes received during the year are under examination. One prosecution was launched and conviction obtained for non-compliance of the provisions of the housing scheme. The Government of India have allotted a sum of Rs. 3-46 lakhs for the grant of loans to small planters during the Second Five Year Plan period i.e., 1956-61 for providing housing facilities to plantation workers, A sum of Rs. 2,58,720/- has been disbursed so far. Construction of 155 houses with the loan assistance has been completed upto the end of the year 1960. There is a provision of Rs. 5/- lakhs in the Third Five Year Plan for this purpose.

7. *Leave with wages*: 31,871 men, 35,017 women, 1142 adolescents and 164 children were granted leave with wages during the year.

8. *Sickness and Maternity Benefits*: A sum of Rs. 3,91,399.81 was paid as Maternity Benefit during the year in respect of 6422 claims as against Rs. 4,23,898.69 nP. in respect of 7323 claims in previous year.

9. *Annual returns*: 91.4% of the Plantations covered by the Act have submitted annual returns in time during the year. Action is being taken against the defaulters for not sending the prescribed returns.

NOTIFICATIONS

DEPARTMENT OF INDUSTRIES, LABOUR AND CO-OPERATION.

Amendment to Madras Factories (Welfare Officers) Rules. No. 5902, Industries, Labour and Co-operation (Labour), 4th October 1961.

G. O. No. A-1046 of 1961.

In exercise of the powers conferred by sections 49, 50 and 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby makes the following amendments to the Madras Factories (Welfare Officers) Rules, 1953, published with the Industries, Labour and Co-operation Department notification, dated the 4th December 1953, at pages 17-19 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 27th January 1954, as subsequently amended. the same having been previously published as required by section 115 of the said Act :—

AMENDMENTS.

In the said rules :—

(1) at the end of sub-rule (2) of rule 1, the following shall be added, namely :—

"and the territories specified in the second schedule to the Andhra Pradesh and Madras Alteration of Boundaries) Act, 1959 (Central Act LVI of 1959)"

(2) after rule 8, the following rule shall be added, namely :—

" and the territories specified in the Second Schedule to the Andhra Pradesh application to the territories specified in the Second Schedule to the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act LVI of 1959) are hereby repealed."

Date of coming into force of Chapters, IV, V and VI of Employees' State Insurance Act in certain areas in Coimbatore district.

G. O. Ms. No. 6271 Industries, Labour and Co-operation (Labour) 28th October 1961.

II. 1 No. 4879 of 1961.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 23rd October 1961, is republished :—

No. F. 13(10)/61 HI.—S.O. :—In exercise of the powers conferred by sub-section (3) of section 1 of the Employees State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 29th October 1961 as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Madras, namely :—

I. The areas comprised within the revenue villages of :—

(a) Saravanampatti ;
(b) Chinnavadampatti ;
(c) Krishnarayapuram ;
(d) Kuniamuthur ;
(e) Indigarai ;
(f) Madukkarai ;
(g) Kavundampalaiyam ;
(h) Anupparapalaiyam ;
(i) Pulikkulara ;
(j) Kumarapalaiyam ; and
(k) Ramanathapuram in Coimbatore taluk, Coimbatore district.

II. The revenue villages :—

(a) Sulur and
(b) Kannampalayam in Palladam taluk, Coimbatore district.

DEPARTMENT OF INDUSTRIES, LABOUR AND CO-OPERATION.

Constitution of Employees' Insurance Court for Coimbatore area.

AMENDMENTS TO NOTIFICATION.

G. O. Ms. No. 6153, Industries, Labour and Co-operation (Labour), 23rd October 1961.

In exercise of the powers conferred by section 74 of the Employees' State Insurance Act, 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby makes the following amendments to the Industries, Labour and Co-operation Department Notification No. 55, dated the 15th January 1955, published at page 1 of Part I of the Fort St. George Gazette Extraordinary, dated the 23rd January 1955, as subsequently amended :—

AMENDMENTS.

In the said notification—(1) in item III, after entry (b) the following entries shall be added, namely :—

" (c) Sulur ;

(d) Kannampalayam ";

(2) in item VI,—(a) the word "and" occurring at the end of entry (g) shall be omitted ; (b) after entry (h), the following entries will be added namely :—

(i) Saravanampatti ;
(j) Chinnavadampatti ;
(k) Krishnarayapuram ;
(l) Kuniamuthur ;
(m) Indigara ;
(n) Madukkarai ;
(o) Kavundampalaiyam ;
(p) Anupparpalaiyam ;
(q) Pulikkulam ;
(r) Kumarapalaiyam ; and
(s) Ramanathapuram."

Exemption of Central Asphalt Plant, Egmore, from Operation of Certain Provisions of Employees State Insurance Act except Chapter V-A.

Fort St. George, October 19, 1961.

II-1 No. 4749 of 1961.

In exercise of the powers conferred by section 90 of the Employees' State Insurance Act, 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby exempts from the operation of the said Act, except Chapter V-A thereof, the Central Asphalt Plant, Egmore, belonging to the Corporation of Madras for a further period of one year with effect from the 20th November 1661.

Member nominated to Local Committee (Employees' State Insurance Corporation) Coimbatore under Employees' State Insurance (General) Regulations

Fort St. George, October 9, 1961

II-I. No. 4911 of 1961.

The following notification of the Regional Director, Employees' State Insurance Corporation, dated 18th September 1961, is republished :—

No. MR/CO-3 (5)/60—It is hereby notified that the Manager, Local Office, Employees' State Insurance Corporation, Devangapet, Coimbatore, has been nominated as a member of the Local Committee (ESIC), Coimbatore, under clause 1 (f) of Regulation 10-A of Employees' State Insurance (General) Regulations, 1950 with effect from 8th

September 1961, VICE Manager, Local Office, Employees' State Insurance Corporation Singanallur, Coimbatore. The Manager, Local Office, Devangapet, will also act as Secretary to the said Local Committee.

The following amendment shall accordingly be made to this Office Notification No. MR/CO-3 (5)/59 (1), dated 21st July 1959, namely, for the existing entry against S.No. 10, the following shall be substituted:

"Manager,
Local Office,
Employees' State Insurance Corporation,
Devangapet, Coimbatore-Secretary."

Member nominated to Local Committee (Employees' State Insurnce Corporation). Rajapalayam under Employees' State Insurance (General) Regulations

(Fort St. George, October 10, 1961).

II--I No. 4912 of 1961.

The following notification of the Regional Director Employee's State Insurance Corporation, dated 8th September 1961, is republished:

No. MR/CO-3 (5)/60—It is hereby notified that Shri S. H. Subramanian Spinning Master, Sree Karpagambal Mills Limited, Rajapalayam, has been nominated as member of the Local Committee (ESIC). Rajapalayam, under clause I (d) of Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, with effect from 25th August 1961 VICE Shri P. V. Rajan.

The following amendment shall accordingly be made to this Office Notification No. MR/CO-3 (5)/60 (3), dated 21st October 1960, namely, for the existing name and address against S. No. 5, the following shall be substituted:

"Shri S. H. Subramanian,
Spinning Master,
Sree Karpagambal Mills Limited,
Solapuram (P.O.),
Rajapalayam."

Exemption of all societies registered or deemed to be registered from all provisions of Madras Shops and Establishments Act.

(G.O. Ms. No 5838, Industries, Labour and Co-operation (Labour), 30th September 1961.)

II-1 No 4577 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 all societies registered or deemed to be registered under the Madras Co-operative Societies Act, 1932 (Madras Act VI of 1932) from all the provisions of the Act first mentioned for a further period commencing on and from the 1st October 1961 and ending with the 31st December 1961 subject to the conditions that the societies in which non members are employed amend their respective by-laws on the lines of the special by laws relating to service conditions of persons employed in societies, appended to this notification and include the provisions of Chapters II, III, V and VII of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), in their Standing Orders and exhibit them in their premises.

APPENDIX.

Special by-laws relating to service conditions of persons employed by societies registered under section 4 of the Madras Co-operative societies Act, 1932 (Madras Act VI of 1932), other than Central Banks.

1. Subject to the budget allotment sanctioned by the general body, it shall be competent for the Board of Directors to prescribe from time to time, to the strength of the establishment of the bank/society and the scale of pay admissible to the member thereof. (Except the Secretary, who is a whole time paid officer shall be appointed by the Board of Directors, the other members of the establishment shall be appointed by the President, or the Board of Management; as the case may be, in accordance with the subsidiary rules framed for the purpose).

2. No person shall be eligible for the posts mentioned below, unless he possesses the qualifications noted against them:—

I. Secretary or Manager:—(a) The degree of B A. or B.Com., or B Sc., of any of the recognized Universities in the case of societies having a working capital of Rs. 1,00,000 or more and S. S. L. C. (eligible for college course) in the case of others; and

(b) a course of training successfully undergone in the Government Institute of Commerce, Madras, or in the Central Co operative Institute, Madras or in any of the mufassal institutes; or

(c) a pass in the Government Technical Examinations in Book-keeping, Banking, Co-operation and Auditing or the Examination in these subjects held by the Central Co-operative Institute, Madras, or the Madras Provincial Co-operative Unicn.

II. **Accountants and Clerks**:—(a) Secondary School-Leaving Certificate Examination (eligible for college course or completed);

(b) a pass in the examinations in Book-keeping, Banking, Co-operation and Auditing, held by the Government Institute of Commerce, Madras or the Central Co-operative Institute, Madras, or the Provincial Co operative Union, Madras, or the mufassal Institutes.

III. Shroffs:—Secondary School-Leaving Certificate Examination (eligible for college course or completed).

NOTE:—A person who has taken the B.Com. Degree of the Andhra University or who has taken the diploma of any of the mufassal training institutes shall, however, be exempted from undergoing the training referred to in sub-clause (b) of clause I above, but such person shall pass the examinations mentioned in sub clause (c) of clause I.

3. No person who has been appointed to any of the posts mentioned in clause II above shall be required to acquire the qualifications pertaining to the respective post, if he has been permanently employed on or before 1st July 1941.

4. No appointment by direct recruitment to the post of Secretary or Manager shall be made except by inviting applications by advertisement in some leading dailies, provided that this restriction shall not apply to the appointment of an officer whose services have been lent by Government.

5. No person shall be appointed to the service of the bank/society if he has on the date on which he assumes charge of the post, attained the age of 30 years, provided that in the case of a person who is already employed in another co-operative institution and had joined its service before he attained his thirtieth year, the restriction as regards the age at entry into service shall not apply. No employee shall be continued in service of the bank/society if he has attained the age of 55 years.

6. (i) A person appointed to any post in the banks or societies service shall ordinarily be on probation for a total period of one year on the completion of which period he shall be confirmed in the post, if his work and conduct have been satisfactory.

(a) It shall be competent for the appointing authority to terminate the services of the employee before the expiry of six months of his service, if his work or conduct has not been satisfactory. No appeal shall lie against an order terminating the probation of an employee during this period.

(b) It shall be competent for the appointing authority to terminate the services of the employee during the subsequent six months of his probation and also during his regular service, provided that the authority shall not dispense with the services of a person, except for reasonable causes and without giving such person at least one month's notice or wages in lieu of such notice, provided also, however, that such notice shall not be necessary when the services of such a person are dispensed with on a charge of misconduct and supported by satisfactory evidence recorded in an enquiry held for the purpose.

(ii) The person so discharged shall have the right of appeal to such authority and within such time as may be prescribed either on the ground that there was no reasonable cause for the dispensing of his services or on the ground that he had not been guilty of misconduct as held by the employer or the appointing authority. The period in this case shall be thirty days from the date of receipt of the order of the employer.

(iii) The decision of the appellate authority shall be final and binding on both the employer and the person employed.

7. No person who is a near relation of a member of the Committee of the bank or society shall be appointed to any post in the service of the bank/society. If a doubt arises as to whether a person is or is not a near relation of a member of the Committee, the Board shall refer it to the Registrar of Co-operative Societies, Madras, whose decision shall be final.

8. (i) Every employee of the bank/society shall be entitled to casual leave not exceeding twelve days in a year.

(ii) Every employee of the bank/society shall also be entitled to privilege or ordinary or earned leave of twelve days for every twelve months of service, provided that such leave may be accumulated up to the maximum period of two months.

(iii) Every employee of the bank/society shall also be entitled to sick leave on any reasonable ground up to eighteen days for every twelve months of service.

(iv) The Secretary shall be the authority competent to sanction casual leave to the other employees of the bank/society; and the President shall be the authority competent to sanction casual leave to the Secretary and privilege leave to all the employees, including the Secretary. No employee shall claim leave as a matter of right; but shall be entitled to leave before the lapse of the leave accumulated up to the limit

(v) If a person entitled to leave is discharged from service before he has been allowed the leave, or if having applied for and been refused the leave, he quits his employment before he has been allowed the leave, the employer or the appointing authority shall grant him leave, which is to his credit or pay him the amount of salary equal to the leave to his credit contemplated in clause 8 (ii).

9. No employee of the bank/society shall except when generally or specially empowered or permitted in this behalf by the Committee, comunicate directly or indirectly any document of information, which has come into his possession in the course of his official duties, or has been prepared or collected by him in the course of such duties, whether from official sources or otherwise, to any other person, institution or to the Press.

10. No employee of the bank/society shall have pecuniary transactions, with individuals or institutions coming in contact with him in the course of his official duties or accept directly or indirectly on his own behalf or on behalf of any other person, or permit any member of his family to accept any gift, gratuity or reward from any person with whom he is connected in the performance of his work, provided this rule shall not apply to any borrowings by an employee on the security of his own deposits, savings, insurance, policy, etc., from other institutions.

11. No employee of the bank/society shall, by canvassing or otherwise, use his influence in any way in an election to a legislative body constituted under the Constitution of India or to any institution constituted under any Madras Act, provided that he may record a vote, if he is qualified to do so. In the later case, he shall, as far as possible, avoid giving any indication beforehand of the manner in which he intends to vote.

12. Any employee of the bank society who contravenes the provisions of rule 9, 10 or 11 shall be liable for such punishment as the authority competent to award it may decide.

13. (a) For purposes of taking disciplinary action against members of the establishment, the Board of Directors shall elect from among themselves a sub committee consisting of the President and two other members. The sub-committe shall hold office for the same term as the Board of Directors. Interim vacancies in the sub committee shall be filled up by the Board. The sub-committee shall exercise the powers specified against it in the succeding sub-clauses.

(b) Any member of the establishment of the bank/society may for good and sufficient cause, be punished in one or other of the following ways in the discretion of the authority competent to award the punishment as shown in the table below :—

TABLE.

Bank-society of the employee punished	Authority competent to			
	Censure or fine	withold increments	Suspend or reduce	Dismiss
1	2	3	4	5
Secretary or Manager	President	President	Sub-Committe	Sub-Committee
All other emploees	Secretary	-do-	-do-	-do-

(c) No fine shall be imposed on any person employed until he has been given an opportunity of showing cause against the fine, or other wise than in accordance with such procedure as may be prescribed for the imposition of fine. Every order awarding the punishment shall be communicated to the employee concerned in writing stating the reason on which the punishment has been awarded.

(d) The total amount of fine which may be imposed in any month on any person employed shall not exceed an amount equal to half an anna in the rupee of his pay and allowances in respect of that month.

(e) No fine imposed on any person employed shall be recovered from him after the expiry of sixty days from the day on which it is imposed.

(f) All fines and all realization thereof shall be recorded in a register to be kept by the institution seperately for the purpose, and all such realizations shall be applied only to such purposes beneficial to the persons employed in the establishment of that institution.

(g) Except in the case of a censure or fine, an appeal shall lie against every order awarding a punishment, to the competent appellate authority shown in the table below :—

TABLE.

Bank-society of the appellant	Authority competent to dispose of appeals against		
	Stoppage of increment	Suspension or reduction	Dismissal
1	2	3	4
Secretary or Manager	Board of Directors	Board of Directors	Board of Directors
All other employees	Sub-Committee	Sub-Committee	Sub-Committee

No appeal shall be entertained if it is not preferred within a period of three months from the date of the order awarding the punishment.

(h) The authority competent to suspend an employee may, at its discretion, sanction him a subsistence allowance at a rate not exceeding one-fourth of his substantive pay during the period of his suspension. No employee of the bank/society shall, in any case, be kept under suspension for a period exceeding three months at a time.

14. Every employee of the bank/society who has been confirmed in his post shall be required to contribute to the employees' provident fund of the bank/society in accordance with the rules framed by the Board of Directors for the purpose.

15. When an employee who has put in atleast ten years' satisfactory service in the bank / society retires from service or if he dies while in service, it shall be competent for the Board of Directors to sanction him or to his heirs, as the case may be, a gratuity determined according to the following scale :—

(i) For a person who has Rs. 1,000 or more in his provident fund account inclusive of the bank's contribution and exclusive of any loan taken by him—Nil.

(ii) For a person who has less than Rs. 1,000 exclusive of any loan taken by him—The difference between Rs 1,000 and the amount to his credit in the provident fund account including the Bank-Societies' contribution subject to a maximum of three times his substantive pay on the date of his retirement or death while in service, as the case may be.

16 The bank/society shall maintain a record of the service of every employee in its service, as also an account of the leave earned and availed of by the employee concerned. All changes affecting the bank/society emoluments, transfers and other allied matters shall be noted in this record then and there and attested by the President in the case of the Secretary and by the Secretary in the case of all other employees.

17. The Board of Management shall have power, from time to time, to make regulations not inconsistent with these laws of Madras Act VI of 1932, and the rules framed thereunder touching the above conditions of service of employees A copy of such by-laws shall be furnished to the Registrar of Co-operative Societies, Madras for information.

18. No paid employee of the bank/society shall be a member representative or officer of any association representing or purporting to represent non-official co-operative employee unless such association satisfies the following conditions :—

(a) the association should be recognised by the Registrar of Co-operative Societies, Madras;

(b) membership of the association should be confined only to the employees of co-operative institutions;

(c) the activities of the association should be confined to the betterment of prospects of employment service condition emoluments and the welfare of the members generally.

(d) and, the association shall not be in any way connected with or affiliated to (i) any association which does not or (ii) any federation of association which do not satisfy condition (a).

Amendment to notification relating to exemption from certain sections of stalls and refreshment room situated in or within 100 yards of Factories.

(*G.O. Ms. No. 5453, Industries, Labour and Co-operation* (*Labour*), *9th September, 1961*)

II-I. No. 4579 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 makes the following amendments to the late Development Department Notification No. 1073, dated the 5th November 1949, published at page 2014 of Part I of the *Fort St. George Gazette*, dated the 15th November 1949.

AMENDMENTS.

In the said notification—

(i) for the words and figures "section 7 and 13", the word and figure "section 7" shall be substituted;

(ii) the words "and refreshment rooms" shall be omitted.

Exemption of Watchmen and Messengers Employed in Establishments from Certain Section of Act.

II-I. No. 4580 of 1961.

In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), and in supersession of late Development Department Notification No. 870, dated the 29th August 1949, published at page 1427 of Part I of the *Fort St George Gazette*, dated the 6th September 1949, the Governor of Madras hereby exempts the watchmen and messengers employed in establishments from the provisions of sections 9, 10, 14 and 15 of the said Act, subject to the following conditions, namely ;—

(1) The spreadover shall not exceeed 16 hours on any day and an interval of not less than 30 minutes shall be allowed for meals.

(2) Exemption from the provisions of sub-section (1) of section 9 and sub-section (1) of section 14 of the said Act, shall apply only in the case of a person who works during night provided that work shall be given by turn and that overtime wages at twice the ordinary rate of wages shall be paid in accordance with the provisions of section 31 of the said Act.

Exemption of persons Employed in Petrol Bunks Storage Depots in Madras State from Certain Sections.

II-1 No. 4581 of 1961.

In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), and in supersession of late Development Department Notification No. 1074, dated the 29th October 1949, published at page 2014 of Part I of the *Fort St. George Gazette*, dated the 15th November 1949, the Governor of Madras hereby exempts the persons employed in petrol bunks, storage depots for petrol and other petroleum products in the State of Madras except the establishments dealing in kerosene oil and depots storing mainly kerosene oil from the provisions of sub-section (1) of section 7, section 9, sub-section (1) of section 11, sub-section (1) of section 13, section 14 and section 15 of the said Act, subject to the following conditions, namely :—

(1) The spreadover shall not exceed 16 hours on any day and an interval of not less than 30 minutes shall be allowed for meals.

(2) Exemption from the provisions of sub-section (1) of section 9 and sub-section (1) of section 14 of the said Act, shall apply only in the case of persons employed during nights provided that night work shall be given by turn and the overtime wages at twice the ordinary rate of wages shall be paid in accordance with the provisions of section 31 of the said Act.

Permanent Exemption of all book stalls in Railway premises from provisions of Chapter-II.

II-I. No. 4582 of 1961.

In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947) and in supersession of the late Development Department Notification No 87, dated the 5th January 1951, published at page 122 of Part I of the *Fort St. George Gazette*, dated the 23rd January, 1951, the Governor of Madras hereby exempts permanently all book stalls in railway premises from the provisions of Chapter II of the said Act.

Permanent Exemption of all Offices of Foreign Air Service Companies and Indian Airlines Corporation, etc., operating in Madras State from Certain Sections.

II-I. No 4583 of 1961.

In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act 1947 (Madras Act XXXVI of 1947), and in supersession of the late Development Notification No 836, dated the 11th August 1949, published at page 1348 of Part I of the FORT ST. GEORGE GAZETTE, dated the 23rd August 1949, the Governor of Madras hereby exempts permanently all offices of the foreign air service companies and of the Indian Airliness Corporation and Air India International Corporation operating in this State from sub-section (1) of section 13 and sub-section (2) of section 14 of the said Act.

Permanent Exemption of office, Book Stall and Library of Dakshina Bharat Hindustani Prachara Sabha, Madras from Provisions of Chapter-II.

II—1. No. 4584 of 1961.

In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1847 (Madras Act XXXVI of 1947) and in supersession of late Development Department Notification No. 1143, dated the 20th November 1950, published at page 3183 of Part I of the FORT ST. GEORGE GAZETTE, dated the 5th December, 1950 the Governor of Madras hereby exempts permanently the office, book stalls, and library of the Dakshina Bharat Hindustani Prachara Sabha, Madras, from the provisions of Chapter II of the said Act.

Nomination of Shri N. G. Bowen as a member of Regional Committee for the State of Madras.

(Fort St. George September 30, 1961.)

II—1. No. 4587 of 1961.

The following notifiaction of Government of India, Ministry of Labour and Employment, dated 14th August 1961, is republished:—

S.O. 1977—In pursuance of clause (c) of sub-paragraph (1) of paragraph 4 of the Employees' Provident Funds Scheme, 1952, the Central Government hereby nominates Shri N. G. Bowen as a member of the Regional Committee for the State of Madras in the vacancy caused by the resignation of Shri M. J. Edwards, and makes the following further amendment in the notification of the Government of India in the late Ministry of Labour No. S.R.O, 3381, dated the 2nd November, 1954, namely :—

In the said notification, for entry (6), the following entry shall be substituted, namely.—

"(6) Shri N. G. Bowen,

C/o Messrs. Parry and Company, Limited, Dare House, Madras."

Amendments to notifications relating to Revision of Jurisdiction of Labour Officer under Industrial Disputes Act.

(G. O. Ms. No. 5840, Industries, Labour and Co-operation (Labour), 3rd October, 1961)

II—1. 4588 of 1961.

In exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947 (Central Act XIV of the 1947) the Governor of Madras hereby makes the following amendment to Industries, Labour and Co-operation Department Notification S R O. No. A. 4763 of 1959, dated the 1st August 1959, published at pages 1147-1148 of part I of the FORT ST. GEORGE GAZETTE, dated the 6th August 1959.

AMENDMENT.

In the said notification, for the entry in column (2) the table, against item 15 "Labour Officer, Tirunelveli" in column (1) the following entry shall be substituted, namely:—

"Tirunelveli district and Sivakasi Revenue Divisional and Aruppukkottai Revenue Subdivision of Ramanathapuram district.

II—1. No. 4589 of 1961.

Under Sub-section (3) of section 22 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification S R O. No. A. 764 of 1959, dated the 1st August 1959, published at page 1148 of Part I of the FORT ST. GEORGE GAZETTE, dated the 5th August 1959.

AMENDMENT.

In the Table under the said notification for the entry in Column (2) against item 12 (Labour Officer, Tirunelveli" in column (1) the following entry shall be substituted namely:—

"Tirunelveli district and Sivakasi Revenue Division and Aruppukkottai Revenue Subdivision of Ramanathapuram district.

Amendments to Employees' Provident Funds Scheme
Fot St. George, 4th October 1961.

II—1.No. 4591 of 1961.

The following notification of the Government of India Ministry of Labour and Employment, dated New Delhi, 23rd September 1961 is republished.—

G.S.R. 1176—In exercise of the powers conferred by section 5, read with sub-section (1) of section 7, of the Employees' Provident Funds Act, (19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme 1952, namely:—

1. This scheme may be called the Employees' Provident Funds (Seventh Amendments) Scheme, 1961.

2. In the Employees' Provident Funds Scheme, 1952 (hereinafter referred to as the said scheme), in paragraph 26.

(a) in sub-paragraph (2)

(i) in clause (a) after the words "in any other Factory or other establishment", the words to which the Act applies" shall be inserted;

(ii) in clause (b), after the words "in respect of any other factory or establishment", the words "to which the Act applies" shall be inserted;

(b) in sub-paragraphs (2) and (3) after the words "in any other factory or establishment", wherever they occur, the words "to which the Act applies", shall be inserted;

3. In the said scheme, in paragraph 26, as substituted by clause (3) of paragraph 80 in Chapter X—

(a) in sub-paragraph (1)—

(i) in clause (a), after the words "in other such establishment" the words "to which the Act applies" shall be inserted;

(ii) in clause (b) after the words "in respect of another establishment", the words "to which the Act applies" shall be inserted;

(b) in sub-paragraphs (3) and (4), after the words "in another such establishment" wherever they occur, the words "to which the Act applies" shall be inserted.

Amendment to Madras Industrial Disputes (Working Journalists) Rules.

S.R.O. No. A. 1012 of 1961.

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), read with section 3 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (Central Act XLV of 1955), the Governor of Madras hereby makes the following amendment to the Madras Industrial disputes (Working Journalists) Rules, 1959, published with Industries, Labour and Co-operation Department Notification S.R.O. No. A. 5620 of 1959, dated the 31st August 1959 at pages 577-578 of Part I of the FORT ST GEORGE GAZETTE, dated the 16th September 1959 the same having been previously published for general information as required by sub-section (1) of the said section :—

Amendment

In the said rules, for rule 1, the following rule shall be substituted, namely:—

"1. SHORT TITLE AND EXTENT :—(1) These rules may be called the Madras Industrial Disputes (Working Journalists) Rules, 1959.

2. They shall extend to the whole of the State of Madras including the territories specified in the Second Schedule to the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959)."

Amendment to Madras Industrial Disputes Rules.

(G.O. Ms. No. 5747, Industries, Labour and Co-operation (Labour), 27th September 1961).

S.R.O. No. A- 1011 of 1961.

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947) and in supersession of the Andhra Pradesh Industrial Disputes Rules 1958, in so far as they apply to the territories specified in the Second Schedule to the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959), the Governor of Madras hereby makes the following amendment to the Madras Industrial Disputes Rules 1958, published with Industries, Labour and Co-operation Department Notification S.R.O. No. A-8258 of 1958, dated the 18th December 1958, at pages 1-25 of Part I of the FORT ST. GEORGE GAZETTE, Extraordinary dated the 27th December 1958 the same having been previously published for general information as required by sub-section (1) of the said section 38 :—

Amendment

In the said rules, for rule 1, the following rule shall be substituted, namely :—

" 1. SHORT TITLE AND EXTENT :—(1) These rules may be called the Madras Industrial Disputes Rules 1958 ;

2. They shall extend to the whole of the State of Madras including territories specified in the Second Schedule to the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959)."

Amendment to Payment of Wages (Mines) Rules.

Fort St. George, September 29, 1961.

S.R.O. No. A. 1010 of 1961.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 14th September 1961, is republished :—

S.O. 2172; PWA/Mines/Am.—In exercise of the powers conferred by sub-section (2), (3) and (4) of section 26, read with section 24 of the Payment of Wages Act, 1936 (4 of 1936), the Central Government hereby makes the following rules further to amend the Payment of Wages (Mines) Rules, 1956, the same having been previously published as required by sub-section (5) of the said section 26, namely :—

1. These rules may be called the Payment of Wages (Mines) Amendment Rules, 1961.

2. In the Payment of Wages (Mines) Rules, 1956, in rule 6 and in rule 22 after the figure "5" the figure and letter "5-A" shall be inserted.

Appointment of certain Medical Practioner as Certifying Surgeons for certain local limits under Plantations Labour Act :

Amendment to Notification

(*G.O. Ms. No. 5746, Industries, Labour and Co-operation (Labour), 27th September 1961*).

II-1. No. 4454 of 1961.

In exercise of the powers conferred by sub-section (1) of section 7 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification II-1 No. 1665 of 1960, dated the 22nd September 1960, published at pages 560-564 of Part II—Section I of the FORT ST. GEORGE GAZETTE, dated the 19th October 1960.

Amendment

In the said notification under the heading "Nilgiris District" for item 42 and the entries relating thereto, the following shall be substituted, namely :—

" 42. Havukkal Estate, Tuttapullum Post.	Medical Officer, Tuttapullum Garden Hospital, Tuttapullum Post, Nilgiris District."

Amendment to notification relating to the rules under Minimum Wages (Central) Rules.

Fort St. George, September 29 1961.

S.R.O. No. A. 1029 of 1961.

The following notification of the Government of India, Ministry of Labour and Employment dated 16th September 1961 is republished :—

G.S.R. 1140—In exercise of the powers conferred by section 30 of the Minimum Wages Act 1948 (11 of 1948), the Central Government hereby makes the following rules further to amend the Minimum Wages (Central) Rules, 1950, the same having been published as required by sub-section (1) of that section, namely :—

1. These rules may be called the Minimum Wages (Central) Second Amendment Rules 1961.

2. In the Minimum Wages (Central) Rules, 1950—

(*i*) in Forms VI and VI-A, in paragraph (5), after clause (c), the following clause shall be inserted, namely :—

"(d) Compensation amounting to Rs. ";

(*ii*) in Form VII, in paragraph (3), after clause (c) the following clause shall be inserted, namely :—

"(d) Compensation amounting to Rs. ";

Amendment to Madras Trade Unions Regulations.

G.O. Ms. No. 5832, Industries, Labour & Co-operation, (Labour), 30th September, 1961.

S.R.O. No. A. 1030 of 1961.

In exercise of the powers conferred by section 29 of the Indian Trade Unions Act, 1926 (Central Act XVI of 1926) and in supersession of the Madras Trade Unions Regulations, 1927, as in force in the territories specified in the Second Schedule to the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959), the Governor of Madras hereby makes the following amendment to the Madras Trade Unions Regulations 1927 the same having been previously published as required by section 30 of the first mentioned Act.

Amendment

In the said regulations, or clause (2) of regulation 1, the following clause shall be substituted namely :—

"(2) they extend to the whole of the State of Madras including the Kanyakumari District and the Shencottah taluk of the Tirunelveli district and the territories specified in the Second Schedule to the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959)."

Amendment to Madras Catering Establishments Rules.

G.O. Ms. No. 5878, Industries, Labour & Co-operation (Labour), 3rd October, 1961.

S.R.O. No. A. 1031 of 1961.

In exercise of the powers conferred by sub-sections (1) and (2) of section 29 of the Madras Catering Establishments Act, 1958), (Madras Act XIII of 1958), the Governor of Madras hereby makes the following amendment to the Madras Catering Establishments Rules, 1959 published with the Industries, Labour, and Co-operation Department Notification S.R.O. No. A-2118 of 1959, dated 31st March 1959 at pages 299 to 309 of the Rules Supplement to Part I of the FORT ST. GEORGE GAZETTE, dated the 8th April 1959, as subsequently amended the same having been previously published as required by sub-section (3) of the said Section.

Amendment

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

"28-A. PRESERVATION OF RECORDS—The registers, returns, and other records maintained or received under these rules, and specified in column (1) of the table below shall be preserved for the periods specified in the corresponding entries in column 2) thereof.

THE TABLE

REGISTERS, RETURNS ANE RECORDS. (1)	Periods of preservation. (2)
1. Register of catering establishments	Permanent.
2. Registration certificate counterfoils	8 years.
3. Statements sent by the employers for obtaining registration certificates.	5 years.
4. Notification of change in Form IV received from employers	5 years.
5. Chalans	5 years.
6. Annual returns from the employers.	3 years.

28-B Manner of destruction of records-(1) After the period of preservation specified in rule 28—A, the registers, returns and records shall be destroyed either by tearing or burning in the presence of the head of the office.

2. The records destroyed by tearing may be sold or otherwise disposed of in the manner as the head of the office thinks fit.

Amendment to Madras Industrial Disputes Rules.

(G. O. Ms. No. 5907, Industries, Labour and Co-operation (Labour), 5th October 1961.)

S.R.O. No. A. 1032 of 1961.

In exrcise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to the Madras Industrial Disputes Rules, 1958, published with the Industries, Labour and Co-operation Department Notification S.R.O. No. A—8258 of 1958, dated the 18th December, 1958, at pages 1-25 of Part I of the Fort St. George Gazette (Extraordinary), dated the 27th December 1958, the same having been previously published as required by sub-section (1) of the said section.

AMENDMENT

In the said rules, after rule 48, the following rule shall be inserted, namely:—

"48 A, Application for restitution—Where and in so far as an *ex-parte* decision is set aside under rule 48, the Board, Court, Labour Court, or Tribunal or an Arbitrar shall, on the application of any party entitled to any benefit by way of restitution or otherwise, cause such restitution to be made as will, so far as may be, place the parties in the postion which they would have occupied but for such *ex parte* decision or such part thereof as has been set aside and for this purpose the Board, Court, Labour Court or Tribunal or an Arbitrator may make such orders as may be deemed necessary ".

Permanent exemption of Book Stalls in Madras Harbour Premises Run by Messrs. Higginbothams Ltd., Madras from provisions of Chapter II.

II—1 No. 4585 of 1961.

In exrcise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), and in supersession of late Development Department Notification No. 572, dated the 12th July 1952, published at page 1102 of Part I of the Fort St. Gorge Gazette, dated the 23rd July 1952, the Governor of Madras hereby exempts permanently the book stalls in the Madras Harbour Premises run by Messrs. Higginbothams, Ltd., Madras from the provisions of Chapter II of the said Act.

Specification of certain officer as the authority to sanction prosecution in respect of Industries following under Central and State spheres.

(G. O. Ms. No. 5844, Industries, Labour and Co-operation (Labour) 3rd October 1961.)

II—1 No. 4590 of 1961.

Under sub-section (3) of section 14 of the Employees' Provident Funds Act, 1952 (Central Act XIX of 1952), read with the Government of India, Ministry of Labour and Employment Notification No. P.F. 11/43 (77)/57, dated the 10th April 1957, published as S.R.O. No 1258, dated the 10th April, 1957, and in supersession of the Industries, Labour and Co-operation Department Notification No. 584, dated the 16th May, 1956 published at page 713 in Part I of the Fort St. George Gazatte, dated the 3oth May 1956, the Governor of Madras hereby specifies the Additional Secretary to the Government of Madras in the Industries, Labour and Co-operation Department as the authority for the purpose of the said section in respect of industries falling under the Central and State spheres.

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-commitee appointed for this purpose evolved a code of discipline in industry which was adopted by the Standing Labour Commitee at its 16th Session held in October, 1957. The idea underlying the code is that apart from the provisions contained in labour laws, some principles and procedures should be voluntarily, accepted by employers and workers in order that discipline may be maintained in industry. To this end, the code lays down norms of behaviour both for employers and workers. The code was ratified by the representatives of the central employers' and workers' organisations at this conference.

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

A list of the trade unions and managements not affiliated to any central organisations which have ratified the code during the month of September 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 September 1961.

1. Fire Works Labour Union, Sivakasi.
2. Pettai Pattapattu National Vivasaya Sangam, Tirunelveli.
3. The Madras and Chingleput District General Workers Union, Madras.
4. Narasingampuram Vattara Desia Vivasaya Sangam, Nariyuth.
5. General Workers Union, Devakottai.

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

Nil.

Standing Orders Certified upto 31—12—1960 in Tiruchirapalli District. and upto 20—7—1960 in Nilgiris District.

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

S. No. (1)	*Name of the Establishment.* (2)	*Date of Certification.* (3)
	TIRUCHIRAPALLI DISTRICT	
661.	The Deccan Sugar and Abkhari Company, Limited, Pugalur, Tiruchirapalli.	11— 5—1949
662.	Dalmia Cement Limited, Dalmiapuram.	11— 5—1949
663.	The Tiruchinopoly Mills Ltd., Tiruchinopoly.	11— 5—1949
664.	St. Joseph Industrial School and Printing Press, Tiruchirapalli.	24— 9—1949
665.	N. Mohammed Mian Rowther and Company, Tannery. Sembattu, Trichy District.	30—10—1949
666.	The Trichy Srirangam Transports Limited, 51, Sannathi St., Thiruvanaikoil Post, Trichy District.	5— 7—1950
667.	Thiakesar Alai, Usilampatti, Manaparai Post.	3— 2—1951
668.	T. V. Sundaram Iyengar and Sons Limited, Pudukkottai.	5— 2—1951
669.	The Pudukkottai Textiles Limited, Namanasamudram, Tiruchi District.	5— 2—1951
670.	Cauvery Spinning and Weaving Mills Ltd., Vellanur, Pudukkottai.	5— 2—1951
671.	Rajamani Transport Limited, Pudukkottai.	23— 7—1951
672.	The Dawood Mills Limited, Pudukkottai, Tiruchi District.	3— 1—1952
673.	Star Tobacco Company, Pudukottai, Tiruchy Dt.	25—9—1952
674.	The Hindustan Vanaspathi Manufacturing Company Ltd,, Tiruchirapalli.	12— 4—1953
675.	Sree Magaganapathy Spinning Mills Limited, Tiruchi Road, Pudukkottai.	5— 1—1954
676.	T. V. Sundaram Iyengar and Sons Limited, Trichy.	27— 8—1954
677.	The South Madras Electric Supply Corpn, Ltd., Tennur, Tiruchirapalli.	7— 2—1955
678.	K. N. Subramaniam and P. Ramaswamy Weaving Factory. Kaurur.	11— 5—1955
679.	The Karur Mills Limited, Karur.	11— 5—1955
680.	The Motorware House, Palakarai, Tiruchi.	6—12—1956
681.	Thanthi Rotary Press, Tiruchy.	21— 6—1957
682.	The National Motor Works, Tiruchy.	21— 6—1957
683.	Nizam Tobacco Factory, Padukkottai.	21— 6—1957
684.	M/s. Simpson and Company, Tiruchy.	28— 6—1957
685.	Popular Automobiles Limited, (Service Station), Tiruchy.	20— 3—1958
686.	L. G. Balakrishnan and Brothers, Karur.	25— 3—1958
687.	St. Thereasa Mechanical Engineering workshop, Karur.	25— 3—1958
688.	D. S. M. Transports (Workshop), Karur.	25— 3—1958
689.	Trichy Everest Automobiles Private Ltd., Tiruchy.	12—11—1958
690.	Jayalakshmi Mechanical Works, Madurai Road, Tiruchy.	30—11—1958
691.	Sri Shanmugha Metal Works, Tiruchy.	26—12—1958

1)	(2)	(3)
592.	Ganesh Automobile Engineering Works, Butterworth Road, Trichy.	20— 1—1959
593.	The Tiruchy Metal works, Sangiliandavapuram, Tiruchy.	20— 1—1959
594.	Raja Industrials, Palakarai, Tiruchy.	23— 6—1959
595.	Raja Industrials, Beemanagar, Tiruchy,	23— 6—1959
596.	Majestic Diamond Works, Big Bazaar, Tiruchy.	9— 4—1960
597.	Sri Ranga Vilas Boiler & Rice Mill, Palakarai, Tiruchy.	9— 4—1960
598.	Sri Nataraja Rice Mill Co., Lalgudi.	9— 4—1960
599.	K. R. Subbiar Tape Factory, Woraiyur, Tiruchy.	12— 4—1960
700.	The Pudukkottai Industries, Pudukkottai,	12— 4—1960
701.	B. Narayanan Chettiar & B. Venkatachalam Chettiar Rice Mill, Poovalur, Tiruchy Dt.	28— 5—1960
702.	Sri Gopalakrishna Boiler & Rice Mill, Mannachannallur, Tiruchi District.	28— 5—1960
703.	Thiru Hirudaya Ginning Factory & Rice Mill, Perambalur, Tiruchi District.	28— 5—1996
704.	Karur Transports Workshop, Karur.	16— 6—1960
705.	Sundaram Transports, Tiruchirapalli.	31—12—1960
	NILGIRIS DISTRICT	
706.	Adderly Estate, Coonoor, P. O.	23— 9—1949
707.	Balamadies Estate, Naduvattam, P.O.	23— 9—1949
708.	Bengram Estate, Hulical, P.O.	23— 9—1949
709.	Benhutty Estate, Kateri P.O.	23— 9—1949
710.	Bhavani Estate, Kateri P.O.	23— 9—1949
711.	Brooklands Estate, Coonoor P.O.	23— 9—1949
712.	Burnside Estate, Kotagiri P.O.	23— 9—1949
713.	Chamraj Estate, Kateri, Chamraj P.O.	23— 9—1949
714.	Chamraj Alladavally Estate, Chamraj P.O.	23— 9—1949
715.	Chamraj Devabetta Estate, Chamraj P.O.	23— 9—1949
716.	Chamraj Kodari Vally Estate, Chamraj P.O.	23— 9—1949
717.	Clyfeo Estate, Kengari P.O. Kotagiri.	23— 9—1949
718.	Colacumbu Estate, Kullakamby P.O.	23— 9—1949
719.	Coonoor Tea Estate, Coonoor P.O.	23— 9—1949
720.	Craigmore Estate, Kullakamby P.O.	23— 9—1949
721.	Curzon Estate. Kotagiri P.O.	23— 9—1949
722.	Devar Shola Estate, Devarshola P.O.	23— 9—1949
723.	Deepdale Estate, Kotagiri P.O.	23— 9—1949
724.	Devashola Estate, Balahola P.O.	23— 9—1949
725.	Devon Estate, Devarshola P.O.	23— 9—1949
726.	Dunsdale Estate, Dunsdale P.O.	23— 9—1949
727.	Emerald Vally Estate, Purhill P.O.	23— 9—1949
728.	Erinkadu Estate, Kateri P.O.	23— 9—1949
729.	Garswood Tea Estate, Kattabettur P.O.	23— 9—1949
730.	Glenmorgan Estate, Glenmorgan P.O.	23— 9—1949
731.	Glenburn Estate, Tuttapalam P.O.	23— 9—1949

(1)	(2)	(3)
732.	Glenvans Estate, New Hope P.O.	23— 9—1949
733.	Glendale Estate, Coonoor P.O.	23— 9—1949
734.	Guyand Estate, Naduvattam P.O.	23— 9—1949
735.	Havukkal Estate, Kotagiri P.O.	23— 9—1949
736.	High Field Estate, Coonoor P.O.	23— 9—1949
737.	Hope Estate, New Hope P.O.	23— 9—1949
738.	Kairbetta Estate, Kotagiri P.O.	23— 9—1949
739.	Kannakully Estate, Kotagiri P.O.	23— 9—1949
740.	Kateri Estate, Kateri P.O.	23— 9—1949
741.	Kilkotagiri Estate, Kilkotagiri P.O.	23— 9—1949
742.	Kodanaad Estate, Kotagiri P.O.	23— 9—1949
743.	Korakunda Estate, Kilkunda P.O.	23— 9—1949
744.	Kotada Estate, Kotagiri P.O.	23— 9—1949
745.	Lawrinston Estate, Naduvattam P.O.	23— 9—1949
746.	Lovedale Estate, Densandale P.O.	23— 9—1949
747.	Manar Estate, Kullahamby P.O.	23— 9—1949
748.	Mailoor Estate, Kullanamby P.O.	23— 9—1949
749.	Marvahulla Estate, Kullahamby P.O.	23— 9—1949
750.	Mayfied Estate, Nellakotta.	23— 9—1949
751.	Moutere Estate, Coonoor P.O.	23— 9—1949
752.	New Hope Estate, New Hope P.O.	23— 9—1949
753.	Nonsuch Estate, Coonoor P.O.	23— 9—1949
754.	Ochterlony Estate, Naduvattam P.O.	23— 9—1949
755.	Parkside Group Estate, Coonoor Post.	23— 9—1949
756.	Prospect Estate, Naduvattam Post.	23— 9—1949
757.	The Red Hill Estate, Ootacamund P.O.	23— 9—1949
758.	Robroy Estate, Kotagiri P.O.	23— 9—1949
759.	Rockwood Estate, Nellakotta P.O.	23— 9—1949
760.	Nilgiri Neerugundi Estate, Kilkotagiri P.O.	23— 9—1949
761.	Rousdon Mullai Estate, Devala P.O.	23— 9—1949
762.	Seaforth Estate, New Hope P.O.	23— 9—1949
763.	Sholar Estate, Dunsandale P.O.	23— 9—1949
764.	Silver Cloud Estate, Gudalur	23— 9—1949
765.	Singara Estate, Coonoor P.O.	23— 9—1949
766.	Sutton Estate, Kullakamby P.O.	23— 9—1949
767.	Terrace Estate, Naduvattam.	23— 9—1949
768.	Terramia Estate, Kullakamby P.O.	23— 9—1949
769.	Thiasola Estate, Kil-kundah P.O.	23— 9—1949
770.	Tuttapallam and Achilleton Estate, Tuttapallam.	23— 9—1949
771.	Wakefield Estate, Ootacamund.	23— 9—1949
772.	Warwick Estate, Kotagiri P.O.	23— 9—1949
773.	Wilbeack Estate, Lovedale P.O.	23— 9—1949
774.	Wentworth Estate, Cherambadi P.O.	23— 9—1949
775.	Woodlands Estate, Kullakamby P.O.	23— 9—1949
776.	Umbilliamllay Estate, New Hope P.O.	23— 9—1949

(1)	(2)	(3)
777.	Woodbriar Estate, Devershola P.O.	23— 9—1949
778.	Bear Hill Estate, Kullakamby P.O.	23— 9—1949
779.	Periashola Estate, New Hope P.O.	23— 9—1940
780.	Pillar and Chenalcombay Estate, Kilkundah P.O.	23— 9—1949
781.	Brindavan Properties Limited, Coonoor.	30—10—1949
782.	Attilamma Estate, Mango Range, The Nilgiris.	18— 5—1950
783.	Carolina Estate, Mango Range, Nilgiris Dt.	18— 5—1950
784.	Richmond Estate, Mango Range, Nilgiris Dt.	18— 5—1950
785.	Thaimalai Group and Sultana Estate, Kullakamby P.O. Nilgiris.	7—10—1950
786.	The Dodabetta Tea Estate, Ootacamund.	8— 3—1951
787.	Sussex Group Estate, Nellakotta, Nilkiris.	6— 6—1952
788.	Barwood Estate, New Hope P.O. Nilgiris Dt.	9— 6—1952
789.	Park Glean Estate, New Hope P.O.	9— 6—1952
790.	The Bauje-Garif Estate, Aravenu P.O.	14—11—1952
791.	Bennakal Estate, Kotary P.O.	24—11—1952
792.	Panchara Estate. Nellakottah, Nilgiris.	24—11—1952
793.	The Sacred Heart Estates, Nilgiris.	7— 5—1955
794.	Kuppamudi Estate, Kolagara Para P.O. Nilgiris.	17— 2—1956
795.	Patti Combai Estate, Navdipuram Village, Nilgiris District.	3— 9—1956
796.	Walker & Greig (Coonoor) Private Ltd., Coonoor.	17— 3—1960
797.	Simpson & Co., Ltd., Ootacamund.	11— 6—1960
798.	George Oakes (P) Ltd., Ooty, Nilgiris.	11— 6—1960
799.	Needle Industries (India) Private Ltd., Ooty.	20— 7—1960

STATISTICAL SUPPLEMENT

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

S. No. (1)	Name of the Establishment. (2)	Date of agreement. (3)	Points in dispute. (4)	Nature of settlement. (5)
1.	Burn and Company Limited, Salem.	2—9—61	Wage increase allowances etc.	Agreed to pay wages and allowances to the present workers as follows, Basic D. A. Total wages Semi Skilled 1.19 nP. 1.36 nP. 2.55 daily. Skilled 1.37 1 40 2.77 daily. Ten newly promoted workers will be paid wages and allowances as follows: Semi skilled 1.19 1.31 2.50 per day. Skilled 1.37 1.31 1.69.
2.	Pullicar Mills Limited Tiruchengode,	9—9—61	Reduction of status of Sri Arumugam, lay off compensation etc.	Agreed to restore the worker to his old position and pay leave with wages to certain reelers. Also agreed to grant the reeling badlies the increase in wages of Rs. 8/- as per settlement dated 30-6-61.
3.	Thiruvelor Spinning Mills, Vadivelnagar.	5—9—61	Wage increase work load etc.	Agreed to fix the basic wages and workload of the workers. Agreed to pay dearness allowance to all the workers on the basis of Madras Index over 100 points in the following manner. From 1-9-61 to 31-8-62 Rs. 0—1—6. From 1-9-62 to 31-8-63 Rs. 0—1—9. From 1-9-63 to 31-8-64 Rs. 0—2—0.
4.	T.S,T. Company (Private) Limited.	5—9—61	Bonus for 1960-61.	Agreed to pay 3 Months' basic wages as advance bonus for 1960-61 in addition to the one month basic wages already paid.

(1)	(2)	(3)	(4)	(5)
5.	Kumaran Stainless Steel Industries, Kumbakonam.	15—9—61	Non-employnent of 3 workers.	Agreed to settle the accounts of 2 out of 3 workers and to drop the case in respect of another worker.
6.	Rajeswari Mark Cigar Factory, Tanjore.	25—9—61	Non - employment of a worker.	Agreed to pay the worker Rs. 20/- in full settlement.
7.	Southern and Rajamani Transports, Pudukottai.	5—9—61	Reinstatement of a worker, Suspension etc.	Agreed to pay the worker Rs. 200/- in full settlement in lieu of his reinstatement and to count the period of suspension for increment.
8.	Hameed Press, Tirunelveli.	7—9—61	Non-employment of a worker.	Agreed to reinstate the the worker and to pay him wages for first 15 days of unemployment and the rest of the period being treated as leave on loss of pay.
9.	St. Andrews Motor Service (Private) Limited, Palayamkottai.	11—9—61	Revision of Wages, dearness allowance etc.	Agreed not to press the the demand at present as the question of revision of minimum rates of wages is pending consideration by the Government.
10.	Sri Sukumar Transport, Tirunelveli,	14—9—61	Increment increase in dearness allowance etc.	Agreed to increase the rate of dearness allowance of the workmen by Rs. 5/- with effect from 1-9-61 and to grant annual increments on the following scale. Persons where monthly rate of basic wage is about Rs. 44. Rs. 3/- Others Rs. 2/-
11.	do	do	Reinstatement of a worker.	Agreed to reinstate the worker treating the period of un-employment as leave on loss of pay.
12.	Sri Balasaraswathi (Private) Limited, Tirunelveli Junction.	do	Wage increment, increase in dearness allowance.	Agreed to grant a special allowance according to the increment granted to the workmen.

(1)	(2)	(3)	(4)	(5)
13.	A. P. A. Masthan and Sons, 442, Mangalasundari Stores, Kadayanallur.	15—9—61	Non-employment of 11 workers.	Agreed to reinstate the workers.
14.	Subbiah Indurtries, and Company, Tirunelveli.	19—9—61	Workload and wages.	Agreed to fix the work load and wages of the workers.
15.	Manimuthar Estate, Manjolai, Singambatti Group.	20—9—61	Non-empioyment of a worker and suspension of a worker.	Agreed to reinstate the worker and to keep the other worker under medical observation as an in-patient for an initial period of 3 months or thereafter according to the desire of the management.
16.	Pioneer Motors, Tirunelveli.	20—9—61	Increment, increase in dearness allowance, bonus etc.	Agreed to raise the rate of increment allowed to each workmen from Re. 1/- and Rs. 2/- per mensem and to raise the rate of dearness allowance of each workmen by Rs. 6/- Also agreed to pay to each workmen Rs. 16.2/3% of the basic wages earned by him during the year 1959-60 in full settlement of his claims as bonus for 1959-60.
17.	A.V.R.M.V. Transport Service (Private) Limited, Sankarankoil.	20—9—61	Increase in dearness allowance non-employment of 2 workers.	Agreed to raise the rate of dearness allcwance allowed to each workman by Rs. 5/- and to settle the accounts of the un-employed workers.
18.	Lakshmi Match Works, Sivakasi.	26—9—61	Non - employment of a worker.	Agreed to reinstate the worker with continuity of service and to pay him Rs. 19/- for the period of un-employment.
19.	Coronation Litho Works, Sivakasi.	26—9—61	do	Agreed to pay the worker Rs. 65/- in full settlement.
20.	Sri Karpagambal Mills Limited, Rajapalayam.	27—9—61	do	Agreed to pay the worke- Rs. 625/- in full settler ment.

(1)	(2)	(3)	(4)	(5)
21.	Sri Krishnamachary and Company, Melacheval.	24—9—61	Lay-off compensation.	Agreed to pay the guaranteed time rate of wages for the first three days of each lay-off period and pay half the rates where due lay off exceeds three days.
22.	Ramji Dayewehla and Sons Private Limited, Neyveli.	8—9—61	Retrenchment of workers.	Agreed to re-employ the retrenched workers before the 2nd week of December and to Pay them 30 days wages as a lump sum compensation.
23.	A. V. M. Studios, Vadapalani.	12—9—61	Reinstatement of a worker.	Agreed to pay Rs. 750/- to the worker in full settlement.
24.	Sri Krishna Tiles and Potteries (Madras) Private Limited, Tirumangalam. Saidapet Taluk.	19—9—61	Bonus.	Agreed to pay bonus for the year 1960-61 to all the permanent workers.
25.	Sri Rathakrishna Service, Tiruvanmiyoor.	20—9—61	Revision of scales of wages, dearness allowance etc.	Agreed to revise the scales of wages of the workers as follows: Drivers: Rs. 50-3-80-4-120. Conductors 40-2-60-3-90 Cleaners 30-2-60. Also agreed to pay a flat rate of dearness allowance of Rs. 35/- p.m. except the cleaners who will be paid Rs. 30/-
26.	General and Industrial Leather (Private) Limited, Chromepet.	22—9—61	Increase in dearness allowance.	Agreed to increase the dearness allowance paid to the piece rate workers and handlers.
27.	Chrome Leather Company (Private) Limited, Chromepet.	26—9—61	Reinstatement of a workman.	Agreed to reinstate the watchman back wages from the date of the discharge.
28.	Santosh Leather Company, Kaladipet, Madras.	29—9—61	Closure.	Agreed to pay compensation to the workers.
29.	E. Govindaswamy Chettiar and Company Tannery, Tiruneermalai.	30—9—61	Lay-off compensation.	Agreed to pay an advance of Rs. 3/- per worker during the period of un-employment.

(1)	(2)	(3)	(4)	(5)
30.	Nagammal Mills Limited Nagercoil.	8—9—61	Wage increase.	Agreed to increase the wages of the workmen by Rs. 8/- from 1-8-61 as recommended by the Central Wage Board for cotton Textile Industry.
31.	Nagammal Mills Limited, Nagercoil.	10—9—61	Non - emply-ment of 2 workers.	Agreed to reinstate the workers treating the period of un-employ-ment as leave on loss of pay.
32.	Pioneers Motors, Thoduvatty.	16—9—61	Bonus.	Agreed to pay bonus to the workers of the Thoduvatty branch at the same rate paid in other branches for the year in question.
33.	S. M. K. M. Allom, II Block Thamaraikulam, Kanyakumari District.	28—9—61	Festival holi-days, leave etc.	Agreed to give 2 National Holidays with wages and to grant leave with wages at 1 day for every 20 days of work.
34.	S. M. K. M. Allom III, Block, Thamaraikulam, Kanyakumari District.	do	do	do
35.	The Coimbatore Salem Transport (Private) Limited, Erode.	11—9—61	Bonus for the year ending 30-9-61.	Agreed to pay 7 months bosic wages as bonus.
36.	Om Parasakthi Mills Limited, Ganapathy P.O., Coimbatore.	16—9—61	Non - employ-ment of every suspension of a worker.	Agreed to employ the worker as a new entrant and treat the suspension period as leave with wages.
37.	Sri Hari Mills Limited, Singanallur Coimbatore,	18—9—61	Lay off of some women ree-lars.	Agreed that the 56 women reelers now employed in reeling are guarante-ed 19½ days work or wages in lieu of during every month commenc-ing from 1-10-61.
38.	Ramakrishna Engineering Works, Madras.	5—9—61	Closure.	Agreed to pay compensa-tion to the workers.
39.	United Timber Trading Company, Madras-1.	8—9—61	Claim for incr-eased wages dearness allo-wance etc., of a workers.	Agreed to pay Rs. 33/- in full seelement to-wards arrears for pay to fix Rs. 1.24 as daily wages and Rs. 31/- p.m. as dearness allowance.

(1)	(2)	(3)	(4)	(5)
.	Caltex India Limited, Tondiarpet Madras.	20—9—61	Suspension of workers.	Agreed to cancel the suspension order and to treat the days of suspen-sion as absence without leave, without affecting the continuity service of workers.
.	Sri Sankar Cafe, Madras-1.	21—9—61	Closure.	Agreed to pay compensa-tion to the workers.
.	Solar Works, Madras.	21—9—61	Termination of service of a worker.	Agreed to pay Rs, 60/- in full settlement.
.	Syed Nizamuddin Taj Mahal Beedi Factory, Madras-21.	25—9—61	Bonus.	Agreed to pay an addi-tional bonus of half a month's basic wages for 1' 60-61 and to pay an advance of Rs. 25/- to each Hindu workers to-wards Deepavali and Rs. 25/- for Pongal to be recovered as usual. Also agreed that the usual interim bonus of one month's basic wages for the year 1961-62 will also be paid before Ramzan as usual.
.	T. T. Krishnamachari and Company, Madras-1.	13—9—61	Wage scales, an-nual incre-ments, com-pensatory al-lowance etc.	Agreed to fix the wage scales of the different categories of workers and to pay compensa-tory allowance instead of Ex-gratia allowance. Also agreed to grant 21 days privilege leave, 12 days casual leave and 12 days sick leave and to formulate a gratuity scheme.
.	Sri Kothandaram Iron Works, Madurai.	18—9—61	Bonus for 60-61.	Agreed to pay bous equi-valent to 33 days wages for the year 1960-61.
.	Sri Meenakshi Electric Rice and Oil Mills, Madurai.	20—9—61	Non - employ-ment of workers.	Agreed to reinstate the workers treating the period of un-employ-ment as leave on loss of pay, but with con-tinuity of service.

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

Serial No. (1)	*Name of the concern* (2)	*Date of agreement* (3)	*No. of workers involved* (4)	*Important term of Settlement.* (5)
1.	Rajapalayam Mills, Rajapalayam.	23—9—61	1250	Bonus for 1960-61.
2.	Sivagami Mills, Thenoor.	31—8—61	Not known	Revision of pay and allowances work load etc.
3.	Soundaraja Mills, Dindigul.	20—9—61	do	Bonus for the period ending 30-12-1960.
3.	Chinnaswami Nadar Rice Mills Madurai.	30—8—61	do	Payment of wages for dismissed 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 September, 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. Chitra Talkies, Madras.	1. Whether the demand for the revision of scales of pay of employees is justified and if so. to fix the scales and fit the existing employees into the scales so fixed. 2. Whether the demand for revision of rate of dearness allowance is justified and if so, to fix the rate. 3. Whether the demand for the payment of matinee allowance is justified and if so, to fix the rate.	G. O. Ms. No. 5271, Industries, Labour and Co-operation, (Lab) dated 31-8-61.
Paragon Talkies, Kamadenu Theatere and Gaity Theatre.	1. Whether the demand for the revision of scales of pay of the employees is justified, if so, to fix the scales and fit the existing employees into the scales so fixed. 2. Whether the demand for the revision of the rate of dearness allowance is justified and if so, to fix the rate. 3. Whether the demand in respect of gratuity is justified and if so, what scheme should be.	G. O. Ms. No. 5271, I. L. & C. (Lab) dated 31-8-61.
2. Sri Ganesa Engineering Works, Madras--2.	1. Whether the existing rate of dearness allowance is adequate if not whether it needs revision. If it needs revision what should be the rate of dearness allowance? From what date the revised rate should be paid. 2. To fix the quantum of and terms and conditions under which workmen should be paid production allowance. 3. Whether the present gratuity scheme should be liberalished, if so in what manner?	G. O. Ms. No. 5275, I. L. & C., (Lab) dated 31-8-61.

(1)	(2)	(3)
3. Hooghly Ink Company Limited, Madras.	1. Whether the termination of the services of Sri S. Venkatakrishnan by the management is justified if not to what relief he is entitled. 2. To compute the relief in terms of money if it could be so computed. 3. Whether the management is justified in reducing Sri S. Venkatakrishnan, Salesman to the post of a clerk and in reducing the salary from Rs. 350/- to Rs, 225/- from May 1960, if not to what relief he is entitled.	G.O Ms. No. 5533, I. L. & C., (Lab) dated 15-9-61.
4. Ramkrishnan Kulwantrai Steel Rolling Mills, Steel Industries of South India and bolt and nut Factory, Ttruvottiyur, Madras.	1. Classification of workers and fixation of scales of pay and fitment of the existing workmen in the revised scales if any fixed. 2. Whether there is any justification for the demand of the workers for the grant of additional holidays other than those allowed under the statutes. 3. Whether the non-employment of workers M. Gopal, T, Subramaniam, Mani, Lasker Singh, Dhamodaran, Ganapathy and Gopalakrishnan by the management is justified and to what relief each is entitled to. 4. To compute the relief if any awarded to each in terms of money if it can be so computed.	G. O. Ms. No. 5571, I.L.& C. (Lab), dated 18-9-61.
	Salem District	
5. Jawahar Mills Limited, Salem.	Whether the deduction of two days wages and dearness allowance from the earnings of the workers for the month of March 1961 is justified and to what relief the workers would be entitled.	
6. Dalmia Magnesite Corporation. Salem.	Whether the demand that the contract system in the loading and cooling sec-	G. O. Ms. No. 5292, I. L. & C. (Lab) dated 1-9-61.

(1)	(2)	(3)
	tions of the Dalmia Magnesite Corporation, Salem should be abolished. And the workers working under the contractors be treated as workers of the above company and wage scales, service conditions etc. that are applicable to the workers of the factory be made applicable to them is justified and to what relief the workers would be entitled.	
7. Salem Erode Electricity Distribution Company Ltd., Salem.	Whether the demand of the workers for the payment of additional bonus for the year 1959-60 is justified and if so to fix the quantum.	G. O. Ms. No. 5537, I. L. & C. (Lab) dated 15-9-61.
8. Sridharan Motor Service, Attur, Salem.	1. Whether the non-emplyment of driver P. V. Kannappan and conductor D. R. Perumal with effect from 1-8-60 and 20-7-60 respectively is justified and to what relief each is entitled, 2. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5458, I. L. & C. (Lab) dated 11-9-61.
	Coimbatore District	
9. Sri Ramalinga Sudambika Mills Ltd., Tiruppur.	Whether the retrenchment of 55 reelers is justified and to what relief they would be entitled.	G. O. Ms. No. 5397, I. L. & C. (Lab) dated 7-9-61.
10. Praga Industries (P) Ltd., Coimbatore.	Fixation of quantum of bonus for 1960.	G. O. Ms. No. 5578, I. L. & C. (Lab) dated 18-9-61.
	LABOUR COURTS	
	Labour Court, Madras	
	Madras District	
11. East Asiatic (India) Limited, Madras.	1. Whether the non-employment of Sri M. Venkatapathy 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. 5159, I. L. & C. (Lab) dated 24-8-61.

(1)	(2)	(3)
	Labour Court, Coimbatore	
	Coimbatore District	
12. Coimbatore Murugan Mills Ltd.. Coimbatore.	1. Whether the denial of promotion to T No. 22, Raman as grinder by the Management of Coimbatore Murugan Mills Ltd. Coimbatore is justified. 2. If not to what relief the worker is entitled. 3. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5156, I. L. & C. (Lab) dated 2 -8-61.
13. United Bleachers Limited, Mettupalayam.	1. Whether the non-employment of Sri P. Krishnan from 10th June 1958 is justified if not to what relief he is entitled to. 2. To compute the relief if any awarded in terms of money if it can be so computed,	G. O. Ms. No. 5365, I. L. & C. (Lab) dated 5-9-61.
	Nilgiris District	
14. Kilmalfort Estate Kotagiri.	1. Whether Sri Ernest conductor is entitled for alternative accommodation in the estate and if so to what relief he is entitled. 2. Whether the staff who have not been provided with free quarters are entitled to any house rent allowance and if so at what rate. 3. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5259, I. L. & C. (Lab) dated 1-9-61.
15. Murugalli Estate, Hardypet Post.	1. Whether the non-employment of Chellaiah (No. 91) Pichamuthu (No. 20) and Sollamuthu (No. 4) is justified and to what relief each would be entitled. 2 To compute the relief if any awarded in terms of money if it can be so computed.	G.O. Ms. No. 5294, (Lab) I. L. & C. dated 1-9-61.

(1)	(2)	(3)
	Labour Court, Madurai	
	Madurai District	
16. Bharath Industries Foundry, Madurai.	Whether the non employment of Sri P. Krishnan and 8 others referred to in the annexure to the G. O. is justified and to to what relief each is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5155, I. L. & C. (Lab) dated 24-8-61.
	Tiruchirapalli District	
17. Central Cafe, Trichy.	Whether the demand for additional bonus for 1959-60 is justified and if so to fix the quantum. Whether the demand for fixation of wage scales for various categories of employees is justified and if so to fix wage scales and fit the existing incumbent into the scales so fixed.	do
18. Cape Cashew Industries Kuzhithurai.	Whether the non-employment of workers Sri Maryas, Sri Muthayyan, Sri Chellayyan, Sri Annamuthu and Srimathi Agnes from 18-2-61 is justified and to what relief each is entitled to? To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5165, I.L. & C. (Lab) dated 24-8-61.
19. Kannan Devan Hills Produce Company Limited, Trichy.	Whether the denial of promotion to Sri P. T. Oomen is justified and to what relief he is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5154, I. L. & C. (Lab) dated 24-8-61.

4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, and published in the Supplement to Part II, Section I of the *Fort St. George Gazette*, during the month of September, 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		
	Coimbatore District		
1.	Certain Textile Mills in Coimbatore District.	13—14 6—9—61	G. O. Ms. No. 5242, I.L. and C (Labour) dated 29-8-61.
	Madras District		
2.	Buckingham and Carnatic Mills Madras.	10—11 6—9—61	*G. O. R. No. 1107, Industries, Labour and Co-operation (Labour) dated 23-8-61.
3.	Buckingham and Carnatic Mills, Madras.	1—3 27—9—61	G. O. Ms. No. 5542, I.L. & C. (Labour) dated 15-9-61.
	Salem District.		
4.	S. B. Sri Ranga Vilas Motors (Private) Limited, Krishnagiri.	11—12 6—9—61	G.O. Ms. No. 5190, Industries, Labour & Co-operation, (Labour) dated 26-8-61.
5.	Sri Rajendra (A & B) Mills Limited, Salem.	12—13 6—9—61	G.O. Ms. No. 5221, I. L. C. (Labour) date 29—8—61.
	Labour Courts		
	Coimbatore District		
6.	Vallone Estate, Valparai	3—4 27—9—61	G. O. R. No. 1246, I. L. C. (Lab.) dated 19-9-61.
	Madras District.		
7.	Varua Industrial Corporatton Madras.	1—2 6—9—61	*G.O. Ms. No. 5146, Industries, Labour & Co-operation (Labour), dated 22-8-61.
8.	Sivasankar Press, Madras.	2—3 6—9—61	G. O. Ms. No. 5167, Industries, Labour & Co-operation (Labour), dated 24-8-61.

(1)	(2)	(3)	(4)
9.	India Leather Corporation (P) Limited, Madras.	5—9 6—9—61 *	G.O. Ms. No. 5209, I. L. & C. (Lab.) dated 28-8-61.
10.	Western India Oil Distributing Company, Madras.	1—2 20—9—61	G. O. R. No. 1155, Industries, Labour & Co-operation (Labour), dated 5-9-61.
	Salem District		
11.	V. Rajamanickam Pillai, Motor Service, Tiruchengode	1—3 13—9—61	G. O. Ms. No. 5262, Industries Labour and C. (Lab) dated 30-8-61.
12.	Indian Metal and Mettalurgical Corporation, Mettur Dam.	4—6 27—9—61	G.O. Ms. No. 5528, I. L. & C. (Lab) dated 13-9-61.
	Tiruchirapalli District		
13.	Angalamman Transport, Musiri	3—5 8—9—61	G. O. Ms. No. 5193, I. L. & C. dated 26-8-61.
14.	Ramakrishna Lunch Home, and two other hotels, Tiruchirapalli.	3—4 13—9—61	G. O. R. No. 1175, I. L. & C. (Lab.) dated 7-9-61.
	Tirunelveli District		
15.	St. Joseph Match Factory, Kalugumalai.	9—10 6—9—61	G. O. R. No. 1127, I. L. & C. (Lab.) dated 29-8-61.
	Kanyakumari District		
16.	M. N. P. Bus and Lorry Transport, Nagercoil.	2—3 20—9—61	G.O. Ms. No. 5483, I. L. & C. (Lab) dated 12-8-61.
	Arbitration Award		
17.	Pachaimalai Estate, Valparai	6—17 27—9—61	G. O. Ms. No. 5482, I. L. & C. (Lab), Dated 12-9-61.

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

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

Sl. No.	Name of the Concern.	Industry.	No. of workers involved.	Closures. Began.	Ended.	Cause.	Compensation paid to workers.
1	2	3	4	5	6	7	8
1.	The Santosh Leather Co., Kaladipet, Madras-19.	Leather Finishing	42	Sept. '61	...	Want of raw materials	Not known.
2.	Bharath Sandal Oil Distillaries, Seelanaickenpatti, Salem.	Oil	17	9-6-61	20-9-61	Due to non-availablity of raw material.	do
3.	V. M. P. Metals and Alloys Company, Salem.	Metal	81	7-9-61	7-9-61	Staggering of electric Supply,	do
4.	Udipi Sankar Cafe. Madras-11,	Hotel	3	21-9-61	...	Due to loss	Compensation paid to workers.

7. Statement showing the number of complaints received and investigated and settled by the Labour Officers' during the month of September 1961.

Sl. No.	Labour Officers		Wages and allowances.	Bonus.	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave and hours of work.	Others (not classifiable.)	Causes not known.	Total.	Complaints investigated and settled. (including those pending previously).
1	2		3	4	5	6	7	8	9	10	11
1.	Labour Officer,	Coimbatore I	28	30	39	...	8	82	...	187	187
2.	do	Coimbatore II	9	...	15	...	3	25	...	52	52
3.	do	Coonoor	11	3	52	...	10	8	...	84	84
4.	do	Madras-I	7	6	19	...	7	...	...	39	39
5.	do	Madras-II	11	4	3	6	...	...	...	24	24
6.	do	Madras-III	14	7	27	2	2	6	...	58	58
7.	do	Madurai	10	36	17	...	3	13	...	79	79
8.	do	Nagercoil	8	2	9	...	1	2	...	22	22
9.	do	Pollachi	9	6	17	...	...	5	...	37	37
10.	do	Salem	1	1	9	...	...	5	...	16	15
11.	do	Tiruchirapalli	2	9	8	9	6	14	...	48	48
12.	do	Tirunelveli	5	2	10	29	...	20	...	66	66
13.	do	Vellore	6	1	9	1	...	4	...	21	29
		Total	121	107	234	47	40	184	...	733	740

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

Number of standing orders certified as on 1—9—1961. ...	1819
Number of standing orders certified during the month of September 1961 ...	89
Total ...	1,908
Number of amendments to the standing orders certified during the month of September 1961. ...	1

9. Workmen's Compensation Act. 1923

Statement of accidents reported and amounts of compensation paid during the month of September 1961.

Number of accidents		* Amounts of compensation paid under each head.
		Rs. nP.
(a) Death	27 ...	22,454.00
(b) Temporary disablement	54	2,542.80
(c) Permanent disablement	32	
	Total	24,996.80

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

10. Workmen's Compensation Act.

Statement showing the number of cases filed and disposed of during the period from 1-9-61 to 30-9-61.

Nature of the claim (1)	Number previously pending. (2)	Number received. (3)	Total. (4)	Number disposed of (5)	Balance. (6)
1. *Application under Section* 10:					
(a) Fatal ...	62	3	65	12	53
(b) Non-fatal.					
(i) Permanent disablement ...	78	5	83	20	63
(ii) Temporary disablement ...	6	...	6	2	4
2. *Deposit under Section* 8 (1)					
(a) Fatal ...	52	11	63	10	53
(b) Persons under legal disability...	10	...	10	1	9
3. *Deposit under Section* 8 (2) ...	3	3	6	1	5

(1)	(2)	(3)	(4)	(5)	(6)
4. *Memorandum of Agreement.*					
(a) Permanent disablement ...	19	10	29	20	9
(b) Temporary disablement ...	...	2	2	2	...
5. *Recovery under Section* 31 ...	2	...	2	1	1
6. *Indemnification under Section* 12 ...	6	1	7	1	6
Total ...	238	35	273	70	203

11. Payment of Wages Act, 1936.

Statement for the month of September 1961.

(1) No. of cases pending at the beginning of the month ...	187
(2) No. of cases filed during the month ...	39
(3) No. of cases disposed of during the month ...	11
(4) No. of cases pending at the end of the month ...	215

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

Pending as on 1—9—1961 ...	6
Received during the month of September 1961 ...	Nil
Disposed of during the month of September 1961 ...	Nil
Pending as on 1—10—61 ...	6

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

Pending as on 1—9—1961 ...	200
Received during the month of September 1961 ...	23
Disposed of during the month of September 1961 ...	32
Pending as on 1—10—1961 ...	191

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

Pending as on 1—9—1961 ...	117
Received during the month of September 1961 ...	21
Disposed of during the month of September 1961 ...	41
Pending as on 1—10—1961 ...	97

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

S. No. (1)	R. No. (2)	Date of registration. (3)	Industry. (4)	Name and address of the Unions. (5)
1.	3188	1—9—61	Printing, Publishing & Allied Industries ...	Nava India Workers' Union, 10, Eswaradoss Lala Street, Madras - 5.
2.	3189	do	Miscellaneous ...	Hotel Ashoka Workers' Union, 23, Pantheon Road, Madras - 8.
3.	3190	1—9—61	Loading and Un loading ...	Nagercoil Kaivandy, Sumadu Thookum Thozhilalar Sangam, Nagercoil.
4.	3191	4—9—61	Engineering ...	Brahmappa Tavanappanavar Labour Union, 12 Kumbalamman Koil Street, Madras-21.
5.	3192	do	Tobacco ...	Kareem Beedi Factory and Press Employees Union, 55, Basin Bridge Road, Madras - 21.
6.	3193	5—9—61	Chemical and Chemical Products ...	Mettur chemicals Operator's Union, Mettur Dam R.S.
7.	3194	7—9—61	Sugar ...	North Arcot District Co-operative Sugar Mill Workers' Union Vadapudupet, Ambur North Arcot Dt.
8.	3195	12—9—61	Food Beverages and Tobacco ...	Kohinoor Confectionery Employees' Union, 6, Rajachar Street, Madras-17.
9.	3196	12—9—61	Sugar ...	Kattur Sugar Company National Works' Union, 26-B, Chinnakadai Street, Tiruchy.
10.	3197	do	Miscellaneous ...	The Madras & Chinglcput District-General Workers' Union, 14, Ammayammal Street, Madras - 12.
11.	3198	12—9—61	Transport ...	National Motor Workers' Union, 10, Eswaradoss Lala Street, Madras - 5.
12.	3199	14—9—61	Mineral Products ...	The India Silicate Industries Workers' Union, Kattur Road, Mettupalayam, Nilgiris.

(1)	(2)	(3)	(4)	(5)
13.	3200	15—9—61	Textiles ...	Weavers' Union, 17-7-13 A Yarn Bazaar, Aruppukottai
14.	3201	19—9—61	do ...	Aruppukottai Taluk Handloom Weavers' Association Chockalingapuram, Aruppukottai.
15.	3202	do	Construction ...	Thachu Thozilalar Sangam, W 8-4-53, South Street, Singampuravi, Tirupattur Taluk, Ramnad District.
16.	3203	do	Sugar ...	The North Arcot District Co-operative Sugar Mills Employees' Union, Ambur Post, North Arcot District.
17.	3204	23—9—61	Miscellaneous ...	Mangalasundari Workers' Union, Main Road, Krishnapuram, Kodayanullur P.O. Tirunelveli.
18.	3205	23—9—61	do ...	General Workers' Union, Thyagical Road, Deva-Kottai.
19.	3206	23—9—61	Tobacco ...	Gudiyatham Beedi Workers' Union, 24, Hasanallipet Gudiyatham, North Arcot District.
20.	3207	23—9—61	Agriculture ...	Narasingapuram Vattara Desiya Vivasayigal Sangam, Nariyuthur, Narasingapuram P. O. Theni, Madurai District.

13 (b) List of Trade Unions cancelled during the month of September, 1961.

S. No. (1)	R. No. (2)	Date of cancellation (3)	Industry. (4)	Name and address of the Union. (5)
1.	1721	24—9—16	Textiles ...	Sri Ganapathy Mills Company, Limited, Thozhilalar Nalavurimai Sangam, Pudukkulam.
2.	2394	do	Printing, Publishing & Allied Industries ...	Salem Town Press Workers' Union, Salem.
3.	2530	do	Transport ...	Madras Hand and Cycle Rickshaw Drivers' Union, Madras.
4.	1347	do	Tobacco ...	The M. N. P. Linga Mark Cigar National Labourers' Sangam Madurai.
5.	1052	do	Tobacco ...	The Madras Provincial Beedi Branch Managers' Union, Madras.
6.	1720	do	Electricity ...	Kumbakonam Electric Supply Corporation Employees Union, Kumbakanam.
7.	1798	do	Miscellaneous ...	Dindigul Town and Taluk Washermen's Association, Dindigul.
8.	1825	do	Tobacco ...	The Iykia Beedi Thozhilalar Sangam, Udamalpet.
9.	1831	do	Transport ...	Motor Thozhilalar Sangam, Tirupur.
10.	1858	do	Electricity ...	Operation Subordinate service Employees Association, Mettur Dam.
11.	1861	do	Docks & Ports ...	Cuddalore O. T. Harbour Workers' Union, Cuddalore.
12.	2032	do	Printing Publishing & Allied Industries ...	City Printing Press Workers Union, Madras.
13.	2049	do	Miscellaneous ...	General Workers' Union, Theni.
14.	2107	do	E.G.W. & Sanitary Services ...	The Nagarasuthi Thozhilalar Sangam, Arcot.
15.	2087	do	Banking ...	The Palai Central Bank Employees' Union, Madras

(1)	(2)	(3)	(4)	(5)
16.	2180	do	Service ...	The Government School of Arts and Crafts Workers' Union, Madras.
17.	2227	24—9—61	Construction ...	National Project Workers' Union, Coonoor.
18.	2249	do	Textiles ...	The Handloom Weavers' Union, Dindigul.
19.	1999	25—9—61	Miscellaneous ...	Desiya Abarana Thozhilalar Sangam, Coonoor.
20.	2242	do	Textiles ...	Kancheepuram Firka Kaithari Nasavu Thozhilalar Sangam, Kanchipalayam.
21.	2243	do	Construction ...	Dindigul Mason's Union, Dindigul.
22.	2247	do	Miscellaneous ...	Dindigul Potters' Union Dindigul.
23.	2294	do	Plantation ...	Kanyakumari District State Transport Porters' Union Nagercoil.
24.	2358	do	Printing, Publishing & Allied Industries ...	Kancheepuram Press Workers Union, Kancheepuram
25.	2373	do	E.G.W, & Sanitary Services ...	Panchayat Board Workers' Union, Arkonam.
26.	2400	do	Railway ...	Southern Railways Employees Union, Madras.
27.	2410	do	Transport ...	Kodaikanal Motor Union, (Private) Limited, Workers Union, Ammaiyanaickanur Post, Madurai Dist.
28.	2414	28—9—61	Miscellaneous ...	The Employees State Insurance Corporation Employees' Union Madras.
29.	2416	do	Food and Bevarages	Kanyakumari District Fishery Workers' Union, Kurunanpany.
30.	2423	do	Agriculture ...	Tamil Nadu Agricultural Engineering Workers' Union, Pappanaickenpudur
31.	2433	do	Miscellaneous ...	Palani Town and Taluk National Barbers' Association, Palani.

(1)	(2)	(3)	(4)	(5)
32.	2442	do	do ...	Desiya Salavai Thozilalar Sangam, Erode.
33.	2448	do	do ...	Ganga Works Workers' Union, Madras.
34.	2500	do	Textiles ...	South India Dravidian Textile Workers Union, Coimbatore.
35.	2502	do	Electricity ...	Madras Electricity Employees Union, Madras.
36.	2517	do	Textiles ...	Srivilliputhur Handloom Workers' Union, Srivilliputhur.
37.	2540	do	Tobacco ...	Beedi Karigar Union of South India, Madras.
38.	2546	do	Printing, Publishing and Allied Industries.	Thanthi Rotary Press Employees' Union, Madras.
39.	94	25—9—61	Miscellaneous ...	The Government Medical Stores Employees' Union, Madras.
40.	2559	do	Electricity ...	Kumbakonam Electric Supply Corporation Limited, Employees Welfare Association, Kumbakonam.
41.	2560	do	Miscellaneous ...	Keelakarai Thangam Velli Thozhilalar Sangam, Keelakarai.
42.	2569	do	Construction ...	Kanyakumari Government Contractors Association, Nagercoil.
43.	2570	do	Miscellaneous ...	Madras Oil General Workers' Union, Madras.
44.	2573	do	Transports ...	Lorry Workers' Union, Madras.
45.	2575	do	E. G. W. & Sanitary Services.	Mettur Tranship Committee Employees Union, Mettur Dam.
46.	2577	do	Mining and Quarying. ...	Tamilnad Gypsum Mines Workers' Union, Madras.
47.	426	26—9—61	Miscellaneous ...	Kumbakonam Hotel Employees' Association, Kumbakonam.

(1)	(2)	(3)	(4)	(5)
48.	442	do	do ...	Government Engineering Colege Workers' Union, Madras.
49.	446	do	Electricity ...	The Electric Traction Drivers' Association, Tambaram.
50.	587	do	Construction ...	Tamilnad Public Works Department Irrigation Workers' Union, Tanjore.
51.	730	26—9—61	Agriculture ...	The Coimbatore Agricultural Farm Workers' Union, Pappanaickenpudur.
52.	902	do	Miscellaneous ...	Madras Umbrella Workers' Union, Madras.
53.	1832	do	Ports & Docks ...	Tuticorin Port Trust Board Employees Union, Tuticorin.
54.	2623	do	Chemical & Chemical products ...	Gudiyatham Taluka Sayapattarai Thozhilalar Sangam, Gudiyatham.
55.	2627	do	Banking ...	Lloyds Bank Employees' Union, Mettupalayam.
56.	2674	do	Constuction ...	Kanyakumari District Public Works Department Workers' Union, Nagercoil.
57.	2649	do	E. G. W. & Sanitary Services.	Mettupalayam Municipal Workers Union, Mettupalayam.
58.	2689	do	Engineering ...	Brahmappa Tavanappanavar Workers' Union, Madras.
59.	2696	do	Agriculture ...	National Agricultural Worker's Union, Nattarasankottai.
60.	2701	do	Miscellaneous ...	National Viswakarma Blacksmith and Carpenters Labour Union, Parthibanoor.
61.	2715	26—9—61	Mislellaneous ...	Kanyakumari District Devasthana Contingent Employees Union, Padmanabhapuram.

(1)	(2)	(3)	(4)	(5)
62.	2725	do	Construction ...	Keelakarai Ko-thachu Thozhilalar Sangam, Keelakarai.
63.	2732	do	Miscellaneous ...	Kalasis and General Workers' Union, Coimbatore.
64.	2738	do	do ...	Women's Christian College Employees Union, Madras.
65.	2742	do	Transport ...	Kanthan Motor Service Employees Union, Salem.
66.	2744	do	do ...	Kanyakumari District Lorry Workers Union, Nagercoil.
67.	2752	do	Engineering ...	Southern Structural Limited Employees Union, Madras.
68.	2770	do	Transport ...	Veerappa Transport Motor orkers Union, Tindivanam.
69.	2774	do	Tobacco ...	Madras Beedi Factory Labour Union, Madras.
70.	2792	do	Chemical Products	South Arcot District Soda Factory Labour Union, Chidambaram.
71.	2797	27—9—61	Construction ...	Government Public Works Department Employees Union, Madras.
72.	2809	do	Miscellaneous ...	Madras Corporation Sewage Farm Workers Union, Madras.
73.	2817	do	Textiles ...	Madurai Mill Labour Welfare Association, Madurai.
74.	2822	do	Miscellaneous ...	Hotel Laborers' Union, Tiruvannamalai.
75.	2824	do	do ...	General Labour Union, Singampurani.
76.	2830	do	Chemical & Chemical Products. ...	National Match Workers' Union, Kovilpatti.
77.	2834	do	Banking ...	George Town Co-operative Bank Employees Union, Madras.

(1)	(2)	(3)	(4)	(5)
78.	2840	do	Sanitary Service ...	Nilakkottai Taluka Nagarasuthi Thozhilalar Sangam, Batlangundu.
79.	2851	do	Engineering ...	Souther Structural Workers Union, Madras.
80.	2855	do	Textiles ...	Gudiyatham Taluk Handloom Weavers' Union, Gudiyatham.
81.	2857	do	Service ...	Station Workshop Civilion Employees Union, Nilagiris.
82.	2859	do	Miscellaneous ...	Tamilnad Embroidory Workers' Union, Madras.
83.	2860	27—9—61	Miscellaneous ...	National General Workers' Union, Bhavani.
84.	2862	do	Textiles ...	Salem Kaithari Nesavu Thozhilalar Sangam, Salem
85.	2867	do	Transport ...	Kancheepuram Motor Workers' Union, Kancheepuram.
86.	2869	do	Tannery ...	Tamilnad Tannery Employees' Organisation, Pernambut.
87.	2895	do	Miscellaneous ...	Avery Company of India (P) Limited, Employees' Union, Coimbatore.
88.	2903	do	Electricity ...	Madras State National Electricity Employees Union, Madras.
89.	2911	do	Commerce ...	Varthaga Kumasthakal Sangam, Thirubhuvanam.
90.	2912	do	Construction ...	Kumari District Irrigation Workers Union, Kulasekharam.
91.	2942	do	Miscellaneous ...	Coimbatore Dist. National Washermen's Association, Ondipudur.
92.	2946	do	do ...	Madras Students Nut Powder Labourers' Munnetra Sangam, Madras.

(1)	(2)	(3)	(4)	(5)
93.	2949	do	Chemical and Chemical Products. ...	Boots Pure Drug Company, Limited, Madras (Branch) Employees' Union, Madras
94.	2957	do	Sanitary Service ...	National Scavenging Workers Union, Cumbum.
95.	2967	do	Engineering	Gayathu Engineering Company Workers Union, Madurai.
96.	2972	do	Miscellaneous ...	Southern Railway Tea and Fruit Stall Licencees Association, Villupuram.
97.	2979	do	Chemical and Chemical Products.	Pharmaceutical and Chemical Industrial Employees' Union, Yercaud.
98.	2988	do	Plantation ...	National Plantation Workers Union, Shencottah.
99.	2990	do	Tannery ...	National Tannery Workers' Union, Salem.
100.	2999	28—9—61	Tobacco ...	Tamilnad Beedi Workers Union, Madras.
101.	3001	do	Construction ..	Salem Desiya Kattida Thozhilalar Sangam, Salem
102.	3002	do	Miscellaneous ...	Menaka Swadeshi Slate Factory Star light Brass Metal Workers and General Workers Union, Kumbakonam.
103.	3004	do	Chemicals ...	Government Splint and Veneers' Factory Employees' Union, Madras.
104.	3024	do	Printing Publishing & Allied Industries. ...	Printing, Press Workers' Union, Udamalpet.
105.	3038	28—9—61	Railway ...	Indian Railway Sanitary Inspectors Association, Madras.
106.	3051	do	Misceleaneous ...	Salavai Thozhilalar Sangam Sankarankoil.
107.	3053	do	Textiles ...	Kumarapalayam Kaithari Nesavu Thozhilalar Desiya Sangam, Kumarapalayam.

(1)	(2)	(3)	(4)	(5)
108.	3059	do	Textiles ...	Handloom Weavers' Union, Namakkal.
109.	3070	do	Miscellaneous ...	Palani Thaiyal Thozhilalar Sangam, Palani.
110.	3077	do	do	Rayala Corporation Employees Union, Madras.

ABSTRACT

1.	Total No. of Trade Unions as on 1—9—61	...	1183
	-do- registered during the month	...	20
3.	-do- cancelled ,,	...	110
4.	-do- disolved, amalgamated etc. during the month	...	Nill
	Total No. of Trade Unions as on 30—9—61	...	1,093

14. **Labour administration and Statistics for the month of September 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.	793	4,419	234	5,231	5,822	1,793
	*Nature of irregularities noticed	88	584	66	801	886	51
3	No. of cases warned	50	203	5	774	517	60
4	No. of prosecutions launched.	22	...	...	18	146	...
5	No. of convictions obtained.	5	...	...	1	112	...
6	Amount of fine levied in Rupees.	350	...	...	5	1,220	...

* 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 September 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	127	137	114	8	2	...	...	...	...	135	139	114	388
2. South Arcot	121	14	67	...	...	...	...	...	...	121	14	67	202
3. Chingleput	189	29	49	...	...	...	...	...	...	189	29	49	267
4. Coimbatore	905	30	167	3	...	...	...	...	1	908	30	166	1104
5. Kanyakumari	41	7	23	...	...	...	...	...	...	41	7	23	71
6. Madras	673	66	165	...	...	...	...	...	...	673	66	165	504
7. Madurai	368	50	96	6	...	...	...	...	2	374	50	94	518
8. The Nilgiris	111	1	13	...	...	...	...	...	...	111	1	12	125
9. Ramanathapuram	220	65	126	...	...	...	...	...	...	220	65	126	411
10. Salem	407	22	97	13	...	...	...	...	...	420	22	97	539
11. Thanjavur	295	24	89	3	...	...	...	...	...	298	24	89	411
12. Tiruchirappalli	221	23	268	2	2	...	...	...	3	223	25	265	513
13. Tirunelveli	244	56	137	1	...	...	...	...	...	245	56	137	438
Total	3922	524	1411	36	4	...	...	...	6	3958	528	1405	5891

15 (b). Numerical list of Plantations covered by the Plantations Labour Act, 1951 for the month of September, 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	1	68.00	...	...	122	28,576.26
2.	Tea ...	124	61,722.65	...	...	...	...	124	61,722.65
3.	Rubber ...	15	7,523.68	...	...	...	...	15	7,523.68
4.	Cinchona ...	3	9,406.00	...	...	...	...	3	9,406.00
5.	Cardamom ...	6	2,984.20		...	...	...	6	2,984.20
	Total ...	269	1,10,144.79	1	68.00	...	...	270	1,10,212.79

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

16. (a) Statement of Accidents for the month of September, 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).	...	1
20.	Food except beverages ...		47
21.	Beverages ...	...	...
22.	Tobacco ...	...	...
23.	Textiles ...	1	302
24.	Footwear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture ...	...	...
26.	Furniture and fixtures ...	...	3
27.	Paper and paper products ...	...	...
28.	Printing, publishing and allied industries ...	...	13
29.	Leather and leather products (except foot-wear).	...	5
30.	Rubber and rubber products ...	...	15
31.	Chemicals and Chemical products ...	5	197
32.	Products of petroleum and coal ...	...	31
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	1	42
34.	Basic Metal industries ...	...	14
35.	Metal products (except machinery and transport equipments).	...	66
36.	Machinery (except electrical machinery) ...	...	148
37.	Electrical Machinery, apparatus, appliances and supplies.	...	35
38.	Transport equipment ...	...	479
39.	Miscellaneous industries ...	...	29
51.	Electricity, Gas and Steam ...	...	6
52.	Water and Sanitary Services ...	...	...
83.	Recreation services (Cinema Studios) ...	...	1
84.	Personal Services (laundries, dyeing and cleaning).	...	...
	Total	7	1,434

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

Name of Industry. (1)	Adults. Men. (2)	Women. (3)	Adolescents. Male. (4)	Female. (5)	Children. Boys. (6)	Girls. (7)
Cotton Machinery:—						
1. Opening and Blowing room Machinery.	7	...	...	...	...	...
2. Card room Machinery	13	...	...	...	...	...
3. Drawing Frames	6	...	...	...	...	...
4. Speed Frames	23	...	...	...	...	...
5. Spinning Machinery	49	1	...	...	...	...
6. Weaving Machinery	9	...	...	...	...	...
7. Finishing Machinery	4	...	...	...	...	...
8. Flying Shuttles	9	...	...	...	...	...
9. Other Miscellaneous Textile Machinery	25	3	...	...	...	...
10. Miscellaneous Non-Machinery Accidents.	147	4	...	...	...	...
Total ...	292	8	...	...	...	...
Jute Machinery	Nil	...	...	...	...	...

17. The Government of Madras granted exemption to the following factories and establishments from the provisions of the Acts and Rules as indicated below during the month of September, 1961.

Name of the factory or establishments (1)	*Section from which exempted* (2)	*Duration of exemption* (3)	*Authority* (4)
EMPLOYEES' STATE INSURANCE ACT 1948.			
Certain seasonal factories.	All the provisions except Chapter V. A. of the said Act.	For a period commencing on 1-10-61 & ending with 30-9-62.	II-1 No. 4265 of 1961 at Page 1465 of the Fort St. george gazette date. 27-9-61.
FACTORIES ACT 1948.			
Cordite Factory Aravancodu.	From the provisions of sections 51. 52. 54. 55 and 58 of the said Act. subject to certain conditions.	For a period commencing from 1-7-61 to 30-9-61.	II-I No. 3865 of 1961 at Page 1331-1332 of Part II section I of the Fort St. George Gazette dt 6—9—61.

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

For the Week ending.	*Price of Cotton per quintal or 100 Kilograms.* Cambodia.	Karunganny.
2—9—'61	Rs. 240/275	Rs. 210/245
9—9—'61	-do-	-do-
16—9—'61	-do-	-do-
23—9—'61	-do-	-do-
30—9—'61	-do-	-do-

For the Week ending	*Price of Yarn per Bundle of 10 lbs.* 20s.
2—9—'61	Rs. 20.75
9—9—'61	20.75
16—9—'61	20.75
23—9—'61	20.75
30—9—'61	20.75

19. The cost of living index numbers* applicable to employees in employment under the Minimum Wages Act, 1948 (Central Act XI of 1948) in the different moffussil urban centres for the month of September, 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 ...	532.6	615.3	469.1	293.5**	363.1	479.4
2. Cuddalore ...	519.0	516.0	386.0	354.0	495.0	488.0
3. Madurai ...	540.0	416.0	504.0	301.0	309.0	465.0
4. Coimbatore ...	540.0	526.0	481.0	485.0	291.0	511.0
	Food.	Housing.	Clothing.	Miscellaneous.		Cost of Living Index.
		(*Base:* August, 1939: 100).				
5. Nagercoil ...	547.0	417.0	530.0	282.0		486.0

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

** 293.47 to two decimal places.

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

Zone. (1)	*Centre.* (2)	*Cost of living index numbers for the months of.* *August, 1961.* (3)	*September, 1961.* (4)	*Variation.* (5)
		(*Base:* Year ended June, 1936: 100).		
1. Madras City and Chingleput Dt.	Madras City ...	481.1	479.4	—1.7
2. North Arcot and South Arcot Dts.	Cuddalore ...	485.0	488.0	+3.0
3. Tiruchirapalli & Tanjore Dts.	Tiruchirapalli ...	461.0	458.0	—3.0
4. Madurai, Ramanathapuram and Tirunelveli Dts.	Madurai ...	470.0	465.0	—5.0
5. Coimbatore and Salem Dts. ...	Coimbatore ...	506.0	511.0	+5.0
		(*Base:* August, 1939: 100)		
6. Kanyakumari Dt. ...	Nagercoil ...	493.0	486.0	—7.0

MADRAS CITY. INDEX-479.

A fall of two points.

The index for the food group fell by two points to 533 due mainly to a fall in the prices of vegetables-and gingeliy oil.

The index for the fuel and lighting group fell by three points to 615 due to a fall in the price of firewood.

The group index numbers in respect of clothing house rent and miscellaneous remained unchange at 469, 293 and 363 points respectively.

Group.		*Weight proportional to the total expenditure.*	*Group Index number.*	
			August, 1961	*September, 1961.*
(1)		(2)	(3)	(4)
Food	...	58.23	533.3	532.6
Fuel and lighting	...	8.42	118.2	615.3
Clothing	...	6.10	468.6	469.1
House-rent	...	14.57	293.5*	293.5*
Miscellaneous	...	12.68	363.1	363.1
Total	..	100.00		
Cost of living index number			481.1	479.4

* 293.47 to two decimal places.

CUDDALORE INDEX-488.

A rise of three points.

The index for the food group rose by four points to 519 due mainly to a rise in the price of rice.

The index for the fuel and lighting, group rose by twenty-three points to 516 due to a rise in the price of firewood.

The index for house rent rose by one point to 354 due to the revision of the house rent figure.

The index for the miscellaneous group fell by fourteen points to 495 due to a fall in the price of betel leaves.

The index for the clothing group remained unchanged at 386.

TIRUCHIRAPALLI INDEX-458.

A fall of three points.

The index for the food group fell by five points to 514 due mainly to a fall in the price of gingelly oil.

The index for the mirccllaneous group fell by five points to 340 due to a fall in the price of betel leaves.

The group index numbers in respect of fuel and lighting, clothing and house rent remained unchanged at 492, 429 and 287 points respectively.

MADURAI INDEX-465.

A fall of five points.

The index for the food group fell by nine points to 540 due to a fall in the prices of vegetables and gingelly oil.

The index for the fuel and lighting group fell by three points to 416 due to a fall in the prices of charcoal and kerosene oil.

The index for house rent rose by two points to 301 due to the revision of the house rent figure.

The group index numbers in respect of clothing, and miscellaneous remained unchanged at 504, and 309 points respectively.

COIMBATORE INDEX-511.

A rise of five points.

The index for the food group rose by seven points to 540 due mainly to a rise in the price of rice.

The group index numbers in respect of fuel and lighting, clothing, house-rent and miscellaneous remained unchaged at 526, 481, 485 and 291 points respectively.

(Base: August, 1939 : 100)

NAGERCOIL INDEX-486.

A fall of seven points.

The index for the food group fell by fourteen points to 547 due mainly to a fall in the prices of chillies, vegetables and fish.

The index for the clothing group rose by seventeen points to 530 due to a rise in the prices of thorthu and mundu.

The index for the miscellaneous group rose by three points to 282 due to a rise in the prices of betel leaves arnd arecanuts.

The index for the housing group remained unchanged at 417.

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

Sl. No.	Particulars	During the Month	Since 1—4—61.
	1. A. Registration.		
1.	No. of workers registered	5,581	3.18,991
2.	Net No. of insured persons entitled to medical care at the end of month.	...	2,13,873
	B. Employment Injury Benefits.		
1.	No. of Accident Reports received.	1,408	8,793
2.	No. of Temporary Disablement Benefit payments.	1,083	6,542
3.	Amount of Temporary Disablement Benefit paid.	Rs. 26,406-65	Rs. 1,56,890-44
4.	No. of cases referred to Medical Board.	27	135
5.	No. of cases decided for:		
	(a) Partial Permanent Disablement.	23	64
	(b) Total Permanent Disablement.	...	...
6.	Amount of Permanent Disablement Benefit paid.	Rs. 4,396-93	Rs. 25,335-00
7.	No. of insured persons got fitted with Artificial limbs.	...	2
8.	No. of dependants admitted to dependants' Benefit.	...	2
9.	Amount of Dependants' Benefit.	Rs. 1,770-96	Rs. 11,468-68
	C. Sickness Benefit.		
1.	No. of sickness benefit payment.	23,472	1,51,552
2.	No. of sickness benefit days.	1,48,765	10,78,362
3.	Amount of sickness benefit paid.	Rs. 3,53,602-33	Rs. 22,91,353-40
4.	No. of insured persons found eligible to extended sickness benefit.	47	348
5.	Amount of extended sickness benefit.	Rs. 9,432-12	Rs. 59,387-39
	D. Maternity Benefit.		
1.	No. of fresh maternity benefit cases admitted.	98	792
2.	No. of Maternity Benefit days.	10,223	75,706
3.	Amount of Maternity Benefit paid.	Rs. 40,944-60	Rs. 2,97,931-83

	Legal Action	*During the Month of September, 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.	10	Rs. 5,234-27
2.	No. of cases where recovery of Employees' contribution has been effected under Sec. 75 (2) of the Act and the amount so recovered.	2	Rs. 1,318-14
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 Employers convicted. (1)	Grounds (2)	Punishment (3)
2. (employers)	non-payment of contributions and non submission of returns.	Fined Rs. 30/- and Rs. 200/- (Rs. Two hundred only).

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

Sl. No.	Particulars.		for the month of September 1961
1.	Total number of Attendance: New	...	57,838
	Old	...	1,75,739
2.	No. of Medical certificates issued	...	85,022
3.	No. of Domiciliary visits made	...	215
4.	No. of Injections administered	...	64,182
5.	No. of x-ray examinations	...	1,554
6.	No. of Laboratory Examinations	...	3,023
7.	No. of Specialist Investigations	...	3,393
8.	No. of Persons admitted to Hospitals	...	1,222
9.	Bed Days occupied during the month	...	8,675
	Additional data for panel system.		
1.	No. of attendance-New	...	11,849
	Old	...	25,361
	Diagnostic Centres		...
2.	No. of Prescriptions issued	...	*10,935
3.	Payments made to :—		
	1. Chemists	...	...
	2. Insurance Medical Practitioners.	...	Rs. 802-77 (Coimbatore area only)

Note: Does not include the figure of one employees' State Insurance Dispensary of Madras.

LABOUR BULLETIN

A monthly Journal of the Department of Labour,

UTTAR PRADESH,

KANPUR (India)

Special features of the journal are :

1. Special articles on topical subjects of labour interest;

2 Studies and Reports giving summaries of various surveys and enquiries regarding living and working conditions of workers, educational and technical training requirements of various industries, house rents, etc., conducted from time to time;

3. Reports of administration of various labour laws in Uttar Pradesh;

4. Important decisions of Supreme Court and High Court;

5. Important agreements made by the parties directly or through the intervention of conciliation and adjudication machinery in Uttar Pradesh;

6. **Labour Laws and enactments;**

7. Labour News; and

8. Labour Statistics.

Rates of subscription: (1) Annual : Inland Rs. 4·00

Foreign Rs. 5·00

(2) Per Copy: 0·50 nP.

Copies can be had directly from the Supernitendent Printing and Stationery, U.P., Allahabad, India.

"Registered with the Registrar of Newspapers for India under No. R. N. 1424/59"