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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.

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CONTENTS

PAGE

THE MADRAS LABOUR GAZETTE

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ARTICLES

PRODUCTIVITY AND ITS MEASUREMENT

R. Balakrishna*

Productivity is an elusive concept that does not lend itself either to clear-cut definition or to easy computation. While the expression is in common use, its exact import is rarely understood. So long as a measurement of it is attempted, the variety of interpretations in current use does no harm. But when some exactitude in the variation of productivity is to be established for bringing theoretical speculation down to the level of practical policy innumerable difficulties present themselves. It is impossible to circumvent all the difficulties before measuring productivity, because some of them are inherent in the problem. Measurement has to be attempted in spite of them, with full realisation of the limitations of the indices thus provided.

The ratio of output of the commodity to the input of the factor is the measure of productivity in relation to that particular factor of production. The choice of the factor depends upon the purpose of the inquiry. But generally, measurement of productivity is reckoned in terms of labour. Economists and businessmen have used the term productivity in relation to the output secured for a given amount of labour. Productivity therefore means the physical volume of output attained per worker or per manhour. Thus *physical output in relation to labour input is the norm of measurement.* Therefore, the definition of productivity is the ratio of output to the corresponding input of labour. The purpose of the productivity unit is to provide the goods which the community requires at the lowest possible cost measured in terms of expenditure of real resources. Of these, manpower is the most important. So productivity means the volume of output achieved in a given period in relation to the sum of direct and indirect effort expended in its production. This is expressed in terms of either output per manhour or per manyear. While the former is significant for local management, the latter throws light on the wider economic picture.

Though the indices thus derived are based on labour they do not measure merely labour efficiency. It is *actually a measure of industrial efficiency*

* Author of Measurement of Productivity in Indian Industry; till lately Professor of Economics, University of Madras, at present Member, Tariff Commission.

in general, reckoned in terms of one specific factor. Thus any factor affecting output or labour may have an influence on labour productivity. So what is measured is the combined effect of the diverse influences at work in a productive function.

Labour productivity indices register the influences of several distinct but inter-related forces that determine the output per manhour. The I.L.O. Report on Methods of Labour Productivity Statistics divides such forces into three categories : general factors, organisational and technical factors and human factors. The first group constitutes the broad factors, such as climate, the fiscal system, credit, research etc. It would also include the changing composition of production and the varying proportion of low efficiency plants in industrial establishments. The group of organisational and technical factors would include the degree of plant and scale of output, the proportion of mechanical equipment per worker, specialisation and standardization of output and the length of the working day. The third group refers to the effect of wage incentives and the trade union technique of regulating pace of work. So the effort of labour is not directly measurable unless all these factors are kept constant, which is impossible. What is measured therefore is the combined result of all these forces.

The concept of productivity is of considerable importance, as productivity is an index of economic welfare. It is even more important than production, because the differences in the economic condition of advanced and under-developed countries are due more to differences in productivity rather than to their volumes of output. An improvement in productivity can result in extra production without a corresponding increase in either plant or equipment. The increase in output will arise out of a more efficient use of existing plant and equipment, and by the elimination of waste of materials and effort. Hence *productivity measurement is an important tool of economic and social analysis.* It can serve as the basis of business decisions and state policy. Over a period of time, productivity measurements would indicate changes in economic well being and reflect shifts in patterns of living. The short-term movements in productivity would serve as guides in the analysis of current business conditions. Nations are therefore concerned with the variation in their rates of productivity. Improvement thereof is an important pre-occupation of modern nations.

In the process of measurement the two important variables are product and effort, neither of which is homogeneous. A large part of the difficulty consists therefore in reducing them to a comparable basis. With regard to product the first requirement in comparisions is to eliminate the differences in their character. As Tippet points out, a narrow range of products must be chosen. They would serve as pilot products representing a substantial part of the output of a sufficient number of factories. The products thus chosen should have some common characteristics, like counts in yarn. Apart from the characteristics of the product, there may also be other factors affecting productivity. There may be differences in the quality of raw material, in the degree of mechanization, in the quality of technical management and in the morale of the operative. But changes in product specifications are of considerable importance. Comparisons of productivity would be extremely unreliable if sufficient cognisance is not taken of the differences in the quality of products. S. R. Dennison makes a pointed reference to the findings of the Working Party on Wool, which has stated that the difference between the U. K. and the U. S. A. in the physical output per worker in the woollen industry does not reflect differences in efficiency, because American cloth is of inferior quality and more expensive to produce. However, it may not always be possible to get exactly comparable products either between nations or even within a nation. There would thus always be this limitation in productivity measurement.

Similar difficulty arises with regard to labour, which is the other aspect of productivity. Just as product specification is a limitation in productivity measurement, differences in the nature of labour employed are also a serious limitation. For purposes of productivity measurement labour force is treated as a homogeneous entity.

As Evans says, productivity to most people implies the measurement of productive efficiency using the expenditure of human effort as a yardstick. But as Lazare Taper points out, this yardstick or framework of reference is not the expenditure of human effort but the expenditure of time. When all other factors remain the same, variations in physical output / manhour input ratios as between different periods of time reflect changes in the relative average efficiency of the labour force. But of course the composition, distribution, turnover and morale of labour will all affect productive efficiency. Still, as an overall measurement it reflects changes in efficiency. When factors other than labour that influence changes in productivity are taken into consideration, the concept of efficiency becomes a function of many independent and interdependent forces, such as labour, management and equipment. As already observed, if product specifications also change the meaning of the productivity ratio becomes further complicated. But in spite of all these, as Lazare Taper points out, it is possible to ascribe a significance to a statistical series which would show for the different periods the ratio of manhour input to physical output. It is an indicator of manpower utilization measured in units of time input. This would apply not only to a single plant but also to a group of plants engaged in the production of a single article.

It is also important to bear in mind that there are different kinds of labour engaged in productive activity, such as operating labour, auxiliary labour which is not engaged in direct operation but does subsidiary work like oiling, repairing, etc., embodied labour which has been applied in the production of the machine itself, and indirectly required labour for transporting, marketing, etc. Among them embodied labour cannot normally be included. It could be taken in the form of equipment per worker for purpose of comparison. The others have all to be included, though the distinction between direct and indirect labour is not always clear and well defined, particularly as between different countries. A further difficulty is in respect of labour actually at work and labour that is paid for by the employer. Obviously the latter would include labour having holidays with pay. For measuring productivity in the technical sense, the out put per worker actually at work or output per productive manhour is relevant. This would of course include rest pauses. On the other hand, in measuring costs of production the output per manhour actually paid for is more appropriate.

A further consideration with regard to labour is its composition. The labour force is heterogeneous because of the differences in sex and age of the workers. The work of labour is not a homogenous entity because the effort content may differ according to the age and sex of the workers. It is possible to convert all labour to the standard of an adult male worker on the basis of the wage paid or to reckon in terms of equivalent manhours on the basis of work done. But such computations are based only on arbitrary ratios and hence unreliable. So, as Fabricant says, simple aggregation of numbers is only practicable solution.

Finally a distinction has also to be drawn between output per manhour and output per man. The two illustrate particular aspects of labour productivity and hence cannot be used indifferently. The manhour concept is useful in determining the output in relation to time or productive capacity. On the other hand, the output per man is appropriate when estimating the manhour requirements or employment possibilities. Since the former concept refers directly to industrial efficiency, it is more relevant in respect of underdeveloped economies. *So in this work in India it is manhour concept that is taken as the focal point.* It is not however difficult to calculate the output per man with the data collected for measuring the manhour requirement for varying volumes of output.

In productivity measurements physical output should always be preferred to value data, as the latter do not correctly measure changes in quantity owing to variations in the value of money. But if the physical output is not in comparable units, measurement should necessarily be on value basis. When output is composed of a multiplicity of products, monetary value is the only crude measure available. But since it does not take into account changes in the value of money, it cannot be used in studying trends in effectiveness. So it is necessary to take a corrected monetary value of output when the purpose is to study the rates of change in output of industries with complex and varying forms of output. Here the effect of price changes would be eliminated. The method that is generally followed is to reduce the total financial value of the output to a base year value by using a price index for the group of products concerned. Then, by a system of weightage, the contribution of different products may be adjusted to that of the base year. Finally, the volume of output thus derived for the current period may be compared with the manpower employed in order to measure productivity. When compared with the base year and expressed in terms of index numbers, the trends of productivity may be judged. But this is neither reliable nor adequate, as the price indices used for deflating a value series are not always suitable for measurement. In spite of it, when standardized units are not available for measuring physical output, value data have to be substituted.

The relation of costs and profitability in this context is also of some importance. A question is generally asked whether high production would result in low cost. In the first place, cost figures are not always available. Even when such data are available, there does not seem to be any such relationship between production and costs. At any rate, *profitability is not directly related to productivity.* In costs and profitability there are so many other factors besides productivity.

Techniques of measurement

Prof. L. Rostos suggests three alternative methods of calculation with particular reference to international comparisons. The first of them, known as *the global method,* is based on the total volume of output and total employment in a given industry of the different countries. It may be adapted for purposes of a single country by taking the volume of output and employment for all industries at two different periods. The second method is known as *the sample method* which is based on the comparison of the performance of a small number of selected mills producing idential products under broadly identical conditions. The third is the *net output value method,* which is based on a comparison of the value of net output per head in the two countries, converted into the same monetary unit.

For combining non-commensurate entities into a single index Lazare Taper suggests a technique which consists in the construction of a combined index for a group of products by weighing manpower utilization figures for the individual commodities by the units of physical output for some preselected weight base year. This is called the *Index of Manpower Utilization on a Fixed Weight Base.*

The ILO Report on Methods of Labour Productivity Statistics suggests four possible approaches to the measurement of labour productivity with unit labour requirements as the basis instead of physical output per man-hour. The first of them compares the total volume of labour required to produce the same complex of goods in two different periods. The complex of goods may be either the production composite of the base period or of the current period. The former will measure the ratio of the labour spent in the current period to produce the base period complex to the total labour actually expended in the base period. Conversely, the latter will indicate the ratio of labour actually spent to produce the current complex of goods to the labour that would have been spent in the base period to produce the same complex.

The second approach requires that the variations of the unit labour requirements for a certain production composite should be an average of individual indices of unit labour requirements. The third approach is to compare the average unit labour requirements needed in the current period for its own complex of goods with a similar average for the base period. The fourth approach consists in relating the variations of the total labour expended in each period to the variations in the total output of each period.

Purpose and Policy

The obvious purpose of such measurements is to assess the trends in productivity. Such measurements of production, as already pointed out, are important tools for the analysis of economic and social problems. Productivity measurements should lead the authorities to the implementation of devices, suitable for each occasion, for an augmentation of the physical output. Standardization of products and an allround initiation of economy methods successfully tried in particular plants, would be some of the lines on which economic policy would be framed for the general benefit of the nation. Interplant variations in productivity may be great and it should be the responsibility of state authorities to co-ordinate the methods followed in order to raise the general level of efficiency. When the average productivity of the industry is calculated, the less efficient firms would know the scope for improvement. When existing technical and economic conditions are related to productivity variations, it is easy to discover the means for improving productivity. So even though productivity measurements can never be absolutely fair, they can serve as a stimulus to producers to investigate their own productivity and find means for improvement, which would always be available. As Tippet says, even crude indices have some value when used as pointers.

By Courtesy: "Productivity—Vol. 3, No. 1, November-December 61"

INDUSTRIAL SAFETY.

1. Fire—Varnish Pot.

Six workers received burn injuries as a result of a flash and subsequent fire at a varnish pot in a paint manufacturing factory.

Raw linseed oil and tung oil was charged into an open pot which was heated over an oil-fired furnace. The manufacturing process involved heating the aforesaid oils to a certain temperatures and maintaining this temperature until the desired viscosity was reached.

On the day of occurrence, heating was commenced at about 8-15 a. m. and the desired temperature was reached at about 11-55 a. m. Soon afterwards, it was noticed that the temperature was rising too rapidly. It was, therefore decided to add cold linseed oil into the pot to bring down the temperature. The cold oil was added slowly and the mass was stirred in order to obtain a rapid fall in the temperature. The flash and the subsequent fire occurred almost immediately.

When heating commences, the viscosity of the mass rises slowly during the initial stage. Eventually, a temperature is reached, when the viscosity rises very rapidly and the entire mass may start gelling unless the temperature can be very carefully controlled. The process of gelling is an exothermic reaction and more heat would be liberated. This might result in the entire mass igniting spontineously. It appears this is what occurred in this case.

The risk of fire at varnish pots can be overcome by the use of enclosed pots in which the atmosphere is rendered inert by the addition of carbon dioxide. The usual practice is to bubble the gas slowly through the varnish by means of a perforated ring placed at the bottom of the pot.

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

2. Caught by Belt Drive While Applying Resin.

The right hand of a worker was fractured when it was drawn into the nip between a belt and a pulley. On the day of occurrence, it was noticed that the belt in question was slipping. In order to increase the friction between the belt and the pulley, the worker put his arm through opening in the wooden fencing provided for the belt-drive and was applying resin in powder form at the nip. While doing so, his hand was caught.

The application of resin in order to increase the friction between a belt and a pulley is not a good practice and the way it was being done was dangerous. If a belt slips constantly, the cause can usually be remedied. The belt may, for example, have stretched or the fasteners may have become loose and it is essential to carry out the necessary maintenance work instead of applying resin.

If the application of resin cannot be avoided, then it should only be applied when the machinery is not in motion or when the machinery is controlled by an inching device. In the case of belts which are securely fenced, resin may be applied through small openings in the guards provided for the belts by means of a long handled spatula. Workers should be instructed not to put their hand inside the fencing.

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

3. Fatal Accident in an Engineering Workshop.

In an engineering workshop, a worker along with three others was engaged in the operation of filling sand in iron pipes of 4" diameter which were to be heated and bent to shape. The pipe was held in a vertical position for being filled with sand. It was resting against a tree with a manila rope tied at the top and the rope passed through a pulley which was fixed to a branch of the tree. After the pipe was filled up, the rope was slowly released so that the pipe could be brought to horizontal position on the ground for process of heating and bending. While this was being done, the free end of rope which the workers were holding was taken round a leg of a heavy iron table nearby so that the strain on the person holding the rope could be reduced.

While the rope was being slowly released, it snapped near about the point where the worker was holding it with the result that the pipe fell down and struck the worker on his head. He died instantaneously.

To prevent accidents of this type, steel wire rope with a suitable winch on the ground and a pulley block on top should be used for raising or lowering pipes or other heavy objects.

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

4. Unfenced Shaft.

In a ginning factory, a worker after repairing a gin placed the belt on the gin pulley and went to shaft room which was situated below the gin house. As the door leading to the gin shaft room was not locked, the worker opened the door, entered the shaft room and tried to mount the belt on the pulley which was running on the shaft. While doing so, the belt broke and it got entangled around the shaft. The worker's left hand was caught in the belt and he was revolved round the shaft. After a number of turns, his left hand was severed above the elbow and he fell down on the ground. He was removed to hospital where he succumbed to his injuries on the next day.

This accident could have been prevented had the shaft room been kept locked and accessible only to the trained persons.

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

5. Trapped by Heavy Plate.

A fatal accident took place in a general engineering workshop. A heavy cast iron circular plate about 6 ft. in diameter and weighing about 20 cwt was being rolled by about 15 workers from the compound to the factory. shed, when the workers on one side lost the grip on the plate and as the workers on the other side could not hold the heavy plate, they let it fall down and escaped. One of the workers in the middle of others could not escape in time and hence he got trapped under the plate.

The plate was lifted by chain pulley block and the worker extricated and removed to hospital but he succumbed to his injuries almost immediately.

To avoid such accidents in future, it is advisable that a trolley with strong rests on four sides should be used for transport of heavy material.

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

6. Hand Caught in a Moving Pulley.

In a textile mill, a worker was engaged on a circular banding machine. From a common pulley, two rope drives were arranged, one to drive the circular banding machine and another to turn under-cleaner rollers for the spinning machine. The driving belt of the latter snapped and it got entangled with the driving pulley. The worker got upon a ladder and tried to remove the hanging ends of the rope drive from the moving pulley. While doing so, his left hand got caught and was dragged upwards. His hand got severed from the wrist and he fell down from a height of about 10 ft. He suffered serious injuries and his arm had to be amputated.

This accident could have been prevented had the pulley been stopped before removing the snapped rope from it.

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

7. Burnt to death in a Refinery.

In a petrolieum refining plant, control valve on the kerosene draw-off line from the crude oil tower was scheduled for repairs due to a leak on the valve packing. The valve had, therefore, to be removed from the site and sent to workshop for necessary repairs.

Hence kerosene flow was stopped in this line by closing necessary valves in the up-take and down take pipe lines. Some quantity of oil remained trapped in U-bend portion of the pipe. A pipe was connected on the down stream bleeder to drain off the trapped oil but this procedure was not followed from the upstream bleeder as it was presumed that oil will be drained out completely since it was a continuous pipe. This resulted in some residual kerosene oil remaining entrapped. When the control valve was removed with a jerk as it was jammed, the entrapped oil splashed out and fell on a pipe 15 ft. below carrying post-heated naptha at about 1000 degree F. As a result, the kerosene flashed and caught fire. The worker working on this job was caught in flames and his clothes caught fire.

Immediate help was rendered to rescue him, but by that time, he received serious burns. He was admitted to hospital where he died after couple of days due to the burns.

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

8. Fatal Fall through an opening.

In a steel plant, the blast stoves had a number of service platforms and each of these platforms had a rectangular opening of the size 2½' x 3½' provided therein for the future installation of an elevator meant for hauling fire bricks that will be needed for the repairs. A pipe line feeding gas to the stoves was passing above one of these platforms. The erection engineer who wanted to check the soundness of the joint in the gas main tried to reach it by standing over the railings of the platform. After doing his job, he stepped down the railing with his back towards the elevator opening. The width between the platform railings and the edge of the opening was only 2 ft. The engineer after alighting took a step back and dropped into the hole to the ground fifty feet below. He died soon after reaching the hospital.

This accident illustrates the danger from openings which should be kept securely fenced or covered to prevent danger.

(*Information sent by the Chief Inspector of Factories, Madhya Pradesh*).

(*By Courtesy*—Industrial Safety and Health Bulletin, July—September 1961).

INDUSTRIAL RELATIONS

October 1961

The labour situation in the State was satisfactory. There were ten strikes during the month of October 1961. Of these, four related to textile mills and six related to other industries affecting 325 workers and 668 workers respectively. The mandays lost as a result of the stoppages were 717 and 918 respectively. The details of the more important strikes are as follows:

Textiles

About 41 workers of Suryaprabha Mills Ltd., Kunyamuthur, Coimbatore struck work from 7-10-1961 to 19-10-61 as a protest against the dismissal of a worker. The strike was called off on the mediation of the Labour Officer.

About 114 workers of the Raveendra Mills Ltd., Singanallur, Coimbatore, struck work from 11-10-61 to 13-10-61 as a protest against the providing of work to a casual worker. The workers resumed work after direct negotiation.

About 35 workers of Sri Karthikeya Spinning and Weaving Mills, Singanallur, Coimbatore, struck work from 16-10-61 to 17-10-61 as a protest against the marking of "R.W." in the ticket of a worker. The strike was called off on the mediation of the Labour Officer.

About 135 workers of the Hari Mills (P) Ltd., Ondiputtur, Coimbatore, struck work from 7-00 a.m. to 1-30 p.m. on 20-10-61 as a protest against the change of entrance to the Factory. The strike was called off on the mediation of the Labour Officer.

Other Industries

About 24 workers of the Eastern Electrical Co., Singanallur, Coimbatore, struck work from 3-10-1961 to 4-10-1961 as a protest against the transfer of a marker to inspection section. The strike was called off on the mediation of the Labour Officer.

About 35 workers of the General Metal Trading Co., Kovilpatti, struck work from 31-10-1961 as a protest against the failure of the management to concede the demand for bonus. The strike continues.

About 114 workers of the Amco Studios, Madras-26, struck work from 10-10-1961 to 13-10-61 as a protest against the management not conceding the demand for revision of wage scales etc. The workers resumed work voluntarily.

About 198 workers of P. R. Vadivelu Mudaliar & Sons, Students Betalnut Factory, Madras-1 struck work on 21-10-1961 as a protest against

the management not conceding the demand for the grant of advance for Deepavali. The strike was called off on the mediation of the Labour Officer.

About 20 workers of Sivasankaran Flour & Rice Mills, Madras-21, struck wrok from 30-10-1961 as a protest against the employment of new workers. The strike still continues.

About 277 workers of the Amaravathi Co-operative Sugar Mills Ltd., A. K. Puthur, struck work from 10-00 a.m. to 4-00 p.m. on 31-10-1961 as a protest against the failure of the management to implement the recommendation of the Wage Board for the Sugar Industry. The workers resumed work after direct negotiation.

CENTRAL SPHERE

General

The Regional Labour Commissioner (C), Madras attended the meeting of the Dock Labour Board, Madras Port Trust on 20-10-1961.

2. Conciliation:

The Conciliation Officer (C), Madras held conciliation proceedings and brought about settlements in the following disputes:

(i) In the dispute between Kolar Gold Mining Undertakings (Mysore Mine), K.G.F., and the Mysore Mine Workers Union, K.G.F.

(ii) In the dispute between Kolar Gold Mining Undertakings (Mysore Mine), K.G.F. and the Mysore Mine Workers Union, K.G.F. regarding refixation of grade and pay of the Winding Engine Division.

(iii) In the dispute between Kolar Gold Mining Undertakings (Mysore Mine), K.G.F. and the Mysore Mine workers Union, K.G.F., regarding transfer of underground special gang pipe fitters to Engineering Department.

The C.O.(C), Madras held conciliation proceedings in the following disputes. As no settlement could be arrived at in these three cases failure report was sent to the Government for appropriate action.

(i) In the dispute between the Kolar Gold Mining Undertakings (Nundydroog Mine), K.G.F. and Nundydroog Gold Mines Labour Union, K. G. F.

(ii) In the dispute between the Magnesite Workers Union, Salem and the contractors of Dalmia Magnesite Corporation, Salem Magnesite Private Ltd., and Burn & Co., Salem.

(iii) In the dispute between the National & Grindlays Bank Ltd., Bangalore and the National & Grindlays Bank Employees Union, Bangalore.

The Conciliation Officer (Central) Verification, Madras held conciliation proceedings on the strike notice served by the Thenkulam Vattara Quarry Workers Union,Talaiyuthu on the managements of M/S. Agricultural Farms Ltd., and Krishna Mines, Talaiyuthu for fulfilment of certain demands. As no settlement could be arrived at the C.O. submitted failure of conciliation report to the Government.

3. Strikes and lockouts ... 1
4. Threatened strikes and lockouts. ... Nil
5. *Particulars regarding disputes received*:
   (a) No. of industrial disputes received. ... 9
   (b) No. of industrial Disputes Settled ... 5
   (c) No. of threatened strikes ... Nil
   (d) No. of strikes which materialised ... 1
   (e) No. of Draft Standing Orders certified. Nil

STATE SPHERE

Conciliation under the Industrial Disputes Act 1947

The conciliation Officers enquired into and settled 1010 disputes during the month of October 1961. Of these, 249 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 28 industrial disputes for adjudication in which settlements could not be brought about by conciliation to the Industrial Tribunal, Madras and to the Labour Courts, Madras, Coimbatore and Madurai. The details of the disputes referred for adjudication are published in the Gazette under the statistical portion.

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

WELFARE

There was a fall in placement during the month as compared with the figures for the previous month. The normal level of employment opportunities for the State was, however, maintained.

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

Automobile Foremen, Draughtsmen (Civil and Mechanical), Diploma Holders (L.M.E/LE.E./L.C.E./L.A.E.), Librarians, High School Assistants

(B.T./L.T./B.Ed. in Mathematics and Science), Physical Training Instructors and Instructresses, Pharmacists, Stenographers, Language Pandits (Hindi, Tamil and Malayalam), Drivers with Heavy Endorsement Licence, Engineering Graduates (Mechanical & Electrical), Electrical Supervisors, Surveyers, Electricians, Machinists, Medical Officers (Men and Women,) Instructors in weaving and carpentry and Sanitary Inspectors. 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) *Employment Market Information Scheme* :—

The enquiry for the quarter ended 30—9—61 was in progress. For this enquiry, 3069 establishments in the Public Sector and 22004 establishments in Private Sector were addressed.

(b) ***Occupational Research and Analysis Scheme*** :

Under this Scheme, the final verification report together with the comments of employers on the draft definitions of 27 occupations under the two Occupational Groups "Farmers and Farm Managers "and "Farm Workers" was sent to the Director General of Employment and Training, New Delhi. Further, detailed definitions in respect of the occupations viz., "Reeler, Silk" and "Cooker (Silk worm)" were sent along with the work schedules to Director General of Employment and Training, during the month. Besides, the "plastic welder" occupation was studied and the final report with definition was sent to the Government.

(c) ***Youth Employment Service and Employment Counselling Scheme.***

The Youth Employment Service and Employment Counselling units attached to the District Employment Offices, Madras, Madurai and Tiruchirapalli gave group guidance to 1541 youths and individual guidance to 55 youths during the month. Further, these three units provided guidance information to 553 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 203 applicants and effected 130 renewals. Further, the two Registration units functioning at Salem and Ramanathapuram Districts registered 165 applicants and effected 50 renewals during the month.

During the month, an Employment Office was opened at Neyveli on 2—10—61 by Sri T. M. S. Mani, I.C.S., Managing Director of the Neyveli Lignite Corporation Ltd., for catering to the manpower requirements of the project.

HOUSING

During the IInd Five year Plan, the Government have sanctioned 23 schemes for the construction of 1700 houses. Out of these, the construction of 1296 houses has been completed and the construction of 64 houses has reached the roof level. 36 houses have been constructed upto plinth level. The Construction of 304 houses has not yet been started.

In addition, during the IIIrd Five Year Plan, the State Housing Board have approved a scheme for the construction of additional 100 houses at Singanallur (Phase II scheme). Out of 100 tenements for 14 tenements concrete foundation done and 60 tenements excavation in foundation completed.

The Director I & C., Madras has also taken up constuction of 100 houses i.e., Guindy Phase IV (40 tenements), Madurai Phase IV (40 tenements) and Pettai Phase III (20 tenements). All the 100 houses have reached roof level.

EMPLOYEES PROVIDENT FUND SCHEME.

During the month of October 1961, 61 establishments were brought under the Act, bringing the total number of covered establishments to 1998.

A sum of Rs. 27,90,726.72 was received as employer's and employees' contributions to the Fund. The total number of covered employees in the Madras State at the end of the month was 3,32,413.

CURRENT NOTES

CONFERENCES, COMMITTEES ETC.

The nineteenth session of the Indian Labour Conference was held on 9th and 10th October 1961 at Bangalore. Before the Indian Labour Conference an informal meeting of the Labour Ministers was held on 8th October 1961. The Commissioner of Labour, Madras, attended the conference as adviser to the Additional Secretary to Government, Industries, Labour and Co-operation Department of Madras who was the delegate of this State.

The eleventh meeting of the State Housing Board was held on 16th October 1961.

The conference of the Heads of Departments was held on 19th October 1961 at the Secretariat to discuss the progress in respect of Housing and Slum Clearance Schemes.

CONFERENCE OF STATE HOUSING MINISTERS

Inaugurating the Sixth Conference of the State Housing Ministers at Bhuvaneswar, Sri B. Gopal Reddi, Union Minister for Works, Housing and Supply observed that the standard of housing was the index of a nation's social achievement. He stated that the net investment in housing in public and private sectors in the third plan was appreciably larger than was possible in the first two plans and in respect of the specific housing schemes for the weaker sections of the community, the third plan provision of Rs. 142 crores was a marked improvement over the second plan figures of Rs. 84 crores. The Life Insurance Corporation had set aside Rs. 60 crores for supplementing various housing schemes as compared to Rs. 17.5 crores made available during the second five year plan period. The setting up of a Central Housing Board envisaged in the third five year plan and Housing Boards coming up in the States in due course would secure for the development of housing resources which might not otherwise be available. He emphasised the importance of making the right approach for embarking on slum clearance schemes and dwelt on the problems relating to land acquisition for housing schemes.

As for the housing schemes for low-income groups these schemes had proved very popular. Persons with an income which did not exceed Rs. 150/- p.m. had not participated in an appreciable degree in these schemes as they could not afford to take house building loans. In order to provide rental housing for the weaker sections of the community a proposal was under consideration to grant loans to State Governments, Housing Boards, Local Authorities and Housing Co-operatives at concessional rate of interest so that they could provide rental housing for the weaker sections of the community.

He observed that for Industrial workers a total of 64,956 new houses were sanctioned for construction as against the target of 64,300 houses, the houses actually built numbering 61,756 amounting to the achievement of 96.5 per cent of the physical targets prescribed during the second plan.

Sri Y. N. Sunkthankar, the Governor of Orissa observed that according to statistical estimates, some 15 million houses would need to be built completely or improved substantially in the country-side and even on a modest computation of the average cost of a house at Rs. 2;500/- a sum of Rs. 12,500 crores, a figure which exceeded the total outlay of the third five year plan would be needed for completing the reconstruction of rural houses.

CENTRAL INSTITUTE FOR LABOUR RESEARCH

The scheme of the proposed Central Institute for Labour Research and the memoranda of association have been approved at a tripartite meeting held in November 1961 in New Delhi under the Chairmanship of the Union Minister for Labour and Employment, Sri Gulzarilal Nanda. The institute which is likely to be set up soon at Bombay will undertake and assist labour research particularly on problems connected with the development of harmonious relations between employers and employees, creation of the necessary atmosphere for improved productivity, promotion of better working and living conditions for labour and evaluation of rational wage and benefit policies. The scheme was prepared by Sri V. K. R. V. Rao, Director, Institute of Economic Growth, New Delhi, and Sri B. N. Datar, Adviser on Labour and Employment, Planning Commission.

The Institute would be an independent public body managed by a board of directors consisting of representatives of the Central and State Governments, of employers' and workers' organisations and research institutions. It would work in close collaboration with other labour research institutions.

APPRENTICES BILL

The Lok Sabha has passed the Apprentices Bill which empowers Government to utilise fully the facilities available for training apprentices and to ensure their training in accordance with the programmes, standards and syllabi drawn up by expert bodies. There will be two types of apprentices. While the Central and State Governments will meet the cost of one category of apprentices, industries in the country will pay for the second category by way of stipends during the period of inplant training. The syllabi and courses have been laid down properly so that the apprentices undergoing training in industrial concerns will not get mixed up with the workers.

ECAFE SEMINAR OF INDUSTRIAL ESTATES

The United Nations Seminar on Industrial Estates in the ECAFE region was held in Madras in the first fortnight of November 1961. The Seminar was of the view that in order to promote large industries it would not be necessary for public authorities to provide the services and assistance usually extended to small-scale industries in the Industrial Estates. It was suggested that in such cases, public authorities might acquire land, develop it and give it on sale or on a lease basis for development of Industrial Estates and that those projects might be called industrial areas. As for Industrial Estates in rural areas a selective approach was considered desirable in view of the comparative shortage of facilities. As for the practice of Government starting Industrial Estates, the Seminar recognised the need for such initiative in the early states but recommended that the Government should progressively

encourage entrepreneurs to assume such responsibilities by joint action through the formation of companies or co-operatives. It recommended that the banking institutions as well as insurance companies should be induced to take up the financing of the industrial estates, governments standing guarantee for such institutional loans.

The Seminar felt that while the Industrial Estate had a developmental object, the intention was not to create a privileged section of entrepreneurs. Provision of ready-made factory accommodation should be regarded as sufficient inducement to make the programme attractive and it would not be desirable to provide special concessions and facilities which were not available to units outside the Estate.

Dr. P. C. Alexander, Leader of the Indian Delegation and Chairman of the Seminar observed that in India over 100 Industrial Estates have already been set up and that the third plan provided for 300 more in the public sector.

I.L.O. Committee on Plantations

The fourth session of the I. L. O. Committee on Work on Plantations will commence from December 4 at Geneva. The session will conclude on December 15.

The agenda of the session is as follows:

General report dealing particularly with—

(a) action taken in the various countries in the light of the conclusions adopted at previous sessions of the Committee;

(b) steps taken by the Office to follow up the studies and inquiries proposed by the committee; and

(c) recent events and developments in work on plantations.

Promotion of social security, with particular reference to sicknes s maternity, invalidity and old age to plantation workers and their families.

Seminar on training and employment of physically handicapped.

A National Seminar on the Training and Employment of the Physically Handicapped will be held in the country at Bangalore from 16 to 22, December 1961, to evolve a co-ordinated progamme for the development of training and employment opportunities for the physically handicapped.

Dr. K. L. Shrimali, Union Minister of Education, will inaugurate the Seminar at the Vidhan Soudha on December 16, which will be attended by about 80 experts in the field and representatives of all State Governments and concerned Union Ministries and employers, trade unions and other interested bodies.

To mark the occasion the Union Ministry of Education, sponsors of the Seminar, will also hold a National Exhibition on the training and employment of physically handicapped. The exhibition will have separate sectors for the blind, the deaf and the orthopaedically handicapped and will outline, among other things, the training, educational and employment programme for these persons.

A special feature of the exhibition will be a team of 100 handicapped persons, drawn from all parts of the country, who will demonstrate the socio-economic potentialities of the physically handicapped. The avenues of employment open to such persons and preventive measures to overcome the important causes leading to physical disablement will also be prominently displayed at the exhibition.

The delegates to the Seminar will discuss, among other matters, how training should be related to employment opportunities, occupations suitable for different categories of handicapped persons, suitability of "employing" establishments for different types of handicapped persons, organisation of home workers' scheme, steps to strengthen the teaching profession and co-ordination of efforts of the Union and State Governments, local bodies and voluntary agencies.

The National Seminar on the Training and Employment of the Physically Handicapped is a sequel to separate seminars on the education of the blind, the education of the deaf and the training of the blind held during the beginning of the Second Plan.

TECHNICAL TRAINING

Addressing a meeting of the British Institute of Radio Engineers (Madras Branch) at the Engineering College, Guindy, Major General B. D. Kapoor, Chief Controller, Research and Development Organization, stated that the needs of the Defence Ministry for the next 5 years were about 800 to 1000 specialised engineers to man the various defence establishments. He observed that the last two development plans had given a fillip to industrial development in the country and the need for specialised training in addition to broad based engineering education was necessary. Under the Scheme 16 centres had been started where part-time courses were being conducted for select students to meet the shortage of specialised engineers. Col. Chakravarthy of the Defence Ministry stated that the Planning Commission had estimated that the country would need about 2,500 tele-communication engineers during the next 5 years.

TEXTILE WAGE BOARD

Implementation of Textile Wage Board Recommendations-Revised Scales of Pay for Staff.

In connection with the implementation of the recommendation of the Central Wage Board for the Cotton Textile Industry, a settlement was reached between the representatives of the workmen and the managements of textile mills in this State on the 30th June 1960. Clause 8 of that agreement relates to staff. It was agreed that an increase of Rs. 10/- p.m. would be given to all clerks with effect from 1—1—1960 and that

Regional Bipartite Committees would be constituted in the three regions at Madras, Madurai and Coimbatore to decide the issues relating to the classification of clerks, grades of pay and their fitment into the new scales of pay. The Regional Committee for Coimbatore could not meet owing to various difficulties. The question was considered at various meetings held by the Commissioner of Labour with the parties and eventually a scheme giving effect to the recommendations of the Wage Board and also to the agreement reached on 30—6—1960 was worked out to the satisfaction of both the parties. The Home Minister announced the scheme at a meeting held with the parties at Coimbatore on 31—10—1961 and recommended it for acceptance by them. The Minister also stated that within the frame work of the Wage Board recommendations and the agreement of 30—6—1960 all points of doubt could be referred to Government and that they would give their clarification after examining each case on merits. The parties accepted the scheme and agreed to work it in a spirit of co-operation. The scheme is given below :—

Scheme for Implementation of the Recommendations in Respect of Clerks.

1. There shall be no retrenchment of any clerk as a consequence of implementing this scheme. There shall be no demand for the creation of categories that do not exist in the mills.

2. The clerks will be broadly, divided into two sections. (1) Managing Agents' Office, (2) Mill Office. In some Mills, the administrative side is common and in such cases, the above classification will not apply.

3. The staffing of the Mill Office and the Managing Agents' Office will be in the discretion of the management.

4. The clerks will be divided into the following categories and the wage scales for the categories will be as follows :—

(i)	Chief Clerk	...	Rs. 250-15-325.
(ii)	Senior Clerk	...	Rs. 160-10-220-15-280.
(iii)	Junior plus Clerk	...	Rs. 105-7-1/2-150- E.B. 10-200-12½-250.
(iv)	Junior Clerks	...	Rs. 75-5-105-7½-150-E.B. 10-200-12½-250.

5. The Chief Clerk will be the person who is in over-all control of the working of all the clerks in the office. There may be not more than one Chief Clerk in the Managing Agents' Office and no Chief Clerk in the Mill Office. If any clerk has general supervision of the clerks in the Mill Office, he will be designated as Senior Clerk, but started on Rs. 200/- in the scale of Senior Clerks.

6. The Senior Clerk is one who supervises the work of a number of clerks under him. The Accountant and the Cashier will, however, be placed under this category.

7. The categories of Junior plus will be applied to the following clerks :

(a) Yarn clerk
(b) Wrapping clerk
(c) Time keeper
(d) Spinning clerk
(e) P. F. Clerk
(f) E. S. I. Clerk
(g) Godown keeper
(h) Cotton clerk
(i) Store keeper
(j) Ledger clerk
(k) Weaving clerk
(l) General Clerk.

If there are more than one staff member in category (g) or category (i) the seniormost will be designated as senior clerk.

8. The rest of the clerks will be Junior clerks.

9. There will be no semi-clerks, Ticket-boys, Wrapping boys, Office boys, Store boys, Bank attenders etc., will be deemed to be operatives. The scale of pay for these persons will be Rs. 40-2-60-3-75.

10. Typists with lower grade certificate will be paid Junior clerks scale plus Rs. 10/- as technical allowance while those with higher grade certificate will get Rs. 15/- as technical allowance. The pay of Stenographers is left to the discretion of management.

11. Employees on individual contracts e.g., Labour Welfare Officers, Spinning Masters etc., will not come within the purview of the scheme.

12. For such of those technical personnel to whom the Staff agreement of 1948 has been applied and those who are not on individual contracts, the management will give them proper grades to keep in line with the general increases granted to the workers covered by the Wage Board recommendations and this agreement for Clerks.

13. Fixation: The basic wages of each clerk will be fixed as per para 113 of the report of the Wage Board. For e.g., a Senior Clerk will be entitled to Rs. 160-plus one increment for each year of service with a maximum of two increments. His basic pay on 1-1-60 will, therefore, be Rs. 180/-and on 1-1-61 will be Rs. 190/. Similarly the basic wages of Junior plus clerk and Junior Clerks (with 2 years service and more) on 1-1-1961 will be Rs. 127-8-0 (Rs. 105 + 3 increments) and Rs. 90/- (Rs. 75/- plus 3 increments) respectively. The total pay payable or paid on 30-6-60 or 1-7-60 will be taken into account. After fixing the basic pay as indicated and adjustment of D.A. etc., payable under the Wage Board recommendations, the balance will be treated as personal pay. The personal pay will not be liable to be adjusted against future increments or future increase in D.A. subject, however, to the condition that the total of the basic wages and the personal pay, if any, shall not exceed the maximum of the grade.

14. In the other mills also which are not covered by the Staff Agreement of 1948, fitment will be in the same manner.

AWARDS AND AGREEMENTS

IN THE SUPREME COURT OF INDIA

Civil Appeal No. 264 of 1960

Between

M/s Jeewanlal (1929) Ltd, Calcutta ... Appellant

vs

Its workmen ... Respondents

GAJENDRAGADKAR, J.

This appeal by special leave is directed against the award passed by the industrial tribunal in a matter which was referred to it under S. 36 A (2) of the Industrial Disputes Act, 1947, for interpretation of certain terms of the award made by the said tribunal on April 28, 1951, in Reference No 168 of 1950. It appears that a dispute had arisen between the appellant M/s Jeewanlal (1929) Ltd., and its workmen in regard to certain demands made by the respondents against the appellant in 1950. The said dispute was referred for adjudication as a result of which an award was passed which, inter alia, provided for a gratuity scheme. Some provisions of this award have been referred for interpretation in the present reference.

(2) On August 31, 1957, resignation submitted by the appellant's employee Bhanu Bala was accepted by the appellant. The said employee had joined the appellant's service in 1929 but there was a break in the continuity of his service for nearly 8½ months because he had remained absent from duty without permission or leave from February 14, 1945, to the end of October, 1945. According to the appellant the said employee was not entitled to any gratuity under the scheme framed by the award. Even so the appellant offered him Rs. 1,165/- and odd on compassionate grounds. The employee was not willing to accept that amount because he claimed that he was entitled to Rs. 2,282.50 nP, by way of gratuity. The demand thus made by the employee led to an industrial dispute which was taken by the employee before the First Labour Court at Bombay under S. 33 C of the Act. The Labour Court entertained the application, decided the point in dispute in favour of the employee and directed the appellant to pay him Rs. 1,781.80 nP as gratuity. The appellant then moved the Bombay High Court for a writ under arts. 226 and 227 on the ground that the Labour Court had no jurisdiction to entertain the application made before it by the employee. This writ petition was allowed and the order passed by the Labour Court was quashed. It was at this stage that the Government of Bombay referred the question of interpretation of the term "continuous service" contained in the award of 1951 to the Industrial Court under S. 36 A (1) of the Act. That is how the Industrial Court was possessed of the matter. It has held that the words "continuous service" as used by the tribunal when it framed the award in question mean service not broken or interrupted by the termination of the contract of employment by either the employer or the employee or by operation of law. It is this interpretation the correctness of which is challenged by the appellant in its present appeal.

(3) The relevant part of the gratuity scheme which was framed by the tribunal in the earlier reference reads thus :

(I) On the death of an employee while in the service of the company or on an employee becoming physically or mentally disabled to continue further in service half a month's wages for each year of service subject to a maximum of ten months' wages to be paid to him or to his heirs, executors, assigns or nominees as the case may be.

(ii) On the termination of his service by the company after five years' continuous service-Gratuity at the same rate as above.

(iii) On voluntary retirement or resignation of an employee after 15 years' continous service-Gratuity at the same rate as above. As we have already seen the employee Bhanu Bala resigned and his resignation was accepted in August, 1957. He claimed the benefit of cl. (iii) whereas the appellant contended that the said employee had not been employed in continous service for the requisite period because there was a break in his service between February 14, 1945. to the end of October 1945 and that affected the continuity of his employment which made his claim incompetent under cl. (iii). This contention has been rejected by the tribunal.

(4) Mr. S. T. Desai contends that in interpreting the words "continous service" in cl. (iii) we should compare the provisions of S. 49B (1) along with the explanation in the Indian Factories Act XXV of 1934 as well as S. 79 (1) along with explanation (1) in the Indian Factories Act 63 of 1948 prior to its amendment in 1954; and he argues that unauthorised absence from work should normally cause a break in service so that if an employee after unauthorised absence from work, is allowed to resume after such unauthorised absence he should not be entitled to claim continuous service in view of the break in his service. In support of this argument reliance has been placed on the decision of this Court in Buckingham and Carnatic Co. Ltd. v. Workers of Buckingham and Carnatic Co. Ltd., 1953 SCR 219: (AIR 1953 SC 47). In that case this Court has held that the continuity of the service of the workers was interrupted by the illegal strike and so they were not entitled to claim holidays with pay under S. 49B (1) of the Indian Factories Act. It would, however, be noticed that the said decision turned upon the definition of the word "strike" in S. 2 (q) of the Industrial Disputes Act, 1947, read with the relevant provision of S. 49B of the Indian Factories Act, 1934; and there can be no doubt that in a different context the same words can and often have different meanings. As this Court has observed in Budge Municipality v. P. R. Mukherjee, 1953-I Lab LJ 195 at p. 198: (AIR 1953 SC 58 at p. 60)

"the same words may mean one thing in one context and another in different context. This is the reason why decisions on the meaning of particular words or collection of words found in other statutes are scarcely of much value when we have to deal with a specific statute of our own; they may be helpful but cannot be taken as guides or precedents".

Therefore, the meaning attributed to the words "continous service" in the context of the Factories Act may not have a material bearing in deciding the point in the present appeal.

(5) The same comment falls to be made in regard to the argument based on the definition of the expression "continous service" contained in S. 2 (eee) of the Industrial Disputes Act, 1947. The said section provides that "continous service" means uninterrupted service and includes service which may be interrupted merely on account of sickness or authorised leave or an accident of a strike which is not illegal, or a lockout or a cessation on work which is not to any fault on the part of the workmen. This definition is undoubtedly relevant in dealing with the question of continous service by reference to the provisions of the Industrial Disputes Act but its operation cannot be automatically extended in dealing with an interpretation of the words "continous service" in an award made in an industrial dispute unless the context in which the expression is used in the award justifies it, In other words, the expression "continous service" may be statutorily difined in which case the definition will prevail. An award using the said expression may itself give a definition of that expression and that will bind parties in dealing with claim arising from the award. Where, however, the award does not explain the said expression and statutory definitions contained in other Acts are of no material assistance it would be necessary to examine the question on principle and decide what the expression should mean in any given award ; and that is precisely what the tribunal had to do in the present case.

(6) "Continous service" in the context of the scheme of gratuity framed by the tribunal in the earlier reference postulates the continuance of the relationship of master and servant between the employer and his employees. If the servant resigns his employment service automatically comes to an end. If the employer terminates the service of his employee that again brings the continuity of service to an end. If the service of an employee is brought to an end by the operation of any law that again is another instance where the continuance is disrupted; but it is difficult to held that merely because an employee is absent without obtaining leave that itself would bring to an end the continuity of his service. Similarly, participation in an illegal strike which may incur the punishment of dismissal may not by itself bring to an end the relationship of master and servant. It may be a good cause for the termination of service provided of course the relevent provisions in the standing orders in that behalf are complied with ; but mere participation in an illegal strike cannot be said to cause breach in continuity for the purposes of gratuity. On the other hand, if an employee continues to be absent from duty without obtaining leave and in an unauthorised manner for such a long period of time that an inference may reasonably be drawn from such absence that by his absence he has abondened service, then such long unauthorised absence may legitimately be held to cause a break in the continuity of service. If would thus always be a question of fact to be decided on the circumstances of each case whether or not a particular employee can claim continuity of service for the requisite period or not. In our opinion, therefore, the view taken by the tribunal is substantially right though we would like to make it clear that in addition to the cases where according to the tribunal continuity of service would come to an end there would be the class where long unauthorised absence may reasonably give rise an inference that such service is intended to be abandoned by the employee. With this modification we confirm the award and dismiss the appeal. There would be no order as to costs.

Appeal dismissed.

(A. I. R. 1961 November Vol. 48 Part 575 pp. 1568 to 1570.).

Memorandum of Settlement under section 12(3) of the Industrial Disputes Act 1947 Reached Before the Labour Officer Madras III, on the third day of October 1961.

Parties to the dispute:	Between the Tamilnad Bus Workers Union and the management of M/s. Radhakrishna Bus Service, Red-Hills.
Representing the Employees:	Sri A. P. Arasu, President, Sri P, Kesavan Secretary. Tamilnad Bus Workers' Union.
Representing the Employer:	Sri R. R. S. Ekambara Chettiar, Proprietor.

Short Recital of the case:

The Tamilnad Bus Workers Union raised a dispute before me by their letter dated dated 4—9—1961 making a charter of demands on the management of M/s. Radhakrishna Bus Service, Red-hills. The parties agreed before me to the following terms of settlement finally on 3—10—1961.

TERMS OF SETTLEMENT

TERM: I. The management agrees to introduce the following wage scales with effect from 1—10—1961.

Drivers:	Rs. 50-3-80-4-120.
Inspecters:	Rs. 45-3-75-4-115.
Conductors:	Rs. 40-2-60-3-90.
Cleaners:	Rs. 30-2-60.

They should be stepped up to the minimum basic wage and then the workers shall be entitled for one increment in the scale for every three years of completed service.

TERM: II. The management agrees to pay the Dearness Allowance at the rate of Rs. 35/- to the drivers, conductors and Inspectors and at the rate of Rs. 30/- per month for the cleaners, effective from 1-10-1961.

TERM: III. Two sets of Uniforms shall be supplied by the Management to the workers annually effective from 1—10—1961.

TERM: IV. The Management agrees to introduce an Employees Provident Fund Scheme effective from 1—1—1961.

TERM: V. The management agrees to prepare a duty list for a period of every two days and the workers shall have the information on the previous day.

TERM: VI. The existing rate of Batta will continue but if the conductors clear an income of full load capacity of the vehicle he will be paid an extra batta of Rs. 0-50 nP. for every addition of Rs. 10/- by way of collection. The union reserves its right to claim the revision of this item of demand (Batta) after a period of 60 days i.e. 1—12—1961.

TERM: VII. The Management agrees to pay a lump sum amount of Rs. 90/- to Drivers, Rs. 80/- to Inspectors and Rs. 70/- to Conductors as bonus. All workers who have completed a period of one year of service on 31—3—1961 will be eligible for this bonus. This is in full settlement of bonus to be paid upto 31—3—1961. This bonus amount shall be paid to the workers before seven days of Deepavali festival day in 1961.

TERM: VIII. All other demands raised by the Union are not pressed.

Memoradum of Settlement reached on 4th October 1961 before the Government Labour Officer, Madras III, under Section 12(3) of the Industrial Disputes Act, 1947.

The names of the parties:	Management and the Workmen of M/s. Jammi Pharmaceutical Factory, 29, Arcot Road, Kodambakkam, Madras-26.
Representing the employer:	Dr. J. V. Badarinarayana, Partner, Jammi Pharmaceutical Factory.
Representing the workers:	Ms. G. Balaram, General Secretary, Madras General Workers' Union.

Short Recital of the Case:

The workers employed in Jammi Pharmaceutical Factory raised through the Madras General Workers' Union certain demands such as:—

1. Fixation of New Wage Scales.
2. Revision of Dearness Allowance.
3. Bonus for 1959-60 and 60-61; and
4. Introduction of gratuity scheme;

TERMS OF SETTLEMENT

1. The Union agrees not to press for the bonus for the year 1959-60 in view of the payments already made by the Management out of surplus profits for that year under this item.

2. The Management agrees to pay an amount equal to two months basic wage as bonus for the year 1960-61.

3. It is agreed that with effect from 1—7—1961 the D.A. will be revised as under :—

I. For employees whose basic wage is Rs. 100/- and above per mensem, there shall be an increase in the D. A. from 35% of the basic wages now paid, to 40% of the basic wage. There shall thus be an increase by 5%.

II. For workers whose basic wage is below Rs. 100/- per mensem, the dearness allowance shall consist of the following :

(a) Dearness allowance at the rates being paid at present shall continue, viz., minimum of Rs. 25/- or 35% of the basic wage whichever is higher.

(b) Over and above the present D. A. mentioned in sub-clause (a) above, an additional D. A. shall be paid at the rate of 15 nP. per point rise over 400 points according to the Madras City Working Class cost of living index, the calculation being made on the basis of average per point rise in the previous quarter. The previous quarter shall be the basis for calculation of payment in the next quarter.

4. The Union agrees not to press the demand for revision of wage structure and introduction of the gratuity scheme at present.

5. It is agreed by both the parties that the position in these matters will be reviewed after 1st April 1962.

Memorandum of settlement under Section 12 (3) of the Industrial Disputes Act, 1947 before the Labour Officer, Tiruchirapalli on 3—10—1961.

Parties to the dispute : The workers and the Management of Central Cafe, Tiruchirapalli.

Parties represented by :

For the management : Sri K. Vaidyanatha Ayyar, Employer, Central Cafe, Tiruchirapalli.

For the workmen : Sri N. Kannan, President, Tiruchirapalli Hotel Employees' Association, Tiruchirapalli.

Number of Workmen Covered by the Settlement: 54.

Short Recital of the Case :

A dispute between the workers represented by the President, Tiruchirapalli Hotel Employees' Association, Tiruchirapalli and the management of the Central Cafe, Tiruchirapalli cover a number of issues, having been raised is settled amicably under the following terms :

TERMS OF SETTLEMENT.

1. (a). The following wage scales will come into force with effect from 1—10—1961.

Categories :		Scale of wages.		
1. Assistant Master	Rs.	50-00	—3-00	—65-00
2. Dosai Master	Rs.	50-00	—3-00	—65-00
3. Relieving Manufacturer	Rs.	45-00	—3-00	—60-00
4. Supplier	Rs.	25-00	—2-00	—35-00
5. Store keeper	Rs.	17-00	—2-00	—27-00
6. Vegetable cutter	Rs.	17-00	—2-00	—27-00
7. Vessels cleaner	Rs.	15-00	—1-50	—22-50
8. Cleaners	Rs.	14-00	—1-50	—21-50
9. Grinder	Rs.	30-00	—2-50	—42-50

(b) The first increment in the above scales will be given to the various categories of workers from 1—1—1962.

2. (a) The workers shall be paid bonus of one and half months basic wages without food allowance for the year 1959-60 on or before 15-10-61. The bonus of one month wages already paid will be adjusted at the time of payment. The bonus amount will be calculated on the wages prior to the fixation of the new wage scale.

(b) For the year 1960—61 the workers shall be paid for one and half months wages calculated on the revised scale of basic wages without food allowance, the same to be paid 15 days prior to Deepavali.

(c) A bonus of one and three fourth months wages calculated on the basis of basic wages without food allowance for the remaining years till 31—12—1966 shall be paid.

3. The wage scales and the quantum of bonus fixed in paragraphs 1 and 2 of this settlement shall remain in force upto and until 31—12—1966.

4. The Union agrees not to press the issue relating to the fixation of work load.

5. Both the parties agree to withdraw all the pending cases filed against each other in different Courts expecting the cases of dismissal and suspension mentioned in paragraph No. 7.

6. The following workers shall be paid compensation in full and final settlement of their claim against the management as follows :—

1. Sri Easwaran	... Rs.	25-00
2. „ Nagasundaram	... Rs.	175-00
3. „ Manickam	... Rs.	15-00
4. „ Kandaswami	... Rs.	35-00
5. „ Perumal	... Rs.	10-00
6. „ Karuppiah	... Rs.	15-00

7. The parties agree to leave for the decision of the Commissioner of Labour the issues in No. A-3. 53553/61 dated 18—9—1961 relating to the following dismissed and suspended workers:

1. M. A. Baskaran 2. B. Vaidyanathan 3. R. Rajagopal.

8. The management agrees to withdraw the defermation case filed against the Union President and the President in turn agrees not to proceed against the management in this connection.

9. The Union agrees not to press the issues referred in I. D. No. 38/61 and pending before the Labour Court, Madurai.

CURRENT LABOUR LITERATURE

List of important books received and articles published

BOOKS

1. Social and Cultural Factors affecting Productivity of Industrial Workers in India by UNESCO.
2. Forty-five Years with Labour—by Kanjit Dwarkadas.
3. Affluent Society—By John Galbraith.
4. Trainees Abroad—By International Labour Office.
5. The Indian Labour Year Book 1960—by Labour Bureau, Ministry of Labour and Employment, Government of India.

ARTICLES OF INTEREST

1. New Educational Plan for Britains Trade Unions.

   'The Indian Worker' October 16, 1961.

2. Productivity Drive and the 19th International Labour Conference —By Srivastava K. G.

   'Trade Union Record' November 20, 1961.

3. Alternative Methods and Man-hours for Production—By Seymour Melman.

   'Productivity' November-December 1961.

4. New Trends in Management of Soviet Economy—By Prof. Andrei Voznesensky.

   'Finance and Commerce' October, 1961.

5. The value of aptitude tests as a guide to selection—By Clifford Handscomb.

   'Industrial Welfare' September-October, 1961.

6. The System of Workers Participation in Management in India—By Jagadish Prasad Teshari.

   'The Indian Journal of Social Work' March 1961.

BOOK NOTES AND REVIEWS

The Trade Union situation in the U.K. report of an I.L.O. Mission.

That the British trade union movement has gone beyond mere recognition to achieve a position of uncontested influence in national life is attested by a report published by the International Labour Office.

The report, entitled *the trade union situation in the United Kingdom*, is that of an I.L.O. mission which last year carried out an on-the-spot factual survey relating to freedom of association.

One of the essential findings of the mission is that Government recognition of the trade unions has come to be taken for granted in the United Kingdom. Another is that the right to organise is "established by law for workers of all kinds in both the public and the private sector".

STRENGTH OF UNION

In its report, the mission stresses the numerical importance of trade union membership in the United Kingdom—9½ million of a total working population of some 23 million. The 183 unions affiliated to the Trades Union Congress (T.U.C.) were found to have more than 8 million members.

The report states that trade union members in the United Kingdom do not confine themselves to workshop problems but put forward their views on all matters affecting their lives and their families. The Unions themselves are expected to consider these problems and to take action on them.

The report says that considering the scope of the subjects it examines and the sheer weight of its membership, the T.U.C. "can claim to be an important national assembly".

"Members of trade Unions in the United Kingdom", the report observes, "are no longer regarded as a dangerous rabble or their leaders as violent agitators. Nowadays trade union leaders are considered to be amongst the leaders of the nation and unions have come to be accepted as one of the country's institutions. Trade Unionism, moreover, is no longer considered to be something merely for manual workers. Not only have the workers themselves risen in status but the movement has now spread to all categories of persons who are employed for a wage or salary".

TRADE UNION PROBLEMS — PAST AND PRESENT

Looking back over the history of the British trade union movement, the report points out that members of unions had in former times both to struggle in defence of their wages and conditions and to fight for the legal right to combine for that purpose. It recalls that the "early trade unions were regarded as a threat to the established social order; they were declared to be illegal conspiracies and it was a criminal offence to belong to them".

By 1939, however, the report says "the whole country was covered by a network of voluntary negotiating bodies and statutory wage regulating authorities, and the unions had come to be accepted as a necessary element in the country's industrial and social organisation".

The position, as the mission found it in 1960, was this: The trade union movement was "strongly organised, experienced and powerful". The battle for recognition, apart from an occasional skirmish, had been won. The main problem facing the movement was that of how to use its rights to the best advantage of its members and in the interests of the nation.

One of the most important preoccupations of the trade unions in the United Kingdom, according to the mission's report, is to maintain membership in industries and occupations already highly organised and to extend it to those where organisation is weaker.

In this regard, the report notes that there is at present "no marked tendency for membership to rise". The mission was thus led to the conclusion that "trade union structure may have to be adapted to meet new needs, and trade union methods and policies must change with the times".

The report calls particular attention to the problem of organisation in a changing work force. It notes that since few large blocks of unorganised manual workers remain, the increases will have to be sought mainly among clerical, technical and professional workers. It anticipates that adaptations in structure and methods may be necessary if the manual and non-manual workers, with their differing need and outlooks, are to be welded into a coherent organisation.

INTER-UNION DISPUTES AND UNOFFICIAL STRIKES

The mission heard considerable comment during its stay in the United Kingdom on disputes between unions in certain industries. Such disputes, the report says, "may arise because two unions wish to enrol the same group of workers in a particular occupation or establishment, or because different categories of workers claim the exclusive right to perform the same work".

The report observes that disputes between unions may lead to friction for the unions themselves, unnecessary difficulties with employers and work stoppages while rival claims are being looked into; they may even prevent the introduction of new machines or processes.

The report gives credence to the view that the avoidance of unofficial strikes is "partly a problem of contact with the members and partly one of ensuring disciplined behaviour, because freedom of association, like other freedoms, needs to be exercised in a responsible manner."

The report says that the majority of shop stewards loyally abide by the agreements to which their unions have subscribed. However, "It is now admitted that there are still occasional manifestations of irresponsibility in the trade unions and signs of a reluctance to change old methods and habits".

CONDITIONS OF LABOUR AND DISPUTES

Important chapters in the report are devoted to a description of trade union participation in determining the conditions of Labour and in the settlement of disputes.

It is pointed out that: "The system of collective negotiations is generally regarded as an integral and essential part, if not the very basis, of industrial relations, and has become customary in nearly all walks of economic life. This system forms the foundation on which both the voluntary machinery set up by agreement between employers and trade unions and the statutory machinery have been built. The latter, although established by legislation, depends on the Co-operation of organised workers and employers and follows largely the collective bargaining methods."

It is characteristic of British labour relations that no sharp line of demarcation can be drawn between bargaining on claims and the negotiation of a dispute. The same bodies deal with both up to the point of a break-off. The Minister of Labour may refer a matter to the Industrial Court for advice without the consent of the parties concerned. But if a matter is to be submitted for settlement, the consent of both parties is necessary.

The report notes, too, that "although the right to strike is amply guaranteed in the United Kingdom, trade unions seldom make use of it". Statistics cited by the report show that in 1959 strikes, including unofficial ones, were responsible for the loss of only one-tenth of 1 per cent. of the days worked. They also show that most work stoppages occur in coal-mining, metal and engineering, motor manufacture, transport and shipbuilding. "These stoppages", the report adds, "are generally unofficial and their most frequent causes are demands for wage increases and other disputes in respect of remuneration".

(By Courtesy: I.L.O. News Service, 14th November, 1961.)

NOTIFICATIONS

Certain Factories in Tirunelveli District which are seasonal in nature though not seasonal under Act

(*G. O. Ms. No. 6509, Industries, Labour and Co-operation (Labour), 14th November, 1961*).

II—1 No. 5130 of 1961.

In exercise of the powers conferred by section 87 of the Employees' State Insurance Act, 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby exempts all the factories situated within the limits of the revenue villages of the taluk and district specified, in column (2) of the Table below which are exclusively engaged in one or more of the manufacturing processes specified in the corresponding entries in column (1) of that Table or in any other manufacturing processes carried on in a seasonal factory as defined in clause (12) of section 2 of the said Act, or any other manufacturing processes which are incidental to or connected with, any of the aforesaid processes, subject to the condition if any, specified in the corresponding entries in column (3) thereof, from the operation of the said Act, except Chapter V-A thereof,

The exemption hereby made shall be valid for the period commencing on the 26th November 1961 and ending with the 30th September 1962.

THE TABLE

NAME OF MANEFACTURING PROCESSES (1)	Name of the Revenue Villages, Taluk and Districts. (2)	CONDITIONS (3)
1. Redrying unmanufactured leaf tobacco.	The areas within the limits of the revenue village of :	...
2. Rice Milling.	(a) Tirunelveli.	...
3. Cold storage.	(b) Palayamcottai.	...
4. Salt Manufacture.	(c) Sindupoondurai.	...
5. Oil mills.	(d) Chattirampudukulam.	5 Provided that the process of oil milling is subsidiary to any other manufacturing proces which is seasonal and for so long as the number of employees engaged in oil milling is less than 50.
	(e) Naranammalpuram,	
	(f) Thimmarayapuram,	
	(g) Tatchanallur,	
	(h) Narasinganallur,	
	(i) Pettai, and	
	(j) Melaveeraragavapuram.	

Exemption of certain factories from operation of Employees State Insurance Act except Chapter V-A.

Certain Factories in Tirunelveli District Exclusively engaged in wool pressing either with or without cotton Pressessing and Ginning.

(G. O. Ms. No. 6307, Industries, Labour and Co-operation (Labour) 14th November 1961.)

II—1 No. 5128 of 1961.

In exercise of the powers conferred by section 87 of the employees' State Insurance Act, 1948 (Central Act XXXIV of 1948) the Governor of Madras hereby exempts all the factories situated within the limits of the revenue villages of the taluk and district specified in column (2) of the table below which are exclusively engaged in the manufacturing process specified in the coresponding entry in column (1) of the Table from the operation of the said Act, except Chapter V-A thereof.

2. The exemption hereby made shall be valid for the period commencing on the 26th November 1961 and ending with the 31st December 1961.

THE TABLE

NAME OF MANUFACTURING PROCESS. (1)	NAME OF THE REVENUE VILLAGES TALUK AND DISTRICT. (2)
Wool pressing either with or without cotton pressing and ginning.	The areas within the limits of the revenue villages of .— (a) Tirunelveli, (b) Palayamcottai, (c) Sindupoondurai, (d) Chattirampudukulam, (e) Naranammalpuram, (f) Thimmarayapuram, (g) Tatchanallur, (h) Narasinganallur, (i) Pettai and (j) Melaveeraraghavapuram, in Tirunelveli Taluk, Tirunelveli District.

Certain Factories in Tirunelveli District Employing Less than Ten persons but in which Twenty or more persons are working or were working.

(*G. O. Ms. No. 6508, Industries, Labour and Co-operation (Labour), 14th November 1961.*)

II—1 No. 5129 of 1961.

In exercise of the powers conferred by section 87 of the Employees' State Insurance Act, 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby exempts all the factories, wherein ten or more persons are not employed or were not employed at any time during the preceding twelve months by the principal employer directly or bv or through an immediate employer even though twenty or more persons are or were working in the premises, and which are situated within the limits of the revenue villages of the taluk and district specified in the schedule below, from all the provisions of the said Act except Chapter V-A thereof.

The exemption hereby made shall be valid for the period commencing on the 26th November, 1961 and ending with the 21st January, 1962.

SCHEDULE

The areas within the limits of revenue villages of :—

(a) Tirunelveli,
(b) Palayamcottai,
(c) Sindupoondurai,
(d) Chattirampudukulam,
(e) Naranammalpuram,
(f) Thimmarayapuram,
(g) Tatchanallur,
(h) Narasinganallur,
(i) Pettai, and
(j) Melaveeraraghavapuram in Tirunelveli Taluk, Tirunelveli District.

Amendment to notification under Employees' State Insurance Act.

(*G.O. Ms. No. 6517, Industries, Labour and Co-operation (Labour), 14th November, 1961.*)

II—1 No. 5131 of 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 amendment to Industries, Labour and Co-operation Department Notification No. 1275, dated the 15th October 1956, published at page 1 of Part I of the Fort St. GEORGE GAZETTE Extraordinary dated the 27th October 1956.

Amenment.

In the said Notification unner the heading "Tirunelveli", after item II, and the entries relating thereto, the following item and entries shall be added. namely :—

" III. The following revenue villages in Tirunelveli Taluk, Tirunelveli District :—

(a) Tirunelveli,
(b) Palayamkottai.
(c) Sindupoondurai,
(d) Chattirampudukulam.
(e) Naranammalpuram.
(f) Thimmarayapuram.
(g) Tatchanallur.
(h) Narasinganallur.
(i) Pettai and
(j) Melaveeraragavapuram."

Amendments to Madras Industrial Disputes Rules 1958.

G.O. Ms. No. 6342, Industries, Labour & Co-operation (Labour), 3rd November, 1961),

S.R.O. No. A-1106 of 1961.

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947) the Governor of Madras herebv 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 1 of the FORT ST. GEORGE GAZETTE extra-ordinary, 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, for sub-rule (2) of rule 70, the following sub-rule shall be substituted, namely :—

"(2) Copying fees shall be payable by parties in the form of copy stamp papers or court-fee stamps."

Date of coming into force of Employees State Insurance Act in certain areas of Tirunelveli District,

(*G.O. Ms. No. 6679, Industries, Labour and Co-operation (Labour), 24th November 1961.*)

II—1 No. 5394 of 1961.

The following notification of the Covernment of India, Ministry of Labour and Employment, dated 18th November 1961, is republished :—

S. O............In exercise of the powers, conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 26th November 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 ;—

The areas within the revenue villages of :—

(a) Tirunelveli.
(b) Palayamcottai,
(c) Sindupoondurai.
(d) chattirampudukulam
(e) Naranammalpuram,
(f) Thimmarayapuram.
(g) Tatchanallur.
(h) Narasinganallur.
(i) Pettai and
(j) Melaveeraragavapuram, in Tirunelveli taluk, in Tirunelveli district.

Extension of period of declaration of Air Transport Service as public utility service in Madras State.

(G. O. R. No. 1611. Industries Labour and Co-operation 18th November 1961)

II—1 No. 5223 of 1961.

Whereas the Air Transport Services in the State of Madras have been declared to be a public utility service for the purposes of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), for the period up to and inclusive of the 22nd December 1961, in the Industries Labour and Co-operation, Department Notification No. 451, dated the 10th June 1955, published at page 910 of Part I of the Fort St. George Gazette, dated the 22nd June 1955, read with the Industries Labour and Co-operation Department Notification II—1 No. 2493 of 1961, dated the 3rd June 1961. published at page 851 of Part II - Section I of the Fort St. George Gazette, dated the 7th June 1961;

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

Now, therefore in exercise of the powers conferred by section 2 (n) (vi) read with the proviso thereto of the said Act, the Governor of Madras hereby directs that the period so specified be extended for a further period of six months commencing on and from the 23rd December 1961.

Amendment to Employees' Provident Fund Scheme.

Fort St. George, November 9, 1961.

II—1 No. 5222 of 1961.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi the 21st October 1961, is republished:

G. S. R. No. 1286– In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees Provident Funds Act 1952 (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 (Eighth Amendment) Scheme, 1961.

2. In the Employees' Provident Funds Scheme, 1952, in sub-paragraph (1) of paragraph 27–A for the words "A Commissioner" at the commencement, the words "The appropriate Goverment" shall be substituted.

Copy of G.O. Ms. No. 6460 (Labour) dated 10-12-61 of Department of Industries, Labour and Co-operation.

ABSTRACT

Acts and Rules - Madras Trade Unions Regulations, 1927 – Regulation 18 – Draft amendment – confirmed.

Read again:

G. O. Ms. No. 4059 (Labour) I. L. & C. dated 9-6-61.

Read also:—

1. From the Coimbatore District Textile Workers' Union, Coimbatore, letter No. Mis. / 220 / 60-61 dated 9-10-60 addressed to the Commissioner of Labour.
2. From the Commissioner of Labour D 1. 29805/60 dated 6-10-61.

ORDER

In G. O. Ms. No. 4059 (Labour) Industries, Labour and Co-operation dated 9-6-61, the Government ordered the publication for public criticism a draft amendment to regulation 18 of the Madras Trade Unions Regulations, 1927 adopting the new proforma suggested by the Government of India in lieu of the existing Form 'E' prescribed in the said regulation, with a view to obtain improved trade union statistics and eliminate avoidable work on the part of trade unions. The Coimbatore District Textile Workers' Union, Coimbatore has suggested that the due date for submission of annual return to the Registrar of Trade Unions prescribed in Regulation 18 of the Madras Trade Unions Regulations, 1927 may be changed from 31st May to 30th June as it is difficult to complete the auditing of accounts by 31st May. The Government consider that there is no need to change the due date for submission of the annual return as suggested by the Coimbatore District Textile Workers' Union as the Unions have to prepare accounts only from 1st April to 31st March for which they have got 2 months' time from the due date. The Government therefore consider that there is no need to amend the due date prescribed in the draft regulation 18 of the Madras Trade Unions Regulations.

2. The appended notification will be published in the Fort St. George Gazette in English and in Tamil. The Assistant Director (Translations) is requested to furnish the Controller of Stationery and Printing, Madras, with the requisite Tamil translation of the notification.

APPENDIX

In exercise of the powers conferred by section 29 of the Indian Trade Unions Act, 1926 (Central Act XVI of 1926), the Governor of Madras hereby makes the following amendments to the Madras Trade Unions Regulations, 1927, in so far as they relate to trade unions whose objects are confined to the State of Madras the said amendments having been previously published as required by section 30 of the said Act:—

AMENDMENTS

In the said regulations—

i. for regulation 18, the following regulation shall be substituted, namely:—

"18. The annual return to be furnished under sec. 28 shall be submitted to the Registrar in duplicate in Form 'E' on or before the 31st day of May in each year.";

ii. for form 'E', the following form shall be substituted, namely:—

"FORM E."

"Annual returns prescribed under section 28 of the Indian Trade Unions Act, 1926, for the year ending the 31st March 19:—

PART A.

1. Name of the Union / Federation:
*2. Address of the Union / Federation:
3. Registered Head Office:
4. Number and date of certificate of Registration:
*5. Classification of Industry (to be shown as per schedule of industries attached):
*6. Classification of Sector (Please state to which of the following four categories the union belongs (a) Public Sector - Central Sphere (b) Public Sector - State Sphere (c) Private sector - Central Sphere, and (d) Private sector -State Sphere).

*7. Name of the All India Body / Federation to which affiliated:

*8. Affiliation Number :

9. Affiliation fee paid during the year :

*10. Number and date of receipt for payment of affiliation fee :

*11. Membership fee per month / per quarter / per half year / per year.

12. Number of members/unions on books at the beginning of the Year :

13. Number of members/Unions admitted during the Year :

14. Number of members/Unions who left during the Year :

15. Number of members/Unions on books at the end of the Year (i.e.) on 31-3-19) — Male Female Total.

16. Number of members/Unions contributing to political Fund :

*17. Number of members/Unions who paid their subscription for the whole Year (List enclosed)

18. A copy of the rules of the trade union corrected upto the date of despatch of this return is appended.

*19. Part B of the return overleaf has been duly completed.

Dated the *Secretary.*

*If the Union falls under more than one category, the membership claimed in each catagory may be shown separately.

PART B.

Statement of liabilities and assets on the 31st day of March.

Liabilities	Rs. nP.	Assets	Rs. nP.
Amount of general Fund		Cash In hands of Treasurer	
Amount of political Fund		In hands of Secretary In hand of	
Loans from		In the..............Bank In the..............Bank Securities as per list below : Unpaid subscriptions due for................................	
Debts due to Other Liabilities (to be specifiied)		*(a) the year *(b) previous year Loans to ; *(a) Officers. *(b) Members *(c) Others. Immovable property Goods and furniture Other assets (to be specified)	
Total Liabilities		Total assets.	

LIST OF SECURITIES

Particulars	Face Value	Cost price	Market price at date on which accounts have been made up.	In hands of

Treasurer

GENERAL FUND ACCOUNT

Income		Expenditure	
Balance at beginning of year. Subcription from members (including unpaid subcriptions due for the year)		Salaries and allowances of officers. Travelling allowance, Salaries, allowances and expenses of establishments	
*(a) Subscription received *(b) Subscription in arrears for three months or less.		Auditors' Fees Legal expenses Expenses in conducting trade disputes Compensation paid to members for loss arising out of trade disputes.	
*(c) Subscription in arrears for more than three months.		Funeral, old age, sickness unemployment benefits, etc Educational, social and religious benefits.	
Donations Sale of periodicals books, rules, etc. Interest on investments.		Cost of publishing periodicals Rents, rates and taxes. Stationery, printing and postage.	
Income from miscellaneous sources (to be specified)		Expenses incurred under sec 15(j) of the indian Trade Unions Act, 1926 (to be specified) Other expenses (to be specified) Balance at end of year.	
Total		Total	

POLITICAL FUND ACCOUNT

Balance at begining of Year Contributions from members at...... ......per member.	Payments made on objects specified in section 16(2) of the Indian Trade Unions Act, 1926 (to be specified.)
	Expenses of management (to be fully specified.)
	Balance at the end of the year.
Total	Total

Treasurer :

Auditor's Declaration

The undersigned, having had access to all the books and accouuts of the union/Federation and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law, subject to the remarks, if any, appended hereto and also certify that the union/Federation had properly maintained its membership registers and its accounts and the members had paid their membership subscriptions to the Union/Federation as shown in the forgoing statement of the general fund account of the Union subject to the remarks, if any, appended hereto.

Auditor.

The following changes of officers have been made during the year.

Officers Relinquishing Office.

Name	Office	Date of relinquishing Office.

Officers Appointed.

Name.	Date of birth.	Private address.	Personal occupation.	Title of position held in union.	Date on which appointment in col. 5 was taken up.	Other offices held in addition to membership of executive with date.
(1)	(2)	(3)	(4)	(5)	(6)	(7)

Date of last election of office-bearers.

*Elections :

Date of next election of office-bearers.

Secretary.

List of Industries.

Division O. Agriculture, Forestry, Fishing, etc. (See item 5 of Part A of the above from).

(a) Cultivation & Village of soil. dairy farms, production of agricultural of horticultural commodities, sugarcane, raising of livestock, bees or poultry farm. sericulture, wool shearing and other allied processes.

(b) Plantations:

1. Tea 2. Coffee 3. Rubber 4. Others including cinchona, cardamum, cashew and pepper.

(c) Gins and Presses:

1. Cotton Ginning and baling 2. Jute Presses 3. Wool Baling and Pressing 4. others.

021. Forestry.

022. Logging.

030. Hunting, Trapping and Game propagation.

040. Fishing.

Division 1. Mining and quarrying.

110. Coal Mining.

121. Iron ore Mining.

122. Other metal Mining.
(a) Manganese (b) Gold (c) others.

130. Crude Petroleum and Natural Gas.

140. Stone Quarrying, Clay and Sand Pits.

190. Non-metalic Mining and Quarrying not elsewhere classified.
(a) Mica Mining (b) Other Mining (c) Coal Quarries
(d) Other Quarries.

Division 2-3 Manufacturing.

20. Food (except Beverages)

201. Slaughtering, preparation and preserving of meat.

202. Manufacturing of dairy products
(a) Ghee and Ghee products (b) Others.

203. Canning and preservation of fruits and vegetables.

204. Canning and preserving of fish and other sea foods.

205. Grain Mill Products.
(a) Flour Mills (b) Rice Mills (c) Dall Mills.

206. Bekery Products.

207. Sugar Factories and Refeneries.
(a) Sugar (b) Gur.

208. Manufacture of Cocoa, Chocholates and Sugar confectionery.

209. Miscellaneous Food Preparations,
(a) Edible Oils (other than Hydrogenated Oils)
(b) Hydrogenated Oil Industry (c) Decortication of groundnut (d) others.

21. Beverages.

6

211 & 213. Distilleries and Brewaries (including Power Alchohol Manufacturing).

212. Wine Industries.

214. Soft Drinks and Carbonated Water Industries.

22. Tobacco.

220. Tobacco Manufacturers:

(a) Bidi Industry (b) Cigar (c) Cigarette (d) Snuff (e) Jerda (f) Others.

23. Textiles.

231. Spinning, Weaving and Finishing of Textiles.
(a) Cotton Mills (b) Jute Mills (c) Silk Mills
(i) Artificial Silk and Yarn (ii) Others (d) Woollen Mills
(e) Others.

239. Manufacture of Textiles not elsewhere classified:
(a) Coir Factories (b) Others.

232. 233. Others.

24. Footwear, other Wearing Aapparel and Made up textiles goods.

241. Footwear, (except Rubber Footwear.)

242-244. Others.

25. Wood and Cork (except Furniture).

250. (a) Saw Mills (b) Ply wood (c) Others.

26. Furniture and Fixtures.

27. Paper and Paper Products.

271. (a) Pulp (b) Paper (c) Paper, Card and straw board
(d) Other products.

272. Manufacture of articles of Pulp, paper and paper board.

28. Printing, publishing and Allied Industries.

29. Leather and Leather Products (Except Footwear)

291. Tanneries and leather Finishing.

292. Manufacture of leather Products (except Footwear and other wearing apparel).

30. Rubber and Rubber Products.
(a) Footwear (b) Tyres (c) Others.

31. Chemical and Chemical Products.

311. Basic Industrial Chemicals.
(a) Heavy Chemicals (i) Acid (ii) Alkalis (iii) Salt (iv) Others.
(b) Fertilizers (i) Bone Factories (ii) Others.
(c) Ammunitions.
(d) Plastic Materials,
(e) Others.

312. Vegetable and Animal Oils and Fats.
(a) Vegetable Oils and Fats (except edible) (b) Animals Oils and Fats (except Edible).

319. Miscellaneous (Chemicals and Chemical Products other than those covered by 311 and 312 above).
(a) Medicinal and Pharmaceutical Products (b) Soaps
(c) Paints, Varnishes and Lacquers, etc. (d) Matches (e) Lac (Including Shellac) (f) Dyes (g) Others.

32. Products of Petroleum and Coal.
(a) Petrolem (b) Kerosene.

322. Coke Ovens.

329. Otjer Products.

33. Non-metallic Mineral Products (except Products of Petroleum Coal).

331. Structural clay Products.
(i) Bricks Kilns (ii) Tiles (iii) Others.

332. Glass and Glass Products (except Optical Lenses).

333. Pottery, China and Earthen-ware.

334. Cement.

339. Non-metallic Mineral Products not elsewhere classified.
(a) Mica Industries (b) Asbestos, Hume Pipes, Blocks prefebricated Products (c) others.

34. Basic Metal Industries.

341. Ferrous (Iron and Steel).
(a) Metal Extracting and Refining (b) Metal conversion, metal Rolling, Tube and Wire Drawing (c) Metal Founding (d) Others.

342. Non-ferrous.
(a) Metal extracting and Refining (b) Metal conversion, metal Rolling, Tube and Wire Drawing (c) Metal Founding (d). Others.

35. Manufacture of Metal Products (except Machinery and Transport Equipment).

350. Metal Products.
(a) Metal containers and Steel Trunks; Cullery, Locks, etc. Bolts, Nuts, Nails, Springs, Chains etc.; Metal Galvansshing, Tinning, Plating, Lacquering, Type Founding, Welding, Safes and Vaults.
(b) Gun and Shell Factories (c) Others.

36. Manufacture of Machinery (except Electrical Machinery).

360. (a) Hydraulic, Ventilating and Pneumatic Machinery, Prime Movers and Boilers and Agricultural Implements (b) Machine Tools and Accessories
(c) Combustion Engines and Power Driven Pumps.
(d) E. M. E. Workshops (e) Repair and Service Workshops.

37. Electrical Machinery, Apparatus, appliances and Supplies.

370. (a) Heavy Electric Motors and Machinery (b) Equipment for Generation, Storage, Transmission, Transformation and Distribution of Electric Energy
(c) Telegraph and Telephone Workshops (d) Electric Fans, Lamps, batteries, dry cells and storage radio receivers, wireless apparatus, service meters and paid instruments (e) Others.

38. Transport Equipment.

381. Ship Building.

382. Manufacture and Repair of Rail-road Equipment.
(a) Railway Workshops (i) Wagons and Coaches (ii) Others.
(b) Tramway Workshops (i) Tramway Cars (ii) Others.

383. Motor Vehicles.

385. Bicycles.

386. Air Crafts.
(a) Aeroplanes, Air Craft parts and Assemblage (b) Others.

384. and 389. Others.

39. Miscellaneous (All manufacturing industries not covered by the major Group in Division 2-3 above.)

399. (a) Ordnance Factories, not elsewhere classified.

Division—4. Construction.

400. (a) Construction, Reconstruction, Maintenance, Repair, Alteration and Demolition of Buildings (i) Undertaken by Central, Regional or Local Authorities or with the aid of Subsidies or loans from such Authorities or Supervised by them (ii) Others.

(b) Highways, Road, Bridges, Sewars, Drains and other public works (i) Undertaken by Central, Regional or local Authorities or with the aid of subsidies or loans from such Authorities or supervised by them (ii) others.

(c) Railroads, Railway Road sheds etc. (d) Tramways, Airports, Docks (e) Irrigation and River Valley Projects (f) Others.

Division 5. Electricity, Gas, Water and Sanitary Services.

51. Electricity, Gas and Steam.

511. (a) Generation, Supply and Distribution (b) Others

521. Water Supply.

522. Sanitary Services.

Division 6. Commerce.

611-612. Whole-sale and Retail Trade.

(a) Shops employees (b) Others.

620. Banks and Other financial Institutions.

(a) Banks (b) Commercial concerns (c) Others.

630. Insurance (a) Life (b) Others.

640. Others (real estate).

Division 7. Transport and Communication (other than Work shops).

711. Railways.

(a) Railway staff, porters, licensed coolies Hammals.
(b) Others.

712. Tramway and Omnibus Operators.

(a) Bus routes (b) Tramlines (c) Others.

713. Motor Transport.

(a) Taxi (b) Others.

714. Road Transport Not elsewhere classified.

(a) Rickshaw Pullers (b) Carts and animal driven vehicles (c) Lorry (d) Others.

715. Ocean Transport (Seamen).

(a) Ocean Lines (b) Coastal Shipping (c) Others.

716. Water Transport (Except Ocean Transport).

(a) Steamer service, steamer ghats, boatsman (b) Port trust, harbours and minor ports (c) Stevedoring (d) Work in Ports & Docks not elsewhere classified (e) Others.

717. Air Transport.

(a) Flying Crew, aerodrome staff (b) Others.

730. Communication.

(a) Posts and Telegraph (b) Others.

Division 8. Services.

810. Government Services.

820. Community and Business services.

(a) Working journalists (b) Others.

821. Educational Services.

832. Medical and other Public Health Services.

(a) Services of local Bodies (b) Hospitals and dispensaries.

830. Recreation Services.

831. Motion Picture Production, Distribution and Projection.

832. Theatres and Related Services.

833. Other Recreation Services.

(Explanation: Under item 830, the total under all recreation services may be shown (total of 831, 832 and 833).

84. Personal Services.

841. Domestic Services.

842-843. Restaurants, Cafes, Hotels etc.

844. Laundries and Laundry Service; Cleaning & Dyeing.

845. Barbar and Beauty Shops.

846-849. Other Personal Services (covering all groups in Major group 84 except groups 841-842 and and 843).

Division 9. Activities Not adequately Described."

Exemption from all Provisions of Madras Shops and Establishments Act in Respect of all Khadi Bhandars.

(G.O. Ms. No. 6127, Industries, Labour and Co-operation (Labour), 20th October 1961,

II-I. No. 5030 of 1961.

In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), the Governor of Madras hereby exempts permanently all Khadi Bhandars in the State of Madras run by the Gandhi Ashram, Tiruchengode, from all the provisions of the said Act.

Application of provisions of Employees' Provident Funds Act, in respect of Messrs E. S. Mydeen & Co., Kumbakonam, Thanjavur District.

(G.O. Ms. No. 6313, Industries, Labour and Co-operation (Labour), 31st October, 1961.)

II-1 No. 5032 of 1961.

Whereas it appears to the Government of Madras that the employer and the majority of the employees in relation to the establishment of the E. S. Mydeen & Co., Tobacco Merchants, Kumbakonam, Thanjavur district, have agreed that the provisions of the Employees' Provident Funds Act, 1952 (Central Act XIX of 1952), should be made applicable to the said establishment;

2. Now, therefore, in exercise of the powers conferred by sub-section (4) of section 1 of the said Act, read with the notification of the Government of India in the Ministry of Labour and Employment No. S. O. 1235, dated the 20th June 1958, published at pages

1108 and 1109 of Part II—Section 3 (ii) of the GAZETTE OF INDIA, dated the 28th June 1958, the Governor of Madras hereby applies the provisions of the said Act to the said establishment on and from the 1st December, 1961.

Appointment of Medical Officers as part-time specialists under Employees' State Insurance Scheme at Government Headquarters' Hospital- Vellore.

G. O. Ms. No. 6365, Industries, Labour and Co-operation (Labour), 4th November, 1961.

II—1. No. 5033 of 1961.

The Government appoint the following Medical Officers as part-time specialists under the Employees' State Insurance Scheme at the Government Headquarters Hospital, Vellore, to attend to the Employees' State Insurance patients from Ranipet area on an honorarium of Rs. 50 (Rupees fifty only) per mensem each with effect from 15th August 1961, forenoon :—

	Name of the speciality.
1. Dr. B. S. Varadarajulu, M.B., B.S., District Medical Officer and Superintendent, Government Pentland Hospital, Vellore.	Surgery.
2. Dr. S. V. Krishnan, D.M. & S.D. M.R., Assistant District Medical Officer and Assistant Superintendent. Government Pentland Hospital, Vellore.	Medicine.
3. Dr. G. A. Krishnan, M.B., B.S., T.D.D., Assistant Surgeon, Government Head quarters Hospital, Vellore.	Tuberculosis.

CODE OF DISCIPLINE IN INDUSTRY.

(Ratification by Unions Unaffiliated to any centrl Organisation)

At the 15th Session of the Indian Labour Conference held in New Delhi, in July, 1957, certain basic principles were laid down for adherence by both employers and workers. A sub-committee appointed for this purpose evolved a code of discipline in indutry which was adopted by the Standing Labour Committee at its 6th 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 October, 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 October, 1961.

1. Desiya Panchalai Thozhilalar Sangam, Pettai.
2. Madras Government Hospital Workers Union, Tirunelveli.
3. Century Flour Mills Labour Union, Madras-12.
4. Madras City Type Foundry Workers Union, Madras-12.
5. Fraser & Ross Employees Union, Madras-1.

6. Buhari Hotel Employees Union, Madras-12.
7. Madras Leather Factory Workers Union, Madras-12.
8. Richardson & Cruddas Ltd., Workers Union, Madras-1.
9. Oriental Mercantile Agency (Madras) Employees Union, Madras-1.
10. Nagercoil Pioneer Works Employees Union, Nagercoil.
11. Madurai National Labour Union, Madurai.
12. National Tile Workers Union, Manamadurai.
13. S. I. L. Employees Union, Vadalur.
14. Rambal Workers Union, Madras-20.
15. Neiveli construction workers union, Neiveli.

List of Managements who have ratified the Code of Discipline during the month of October, 1961.

1. Bethany Estate, Thuckalay.

Standing Orders Certified upto 31—12—1960 in Salem District and 15—7—1960 in Ramnad District and 30—11—1960 in South Arcot District.

It is proposed to publish a list of Industrial Establishments in respect of which the standing orders have been certified so far. In October, 1961 issue a list of Standing Orders certified upto 31—12—1960 in Tiruchrapalli District upto 20—7—1960 in Nilgiris District were 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)
	SALEM DISTRICT	
800.	K. Ratna Motor Service, Dharmapuri.	6— 9—1949
801.	Modern Theatres Limited, Salem.	6— 9—1949
802.	Mettur Industries Limited Mettur Dam.	6— 9—1949
803.	The Jawahar Mills Limited, Salem.	12— 9—1949
804.	Hawthorne Estate, Yercaud Post.	23— 9—1949
805.	San Jose Estate, Yercaud Post.	23— 9—1949
806.	Spring Haven Estate, Yercaud Post.	23— 9—1949
807.	Stanmore Estate, Nagalur Post.	23— 9—1949
808.	Vanguard Estate, Yercaud Post.	23— 9—1949
809.	Vaniar Estate, Yercaud Post.	23— 9—1949
810.	Swintan and Aislaby Estate, Yercaud.	23— 9—1949
811.	Beverly Estate, Yercaud Post.	23— 9—1949
812.	Kalarimalai Estate, Yercaud Post.	23— 9—1949
813.	Scotforth Estate, Nagalur Post.	23— 9—1949
814.	Tipperory and Gundur Estate, Yercaud Post.	23— 9—1949
815.	The Pullicar Mills Limited, Tiruchengode.	24— 9—1949
816.	India Metal & Metallurgical Corporation, Mettur Dam.	30—10—1949
817.	Sri Rajendra Mills Limited, Salem.	10—11—1949
818.	Sreedharan Motor Services, Attur.	29—11—1949
819.	Mettur Chemicals & Industrial Corporation Limited, Mettur Dam.	3— 1—1950
820.	The Swarnambigai Motor Service, Salem.	24— 5—1950
821.	Attur Glass Industries Limited, Attur.	26— 8—1950
822.	Salem Erode Electricity Distribution Company Limited Salem.	13—12—1950
823.	K. S. Balaramiah and Company, Salem.	13—12—1950
824.	National Starch Industries Limited, Suramangalam, Salem.	13—12—1950
825.	The Magnesite Syndicate Limited, Suramangalam, Salem.	13—12—1950
826.	Athiyur and Cascades Estate, Mailpatti Yercaud, Salem.	30—12—1950
827.	The Rasipuram Union Motor Service Ltd., Rasipuram, Salem District.	5— 2—1951
828.	The South India Glass Enamel Works Ltd., Salem District.	6— 2—1951
829.	M. Venkatachalam Sago Factory, Nethimedu Salem.	26— 2—1951
830.	Sri Ranga Vilas Motors Limited, Krishnagiri.	26— 2—1951
831.	The Moganad Peak Estate, Nagalur Post.	10— 7—1951
832.	The Valalakadai Peak Estate, Nagalur P.O. Yearcaud, Salem.	10— 7—1961
833.	The Cauvery Peak Estate, Nagalur Post.	21— 8—1952
834.	Kalerimalai Estate, Yercaud Post.	9—11—1951
835.	Salem Magnesite Limited, Salem	24— 8—1953

(1)	(2)	(3)
836.	The Yercaud Coffee Curing Works Limited, Kannamkurichi P.O., Salem.	25—11—1953
837.	Cararra Estate, Yercaud.	13—12—1954
838.	Narayanan Chettiar Industries Tannery Tiruchy Road, Salem-1.	20— 3—1957
839.	Mettur Spinning Mills at Mettur Dam.	31— 7—1958
840.	The Shevaroy Bauxite Products Company Private Limited, Yercaud, Salem	11— 8—1958
841.	Sri Rajendra 'B' Mills Limited, Salem.	8—12—1958
842.	Sundaram Spinning Mills Komarapalayam, Salem District.	8—10—1959
843.	Orient Industries, Mettur Dam.	13—10—1959
844.	Sri Venkateswara Industrial Corporation Kaveripattinam.	31—12—1960
845.	S. Mari Chetty & Co., Elampillai Post, Salem District.	31—12—1960
	RAMNAD DISTRICT	
846.	Rajapalayam Mills Limited, Rajapalayam.	14— 2—1949
847.	Sree Shanmugar Mills Limited Rajapalayam,	14— 2—1949
848.	Janakiram Mills Limited, Rajapalayam.	21— 4—1949
849.	Madura Mills Company Limited, Ginning and Pressing Factory, Railway Feeder Road, Virudhunagar.	12— 1—1950
850.	Madura Mills Co. Ltd., Ginning and Pressing Factory, Sattur.	12— 1—1950
851.	Sugar Match Factory, Sattur.	13— 3—1950
852.	Sree Kaliswari Colour Match Works, Sivakasi.	31— 8—1950
853.	The Standard Match Industries, Sivakasi.	10— 9—1950
854.	The Hind Matches Limited, Sivakasi.	7—10—1950
855.	Aruna Group Estate, Rajapalayam.	27—11—1950
856.	Jayaram Mills Limited, Rajapalayam.	28—11—1950
857.	Sri Ram Match Works, Sattur.	28—11—1950
858.	Sri Bharath Match Works, Sivakasi.	28—11—1950
859.	M/s. Rallis India Limited, Cotton Pressing & Ginning Factory, Virudhunagar.	28—11—1950
860.	The National Match Works, Sivakasi.	28—11—1950
861.	The South Indian Lucifer Match Works, Sivakasi.	2— 2—1951
862.	Sankareswari Match Factory, Sattur.	6— 2—1951
863.	The Southern Indian Match Company Sivakasi.	20— 2—1951
864.	Sree Krishna Ginning Factory, Sattur.	7— 3—1951
865.	Messrs. East India Corporation Limited, Gin and Press Factory, Sattur.	22—12—1952
866.	Muthuramalingam Match Works, Sattur.	24— 4—1953
867.	Sattur Original Match Works, 178, Railway Feeder Road, Sattur.	1— 8—1953
868.	The Pioneer Match Works, Sivakasi.	9—12—1953
869.	The National Litho Press, Sivakasi.	9—12—1953
870.	The Swamy and Company, Scented Tobacco Factory Dalavaipuram.	23— 7—1955
871.	The Lotus Match Works, Sivakasi.	23— 7—1955
872.	The Virudhunagar Textiles Mills Limited, Virudhunagar.	28— 7—1955

(1)	(2)	(3)
873.	The Standard Fire Works Industries, Sivakasi.	28— 7—1955
874.	The Coronation Litho Works, Sivakasi.	28— 7—1955
875.	Meenambigai Motor Works, Virudhunagar.	22— 3—1956
876.	Sri Bharathi Cotton Mills, Rajapalayam.	5—11—1956
877.	The Lakshmi Mills Company Limited, Ginning & Processing Factory Virudhunagar.	5—11—1956
878.	The Ramnad Match Industries, Virudhunagar.	6—12—1956
879.	Janakiram Mills Limited (Branch) Spinning Mills at Rajapalayam.	10—10—1957
880.	Syed Match Works, Virudhunagar.	18— 3—1958
881.	Jayaram Motor Service, Rajapalayam.	5— 9—1958
882.	Sri Karapagambal Mills Limited, Sholapuram P.O. (via) Rajapalayam,	27—10—1958
883.	Gopuram Match Company, Thiruthangal Sivakasi.	27—10—1958
884.	Virudhunagar Industrial Works, Muthuramanpatti, Virudhunagar.	10—12—1958
885.	The Kaka Indian Foundry, Thiruthangal, Sivakasi.	16— 2—1959
886.	Alagappa Cotton Mills, Rajapalayam.	16— 2—1959
887.	The National Industries (Rippon) Limited, Rajapalayam.	16— 2—1959
888.	Tenzing Match Works, Sivakasi.	18— 2—1959
889.	Sri Ramakrishna & Co., Virudhunagar.	28— 6—1960
890.	Indian Textile Paper Tube Co., Virudhunagar.	15— 7—1960
	SOUTH ARCOT DISTRICT	
891.	East India Distilleries and Sugar Factories Limited, Nellikuppam.	1— 6—1950
892.	The Madras Vanaspathi Limited, Villupuram.	8— 3—1951
893.	M/s Rallis India Limited Cuddalore Oil Factory, Cuddalore.	6— 8—1951
894.	Selva Vinayagar Bus Service Workshop Cuddalore.	12—11—1957
895.	Murugan Transport (Workshop), Pudupalayam, Cuddalore.	24— 1—1958
896.	Nellikuppam Industries Limited, Nellikuppam.	3— 9—1958
897.	Shanmughananda Metal Works, Tindivanam.	27—10—1958
898.	Sri Kamakshiamman Motor Service, Virudhachalam.	27—10—1958
899.	S. P. Iron Works, Valavanur.	20—12—1958
900.	Kanagasabai Sewing Thread Co. Chidambaram.	9— 4—1960
901.	Kamakshiamman Rice Mill, Govarapet.	9— 4—1960
902.	Murugan Sago Manufacturing Co. & Rice Mill Manjakuppam, Cuddalore.	9— 4—1960
903.	M. S. K. Balaram Engineering Works, 38, Pondy Road, Valavanur.	28—11—1960
904.	Sri Rajarajeswari Bus Service, Vridhachalam.	30—11—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 October, 1961.

S. No. (1)	*Name of the Establishment.* (2)	*Date of agreement.* (3)	*Points in dispute.* (4)	*Nature of settlement.* (5)
1.	Radhakrishna Mills Ltd., Peelamedu.	12—10—61	Work load.	Agreed that the workers shall continue to attend 16 looms on payment of extra wages. Also agreed to pay an incentive bonus of Rs. 5.50 p. m. linked to 85% efficiency as fixed in the award to the workers attending to 16 looms and incentive bonus of 7.50 p. m. linked to 85% efficiency to the battery filler.
2.	The Imperial Tobacco Co. of India Ltd., Avanashi Road, Coimbatore.	16—10—61	Correction to settlement dated 5-8-60.	Agreed that in respect of clause 4 of the settlement, the clause should read as "Annual Bonus and supplementary bonus" instead of "Annual Bonus and gift." Agreed that the last sentence in clause 4 of the settlement, the date should read "on or before the 31st day of January" and not "first day of January" and the years should read "1961, 1962 and 1963 instead of 1960, 1961 and 1962".
3.	Sri Lakshmi Saraswathi Motor Transport Co., Vellore.	30—10—61	Non-employment of a worker.	Agreed to pay the worker Rs. 250/-in full settlement.
4.	Thirumagal Mills Ltd., Gudiyattam.	27—10—61	Bonus for 1961.	Agreed to pay to the permanent workers bonus equivallent to 33 1/3% of the total basic earning during the year 1960 as bonus for 1960 in full and final settlement.
5.	A. Rafeaque Ahmed and Co. Tannery, Mullipalayam, Vellore.	24—10—61	Termination of service of 17 workers.	Agreed to pay a sum of Rs. 30/-as ex-gratia to each of the 17 workers in addition to their leave wages, bonus if any due to them.

(1)	(2)	(3)	(4)	(5)
6.	Sri M. Rm. Ramaswamy Chettiar & Co. Tannery Karugambuture, Vellore.	3—10—61	Fixation of unit of work for various items.	Fixed the unit of work for various items of work.
7.	Hope Estate, New hope P.O.	9—10—61	Claim of Mooranimedha.	Agreed to pay Mooranimedha Rs 200/- as compensation for the garden taken over by the management.
8.	Palkulam Estates (P) Ltd., Nagercoil.	do	Demand for Gratuity.	Agreed that for purpose of gratuity service will be calculated from 17-8-52 onwards for the workers.
9.	S. M. K. M. Allom I Block, Thamarakulam.	do	increase in wages, grant of leave etc.	Agreed to pay a daily wage of Rs. 1.75 to the salt scrapers and to grant 2 National Holidays with wages and also to grant leave with wages of 1 day for 20 days of work.
10.	Pioneer Motors, Nagercoil.	23—10—61	Non-employment of a worker.	Agreed to reinstate the worker treating the unemployment period as suspension without wages but with continuity of service.
11.	M. V Industries (P) Ltd. Kuzhithurai.	31—10—61	do	Agreed to reinstate the worker treating the period of unemployment as leave without wages but with continuity of service.
12.	do	do	do	Agreed to reinstate worker treating the period of un-employment as suspension without wages but with continuity of service.
13.	do	do	Bonus for 1960-61.	Agreed to pay bonus of different rates to the different categories of workers.
14.	Siva Industrial works, Kovilpatti.	10—10—61	Strike by the workers.	Agreed to express regret for having struck work.
15.	Sankar Mills, Talayuthu.	12—10—61	Bonus for 1960.	Agreed to pay a bonus amount equivalent to 3¼ months' basic wages for the year 1960.

(1)	(2)	(3)	(4)	(5)
16.	Anandavilas Hotel, Tirunelveli.	14—10—61	Bonus for 1960-61.	Agreed to increase the wages of the workers and to pay one month's wages at the enhanced rate to each workman as bonus for 1960-61.
17.	General Metal Trading Co., Kovilpatti.	19—10—61	Employment of a person as fitter in preference to retrenched workmen.	Agreed to retain the worker as an apprentice fitter for a period of 6 months.
18.	Nellai Cotton Mills, Talayuthu.	23—10—61	Bonus for 1960.	Agreed to pay a sum equivalent to 3¼ months' basic wages as bonus for the year 1960.
19.	Sri Balasaraswathi Transport, Palayamkottai.	do	Bonus.	Agreed to pay a bonus advance of one month's basic wages.
20.	Ganapathy Mills, Viravanallur.	do	Bonus for 1960-61.	Agreed to grant to each of the 264 permanent workers and the 65 badlies in the fly frames and reeling departments a bonus advance of 25/- and Rs. 20/- resepctively.
21.	Kumaran Knitting Dyeing Factory, Tiruppur.	6—10—61	Non-employment of 4 workers.	Agreed to provide employment to the four workers. In case the employer fails to give employment, these workers will be given compensation.
22.	Ranjith Knitting Co., Tiruppur,	do	Non-employment of a worker.	Agreed to reinstate the worker without break in service but without back wages.
23.	Captain Knitting Co., Tirupur.	do	Non-payment of bonus to 2 workers.	Agreed to pay bonus to the 2 workers.
24.	Mettupalayam Coonoor Service (P) Ltd., Mettupalayam.	23—10—61	Non-payment of uniform allowance.	Agreed to pay the arrears of uniform allowance for November and December 60.
25.	Mettupalayam Coonoor Service (P) Ltd., Mettupalayam.	23—10—61	Non-employment of a worker.	Agreed to pay retrenchment compensation in lieu of reinstatement.

(1)	(2)	(3)	(4)	(5)
26.	Mettupalayam Coonoor Service (P) Ltd., Mettupalayam.	23—10—61	Non-employment of drivers.	Agreed to reinstate the drivers without back wages but with continuity of service.
27.	do	do	Non-employment of 4 workers.	Agreed to reinstate 2 workers with continuity of service but without back wages. Also agreed to give first preference to the other 2 workers when vacancies arise.
28.	Khader Knitting Co., Tiruppur.	25—10—61	Non-employment of a worker.	Agreed to pay Rs. 125/- to the worker in full settlement.
29.	do	do	do	Agreed to reinstate the worker without back wages but with continuity of service.
30.	Spider Knitting Co, Tiruppur.	do	do	do
31.	Variety Knitting Co., Tiruppur.	do	do	do
32.	do	do	do	do
33.	do	do	do	do
34.	Sparrow Knitting Co., Tiruppur.	do	do	do
35.	Mehtah Knitting Co., Tiruppur.	do	do	Agreed to pay the worker Rs. 50/- in full settlement.
36.	Players Knitting Co., Tiruppur.	do	do	Agreed to pay the worker Rs. 25/- in full settlement.
37.	The New Hoisery Manufacturings, Tiruppur.	do	do	Agreed to pay the worker Rs. 175/- in full settlement.
38.	Ramraj Knitting Factory, Tiruppur.	do	do	Agreed to pay the worker Rs. 125/- in full settlement.
39.	Sri Natesar Spinning and Weaving Mills Ltd,. Erode.	26—10—61	Bonus for 1960—61.	Agreed to pay a month's occupational wage as advance against bonus for 1960-61.

(1)	(2)	(3)	(4)	(5)
40.	Alagiri Dyeing Works, Coimbatore.	26—10—61	Bonus for 1960—61	Agreed to pay one and a half month's wages as bonus for the year 1960—61.
41.	Sri Krishna Dyeing Factory, Coimbatore.	do.	do.	Agreed to pay one and a quarter month's wages as bonus for 1960-61.
42.	Venkatesa Dyeing Factory, Coimbatore.	do.	do.	Agreed to pay one and a half month's wages as bonus for 1960-61.
43.	Ravi Saya Salai, Coimbatore.	do.	do.	Agreed to pay one and three fourth month's wages as bonus for 1960-61.
44.	Mohan Ram Saya Salai Coimbatore.	do.	do.	Agreed to pay one and a half month's wages as bonus for 1960-61.
45.	The Balasubramania Dyeing and Trading Corporation, Coimbatore.	do.	do.	do.
46.	S. R. P. Saya Salai Coimbatore.	do,	do.	Agreed to pay one and three fourth month's wages as bonus for 1960-61.
47.	Lakhmi Dyeing Works, Coimbatore.	do.	do.	Agreed to pay 2 months wages as bonus for 1960-61.
48.	Jayakumar Saya Salai, Coimbatore.	do,	do.	Agreed to pay one and a half month's wages as bonus for 1960-61.
49.	Jayalakshmi Dyeing Factory, Coimbatore.	do.	do.	Agreed to pay one and one fourth month's wages as bonus for 1960-61.
50.	Ramakrishna Transports (P) Ltd. Coimbatore.	30—10—61	do.	Agreed to pay a sum of Rs. 50/- to each driver and Rs. 40/- to each conductor as advance to celebrate the Deepavali festival.
51.	Thondamuthur Trading Co., Coimbatore.	do.	do.	Agreed to pay five months basic wages as bonus for 1960-61.
52.	Subbiah Foundary, Coimbatore.	do.	do.	Agreed to pay 4½ month's average basic earnings as bonus for the year 1960-61.

(1)	(2)	(3)	(4)	(5)
53.	Dhandayuthapani Foundry Private Ltd., Coimbatore.	30—10—61	Bonus for 1960—61.	Agreed to pay 5½ month's average basic earnings as bonus for 1960-61.
54.	Stanes Transports Ltd., Coimbatore.	do.	Bonus for the period from 1st October 1959 to 31st March 1961.	Agreed to pay 5½ month's average basic earnings as bonus for the period from 1st October 1959 to 31st March 1961.
55.	Ganapathy Engineering Manufacturings (P) Ltd., Coimbatore.	do.	Bonus for 1960—61.	Agreed to pay 4½ month's basic earnings as bonus for the year 1960-61.
56.	Oriental Shanmugam Snuff Co., Madras	6—10—61	Refusal of employment.	Agreed to reinstate the 2 workers with continuity of service, but without back wages.
57.	C. Gopalnayagar & Sons, Basin Foundry, Madras.	7—10—61	Discharge of a worker.	Agreed to pay the worker Rs. 750/- in full settlement. He will also be paid the Provident Fund amount due to him.
58.	Udipi Hotel, Ramanan Street, Madras-1.	9—10—61	Closure.	Agreed to pay compensation.
59.	Sree Sivasankara Flour and Rice Mills, Madras-21.	11—10—61	Retrenchment of 8 workers.	Agreed to withdraw the retrenchment notices issued to the 8 workers and to employ them in the place of casual labour.
60.	P. R. Vadivelu Mudaliar and Sons, Madras.	do.	Abolition of the system of disparity in the payment of wages.	Agreed to pay piece rate of wages to the workers of the betelnut mixing department at the rate of Re. 1/ for every roll subject to the condition that the workers should complete a mimimum of 16 rolls per day.
61.	Uma Printers, Madras-1.	16—10—61	Bonus for 1960—61.	Agreed to pay one month's basic wages as bonus for the year 1960-61.
62.	Gnanodaya Press, Madras.	do.	do.	do.
63.	Bharath Lunch Home and Bharath Coffee Centre, Madras.	21—10—61	Closure.	Agreed to pay the wages due to the workers for the month of September 1961. Agreed to discuss the issue of closure later.

(1)	(2)	(3)	(4)	(5)
64.	Calcutta Chemical Co. Ltd-, Broadway Madras.	23—10—61	Increase in Dearness allowance, House rent allowance etc.	Agreed to pay Dearness Allowance as follows: Upto Rs. 74/- Rs. 45/- Rs. 75/- to 99/- 48/- From 100/- to 140/- 51/- Also agreed to increase the House Rent Allowance to a minimum of Rs. 10/-.
65.	Bombay Prakash Bhavan Madras-1.	do	Bonus for 1959—60.	Agreed to pay 40 days wages both the years for 1958-59 and 1959-60 in full settlement.
66.	Sadasivam Hair Cutting Saloon Madras-1.	24—10—61	Reinstatement of the workers etc.	Agreed to pay a sum of Rs. 298/- to Sri K. S. Shanmugam being the wages due to him at 3.50 per day from 12—7—61. Also agreed to pay Rs. 259/- to Sri Sahib being the wages due to him from 14—7—61. Agreed to reinstate the worker D. Sundaram, G. Manickam and R. Sundaram.
67.	Vijaya Mansion, Madras-1.	do.	Wage increase.	Agreed to pay the increased wages to the workers and to institute a gratuity scheme.
68.	Radha and Co. Madras.	28—10—61	Regularisation of workers etc:	Agreed to regularise the workers and pay them Rs. 10/- towards bonus.
69.	Radhakrishna Bus Service, Redhills.	3—10—61	Demand for scales of wages, dearness allowance etc.	Agreed to introduce the following scales of wages with effect from 1—10—61. Drivers— Rs. 50-3-80-4-120 Inspectors—Rs. 45-3-75-4-115. Conductors—Rs. 40-2-60-3-90. Cleaners— Rs. 30-2-60 Also agreed to pay the dearness allowance at the rate of Rs. 35/- to the drivers, Inspectors and Rs. 30/- to the cleaners. Agreed to introduce the Provident Fund Scheme.

(1)	(2)	(3)	(4)	(5)
70.	Jammi Pharmacuetical Factory, Madras.	4—10—61	Bonus dearness allowance etc.	Agreed to pay an amount equivalent to 2 months basic wages as bonus for the year 1960-61 and to increase the dearness allowance from 35% of the basic wages now paid to 40% of the basic wages.
71.	N. Balasubramania Chettiar Rice Mills Panruti.	7—10—61	Non-employ- of workers.	Agreed to settle the accounts of the 6 workers.
72.	Chettiar Tanning Corporation, Madhavaram.	10—10—61	Discharge of workers.	Agreed to pay compensation to the seven workers.
73.	Pratiba Glass Works, Caladipet.	13—10—61	Discharge of Workers and suspension.	Agreed to pay exgratia amount to 4 workers and to reduce the period of suspension given to fiive workers by 50%.
74.	Fazalbhai Dhala & Co., Madras.	19—10—61	Non-employment of a worker.	Agreed to reinstate the worker with continuity of service but without back wages.
75.	Kohinur Confectionery Private Limited, Vadapalani.	25—10—61	Non-employment of 48 workers.	Agreed to reinstate 46 workers and the case of other 2 workers will be discussed further.
76.	M. K. M. Bus Service, Maduranthagam.	26—10—61	Payment of monthly wages re-instatement of workers etc.	Agreed to introduce a monthly wave scheme for driver Munuswamy and cleaner Maridoss and Murugesan. Also agreed to reinstate the conductor Syed Ahmed and cleaner Maridoss with continuity of service.
77.	K. S. R. Transports, Tiruvellore.	30—10—61	Dismissal of a worker.	Agreed to pay a lump sum compensation of Rs. 150/- to the worker in full settlement.
78.	Vadapalani Press, Arcot Road, Vadapalani.	31—10—61	Wage increase casual leave etc.	Agreed to inerease the wages of the workers and to grant 12 days casual leave with wages per annum.

(1)	(2)	(3)	(4)	(5)
79.	Pilot Pen Co (India) Ltd., Redhills.	do	Bonus for 1959—60.	Agreed to pay 2 months basic wages in addition to one months basic wage already paid as bonus for 1959—60.
80.	Central Cafe, Trichy.	3—10—61	Wage increase, bonus etc.	Agreed to increase the wages of the workers and to pay bonus for the years 1959-60 and 1960-61.
81.	New Sakthi Confectionery Factory, Sirkali.	12—10—61	Wage increase leave facilities, bonus etc.	Agreed to increase the wages of the workers and to grant 5 days casual leave and 5 days sick leave with wages per year. Also agreed to pay bonus for the years 1961-62, 1962-63 and 1963-64 at the rate of 1½ months wages.
82.	Nizam Tobacco Factory, Pudukkottai.	25—10—61	Bonus.	Agreed to pay 62 days wages as bonus for each of the years 1961-62, 1962-63 and 1963-64.
83.	Dalmia Cement (Bharat) Ltd., Dalmiapuram.	do	Output allowance.	Agreed to pay to all the Mill House Mazdoors of the Refractory an output allowance of Rs. 5/- per head per month and this allowance will not be paid if the output falls short of 850 tons per shift.
84.	Hindustan Lever Ltd., Trichy.	27—10—61	Revision of wages, dearness allowance etc.	Agreed to revise the basic wages of the workmen and to pay the dearness allowance at the rate of 20 nP. p.m. per point of index over 100 points.
85.	Hindustan Lever Ltd., Madras.	20—10—61	do	Agreed to revise the basic wages of the workmen and to pay the dearness allowance at the rate of 3¼ annas per month per point of index number over 100 points of the Madras City working class cost of living index.

(1)	(2)	(3)	(4)	(5)
86.	Plantataions in the state of Madras.	11—10—61	Bonus for 1960.	Agreed to pay bonus to the workers employed in all the tea estates in the Madras State at the rate of 11% of the earnings during the year 1960 and at 5% to the workers in all Coffee estates in the state except in the Shevroys with 150 acres and above. The workers in coffee estates with less than 150 acres and the Coffee estates in the shevroys shall be paid a bonus of 4% of their earnings during that year. Mixed estates of the state of Madras having acreage of 25% and over of tea will pay the bonus for the year 1960 as is applicable to Tea Estates.
87.	P. Orr & Sons (P) Ltd., Madras.	3—10—61	Payment of Batta to Mazdoors, working hours of watchmen etc.	Agreed to withdraw the demand for payment of batta to mazdoors in view of the management's confirmation that the mazdoors are paid their actual bus fares in case of long distances and also food allowances of 75 nP when they go on duty during lunch time. Also agreed to regularise the working hours of the watchmen by restricting their working hours to 48 hours per week.
88.	Jothi Bhavan, Madras.	5—10—61	Closure	Agreed to pay compensation.
89.	Nava India press, Madras.	14—10—61	Wage increase and bonus.	Agreed to increase the wages of the workers and to pay them one months wages as advance for Deepali.
90.	General Stores, Madras.	16—10—61	Annual increment, dearness allowance gratutity etc.	Agreed to grant an annual increment of Rs. 5/- for every employee every year and to increase the dearness allowance from Rs. 15/- to Rs. 20/-. Also agreed to pay 2 months basic pay as bonus to all the workers every year.

(1)	(2)	(3)	(4)	(5)
91.	Hoogly Ink Co. Ltd., Madras-7.	25—10—61	Annual increment, bonus etc.	Agreed to grant annual increment of Rs. 3/- for all those who are drawing a basic salary upto Rs. 59/- and increment of Rs. 5/- for those who draw a basic salary of Rs. 60/- and above. Also agreed to pay one month's wages including dearness allowance as advance bonus.
92.	Premier Art Press, Madras-7.	26—10—61	Bonus.	Agreed to pay 2 months basic wages as bonus for the year 1960-61.
93.	M. L. J. Press (P) Ltd., Madras.	28—10—61	Bonus for 1960-61.	Agreed to pay an advance representing one months basic wages to all the permanent workers.
94.	British and Eastern Engineering Co., Madras-2.	do	Wage increase bonus etc.	Agreed to increase the wages of the workers by 4 annas per duty and to pay 10 days wages as bonus for both the years 1958-59 and 1959-60.
95.	Sri Kannikaparameswari Mills, Attur, Salem.	1—10—61	Bonus for 1960-61.	Agreed to pay the male workers Rs.40/- and the female workers Rs. 25/- as bonus for 1960-61.
96.	do	do	Workload and Wages.	Eight workers and 2 boiler men one sufficient to keep one boiler working for one shift and give a production of 12 tanks. Every one of these ten workers shall be paid wages at Rs. 1-50 nP. per tank. Eight workers are enough to work four hullers per shift, to hull 12 tanks of boiled paddy. The hullers will be paid at 1-19 nP. per tank of hulled paddy.
97.	Alagappa Tannery, Salem.	8—10—61	Permanency of workers and non-employment of a worker.	Agreed to make two workers permanent and to provide work to Sri Vellayan whenever there is work.

(1)	(2)	(3)	(4)	(5)
98.	Kuthiraipanjan Estate, Yercaud.	10—10—61	Non-employment of a worker.	Agreed to provide work as a plantation worker whenever a vacancy arises.
99.	Rama Rice Mills and Ginning Factory, Salem.	11—10—61	do	Agreed to reinstate the worker with continuity of service but without back wages.
100.	Manitex, Sree Ram Weaving Factory, Salem.	do	Non-employment of 3 workers.	Agreed to reinstate the 2 out of 3 workers with continuity of service, but without back wages. The other worker will be provided with work if he produce a certificate showing his experience as a dyer.
101.	Guru Textiles, Salem.	11—10—61	Bonus.	Agreed to pay the workers the customary bonus of Rs. 15/- for the year 1960-61.
102.	Sree Rajendra Mills Ltd., Salem.	13—10—61	Bonus for 1960-61.	Agreed to pay six months' basic earnings as bonus for the year 1960-61.
103.	Sree Radhakrishna Rice Mills Attur.	16—10—61	do	Agreed to pay the female workers Rs. 17/- as bonus for 1960-61.
104.	Hadi Mills, Attur.	do	do	Agreed to pay the male and female workers Rs. 24/- and Rs. 17/- respectively as bonus for 1960-61.
105.	Jothi Mills, Attur.	do	do	Agreed to pay the male and female workers Rs. 40/- and Rs. 25/- respectively as bonus for 1960-61.
106.	Sundaram Spinning Mills, Komarapalayam	19—10—61	Non-employment of a worker.	Agreed to pay the worker Rs. 150/- as ex-gratia payment in full quit.
107.	Raja Rajan Ribbon Factory, Komarapalayam.	do	Non-employment of 12 workers.	Agreed to provide employment to all the workers with continuity of service but without back wages.

(1)	(2)	(3)	(4)	(5)
108.	S. A. Samy Chettiar and Sons, Dyeing Factory, Rasipuram.	20—10—61	Bonus for 1960-61.	Agreed to pay one month's average earnings of the workers along with the customary gift of one pair of dhotties of 8 yards as bonus for 1960-61.
109.	K. R. Thammana Chettiar & Sons., Silk throwing and weaving Factory, Gugai.	do	Increment and bonus.	Agreed to pay one month's wages as bonus for 1960-61 and to grant an ad hoc increment of Rs. 1/- in the wages of all the workers.
110.	Salem Oil Mills and and Products Ltd., Salem.	do	Non-employment of 3 workers.	Agreed to reinstate all the workers with effect from 23-10-61 with continuity of service but without back wages.
111.	Pullicar Mills Ltd., Tiruchengode.	23—10—61	Weekly cleaning work.	Agreed that the permanent and badli workers will do the cleaning work for a period of a fortnight from 23-10-61 and thereafter the work will be done by the casual workers.
112.	Jawahar Mills Ltd., Salem.	26—10—61	Bonus for 1960.	Agreed to pay 29 1/6% of the basic wages earned by the workers for the year 1960.
113.	do	do	Implementation of the terms of the agreement dated 30-6-60.	Agreed to pay the wage board increase of Rs. 8/- p.m. to all the canteen workers with effect from 1-1-60.
114.	Salem Dharmapuri Union Motor Service (P) Ltd., Dharmapuri.	27—10—61	Bonus for 1960-61.	Agreed to drop the issue of payment of bonus for 1960-61.
115.	K.R.M.S. Dharmapuri.	do	do	do
116.	Moorthy Rice Mills, Attur.	28—10—61	do	Agreed to pay the male and female workers Rs. 24/- and Rs. 17/- respectively as bonus for 1960-61.

(1)	(2)	(3)	(4)	(5)
117.	South India Glass and Enamel Works Ltd., Salem.	31—10—61	Bonus, supply of chappals etc.	Agreed to pay one month's basic wages as bonus for the year ending 31-12-61 and to grant an allowance of Rs. 3-53 nP. towards the cost of chappals for the workers.
118.	Sri K. B. A. Arumugham Chettiar, Dyeing Factory, Rasipuram.	do	Bonus for 1960-61.	Agred to pay one month's average earnings of the workers along with the customary gift of one pair of dhothies of [illegible] yards as bonus for 1960-61.
119.	Rajate, Vijaya Weaving Factory, Salem.	do	Non-employment of a worker.	Agreed to reinstate the worker with continuity of service, but without back wages.
120.	M. Kumarasamy Chettiar Oil Mills Ltd., Rasipuram.	do	Bonus for 1960-61.	Agreed to pay an advance of Rs. 10/- towards bonus for Deepavali.
121.	Sri Ram Saw Mill, Dindigul.	do	Increment, dearness allowance etc.	Agreed to grant an increment of Rs. 1/- and to pay the dearness allowance of Rs. 10/- to the workers.
122.	Central Cinema, Dindigul.	31—10—61	Bonus for 1960-61.	Agreed to pay 2 months' wages as bonus for 1960-61.
123.	Bharat Photo Mount Manufacturing Co., Madurai.	20—10—61	Bonus for 1961-62.	Agreed to pay 2 months' wages as bonus for 1961-62.
124.	Southern India Mosaic Tiles and Engineering Co., Madurai.	20—10—61	do	Agreed to pay 2½ months' wages as bonus for 1961-62.
125.	Delhi Wallah Sweet Stall, Madurai.	24—10—61	Bonus for 1961-62.	Agreed to pay 1½ months' basic wages to all the workers as bonus for 1961-62.
126.	Excelsior Power Press, Madurai.	do	Bonus for 1960 61.	Agreed to pay 1½ months' basic wages to all the workers as bonus for 1960-61.

(1)	(2)	(3)	(4)	(5)
127.	Ariya Bhavan Sweet Stall, Madurai.	do	Bonus for 1961-62.	Agreed to pay 1½ months' basic wages to all the workers as bonus for 1961-62.
128.	Kardana Estate, Chinnamannur Post.	25—10—61	Bonus for 1960-61.	Agreed to pay 2½% of the total annual earnings of the workers as bonus for 1960-61.
129.	Pioneer Board Products, Madurai.	do	Non-employment of 2 workers.	Agreed to reinstate the 2 workers treating the period of un-employment as leave on loss of pay.
130.	The Blackstone Workshop, Madurai.	do	Bonus for 1960-61.	Agreed to pay 1½ months basic wages to all the workers as bonus for the year 1960-61.
131.	Certain hotels at Palani.	27—10—61	do	Agreed to pay 2 months' basic wages as bonus for the year 1960-61.
132.	do	do	do	do
133.	Essence Coffee Club, Palni.	do	do	do
134.	Certain hotels at Dindigul.	30—10—61	do	Agreed to pay one months' basic wages to the workers who have put in less than 3 years of service and a bonus of 1½ months' wages (basic wages) to such of those workers who have put in three years and more service.
135.	V. M. Bus Service, Madras.	1—9—61	Non-employment of a worker.	Agreed to pay the worker Rs 130/- in full settlement.
136.	Elite Optical Estate, Guindy.	6—9—61	Wage scales Dearness Allowance, etc.	Agreed to introduce the following pay scales and Dearness Allowance:— Pay. Grade A Rs 400/10/500 D.A. Rs. 50 Grade B Rs. 75/1[illegible]/375 D.A. Rs 50 Grade C Rs. 160/10 260 D.A. Rs. 30 Grade D Rs. 100/5/150 D.A. Rs. 20 Grade E Rs. 60/3/90 D.A. Rs. 20 Grade F Rs. 30/2.50/55. D.A. Rs. 20 Also agreed to give Rs. 5/- p.m. as additional dearness allowance to all the workers.

(1)	(2)	(3)	(4)	(5)
137.	Sri Narayan Bus Transport, Madras.	11— 9—61	Increment, bonus etc.	Agreed to grant an increment of Rs. 5/- in the present wages of the existing workers and to pay 1½ months' basic wages as bonus to all the categories of workers. Also agreed to supply 2 sets of uniforms for the year 1962.
138.	10 Appalam Producers in Triplicane and Royapettah area.	18— 9—91	Lockout.	Agreed to pay Rs. 27/- to each worker for arranging for their boarding and lodging. Also fixed the workload and wages of different categories of worker .
139.	C. B. Thulasiram, Madras.	do	Non-employment of a worker.	Agreed to pay the worker a sum of Rs. 900/- in full settlement.
140.	Provincial Transport(Private) Ltd., Madras.	do	Gratuity.	Agree to institute a gratuity scheme.
141.	Hotel Deluxe, Madras-17.	25— 9—61	Closure.	Agreed to pay csmpensation to all the workers.
152.	Neptune Studios, Adyar, Madras.	27— 9—61	Discharge of a worker.	Agreed to pay the worker Rs. 292 27 nP. in full settlement.
143.	Kotta Munuswmay Chetty & Co., Madras.	28— 9—61	Non-employment of 2 workers.	Agreed to pay a lump sum amount to each of the 2 workers in full settlement.
144.	National Art Press, Madras.	29— 9—61	Wage increase.	Agreed to grant an increase of Rs. 5/- to all the workers except piece rate workers with effect from 1-9-61.
145.	National Bakery and Restaurant, Madras.	do	Wage increase.	Agreed to merge the extra allowance which is now being paid to the workers with the pay of the workers and to raise the pay of the 5 cleaners who are getting Rs. 15/- p.m. to Rs. 18/- and after six months to raise it from Rs. 18/- to Rs. 20/- and to give them an annual increment of Rs. 1.50. Regarding the other workers, the management agreed to give them an annual increment of Rs. 2/-.

(1)	(2)	(3)	(4)	(5)
146.	Minerva Talkies, Madras-1,	13— 9—61	Fixation of scales of pay, dearness allowance, etc.	Agreed to fix the scales of pay of the different categories of workers and to pay the dearness allowance of Rs. 60/. p.m. Agreed to grant retirement benefit of gratuity at the rate of one month's basic wages for every year of service put in by the workers.
147.	Patel Steel Trunk Works, Coimbatore.	5—10—61	Bonus, leave, permanency of workers and compensation to Sri Govindasamy injured while working.	Agreed to pay one month's wages as bonus to permanent workers and the other contract workers to be remunerated suitably by mutual settlement. Displaced workers working on contract basis to be employed in order of seniority. Piece rate contract workers will be given 12 days sick leave, 12 days casual leave and festival holidays as per Industrial Establishments (National & Festival Holidays) Act and rules made thereunder. Sri Govindasami will be paid Rs. 25/- as compensation fot the period of his stay in hospital.
148.	Sri Ranganathar Brand Steel Trunk Works, Coimbatore.	5—10—61	Bonus, leave, permanency of workers.	Agreed to pay one month's wages as bonus to permanent workers and the other contract workers to be remunerated suitably by mutual settlements. Displaced workers working on contract basis to be employed in order of seniority Piece rate contract workers will be given 12 days sick leave, 12 days casual leave and festival holidays as per Industrial Eestablishments (National and Festival Holidays) Act and rules made thereunder.
149.	Pierce Leslie & Co. Ltd., Coimbatore.	6—10—61	Revision of settlement dated 22—2—61.	Agreement dated 22-2-61 was cancelled and fresh settlement reached under which the 38

(1)	(2)	(3)	(4)	(5)
				workers shall be given work by rotation so that each gets equal work. Any work may be given to them. If any one of the said worker is either discharged or leaves the service of his own accord no substitute will be included in the list to get the benefit of this settlement Fresh ticket numbers will be issued to the workers,
150.	Guhan Rice Mill, Tiruppur.	7—10—61	Refusal of employment to 5 workers.	The 5 workers to be given the usual work immediately.
151.	Karthikeya Oil & Rice Mill, Tiruppur,	do	Refusal of employment to a worker.	Agreed to give work from 7—10—61 and pay leave wages for period of absence from duty. He will not be paid back wages.
152.	Chellam Rice Mill, Tiruppur.	do	Retrenchment of a worker.	Agreed to give alternative employment from 8—10—61 with continuity of service but no back wages.
153.	Raghumania Rice Mills, Tiruppur.	do	Retrenchment of 5 workers.	The 5 workers who were continued in work from 11—9—61 will continue to be employed but they will not be paid back wages for the period of non-employment.
154.	Triplex Dry Cleaners, Coimbatore.	5—10—61	Non-payment of wages to a worker:	Agreed to calculate leave the worker is entitted to and pay wages due to him deducting the leave wages already paid to him from January 1961 to date.
155.	Ilango Oil & Flour Mills, Tiruppur.	9—10—61	Discharge of a worker.	Agreed to reinstate the worker from 10-10-61 with continuity of service but with no wages for the period of unemployment.
156.	M.K.M. Sheriff Rice Mill, Tiruppur.	9—10—61	Discharge of a worker.	Agreed to reinstate the worker from 10-10-61 with continuity of service but with no wages for the period of unemployment.

(1)	(2)	(3)	(4)	(5)
157.	Nanco Rubber & Plastics Ltd., Coimbatore.	11—10—61	Bonus for 1960—61.	Agreed to pay all workers a bonus for 1960—61 at 12% of their total annual basic salary and dearness allowance in full and final settlement of the bonus demand. Amount to be paid before 28—10—61.
158.	Bangalore Tailor, Coimbatore,	13—10—61	Discharge of 2 workers.	Each worker will be paid Rs. 10/- in full and final settlement in lieu of re-employment.
159.	Thams Tailory, Coimbatore.	13—10—61	Introduction of picee rate system and payment on piece rate basis to the 3 workers.	Agreed to give work on piece rate basis to the 3 workers from 16-10-61. They will be entitled to all benefits of leave, working hours.
160.	Hotel Manohara, Raja St., Coimbatore.	20—10—61	Bonus for 1960—61.	Agreed to pay one month's wages as bonus for 1960—61 and to supply dhoties and shirts to the workers for the ensuing Deepavali.
161.	J.M. & Sons English Hotel & Bakery, Avanashi Road, Coimbatore.	20—10—61	Bonus for 1960—61, annual increment and payment of dearness allowance.	Agreed to pay 1½ months' wages as bonus for 1960—61 to all workers. One months' wages as bonus on 1—11—51 and the balance of ½ months' wages as bonus before Thai Pongal festival in full and final settlement of bonus for 1960—61. An annual increment of Rs. 5/- to workers getting Rs. 50/- and above at present and to those getting below Rs. 50/- an annual increment of Rs. 3/- with effect from 1—1—62. The demand for dearness allowance is not pressed.
162.	Hindu Kailas Parvath Hotel, Coimbatore.	do	Bonus for 1960—61.	Agreed to pay 22 days' wages as bonus for 1960-61 to all workers in full and settlement of the demand before 31—10—61.
163.	Hotel Majestic, College Road, Coimbatore.	20—10—61	Bouus for 1960—61.	Agreed to pay one month's wages as bonus for 1960—61 in final

(1)	(2)	(3)	(4)	(5)
				settlement of the demand on 1—11—61.
164.	Arunachalam Chettiar, Paruppu Mandy, Dharapuram Road, Tiruppur.	21—10—61	Bonus for 1960—61.	Agreed to pay 4 weeks' wages to the 9 female workers and 5 weeks' wages to the male worker driver as bonus for 1960—61.
165.	Lakshmana Oil Mill, Palladam Road, Tiruppur.	do	do	Agreed to pay Rs. 52/- and 32/- to each male and female worker respectively and Rs. 100/- to the driver as bonus for 1960—61 before 30—10—61.
166.	Indian Bags Industries, Palladam Road, Tiruppur.	do	do	Agreed to pay 2 weeks' wages to all workers and proportionately to those with less than one year service as bonus for 1960—61.
167.	Rainbow Plastic Industries, Palladam Road, Tiruppur.	22—10—61	do	Agreed to pay 3 weeks' wages as bonus for 1960—61. Those with less than one year service will be paid pro portionately.
168.	Gemini Press, Tiruppur.	do	do	Agreed to pay 1 month and 10 days' wages to all workers as bonus for 1960—61 before 31—10—61.
169.	Durbar Biriyani Hotel, Palladam Road, Tiruppur.	do	do	Agreed to pay 1½ months' wages as bonus to all workers and those with less than one year's service will be paid proportionately.
170.	Devaki Tea Stall, Palladam Road, Tiruppur.	do	do	do
171.	Bagyalakshmi Tea Club, Dharapuram Road, Tiruppur.			do
172.	Prema Tea Stall, Palladam Road, Tirruppur:			do
173.	Nambiar Tea Clnb, Gajalakshmi Theatre Road, Tiruppur.	22—10—61	Bonus for 1960-61.	Agreed to pay 1½ months' wages as bonus to all the workers. Those with less than 1 year's service will be paid proportionately.
174.	R. Swamy Tea Stall, Old Market Road, Tiruppur.	do	do	Agreed to pay 1½ months' wages as bonus to all the workers. Those

(1)	(2)	(3)	(4)	(5)
				with less than 1 year's service will be paid proportionately.
175.	Arunachalam Tea Club, Universal Theatre Road, Tiruppur.	do	do	Agreed to pay 1½ months' wages as bonus to all the workers. Those with less than 1 year's service will be paid proportionately.
176.	Nachimuthu Gounder Tea Club, Universal Theatre Road, Tiruppur.	do	do	do
177.	Ammasaiyappa Gounder Tea Stall, Universal Theatre Road, Tiruppur.	do	do	do
178.	Sri krishna Vilas Tea Club, Avanashi Road, Tiruppur.	do	do	Agreed to pay 1½ do
179.	Sri Lakstminarayana Coffee Hotel, Central Bus Stand, Tiruppur.	do	do	Agreed to pay 2 do
180.	T. V. Ponnuswamy Tea Club, B. S. Sundaram Road, Tiruppur.	do	do	Agreed to pay 1½ do
181.	The Light Indian Refreshment Tea Stall, Railway Station, Tiruppur.	do	do	Agreed to pay 2 do
182.	Bombay Biriyani Hotel, Palladam Road, Tiruppur,	do	do	do
183.	Mohan Lodge, Palladam Road, Tiruppur.	do	do	do
184.	Sri Murugan Cafe B.S. Sundaram Road, Tiruppur.	do	do	Agreed to pay 2 months' wages as bonus for 1960-61. Those with less than 1 year service will be paid proportionately.
185.	Siva Rama Vilas Tea Club alias Manickammal Tea Club, Old Cloth Bazaar St., Tiruppur.	do	do	Agreed to pay 1½ do
186.	G. H. R. (Catering Establishment) Kumaran Road, Tiruppur.	do	do	Agreed to pay 2 do
187.	Sri Krishnananda Vilas Tea Club, Avanashi Road, Tiruppur.	do	do	Agreed to pay 1½ do
188.	Sri Ambiga Bhavan, Avanshi Road, Tiruppur.	do	do	do

(1)	(2)	(3)	(4)	(5)
189.	Sri Krishna Cafe, Munipal Office Road Tiruppur.	do	do	do
190.	Mahendra Tea Club, Ramakrishnapuram, Tiruppur.	do	do	do
191.	Dhanalakshmi Restaurant, Kumaran Road, Tiruppur.	do	do	Agreed to pay 2 do
192.	Subammal Tea Club, Old Cloth Bazaar St., Tiruppur.	do	do	Agreed to pay 1½ do
193.	Saraswathi Press, Universal Theatre Road' Tiruppur.	do	do	Agreed to pay 1 month and 10 days' wages as bonus for 1960-61 in the presume of the union official before 31-10-1961.
194.	United Printers, Tiruppur.	22—10—61	Bonus for 1960-61.	Agreed to pay 2 months' wages to workers as bonus for 1960-61. The amount of 2 months' already paid by the management shall be in full and final settlement of this demand.
195,	Loba Prabhu Press, Palladam Road, Tiruppur.	do	do	Agreed to pay 1½ months' wages as bonus for 1960-61 to all the workers.
196.	Dhanalakshmi Vilas Printing Press, Tiruppur.	do	do	Agreed to pay the workers one month and 10 days' wages as bonus for 1960-61.
197.	Sivakami Press, Tiruppur.	do	do	Agreed to pay the workers one month's wages as bonus for 1960-61.
198.	Alphonse Printing press, Tiruppur.	do	do	Agreed to pay the workers one month and 10 days' wages as bonus for 1960-61.
199.	Muthu Press, Tiruppur.	do	do	Agreed to pay one and a half month's wages as bonus for 1960-61.
200.	Murugan Press, Tiruppur.	do	do	Agreed to pay the workers one month and 10 days' wages as bonus for 1960-61.
201.	Sakthi Power Press & Sakthi Power Process Binding Section, Tiruppur.	do	do	do
202.	Shanmuga Power	do	do	do

(1)	(2)	(3)	(4)	(5)
203.	Kamala Printing Press, Tiruppur.	22-10-61	Bouns for 1960-61.	Agreed to pay the workers one and a half month's wages as bonus for 1960-61.
204.	Indian Tea Stall, Coimbatore.	23—10—61	do	Agreed to pay the workers a month's wages as bonus for 1960-61.
205.	Lakshmi Vilas Hotel, Coimbatore.	23—10—61	Bonus for 1960-61.	Agreed to pay the workers a month's wages as bonus for 1960-61.
206.	Udipi Lodge, Coimbatore.	do	do	do
207.	Udipi Krishna Lunch Home, Coimbatore.	do	do	do
208.	Harihara Vilas Coimbatore.	do	do	do
209.	Muruga Vilas, Coimbatore.	do	do	do
210.	Udipi Mani's Lunch Home, Coimbatore.	do	do	do
211.	Pandia & Co. Waste Cotton Merchants, Coimbatore.	25—10—61	Bonus for the year ending Deepavali 1961.	Agreed to pay a bonus amount of 1 ¼ months' wages rounded to Rs. 30/- to each of the female workers and a bonus amont of ¾th months wages round to Rs. 40/- to male workers.
212.	Thulasidas Murarjee & Co., Waste Cotton Merchants, Coimbatore.	do	do	Agreed to pay the workers one and one fourth month's wages as bonus for the year ending Deepavali 1961.
213.	Sri Venkatesha Lodge, Coimbatore.	28—10—61	Bonus for 1960-61 & 1961-62.	Agreed to pay 2 month's wages as bonus for 1961-62 and to drop the demand for additional bonus for 1960-61.
214.	Sri Sathyanarayana & Co., R.S. Puram, Coimbatore.	do	Bonus for Deepavali.	Agreed to pay 1½ month's wages and ¾th month's wages to the male and female workers as bonus for Deepali 1961.
215.	Jayasri Hotel, Coimbatore.	do	Bonus for 1960-61.	Agreed to pay 1½ month's wages as bonus for 1960-61.

(1)	(2)	(3)	(4)	(5)
216.	Poongothai Biriyani Hotel, Gobichetti-palayam.	29—10—61	Bonus for 1960-61.	Agreed to pay one month's wages as bonus for 1960-61.
217.	Sri Ramakrishna Lunch Home, Gobichetti-palapam.	do	do	Agreed to pay 1½ month's wages as bonus for 1960-61.
218.	Anbu Biriyani Hotel, Gobichettipalayam.	do	Retrenchment of a worker.	Agreed to reinstate the worker.
219.	Tamilnand Biriyani Hotel, Gopichetti-palayam.	do	Bonus for 1960-61.	Agreed to pay 1½ months wages as bonus for 1960-61.
220.	Sri Rama Vilas Hotel, Mudachur Road, Sri Rama Vilas Hotel (Branch) Bazaar St., Gobichettipalayam.	do	do	Agreed to pay 1½ month's wages as bonus for 1960-61.
221.	New Maratta Hotel Gobichettipalayam.	do	do	Agreed to pay 1½ month's wages as bonus for 1960-61.
222.	Annapoorneswari Hotel, Kutcheri Medu and New Annapoorneswari Hotel, Bazaar St., Gobichettipalayam.	do	do	Agreed to pay 1½ month's wages as bonus for 1960-61.
223.	Town Biriyani Hotel, Gobichettipalayam.	do	do	Agreed to pay 1½ month's wages as bonus for 1960-61.
224.	Ambu Biriyani Hotel, Gobichettipalayam.	do	do	do
225.	Sri Kandan Biriyani Hotel, Gobichetti-palayam.	do	do	Agreed to pay one month's wages as bonus for 1960-61,
226.	New Modern Restaurant & Hotel, Gobichetti-palayam.	do	do	Agreed to pay 1½ month's wages as bonus for 1960-61.
227.	Jolly Biriyani Hotel, Gobichettipalayam.	do	do	Agreed to pay one month's wages as bonus for 1960-61.
228.	Aruna Biriyani Hotel, Gobichettipalayam.	do	do	Agreed to pay 1½ month's wages as bonus for 1960-61.
229.	Lakshmi Lodge, Gobichettipalayam,	29—10—61	Bonus for 1960-61.	Agreed to pay 1½ month's wages as bonus for 1960-61.

(1)	(2)	(3)	(4)	(5)
230.	Ramachandra Vilas Seshaiyar Hotel, Gobichettipalayam.	29-10-61	Bonus for 1960-61.	do 1½ month's do
231.	Central Biriyani Hotel, Gobichettipalayam.	do	do	do 1½ month's do
232.	Hotel Seetha, Gobichettipalayam.	do	do	do 1 month's do
233.	Guhan Rice Mills, Tiruppur.	30—10—61	Discharge of a worker.	Agreed to reinstate the worker in service without back wages, but with continuity of service.
234.	Indian Hume Pipe Company Coimbatore.	do	Extraction of semi-skilled work from unskilled work.	Agreed to convert him as a semi-skilled worker from 1-10-61.
235.	Ananda Bhavan, Tiruppur.	do	Bonus for 1960-61.	Agreed to pay the worker 1½ months' wages as bonus for 1960-61.
236.	Sri Venkatesh Lode, Tiruppur.	do	do	Agreed to pay 2 month's wages as bonus for 1960-61,
237.	18 Rice Mills at Tiruppur.	do	do	Agreed to different rates of bonus to the workers in the rice mills classified into 3 groups.
238.	Shankara Nair Tea Club, Tiruppur.	do	do	Agreed to pay 1½ months' wages as bonus for 1960-61.
239.	Pioneer Bobbin Manufacturing Company, Madukkarai.	31—10—61	Bonus for 1959-60.	Agreed to pay ½ a month's wages as bonus for the year 1959-60 and ½ a month's wages as advance to be deducted in easy instalments.
240.	P.M.S. Nari Mark Beedi Factory, Palladam.	6—10—61	Recognition of the service of the workers from the beginning.	Agreed to recognise the service of the workers under the previous management.
241.	B. B. Hotel, Coimbatore.	11—10—61	Discharge of a worker.	Agreed to reinstate the worker with continuity of service but without back wages.

(1)	(2)	(3)	(4)	(5)
242.	N. Rudrappan & Co., Cotton Merchants, Coimbatore.	10—10—61	Retrenchment of workers.	Agreed to reinstate the workers with continuity of service.
243.	India Silicate Industries (P) Ltd., Mettupalayam.	17—10—61	Bonus for 1960-61.	Agreed to pay ½ month's wages as advance for Deepavali.
244.	Vasantha Ginning & Oil Mills, Coimbatore.	25—10—61	do	Agreed to pay Rs. 6/- to Kappas Pickers, Rs. 10/- to Gin workers, Rs. 11/- to Kalas and Oil Mill section workers and a week's wages to other categories of workers as bonus for 1960-61.
245.	Lakshmi Mills Ginning Factory, No. 2, Coimbatore.	do	do	do
246.	Varadharaja Ginning & Oil Mills, Coimbatore.	do	do	do
247.	Sri Jaganatha Ginning & Oil Mills, Coimbatore.	do	do	do
248.	Sri Ranga Vilas Ginning & Oil Mills, Coimbatore.	do	do	do
249.	Sree Shanmugam Tailoring House' Coimbatore.	26—10—61	Increase in wages.	Agreed to increase the rate of wages in respect of each of iteom of work.

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

Serial No.	*Name of the concern*	*Date of agreement*	*No. of workers involved*	*Important terms of Settlement.*
(1)	(2)	(3)	(4)	(5)
1.	Gobald Motor Service, (P) Ltd., Mettupalayam.	9—10—61	...	Bonus for 1960-61 and increase in dearness allowances
2.	B. M. S. (P) Ltd., Coimbatore.	10—10—61	...	do
3.	V. Muthuammal & Co. Oil Mills, Virudhunagar.	29—9—61	6	Bonus for 1960-61.
4.	V. V. Vannia perumal & Sons, Virudhunagar.	do	8	do
5.	A. Kasthuri Bai & R. Jagadhambal Oil Mill, Virudhunagar.	do	5	do
6.	Sankar Mills, Thalayuthu.	5—10—61	...	Declared bonus at 3½ months' basic wages for 1960.
7.	Sri Nagalinga Vilas Oil & Ginning Industries Virudhunagar.	10—10—61	...	Declared 12½% earned wages as bonus for 1960-61.
8.	Leoyal Textile Mills. Koilpatti.	10—10—61	...	Declared 20% of earned basic wages as bonus for 1960-61.
9.	Janakiram Mills Ltd., Rajapalayam.	16—10—61	240	Declared 25% of earned basic wages as bonus for 1960.
10.	Gitanjali Mills Ltd., Sankarankoil	18—10—61	293	Declared 25% of earned basic wages as bonus for 1960-61.
11.	Sri Karpakambal Mills Ltd., Rajapalayam.	16—10—61	275	Declared 30% of earned basic wages as bonus for 1960-61.
12.	Jayaram Mills Ltd., Rajapalayam.	24—10—61	138	Declared 16% of earned basic wages as bonus for 1960-61.
13.	Gowri House Metal Works. Rajapalayam.	21—10—61	118	Declared 16/2/3. % of earned basic wages as bonus for 1967.

(1)	(2)	(3)	(4)	(5)
14.	Nataraja Lodge Meals & Briani Hotels, Madurai.	13—10—61	...	Bonus for 1961.
15.	Nataraja Lodge Meals & Briani Hotel, Town Hall Road, Madurai.	13— 9—61	...	Bonus for 1961.
16.	Nataraja Lodge Meals, & Briani Hotel, West Tower Street, Madurai.	13— 9—61	...	do
17.	Ganeshan Cardboard Co., Madurai.	23— 9—61	...	Bonus for 1960.
18.	Vincent & Co. (P) Ltd., Madurai.	13—10—61	...	do
19.	Jawaharlal Power loom Factory, Madurai.	4—10—61	...	Wages and workload.
20.	Gopinath Beading Mills, Madurai.	4—10—61	...	do
21.	Thiagarajar Mills, Kappalur.	6—10—61	...	Running of third shift.
22.	Hotel Midland, Madurai.	24—10—61	...	Bonus for 1960-61.
23.	Rajaratna Mills, Palni.	26—10—61	...	do
24.	Ananda Bhavan Hotel, Madurai.	30—10—61	...	do
25.	Vijayakumar Mills Ltd., Palni.	31—10—61	...	do

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 October, 1961.

Name of the concern in which the dispute has arisen	Issues	G.O. No. and date of reference.
1	2	3
	Industrial Tribunal, Madras	
	Coimbatore District	
1. Textool Company, Limited, Ganapathy Coimbatore.	1. Categorisation of all employees and fixation of scales of wages for the different categories of employees and fitment of the existing incumbents in the scales so fixed.	G. O. Ms. No. 5774, Industries, Labour and Co-operation, dated 29-2-61.
	2. Whether separate incentive wages should be paid to the workers and if so to fix the quantum.	
	3. Whether the demand of the workers for payment of night allowance for work after midnight is justified and if so, to fix the quantum.	
	4. Whether the workers who turn out higher workload are entitled to claim any special allowance in respect of the extra workload turned by them.	
	5. To compute the relief if any awarded in terms of money if it can be so computed.	
	Salem District	
2. Mettur Industries, Limited, Mettur Dam.	Whether the demand of the workers for the introduction of a new gratuity Scheme is justified and if so to formulate the scheme.	G.O. Ms. No. 5619, I. L. & C. (Lab) dated 20-9-61.
3. N. S. Motor Service, Salem.	1. Whether the deduction of the Union for the provision of resting accommodation is justified.	G. O. Ms. No. 5672, I. L. & C. (Lab) dated 22-9-61.
	2. Whether the demand of the union for the introduction of a gratuity scheme in addition to the P.F. scheme is justified and if so to formulate gratuity scheme.	

(1)	(2)	(3)
4. R.P.David and Company Salem.	1. Whether the demand of the Union for provision of resting accommodation is justified 2. Whether the demand of the union for introduction of a gratuity scheme in addition to the P.F. Scheme is justified and if so to formulate a gratuity scheme.	G. O. Ms. No. 5669, I. L. & C. dated 22-9-61.
	Chingleput District.	
5. M/S. Ramakrishan Kulwantrai Steel Rolling Mills, Steel Industries of South India and Bolt and nut factory, Tiruvottiyur, Madras-19.	Whether the demand for dearness allowance is justified and if so, to fix the rate.	G. O. Ms. No. 5954, I. L. & C. (Lab) dated 7-10-61.
	Labour Court, Madras	
	Madras District	
6. Sridhar & Co., Madras.	1. Fixation of scales of wages for different categories of employees and the fitment of the present incumbents in the scales so fixed. 2. Whether the demand for the institution of a gratuity scheme is justified and if so to formulate a scheme. 3. Fixation of quantum of bonus for the year 1959-60.	G. O. Ms. No. 5848, I.L. & C. (Lab) dated 3-10-61.
7. Integral Coach Factory Canteen, Madras.	1. Whether the retrenchment of worker Ratnam is legal and if so the extent of 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. 5985, I. L. & C. (Lab) dated 10-10-61.
8. M. C. Appasami Chetti & Company. Madras.	1. Whether the non-employment of K. Kadirvelu, Treadleman from 25th April to 16 July 1961 is justified and if not to what relief he is entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5583, I. L. & C., (Lab) dated 19-9-61.
9. Sri Nandagopal Transport, Madras.	1. Whether the non-employment of driver M. Kuppuswami with effect from	G. O. Ms. No. 5540, I. L. & C., (Lab) dated 15-9-61.

(1)	(2)	(3)
	August 1960 by the management of Sri Nandagopal Transport Madras 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.	
10. Parry & Limited Madras.	1. Whether the non-employment of Sri K. Vaidyanathan Watchman 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. 5692, I. L. &. C. (Lab) dated 23-9-61.
11. Khader and Yusuff Brothers Rattan Bazaar, Madras.	1. Fixation of scales of wages for various categories of employees and fitment of the existing incumbents in the scales so fixed. 2. Fixation of dearness allowance. 3. Whether the demand for bonus for 1958-59 is justified and if so to fix the quantum.	G. O. Ms. No. 5792, I.L.& C. (Lab), dated 29-9-61.
12. Vijaya Productions (Private) Limited, Madras.	Whether the non-employment of C. H. Dhanaraj from 17-1-61 by the Management 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. 5821, I. L. & C. (Lab) dated 30-9-61.
13. Suresh Timber Traders, Madras.	1. Whether the non-employment of Sri P. Arunachalam and 3 others 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. 5847, I. L. & C. (Lab) dated 3-10-61.
	Chingleput District.	
14. South India Carbonic Gas Industries Limited, Tiruvottiyur.	1. Whether the demand of the workers for the revision of the rate of dearness allowance is justified and if so, to fix the revised rate.	G. O. Ms. No. 5795, I. L. & C. (Lab) dated 29-9-61.

(1)	(2)	(3)
	2. Whether the demand of the workers for the additional leave facilities is justified and if so, to what the relief the workers are entitled.	
15. T. I. Cycles of India, Ambattur.	1. Whether the non-employment of (1) Sri D. Selvaraj (clock No. 919) (2) J. Sowrinathan (clock No. 979) and (3) P. Selvaraj (clock No. 914) from 25-7-60 is justified, if not to what relief each is entitled to. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5923, I. L. & C. (Lab) date 6-10-61.
16. South India Carbonic Gas Industries Ltd., Tiruvottiyur.	Whether the demand of the workers for the introduction of a gratuity scheme is justified and if so to formulate a scheme.	G. O. Ms. No. 5986, I. L. and C. (Labour) dated 10-10-61.

North Arcot District :

17. Sri Narayanamurthy Motor Service, Wandiwash.	1. Whether the deamand of the workers for revision of batta is justified and if so to fix the revised rates of bata for the different categories of workers. 2. Whether the demand of the workers for the grant of privilege leave, casual leave and sick leave, is justified and if so to what extent.	G. O. Ms. No. 5897, I. L. & C. (Labour) dt, 4-10-61.

South Arcot District:

18. Saraswathi Press, Tirupapudiyur.	1. Whether the demands of the workers for payment of Dearness Allowance in addition to the consolidated wages being paid at present is justified and if so to fix the rate.	G. O. Ms. No. 5785, I. L. & C. (Labour) dt. 29-9-61.

Labour Court, Coimbatore

Coimbatore District

19. Sabapathy Knitting Company, Tiruppur, Coimbatore.	1. Whether the non-employment of A. Palanisami is justified and if so 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. 5777, I. L. & C. (Labour) dt. 29-[illegible].

(1)	(2)	(3)
20. Stanes Transports (P) Ltd., Coimbatore.	Whether the demand of the workers for payment of additional bonus for 1958-59 is justified and if so to fix the quantum.	G. O. Ms. No. 5895, I. L. & C. (Labour) dt. 4-10-61.

Salem District:

21. Gunavathy Lorry Transports, Shevapet, Salem.	1. Whether the non-employment of D. P. Perumal 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. 5673, I. L. & C. (Labour) dt. 22-9-61.
22. S. B. Sri Ranga Vilas Motor (Private) Limited, Krishnagiri.	1. Whether the non-employment of M. Doraiswami Pillai from 11th April 1961 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. 5617, I. L. & C. (Labour) dt. 20-9-61.
23. K. G. V. Raman Bus Service, Kaveripatti, Salem.	1. Whether the non-employment of Conductor P. N. Appa with effect from 1-2-61 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. 6021, I. L. & C. (Labour) dt. 12-10-61.

Nilgiris District.

24. Kairbetta Estate, Kotagiri P.O.	1. Whether the staff employed in the Kairbetta Estate, Kotagiri P.O. are eligible for additional bonus for the years 1957-58, 1958-59 and 1959-60 and if so to fix the quantum of additional bonus.	G. O. Ms. No. 5618, I. L. & C. (Labour) dt. 20-9-61.

Labour Court, Madurai

Tiruchirapalli District

25. Tamilar Chitrundichalai, Samarasampatti, Tiruchi.	1. Whether the non-employment of N. Sankaran 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. 5013, I.L. & C. dt. 20-9-61.

(1)	(2)	(3)
26. Kumkumambigai Rice Mills, Puvalur, Trichy.	1. Whether the non-employment of workers Sri Subramanian and Four others 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. 5787, I. L. & C. (Labour) dt. 29-9-61.
27. Abdul Rahim Tannery, Punganoor, Trichy.	1. Whether the non-employment of Sri S. Mookan is justified and to what relief he is entitled. 2. To compute the relief awarded in terms of money if it can be so computed.	G. O. Ms. No. 5858, I. L. & C. (Labour) dt. 3-10-61.
28. Eye Mark Best Tobacco Co., Pudukottai.	1. Whether the non-employment of D. Velnadar and V. S. Sankaran is justified and the extent of relief each is entitled to. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5857, I. L & C. (Labour) dt. 3-10-61.

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

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

S. No. (1)	*Name of the concern.* (2)	*Page and date of Gazette.* (3)	*G.O. No. and date in which the award as Published.* (4)
	Industrial Tribunal, Madras.		
	Salem District.		
1.	Jawahar Mills Ltd., Salem.	1—3 11—10—61	G. O Ms. No. 5762, Industries, Labour & Co-operation, dated 28-9-1961.
	Labour Courts		
	Madras District.		
2.	Varun Industrial Corporation, Madras.	8-9 4—10—61	G. O. Ms. No. 5744 (Lab), I. L. C., dated 27-9-61.
3.	Sri Ganesa Engineering Works, Madras.	2—3 25—10—61	G.O. Ms. No. 5997 (Lab), I. L. C., dated 11—10—61.
4.	Ravindra Industries, Madras.	3—4 25—10—61	*G. O. R. No. 1396, I.L.C., dated 11-10-61.
5.	Madras Studios, Madras.	7—8 25—10—61	G. O. Ms. No. 6024 (Lab), I L. C., dated 12—10—61.
	Madurai District		
6.	Roja Vilas Scented Betalnut & Tobacco Factory, Dindigul.	5—6 4—10—61	G.O. Ms. No 5662 (Lab), I. L. C., dated 22—9—61.
7.	do	6—8 4—10—61	G. O. Ms. No. 5663, (Lab), I.L.C., dated 22—9—61.
	Nilgiris District		
8.	Rob Roy Estate, Kotagiri.	4—7 25—10—61	G. O. Ms. No. 5938 (Lab), I L.C., dated 6—10—61.
	Salem District		
9.	Shevaroy Bauxite Company Limited, Yercaud.	2 4—10—61	G. O. Ms. No. 1273 (Lab), I. L. C., dated 23—9—61.
10.	Sundaram Spinning Mills, Komarapalayam.	2—5 4—10—61	G. O. Ms. No. 5615, (Lab), I. L. C., dated 20—9—61.
11.	N. S. Motor Service, Salem.	1—2 25—10—61	*G. O. R. No. 1423 (Lab), I.L.C., dated 13—10—61.
	South Arcot District		
12.	Tennamara Mark Cigar Factory, Cuddalore O,T.	4 25—10—61	*G. O. R. No. 1411 (Lab), I.L.C., dated 13—10—61.
	Tiruchirapalli District		
13.	A. P. S. Transports, Trichy.	1—2 4—10—61	G. O. R. No. 1269, I.L.C., dated 23-9-61.

NOTE: * 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 October 1961.**

Sl. No.	Name of the Concern.	Industry.	No. of workers involved.	Closures. Began.	Closures. Ended.	Cause.	Compensation paid to workers.
1	2	3	4	5	6	7	8
1.	Bharat Lunch Home and Bharata Coffee Centre, Madras.	Hotel	35	12-10-61	Permanant closure.	Due to loss.	Agreed to pay compensation.
2.	Madura Sugars and Allied Products Ltd., Pandiarajapuram.	Sugar	241	24-10-61	Temporary closure.	Crushing season over.	do
3.	Sri Kannikaparameswari Rice Mills, Attur.	Rice Mill	51	5- 8-61	2-10-61	Owing to unfavourable market conditions and downward trend of the prevailing price in Rice Market.	Pending in the Court.

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

Sl. No.	Labour Officers		Wages and allowance.	Bonus.	Personnel Bonus suspensions (dismissal etc.)	Retrench-ment.	Leave and hours of work.	Not classi-fiable.)	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	25	155	26	...	3	63	...	272	272
2.	do	Coimbatore II	1	125	4	...	...	10	...	140	140
3.	do	Coonoor	8	3	36	...	2	8	...	57	57
4.	do	Madras-I	25	14	17	1	...	5	...	62	57
5.	do	Madras-II	8	16	4	5	...	...	...	33	33
6.	do	Madras-III	12	27	21	1	4	2	...	67	67
7.	do	Madurai	5	65	12	...	1	16	...	99	99
8.	do	Nagercoil	10	3	14	...	4	14	...	45	43
9.	do	Pollachi	4	8	22	...	...	5	...	39	39
10.	do	Salem	2	9	13	1	2	12	...	39	48
11.	do	Tiruchirapalli	17	14	...	...	2	5	...	38	38
12.	do	Tirunelveli	6	23	44	...	1	28	...	102	88
13.	do	Vellore	5	...	10	5	...	4	...	24	29
		Total	128	462	223	13	19	172	...	1017	1010

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

Number of standing orders certified as on 1—10—1961.	...	1908
Number of standing orders certified during the month of October 1961	...	118
Total	...	2,026
Number of amendments to the standing orders certified during the month of October 1961.	...	2

9. Workmen's Compensation Act 1923.

Statement of accidents reported and amount of compensation paid for the month of October 1961.

Number of accidents		* Amount of compensation paid under each head.
		Rs. nP.
(a) Death	19 ...	43,779.50
(b) Temporary disablement	27	4,091.08
(c) Permanent disablement	55	
	Total	47,870.58

* 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 1-10-61 to 31-10-61.

Nature of the claim (1)	Number previously pending. (2)	Number received. (3)	Total. (4)	Number disposed (5)	Balance. (6)
1. *Application under Section* 10 :					
(a) Fatal ...	53	12	65	6	59
(b) Non-fatal.					
(i) Permanent disablement ...	63	5	68	9	59
(ii) Temporary disablement ...	4	...	4	...	4
2. *Deposit under Section* 8 (1)					
(a) Fatal ...	53	24	77	3	74
(b) Persons under legal disability...	9	2	11	1	10
3. *Deposit under Section* 8 (2) ...	5	6	11	6	5
4. *Memorandum of Agreement.*					
(a) Permanent disablement ...	9	22	31	26	5
(b) Temporary disablement ...	...	3	3	2	1
5. *Recovery under Section* 31 ...	1	...	1	...	1
6. *Indemnification under Section* 12 ...	6	11	17	5	12
Total ...	203	85	288	58	230

11. Payment of Wages Act, 1936.

Statement for the month of October 1961.

(1) No. of cases pending at the beginning of the month	...	215
(2) No. of cases filed during the month	...	43
(3) No. of cases disposed of during the month	...	13
(4) No. of cases pending at the end of the month	...	245

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

Pending as on 1—10—1961	...	6
Received during the month of October 1961	...	2
Disposed of during the month of October 1961	...	Nil
Pending as on 1—11—61	...	8

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

Pending as on 1—10—1961	...	191
Received during the month of October 1961	...	28
Disposed of during the month of October 1961	...	44
Pending as on 1—11—1961	...	175

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

Pending as on 1—10—1961	...	97
Received during the month of October 1961	...	86
Disposed of during the month of October 1961	...	21
Pending as on 1—11—1961	...	162

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

S. No. (1)	R. No. (2)	Date of registration. (3)	Industry. (4)	Name and address of the the Unions. (5)
1.	3208	6—10—61	Miscellaneous	... M. I. T. Workers' Union, Chromepet.
2.	3209	do	do	... Hotel Workers' Union, 130, Kumaran Street, Pollachi.
3.	3210	do	Chemical	... Fire Works Labour Union, 3-'-57, Thevamar Street, Sivakasi.
4.	3211	15—10—61	Miscellaneous	... Nagercoil Pioneer Works Employees Union, Kottar, Nagercoil.
5.	3212	do	Construction	... Neyveli Construction Workers' Union, Velayamadevi Road, Neyveli-2.
6.	3213	do	Miscelleneous	... Fraser and Ross Employees' Union, 13/B, Second Line Beach, Madras-1.
7.	3214	do	Electricity	... Madras Electricity Employee's Union; 5, Ritchie Street, Mount Road, Madras-2.
8.	3215	16—10—61	Loading and unloading.	... National Bus Porters' Union, 110, Eswaradoss Lala Street, Madras-5.
9.	3216	23—10—61	Miscellaneous	... Rambal Workers' Union, C/o, The I. M. P. C. Pharmacy and Stores Employees' Association, L. B. Road, Adyar, Madras-20.
10.	3217	do	Textiles	... Desiya Panchalai Thozhilalar Sangam, 1-3, Upstair, M. W. Sannathi Street, Pettai, Tirunelveli.
11.	3218	do	do	... S. I. L. Employees' Union, Serakuppam, Vadalur Post, South Arcot District.
12.	3219	do	Miscellaneous	... Century Flour Mill Labour Union, 136, Strabans Road, Madras- 12.

(1)	(2)	(3)	(4)	(5)
13.	3220	23—10—61	Textiles	... Panappakkam Handloom Weavers' Union, Subramaniar Coil Street, Panappakkam Post, Arkonam Taluk.
14.	3221	24—10—61	Commerce	... National Trades Corporation Workers' Union, Madras-5.
15.	3222	28—10—61	Service	... Madras Government Hospitals Workers, Union, Palayamkottai.
16.	3223	30—10—61	Miscellaneous	... Madras City Type Foundry Workers Union, 136, Strahans Road, Madras-12.

The Orders already passed cancelling the certificates of Registration of the Trade Unions mentioned below are cancelled on 26-10-61.

S. No. (1)	R. No. (2)	Industries. (3)	Name and Address of the Union. (4)
1.	902	Miscellaneous	... Madras Umbrella Workers' Union, 17. Baker Streeet, Madras-1.
2.	1720	Electricity	... Kumbakonam Electric Supply Corporation Employees Union, 35, Post Office Road, Kumbakonam.
3.	1831	Transport	... Motor Thozhilalar Sangam, Gajalakshmi Theatre Rd., Tiruppur.
4.	2101	Sanitary Service	... Nagarasuthi Thozhilalar Sangam, Sandaipetti, Arcot.
5.	2414	Service	... Employees State Insurance Corporation Employees' Union, 8, Narasingapuram St., Mount Rd., Madras-2.
6.	2423	Agriculture	... Tamilnad, Agricultural Engineering Works' Union, Pappanaickenpudur, Coimbatore.
7.	3002	Miscellaneous	... Menaka Swadesi State Factory Star Light Brass Metal Works and General Workers Union, Kumbakonam.

(1)	(2)	(3)	(4)
8.	2546	Printing, Publishing and Allied Industries ...	Thanthi Rotary Prers Employees Union, Madurai.
9.	2696	Agriculture ...	National Agricultural Workers' Union, Nattarasankottai, Ramnad Dist.
10.	2942	Miscellaneous ...	Coimbatore District National Washermen's Association, 1/240, Stanes Colony, Condipudur Post, Coimbatore District.
11.	3038	Railways	Indian Railway Sanitary Inspector's Association, Ayanawaram, Madras-23.

13. (b) Nill

ABSTRACT

1.	Total No. of Trade Unions as on 1—10—61 ...	1093
2.	-do- registered during the month ...	16
3.	-do- whose registration were restored ...	11
4.	Total No. of Trade Unions as on 31—10—61 ...	1,120

14. Labour administration and Statistics for the month of October 1961.

S. No. (1)	Particulars. (2)	Factories Act. (3)	Payment of Wages Act. (4)	Madras Maternity Benefit Act. (5)	Madras Shops and Establishments Act. (6)	Madras Catering Establishments Act. (7)	Minimum Wages Act. (8)
1	No. of establishments inspected.	886	2,424	262	5,1370	32,11	982
2	*No. of irregularities noticed	109	297	69	577	411	33
3	No. of cases warned	59	79	...	624	326	35
4	No. of prosecutions sanctioned.	38	...	1	28	160	1
5	No. of convictions obtained.	13	...	...	18	129	...
6	Amount of fine levied in Rupees.	470	...	...	...	228	2,153

* The common irregularities noticed were in respect of the maintenance of registers, exhibition of notices, upkeep, sanitation, unemployment 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 October 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	135	139	114	1	...	...	...	...	...	136	139	114	389
2. South Arcot	121	14	67	...	...	...	...	...	...	121	14	67	202
3. Chingleput	189	29	49	...	...	...	...	...	...	189	29	49	267
4. Coimbatore	908	30	166	9	...	...	...	1	...	917	29	166	1112
5. Kanyakumari	41	7	23	1	...	...	...	...	...	42	7	23	72
6. Madras	673	66	165	11	...	...	...	...	...	684	66	165	915
7. Madurai	374	50	94	4	2	...	...	...	...	378	52	94	524
8. The Nilgiris	111	1	13	...	...	...	...	...	...	111	1	13	125
9. Ramanathapuram	220	65	126	2	...	...	...	...	1	222	65	125	412
10. Salem	420	22	97	13	...	...	...	...	...	433	22	97	552
11. Thanjavur	298	24	89	1	...	...	...	...	...	299	24	89	412
12. Tiruchirappalli	223	25	265	4	1	...	...	...	...	227	26	265	518
13. Tirunelveli	245	56	137	...	...	...	...	...	...	245	56	137	438
Total	3958	528	1405	46	3	...	...	1	1	4004	530	1404	5938

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

S. No. (1)	Category of Plantations. (2)	At the beginning of the month. A. (3)	At the beginning of the month. B. (4)	Registered. A. (5)	Registered. B. (6)	Removed. A. (7)	Removed. B. (8)	At the end of the month. A. (9)	At the end of the month. B. (10)
1.	Coffee ...	122	28,576.26	...	...	...	...	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 ...	270	1,10,212.79	...	...	...	...	270	1,10,212.79

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

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

No. of Industries (1)	Name of Industry 2	Number of accidents. Fatal. (3)	Number of accidents. Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	...
20.	Food except beverages ...	...	44
21.	Beverages ...	...	...
22.	Tobacco ...	...	...
23.	Textiles ...	1	308
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture ...	...	2
26.	Furniture and fixtures ...	...	1
27.	Paper and paper products ...	...	...
28.	Printing, publishing and allied industries ...	...	11
29.	Leather and leather products (except foot-wear).	...	7
30.	Rubber and rubber products ...	...	26
31.	Chemicals and Chemical products ...	1	271
32.	Products of petroleum and coal ...	...	24
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	38
34.	Basic Metal industries ...	...	9
35.	Metal products (except machinery and transport equipments).	...	66
36.	Machinery (except electrical machinery) ...	1	167
37.	Electrical Machinery, apparatus, appliances and supplies.	...	27
38.	Transport equipment ...	...	533
39.	Miscellaneous industries ...	...	22
51.	Electricity, Gas and Steam ...	...	7
52.	Water and Sanitary Services ...	...	...
83.	Recreation services (Cinema-Studios) ...	...	3
84.	Personal Services (laundries, dyeing and cleaning).	...	...
	Total	3	1,566

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

Name of Industry.	Adults.		Adolescents.		Children.	
	Men.	Women.	Male.	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Cotton Machinery:—						
1. Opening and Blowing room Machinery.	4	...	...	...	...	...
2. Card room Machinery	27	...	...	...	...	...
3. Drawing Frames	3	...	...	...	...	...
4. Speed Frames	18	...	...	...	...	...
5. Spinning Machinery	46	2	...	...	...	...
6. Weaving Machinery	23	...	...	...	...	...
7. Finishing Machinery	4	3	...	...	...	...
8. Flying Shuttles	6	...	...	...	...	...
9. Other Miscellaneous Textile Machinery	15	3	...	...	...	...
10. Miscellaneous Non-Machinery Accidents.	152	2	...	...	...	...
Total ...	298	10	...	...	...	...
Jute Machinery		...	Nil	...	...	...

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

Name of the factory or establishments	*Section from which exempted*	*Duration of exemption*	*Authority*
(1)	(2)	(3)	(4)
MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.			
1. Stalls in the twenty first A.I. Khadi, Handloom, Swadeshi & Industrial Exhibition Salem.	All the Provisions of the Act.	From 11-9-61 to 17-9-61 (both inclusive).	G.O.R. No. 1262. I.L.C. dt. 22-9-61 published in notification No. II-1 No. 4305 of 1961 at page 1476 of Part II-Sec. 1 of the Fort St. George Gazette dated 4-10-61.
2. Watchmen and messenger employed in establishments.	9, 10, 14 anb 15 subject to certain conditions.	...	Notification II-1 No. 4580 of 1961 at page 1593 of Part II-Sec. 1 of the Fort St. George Gazette dt. 25-10-61.
3. Persons employed in Petrol Bunks, storage Depots in Madras State.	7(1), 9 11(1), 13 (1), 14 and 14 and 15 subject to certain conditions.	...	Notificatton II-1 No. 4581 of 1961 at page 1593 of Part II-Sec. 1 of the Fort St. George Gazette dt. 25-10-61.
4. Book stalls in Railway premises.	Chapter II of the Act.	Permanent.	Notification II-1 No. 4582 of 1961 at page 1593-94 of Part II-Sec. 1 of the Fort St. George Gazette dated 25.10-61.
5. All offices of Foreign Air Service Companies and the Indian Airlines Corporation and the Air India International Corporation operating in the Madras State.	13 (1) and 14 (2)	do	Notification II-1 No. 4583 of 1961 at page 1594 of Part II-Sec. 1 of the Fort St. George Gazette dt. 25-10-61.
6. The Book Stalls, office and library of the Dhakshina Bharath Hindustan Prachara Sabha, Madras.	Chapter II of the Act.	do	Notification II-1 No. 4584 of 1961 at page 1594 of Part II-Sec. 1 of the Fort St. George Gazette dt. 25-10-61.
7. Book Stalls in the Madras Harbour Premises run by the Higginbothams Ltd., Madras.	do	do	Notification II-1 No. 4585 of 1961 at page 1594 of Part II-Sec. 1 of the Fort St. George Gazette dt. 25-10-61.

(1)	(2)	(3)	(4)
8. Stalls and Refreshment Room situated in or within 100 yards of factories.	Amendment to notification relating to exemption.	...	G. O. Ms. No. 5453 I. L. C. (Lab) dated 9-9-61 published in notification II-1 No. 4579 of 1961 at page 1593 of Part II Sec. 1 of the Fort St. George Gazette dt. 25-10-61.
9. All the Co-operative Societies registered or deemed to be registered under the Madras Co-operative Societies Act, 1932.	All the provisions of the Act subject to certain conditions.	From 1-10-61 to 31-12-61.	G. O. Ms. No. 5838 I. L. C. (Lab.) dated 30-9-61 published in notification II-1 No. 4577 of 1961 at page 1591-92 of Part II Sec. I of the Fort St. George Gazette dated 25-10-61.
EMPLOYEES PROVIDENT FUNDS ACT 1952.			
1. Estrela Batteries Ltd,, Madras Branch.	All the provisions of the scheme.	From 1-1-60.	G. O. Ms. No. 5903, I L. C. (Lab) dated 4-10-61 published in notification II-1 No. 4578 of 1961 at page 1592 of Part II-Sec. I of the Fort St George Gazette dt. 25-10-61.

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

For the Week ending.	Price of Cotton per quintal or 100 Kilograms. Cambodia.	Karunganny.
7—10—'61	Rs. 240/275	Rs. 210/245
14—10—'61	-do-	-do-
21—10—'61	-do-	-do-
28—10—'61	-do-	-do-

For the Week ending	Price of Yarn per Bundle of 10 lbs. 20s.
7—10—'61	Rs. 20.75
14—10—'61	20.75
21—10—'61	20.75
28—10—'61	20.75

19. The cost of living index numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act, XI of 1948) in Madras City and the different moffussil urban centres for the month of October, 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 ...	534.0	617.1	468.8	293.5*	363.5(a)	480.4
2. Cuddalore ...	519.0	517.0	386.0	354.0	492.0	488.0
3. Tiruchirapalli ...	519.0	495.0	429.0	287.0	338.0	460.0
4. Madurai ...	549.0	417.0	504.0	301.0	309.0	470.0
5. Coimbatore ...	533.0	526.0	481.0	485.0	291.0	507.0

	Food.	Housing.	Clothing.	Miscellaneous.	Cost of Living Index.
(Base: August, 1939: 100).					
6. Nagercoil ...	550.0	417.0	540.0	299.0	491.0

* 293 47 to two decimal places.

(a) 363.49 to two decimal places.

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

Zone. (1)	Centre. (2)	Cost of living index numbers for the months of. September, 1961. (3)	October, 1961. (4)	Variation. (5)
(Base: Year ended June, 1936: 100).				
1. Madras City and Chingleput Dt.	Madras City ...	479.4	480.4	+1.0
2. North Arcot and South Arcot Dts.	Cuddalore ...	488.0	488.0	—
3. Tiruchirapalli & Tanjore Dts.	Tiruchirapalli ...	458.0	460 0	+2.0
4. Madurai, Ramanathapuram and Tirunelveli Dts.	Madurai ...	465.0	470.0	+5.0
5. Coimbatore and Salem Dts. ...	Coimbatore ...	511.0	507.0	—4.0
(Base: August, 1939: 100)				
6. Kanyakumari Dt. ...	Nagercoil ...	486.0	491.0	+5.0

MADRAS CITY. INDEX-480.

A rise of one point.

The index for the food group rose by one point to 534 due mainly to a rise in the prices of vegetables.

The index for the fuel and lighting group rose by two points to 617 due to a rise in the price of firewood.

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

Group.		Weight proportional to the total expenditure.	Group Index number.	
			September, 1961	October, 1961.
(1)		(2)	(3)	(4)
Food	...	58.23	532.6	534 0
Fuel and lighting	...	8.42	615.3	617.1
Clothing	...	6.10	469.1	468.8
House-rent	...	14.57	293.5*	293.5*
Miscellaneous	...	12.68	363.1	363.5(a)
Total	..	100.00		
Cost of living index number			479.4	480.4

* 293.47 to two decimal places.
(a) 363.49 to two decimal places.

CUDDALORE INDEX-488.

Index Stationery.

The index for the fuel and lighting group rose by one point to 517 due to a rise in the price of firewood.

The index for the miscellaneous group fell by three points to 492 due to a fall in the price of betel leaves.

The group index numbers in respect of food, clothing and house-rent remained stationery at 519, 386 and 354 points respectively

TIRUCHIRAPALLI INDEX-460.

A rise of two points.

The index for the food group rose by five points to 519 due mainly to a rise in the prices of vegetables and gingelly oil.

The index for the fuel and lighting group rose by three points to 495 due mainly to a price of charcoal.

The index for the miscellaneous group fell by two points to 338 due to a fall in the price of betel leaves.

The group index numbers in respect of clothing and house rent remained stationery at 429 and 287 points respectively.

MADURAI INDEX-470.

A rise of five points.

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

The index for the fuel and lighting group rose by one point to 417 due to a rise in the price of charcoal.

The group index numbers in respect of clothing, house rent and miscellaneous remained unchanged at 504, 301 and 309 points resfectively.

COIMBATORE INDEX-507.

A fall of four points.

The index for the food group fell by seven points to 533 due mainly to a fall in the price of rice.

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

(*Base: August, 1939: 100*)

NAGERCOIL INDEX-491.

A rise of five points.

The index for the food group rose by three points to 550 due mainly to a rise in the prices of condiments.

The index for the clothing group rose by ten points to 540 due to a rise in the prices of thorthu and mundu.

The index for the miscellaneous group rose by seventeen points to 299 due to a rise in the prices of betel leaves and arecanuts.

The index for the housing group remained unchanged at 417.

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

Sl. No.	Particulars	During the Month	Since 1—4—61.
	A. Registration.		
1.	No. of workers registered	11,566	31,539
2.	Net No. of insured persons entitled to medical care at the end of month.	...	2,21,267

NOTE; The figure under Col. 1 of Registration in Report No. 47 may please be read as 19,973 instead of 3 18,991.

Sl. No.	Particulars	During the Month	Since 1—4—61.
	B. Employment Injury Benefits.		
1.	No. of Accident Reports received.	1,453	10,246
2.	No. of Temporary Disablement Benefit payments.	992	7,531
3.	Amount of Temporary Disablement Benefit paid.	Rs. 25,126-91	Rs. 1,82,012-41
4.	No. of cases referred to Medical Board.	...	135
5.	No. of cases decided for:		
	(a) Partial Permanent Disablement.	12	76
	(b) Total Permanent Disablement.	...	...
6.	Amount of Permanent Disablement Benefit paid.	Rs. 4,74-82	Rs. 29,793-26
7.	No. of insured persons got fitted with Artificial limbs.	2	4
8.	No. of dependants admitted to dependants' Benefit.	2	4
9.	Amount of Dependants' Benefit.	Rs. 1,635-72	Rs. 13,119-90
	C. Sickness Benefit.		
1.	No. of sickness benefit payments.	21,361	1,72,948
2.	No. of sickness benefit days.	1,30,732	12,09,094
3.	Amount of sickness benefit paid.	Rs. 3,29,144-33	Rs. 26,19,905-42
4.	No. of insured persons found eligible to extended sickness benefit.	68	416
5.	Amount of extended sickness benefit.	Rs. 12,032-73	Rs. 71,421-08
	D. Maternity Benefit.		
1.	No. of fresh maternity benefit cases admitted.	112	904
2.	No. of Maternity Benefit days.	10,773	86,479
3.	Amount of Maternity Benefit paid.	Rs. 44,463-97	Rs. 3,42,356-30

NOTE: The following corrections in the Monthly Press Report for the month of Sept., '61 (Report No. 47) may kindly be made.

B. Employment Injury Benefits.		
No. of payments made.	1,000	6,539
Amount of Temporary Disablement Benefit paid.	Rs. 26,401-71	Rs. 1,56,885-50
Amount of Permanent Disablement Benefit paid.	Rs. 4,380-37	Rs. 25,318-44
Amount of Dependants' Benefit.	Rs. 1,786-46	Rs. 11,484-18
C. Sickness Benefit.		
No. of Sickness Benefit payment.	23,508	1,51,587
Amount of Sickness Benefit paid.	Rs. 3,53,011-02	Rs. 22,90,761-09
Amount of extended Sickness Benefit.	Rs. 9,432-08	Rs. 59.388-35
D. Maternity Benefit.		
Amount of Maternity Benefit.	Rs. 40.905-19	Rs. 2,97.892-33

The above corrections are due to wrong classification of benefits in the month of August '61. The figures for the month of August may be read as:

C. Sickness Benefit.		
No. of sickness benefit payments.	22,365	1,28,079
Amount of Sickness benefit paid.	Rs. 3,38,358-55	Rs. 19,37,750-07
Amount of Extended sickness benefit.	Rs. 10,120-64	Rs. 49,956-27

Legal Action	*During the Month of October, 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.	9	Rs. 13,193-57
2. No. of cases where recovery of Employees' contribution has been effected under Sec. 75 (2) of the Act and the amount so recovered.	3	Rs. 2,582-52
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)
1. 2 (employers)	non-payment of contributions and non submission of returns.	Fined Rs. 200/- each
2. One Insured person	Received Sickness Benefit improperly by giving false declarations.	Fined Rs. 35/-
4. *Conviction of Insured persons under Sec. 420 IPC.*		
1. Insured Person	Received Sickness Benefit giving false declaration.	Fined Rs. 15/-

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

Sl. No.	Particulars.	for the month of October 1961
1.	Total number of Attendance : New 54,838 } Old 1,66,851 }	... 2,21,689
2.	No. of Medical certificates issued	... 1,41,751
3.	No. of Domiciliary visits made	... 218
4.	No. of Injections administered	... 59,933
5.	No. of x-ray examinations	... 1,569
6.	No. of Laboratory Examinations	... 3,010
7.	No. of Specialist Investigations	... 3,238
8.	No. of Persons admitted to Hospitals	... 1,018
9.	Bed Days occupied during the month	... 9,007
	Additional data for panel system.	
1.	No. of attendance-New	... 18,819
	Old	... 44,624
	Diagnostic Centres	...
2.	No. of Prescriptions issued	... 12,062
3.	Payments made to :—	
	1. Chemists	... ...
	2. Insurance Medical Practitioners.	... Rs. 46,005-50 (Coimbatore area only)

The above figures do not include S. I. dispensary, Uppilipalayam, one Pannel Doctor and the Primary Health Centre, Lalapet.

LABOUR LAWS AND ADMINISTRATION

THE MINIMUM WAGES (AMENDMENT) ACT, 1961

(Act 31 of 1961)

(28th August, 1961)

An Act further to amend the Minimum Wages Act, 1948.

Be it enacted by Parliament in the Twelfth Year of the Republic of India as follows :—

1. *Short title.*

This Act may be called the Minimum Wages (Amendment) Act, 1961.

2. Amendment of Section 3.

In section 3 of the Minimum Wages Act, 1948 (hereinafter referred to as the principal Act)—

(i) in sub-section (1), for clause (a), the following clause shall be substituted, namely :—

"(a) fix the minimum rates of wages payable to employees employed in an employment specified in Part I or Part II of the Schedule and in an employment added to either Part by notification under section 27 :

Provided that the appropriate Government may, in respect of employees employed in an employment specified in part II of the Schedule, instead of fixing minimum rates of wages under this clause for the whole State, fix such rates for a part of the State or for any specified class or classes of such employment in the whole State or part thereof" ;

(ii) in sub-section (1A),—

(a) the word brackets and figure "whether before or after the expiry of any time limit specified in sub-section (1)", shall be omitted ;

(b) for the words, "within one year from the date on which it comes to such finding", the words "as soon as may be after such finding" shall be substituted ;

(iii) after sub-section (2), the following sub-section shall be inserted namely :—

"(2A) Where in respect of an industrial dispute relating to the rates of wages payable to any of the employees employed in a scheduled employment, any proceeding is pending before a Tribunal or National Tribunal under the Industrial Disputes Act, 1947 or before any like authority under any other law for the time being in force, or an award made by any Tribunal, National Tribunal, or such authority is in operation, and a notification fixing or revising the minimum rates of wages in respect of the scheduled employment is issued during the pendency of such proceeding or the operation of the award, then, notwithstanding anything contained in this Act, the minimum rates of wages, so fixed or so revised shall not apply to those employees during the period in which the proceeding is pending and the award made therein is in operation or, as the case may be, where the notification is issued during the period of operation of an award, during that period ; and where such proceeding or award relates to the rates of wages payable to all the employees in the scheduled employment, no minimum rates of wages shall be fixed or revised in respect of that employment during the said period."

3. Insertion of new section 30-A.

After section 30 of the principal Act, the following section shall be inserted, namely :—

Rules made by Central Government to be laid before Parliament.

"30-A. Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made before each House of Parliament while it is in session for a total period of thirty days which may be comprised in one session or in two successive sessions, and if, before the expiry of the session in which it is so laid or the session immediately following, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be, so however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule".

4. Substitution of new section for section 31.

For section 31 of the principal Act, the following section shall be substituted, namely :—

Validation of fixation of certain minimum rates of wages.

"31. Where during the period—

(a) commencing on the 1st day of April, 1952, and ending with the date of the commencement of the Minimum Wages (Amendment) Act, 1954 : or

(b) commencing on the 31st day of December, 1954 and ending with the date of the commencement of the Minimum Wages (Amendment) Act, 1957 ; or

(c) commencing on the 31st day of December, 1959, and ending with the date of the commencement of the Minimum Wages (Amendment) Act 1961, minimum rates of wages have been fixed by an appropriate Government as being payable to employees employed in any employment specified in the Schedule in the belief or purported belief that such rates were being fixed under clause (a) of sub-section (1) of section 3, as in force immediately before the commencement of the Minimum Wages (Amendment) Act, 1954, or the Minimum Wages (Amendment) Act, 1957, or the Minimum Wages (Amendment) Act, 1961, as the case may be, such rates shall be deemed to have been fixed in accordance with law and shall not be called in question in any court on the ground merely that the relevant date specified for the purpose in that clause had expired at the time the rates were fixed :

Provided that nothing contained in this section shall extend, or be construed to extend, to affect any person with any punishment or penalty whatsoever by reason of the payment by him by way of wages to any of his employees during any period specified in this section of an amount which is less than the minimum rates of wages referred to in this section or by reason of non-compliance during the period aforesaid with any order of rule issued under section 13".

([redacted] ")

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