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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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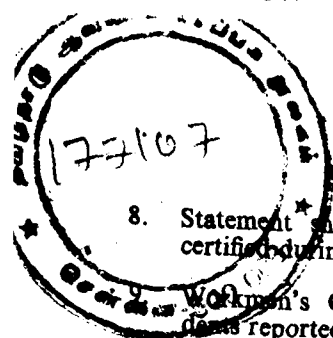
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CONTENTS

ARTICLES	PAGE
Workers' Participation in Management—Its meaning Mary sur	1173
I. L. O. Director-General's Report to Fifth Asian Regional Conference.	1178
Industrial Safety	1182
LABOUR NEWS	1186
CURRENT NOTES	1193
AWARDS AND AGREEMENTS	1201
CURRENT LABOUR LITERATURE	1207
NOTIFICATIONS	1211
STATISTICAL SUPPLEMENT	
1. Statement showing the details of agreements brought about by the Conciliation Officers under Sec. 12(3) of the Industrial Disputes Act, 1947, during the month of October, 1962.	1223
2. Statement showing the Bipartite Settlements under Section 18 (1) of the Industrial Disputes Act, 1947 for the month of October, 1962.	1247
3. Statement showing the list of Industrial disputes referred for adjudication to the Industrial Tribunal Madras and the Labour Courts published in Part II of Section I of the Fort St. George Gazette during the month of October, 1962.	1249
4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts and published in the Supplement to Part II of Section I of the Fort St. George Gazette during the month of October, 1962.	1253
5. Monthly review of work stoppages (strikes and lock- outs) for the month of October, 1962.	1253 (a)
6. Statement showing the closures and stoppages of work in Factories and Mills for reasons other than strikes and lock-outs in the State of Madras, for the month of October, 1962.	1254
7. Particulars of complaints received and investigated and settled by the Labour Officers during the month of October, 1962.	1256



	PAGE
8. Statement showing the number of Standing Orders certified during the month of October, 1962.	1257
9. Workmen's Compensation Act.—Statement of accidents reported and amounts of Compensation paid for the month of October, 1962.	1257
10. Workmen's Compensation Act.—Statement showing the number of cases filed and disposed of during the period from 1-10-1962 to 31-10-1962.	1257
11. Payment of Wages Act, 1936—Statement for the month of October, 1962.	1258
12. Madras Shops and Establishments Act, 1947—Appeals under Sections 51, 41, and 19 pending, received and disposed of during the month of October, 1962.	1258
13. List of Trade Unions Registered under the Indian Trade Unions Act, 1926, and Cancelled during the month of October, 1962.	1259
14. Particulars about the Labour administration and statistics for the month of October, 1962.	1261
15. Numerical list of Factories and Plantations covered by the Plantations Labour Act, 1951 for the month of October, 1962.	1262
16. Statement of Accidents for the month of October, 1962.	1264
17. Exemption granted to the factories and establishments from the provisions of Acts and Rules as indicated during the month of October, 1962.	1266
18. Consolidated statement of cotton and yarn prices in the State of Madras for the month of October, 1962.	1267
19. Comparative statement of the cost of living index numbers for the months of September & October, 1962.	1268
20. Monthly Press Report of the Madras Region for the month of October, 1962 and Employees State Insurance Scheme Medical Benefit, for the month of October, 1962.	1272
21. Statement showing the Employment Exchanges Statistics for October, 1962.	1274
22. Average Annual Rates of Absenteeism by Industries and Centres, 1951-1961.	1275

PRIME MINISTER'S Message to Workers:

The grave crisis that has arisen in the country on account of the Chinese invasion has led to a very fine response from all parts of India and all sections of our people. Among these are the industrial workers who have pledged themselves to help in every way in higher production. I am happy to see this patriotic response of our industrial workers. The struggle for freedom and to repel the aggressors on our frontier has to be conducted not only by our soldiers but also by our workers in field and factory who have to increase production to their utmost capacity to help in every way the military effort of our Defence Services and to keep up the economy of the country.

I, therefore, welcome the assurance that has been given by the Trade Union Organisations of the industrial workers and congratulate them on their wise and patriotic decision. We have to explore every avenue of giving help in this crisis. I am sure that our worker friends will be in the forefront of this great struggle.

JAWAHARLAL NEHRU.

THE MADRAS LABOUR GAZETTE

Vol. IV]

NOVEMBER 1962

[No. 11

SPECIAL ARTICLES

WORKERS' PARTICIPATION IN MANAGEMENT—ITS MEANING

MARY SUR.

The expressions 'workers' participation in management', and 'joint management council' seem to have caused certain misapprehensions in the minds of the management and created false hopes in the minds of workers. This feeling was expressed at the 12th annual conference of the Indian Institute of Personnel Management held at Ernakulam in March 1962. The members felt that it would be better to use such terms as 'association of workers with management' and 'joint consultative councils.'

A somewhat similar view was expressed at a seminar on Workers' Education organised in Calcutta by the Central Board for Workers' Education. Their conclusion was that the term 'Workers' participation in management' was not very happy and that the objective should be neither workers' control at one end of the scale nor mere joint consultation at the other, but "the increasing association of workers in management's deliberations and decisions with the object of ultimate participation, leading possibly to joint control in the distant future."

All this discussion highlights the inadvisability of using terms without closely defining the sense in which we are using them. We have here a problem of verbal communication. 'Workers' participation in management, is a phrase that does not appear to be difficult to understand, yet do we really know what we mean by it? Set a group of people from different levels in industry round a table, and it is doubtful if any two of them will give the same interpretation of the phrase. Yet various tripartite conferences have committed themselves to a policy of furthering Joint Management Councils with the object of introducing workers participation in management. How can we even begin to discuss its introduction until we are agreed on what we mean by it? We obviously need to investigate much more closely to find the highest common factor of agreement on what this participation should mean and how these joint councils are to achieve it.

It will not help us much to turn to other countries. There we shall find a great variety of experiments in what for a better term we might call 'industrial democracy', but no two of them are alike. In Britain, there is a wide net work of joint consultative committees at factory level and many joint industrial councils at national level also, but there is no set or formal pattern for them and great variation in their scope and activities. In Sweden, we find a carefully formulated system of consultation at national level between employers, associations and trade unions. In West Germany, the system of

'Co-determination', operates by law in the steel and some other industries. In France, joint committees of workers and managements are also statutorily enforced and their functions detailed by law. In Yugoslavia, workers' management councils control various aspects of industrial organisation which elsewhere are regarded as purely management functions.

All these different patterns can be embraced by the phrase 'workers' participation in management', for in all of them workers participate in varying degrees in management decisions. Therefore, unless we say that we are adopting this or that pattern, it will not help to clarify our minds. On the other hand most people would agree that it would be unwise to try and take over a scheme, however, successful elsewhere, without tailoring it to our particular needs.

We have now been talking about workers' participation in management for some years. The Second Five Year Plan advocated increased association of labour with management with a view to promoting increased productivity and giving employees a better understanding of their role in industry. The Third Plan reiterated this policy. In the meantime the Indian Labour Conference, promoted by the Central Labour Minister, agreed to invite industry to experiment with the introduction of Joint Management Councils through voluntary agreements with recognised trade unions. It went further and outlined the functions of such councils, dividing subjects for their discussion into three: those on which the council was to take action, those on which it was to give advice, and those on which it should be given information by the company. This was fairly specific and provided a framework within which the organisations which had agreed to try out the scheme could get to work. But these were only a handful of companies, which were already convinced of the value of associating labour with management. But in industry as a whole, where such advanced ideas had not gained ground, considerable misunderstanding has been created by the indiscriminate use of the phrase 'workers' participation in management.' Those who had preconceived ideas of what was meant by the phrase have not appreciated the pointers given by the Indian Labour Conference.

It seems high time, therefore, that we examine these words which we have been using for the last ten years to find out their meaning as applied to present-day industry. Words have a tendency to change their meaning because the environment in which they are used changes. The idea contained in the word shifts slightly, but there is means of changing the word itself to indicate the shift in meaning. So it is with the word 'management', which actually has several meanings. In our present industrial economy it no longer means what it meant in the early days of industrialisation. Then the owner of a factory, was also its manager. He controlled the finance and the work of the organisation. He gave instructions to the workers as to what they should do and how they should do it. He was the 'boss' and there was no doubt about it. Who is the real boss' today is not so clear. The original owner manager, as his business grew found it necessary to take in assistants, who were regarded by the workers as a projection of the manager, although actually they were paid employees and had no share in ownership. When the owner set up more factories, he had to rely more and more upon his unit managers and their authority grew. Thus ownership and management became separated and the split widened when the original owner sought further to expand his business by persuading

others to invest capital in it. Ownership now became spread among a group of persons, most of whom had no direct contact with or interest in the actual working, but this made little difference to the workers who naturally regarded the man on the spot who gave them their orders as the 'boss'. As industry became more large-scale and mechanised, a host of technical and specialist staff moved in: first engineers, chemists and accountants, then specialists in sales, advertising, purchase, production planning, labour relations and so on. And their number goes on increasing. All are regarded as part of modern management, and their presence has widened the meaning of the word. In fact management has become so wide that, for convenience, we often split it up into top, middle and junior management in order to make clear which levels we are discussing.

Which, then, of the different shades of meaning do we have in mind when we speak of workers' participation in management? Do we include ownership in the idea of management? Some people are still confused about this, but if we consider the historical development of industry, we can see clearly that ownership and management were only synonymous in the early days. Obviously we cannot mean that workers should participate in ownership to-day for in private sector this vests legally in the shareholders and in the public sector wholly or partly in the Government.

Do we then suggest that workers should take part in the technical and financial direction of industry? The modern industrial structure is a vast hierarchy. At its apex is the Board of Directors, below them the managing or working directors, below them again works managers and departmental managers, and then spread out in various patterns in the organisational charts the specialists who are often called staff or functional managers, and the junior managerial staff. No two organisations are exactly alike, and it is always possible to argue as to which is the lowest level of management.

When we speak of workers participating in management, do we mean at all the various levels? There are still people who advocate putting a workers' representative on the Board of Directors, but it does not seem a practical suggestion and *Peter Drucker* says it would be "meaningless play acting." A worker on the board would be placed in an untenable position of conflicting loyalties. A minority of one, he could not expect his views to carry much weight, particularly in matters of finance, and he would have difficulty in convincing the other workers that he was not a stooge if, after hearing all the facts of the case, he supported an unpopular decision.

We can draw a distinction between direction by the board (policy-making) and management (carrying out policy), but in practice the distinction is not very clear-cut, for some who serve on boards of directors are working directors at the head of management. It is probably better to group both together under the heading of top management. These are the people who in a broad sense may be regarded as trustees of the business. They have a responsibility not only to the employees but also to the shareholders and to the consumers. In carrying out this responsibility they have to take decisions on a very wide range of subjects. Where and how can workers participate in their task?

The day-to-day work of the management team is to bring men, machines and material together so that articles or services may be provided, but they

also have the long-term task of finding out what the public wants, planning how to produce the goods, keeping the factory in good working order and seeing that sound working conditions are maintained. In modern industry both planning and operation require highly trained experts in many spheres. Obviously the workers cannot and would not wish to participate in decisions on such specialised techniques as engineering and accountancy. They are not particularly interested in the routine instruction that keeps the factory going every day. Nor are they concerned with the choice of style of the product or in deciding the quantity of a certain article to be produced. They only become interested in management decisions on these aspects of work if they find the raw materials or the tools are not up to standard and so their output is adversely affected, or if they are asked to produce at a speed which they consider too high, or if the conditions of work are unpleasant or harmful to health.

The kind of management decisions which concern the workers and on which they will have opinions to express, or suggestions to make are those which affect the security of their jobs, norms of output, questions of piece rates and incentives, working conditions, health and safety, work environment and amenities. The British writer, *Eliot Jaques*, has pointed out that the interest of the worker in and his ability to contribute something to management is confined to "the area of his job." This is the area in which industrial democracy can be developed. It is not merely that workers wish to be given some voice in the way they are governed in industry, but that they have something to contribute to the sum of management experience. They cannot add to specialist knowledge of finance or techniques, but they can contribute expert practical knowledge of the detailed working at their own level, can point out where things go wrong and often why they go wrong, and the causes of irritation and discontent which may grow into real resistance to authority if left unheeded.

Peter Drucker maintains that management responsibility can be divided into two parts. For the economic performance of the enterprise management must be wholly responsible, but in what he calls the 'community life' of the factory workers should have a share. In this area they can and should be given experience in making real decisions and handling conflicts and compromises. In this self-government he includes budgeting and expenditure, not on machines and materials, but on 'Community life.' A self governing factory community he maintains, actually makes management more effective:

"Withdrawal from those functions which are only incidental to the economic performance of the enterprise would endow management with a new authority in respect of all the functions relevant to the enterprise's economic performance."

Why should management allow themselves to be discredited by giving orders in those areas which concern the workers' life in the factory? Demand for self-government in these areas is reasonable and democratic, but it will also help to improve economic performance because it will enable workers to understand better the general functions and limitations of the business organisation.

Having looked at the area in which workers, can participate in management, let us look more closely at the word 'participation'. Its meaning

seems clear enough - taking part in or having share in - but what is frequently overlooked is that in any given situation in a business the decision to be taken is never an entirely free one. A group of top management personnel cannot meet round a table and say "We will take this action because we think it is the right course." Although people are usually unwilling to admit it, the facts of the situation often have more to do with the ultimate decision than the will of those making the decision. Such factors as the availability of raw materials or skilled personnel or sources of finance, Government regulations and the control of foreign exchange, largely determine policy decisions and planning. Decision taking in industry today can be described as investigating and choosing between the only alternatives possible. "The law of the situation" wrote Mary Parker, Follette; "is what really controls decisions." Since facts have to be accepted, once they are recognised as hard facts and not opinions, what could be more sensible than for management and workers to consider together in a dispassionate way the facts that largely determine the community life in the factory, and reach decisions on the possible alternatives?

It would be helpful if joint meetings of management and workers' representatives in industrial units would discuss some of the points raised in this article, clear their minds as to the meaning of the words they are using and then decide what can reasonably be described as coming within the 'Community life' of the factory or 'the area of the job' and so within the scope of joint consultation and decision.

(Source: *Indian Labour Journal* — September '62)

I L O DIRECTOR-GENERAL'S REPORT TO FIFTH ASIAN REGIONAL CONFERENCE.

Report Stresses Major Needs.

The progress achieved in many countries of Asia towards economic development and social welfare is notable but not yet on a scale commensurate with the magnitude of human need. National and international action to accelerate development in Asian countries should, therefore, be stepped up without delay.

This is the over-all conclusion reached by David A. Morse, Director-General of the International Labour Office, in a Report on social and labour policies in relation to the economic development problems of the Asian countries. The Report figures as the first item on the agenda of the Fifth Asian Regional Conference of the International Labour Organisation, being held at Melbourne, Australia, from 26 November to 8 December 1962.

Mr. Morse does not overlook the major obstacles standing in the way of economic and social development in Asia as elsewhere. But he insists that the needs are too pressing to admit of delay. It is this consideration that has led him to put before the Conference a review of the process of economic development from the standpoint of the ILO.

The ILO, Mr. Morse points out, is concerned with two types of measures—those that contribute directly to economic growth by increasing the efficiency of work and those that lead to improved social conditions through an equitable distribution of the fruits of economic growth,

So far from being antagonistic, the two types of measures converge, for, as Mr. Morse remarks, "progressive social change is not only desired for its own sake, to ensure the enjoyment of a fuller measure of human dignity and social justice, but also to give an impetus to economic growth itself."

"It would be a costly mistake," Mr. Morse says, "to consider that social change may be taken for granted, as something which will come about almost automatically in the wake of economic development. For one thing, social change under that approach would be too slow and, in the meantime, glaring social injustices would inhibit economic growth. Direct purposeful action to induce progressive social change should therefore receive due emphasis in all development programmes."

Major Needs.

Mr. Morse lists in his Report some of the major needs for which, he says, "adequate solutions will have to be found if development is to proceed in the right direction and at a satisfactory speed." These are:

—A wide diffusion of a spirit of creative initiative and a sense of responsible leadership at every level and in every walk of life of the national community.

—Rapidly expanding employment opportunities so that the fast-growing population in search of work is able to make a positive contribution to economic growth instead of acting as a drag on it.

—Faster manpower development so that the supply of trained manpower, skilled workers, supervisors, technicians, and managers in the right numbers and at the right time can eliminate a crucial bottleneck in the development process.

—Rural development in step with progress in other sectors so that developed urban areas will not be engulfed in a sea of rural stagnation.

—Policies to encourage the development and modernisation of small-scale industrial undertakings in appropriate conditions, since these make up a major segment of the national industrial structure of most Asian countries.

—A stronger trade union movement and sound systems of industrial relations so that organised workers and employers may be able to pull their full weight in the task of economic and social development.

"The solution will have to be worked out by each country in accordance with its resources, methods, traditions and preferences", Mr. Morse says. "While experiences of countries in other parts of the world as well as programmes of international economic and technical co-operation may provide useful supports, the primary responsibility for development necessarily falls on the shoulders of the peoples and governments of the Asian countries themselves".

The Importance of Integrated Planning

Mr. Morse notes that, since virtually all the Asian countries have adopted the national planning approach to development, planning systems must be made adequate to the task of guiding and accelerating the development process in all its many-sided aspects.

This means in particular, that "the government agencies charged with the development of human resources and with the formulation and implementation of social and labour policies should participate fully and systematically in the planning processes". It means too that "arrangements should be made to enlist participation of the principal non-Governmental interests and organisations in national planning and in other vital social and economic decision-making processes."

Mr. Morse sees at least two great advantages in a wider participation of the major social groups. The first is that employers' organisation, trade unions and other groups with a vital interest in social and economic life of the nation have a creative contribution to make. The second is that the direct association of the principal organised social forces serves to build up a strong sense of common purpose behind the aims of development.

Formal arrangements for participation in the development process by government agencies in the labour field as even by the interest groups

concerned already exist in a number of Asian countries. But Mr. Morse is convinced that they need to be infused with new vigour and vitality if their impact is to be real and lasting.

The Magnitude of the Problem.

A clue to the magnitude of the problem of development in the countries of Asia may be found in the size and growth of the labour force. Mr. Morse notes that the present combined labour force of the Asian countries (approximately two-thirds of it engaged in agriculture) has been estimated at slightly more than 600 million out of a total population in excess of 1,560 million.

During the 1950s, the labour force increased by approximately 84 million. During the 1960s, it is expected to increase by an additional 135 million, and in the 1970s, by 200 million.

Mr. Morse observes, too, that national income has not been expanding steadily in most of the Asian countries. Appreciable year-to-year fluctuations usually reflect the state of the harvest and the strength or weakness of demand for particular primary products in export markets. In Burma and Indonesia, for instance, income level declined by four or five percentage points in 1957 to 1958, while in Ceylon it fell by six points from 1955 to 1956.

On the whole, however, national income in most of the developing countries has grown at an average annual rate of from 3 to 7 per cent. The corresponding gains per head have ranged from 1 to 4 per cent. The United Nations Development Decade calls for a minimum rate of growth of aggregate national income of 5 per cent. by 1970. As judged by this standard, Mr. Morse says, "the performance of several Asian countries during the 1950s would appear to be satisfactory". But he holds that still higher rates of growth can and should be attained in the second half of the twentieth century.

Disturbing Aspects.

On the debit side, Mr. Morse points out that while investment rates have been sustained or even raised, this has been the result of a growing flow of foreign resources. Net domestic saving has not shown a rising trend.

He also cites the "disappointingly low" expansion of employment even in countries where industrial development has advanced at a good pace as evidence of "deteriorating employment prospects for the fast-growing labour force".

Pressures for More Consumption.

Mr. Morse brings into clear relief the difficulties stemming from the fact that, in most Asian countries, the political revolution has preceded economic development. This makes it more difficult to strike a proper balance between the satisfaction of urgent needs of today and the sacrifices required for a better future.

"The supreme test of the political sagacity of Asian leaders," he asserts, "lies in their ability to secure wide popular acceptance of the sacrifices and adjustments necessary for economic growth and to contain the pressures and tensions that may be generated in the process of development."

At the same time, Mr. Morse says, there is "an increasing awareness of the dangers inherent in the growing disparities between the various social groups within national communities". Accelerated economic development of the Asian countries may be the answer in the long run, but "past experience and enlightened public conscience alike point to the need for parallel purposeful action without delay to diminish such disparities or, at any rate, to hold them within reasonable bounds."

How the I.L.O. Can Help

In considering the various ways in which the ILO can help the Asian countries make their development programmes more effective, Mr. Morse looks forward to intensified ILO action in manpower development (including vocational training), co-operation and small-scale industries, social security and labour conditions and administration. But he is quick to add that changing needs, shifting emphasis and fresh opportunities called for "new lines of approach and new types of technical assistance."

Mr. Morse sees in the growing emphasis on planning an opportunity for the ILO to provide assistance in the setting of employment objectives.

"Another fruitful field for exploration," he says, "is the integration of manpower development programmes with the general programmes of economic development. An important aspect of this which deserves attention is the forecasting of future requirements of skilled manpower, and devising the educational and training programmes to match emerging needs. The ILO could offer the services of consultants who would assist in setting up the appropriate machinery."

Noting that trade union movements in many Asian countries have not yet reached the point where they can be effective partners in a dynamic balance of economic and social forces working for economic development, Mr. Morse asserts that one of the most important contributions the ILO could make would be to help devise "acceptable and practical methods of strengthening trade unions."

Other areas described by Mr. Morse as offering the possibility of a wider range of ILO services to the Asian countries include the development of small industries and rural development.

In all these questions, he concludes, the ILO needs to get "inspiration and guidance" from the 1962 Asian Regional Conference.

I. L. O. News Service : dated 14 November, 1962)

INDUSTRIAL SAFETY

BOY INJURED AT CHAIN MORTISING MACHINE.

Safety in the use of woodworking machines can only be ensured if all the regulations are complied with. The cutters of woodworking machines are notoriously dangerous and not only must they be guarded as far as practicable consistent with permitting the machine to do the work for which it is intended, but the people who operate these machines must be trained in the safe methods of working them and this should include the correct method of handling the timber to be machined. Neglect of both these requirements resulted in serious injuries to a boy of 25 who was set to work without adequate training or supervision on a chain mortising machine with a defective chain guard; the chain projected 3 inches below the lower edge of the guard.

At mid-day on his second day at work the boy was given some limited instruction in the operation of the machine, and then was left to carry on alone. After he had been working for a short time, the surface of a piece of wood which he was locating in the machine came into contact with the bottom point of the chain which was running at its normal speed. The teeth of the chain dug into the wood and hurled it away; at the same time the boy's left hand, which was holding the wood, was drawn on to the chain, causing amputation of one finger and severe laceration of another. In its flight, the wood struck the foreman on the leg, fortunately without causing any serious injury.

The machine in question was very old and was not equipped with the normal type of "rise and fall" guard in the form of a front plate capable of extending below the lowest point of the chain and having a flange at each side extending behind the plane of the chain. A guard of this type can move in vertical guides so that when the mortising head is in its top or idle position the chain is enclosed so far as practicable by the guard. As the head is lowered to make a cut both the head and the guard descend together until the guard rests on the surface of the wood being machined and remains there as the chain enters the wood. On the return stroke, the guard is lifted after the chain is withdrawn from the wood.

In the case in question, when the mortising head was in its top position there was a clearance of about 3 inches between the lowest point of the chain and the surface of the wood to be machined when the latter was located flat on the machine table. It is, therefore, almost certain that the wood contacted the chain because the boy presented it, incorrectly at an angle to the horizontal. A guard of the type described above may not have prevented the wood being caught by the cutter, because the guard could have been lifted on its guides by the entering wood, but even if this had happened, since the guard would have been in contact with the wood, it would undoubtedly have deflected the boy's hand downwards and away from the chain and thus prevented his injuries. The instructions which the boy received did not include any reference to the correct handling of the wood. If he had been correctly instructed and supervised to ensure that he followed the instructions, he would have presented the wood horizontally along the table of the machine well clear of the chain.

(Accidents, London, April, 1961)

WELDING ACCIDENTS

Shock from Welding Tongs

A man was sent from a machine shop to collect a steel drum on which fabrication welding had been completed in the welding shop. In reaching down to pick up the drum, which was lying inside a welding booth, he caught hold of a wire rope sling hanging from an overhead crane. He then accidentally trod on live welding tongs which were lying on the floor of the booth and received a shock which threw him backward so he injured his back on a metal screen behind him.

The electric shock which he received was not serious. Nonetheless the injury to his back resulting from the fall caused him to be absent from work for over six weeks. The accident happened during overtime working when only a few welders were present and there was no work in progress in the booth concerned. The welding tongs were, however, live as they were six-operator set supplying other booths in which work was being done.

Clearly it should have been possible to isolate each booth independently in such circumstances. The general standard of the installation in the welding shop was satisfactory in other respects, but attention should have been given to the importance of supplying either an installation switch or at the least plug and socket type connectors for each welding point, particularly for multi-operator sets.

Starts Machine While in It.

A welding equipment maintenance repairman was called to check an automatic welder that was not functioning properly. The operation sequence is such that a large sub-assembly is placed in position on a carrier on the carriage rails. The other part is handled likewise on a second carrier and when the operator depresses his control buttons, the two parts move together on the carriage rails and are welded into one unit.

When the trouble was experienced, the repairman climbed up on top of the machine and used a long piece of pipe to reach over and trip the overhead limit switch. This brought the two welding carriages together, crushing his leg between them. Fortunately, he suffered only minor abrasions and contusions.

In this case the power had to be on so that the repairman could observe the operation of the carriages. With his knowledge of the operation, however, he should have obtained a ladder or positioned himself in a safe spot to observe the action. After getting in a safe position, he should have asked the regular operator to depress the operating controls rather than tripping the overhead limit switch himself.

Throttle Too Near Open Fan.

A welder with nine years' experience suffered cuts and bruises to the thumb and forefinger of the right hand when he pulled the throttle to speed up the welding machine. His right hand slipped into the fan blade, thus

cutting his thumb and forefinger. The blade cut through the gloves the man was wearing.

Proper guarding of the fan blade and a more suitable location for the throttle will prevent such accidents on this type of equipment.

Hidden Contact Gives Shock.

A welder was preparing a work assignment in a garage area when he received a serious electric shock. The man had inserted the welder-plug into the 440V wall outlet, but had not energized the motor switch. He took the ground clamp in one hand and rested the other hand on the housing of the welder unit. He was in that position when he received the electrical shock. The current, passing through his body, caused his muscles to contract and he either dropped the clamp or in some manner lost contact with the machine, thus interrupting the circuit. He did not suffer any burns to the hands and was able to return to his work after a few hours' rest.

Inspection of the machine revealed that a 370V a.c. potential existed between the housing of the welder and the ground clamp. It was also found that one of the movable a.c. motor contacts had dropped back beyond its normal open limit and touched the d. c. rheostat. Further inspection disclosed that the metal screw which limits the contactors position had broken. This failure permitted the motor contactor rack to drop beyond its normal position. Because of the physical location of the d. c. rheostat in this particular model, one contactor came to rest against the coil, causing the entire welding unit to become "hot".

The manufacturers of this equipment were contacted and consultation with their technical representative resulted in the plant modifying this equipment by placing a positive, non-conductive, limit bar across the rear of the vertical arc shield. This new limit bar will restrict the three motor contactors from dropping out of their normal position. Further protection may be obtained by re-wiring the a. c. supply to the stationary contacts.

Running Fan Ignored.

A welder trainee had set up arc welding equipment, preparing to repair a metal discharge chute. He started the welder and heard a noise coming from the fan area. Taking a closer look, he detected broken housing slots protruding into and contacting the fan blades.

Without shutting off the power, he struck the housing in the area of the fan, with the palm of his right hand. This he did, with the intent of causing the housing to "pop" back out allowing sufficient clearance to eliminate the noise. However, previous damage to the housing air slots, which also acted as a fan guard, left an opening 2½ in. by 4 in. As he struck the housing, his right index finger extended into this opening and contacted the rotating fan blades, resulting in a major portion of his finger being amputated. Clearly, repairs of machines with moving parts should never be undertaken without locking off all power supply.

(National Safety News, November, '61)

(By Courtesy : Industrial Safety and Health Bulletin :
April-June 1962)

FATAL ACCIDENT DUE TO THE DISCONNECTION OF A PIPE

On 15-5-1962 at 12.40 p.m., the worker Sri Munuswamy son of Sri Murugappan, engaged as a fireman in the Western India Match Co., Ltd., met with a fatal accident. On 15-5-1962, the Chief Inspector of factories, Madras made an enquiry about the fatal accident. The circumstances of the fatal accident are as follows:-

The deceased worker Munuswamy came in to the factory at 12 noon to work in his shift from 12 noon to 8 p.m. At 12.40 p.m., he went down the ladder by the side of the Boiler. He reached the boiler blow off cock and opened the cock as usual to blow off steam. This time, as he opened the cock, the pipe connecting the blow off cock to the drain got disconnected near the flange and steam and boiling water suddenly flashed out under about 200 lbs. per sq. inch. and killed him instantaneously. He could not possibly raise an alarm as he must have met with his end immediately on the steam and boiling water coming out.

An examination of the threads in the cock and the connecting pipe revealed that they have been worn out due to the corrosive action of water and temperature and due to the impact of mud and other impurities in the pipe line. Actually the pipe is slightly eaten up also due to rusting. As this was a weak point in the pipe, the joint gave way under pressure, perhaps, because the cock was opened violently with a jerk. It seems that the place from where the worker was operating the cock was a confined space where there is not sufficient ventilation or space.

It is significant to note that there is another arrangement for opening the cock from above a platform immediately over the confined space.

But the worker has chosen to open the blow off cock from the side of the confined space, and hence, was suffocated to death.

Cause of the accident:

The cause of the accident is clearly the worn out eaten up portion of the screw thread of the pipe, which has not been even noticed by the Maintenance Department.

Steps to prevent recurrences of similar accidents :

The scope of preventive maintenance should be extended to improve examination of the screw pipe and connections so as to ensure that they do not get rusted due to wear and tear. Secondly, when there is a safe place of work to operate the blow pipe, the worker should have been trained to cultivate the habit of doing the work from the safe corner. It is also learnt that there is no need for the arrangement to open the blow off cock from the confined space and as such, the arrangement itself could have been dispensed with earlier.

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

INDUSTRIAL RELATIONS.

October 1962.

The labour situation in the state was satisfactory. There were twenty-two strikes during the month of October 1962. Of these eight related to textile mills and fourteen related to other industries affecting 2,460 and 1725 workers respectively. The mandays lost as a result of the stoppages were 4,817 and 2,135 respectively. The details of more important strikes are as follows:

Textiles.

All the 789 workers of the Lotus Mills Ltd., Sundarapuram, Coimbatore, struck work from 12 noon of 29-9-62 to 1 p. m. on 4-10-62 as a protest against the transfer of certain women workers to spinning department. The strike was called off on the mediation of the Labour Officer.

About 263 out of 473 workers of Gnanambika Mills Ltd., Vellakinar struck work from 7 a. m. on 18-10-62 to 3-30 p. m. on 19-10-62 as a protest against the suspension of a worker for misconduct. The strike was called off on the mediation of the Labour Officer.

About 663 out of 754 workers of the Sri Sarada Mills Ltd., Podanur, Coimbatore struck work from 12 noon on 23-10-62 to 7.30 a. m. on 26-10-62 demanding additional Deepavali advance. The strike was called off on the mediation of the Labour Officer.

About 31 out of 310 workers of the Mettur Spinning Mills, Mettur Dam struck work from 3-30 a. m. to 5-15 a. m. on 9-10-62 as a protest against the arrest of a worker by the police, alleging misbehaviour towards a main gate watchman. The workers resumed work voluntarily.

About 35 out of 273 workers of the Selvaraja Mills Private Limited, Oddarpalayam struck work from 12 noon to 4 p. m. on 31-10-62. The workers resumed work voluntarily.

About 66 out of 252 workers of the Chandra Textiles Private Limited, Peelamedu, Coimbatore struck work, from 12 noon to 3 p. m. on 25-10-62 demanding a maistry to apologise for alleged assault of a worker. The workers resumed work voluntarily.

About 543 out of 776 workers of Sri Balasubramania Mills Ltd., Singanallur, Coimbatore and 70 out of 73 workers of the Radhika Mills Ltd., Uppilpalayam, Coimbatore struck work (Harthal) from 3 p. m. to 6 p. m. on 6-10-62 and 3-30 p. m. on 6-10-62 to 1 a. m. on 7-10-62 respectively to pay homage to the memory of late Dr. P. Subbarayan, Governor of Maharashtra.

Other Industries.

All the 137 workers of the Madras Machine Tool Manufacturers Ltd., Singanallur, Coimbatore struck work from 7-30 a. m. on 19-10-62 to 7-30 a. m. on 20-10-62, demanding bonus for the year 1961-62. The strike was called off on the mediation of the Labour Officer.

About 103 out of 178 workers of the Eastern Electrical Co. (P) Ltd., Singanallur, Coimbatore struck work from 7-30 a. m. on 23-10-62 to 7-30 a. m. on 26-10-62, demanding bonus for 1961-62. The strike was called off on the mediation of the Labour Officer.

About 22, out of 35 workers of the Kamala Industries, Kuniyamuthur, Coimbatore, struck work from 8 a. m. on 25-10-62 to 5 p. m. on 30-10-62, demanding bonus for 1961-62. The workers resumed work after direct negotiations.

About 171 out of 183 workers of Ramakrishna Industries (P) Ltd., Peelamedu, Coimbatore, struck work from 8 a. m. to 9 p. m. on 22-10-62 demanding bonus for the year 1961-62. The strike was called off on the mediation of the Labour Officer.

About 47 out of 86 workers of the Perambur Chrome Tannery, Madras-11 struck work from 1-10 p. m. to 1-40 p. m. on 7-10-62, demanding payment of advance for Ayudha Pooja. The workers resumed work voluntarily.

All the 62 workers of Srinivas & Co. Tannery, Tiruchi-7, struck work from 9 a. m. on 8-10-62 to 2 p. m. on 10-10-62 as a protest against the non-payment of weekly holiday wages. The strike was called off on the mediation of the Labour Officer.

About 67, out of 150 workers of the N. M. Tannery, Tiruchi-7 struck work from 8-30 a. m. on 9-10-62 to 4 p. m. on 10-10-62 as a protest against the non-payment of weekly holiday wages. The strike was called off on the mediation of the Labour Officer.

All the 123 workers of Southern India Tanneries, Tiruchi-7 struck work from 7 a. m. to 4 p. m. on 12-10-62 as a protest against the non-payment of weekly holiday wages. The strike was called off on the mediation of the Labour Officer.

All the 52 workers of Tamilnad Tanneries, Tiruchi-7 struck work from 7 a. m. to 4 p. m. on 12-10-62 as a protest against the non-payment of weekly holiday wages. The strike was called off on the mediation of the Labour Officer.

All the 98 workers of the K. M. Abbu Chettiar Oil Mills, Madras struck work from the forenoon of 20-10-62 to the forenoon of 23-10-62 demanding bonus for the year 1961-62. The strike was called off on the mediation of the Labour Officer.

All the 200 workers of the Century Flour Mills Ltd., Madras-12 struck work from 6 a. m. on 23—10—62 to 6 a. m. on 26—10—62, demanding bonus, revision of scales of wages etc. The workers resumed work voluntarily.

About 495 out of 800 workers of the Monica Estates, Valparai, struck work from 8 a. m. to 11-45 a. m. on 13—10—62 as a protest against the preparation of liquid tea, by a particular worker. The workers resumed work after direct negotiations.

About 103, out of 500 workers of the Dharangdhara Chemical Works Ltd., Shahupuram, Arumuganery struck work from 7.30 p.m. to 11.30 p. m. on 20—10—62, as a protest against the alleged assault of a worker by the Company's Engineer. The workers resumed work after direct negotiation.

About 45 out of 195 workers of the Trichy Srirangam Transport Company (P) Ltd., Tiruvanaikoil, struck work from 4.15 a.m. on 16—10—62 to the forenoon of 17—10—62, demanding revision of dearness allowance, payment of bonus etc. The strike was called off on the mediation of the Labour Officer.

CENTRAL SPHERE.

1. General: The Regional Labour Commissioner (C), Madras attended meeting of the Madras Dock Labour Board on 17—10—62.

2. Conciliation: (a) The Regional Labour Commissioner (C), Madras held conciliation proceedings in respect of the following disputes and brought about amicable settlements :—

(1) In the dispute between Madras Harbour Workers' Union (AITUC), Madras, and Madras Port Coal Employees Association, Madras, over charter of demands like payments of Deepavali advance, getting up of pits in 'A' list etc.

(2) In the dispute between Dalmia Magnesite Corporation, Salem and the Magnesite National Labour Union (INTUC) Salem regarding payment of bonus for 1961-62.

(3) In the dispute between Burn & Co. Ltd., Salem and Magnesite National Labour Union (INTUC), Salem over charter of demands like revision of wages/enhancement of Dearness Allowance etc.

(4) In the dispute between Burn & Co. Ltd., Salem and Magnesite Workers Union, Salem (AITUC) over charter of demands like increase in Dearness Allowance, gratuity, bonus.

(b) The Conciliation Officer (Central), Madras, held conciliation proceedings in the following disputes and brought about settlement:—

(1) In the dispute between the management of the Dalmia Magnesite Corporation, Salem and the Magnesite workers' Union, Salem, over non-provision of work to Shri Chakravarthi.

(2) In the dispute between the management of Trichinopoly Mining Work, Ariyalur and the Trichy District Gypsum Mines workers Union, Minigalpadi P.O. regarding payment of bonus.

(3) In the dispute between Sri Chinnathambi, Contractor, Dalmia Magnesite Corporation, Salem and the Magnesite Workers Union, Salem over termination of services of Sri Koothan, Arumugam, Maisry.

(4) In the dispute between the management of Canara Bank Ltd., Mangalore and the Bankmen's Co-ordination Committee, Mangalore over alleged wrongful transfer of Sarvashri K. Umesh Kamath and K. Narayan Kamath.

(c) The Conciliation Officer (C), Madras, intervened in the dispute between the Contractors of M/s. Dalmia Magnesite Corporation, Salem Magnesite (Private) Ltd., M/s. Burn & Co. Ltd, Salem and the Magnesite Workers Union, Salem over payment of bonus etc. The union withdrew the demands.

(d) The Conciliation Officer (C), Madras intervened the following disputes and settled otherwise than conciliation :—

(1) In the dispute between the Madras Port Coal Employers and the Madras Port and Dock Workers Union, Madras, over payment of Deepavali advance.

(2) In the dispute between the Madras Port Trust and the Madras Port United Labour Union, Madras over permanency of welders.

(3) In the dispute between the Madras Port Trust and the Madras Port United Labour Union, Madras over promotion of Sarvashri C. K. Chellappan and Dankoti as winchmen.

3. Strikes and lockouts-Nil.

4. Threatened strikes and lockouts-Nil.

5. Particulars regarding dispute received :

(a) No. of Industrial disputes pending-	1
(b) No. of Industrial disputes received during the month of October 1962.	14
(c) No. of Industrial disputes settled/disposed	12

(d) No. of threatened strikes.	Nil.
(e) No. of strikes which materialised.	Nil.
(f) No. of Draft Standing Orders certified.	Nil.

STATE SPHERE.

Conciliation under the Industrial Disputes Act, 1947.

The conciliation officers enquired into and settled 735 disputes during the month of October 1962. Of these, 259 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 12 industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras, and the Labour courts, Coimbatore, Madurai and Madras. The details of the disputes referred for adjudication are published under the statistical portion of this journal. Twelve awards given by the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madurai and Madras on industrial disputes referred to them for adjudication were published in the Fort St. George Gazette during the month of October 1962.

WELFARE.

In October 1962 Employment situation in the State recorded an improvement compared to the position in previous month. There were fewer registrations and lesser number of applicants seeking assistance on the Live Register. More vacancies notified with lesser placements is a seasonal pattern.

The pattern of surplus of manpower continued to be the same as before, clerical and unskilled categories constituted the bulk of the known surplus. On the other hand shortages were reported in occupations such as Graduate Engineer (Civil, Mechanical and Electrical), Engineering Licentiate (L.M.E./L.E.E./L.C.E./L.A.E.), Draughtsman (Civil and Mechanical), Electrician, Driver with Heavy endorsement, Instrument Mechanic, Turner, Fitter, Welder, Machinist, Craft Instructor in weaving and carpentry, Librarian, Surgeon/physician, Pharmacist, Health Visitor/Assistant, High School Teacher (B. T./L. T./B. Ed. in Mathematics and Science), Physical Training Instructor/Instructress, Stenographer and Language Teacher (Tamil, Hindi and Malayalam).

Under the Employment Market Information scheme, the enquiry for the quarter ended 30—9—62 was in progress. 3770 employers in the Public Sector and 22538 employers in the Private Sector were addressed and the percentage of response from the Public and Private Sector was 14.3 and 28.3 respectively. The survey of employment in the Industrial Estates is under progress. A report on "Shortage Occupations in Madras State" for the

quarter ended 30 June 1962 and the "Madras State Employment Review" for the quarter ended March 1962 are under issue.

Under the Occupational Information Scheme, the study in respect of one Occupation under the Family of occupation entitled "Other Professional Technical and Related workers n.e.c." was completed and definitions sent to the D.G.E.T. New Delhi. The Career Pamphlets relating to (i) Tool Maker (ii) Turner (iii) Lineman (iv) Radio Technician and (v) Cable Jointer were translated into Tamil.

The Youth Employment Service/Employment Counselling units attached to the Employment Offices, Madras, Madurai, Tiruchirappalli and Coimbatore gave group guidance to 1343 youths and individual guidance to 152 youths.

The two Employment Information and Assistance Bureaux units functioning at Sankarankoil (Tirunelveli District) and Paramakudi (Ramanathapuram District) blocks counselled 249 applicants and effected 148 renewals during the month. The Registration units attached to Employment Offices, Salem and Ramanathapuram registered 192 applicants and effected 829 renewals. The Special Employment Office for the Physically Handicapped, Madras registered 21 blind and 5 orthopaedically handicapped persons and placed 2 blind persons in employment. The Live Register of this office contained 171 applicants comprising 72 blind 31 deaf and dumb and 68 orthopaedically handicapped persons.

Housing

During the Second Five year plan period the Government have sanctioned 23 schemes for the construction of 1,700 houses. Out of this the construction of 1466 houses has been completed, 14 houses have reached roof level, 200 houses are under various stages of construction and the construction of the remaining 20 houses has not been taken up for want of finalisation of site.

During the Third Five Year Plan period the State Housing Board has taken up the execution of additional 100 houses at Singanallur (Phase II). Out of this 100 houses, 80 houses have reached upto plinth level and the remaining houses are under various stages of construction.

Employees Provident Fund Scheme.

The Government of India in the Ministry of Labour and Employment have since extended the provisions of the Employees' Provident Funds Act 1952 and the Scheme, to the following five establishments with effect from 31—10—62.

1. Establishments engaged in the processing or treatment of wood including manufacturing of:—

- (i) Hard-board or chip-board.
- (ii) Jute or Textile Wooden Accessories.
- (iii) Cork Products.

- (iv) Wooden furnitures.
 - (v) Wooden Sports Goods.
 - (vi) Cane or Bamboo Products.
 - (vii) Wooden battery separators.
2. Saw Mills.
 3. Wood Seasoning Kilns.
 4. Wood preservation plants.
 5. Wood Workshops.

During the month of October, 1962, 26 establishments were brought under the Employees' Provident Funds Act, 1952, thus bringing the total Number of covered establishments to 2548.

A total sum of Rs. 29,75,211.20 (excluding the refunds of loans and advances amounting to Rs. 1,02,115.01) was received as employees and employers contribution to the Fund.

The total number of covered employees in Madras State at the end of the month under report was 3,56,650.

CURRENT NOTES

An ordinary meeting of the State Housing Board was held on 12 October 1962 to review the progress of the various housing schemes.

A subcommittee of the State Labour Advisory Board met on 4, 5 and 29 October 1962 under the Chairmanship of the Commissioner of Labour to consider the draft model standing orders.

Joint meeting of employers' and workers' organisations at New Delhi.

A joint Meeting of all central organisations of employers and workers was held at New Delhi on 3 November 1962 under the Chairmanship of Sri Gulzarilal Nanda, the Union Minister for Labour and Employment. The meeting was convened to achieve maximum production to promote the defence effort of the country. A comprehensive resolution embodying certain principles in regard to industrial peace, the stepping up of production, price stability and increase of savings was adopted. It is reproduced below.

'Realizing that a grave emergency has overtaken the Nation on account of the Chinese aggression and that the need has arisen for taking urgent steps, in every direction, to prepare adequately for the defence of the country, and repelling the invasion of its territory, the Joint Meeting of all Central Employers' and Workers' Organisations, held to-day, November 3, 1962, resolves that no effort shall be spared to achieve maximum production and managements and workmen will strive in collaboration in all possible ways, to promote the defence effort of the country and reaffirm their pledge of unstinted loyalty and devotion to the country. Towards these ends, the following steps shall be taken :-

I. Climate :

It is important that a suitable climate should be created and preserved for ensuring sustained effort and resolute action in pursuance of the afore-said aim. Both sides should exercise restraint and forbearance so that nothing is allowed to come in the way of their single-minded and concerted endeavour, in support of the defence of the country. Positive steps should be taken to promote constructive cooperation between management and workers, in all possible ways.

II. Industrial Peace :

- (i) Under no circumstances shall there be any interruption in or slowing down of production of goods, and services.
- (ii) In respect of their economic interests both workers and employers will exercise voluntary restraint and accept the utmost sacrifice in an equitable manner, in the interest of the Nation and its defence efforts.

- (iii) There should be maximum recourse to voluntary arbitration and adequate arrangements should be made for the purpose. If necessity for a reference to adjudication arises, the processes connected with it should be completed with the utmost promptness.
- (iv) The industries mentioned in the first schedule to the Industrial Disputes Act, 1947 and such other industries as may be considered necessary e. g. petroleum and its products, chemicals etc., may be declared as public utility services under sub-clause (vi) of clause (a) of Section 2 of the Act.
- (v) All complaints pertaining to dismissal, discharge, victimisation and retrenchment of individual workmen, not settled mutually should be settled through arbitration. For this purpose, the officers of the conciliation machinery may, if the parties agree, serve as arbitrators. Dismissals and discharges of workmen should, however, be avoided as far as possible.
- (vi) The labour administration at the Centre and States should be streamlined so that grievances and disputes are settled promptly and cordial industrial relations are maintained.

III. Production :

- (i) All impediments in the way of better and fuller utilisation of men, machinery and materials should be removed. There should be no idle plant capacity or waste. Managements should exercise the maximum economy in their operations.
- (ii) To maximize production, establishments should work, wherever possible, extra shifts, extra hours or on Sundays and holidays by mutual agreement. Full co-operation should be extended by all in this respect. All advantages accruing to industry arising out of the extra effort of the workers should go to the consumer and/or be made available for defence efforts.
- (iii) Absenteeism and turn-over should be discouraged and reduced to the minimum. Negligence of duty, careless operation, damage to property and interference with or disturbance to normal work should be denounced by the unions. Similarly any lapse on the part of the management that contravenes the spirit of the defence effort should be condemned and put right forthwith.
- (iv) Technical and skilled personnel in short supply should be switched over to emergent work having a bearing on defence. Simultaneously steps should be taken to increase the supply of technical and skilled personnel through apprenticeship and other training programmes.
- (v) In the production drive the well-being and health of the working class should not be ignored.

IV. Price Stability :

- (i) Every effort should be made to ensure that prices of industrial goods and essential commodities are not allowed to increase.

- (ii) To ensure supply of essential commodities at fair prices to the working class, steps should be taken, whenever necessary, to organise consumers' cooperatives in each unit and in industrial areas.

V. Savings :

- (i) The imperative necessity of increasing savings in the larger interest of the country should be brought home to workers and managements and arrangements to facilitate greater savings should be provided forthwith.
- (ii) Workers may be persuaded to contribute to National Defence Fund/and/or invest in Defence Bonds every month an amount equivalent to at least one day's earnings. Managements also agree to contribute liberally towards the National Defence Fund/and/or invest in Defence Bonds; the basis of their contribution will be settled in consultation with Government.

Joint Meeting of representatives of employers and workers in Madras.

A joint meeting of representatives of employers and workers was held in the Rajaji Hall at Madras on 14 November 1962. Sri M. Bakthavatsalam, Minister of Finance and Sri R. Venkataraman, Minister for Industries, participated in the meeting.

At the outset, the Minister for Finance drew the attention of the representatives present to the grave emergency that had overtaken the Nation on account of the Chinese aggression and the need for taking urgent steps to achieve maximum production and thereby promote the defence effort of the country.

It was thereupon agreed that the terms of the resolution on Industrial Truce adopted by the Joint Meeting of employers and workers at New Delhi on 3-11-1962 before the Union Minister for Labour be accepted and steps taken to implement them in an effective manner.

In this connection, the following further conclusions were reached.

1. **Climate :** It was agreed that slogans pointing to the need for maintaining industrial peace and maximising production be displayed in workspots to ensure the sustained effort of workers towards stepping up output in the factories.

2. **Industrial Peace :** It was agreed that as far as possible all disputes should be settled by bi-partite negotiations. Where no settlement was possible either by direct negotiations or by conciliation, disputes affecting individual workmen like dismissals, discharges, retrenchments etc., should be referred to the Commissioner of Labour for arbitration and his decision accepted by both parties. The Minister for Finance indicated that the Government were considering the question of providing necessary assistance to the Commissioner of Labour by way of additional staff for this purpose. Where the disputes do not relate to individual cases but cover general issues, there too arbitration should be resorted to to the maximum extent possible. But in such cases the reference would be voluntary and would depend

upon the consent of both parties to the dispute. Government would take steps to announce a panel of Arbitrators from which the parties could select persons acceptable to them.

3. Production : The Minister for Industries indicated that by working 7 days in the week and employing workmen in rotation, production could be stepped up by 16%. Similarly by working for 9 hours a day instead of 8 and by running new shifts wherever there was only one shift now (and avail of the power which was being left unutilised between the hours of 10 P. M. and 6 A. M.) another 5% increase in production would be possible. He also exhorted the representatives of the workmen to reduce absenteeism at least by 50% and thereby achieve a further increase of 3% in production. He advised managements and labour to cooperate in the careful utilisation of raw material and elimination of waste. He commended the idea of slogans being put up to promote the production drive. Incidentally he stated that there was a shortage of drivers with heavy duty endorsements and made an appeal to employers to spare at least one from each establishment for service in the defence effort and also take steps to train drivers for such work. He also appealed to them to take up a programme of training skilled and semi-skilled workmen so that they could help to meet the demand for such labour with the expected increase in the tempo of production. He further informed the representatives that he had already discussed the question of improving production in the textile industry with its representatives at a special meeting and that he would hold similar meetings for other industries, like cement, engineering, chemical etc.

4. Consumers' Cooperatives : The Registrar of Cooperative Societies outlined the ways in which the organisations of consumer co-operatives were being helped by the Government and appealed to the managements to encourage the formation of Consumers' Co-operatives by providing them with free accommodation and staff and finance for working capital. He also advised the workers' representatives to make such cooperatives work economically by making their purchases in bulk from producers. The manufacturers of commodities were also requested to help such co-operatives by making their products available to them direct at wholesale prices. The Additional Secretary to Government explained that it was the intention that establishments employing 300 and more workers should take steps to promote the constitution of such co-operatives in the first instance.

5. Savings : The general consensus of opinion was that labour should contribute at least one day's wages to the National Defence Fund and it should be left to the option of the workers to make a further contribution of one day's wages every month to the fund or to invest an equivalent amount in Defence Bonds. At the suggestion of the Minister for Industries, it was agreed that trade unions should intimate to the employers the willingness of their members to make such contributions and thereupon the employers may take steps to announce this on the Notice Board and invite objections if any, from the workers to the amounts being deducted from their wages and remitted. If no objection was forthcoming, the managements may proceed to make such deductions and remit them in accordance with the wishes of the workers' organisations.

Employees' Provident Funds Act-Amendment of.

The Lok Sabha has passed the Employees provident Funds (Amendment) Bill as adopted by the Rajya Sabha. The bill seeks to enhance the

rate of provident fund contribution of workers and employers from 6½ per cent to 8½ per cent in respect of four industries. These industries are : (1) cigarettes, (2) electrical, mechanical or general engineering products, (3) iron and steel and (4) paper.

Sri Jaisukhlal Hathi, Minister of Supply in the Ministry of Economic and Defence Co-ordination, said that the Government were considering bringing forward a more comprehensive measure on the provident fund scheme and that they were also considering the question of including production bonus in the wages for purposes of deduction under the E. P. F. Scheme.

Prices - Steps for Regulation of.

Replying to the debate on his statement about maintaining prices of essential commodities, Sri Gulzarilal Nanda, the Union Minister for Labour and Employment, detailed the steps taken by the Government in this regard. The decisions regarding prices of foodgrains were being implemented by the Ministry of Food and Agriculture in consultation with State Governments and with organisations representing trade.

The decisions regarding cotton textiles had been accepted by the industry and they were now being implemented. The Ministry of Commerce and Industry was appointing a Controller of prices and supplies for drugs and pharmaceutical products. A controller of woollen textiles had already been appointed. A scheme for setting up 200 wholesale and central stores and 400 branch primary stores had been sanctioned and instructions had already been issued in this connection. The scheme was being implemented by the Department of Co-operation. The Ministry of Labour and Employment had taken steps to set up consumer stores in industrial areas.

Sri Nanda said that a high-level committee to consider price stabilisation was being constituted with the Secretary of the Economic Affairs Department as the Chairman and the Chief of the Economic Policy Section of the Planning Commission as its Member Secretary. The Committee will include secretaries of ministries concerned and the Reserve Bank will also be represented in the Committee.

The Government were also taking steps for the intensification of production of subsidiary food articles like fruits, vegetables, fish, meat and eggs.

Production in all sectors of economy would be increased to the utmost extent as part of the Government's measures to hold the price-line. The workers, he said, had responded magnificently to meet the needs of higher production.

While the Government would do their best to regulate the prices of essential commodities, there could not be an "absolute guarantee" that all prices would stay put. It might be possible as a matter of policy also, that prices of luxury articles would show a rise. The policy statement announced by the Government in regard to measures for maintaining the price level was the 'first phase.' He observed that it is a continuous process and as and when necessity arises the number of articles whose prices were to be checked, might

be enlarged. I can assure the House that such of the measures as have already been taken will be effectively carried out and there will be no lack of vigor in giving effect to these proposals.

On the need for checking black marketing and hoarding, the Minister said that no special steps were needed at the present stage, as "the tempo of the people and patriotic urge are there and moral and social sanctions will also do their part. If it is necessary to bring into operation provisions of the law to check this (black marketing and hoarding), there will be no hesitation on the part of the Government to do it."

Registration of Companies.

One hundred and twelve companies with an authorised capital of Rs. 1,790.57 lakhs were registered in the Southern Region comprising the States of Andhra Pradesh, Kerala, Madras and Mysore during the quarter ending September 30, 1962. Out of these, 26 were public companies with an authorised capital of Rs. 1,512.49 lakhs and 86 private companies with an authorised capital of Rs. 278.08 lakhs.

Of the new registrations, 74 were in Madras State, 15 in Andhra Pradesh, 14 in Kerala and 9 in Mysore. 12 of the 74 companies in Madras were public; nine in Andhra Pradesh, three in Kerala and two in Mysore were also public.

As usual, among the new registrations transport companies continued to form the bulk in the State of Madras. The total investment by way of increase in paid-up capital of companies was of the order of Rs. 594.38 lakhs. During the month of September 1962 the Neyveli Lignite Corporation Limited, a Government of India undertaking, increased its paid-up capital to the tune of Rs. 125 lakhs.

During the period under review, of the newly floated companies in the Region there were fifteen giant floatations. Except for one company, the authorised capital of which was Rs. 25 lakhs, the rest have each an authorised capital of Rs. 50 lakhs and above. Amongst the 15 giant floatations 11 were for the promotion of textile industry and the rest were for establishing general machinery, accessories for the manufacture of basic industrial chemicals and for the manufacture of automobile spare parts such as fly wheels, ring starters, gears, etc.

Small-Scale Industries to be Geared to Defence Production.

Addressing a meeting at the Small-Scale Industries Association at Guindy, Sri R. Venkataraman, Minister for Industries, said that a list of all commodities that are required for the defence effort would soon be prepared and circulated among small-scale industrialists, so as to enable them to divert their capacity to produce essential items to meet the national emergency. He had asked the Area Commander to prepare the list and send it to Government, so that the Director of Industries and Commerce could circulate it among the small-scale industrialists in the State.

Many industrialists, who participated in the discussions, suggested the waiving of the provisions of labour laws to enable them to work overtime and for removal of restrictions on power supply and for supply of adequate raw material with a view to increase production.

Sri Venkataraman told industrialists that it would be a 'national crime' to allow machines to lie idle and unutilised at the present period. Machines that were not utilised because of minor repairs or loss of some minor parts should be reconditioned with the help of local technical skill.

Regarding demands for removal of restrictions on power supply, the Minister said the Government would 'do their utmost' to meet the demand.

Col. Raju, Director of the Small Industries Services Institute explained the procedure for finding out the items required by the Defence Department and the method of entering into a deal with them. He suggested that small industrialists should try to produce some products, which the large-scale industries now manufactured and thus save the capacity of the large-scale manufacturers to produce more for the defence effort.

Wage Board for Plantation Industry.

The Government of India have accepted the recommendations of the Central Wage Board for the coffee plantation industry regarding grant of interim wage increase to workers.

The Board's recommendations are as follows : Mysore State: increase in daily wages: men three nP. per day; women, adolescents and children two nP. per day; Madras State, estates in Nilgiris and Coimbatore districts of 100 planted acres and above: men 10 nP. per day; women, adolescents and children eight, six and five nP. respectively. Estates in Nilgiris and Coimbatore district of less than 100 planted acres: men eight nP. per day; women, adolescents and children four, four and three nP. respectively.

Madras State (estates in Salem and Madurai districts (Shevaroy and Palanis); men 13 nP. per day, women 10 nP. per day; adolescents and children six nP. per day.

Kerala State (estates in Wynaad of 300 planted acres and above) men nine nP. per day; women, adolescents and children seven, six and four nP. per day respectively.

Estates in Wynaad of less than 300 planted acres: men 10 nP. per day; women, adolescents and children eight, six and five nP. per day respectively.

Estates in other areas in Kerala State: men nine nP. per day; women, adolescents and children seven, six and four nP. per day respectively.

The clerical employees (office, medical, education and field staff) to be given interim wage increase as under:

(a) In gardens of 300 acres and above: Rs. 9 per month; (b) In gardens of less than 300 acres Rs. 7.50 per month.

The categories of employees which do not come either under labour or clerical employees, will be treated for the purpose of interim wage increase in the same manner as they are treated for the purpose of annual bonus.

In the case of mixed tea-cum coffee or rubber-cum-coffee estates to which the tea or rubber interim increase does not apply and has not been paid and where only the statutory minimum wage is paid, such estates shall be treated as coffee estates and paid the interim increase given for coffee estates.

About 82,000 workers in coffee plantations in the South (Mysore 61,000, Madras 14,000 and Kerala 7,000) are expected to benefit by the award.

Workmen's Compensation Act-Amendment of

The Lok Sabha passed on 30 November 1962 a bill seeking to enhance the rates of compensation paid to industrial workers in the event of disablement or death due to accidents or occupational disease. The wage limit for the purposes of the Bill has been enhanced from Rs. 400/- to Rs. 500/-. Sri Patabhi Raman the Deputy Minister for labour and Employment said that the Bill covered 32 categories of occupations and hence its scope was wide. The list of occupational diseases had also been enlarged on the basis of recommendations of experts. The Minister agreed with some members who said that there was delay in payment of compensation to workers and said that the Centre would ask the State Governments to see that payments were expedited.

He said that he could not agree to the suggestion to raise the wage limit for the purposes of the bill since the capacity of the industry had also to be kept in mind. He assured the House that the Government would take good care to see that all safety measures were taken in factories to ensure better working conditions.

AWARDS AND AGREEMENTS

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Letters Patent Appeals Nos. 100 and 101 of 1959,
dated 9 March, 1962).

Present :

Sri S. Ramachandra Ayyar, Chief Justice.

Justice Sri RAMAKRISHNAN

Between :

Assistant Director of Fisheries, Tuticorin

and

Muthumeenatchiya and another.

The department of Fisheries of the Government of Madras employed divers for particular seasons in the year for pearl and chank fishing. Under the terms of licences issued, the divers were obliged to operate in an area to be specified by the Fisheries Officer and had to cease diving when required and the chanks so obtained had to be delivered at a particular spot on the beach and were the property of government. Two such divers lost their lives as result of an accident in the course of diving work and it was held by the Commissioner for Workmen's Compensation that they were not 'workmen' QUA the State. In appeal under section 30 of the Workmen's Compensation Act, it was observed that although the department cannot impose upon the divers definite hours of work, the Fisheries Department controlled the work of the divers and the chanks were the property of the Government. The obligation to give work cannot be used as an invariable test standing apart from the actual facts of a given case. In view of the fact that the beginning of the season is announced as also the availability of an area in the sea for fishing and control exercised, it is seen that the employer had offered ample scope for the divers to work on a piece work basis and earn their remuneration. So it was held that the divers were 'workmen' under section 2(1)(n) of the Workmen's Compensation Act.

JUDGMENT.

Per Ramakrishnan, J :— These letters patent appeals are directed against the judgement of Basheer Ahamed Sayeed, J., in Appeal Against Order Nos. 239 and 338 of 1957. The appellant before us, in both these appeals, is the Assistant Director of Fisheries, Tuticorin. The prior facts necessary for a consideration of these appeals are briefly the following. The Gulf of Mannar in the extreme south-east corner of Peninsular India has been famous for its pearl and chank fisheries from time immemorial. The Government of Madras claim these chanks as their property and therefore no private fishing for chanks is allowed. There is a special season for the chank fishery. The services of divers are utilized for the purpose by the Fisheries Department of

the Government in the following manner. They are required to take a licence (free of any charge), and the licence contains these conditions:

"The licensee shall not dive for chanks anywhere in the sea except in the places specified by the fisheries officer. He shall cease diving immediately the signal to cease diving is given. He shall also stop diving as soon as the fisheries officers declare by notification the closure of the chank fishery season from a specified date.

2. The licensee shall return immediately alive to the sea all undersized chanks below 2½ inches inadvertently fished by him.

3. The licensee shall land the whole catch of chanks in the place on the beach, specified by the Assistant Director of Fisheries, Tuticorin, carry the day's catches to the Government godowns and deliver the same to the fisheries officers appointed to receive them.

4. All the chanks delivered to the fisheries officers at the chank godown should be clean without covering of mud or sand that would hide defects or ostensibly exhibit an increase in size and without extracting the flesh from shells below 2½ inches size inadvertently brought to shore.

5. The licensee shall subject his catches of chanks to be examined and gauged by fisheries officers. It shall be lawful for the officers to reserve the sea weeds or sand or mud adhering to the shells and to strike doubtful shells against a hard substance to detect defects.

6. The licensee shall receive payment for all full-sized chanks without defects such as damage caused by shark bite, boring worms etc., at the rate of 6 annas (six annas only) per full-sized accepted chank. No chank which is so paid for shall pass, however hard it is thrust through a 2½ inches gauge beard when placed in vertical position after washing out the clay and any animal or plant found adhering to it. All other shells that do not conform to this specification shall be surrendered by the licensee for confiscation and no payment shall be made for any such shells.

7. This licence shall be produced on demand by any officer of the Fisheries or other department specially authorized to scrutinize the same."

In the course of the diving season in the year 1955, two divers, by name, Ibrahim Sahib and Arulanandam, lost their lives. Apparently they became overpowered by suffocation on account of staying too long under the water, and though they came out of water alive, they died sometime afterwards in spite of the best medical treatment. The widows of those two divers applied before the Commissioner for Workmen's Compensation, for compensating them for the death of the above said divers. The Commissioner found that these divers died due to an accident which arose out of and in the course of their employment. So this part of the case can be considered as beyond controversy. Further, the Commissioner found that the divers were not employees of the State. In other words, they were not workmen as defined in S. 2 (1) (n) of the Workmen's Compensation Act. Hence the applications of the widows for compensation were dismissed. Against the above orders, the widows of the divers appealed to Basheer Ahmed Sayeed, J. Differing

from the conclusion of the Commissioner for Workmen's Compensation, the learned Judge held that the terms of the employment of the divers in question attracted the provisions of the Workmen's Compensation Act, and that therefore the widows were entitled to compensation which was fixed at Rs. 3,500 each. Apparently the State Government had paid some amount as ex gratia payment to these widows. That amount was directed to be included in the sum of Rs. 3,500. The State Government of Madras, represented by the Fisheries Department, has now appealed against the above decision of Basheer Ahmed Sayeed, J.

Section 2 (1) (n) of the Workmen's Compensation Act (Act VIII of 1923) reads:

"Workman" means any person (other than a person whose employment is of a casual nature and who is employed otherwise than for the purpose of the employer's trade or business) who is—

(i)

(ii) employed on monthly wages not exceeding four hundred rupees in any such capacity as is specified in Sch. II."

It is not now in dispute that "diver" is one of the categories mentioned in Sch. II, and the monthly wages earned by each of the two divers in this case was less than Rs. 400. Therefore, the relevant conditions in S. 2 (1) (n) (ii) are satisfied. The further question is whether from the terms of their employment, the divers in question could be considered as "workmen" within the scope of the Workmen's Compensation Act. The learned Government Pleader appearing for the State argued that the divers were independent contractors. They took advantage of the chank fishery season and agreed under the terms of the licence to dive for chanks and supply them to the Fisheries Department at the rate fixed by the department. They were, therefore, only independent contractors and not workmen.

We are unable to agree with this reasoning. There are many incidents of the employment of the divers in this case which show that the relationship of employer and employee existed between them. The first point to be looked for in such cases is the extent of control which the alleged employer has over the workmen, in regard to their work. One cannot lay down any hard and fast rule, about the scope of this control nor can it be laid down that work done on a piece work basis will not bring about the employer-employee relationship. As pointed out by the Supreme Court in *Dharangadhara Chemical Works v. State of Saurashtra* (1957-1 L.L.J. 477):

"The principle which emerges from these authorities is that the *prima facie* test for the determination of the relationship between master and servant is the existence of the right in the master to supervise and control the work done by the servant not only in the matter of directing that work the servant is to do but also the manner in which he shall do his work, or to borrow the words of Lord Uthwatt at p. 23 in *Norsay Docks and Harbour Board v. Goggins and Griffith (Liverpool) Ltd.*, (L.R. (1947) 1 A.C. 1):

"The proper test is whether or not the hirer had authority to control the manner of execution of the act in question."

The nature of extent of control which is requisite to establish the relationship of employer must necessarily vary from business to business and is by its very nature incapable of precise definition."

The Supreme Court held in that case that a person could be a workman, even though he was not paid by the day but by the job.

Balakrishna Ayyar, J., in *Palaniappa v. Court of First class Magistrate* (1958-II L.L.J. 744) had occasion to consider the definition of workman under S. 2 (1) of the Factories Act, Balakrishna Ayyar, J., observed :

"The word 'employed' connotes some amount of supervision and control because the employment referred to in the Act is in connection with a manufacturing process which is carried on in a factory and such process normally requires a large amount of co-ordination between various sections inside a factory and even between the various individual workers inside the same section."

In that particular case, Balakrishna Ayyar, J., dealt with persons who were employed by a weaving concern for weaving carpets and towels. They were paid at an agreed rate for each carpet or towel woven and the management had no control over these persons, either regarding their attendance or their choice of work, and those persons were at liberty even to work for a competitor when they chose to do so. In such circumstances it was held that they could not said to be employed within the meaning of Cl. 2 (1) of the Act.

In the present case, the area from which chanks should be dived for, was indicated by an employee of the Fisheries Department called Mandadi. The area should be about four square miles in the sea. If this Mandadi could not accompany the divers on any particular day, he would nominate another to act for him. The divers should stop diving when the Mandadi signals them to do so. The divers are free to start for diving at any time they choose and to dive as many times as they could, and in any manner they liked. They can join together in groups of 8 to 12 for going in a particular boat for which they have to arrange for themselves. They are obliged to bring the chanks they get to a particular place on the shore indicated by the Assistant Director of Fisheries. They are obliged to return to the sea undersized chanks below 2½ inches. They will be paid for full-sized chanks without defects at 6 annas per chank. All chanks which do not conform to the specification of the Fisheries Department should be surrendered by the licensee for confiscation, and no payment shall be made to him for such chanks. If a diver stopped diving after some time he should inform the Mandadi as otherwise he would not be paid for the chanks collected by him. This last point is found in the statement of one of the witnesses, a diver called Kasim Mohammed.

These circumstances in the evidence establish that the diving operations were subjected to control by the department and at the same time the divers had also a certain amount of freedom in the manner of doing their work. But the extent of control of the employer and the amount of freedom given to the workmen cannot be subject to definition. It will vary necessarily from industry to industry. As pointed out by Balakrishna Ayyar, J., in *Palaniappa v. Court of First-class Magistrate* (1958-II L. L. J. 744), a municipality

may employ a surgeon but the surgeon will have his own freedom in the manner he carries out a particular surgical operation. In W. P. Nos. 614 to 617 and 985 of 1958 where one of us was a party, it was held in the case of persons employed in the tanneries in North Arcot district :

"I have already referred to the admission made on the part of the employers that they have complete control over the workers, and that they tell the workers what they have to do. The circumstances that the workers have no fixed hours of work and that they are given certain liberties in regard to attendance at the factory, can only imply that the master is willing to allow them to do service on these conditions, and not that when once they enter into the work, they are not at the control of the master in regard to the work or the manner of doing it."

In the present case, no doubt, the divers could come to the sea when they like and also go away when they like ; but it is due to the fact that the number of times a person will dive will depend upon his physical condition or stamina on that date. Therefore the department cannot impose upon the divers, hours of work. Similarly the Fisheries department cannot impose on the divers how long they should stay under the water, or how many chanks they should take out from each diving. Those also depend upon the stamina and the condition of the health of the diver. It is, therefore, clear that this form of employment had certain inherent limitations which arose from the very nature of the employment. If we allow the unavoidable margin for these limitations, it will appear that the divers employed on the job of chank fisheries, were completely under the control of the Fisheries Department, which exercised the fullest possible control bearing in mind the exigencies of the particular employment. Again the diver did not get any property in the chanks fished. Even the shells of the rejected chanks belong to the Government. Though in Cl. 6 of the licence the word 'payment per chank' is used, it is not because of the sale by the diver of the chank to the Fisheries Department. Such payment was only the means of remuneration for the divers whose work was on piecework basis. As observed above, even a piecework job can bring about employer-employees relationship. The learned Government Pleader drew our attention to the fact that one of the tests of the employer-employee relationship is the obligation of the employer to provide work to the employee. Atverting to this point in the tannery case above cited, it was observed :

"It is the duty of the worker to go to the factory every morning and if there is work the employer would tell him what he should do. Although it is the duty of the worker to go to the factory every morning, there is a corresponding obligation on the part of employer to give him work when he turns up."

The obligation to give work cannot be used as an invariable test standing apart from the actual facts of a given case. So far as the chank fishery is concerned, the season is a brief one and in the ordinary course of things every diver who has obtained a licence and who is physically fit will take the opportunity of diving to the maximum extent which his condition of health will afford, so that he can earn the maximum amount on a piecework basis. There is, therefore, no question of any failure on the part of the employer to provide work in this case. The very fact that the beginning of the season is announced and the availability of an area in the sea for

fishing is announced shows that the employer had offered ample scope for the divers to work on a piecework basis and earn their remuneration.

The learned Government Pleader drew our attention to the decisions of the Rangoon High Court, *Ma Htwa Yin v. Maung That Hain* (A.I.R. 1941 Rang. 6) was a case wherein the employee had a licence to enter upon a mine and the terms of licence enabled him to work on piecework rates; the licensee was held to be not a workman under the workman's Compensation Act for the reason that the mine authorities had no control over him. The decision is a brief one and it does not discuss the facts in full. But the finding turned upon the absence of control. *Loo Shi v. Consolidated Tin Mines* (A. I. R. 1940 Rang. 125) referred to by the learned Government Pleader also dealt with a case of licence to work at dump picking or searching for overlooked ore to be paid on piecework basis. Here again, the decision turned upon the finding about the absence of control of the company who engaged those people. But the facts of this case set out above show that the operations of the divers were under the full control of the Fisheries Department, the control being such as the exigencies of the industry permitted by the defendant to exercise. We are in entire agreement with the finding of Basheer Ahmed Sayeed, J., that the two divers in this case are workmen as defined in the Workmen's Compensation Act and that their widows are entitled to compensation under that Act. There is no dispute about the quantum of compensation fixed by the learned Judge.

The letters patent appeals are dismissed with costs.

(L. L. J. 1962-II, p.p. 467-471.)

CURRENT LABOUR LITERATURE

Some of the books and articles published

BOOKS.

1. The Trade Union Situation in Burma.
International Labour office. Geneva 1962
\$1; 7s. II + 74 pp
2. The Theory of Capital.
Proceedings of a Conference held by the International Economic Association.
By F.A. Lutz. Ed. by D.C. Hague-Macmillan, 1962.
3. Minutes of the 148th Session of the Governing Body.
International Labour Office, Geneva 7-10 March 1961
144 pp

ARTICLES.

1. Industrial Relations in Britain By R.D.V. Roberts.
Industrial Relations Vol.XIV.No.5.September—October 1962.
2. Twenty-five years of Trade Unionism in Bengal
By Quader Nowaz.
Industrial Relations Vol.XIV.No.5 September—October 1962.
3. The Industrial Truce
By B.N. Datar
Vojana. Vol.VI.No.23.November 25, 1962
4. Use of Outdated Frames in large Scale Sample Surveys
By K.C. Seal.
Indian Labour Journal. Vol.III.No.9 September 1962.
5. Conspicuous Consumption
By Dr. V. K. R. V. Rao
Indian Worker. Vol. XI. No. 2 October 8, 1962
6. Intensive Utilisation of Resources
By S. T. Merani. Indian Worker Vol. XI. No. 8
November 19, 1962

BOOK NOTES AND REVIEWS

THE TRADE UNION SITUATION IN BURMA

(The Trade Union Situation in Burma—Report of a Mission from the International Labour Office Geneva, 1962: Price \$ 1; 7s)

A mission of the International Labour Office has found that the situation in Burma "seems favourable for the growth of a well-organised and influential trade union movement."

The mission's report, entitled *The Trade Union Situation in Burma*, has just been published. It is the result of an on-the-spot factual survey carried out in the autumn of 1961.

The mission remained in Burma from 30 October to 29 November 1961. It was received at the outset by the Burmese Minister for Industry, Mines and Labour. Later, following discussions with government officials and with employers' and workers' representatives in Rangoon, and visits to undertakings in the Rangoon area, the mission travelled to other industrial and mining centres including the Chauk oilfield.

The Trade Union Movement

The report points out that trade unionism is a comparatively recent development in Burma. It started before the Second World War but did not begin to expand until after 1945. The report adds that the trade union movement in Burma appears to have resulted mainly from the "efforts of politically conscious leaders who realised that trade unions would be needed in the new State that was being created."

The total population of Burma exceeds 22 million. Its active population is officially given as 9,351,158. Figures cited by the mission put the total trade union membership at about 200,000 (or roughly half the peak reached before a damaging split in the ranks of organised labour in 1958). These estimates suggest that there is scope for further union growth.

In general, the mission found the impact of trade unions to be slight everywhere except in a few centres of industry and population. In Rangoon, according to one statement made to the mission, about 20 per cent of the workers are members of a trade union.

There was some evidence of trade union consciousness in the rice mills (which outweigh any other single group of factories in number of undertakings and in volume of employment) but very little in the cheroot and cigar-rolling factories or in the small privately owned textile plants. The report notes, too, that although about 70 per cent of the Burmese labour force are employed in agriculture, no agricultural trade unions have yet been formed. Nor have unions been set up in fisheries. In forestry, unions are limited to workers, engaged in teak production.

On the other hand, the publicly owned railways and inland shipping companies and joint government-private industry ventures (oil, mining, ore-processing) are described in the report as the main strongholds of trade unionism. The civil servants (of whom one-third are women) are, according

to the report, nearly 100 per cent organised, and organisation among the government clerical staff is substantial.

There are four national central bodies to which local unions may be affiliated: the Union of Burma Labour Organisation (U. L. O.), the Trade Union Congress (Burma) (T. U. C. (B)), the Burma Trade Union Congress (B. T. U. C.) and the Free Trade Unions of Burma (F. T. U. B.).

The report notes that the policy followed by the central trade union bodies in respect of international affiliation varies. Neither the U. L. O. nor the T. U. C. (B) has any international affiliation. The B. T. U. C. is affiliated to the World Federation of Trade Unions, and the F. T. U. B., at the time of the mission's visit, was contemplating affiliation to the International Confederation of Free Trade Unions.

Registration, Recognition and Collective Bargaining

In its report, the mission examines closely the legal provisions relating to the registration of trade unions and the effect of these provisions on the life of the unions themselves.

Under Burmese law, a trade union may apply to the Department of Labour for registration provided it has ten members or more and comprises "more than 50 per cent of the total number of employees of an establishment or an undertaking." But unions which do not register may still enjoy legal existence. In the case of civil servants, there are special arrangements which couple registration and recognition.

The report emphasises the fact that the labour policy of successive Burmese governments "has been directed generally to the encouragement of trade union organisation, the development of understanding and harmonious relationships between workers and employers, the peaceful settlement of disputes and the improvement of labour market conditions for Burmese workers."

Private employers, the report says, are aware of this policy. They know, too, that it is applied in the publicly owned and joint venture enterprises, which account for the majority of the larger undertakings in Burma. Consequently, the report continues, "private employers in the industrial centres of Burma are, for the most part, disposed to accept the process of union organisation of other employees and to recognise trade unions for collective bargaining purposes with resignation, if not with enthusiasm."

The mission noted, in fact, "a steadily widening acceptance of trade union organisation and understanding of the trade union role in industrial relations among employers in Burma."

The report points out that, although, private employers generally recognise unions having secured registration, practices have differed in the matter, of unregistered unions. In State enterprises, however, it is the standard practice of management to recognise for collective bargaining purposes only unions which have secured registration.

Collective agreements governing terms and conditions of employment are rare in Burma, the report says. Instead, agreements arrived at in a meeting of a joint works committee comprised of representatives of the union and the employer are recorded in the minutes of the meeting.

General procedures for the handling of disputes and the functions of the Court of Industrial Arbitration are described in the report. Burmese government figures cited by the mission show that man-days lost due to strikes average less than one-fourth of a day per worker per year.

The Movement and Politics

The report observes that, in Burma, "politics and trade unionism are inextricably mixed" and that, as a result, political changes have had an extremely disruptive effect in the ranks of labour. Union efforts at organisation have been impeded and union membership held down.

"The efficiency of this loosely knit movement, with its continuously fluctuating membership, scanty material resources and susceptibility to political pressures, leaves much to be desired," the report says. "But it would be a mistake to assume that the work of the unions is of little practical value. Young and inexperienced as the Burmese trade unions are—although, under the impact of events in that part of the world, they are maturing fast—their influence greatly exceeds their numerical strength, and they are undoubtedly making a contribution to the shaping of Burma's future destiny."

(I. L. O. News Service: dated 14 November, 1962).

NOTIFICATIONS

Amendment to Employees' Provident Funds Scheme. Fort St. George, October 20, 1962.

II-1 No. 5178 of 1962.

The following notification of the Government of India, Ministry of Labour and Employment, dated 19th September, 1962 is republished :—

G. S. R. 1299 — In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (Central Act 19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely :—

1. This scheme may be called the Employees' Provident Funds (Eighth Amendment) Scheme, 1962.

2. In the Employees' Provident Funds Scheme, 1952, in clause (b) of sub-paragraph (3) of paragraph 1, sub-clause (XXVI) shall be renumbered as sub-clause (XXVII) thereof and the following shall be inserted as sub-clause (XXVI), namely :—

"(XXVI) as respects the factories relating to cashewnut industry covered by the notification of the Government of India in the Ministry of Labour and Employment No. G. S. R. 1125 dated the 18th August, 1962, come into force on the 30th September, 1962.

Constitution of a Special Tribunal at Madras and Appointment of Presiding Officer Under Industrial Disputes Act.

(G. O. Ms. No. 5404, Industries, Labour and Co-operation)
(Labour) 3rd November, 1962).

II-1 No. 5180 of 1962.

In exercise of the powers conferred by sub-section (1) of section 7-A of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), read with sub-section (i) of section 3 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (Central Act XLV of 1955), the Governor of Madras hereby constitutes a Special Industrial Tribunal at Madras for the adjudication of the industrial dispute now pending before the Industrial Tribunal, Madras, and numbered as I. D. No. 26 of 1959 between the workmen and working journalists on the one hand and the managements of the Express Newspapers (Private), Limited, Madras, on the other and under sub-section (2) of section 7-A of the said Act, the Governor of Madras hereby appoints Sri A. S. Panchapakesa Ayyar, M. A., BAR-AT-LAW, I. C. S. (Retired) as the presiding officer of the said Tribunal.

Amendments to Madras Beedi Industrial Premises (Regulation of Conditions of Work) Rules :

G. O. Ms. No. 5173, Industries, Labour & Co-operation (Labour)
20th October, 1962).

S. R. O. No. A 958 of 1962.

In exercise of the powers conferred by sub-sections (1) and (2) of section 41 of the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958 (Madras Act XXXVII of 1958), the Governor of Madras hereby makes the following amendments to the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Rules, 1959, published with the Industries, Labour and Co-operation Department Notification S. R. No. A. 2117 of 1959 dated the 30 March 1959 at pages 281 to 298 of the Rules Supplement to Part I of the FORT ST. GEORGE GAZETTE, dated the 8th April, 1959, as subsequently amended :—

Amendments

In the said rules —

(i) in sub-rule (2) of rule 7, for the word 'transfer' the words 'proposed transfer' shall be substituted ;

(ii) for rule 8, the following rule shall be substituted, namely :—

"8. Procedure on death of Licensee. If a licensee dies, his heir, or legal representative, if he desires to continue the business, may within two months from the date of the

death of the licensee, make an application together with the licence in original to the competent authority in Form No. III for the transfer of the licence in his name, and the competent authority shall enter on the licence under his signature on endorsement to the effect that the licence has been transferred to the applicant";

(iii) for sub-rule (1) of rule II, the following sub-rule shall be substituted, namely:—

"(1) when the competent authority refuses to grant, renew or amend any licence, it shall order the refund of the fees paid for such licence, renewal or amendment as the case may be;

(iv) in rule 12 before the Explanation the following proviso shall be added, namely:—

"Provided that the appellate authority may admit an appeal after the expiration of the said period if it is satisfied that the appellant had sufficient cause for not preferring the appeal within the said period";

(v) in Form No. I, item No. 12 shall be renumbered as item 13 and before item 13 as so renumbered the following item shall be inserted, namely:—

"12. Date of the licence, if any, already granted."

Amendment to Rules under Workmen's Compensation Act.

G. O. Ms. No. 5170, Industries, Labour and Co-operation (Labour),
20th October, 1962.

S.R.O. No. A. 959 of 1962.

In exercise of the powers conferred by sub-section (1) of section 32 of the Workmen's Compensation Act, 1923 (Central Act VIII of 1923), the Governor of Madras hereby makes the following amendment to the rules published with the Law (General) Department Notification, dated the 18th July, 1924, at pages 847-852 of Part I of the FORT ST. GEORGE GAZETTE dated 18th July, 1924 as subsequently amended, the same having been previously published as required by sub-section (2) of section 34 of the said Act.

Amendment

In the said rules in rule 26, for the word "Abstracts" the word 'Extracts' shall be substituted.

Exemption of all offices of Life Insurance Corporation of India situated in Madras State from certain provisions of Madras Industrial Establishments (National and Festival Holidays Act).

(G. O. Ms. No 4793, Industries, Labour and Co-operation (Labour)
25th September 1962.

II-1 No. 4824 of 1962.

In exercise of the powers conferred by sub-section (2) of section 10 of the Madras Industrial Establishments (National and Festival Holidays) Act, 1958 (Madras Act XXXIII of 1958), the Governor of Madras hereby exempts permanently all the offices of the Life Insurance Corporation of India situated in the State of Madras from the provisions of sections 3 and 4 of the said Act, subject to the following conditions, namely:—

(1) that the holidays declared by the South Zonal Office of the Life Insurance Corporation of India shall be allowed to all classes of employees in the office of Life Insurance Corporation of India situated in the State of Madras.

(2) that the holidays which the employees are entitled to and their method of fixation under the rules of the Life Insurance Corporation of India on the date of the publication of this notification in the FORT ST. GEORGE GAZETTE, shall not be altered or varied by the employer to the disadvantage of the employees without the prior concurrence of the employees and the approval of the State Government.

(3) that if an employee is required to work on any holiday allowed under the rules aforesaid, then he shall be paid wages for each such holiday as laid down in section 5 of the said Act; and

(4) that the employer shall send in Form V appended to the Madras Industrial Establishments (National and Festival Holidays) Rules 1959, a list of holidays to be allowed to the employees, every year to the Inspector concerned having jurisdiction over the area in which the office of the Life Insurance Corporation of India is situated.

Amendments to Madras Cotton Ginning and Pressing Factories Rules.

(G. O. Ms. No. 2688, Food and Agriculture, 17th August 1962).

S. R. O. No. A—913 of 1962.

In exercise of the powers conferred by section 13 of the Cotton Ginning and Pressing Factories Act 1925 (Central Act XII of 1925,) the Governor of Madras hereby makes the following amendment to the Madras Cotton Ginning and Pressing Factories Rules 1950 published with the late Development Department Notification No. 4420, dated the 3rd November 1950, at pages 474-480 in Rules Supplement to Part I of the Fort St. George Gazette, dated the 21st November 1950:

AMENDMENTS

(i) In the said rules, for "Schedule G" the following schedule shall be substituted, namely

SCHEDULE G.

(See Rule 16 (2))

Statement of cotton pressed in the state of for the week ending with Friday the 196..... under section 5 (2) of the Cotton Ginning and Pressing Factories Act, 1925.

1. Name of Block or Division.	Number of bales pressed.								
	During the week		During the corresponding week last year		Since 1st September		During the corresponding period last year		District included in the division or block
Name of the division or block and variety (Trade description)	in running bales 392 lb. each	in running bales 392 lb. each	in running bales 392 lb. each	in running bales 392 lb. each	in running bales 392 lb. each	in running bales 392 lb. each	in running bales 392 lb. each	in running bales 392 lb. each	
1.	2.	3.	4.	5.	6.	7.	8.	9.	
Variety (1)									
(2)									
(3)									
etc.									
Total									
Cotton Waste									

NOTIFICATIONS

1213

1	2	3	4	5	6	7	8	9	10
2. Name of Block or Division.									
Variety (1)									
(2)									
(3)									
etc.									
3. Total									
4. Cotton waste.									
State total lint.									
Cotton waste									
Place :									
Dated the									

SCHEDULE H.
(See Rule 16 (2))

statement of cotton ginned in the State of for the week ending Friday the 196 .

Name of division or block and variety (Trade description)	Quantity (by weight) of kapas ginned and lint (ginned cotton produced)										Districts included in the division or block
	During the week		During the corresponding week last year		Since 1st September		During the corresponding period last year				
	Kapas ginned	Lint produced	Kapas ginned	Lint produced	Kapas ginned	Lint produced	Kapas ginned	Lint produced	Kapas ginned	Lint produced	
1	2	3	4	5	6	7	8	9	10		
1. Name of the Division or Block.											
Variety (1)											
(2)											
(3)											
etc.											
Total											
2. Name of Division or Block.											
Variety (1)											
(2)											
(3)											
etc.											
Total											
3. Grand Total — State.											
Name of Place :											
Signature :											(State authority for compiling cotton ginning returns)

Extension of period of declaration of Cement Industry as Public utility Service under Industrial Disputes Act.

Fort St. George, October 12, 1962.

II-1 No. 4825 of 1962.

Whereas the Cement Industry has been declared to be a public utility service for the purposes of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), for a period of six months upto and inclusive of the 31st October 1962 in the Industries, Labour and Co-operation Department Notification S. R. O. No. A-2572 of 1957, dated the 22nd April 1957, published at page 763 of Part I of the FORT ST. GEORGE GAZETTE, dated the 1st May 1957, read with Industries Labour and Co-operation Department Notification II-1 No. 1270 of 1962, dated the 14th March 1962, published at page 516 of Part II Section I of the FORT ST. GEORGE GAZETTE, dated 21st March 1962.

And whereas, the Governor of Madras, is of opinion that public interest requires the extension of the said period for a further period of six months;

Now, therefore, in exercise of the powers conferred by section 2(n) (vi) read with the proviso thereto of the said Act, the Governor of Madras hereby extends the period specified above by a further period of six months commencing on the 1st November 1962-

G. O. Ms. No. 5803, Industries, (Special) dated 26th Nov. 1962 of the Industries, Labour & Co-operation Department.

NOTIFICATION.

Under sub-section (4) of section 24 of the Apprentices Act, 1961 (Central Act 52 of 1961), the Governor of Madras hereby appoints the following persons as Chairman and members of the State Apprenticeship Council:—

1. **Chairman** Minister for Industries.
2. **Representatives of Employers in Establishments in the Public Sector**
 - (a) The Mechanical Engineer (General), Integral Coach Factory, Perambur.
 - (b) The Principal of the Apprentices Training School, High Pressure Boiler Plant, Tiruchirapalli.
3. **Representatives of Employers in Establishments in the Private Sector.**
 - (a) Sri P. L. Kumar, Director, Amalgamations (P) Ltd., 202, Mount Road, Madras-2.
 - (b) Sri S. Sankaran, Managing Director, Enfield India, Ltd., Royal Enfield Buildings, Madras-19.
 - (c) Sri S. Dorairaj, M. Sc., (Engg.), Managing Agent, Madras Machine Tools, Ltd., Coimbatore.
 - (d) Sri A. E. Cooper, Deputy Managing Director, Madura Mills, Madurai.
 - (e) Sri C. V. George, Partner, Gears India, B-1, Industrial Estate, Guindy.
 - (f) Sri A. Venkatachalam, M/s. Meenakshi Metal Industries, Tiruchirapalli.
4. **Representative of the Central Government.**

The Director-General of Employment and Training, Ministry of Labour and Employment, Government of India.
5. **Representative of the State Government.**
 - (a) The Secretary to The Government of Madras, Industries, Labour and Co-operation Department.

- (b) The Director of Industries and Commerce, Madras. (State Apprenticeship Adviser and Secretary of the Council.)
- (c) The Chief Engineer, Public Works Department (General)
- (d) The Commissioner of Labour.
- (e) The Director of State Transport.
- (f) The Joint Director of Industries and Commerce (Engineering)

6. Persons having Special Knowledge and Experience of Matters Relating to Industry and Labour.

- (a) Sri A. E. Collins, Managing Director, Ashok Leyland Ltd., Ennore.
- (b) Sri V. A. Chandran, Manager, A. S. E. A., Electricals (P) Ltd., Mercantile Bank Buildings, First Line Beach, Madras-1.
- (c) Sri S. Guruswamy, President, All India Railwaymen Federation, No. 15, Natchiappa Mudali Street, Mylapore, Madras.
- (d) Sri K. Gurumurthy, President, Simpson Group Union, 23, Giri Road, Madras-17.
- (e) The Chief Engineer (Electricity) Madras State Electricity Board, Madras-2.

Appointment of Certifying Surgeons for Plantation for Certain Local Limits Under Plantations Labour Act.

AMENDMENTS TO NOTIFICATION

(G. O. Ms. No. 4807, Industries, Labour and Co-operation, 25th September, 1962)

II-1 No. 4956 of 1962.

In exercise of the powers conferred by sub-section (1) of section 7 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951), the Governor of Madras hereby makes the following amendments to the Industries, Labour and Cooperation department Notification II-1 No. 665 of 1960, dated the 22nd September 1960, published at pages 560-564 of Part II Section 1 of the FORT ST. GEORGE GAZETTE, dated the 19th October, 1960.

AMENDMENTS.

In the schedule to the said notification—

(i) Under the heading "Coimbatore District" for item 7 and the entries relating thereto the following item and entries shall be substituted, namely:—

"7 High Forest Estate, Mudis P.O., Dr. K.P.S. Menon, M.B., B.S.,
(Via) Pollachi, Coimbatore district. Medical Officer, High Forest Estate,
Mudis P.O. (Via) Pollachi."

(ii) under the heading "Madurai district" for items 12, 13, 14 and 15 and the entries relating thereto, the following items and entries shall be substituted, namely:—

"12 Vilcombu Estate, Pattiveeranpatti, Madurai district. 13 Athukanal Estate, Madurai district. 14 Poopalankodikanal Estate, Madurai District. 15 Kamanur Estate, Madurai District.	Dr. S. Senthivel, B.Sc., M.B. B.S., Main Road, Bailangundu P.O., Madurai District.
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**Amendment to Notification Regarding Procedure for Remittance of
Deductions made by Employees from Wages of Workers
towards Rent.**

Fort St. George, October 4, 1962.

II-1 No. 4957 of 1962.

Under section 11-A of the Payment of Wages Act, 1936 (Central Act IV of 1936), the Governor of Madras hereby makes the following amendments to G.O. Ms. No. 4719, Industries, Labour and Co-operation, dated the 9th December 1958.

Amendments.

In the said Government Order —

(i) in paragraph (1) for the figures, words, letter and brackets "XXXVI. Miscellaneous Department — f. Miscellaneous — Scheme for subsidised Housing for Industrial Workers — (ii) Other Receipts" the figures, letter and words "XXXII. d. Miscellaneous Department — Labour and Employment — Receipt on account of the Scheme for subsidised housing for industrial workers" shall be substituted;

(iii) Paragraph (2) shall be renumbered as paragraph (3) and before paragraph (3) as so renumbered, the following paragraph shall be inserted, namely:—

"(2) If in any case, the employer finds it difficult to remit the amount as provided in paragraph (1) due to the absence of a Government Treasury nearby he may remit the amount by cheque drawn in favour of the Labour Officer, or any other officer nominated by the Government as the Chairman of the respective Managing Committee. The cheque shall be drawn for the amount collected from the employed persons and also for the charges for encashing it."

Amendment to Employees' Provident Funds Scheme.

Fort St. George, October 3, 1962.

II-1 No. 5037 of 1962.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 21st August 1962, is republished:—

G S R. 1172 — 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 (Sixth Amendment) Scheme, 1962.

2. In the Employees' Provident Funds Scheme, 1952 (hereinafter referred to as the said Scheme), in paragraph 68-D, for the words, figures and letter "paragraphs 68-B and 68-C," the words, figures and letters "paragraphs 68-B, 68-C and 68-D" shall be substituted.

3. In the said scheme, in paragraph 68-E, for the words, and figures, and letters "paragraph 68-B or paragraph 68-C" the words, figures and letters "paragraph 68-B or 68-C or 68-G" shall be substituted.

4. In the said scheme, for paragraph 68-F, the following paragraph shall be substituted, namely:—

"68-F. A member may be granted an advance either under paragraph 68-B or paragraph 68-C or under paragraph 68-G but not under All."

5. In the said scheme, after paragraph 68-F, the following paragraph shall be inserted, namely:—

"68-G Advance from the Fund for Construction of Houses under the Low Income Group Housing Scheme —

(1) Where any houses are to be constructed by individuals, co-operative societies, institutions, trusts, local bodies, Housing Finance Corporations or State Governments under the Low Income Group Housing Scheme, a member who has completed seven years membership of the Fund and whose own total contributions with interest thereon in the account standing to his credit in the Fund are not less than five hundred rupees, may be sanctioned an advance from his provident fund account or the member may authorize the Commissioner in such manner, as may be approved by him, to remit from his account in the Fund to such co-operative societies, institutions, trusts, local bodies, Housing Finance Corpora-

tions or State Government a sum not exceeding his twelve months' basic wages and dearness allowance or his own total contributions with interest thereon, or his own share of cost whichever is less, to the extent required towards the acquisition of the site or purchase construction of the house.

(2) The Commissioner, on being satisfied that the authorisation has been made in the manner approved by him shall thereupon remit such sum to the individuals, co-operative societies, institutions, trusts, local bodies, Housing Finance Corporations, or State Governments, as the case may be.

(3) In the event of the member not being able to acquire the site or purchase/construct a house under the said scheme within a reasonable time, the member concerned shall be liable to refund to forthwith the amount remitted to him or to the aforesaid bodies under this paragraph within fifteen days of the receipt thereof. Any sum so refunded shall be credited to the member's account.

(4) Where any advance is granted in accordance with sub-paragraph (1), the provisions of sub-paragraphs (4) and (5) of paragraph 68-C shall apply in relation to such advance as they apply in relation to advance from the fund under paragraph 68-C towards the allotment of a house constructed under Subsidized Housing Scheme for Industrial Workers."

Application of Employees' Provident Funds Act to Certain Industries.

Fort St. George, October 5, 1962.

III-1 No. 464 of 1962.

G.S.R. 1232 — In exercise of the powers conferred by clause (b) of sub-section (3) of Section 1 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby applies the said Act with effect from the 31st October, 1962, to the following establishments employing twenty or more persons each, namely:—

1. Establishments engaged in the processing of treatment of wood including manufacture of—

- (i) Hard-board or chip-board;
- (ii) Jute or textile wooden accessories;
- (iii) Cork products;
- (iv) Wooden furniture;
- (v) Wooden sports goods;
- (vi) Cane or bamboo products;
- (vii) Wooden battery separators;

2. Saw mills;

3. Wood seasoning kilns;

4. Wood preservation plants; and

5. Wood workshops.

A list of Standing Orders certified during the period from 1—4—62 to 30—9—62 in Coimbatore District.

List of Industrial Establishments in respect of which the Standing Orders have been certified are being published in batches in successive issues of the Madras Labour Gazette.

S. No. 1	Name of the Industrial Establishment 2	Date of Certification 3
COIMBATORE DISTRICT :		
2428.	Shanmugha Ginning Factory, Managalam Road, Tiruppur.	5—4—1962
2429.	Blue Mount Switchgears Associates Private Ltd., Patel Road. Ranganathapuram, Coimbatore-9.	5—4—1962
2430.	Sri Ramananda Mills, Karumapuram, U. Muthur Post.	5—4—1962
2431.	Mahalakshmi Ginning Factory, Kovilpalayam, Pollachi Taluk.	5—4—1962
2432.	Kangayam Knitting Chmpany, Kangayam.	5—4—1962
2433.	Bharath Binding Co. Hosiery Manufacturers, Tiruppur.	10—4—1962
2434.	Indian Bags Industries, Palladam Road, Tiruppur.	10—4—1962
2435.	Dhanalakshmi Ginning Eactory, (N. Venkataswamy Naidu & Co.), Uthupalayam, Annur P. O.	24—5—1962
2436.	Annur Bharatha Jothi Mills Ltd., Annur.	25—5—1962
2437.	The Vasantha Ginning Factory, Ganapathy.	25—5—1962
2438.	A. Kuttyappa Chettiar Rice and Oil Mills, Chettypalayam P. O.	26—5—1962
2439.	S. K. Angappan Motor Works, Coimbatore.	30—5—1962
2440.	Marikar Engineers Ltd., (Coimbatore Branch), Coimbatore.	30—5—1962
2441.	Samy Vilas Ginning Factory, Nambiur,	30—5—1962
2442.	Balakrishna Oil Mills, 117, Sathy Road, Erode	30—5—1962
2443.	Jothi Ramalingam Oil Mills, Sathy Road, Erode.	30—5—1962
2444.	Kumaravel Rice Mill, Vysial Street, Coimbatore.	30—5—1962
2445.	Star Krishna Weaving Factory, Erode.	30—5—1962
2446.	Royal Printing House, 19/9, Chockananda Gounder Street, Erode.	30—5—1962
2447.	Dhanaraja Ginning Factory, Annur.	30—5—1962
2448.	India Silicate Industries Private Ltd., Mottupalayam, Coimbatore.	30—5—1962
2449.	Shaw Wallace and Co. Ltd., Karamadai.	30—5—1962
2450.	Coimbatore Chemicals and Fertilisers Ltd., Coimbatore.	30—5—1962
2451.	The Coimbatore Auto Industries (P) Ltd., Coimbatore.	30—5—1962
2452.	Sri Ranilakshmi Ginning Spinning and Weaving Mills (P) Ltd., Coimbatore.	30—5—1962
2453.	V. Guruviah Naidu & Sons Tannery, Podanur.	30—5—1962
2454.	T. R. Industrials, Kuniamuthur P. O.	30—5—1962
2455.	The Tamilian Press, 59, Katchery Street, Erode.	30—5—1962
2456.	K. S. Ramaswamy Gounder Rice Mill, 89, Rice Mill Road, Pollachi.	30—5—1962
2457.	Sree Meenakshi Ginning Factory, Anthiyur, Pulankinar P. O.	30—5—1962
2458.	Sri Ramakrishna Ginning Factory, No. 8, Perumal Chetty Street, Pollachi.	30—5—1962
2459.	K. Ramasamy Mudaliar & Co. Ginning Factory, Dharapuram.	30—5—1962
2460.	Appan Automatic Saw Mill, Meenkarai Road, Pollachi.	30—5—1962
2461.	The Sarada Mills, Ambarampalayam P. O.	30—5—1962
2462.	U. M. S. Radio Factory, Dee Buildings, Avanashi Road, Coimbatore-1.	30—5—1962

(1)	(2)	(3)
2463.	S. Rangasamy Gounder & Bros, Chittodi P. O., (via) Erode.	30—5—1962
2464.	Dhanalakshmi Ginning Factory, Perianaickenpalayam.	30—6—1962
2465.	Shanmuga Cloth Printing Mills, Palladam Road, Tiruppur.	30—6—1962
2466.	Measureall Engineering Co. (P) Ltd., Singanallur.	30—6—1962
2467.	Carbonik Products, Pollachi Road, Podanur.	30—6—1962
2468.	The Narasimha Mills Ltd., Narasimhanaickenpalayam, Coimbatore-11.	30—6—1962
2469.	Ganapathi Engineering Manufacturers (P) Ltd., Ganapathy P. O., Coimbatore-6.	30—6—1962
2470.	City Motor Works, Avanashi Road, Coimbatore-1.	30—6—1962
2471.	Soma Vilas Ginning Factory, 24, Raja Rao Street, Tiruppur.	30—6—1962
2472.	Modern Hosiery Manufacturing Co., Kallampalayam Road, Tiruppur.	29—7—1962
2473.	Kamala Flour and Rice Mill, Venkatapuram.	29—7—1962
2474.	Welcome Knitting Co., Tiruppur.	30—7—1962
2475.	Muthu Knitting Co., Tiruppur.	30—7—1962
2476.	Sivaji Knitting Company, Tiruppur.	30—7—1962
2477.	Fancy Knitting Works, Kumaran Road, Tiruppur.	30—7—1962
2478.	Appar Knitting Company, Vittaldas Sait Street, Tiruppur.	30—7—1962
2479.	Neptue Knitting Works, Avanashi Road, Tiruppur.	30—7—1962
2480.	Variety Knittings, 8, Subramania Chettiar Street, Tiruppur.	30—7—1962
2481.	Lucky Knitting Comany, Tiruppur.	30—7—1962
2482.	Venus Knitting Company, Tiruppur.	31—7—1962
2483.	Manohar Printing Mills, Eswaran Koil Street, Erode.	31—7—1962
2484.	Sivan Mahadevan & Co., Perundurai Road, Erode.	31—7—1962
2485.	Adhilakshmi Mills, Kumarpalayam St., Pollachi.	31—7—1962
2486.	Dhanalakshmi Rice and Oil Mills, Pollachi.	31—7—1962
2487.	Narayan Saw Mills, Marapatti St., Pollachi.	31—7—1962
2488.	Jayalakshmi Vilas Mills, Vedasanthur, Pollachi.	31—7—1962
2489.	Bharat Mills, Zamin Uthukuli Post, Pollachi.	31—7—1962
2490.	Meenakshi Vilas Ginning Factory, Koilpalayam, Pollachi.	31—7—1962
2491.	Sri Santhalakshmi Mills, Zamin Uthukuli, Pollachi.	31—7—1962
2492.	Sri Lakshmi Ginning and Oil Mills, Palghat Road, Pollachi.	31—7—1962
2493.	Komala Soap Works (P) Ltd., Uthukadu. Pollachi.	31—7—1962
2494.	Coimbatore Premier Corporation (P) Ltd., (Engineering Works), Coimbatore.	13—8—1992
2495.	M. Ramaswamy Mudaliar Rice and Flour Mills, Devangapet, Coimbatore.	13—8—1962
2496.	Sri Lakshmi Rice Mill, Coimbatore.	13—8—1962
2497.	V. R. B. Sons Mills, Palani Road, Udumalpet.	16—8—1962
2498.	K. Kadir Ussain Sahib & Sons, Erode.	16—8—1962
2499.	Karthikeyan Printing Mills, Erode.	16—8—1962
2500.	Kumaran Printing Works, Erode.	16—8—1962
2501.	Srinivasa Foundry, Erode.	16—8—1962
2502.	Sri Dhanalakshmi Weaving Factory, Erode.	16—8—1962
2503.	Radha Ramana Rice Mill, Peelamedu, Coimbatore.	19—8—1962

STATISTICAL SUPPLEMENT

(1)	(2)	(3)
2504.	N. Mahalingam & Co., Pollachi, (Coimbatore and Udumalpet)	19-8-1962
2505.	E. K. M. Ahmed Batcha Sahib Tannery, Peria Agraharam Post.	19-8-1962
2506.	E. K. M. Gulam Mohideen Sahib and Sons Tannery, Peria Agraharam Post.	19-8-1962
2507.	Ahmad Rice Mill, Erode.	19-8-1962
2508.	Thiyagi Press, N. G. R. Puram, Coimbatore.	20-8-1962
2509.	Gururaja Ginning and Oil Mills, Avanashi Road, Coimbatore.	21-8-1962
2510.	Peirce Leslie and Company Ltd., Coimbatore-1.	22-8-1962
2511.	The Nanco Rubber and Plastics Ltd., Coimbatore-1.	30-8-1962
2512.	Sri Balakrishna Rice and Oil Mills, Karamadai.	31-8-1962
2513.	Rajam Rice Mill, Vijayamangalam.	31-8-1962
2514.	Andavar Rice Mill, Reddipalayam, Uthukuli.	31-8-1962
2515.	Laxmana Printing and Dyeing Factory, Erode.	31-8-1962
2516.	Radhakrishna Rice Mill, Uthukuli.	31-8-1962
2517.	Dhanalakshmi Rice and Ginning Factory, Bhavani.	31-8-1962
2518.	Ganesh Rice Mills, Uthukuli.	31-8-1962
2519.	Jothi Flour Mills, Coimbatore.	31-8-1962
2520.	A. P. R. Rice Mill, Uthukuli.	31-8-1962
2521.	Sri Lakshmi Rice Mill, Karamadai.	31-8-1962
2522.	Ananda Mills, Bhavani.	31-8-1962
2523.	Sri Andavar Rice Mill, Chennimalai.	31-8-1962
2524.	Sri Ramanilayam Rice Mills, Uthukuli.	31-8-1962
2525.	Sri Sowdeswari Weaving Factory, Erode.	31-8-1962
2526.	Ramakrishna Rice Mill, Uthukuli.	31-8-1962
2527.	A. B. Hajee Shaik Dawood Sahib Tannery, Peria Agraharam, Erode.	31-8-1962
2528.	Universal Radiators, Coimbatore.	31-8-1962
2529.	Mohanram Saya Salai, Coimbatore.	31-8-1962
2530.	Sri Murugappa Rice Mill, Uthukuli R. S.	31-8-1962
2531.	India Switch Gear Industries (P) Ltd., Erode.	31-8-1962
2532.	Dhanalakshmi Rice, Ginning and Oil Mills, 2, Mettur Road, Bhavani.	31-8-1962
2533.	T. A. Kuppuswamy & Co., Dhanalakshmi Rice Ginning and Oil Mills, Bhavani.	31-8-1962
2534.	Sri Shanmugananda Rice Mill, Avanashi.	31-8-1962
2535.	S. Ramaswamy Mudaliar & Company, Sri Palani Andavar Vilas Ginning Factory, Kunnathur.	31-8-1962
2536.	Dhandapani Vilas Ginning Factory, Kunnathur.	31-8-1962
2537.	Sri Andavar Rice Mill, Bhavani.	31-8-1962
2538.	Venkatesa Industries, Perundurai.	31-8-1962
2539.	Sri Krishna Rice Mill, Uthukuli.	31-8-1962
2540.	Ratna Rice Mill, Uthukuli.	31-8-1962
2541.	Kumaran Ginning Factory, Alukuli Post, Gobichettipalayam.	31-8-1962
2542.	Sundara Ginning Factory, Avanashi.	31-8-1962
2543.	Sankar Ginning Factory, Kunnathur, Erode.	27-9-1962
2544.	Dhanalakshmi Rice Mills and Company, Perundurai, Coimbatore.	27-9-1962

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, 1962.

S. No.	Name of the Establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)	(5)
1.	Madras Standard Engineering Works, Madras-2.	6-10-62	Bonus for 1961-62 d. a. etc.	Agreed to pay d. a. of 18 nP. per point over and above 100 points of the Madras City cost of living Index No. from 1-9-62; Also agreed to pay 2½ months' basic wages as bonus for 1961-62 subject to certain conditions specified in the agreement.
2.	M/s. Transformer and Switch-gear Ltd, Madras-20.	12-10-62	Bonus for 60-61	Agreed to pay 30 days' wages as bonus in addition to the amount already paid.
3.	Kiddies Corner, Madras-14.	15-10-62	Non-emp - loyment of a worker.	Agreed to pay Rs. 150/- as retrenchment compensation to the worker.
4.	Nava India Press, Madras-2.	19-10-62	Bonus for 1961-62.	Agreed to pay 26 days' wages as bonus for 1961-62.
5.	Officer's Laundry, Madras-2.	19-10-62	Non-emp - loyment of workers & bonus for 1960-61, 1961-62.	Agreed to pay retrenchment compensation to all the 25 workers as detailed in the annexure to the agreement. Also agreed to pay 1½ months' wages as bonus for 1960-61 and 1961-62.
6.	Madras Ice Factory and Cold Storage, Madras-2.	19-10-62	Retrenchment of a watchman.	Agreed to pay Rs. 485/- as retrenchment compensation to the worker.
7.	Mysindia Tiles and Engineering Company, Madras-3.	20-10-62	Bonus for 1961-62.	Agreed to pay two months' wages as bonus for 1961-62 and 1962-63 before Deepavali of each year.
8.	Sundara Vilas Hotel, Madras-5	20-10-62	Bonus for 1961-62.	Agreed to pay one month's Wages as bonus for 1961-62.

(1)	(2)	(3)	(4)	(5)
9. Airlines Hotel, Madras-2.	20-10-62	Dearnes Allowance claim.	Agreed to pay Rs. 30/- as Dearness Allowance to all the workers with effect from 1-7-1962.	
10. Udipi Sri Ramanivas, Madras-5.	23-10-62	Bonus for 1961-62.	Agreed to pay 3/4 month's wages as bonus for 1961-62 subject to certain conditions.	
11. Iron and Brass Industries, Madras-14.	24-10-62	Bonus for 1960-61, 1961-62 & 1962-63.	Agreed to pay 25 days' wages as bonus for the years 1960-61, 1961-62 and 1962-63.	
12. Udipi Sri Krishna Mandiram, Madras-5.	24-10-62	Bonus for 1961-62.	Agreed to pay 3/4 month's wages as bonus for 1961-62.	
13. Madras Enamel Works Ltd., Madras.	26-10-62	do	Agreed to pay 1/2 month's wages as an ex-gratia payment towards the bonus claim for 1961-62.	
14. Amco Engineering Corporation, Madras-32.	26-10-62	Fixation of salary Dearness Allowance, bonus etc.	Agreed to pay 15 days' wages as an ex-gratia payment towards the bonus claim.	
15. Giri Press, Madras-5.	25-10-62	Bonus for 1960-61, 1961-62.	Agreed to pay 15 days' wages as Deepavali advance pending finalisation of the issue of bonus claims.	
16. K. M. Parthasarathy Chetty Provision Stores, Madras-7.	25-10-62	Bonus for 1960-61.	Agreed to pay two month's wages as advance pending finalisation of the bonus issue.	
17. Rita Agencies, Madras-5.	31-10-62	Non-employment of a worker.	Agreed to pay Rs. 75/- to the worker as retrenchment compensation.	
18. The Mysindia Co., Madurai.	4-10-62	Bonus for 1961-62.	Agreed to pay 2 1/2 months' wages as bonus for 1961-62.	
19. Madurai Muniandi Vilas Hotel Palni.	6-10-62	do	Agreed to pay 2 months' wages as bonus for 1961-62.	
20. Dharbar Hotel, Palni.	7-10-62	do	do	

(1)	(2)	(3)	(4)	(5)
21. Essence Coffee Club, Palni (Big Bazaar Street)	7-10-62	Bonus for 1961-62	Agreed to pay 2 months' wages as bonus for 1.61-62.	
22. Essence Coffee Club, Chinnak-kadai Street, Palni.	7-10-62	do	Agreed to pay 1 1/2 months wages as bonus for the year 1961-62.	
23. Kumara vilas Hotel, Palni.	8-10-62	do	Agreed to pay 2 months wages as bonus for the year 1961-62.	
24. Chellam Canteen, Palni.	8-10-62	do	do	
25. National Lunch Home, Palni.	8-10-62	do	do	
26. Rice Mills in Madurai.	13-10-62	Bonus for 1962	Managements of 55 Rice Mills (detailed in annexure to the agreement) agreed to pay bonus for the year 1962 as specified to the different categories of workers.	
27. Ariya Bavan Sweet Stall, Madurai.	15-10-62	Bonus for 1962-63.	Agreed to pay 1 1/2 month's wages as bonus for 1962-63.	
28. Delhiwala Sweets, Madurai.	15-10-62	do	do	
29. Fourteen Hotels at Dindigul	19-10-62	Bonus for 1961-62.	Managements of fourteen hotels detailed in the agreement agreed to pay 1 1/2 months wages as bonus to the workers subject to certain conditions specified in the agreement.	
30. Bagavathi Vilas Scented Tobacco Company, Dindigul.	20-10-62	Bonus for 1961-62	Agreed to pay 2 months' wages as advance towards bonus for 1961-62 pending finalisation of the accounts.	
31. Bagavathi Vilas Cigar Factorles, Dindigul.	do	do	Agreed to pay 31 days wages as bonus for 1961-62.	
32. Raja Vilas Scented Betelnut Tobacco Factory, Dindigul.	do	do	Agreed to pay 3 months' wages towards Deepavali advance pending finalisation of the accounts and determination of bonus payment.	

(1)	(2)	(3)	(4)	(5)
33. Durbar Hotel, Dindigl.	21—10—62	Bonus for 1961—62.	Agreed to pay 1½ months' basic wages as bonus for persons of 2 years of service and above and one month's wages for workers with lesser service.	
34. Sri Ram Saw Mills, Dindigul.	do	Bonus for 1960—61.	Agreed to pay 1½ months' wages as bonus for the year 1960-61.	
35. Rajarajeswari Military Hotel, Madurai.	22—10—62	Bouns for 1961—62.	Agreed to pay two months' wages as bonus for 1961-62.	
36. Pioneer Board Products, Madurai.	24—10—62	do	Agreed to pay Rs. 30/- as bonus for the year 1961-62. Also agreed to pay Rs. 5/- as bonus for the next three years in two instalments as detailed in the agreement.	
37. Bombay Manickaswami Taj Mahal Hotel, Madurai.	24—10—62	Bonus for 1961—62.	Agreed to pay 1½ month's wages as bonus for the year 1961-62.	
38. Tirumalai Mills Ltd., Bodipatti P. O.	12—10—62	Payment of occupational wages	Agreed to pay the differential wages of Rs.1285.59 nP. due for the years 1958, 1959 and 1960 to all the 44 workers detailed in the agreement.	
39. Government Chinchona Plantations, Chinchona P.O.	19—10—62	Suspension of a worker.	Agreed to convert the suspension period into one of leave, as the worker had apologised in respect of charges against him.	
40. India Sillicate Industries (P) Ltd., Mettupalayam.	5—10—62	Fixation of scales of wages etc	Agreed (i) to grant an increase of 12 nP. in the wages to all the workers; ii. to provide 2 pairs of uniforms to the workers and iii. to pay 25 nP. night allowance to workers for night shifts.	
41. Nanco Rubber and Plastics Ltd., Coimbatore.	9—10—62	Bonus for 1961-62	Agreed to pay 16% of the earnings of the workers during the year 1961-62 as bonus for the year 1961-62.	

(1)	(2)	(3)	(4)	(5)
42. Praga Industries Ltd., Peelamedu Coimbatore.	10—10—62	Bonus for 1961—62.	Agreed to pay 4½ month's wages as bonus for the year 1961—62 subject to certain conditions detailed in the agreement.	
43. Modoplast (P) Ltd , Coimbatore	do	do	Agreed to pay 4½ month's wages as bonus for 1961-62 subject to certain conditions detailed in the agreement.	
44. Praga Industries (P) Ltd., Peelamedu, Coimbatore.	10—10—62	Non -- employment of a worker.	Agreed to recover Rs. 65/- from the worker for the shortage of stock and also to recover Rs. 40.42 towards the cost of a consignment for which the bill was not paid by him from the arrears of moneys to be paid to him on 12-10-62.	
45. Twelve Hotels at Gobichettipalayam.	14—10—62	Bonus for 1961—62.	Agreed to pay bonus to the workers ranging from 1½ to 2 month's wages as detailed in the agreement.	
46. Narasingh Cottage Industries, R. S. Puram, Coimbatore.	15—10—62	Revision of scales of wages and bonus for 1961-62.	Agreed to pay 19 nP. as increase of wages from 1-11-62. Also agreed to pay five weeks' wages as bonus for the years from 1962-63 to 1964-65.	
47. Satyanarayana Company. R. S. Puram, Coimbatore.	23—10—62	Bonus for 1961—62.	Agreed to pay to female workers 11 nP. for each days of work as bonus for 1961-62.	
48. Vasantha Ginning Factory, Coimbatore.	13—10—62	do	Agreed to pay Rs. 6/- to Kappas Pickers, Rs. 11/- to Gin females and Rs. 14/- to Kalas females as bonus for 1961-62.	
49. Lakshmi Mills Ginning Factory I Coimbatore.	do	do	do	
50. Lakshmi Mills Ginning Factory II Coimbatore.	do	do	do	
51. Jagannatha Ginning and Oil Mills, Coimbatore.	do	do	do	

(1)	(2)	(3)	(4)	(5)
52.	R. Palaniappan Cotton Merchant C/o Lakshmi Mills Ginning Factory, II Coimbatore.	13—10—62	Bonus for 1961-62.	Agreed to pay Rs. 6/- to Kappas Pickers Rs. 11/- to Gin females and Rs. 14/- to Kalas females as bonus for 1961-62.
53.	Sri Ranga Vilas Ginning and Oil Mills, Coimbatore.	do	do	do
54.	N. Rudrappan and Co. Cotton Merchant, Coimbatore.	18—10—62	do	Agreed to pay Rs. 6/- to Kappas Pickers and Rs. 11/- to Kalas females as bonus for 1961-62.
55.	Thulsidas Morarji & Co. and other six Cotton Mills at Coimbatore.	13—10—62	Bonus for (Deepavali) 1961-62	Agreed to pay 11 nP. per day to all the female workers as bonus; the male workers in T. M. & Co. are to get ½ month's wages towards bonus for 1961-62.
56.	A. K. Srinivasalu Cotton Merchant, Coimbatore.	19—10—62	do	Agreed to pay Rs. 6/- to Kappas Pickers and Rs. 11/- to Kalas females as bonus for 1961-62.
57.	Sri Rama Rice Mill, Tirupur and fifteen other rice Mills in Tirupur.	22—10—62	do	Agreed to pay four weeks' wages as bonus for 1961-62 subject to conditions detailed in the agreement.
58.	Mahendra Tea Club, Tirupur.	16—10—62	Bonus for 1961-62.	Agreed to pay 1½ months' wages as bonus for 1961-62.
59.	Sankaran Nair Tea Stall, Tirupur	do	do	do
60.	G. H. R. alias S. H. R. Hotel Tirupur.	do	do	Agreed to pay 2 months' wages as bonus for the year 1961-62.
61.	Nambiar Tea Club, Tirupur.	do	do	Agreed to pay 1½ months' wages as bonus for the year 1961-62.
62.	Coimbatore Fruit and Tea Stall, Tirupur.	do	do	Agreed to pay 2 months' wages as bonus for the year 1961-62.

(1)	(2)	(3)	(4)	(5)
63.	Sri Gopalakrishna Vilas Hotel, Tirupur.	16—10—62	Bonus for 1961-62	Agreed to pay 1½ months' wages as bonus for the year 1961-62.
64.	Durbar Biriyani Hotel, Tirupur.	do	do	do
65.	Arunachalam Tea Club, Tirupur.	do	do	do
66.	Brema Tea Stall, Tirupur.	do	do	Agreed to pay 1½ months' wages as bonus for the year 1961-62.
67.	Siva Rama Vilas Tea Club, Tirupur.	do	do	do
68.	Krishna Tea Stall, Tirupur.	do	do	do
69.	Krishnanda Vilas Tea Club, Tirupur.	do	do	do
70.	Selva Biriyani Hotel, Tirupur.	do	do	do
71.	Mohan Lodge, Tirupur.	do	do	Agreed to pay 2 months' wages as bonus for 1961-62.
72.	Saraswathi Press, Tirupur.	do	do	Agreed to pay one month's wages as bonus for 1961-62.
73.	Kamala Press, Tirupur	do	do	Agreed to pay 1½ months' wages as bonus for 1961-62.
74.	Murugan Press, Tirupur.	do	do	Agreed to pay one month and ten days' wages as bonus for the year 1961-62.
75.	Velu Press, Tirupur.	do	do	Agreed to pay one month's wages as bonus for the year 1961-62.
76.	Dhanalakshmi Vilas Press, Tirupur.	do	do	Agreed to pay 1½ months' wages as bonus for the year 1961-62.
77.	Shanmugha Theatre, Coimbatore.	25—10—62	do	Agreed to pay Deepavali advance of one month's pay plus Rs. 5/- to be recovered in six instalments from the wages of the workers.

(1)	(2)	(3)	(4)	(5)
78.	Lakshmi Cotton Press, Coimbatore.	25—10—62	Bonus for 1961-62.	Agreed to pay Rs. 32 50 to every male worker and Rs. 27 50 to every female worker towards bonus claim for 1961-62.
79.	Krishna Mills (P) Ltd., Coimbatore.	„	do	do
80.	Chellappaier Sweet Mart, Coimbatore.	3—10—62	do	Agreed to pay 2 months' wages as bonus for the year 1961-62.
81.	New Udupi Bharat Lunch Home, Coimbatore.	18—10—62	do	Agreed to pay 1½ months' wages as bonus for the year 1961-62.
82.	Hotel Manohara, Coimbatore.	3—10—62	do	Agreed to pay 2 months' wages as bonus for the year 1961-62.
83.	Saravana Bhavan, Coimbatore.	26—10—62	do	Agreed to pay one months' wages as bonus for the year 1961-62.
84.	New Udupi Bharat, Coimbatore.	26—10—62	do	Agreed to pay one month's wages as bonus for the year 1961-62.
85.	Srinivasa Cafe, Coimbatore.	18—10—62	do	Agreed to pay 1½ months' wages as bonus for the year 1961-62.
86.	Hindu Kailas Parvath Hotel, Coimbatore.	11—10—62	do	Agreed to pay 22 days' wages as bonus for 1961-62.
87.	J. M. & Sons, English Hotel and Bakery, Coimbatore.	„	do	Agreed to pay 1½ months' wages plus Rs. 10/- as bonus for the year 1961-62.
88.	Hotel Devey, Coimbatore.	16—10—62	do	do
89.	Barathi Press, Coimbatore.	17—10—62	do	Agreed to pay three months' wages as bonus for 1961-62.
90.	Pankajam & Co. Press, Coimbatore.	„	do	Agreed to pay two months wages as bonus for 1961-62.
91.	Kammavar Achukoodam Ltd., Coimbatore.	„	do	do
92.	Swan & Co., Coimbatore.	„	do	do

(1)	(2)	(3)	(4)	(5)
93.	Modern Press, Coimbatore.	17—10—62	Bonus for 1961-62.	Agreed to pay 3 months' earnings as bonus for the year 1961-62.
94.	Pioneer Press, Coimbatore.	23—10—62	do	Agreed to pay one months' wages as Deepavali advance pending finalisation of the bonus claim.
95.	Empire Vermicelli Co., Madras-7.	5—10—62	Bonus for 1961—62 and other demands.	Agreed (i) to pay 21 days' wages as bonus for 1961-62 (ii) to withdraw the retrenchment notice given to 12 workers (iii) to pay D. A. at Rs. 5/- with effect from 1-10-62 and Rs. 10/- with effect from 1-10-63.
96.	Sri Lakshmi & Co., Madras-1.	11—10—62	Bonus for 1961-62 & revision of scales of pay.	Agreed (i) to pay one months' wages as bonus for 1961-62 (ii) to increase wages by Rs. 7/- with effect from 1-9-62.
97.	United Timber Traders, Madras-7.	16—10—62	Service condition of a transferred worker.	Agreed to count the past services of the worker in the previous concern and to give all the benefits for the said service tenure.
98.	K. M. Abbu Chettiar Oil Mills, Madras-7.	22—10—62	Bonus for 1961—62 and other general demands.	Agreed (i) to pay 1½ month's wages as bonus for 1961-62 subject to certain conditions as detailed in the agreement (ii) to defer the other demands for some time.
99.	Gnanodaya Press, Madras-1.	„	Bonus for 1961-62.	Agreed to pay one month's wages as bonus for the year 1961-62.
100.	M/s Sivasankar Press, Madras-1.	„	do	Agreed to pay ½ month's wages as interim bonus for 1961-62 and to pay additional bonus on the finalisation of the Balance sheet.
101.	Loco Works Staff Cooperative Canteen, Madras-28.	23—10—62	do	Agreed to pay one month's wages as advance pending finalisation of the quantum of bonus.

(1)	(2)	(3)	(4)	(5)
102.	Rama Bhavan, Madras-1.	23—10—62	Bonus for 1961-62	Agreed to pay 14 days' wages as bonus for the year 1961-62
103.	Bhavan De Joshi, Madras-1.	„	do and 1962-63.	Agreed to pay 40 days' wages as bonus for 1961-62 and 1962-63.
104.	Sri Krishna Bhavan, Madras-1.	„	Bonus for 1961-62.	Agreed to pay one month's wages as bonus for 1961-62.
105.	Ambuja Lunch Home, Madras-21.	23—10—62	Bonus for 1961-62.	Agreed to pay 14 months' wages as bonus for 1961-62 subject to certain conditions as detailed in the agreement.
106.	Ramakrishna Lunch Home and Sankar Cafe, Madras-1	„	Bonus for 1960-61 & 1961-62.	Agreed to pay 14 month's wages as bonus for the years 1960-61 and 1961-62.
107.	Dilkush Tea Club, Madras-1.	„	Bonus for 1961-62.	Agreed to pay one month's wages as bonus for 1961-62.
108.	Hotel Esplanade, Madras-1	„	do	do
109.	Mysore Cafe, Madras-1.	24—10—62	Bonus for 1960-61 & 1961-62.	Agreed to pay one month's wages as bonus for the years 1960-61 and 1961-62.
110.	M/s. P.R. Vadivelu Mudaliar and Sons. Students Betelnut factory, Madras-1.	„	Bonus for 1961-62.	Agreed to pay 72 days' wages as bonus for the year 1961-62, in two instalments.
111.	Western India Oil Distributing Co., Madras-1.	„	Non-employment of two workers.	Agreed to reinstate two works into service with continuity of service but without back wages.
112.	M/s. P. S. Mani & Co.' Brothers, Madras-1.	„	Bonus for 1961-62.	Agreed to pay Rs. 40/- as bonus for the year 1961-62.
113.	Progressive Printers, Madras-1.	29—10—62	General demands.	Agreed (i) to pay Dearness Allowance at 14 nP. per point over 100 with effect from 1-8-62 (ii) to pay revised scales of pay as detailed in the agreement from 1-10-62 and (iii) to make permanent of workers who had put in a service of over 240 days..

(1)	(2)	(3)	(4)	(5)
114.	Bombay Tea Club Madras-1.	30—10—62	Bonus for 1961-62 & revision of scales of wages.	Agreed (i) to pay Rs. 30/- to two workers and Rs. 20/- to other two workers as bonus for 1961-62 (ii) to increase the scales of wages to all workers except two by 25 nP. per day with effect from 1-10-62.
115.	C. Keshav Gopal Pithawala Contractor, Neiveli.	3—10—62	Retrenchment of certain workers.	Agreed (i) to pay additional retrenchment compensation of 15 days wages for 10 persons who had put in more than 240 days service and 10 days wages for 13 persons with lesser service.
116.	Shaw Wallace & Co., Ltd., Fertiliser and Phosphate Factory, Avadi.	6—10—62	Dismissal of a worker.	Agreed to pay Rs. 500/- as retrenchment compensation to the worker in full and final settlement of all his claims.
117.	Sri Krishna Tiles & Potteries (Madras) (Private) Ltd., Thirumangalam, Saidapet.	11—10—62	Bonus for 1961-62.	Agreed to pay to all permanent workers 150 days basic wages as bonus for the year 1961-62 and as per other conditions as specified in the agreement.
118.	Amco Studios, Madras-26.	24—10—62	Bonus for 1961-62.	Agreed to pay one month's wages as bonus for the year 1961-62.
119.	Nutan Bharat Engineering Service, Villivakkam.	24—10—62	Bonus for 1962-63.	Agreed to pay 22 days' wages as bonus for the year 1962-63 subject to certain conditions as detailed in the agreement.
120.	Southern Industrial Corporation Ltd., Polai, Red Hills.	25—10—62	(Deepavali) bonus 1962	Agreed to pay 5 weeks' wages as Deepavali bonus subject to conditions as detailed in the agreement.
121.	M/s. Katheeb E. Hajee Abdul Samad Sahib Co., Panruti.	29—10—62	Retrenchment of workers.	Agreed to pay Rs. 6,000/- as retrenchment compensation to all the retrenched workers.

(1)	(2)	(3)	(4)	(5)
122.	Thaalaayan Bus Lines, Karaikudi.	18—10—62	Bonus for 1961-62.	Agreed to pay two months' basic wages as bonus for 1961-62.
123.	Andavar Transport, Devakottai.	18—10—62	Bonus for 1961-62.	Agreed to pay two months' basic wages as bonus for 1961-62.
124.	Vasanth Press, Devakottai.	18—10—62	do	Agreed to pay bonus to four workers as detailed in the agreement.
125.	A. Kasthuri Bai & R. Jegathambal Oil Mills, Virudhunagar.	24—10—62	Bonus for 1961-62.	Agreed to pay Rs. 75/- towards bonus for 1961-62.
126.	V. Muthammal & Co., Oil Mills, Virudhunagar.	24—10—62	Bonus for 1961-62.	Agreed to pay Rs. 75/- as bonus for 1961-62.
127.	V. V. Vannia Anantham Oil Mills, Virudhunagar.	24—10—62	Bonus for 1961-62.	Agreed to pay Rs. 75/- as bonus for 1961-62.
128.	Janakiram Mills Ltd., Spinning Mills, Rajapalayam.	18—10—62	Bonus for 1961-62.	Agreed to pay 30% of the earned basic wages as bonus for 1961-62.
129.	Vaikuntam Estate, Marthandam.	17—10—62	General demands.	Agreed (i) to pay half a days' Kanji allowance for half a day's work (ii) to ring the bell regularly at the closing hour of each day so as to enable the worker to complete the work.
130.	Palkulam Estate (P) Ltd., Nagercoil.	20—10—62	Non-employment of a worker.	Agreed to provide employment to the worker, whenever there was work for more than two workers.
131.	S. M. K. M. Allam III Block, Thamrakulam.	20—10—62	Bonus for 1961.	Agreed to pay Rs. 10/- as bonus for the year 1961.
132.	S. M. K. M. Allam II Block, Thamrakulam.	20—10—62	do	do
133.	S. M. K. M. Allam I Block, Thamrakulam.	20—10—62	do	Agreed to pay Rs. 10/- as bonus for 1961.
134.	Nagammal Mills Ltd., Nagercoil.	23—10—62	Bonus for 1961-62.	Agreed to prefer a claim under section 10 (2) of the Act before the I. T. Madras.

(1)	(2)	(3)	(4)	(5)
135.	Sri Sankar Allam (P) Ltd., Nagercoil.	26—10—62	Bonus for 1961.	Agreed to pay 5% of the total earnings during 1961 as bonus for 1961.
136.	Rajeswari Mills Ltd., Gudiyatham.	10—10—62	Production bonus.	Agreed to implement the scheme of production bonus to the spinners in the mill as per the settlement on 25-9-62 with effect from 1-1-63.
137.	Thirumagal Mills Ltd., Gudiyatham.	17—10—62	Bonus for 1961.	Agreed to pay 36% of the total earnings during 1961 as bonus for the year 1961.
138.	Rajeswari Mills Ltd., Gudiyatham.	do	do	Agreed to pay 44% of the total earnings during 1961 as bonus for 1961.
139.	Indian Steel Rolling Mills Ltd., Madras.	18—10—62	Bonus for 1961-62.	Agreed to pay two months' basic wages as Deepavali advance pending decision as to the quantum of bonus by the I. T., Madras.
140.	Nagapattinam Electric Supply Co., Nagapattanam.	18—10—62	do	do
141.	South India Glass & Enamel Works Ltd., Salem.	3—10—62	Revision of scales of pay and bonus for 62.	Agreed (i) to pay revised scales of wages as detailed in the agreement with effect from 1-10-62 and (ii) to pay 1/8 the of the total earnings during the year 1962 as bonus for 1962.
142.	Bharath Rice Mills, Poovalur.	12—10—62	Non employment of two workers.	Agreed to pay Rs. 150/- to both the workers as retrenchment compensation.
143.	Rose Transports (P) Ltd., Tiruchirappalli.	15—10—62	General demands.	Agreed (i) to pay one month's basic wages as bonus for the year 1961-62 in addition to the three months wages as bonus already paid and (ii) to pay Rs. 1,150.00 to the driver Sri T. Rathnam on retrenchment compensation in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
144.	Sri Abdul Rahim & 3 other Tanneries in Tiruchy.	22-10-62	Bonus for 1961-62.	All the managements of 4 tanneries agreed to pay Rs. 65/- and 45/- to knifemen and Tub-men respectively as bonus for the year 1961-62.
145.	Tamilnad Tannery Unit No.1, Tiruchirapalli.	25-10-62	Non-employment of 16 workers.	Agreed to absorb the workers into service.
146.	Miller Knitting Company Tirupur.	4-10-62	Non employment of a worker.	Agreed to reinstate the worker into service with effect from 6-10-62 treating the period of unemployment as leave on loss of pay.
147.	M/s. Subbiah Foundry Papanackalpalayam, Coimbatore-1.	15-10-62	Bonus for 1961-62	Agreed to pay 4½ months' basic wages as bonus for the year 1961-62 subject to certain conditions as detailed in the agreement.
148.	M/s. Dhandayuthapani Foundry (P) Ltd., Papanackalpalayam, Coimbatore-1.	15-10-62	do	Agreed to pay 6 month's basic wages as bonus for 1961-62 subject to certain conditions as detailed in the agreement.
149.	Suguna Mills Private Ltd., Coimbatore.	17-10-62	Bonus for 1961.	Agreed to pay five month's basic wages as bonus for 1961 subject to certain conditions as detailed in the agreement.
150.	Hindusthan Equipment Manufacturers, Ganapathy P. O. Coimbatore.	18-10-62	Bonus for 1961-62.	Agreed to pay 26 days' wages as bonus for 1961-62.
151.	Madras Machine Tool Manufacturers Ltd., Coimbatore.	19-10-62	do	Agreed to pay one month's wages as Deepavali advance for the year 1961-62 to be adjusted in the quantum of bonus to be fixed later.
152.	Coimbatore Industries, Coimbatore.	do	do	do
153.	Ramakrishna Transports (P) Ltd., Coimbatore.	do	do	Agreed to pay three month's wages as bonus for 1961-62.

(1)	(2)	(3)	(4)	(5)
154.	Mohanram Dyeing Factory, Coimbatore.	19-10-62	Bonus for 1961-62	Agreed to pay 2½ month's wages as bonus for 1961-62.
155.	Jayakumar Dyeing Factory, Coimbatore.	do	do	do
156.	Textool Company Ltd., Ganapathy, Coimbatore.	20-10-62	do	Agreed to pay 1½ month's basic wages as bonus for 1961-62 subject to certain conditions as detailed in the agreement.
157.	M/s. Ganapathy Engineering Manufacturers Private Ltd., Ganapathy, Coimbatore.	do	do	Agreed to pay 4½ month's basic wages as bonus for 1961 subject to certain conditions specified in the agreement.
158.	M/s. Govardhana Engineering Industries, Coimbatore.	do	do	Agreed to pay one month's wages as Deepavali advance to be adjusted in the quantum of bonus to be fixed by Labour Officer later.
159.	Balasubramaniam Dyeing and Trading Corporation, Coimbatore.	do	do	Agreed to pay three month's wages as bonus for 1961-62.
160.	M/s. Ramu Foundry, Papanackalpalayam, Coimbatore.	22-10-62	Bonus for 1961-62 and for 1962-63	Agreed to pay 1. 7/8 month's earnings as bonus for the year 1962-63 subject to certain conditions as specified in the agreement.
161.	M/s. Texmo Industries, Coimbatore-2.	do	Bonus for 1961-62	Agreed to pay 40% to 50% of the Wages earned for persons receiving consolidated wages and 5 month's wages as bonus to certain workers as detailed in the agreement.
162.	Sri Natesar Spinning and Weaving Mills Ltd., Erode.	do	do	Agreed to pay 1½ month's basic wages as bonus for 1961-62.
163.	Sathappa Textiles Ltd., Tirupur.	do	do	Agreed (i) to pay Rs. 40/- as ex-gratia bonus for 1961-62 and (ii) to pay advance of Rs. 30/- to be recovered in easy instalments.

(1)	(2)	(3)	(4)	(5)
164.	Sri Lakshmi and Co. Chithode.	22-10-62	Bonus for 1961-62	Agreed to pay two month's wages as bonus for 1961-62.
165.	The General Engineering Co., Ltd., Coimbatore.	23-10-62	do	Agreed to pay 39 days wages as advance for all the workers who have worked completely during the year ending 31-3-62 and 1/4th of wages earned to persons who had put in lesser service, to be recovered or adjusted in the quantum of bonus to be fixed as detailed in the agreement.
166.	M/s. Nirmala Engineering Works, Coimbatore.	do	do	Agreed to pay bonus for the year 1961-62 to different categories of workers as detailed in the agreement.
167.	M/s. Indian Refrigeration Industries (P) Ltd., Singanailur, P.O. Coimbatore.	24-10-62	Bonus for 1961.	Agreed to pay one month's wages as bonus for the year 1961 subject to certain conditions as detailed in the agreement.
168.	M/s. Sreevatsa Engineering & Trading Company, Coimbatore.	do	Bonus for 1961-62	Agreed to pay 2 1/2 month's wages earned as bonus for 1961-62.
169.	Textile Accessories Ltd., Coimbatore.	do	Bonus for 1961.	Agreed to pay one month's wages as bonus for 1961.
170.	Eastern Electrical Company Ltd., Coimbatore.	25-10-62	Bonus for 1961-62	Agreed to pay one month's wages as bonus for 1961 plus Rs. 10/- as an ex-gratia amount.
171.	Measurall Engineering Company Limited.	do	do	Agreed (i) to pay 1 1/2 months' consolidated wages as bonus for 1961-62 subject to a minimum of Rs. 45/- & (ii) to pay an ex-gratia amount of Rs. 10/- to the apprentices
172.	Ramakrishna Mission Vidyalaya, Industrial Section, Periyanaickenpalayam.	do	do	Agreed (i) to pay two month's wages as bonus for 1961-62 and (ii)

(1)	(2)	(3)	(4)	(5)
				to pay Rs. 30/- to apprentices who have worked for the full period in 1961-62 and Rs. 20/- as minimum for apprentices with lesser service.
173.	M/s. Balasubramania Foundry, Coimbatore	25-10-62	Bonus for 1961-62	Agreed to pay 2 1/2 month's wages as bonus for 1961-62.
174.	Upper Tiger Rock Estate, Coonoor.	10-10-62	Bonus for 1961 and revision of scales of pay.	Agreed (i) to pay Rs. 30/- to the male workers and Rs. 25/- to the female workers as bonus for 1961 and (ii) to pay increase of wages of 15 nP. to Grade I and 11 nP. to Grade II Workers with effect from 20-10-62.
175.	Dodabetta Tea Gardens, Ootacamund.	15-10-62	General demands	Agreed to (i) pay plucking incentive of 7 nP. to the pluckers per kilo gram over and above 13 k.g. (ii) to pay 6 1/2% of the earned wages as bonus for 1961-62 less advance already paid and (iii) to reinstate the worker Subban into service with continuity in service.
176.	Purnia Estate, Pykara Dam P.O.	16-10-62	Non-employment of a worker.	Agreed to convert the dismissal of the worker into one of discharge and pay Rs. 450/- as retrenchment compensation in full and final settlement of all his claims and to enroll Mallagi. Wife of the discharged worker from 22-10-62.
177.	Kannahatty Estate, Kotagiri.	16-10-62	Non-employment of a worker.	Agreed to re-employ the worker from 1-11-62 with continuity of service without back wages on his tendering apology.
178.	Mullikkal Estate, Aravenu P. O.	16-10-62	Bonus for 1961 increase in wages etc.	Agreed (i) to pay Rs. 35/- to each of the male workers and Rs. 30/- to female workers as

(1)	(2)	(3)	(4)	(5)
				bonus for 1961 (ii) to pay interim increase in wages with effect from October 1962 (iii) to supply cumblies before 30-11-62 and (iv) to pay plucking incentive to the pluckers at 7 nP per Kilogram over and above 12 kilogram per day.
79.	Devashola (Nilgiri) Tea Estates Co., Ltd., Balacola P. O.	18-10-62	Dismissal of five workers	Agreed to reinstate the workers with effect from 1-11-62 and subject to other settlements as detailed in the agreement.
80.	Golden Hills Estates Ltd., (Erikkadu Estate) Katary P. O.	18-10-62	Enrolment of certain workers	Agreed to enroll 8 workers from 1-11-62.
81.	Dodabetta Tea Plantations, Ooty.	20-10-62	Bonus for 1961-62 & retrenchment of a worker.	Agreed (i) to pay Rs. 50/- to the worker as retrenchment compensation in full and final settlement of all his claims. and (ii) to pay 9½% earned wages as bonus to the workers for the year 1961-62.
82.	Seaforth Estate, Seaforth P. O.	23-10-62	General demands.	Agreed (i) to convert the 4 days' suspension period into one of warning on the tendering of apology by the worker and (ii) to levy cattle fee at the rates detailed in the agreement.
183.	Devashola Estate, Balacola.	23-10-62	Non employment of two workers.	Agreed (i) to reinstate a worker into service from 1-11-62 with continuity in service without back wages and (ii) to convert the dismissal of another worker into one of discharge and to pay Rs. 600/- as retrenchment compensation in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
184.	V. M. P. Metals & Alloys Company, Alagapuram, Salem.	4-10-62	Bonus for 1961-62.	Agreed to pay 1/6th of the total earnings (2 months' earnings) as bonus for year the 1961-62.
185.	Mettur Woodlands, Meetur Dam.	4-10-62	Deepavali bonus for 1962.	Agreed to pay ten days' basic wages as Deepavali Bonus for 1962 subject to a minimum of Rs. 5/-
186.	K.R.M.S. (Motor Service) Dharmapuri.	5-10-62	Bonus for 1961-62.	Agreed to pay 1½ months' wages as bonus for 1961-62.
187.	Salem Dharmapuri Union Motor Service (P) Limited, Dharmapuri.	5-10-62	do	do
188.	Hadi Mills, Attur, Salem.	6-10-62	do	Agreed to pay Rs. 25/- to male workers and Rs. 18/- to female workers as bonus for 1961-62.
189.	Sri Murthy Rice Mills, Attur, Salem.	6-10-62	do	Agreed to pay Rs. 20/- to male workers and Rs. 15/- to female workers as bonus for 1961-62.
190.	Evershine Metals, Salem.	10-10-62	General demands on the change of management.	Agreed (i) to revise the scales of wages and daily allowance according to schedule I attached to the agreement subject to certain conditions (ii) to pay one month's wages as bonus for 1961-62.
191.	Ramajayam Transports, Namakkal.	10-10-62	Bonus for 1961-62.	Agreed to pay four months' wages as advance for 1961-62.
192.	Mani's Cafe, Salem.	10-10-62	do	Agreed to pay 3/4 months' wages as bonus for 1961-62.
193.	Madras Sri Krishna Cafe, Salem.	10-10-62	do	do
194.	Indhira Bhavan, Salem.	10-10-62	do	Agreed to pay one month's wages as bonus for 1961-62.

(1)	(2)	(3)	(4)	(5)
195. Raja Rajeswari Coffee Club, Salem.	10-10-62	Bonus for 1961-62	Agreed to pay 1½ months' Wages as bonus for 1961-62.	
196. Bharath Bhavan, Salem.	10-10-62	do	do	
197. Suthanthira Bhavan, Salem.	10-10-62	do	do	
198. Sakuntala Lunch Home Salem.	10-10-62	do	do	
199. Ambal cafe, Salem.	10-10-62	do	do	
200. S. B. Sri Ranga Vilas Motors (P) Ltd., Krishnagiri.	11-10-62	do	Agreed to pay 1/2 a month's wages as bonus for 1961-62.	
201. Udipi Vasantha Vihar, Krishnagiri.	11-10-62	Deepavali bonus for 1962.	do	
202. B.K.P.M.G. Bus Service Krishnagiri.	11-12-62	Bonus for 1962-63.	Agreed to pay two months' Wages as bonus for 1962-63.	
203. B.K.P.M.K. Bus Service, Krishnagiri.	11-10-62	Bonus for 1962-63.	Agreed to pay two months' wages as bonus for 1962-63.	
204. B.K.P.M. Bus Service, Krishnagiri.	11-10-62	do	do	
205. B.K.P.M.M. Bus Service, Krishnagiri.	11-10-62	do	do	
206. The Mettur Spinning Mills, Mettur Dam.	12-10-62	Workload of siders in the spinning of Department.	Agreed to fix the workload at 40 to 60s (special) three sides subject to certain conditions detailed in the agreement.	
207. Rama Rice Mill & Ginning Factory, Salem.	16-10-62	Non-employment of a worker.	Agreed to provide employment to the worker.	
208. do	16-10-62	Bonus for 1961-62.	Agreed to pay Rs. 17/- to the workers as bonus for 1961-62.	

STATISTICAL SUPPLEMENT

(1)	(2)	(3)	(4)	(5)
209. Ramajayam Transports, Namakkal.	16-10-62	Retrenchment of a worker.	Agreed to pay Rs. 1,500/- in full and final settlement of all his claim for the retirement benefit.	
210. Rama Bhavan, Salem.	17-10-62	Bonus for 1961-62.	Agreed to pay one and a half months' wages as bonus for 1961-62.	
211. The Jawahar Mills Ltd., Salem.	17-10-62	Bonus for 1961.	Agreed to pay 45. 5/6% of wages as bonus for 1961.	
212. Swarnam Mills, Attur Salem District.	18-10-62	Bonus for 1961-62.	Agreed to pay Rs. 32/- to all the workers as bonus for 1961-62.	
213. The Modern Theatres Ltd, Salem.	18-10-62	Bonus for 1961-62	Agreed to pay 2½ month's basic wages as bonus for the years from 1961-62 to 1963-64.	
214. Salem Cafe, Salem.	do	do	Agreed to pay two months' wages as bonus for 1961-62.	
215. New Jaya Cafe, Salem.	do	do	do	
216. Sri Vilwathri Bhavan, Salem.	do	do	do	
217. Ganesa Lodge, Salem.	do	do	Agreed to pay one and a half month's wages as bonus for 1961-62.	
218. Southern Transports, Namakkal.	do	General Demands	Agreed (i) to pay four and a half month's basic wages as bonus for 1961-62 (ii) to pay the revised scales of pay by adding an increment to the revised minimum rates fixed.	
219. Sri Kannikaparameswari Rice Mills, Attur, Salem.	19-10-62	do	Agreed (i) to pay Rs. 40/- to men workers and Rs. 25/- to women workers as bonus for 1961-62 (ii) to withdraw the proposed strike.	
220. R. P. David & Co., Salem.	20-10-62	Bonus for 1961-62	Agreed to pay four months' basic wages as bonus for 1961-62.	

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(1)	(2)	(3)	(4)	(5)
221.	Sri Murugan Textiles, Elampillai.	21-10-62	Intended closure of establishment.	Agreed to reopen the establishment on the assurance given by the workers to give full hearted Co-operation and to treat the period of non employment as leave without pay.
222.	M/s. S. Palaniswamy Chetty & Sons, Dyeing Factory, Salem.	22-10-62	Bonus for 1961-62	Agreed to pay Rs. 40/- as bonus for the year 1961-62.
223.	Sri K. B. Seetharama Chettiar Dyeing Factory, Salem.	do	do	do
224.	M/s. A. S. Varadharajan, P. Sidhalingam Dyeing Factory, Salem.	do	do	do
225.	Sri K. P. Arumugam Chettiar & Sons, Dyeing Factory, Salem.	24-10-62	do	do
226.	Viswanathan Dyeing Factory, Salem.	do	do	do
227.	M/s. V. R. V. Venkatarama Chettiar & Sons., Salem.	do	do	do
228.	Sarada Dyeing Factory, Salem.	26-10-62	do	do
229.	Sri T. A. Varadaraj, Dyeing Factory, Ammapet, Salem.	do	do	do
230.	Rajaram Dye House, Salem.	do	do	do
231.	M/s. K. C. Kullappa Chettiar & Brothers Dyeing Factory, Salem.	do	do	do
232.	Damodaram Dyeing Factory, Ammapet, Salem.	do	do	do
233.	S. M. Sambalingam Chettiar, Dyeing Factory, Salem.	do	do	do
234.	Sri Shunmuga Dyeing Factory, Salem.	do	do	do
235.	M/s. K. Raghunatha Chetty & Sons, Dyeing Factory, Salem.	do	do	do

(1)	(2)	(3)	(4)	(5)
236.	B. V. G. Rajan Dyeing Factory, Salem.	26-10-62	Bonus for 1961-62	Agreed to pay Rs. 40/- as bonus for the year 1961-62.
237.	M/s. M. Jagadish Chettiar Sons, Dyeing Factory, Salem.	do	do	do
238.	Sri N. V. P. S. Thiagarajan Dyeing Factory, Salem.	do	do	do
239.	M/s. V. G. Narayana Chettiar V. Ardhanari Chettiar & Co. Dyeing Factory, Salem.	do	do	do
240.	M/s. P. K. Chandrasekaran, N. K. V. K. Nallayam, Kumaran Dyeing Factory, Salem.	do	do	do
241.	M/s. O. K. Dasappa Chettiar Sons. R. Krishnasamy Chetty Dyeing Factory, Salem.	do	do	Agreed to pay Rs. 75/- as bonus for 1961-62
242.	Sri Lakshmi Saya salai, Salem.	26-10-62	Bonus for 1961-62.	Agreed to pay Rs. 75/- as bonus for 1961-62.
243.	M/s.O.S. Subramania Chettiar Borthers Murugavel Dyeing Factory, Salem.	26-10-62	do	do
244.	C.S.O.A. Chinniah Chettiar Mahatma Dyeing Factory Salem.	22-10-62	do Deepavali advance 1962.	Agreed to pay 1½ months' wages as bonus for Deepavali 1962.
245.	M/s. V.K.R. Ramalingam Chettiar & Brothers Dyeing Factory, Salem.	22-10-62	Bonus for 1961-62.	Agreed to pay 1½ months' wages as bonus for the year 1961-62.
246.	M/s. P.K. Dasappa Chettiar & Co., Salem.	22-10-62	do	do
247.	M/s.P.S.S.Bommappa Chettiar & Sons, Sri Balakrishna Dyeing Factory, Salem.	22-10-62	do	do
248.	M/s. K. Venkatrama Chettiar & Co., Sri Subramaniam Dyeing Factory Salem.	22-10-62	do	Agreed to pay 1½ months' earnings as bonus for 1961-62 subject to a minimum of Rs. 100/-
249.	M/s. R.K.K. Nagaraja Chetty R.K.R. Ardhanariswamy Chetty Sri Ranganathar Dyeing Factory, Salem.	22-10-62	do	Agreed to pay 1½ months' wages as bonus for 1961-62 subject to a minimum of Rs. 108/-

(1)	(2)	(3)	(4)	(5)
250.	V.K. Ginning Factory & Oil Mills, Salem.	24—10—62	Deepavali Bonus 1962	Agreed to pay Rs. 70/- as Deepavali bonus for 1962.
251.	Sri Kanaka Mills, Salem	24—10—62	do	do
252.	Bharathi Soap Works, Salem.	22—10—62	Bonus for 1961-1962.	Agreed to pay two and a half months' wages as bonus for 1961-62.
253.	Neela Transports (P) Ltd., Salem.	22—10—62	Non-employment of a worker (Driver)	Agreed to pay Rs. 161.25 nP. to the worker as retrenchment compensation in full and final settlement of all the claims.
254.	do	22—10—62	Bonus for 1962.	Agreed to pay bonus to the different categories of workers as Bonus for 1962 as follows. (i) Drivers Rs. 75/- (ii) conductors Rs. 60/- and (iii) Cleaners Rs. 50/-
255.	Dalmia Magnesite Corporation, Salem.	25—10—62	Bonus for 1961-62.	Agreed to pay two months' total earnings as bonus for 1961-62.
256.	Salem Oil Mills Products, Salem.	26—10—62	Deepavali bonus 1962	Agreed to pay Deepavali bonus for 1962 as follows: (i) Expeller workers Rs. 45/- (ii) Bag carriers Rs. 20/- (iii) Men workers Rs. 21/- and (iv) Women workers Rs. 19/-
257.	Government Handloom Parts Factory, Salem.	26—10—62	Employment of time-rated workers.	Agreed to employ time-rated workers subject to certain conditions detailed in the annexure.
258.	Pullicar Mills, Tiruchengode.	22—10—62	Bonus for 1961.	Agreed to pay 5/12 th of earnings as bonus for 1961.
259.	V.R.M.S. (Bus Service) Tiruchengode.	31—10—62	General demands.	Agreed (i) to confirm the two workers M/s T. R. Natesan & V. Raja Naidu (ii) to supply two sets of uniforms to the workers before 30-12-62 & (iii) to pay bonus of Rs. 55/- to drivers & Rs. 40/- to conductors as bonus for 1961-62.

2. Statement showing the Bipartite settlements under Section 18 (1) of the Industrial Disputes Act, 1947, for October, 1962.

Serial No.	Name of the concern	Date of agreements	No. of workers involved	Important terms of agreements.
(1)	(2)	(3)	(4)	(5)
1.	Mettupalayam Conoor Service (P) Ltd., Tirupur. Erode Transport, Tiruppur and Union Bus Service and Mettupalayam Nilgiris Motor Workers Union, Mettupalayam	15—10—62		General Demands.
2.	Kalleswarar Mills Ltd., and the Coimbatore District Textile Mills Staff Union, Coimbatore.	23—10—62		Recommendation of the Wage Board in respect of Clerical staff.
3.	B.M.S. (P) Ltd., Coimbatore and Coimbatore District Motor Workers Union, Coimbatore.	23—10—62		Bonus for 1961-62.
4.	K. R. V. & Co., Coimbatore			Information not furnished.
5.	Thulasidas Morarji & Co., Coimbatore.			
6.	T. Stanes Fertiliser, Thudialur.			
7.	Peirce Leslie & Co., Coimbatore.			
8.	Rajapalayam Mill, Rajapalayam.	1—10—62	1230	The Management will pay a bonus to all workers equivalent to 40% of the earned Basic Wages during the period.
9.	Gouri hose Metal Works, Rajapalayam.	6—10—62	100	The management will pay a Bonus to all workers equivalent to 40% of the basic Wages earned during the period.
10.	Chandrasekara Bharathi Weaving Mill, Rajapalayam.	15—10—62	33	12½% of earned wages will be paid as bonus.
11.	Kaka Indian Foundry, Thiruthangal.	14—10—62	Particulars not furnished	16 2/3% of the earned wages will be paid as bonus.
12.	Perry Biscuit Company, Usilampatti.	16—10—62	do	3½ months basic wages will be paid as bonus.
13.	Janakiram Mills, Rajapalayam.	18—10—62	236	The Management will pay 30% of earned basic wages as bonus during the period.
14.	Jawahar, Mills, Chettinad	19—10—62	204	45 5/6% of basic wages earned will be paid as bonus.

(1)	(2)	(3)	(4)	(5)
5. Jayaram Mills, Rajapalayam.	21-10-62	Particulars not furnished	Rs. 25/- will be paid as bonus to permanent workers who are getting more than Rs. 45/- as basic Wages and Rs. 15/- those who are getting less than Rs. 45/- p.m. Rs. 10/- will be paid as bonus to temporary workers.	
16. Sree Karpagambal Mills, Rajapalayam.	16-10-62	300	Agreed to pay 30% of basic wages earned of all the workers as bonus for 1961-62.	
17. Alagappa Cotton Mills, Rajapalayam.	21-10-62	Particulars not furnished	Agreed to pay 17½% of basic wages earned as bonus for 1961-62.	
18. do	21-10-62	do	General demands.	
19. Geetanjali Mills Ltd., Sankarankoil.	14-10-62	300	Bonus for 1961.	
20. Loyal Textile Mills Ltd., Kovilpatti.	13-10-62	1,605	do	

3. Statement showing the list of Industrial Disputes referred for adjudication to the Industrial Tribunal, Madras and the Labour Courts, published in Part II, Section I, of the Fort St. George Gazette during the Month of October, 1962.

Sl. No.	Name of the concern in which the dispute has arisen.	Issues	G.O. No. and date of reference.
1	2	3	4
Industrial Tribunal, Madras			
<i>Coimbatore District</i>			
1. Coimbatore Murugan Mills Limited, Coimbatore.	1. Whether the non-employment of the fifty two workers mentioned in the G. O. by the Management of Coimbatore Murugan Mills Limited, Coimbatore, is justified and to what relief each worker is entitled.		G. O. Ms. No. 4940 Industries, Labour & Co-operation (Lab) dated 5th October 1962.
	2. To Compute the relief if any awarded, in terms of money, if it can be so computed for each worker.		
<i>Madras District.</i>			
2. M/s. William Jacks and Company, Madras.	Whether the demand for payment of bonus for 1961 is justified and if so to fix the quantum.		G. O. Ms. No. 4752, Industries, Labour & Co-operation (Lab) dated 22-9-62.
3. Ambi's Cafe, Madras.	1. Whether, in view of the introduction of the Provident Fund Scheme for the Hotel Workers, the management is justified in discontinuing the gratuity scheme which was in force prior to the introduction of the provident Fund Scheme on the ground that it would otherwise confer a double benefit on the workers and if not justified to what relief, if any, are the workers entitled.		G. O. Ms. No. 4829, Industries, Labour & Co-operation (Lab) dated 27-9-62.
	2. Whether the union is justified in terminating the existing award of the Industrial Tribunal in Industrial Dispute No. 31 of 52 published in Fort Saint George Gazette dated 10-12-'52 regarding scales of wages and if justified, to what extent the existing scales of wages should be revised.		
<i>Salem District.</i>			
4. The Salem-Erode Electricity Distribution Company Limited, Salem.	Whether the curtailment of leave and holidays by the management of Salem-Erode Electricity Distribution		G. O. Ms. No. 4662, Industries, Labour & Co-operation (Lab) dated 17-9-62.

(1)	(2)	(3)	(4)
		Company Limited, Salem in respect of workers recruited after 1st October 1960, is justified and to what relief they would be entitled.	
		<i>Tirunelveli District.</i>	
5. Tinnevely-Tuticorin Electric Supply Company Limited, Tirunelveli and Tuticorin.	Whether the demand for additional bonus for 1960-61 is justified and if so to fix the quantum.	G. O. Ms. No. 4926, Industries, Labour & Co-operation (Lab) dated 4-10-62.	
		<i>Labour Courts.</i>	
		<i>Labour Court, Coimbatore.</i>	
		<i>Coimbatore District.</i>	
6. Craigmere Estate Kullakamby Post.	1. Whether the suspension of the workers Sri Gnanasekaran for one day on 28th February 1962 and his non-employment from 1st June 1962 are 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. 4640, Industries, Labour and Co-operation, (Lab) dated 15-9-62.	
		<i>Labour Court, Madras.</i>	
		<i>Madras District</i>	
7. Carborandum Universal Limited, Madras.	1. Whether the non-employment of Sri T. Raja 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. 4755, Industries, Labour & Co-operation (Lab) dated 22-9-62.	
8. M. B. D. Transport Service, Madras.	1. Whether any additional bonus is payable to the workers for the year 1960-61 and if so to fix the quantum. 2. Whether the non-employment of Sri Habibullah 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. 3. (i) Whether the non-employment of the following workers is justified and to what relief each is entitled. 1. Sahul Hameed	G. O. Ms. No. 5028, Industries, Labour and Co-operation, dated, 12-10-62.	

(1)	(2)	(3)	(4)
		2. Jayaraman 3. Rangan 4. Chinnapayan 5. A. Kannan 6. A. Mohideen 7. George.	
	(ii)	To compute the relief if any awarded in terms of money if it can be so computed.	
	(iii)	Whether the terms and conditions of service applicable to other workers should be extended to these cleaners and if so to what relief each would be entitled.	
	4.	Whether Kader Hussain and Devadas are entitled to reinstatement in the service of the M. B. D. Transport Service, Madras and to what relief each would be entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	
		<i>Labour Court, Madurai.</i>	
		<i>Madurai District.</i>	
9. Brinda Textiles Handloom Factory, Madurai.	1. Whether the non-employment of the following 18 workers is justified and to what relief each is entitled.	G. O. Ms. No. 4974, Industries Labour & Co-operation (Lab) dated 11-10-62.	
	1. Sri P. Krishnan 2. Sri P. Solai 3. Sri M. S. Manickam 4. Sri A. Subramaniam 5. Sri R. Raman. 6. Sri K. Perumal. 7. Sri S. R. Govindan. 8. Sri S. Kamatchi Chettiar 9. Srimathi Avadiammal. 10. Sri Ramasami 11. Sri S. Ramachandran. 12. Sri R. Periasamy 13. Sri R. Narayanan. 14. Sri S. Innasi 15. Sri A. Pitchai 16. Srimathi Dhanakodiammal 17. Sri V. Alagarsamy 18. Sri Govindapillai.		
	2.	To compute the relief if any awarded in terms of money if it can be so computed.	

(1)	(2)	(3)	(4)
	<i>Thanjavur District.</i>		
10. Homeopathy Press, Kumbakonam	1. Whether the non-employment of Sri R. Govindaraj and B. Sarangan 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. 4961, Industries, Labour & Co-operation, (Lab) dated, 10-10-62.	
	<i>Tiruchirappalli District</i>		
11. Sri Rajagopal, Transports (Private) Limited, Tiruchirappalli	1. Whether the non-employment of Sri V. Kumaraswamy, Driver 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. 4780, Industries, Labour & Co-operation, (Lab) dated 24-9-62.	
12. Padmamani Talkies, Tiruchirappalli	1. Whether the non-employment of Murugesan, Marimuthu and Akilambal Ammal 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. 5152, Industries, Labour & Co-operation, (Lab) dated 19-10-62.	

Statement showing list of awards of the Industrial Tribunal, Madras and Labour Courts, published in the Supplement to Part II, Section I of the *Port St. George Gazette*, during the month of October, 1962.

No.	Name of the concern.	Page and date of Gazette.	G.O. No. and date in which award is Published.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras.			
<i>Madras District</i>			
1. Messrs. Sarathy Theatres, Madras.	2-12 17-10-62		G. O. Ms. No. 4832, Industries, Labour and Co-operation, (Labour) dated 27-9-62.
2. Modern Agencies, Madras,	7-8 24-10-62		G. O. Ms. No. 5077, I. L. & C (Labour) dated 16-10-1962.
<i>Madurai District</i>			
1. The Mahalakshmi Textile Mills Ltd., Pasumalai.	2 3-10-62		G. O. R. No. 1425, I. L. & C (Labour) dated 24-9-62.
<i>Thanjavur District.</i>			
1. Sri Mangalambigai Lodge, Thanjavur.	1-2 17-10-62		G. O. Ms. No. 4828, I. L. & C (Labour) dated 27-9-62.
Labour Courts			
<i>Coimbatore District.</i>			
1. General Engineering Co., Coimbatore.	1-2 24-10-62		G. O. R. No. 1485, I. L. & C (Labour) dated 11-10-62.
2. Theatre Royal, Coimbatore.	5-6 24-10-62		G. O. Ms. No. 5051, I. L. & C (Labour) dated 15-10-62.
3. Pushpa Talkies, Tiruppur.	3-5 24-10-62		G. O. Ms. No. 5050, I. L. & C. (Labour) dated 15-10-62.
<i>Madras District :</i>			
1. Madras Ice Factory and Cold Storage, Madras.	1-2 3-10-62		G. O. R. No. 1419, I. L. & C. (Labour) dated 22-9-62.
2. Messrs. Prabath Engineering Works, Madras.	2-3 24-10-62		G. O. R. No. 1511, I. L. & C. (Labour) dated 17-10-62.
3. India Leather Corporation, Madras.	3 24-10-62		G. O. R. No. 1512, I. L. & C. (Labour) dated 17-10-62.
4. Ahura Ice Factory Royapuram, Madras-13.	1-2 31-10-62		G. O. Ms. No. 5239, I. L. & C. (Labour) dated 24-10-62.
<i>Thanjavur District.</i>			
1. Messrs. Gowthama and Co., Dyeing Factory, Thanjavur.	2 24-10-62		G. O. R. No. 1503, I. L. & C. (Labour) dated 15-10-62.

6. Statement showing the closures and stoppages of work in factories and mills for reasons other than strikes and lockouts in the State of Madras for the Month of October, 1962.

Sl. No.	Name of the concern	Industry.	No of workers involved.	Closures.		Cause.	Amount of Compensation paid to workers.
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Woodlands Tea Factory, Kullakamby P.O.	Tea Manufacture	55	1-10-62	8-10-62	For carrying out some essential work.	Not furnished
2.	Madura Mills Co. Ltd., Tirupur.	Cotton Ginning and Pressing	23	25-10-62	Not furnished	Want of raw materials	-do-
3.	Hotel Nataraj, Coimbatore.	Catering establishment	40	18-9-62	Not re-opened.	Permanent closure.	The whereabouts of the employees are not available.
4.	City Hotel and Bakery, Coimbatore.	-do-	14	23- 8-62	-do-	-do-	-do-
5.	Govindarajan Tea Stall, Coimbatore.	-do-	3	30- 6-62	-do-	-do-	-do-
6.	New Asoka Cafe, Coimbatore.	-do-	9	31- 8-62	-do-	-do-	-do-
7.	Babu Bramanal Hotel, Palladam.	-do-	10	26- 9-62	-do-	-do-	-do-
8.	Bahamany Naidu Hotel, Tiruppur.	-do-	2	Not available		-do-	-do-

	9. Manohara Hotel, Tirupur.	Catering Establishments.	3	Not available	Permanent closure.	The whereabouts of the employees are not available.
10.	Hotel Everest, Tiruppur.	-do-	4	-do-	-do-	-do-
11.	Bhuvaneshwari Hotel, Tirupur.	-do-	2	-do-	-do-	-do-
12.	Biriyani Hotel, Tirupur	-do-	5	-do-	-do-	-do-
13.	Rajeshwari Bhavan, Tirupur.	-do-	9	Particulars not available	Not re-opened	-do-
14.	Devi Cafe House, Tirupur.	-do-	1	-do-	-do-	-do-
15.	Venkatachalam Tea Stall, Tirupur.	-do-	3	-do-	-do-	-do-
16.	K. K. C. Canteen, Tirupur.	-do-	3	-do-	-do-	-do-
17.	A. R. Varadharaj Cloth Shop, Vaniyambadi.	Cloth shop	1	22-10-62	Information not available	-do-
18.	D. C. Divan Beedi (Branch) Rasipuram.	Beedi Industry	19	16-10-62	Not re-opened.	Information not available.
19.	Athur Lodge, Athur.	Catering Establishment.	7	31-10-62	-do-	Information not available.
20.	Modern Lodge, Madurai (Hostel)	-do-	45	21-10-62	Information not available.	

7. Particulars of complaints received and investigated and settled by the Labour Offices in the State of Madras during the month of October, 1962.

Sr. No.	Labour Officers.	Wages and allowances.	Bonus.	Personnel (dismissal suspension etc.)	Retrenchment.	Leave and condition of work.	Others Not classifiable.	Causes not known.	Total.	Complaints investigated and settled. (including the previously pending).
1	2	3	4	5	6	7	8	9	10	11
1.	Coimbatore-I	21	15	28	1	33	33	Nil	131	77
2.	Coimbatore-II	Nil	12	7	Nil	Nil	5	Nil	24	25
3.	Coonoor	8	4	12	Nil	4	8	Nil	36	64
4.	Madras-I	8	20	19	Nil	Nil	11	Nil	58	67
5.	Madras-II	6	31	3	1	Nil	27	Nil	68	40
6.	Madras-III	29	14	32	9	Nil	15	Nil	99	115
7.	Madurai	9	10	19	3	Nil	10	Nil	51	66
8.	Nagercoil	Nil	2	4	Nil	Nil	9	Nil	15	14
9.	Pollachi	8	4	16	Nil	Nil	7	Nil	35	51
10.	Virudhunagar	6	14	12	Nil	Nil	3	Nil	35	64
11.	Salem	Nil	25	10	Nil	1	18	Nil	54	59
12.	Tiruchirappalli	3	8	13	Nil	4	11	Nil	39	23
13.	Tirunelveli	10	11	26	Nil	2	22	Nil	71	45
14.	Vellore	6	2	6	4	Nil	3	Nil	21	25
	Total	114	172	207	18	44	182		737	735

STATISTICAL SUPPLEMENT

1257

Industrial Establishments (Standing Orders) Act :—

Statement showing the number of Standing Orders certified during the month of October, 1962.

Number of Standing Orders certified as on 1—10—1962.	...	2,948
Number of Standing Orders certified during the month.	...	94
Total	...	3,042

Number of amendments to Standing Orders certified during the month of October, 1962.

... 6

Workmen's Compensation Act :—

Statement showing the number of accidents reported and amount of compensation paid for the month of October, 1962.

(1)	Number of accidents (2)	* Amount of compensation (3)
		Rs. nP.
(a) Death	16	22,284. 00
(b) Temporary disablement	77	457. 83
(c) Permanent disablement		
Total		22,741. 83

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

0. Workmen's Compensation Act.

Statement showing the number of cases filed & disposed of during the period from 1-10-'62 to 31-10-'62.

S. No.	Nature of claims	Number previously pending.	Number received.	Total.	Number disposed of	Balance.
1)	(2)	(3)	(4)	(5)	(6)	(7)
	Applications under Section 10 :					
(a)	Fatal	42	5	47	6	41
(b)	Non-fatal :-					
(i)	Permanent disablement	41	3	44	3	41
(ii)	Temporary disablement	2	...	2	...	2
	Deposit under Section 8 (1)					
(a)	Fatal	91	3	94	21	73
(b)	Persons under legal disability...	...	...	...	...	...
	Deposit under Section 8 (2)	7	1	8	Nil	8

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4. Memorandum of Agreements.						
(a) Permanent disablement ...	12	17	29	28	1	
(b) Temporary disablement ...	4	6	10	...	10	
5. Recovery under Section 31 ...	1	...	1	...	1	
6. Indemnification under Section 12 ...	3	2	5	...	5	
Total ...	<u>203</u>	<u>37</u>	<u>240</u>	<u>58</u>	<u>182</u>	

11. Payment of Wages Act, 1936 :—

1. Number of cases pending at the beginning of the month ...	298
2. Number of cases filed during the month ...	60
3. do disposed of during the month ...	64
4. do pending at the end of the month ...	294

THE MADRAS SHOPS AND ESTABLISHMENTS ACT.

Statement showing the number of applications received, disposed of etc., under Sections 51 and 41 of the Act for the month of October, 1962.

12. (a) Applications under Section 51 :—

Pending as on 1—10—1962 ...	2
Received during the month ...	1
Disposed of during the month ...	Nil
Pending as on 31—10—1962 ...	3

12. (b) Appeal under Section 41 :—

Pending as on 1—10—1962 ...	124
Received during the month ...	26
Disposed of during the month ...	31
Pending as on 31—10—1962 ...	119

12. (c) The Madras Catering Establishments Act :—

Pending as on 1—10—1962 ...	119
Received during the month ...	37
Disposed of during the month ...	22
Pending as on 31—10—1962 ...	134

13 (a) List of Trade Unions registered under the Indian Trade Unions Act 1926 during the month of October 1962.

S. No.	R. No.	Date of Registration.	Industry.	Name and address of the Union.
(1)	(2)	(3)	(4)	(5)
1.	3386	4—10—62	Engineering	... Amco Engineering Corporation Employees' Union, 16, Suriyappa Mudali St, Madras - 5.
2.	3387	12—10—62	Miscellaneous	... Electric Traction Drivers' Association, Tambaram.
3.	3388	..	Plantation	... Plantation Workers Progressive Union, Manjolai P.O. Ambasamudram Taluk, Tirunelveli District.
4.	3389	..	Miscellaneous	... Varukadalai Thozhilalar Sangam, Sular.
5.	3390	..	Tobacco	... Dindigul Spencer Company Employees Union, Chidambaranar St, Dindigul.
6.	3391	..	-do-	... Dindigul National Cigar and Tobacco Labourers' Union, 15, Aranmanaikulam New Road, Dindigul.
7.	3392	16—10—62	Automobiles	... Pandyan Automobiles Employees Union, 5, Scott Road, Madurai.
8.	3393	..	Textiles	... Coimbatore District N.G.R. Textile Workers Union, 2/7, Tirunelakantapuram, Tiruppur.
9.	3394	25—10—62	Engineering	... Nicrotec Workers Union, Saligram, Madras - 26.
10.	3395	..	Press	... Virudhunagar Press Workers Union, 28, Gandhipuram St., Virudhunagar.
11.	3396	..	Miscellaneous	... South Madras Workers' Union, Thiruvanniyur P.O. Chingelput Dist.
12.	3397	30—10—62	-do-	... Kumbakonam Taluk Chalk and General Workers Union, Kumbakonam.

(1)	(2)	(3)	(4)	(5)
13.	3398	31-10-62	Transport	... Madras State Transport Employees Progressive Union, 148, Purasawalkam High Road, Madras - /.
14.*	3399	,,	Plantation	... Nilgiri District Estate Maistries & Supervisors Union, Rockby, Coonoor.

13. (b) List of Trade Unions whose registration was Cancelled during the month of October, 1962.

S. No.	R. No.	Date of Cancellation.	Industry	Name and address of Union.
(1)	(2)	(3)	(4)	(5)
				Nil

ABSTRACT

1.	Total No. of Trade Unions as on 1-10-62.	...	1,234
2.	-do- Registered during the month	...	14
3.	-do- Cancelled, dissolved or amalgamated	-do-	Nil
4.	-do- as on 31-10-62.		1,248

14. Labour Administration and Statistics for the month of October, 1962.

S. No.	Particulars.	Factories Act.	Payment of Wages Act.	Madras Maternity Benefit Act.	Madras Shops and Establishments Act.	Madras Catering Establishments Act.	Minimum Wages Act.	Madras Industrial Premises (Regulations of Conditions of Work) Act.	Madras Industrial Establishments (National & Festival Holidays) Act.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	773	2,667	251	50,214	3464	1074	430	2,657
2.	No. of irregularities noticed.*	118	283	66	833	342	36	12	146
3.	No. of cases warned.	39	32	...	223	124	27	63	2
4.	No. of prosecutions launched.	48	5	...	56	114	2	17	1
5.	No. of convictions obtained.	28	...	...	28	106	1	11	1
6.	Amount of fines levied in Rupees.	625	...	...	889	2866.50	...	395	10

* The common irregularities noticed were in respect of non-maintenance of registers non-exhibition of notices etc.

15(a). Numerical list of Factories for the month of October, 1962.

District.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			REMARKS			
	(1)	(2) Section 2 (m) (i)		(3) Section 2 (m) (ii)	(4) Notified	(5) Section 2 (m) (i)	(6) Section 2 (m) (ii)	(7) Notified	(8) Section 2 (m) (i)	(9) Section 2 (m) (ii)	(10) Notified	(11) Section 2 (m) (i)		(12) Section 2 (m) (ii)	(13) Notified	(14)
1. North Arcot		148	132	99	...	...	...	...	...	...	...	148	132	99	379	
2. South Arcot		127	11	60	1	...	...	...	...	...	...	128	11	60	199	
3. Chingleput		208	25	48	2	...	...	...	...	...	...	210	25	48	283	
4. Coimbatore		940	19	144	6	1	...	...	...	...	...	946	20	144	1,110	
5. Kanyakumari		45	7	23	...	...	...	...	...	...	...	45	7	23	75	
6. Madras		723	63	153	5	...	...	...	...	...	...	728	63	153	944	
7. Madurai		403	53	84	6	...	...	...	...	...	4	409	53	80	542	
8. The Nilgiris		122	...	13	...	...	...	...	...	...	...	122	...	13	135	
9. Ramanathapuram		232	64	113	3	1	...	...	1	...	...	234	65	113	412	
10. Salem		458	20	94	7	...	...	...	...	...	...	465	20	94	579	
11. Thanjavur		298	10	67	2	...	...	...	...	...	...	300	10	67	377	
12. Tiruchirappalli		254	12	229	3	...	...	...	...	...	...	257	12	229	498	
13. Tirunelveli		256	66	130	...	1	...	...	...	...	...	256	67	130	453	
Total		4,214	482	1,257	35	3	...	...	1	...	4	4,248	485	1,253	5,986	

15 (b). Numerical Lists of Plantations covered by the Plantations Labour Act, 1951 for the month of October, 1962

S. No.	Category of Plantations.	At the beginning of the month.			Registered.			Removed.			At the end of the month.		
		A. B. (4)			A. B. (6)			A. B. (8)			A. B. (10)		
		(3)	(4)	(5)	(3)	(4)	(5)	(3)	(4)	(5)	(3)	(4)	(5)
1. Coffee	...	120	28,127.26	1	45.50	...	...	...	...	...	121	28,172.76	...
2. Tea	...	122	61,420.65	...	...	...	...	...	...	...	122	61,420.65	...
3. Rubber	...	16	8,129.68	...	...	...	...	...	...	...	16	8,129.68	...
4. Cinchona	...	3	9,406.00	...	...	...	...	...	...	...	3	9,406.00	...
5. Cardamom	...	6	2,984.20	...	...	...	...	...	...	...	6	2,984.20	...
Total	...	267	1,10,067.79	1	45.50	...	...	...	...	...	268	1,10,113.29	...

Note: A. Number of Plantations

B. Acreage under cultivation.

16. (a) Statement of Accidents for the month of October, 1962.

No. of Industries (1)	Name of Industry (2)	Number of accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	...
20.	Food Except Beverages	...	45
21.	Beverages	...	1
22.	Tobacco	...	1
23.	Textiles	...	256
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	4
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	1
27.	Paper and paper products	...	...
28.	Printing, Publishing and allied industries	...	17
29.	Leather and Leather products (except foot-wear).	...	3
30.	Rubber and rubber products	...	16
31.	Chemicals and Chemical products	1	283
32.	Products of petroleum and coal	...	17
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	25
34.	Basic Metal industries	...	16
35.	Metal Products (except machinery and transport equipments).	...	86
36.	Machinery (except electrical machinery)	...	96
37.	Electrical Machinery, apparatus, appliances and supplies.	...	43
38.	Transport equipment	1	449
39.	Miscellaneous Industries	...	22
51.	Electricity, Gas and Steam	...	7
52.	Water and Sanitary Services	...	1
83.	Recreation Services (Cinema Studios)	...	...
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		2	1,392

16. (b) Statement of Accidents in Cotton and Jute Mills for the Month of October, 1962.

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male.	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow room Machinery.	8	...	...	...	...	...
2.	Card Room Machinery	21	...	...	...	...	...
3.	Drawing Frames	6	...	...	...	...	...
4.	Speed Frames	15	...	...	...	...	...
5.	Spinning Machinery	36	1	...	...	...	...
6.	Weaving Machinery	12	...	...	...	...	...
7.	Finishing Machinery	...	...	...	...	...	...
8.	Flying Shuttle	9	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery	10	2	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	130	6	...	...	...	...
	Total	247	9	...	...	...	...
JUTE MACHINERY ... Nil ...							

'A'—Fatal

'B'—Non-Fatal

17. The Government of Madras have granted exemption to the following factories and Establishments from the provisions of the Acts and Rules indicated below for the month of October, 1962.

Sl. No.	Name of establishments	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)	(5)

THE EMPLOYEES' PROVIDENT FUNDS ACT, 1952

1. Carborandum Universal Limited, Tiruvottiyur.	From all the provisions of the Act subject to certain conditions detailed in the Schedule the G.O.	Permanent (with effect from 1-3-'58)	G. O. Ms. No. 5071, Industries, Labour & Co-operation, (Labour) dated 16-10-62.
2. The English Electric company of India (Private) Limited, Pallavaram, Madras-27.	do	do (with effect from 1-2-61)	G. O. Ms. No. 5072, Industries, Labour & Co-operation (Labour) dated 16-10-62.
3. The Tube Products of India, Avadi.	do	do (with effect from 1-2-'60)	G. O. Ms. No. 5112 I. L. & C. (Lab) dated 17-10-62.
4. Greens Electrical Works, Madras-2.	do	do (with effect from 1-1-'61)	G. O. Ms. No. 5113, I.L. & C. (Lab) dated 17-10-62.
5. W. J. Bush Products (Private)Limited, Nellikuppam.	do	do (with effect from 1-1-'61)	G. O. Ms. No. 5114, I L & C. (Lab) dated 17-10-62.

THE FACTORIES ACT, 1948.

6. Clothing Factory, Avadi.	Sections 51, 52 54, 55 and 56 of the Act (Subject to certain conditions)	For a period from 1-10-'62 to 31-12-62.	G. O. Ms. No. 4778 I. L. & C. (Lab) dated 24-9-62.
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THE MADRAS INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL) HOLIDAYS ACT 1958.

7. Establishments in the State of Madras including territories specified in the 2nd Schedule to the the Andhra Pradesh and Madras (Alterations of boundaries) Act in which not more than 3 persons are employed.	All the provision of the Act.	Permanent.	G. O. Ms. No. 4865, I.L. & C. (Lab) dated 29-9-62.
8. All Offices of Life Insurance Corporation of India in Madras State.	Sections 3 and 4 of the Act subject to certain conditions.	do	G. O. Ms. No. 4791, I.L. & C. (Lab) dated 25-9-62.

Consolidated Statement of Prices of Cotton and Yarn for the month of October, 1962.

For the Week ending.	Prices of Cotton per quintal or 100 Kilograms.	
	Cambodia.	Karunganny.
	Rs.	Rs.
6-10-'62	Rs. 275 / 330	Rs. 245 / 295
13-10-'62	-do-	-do-
20-10-'62	-do-	-do-
27-10-'62	-do-	-do-

For the Week ending	Prices of Yarn per Bundle of 10 lbs.	
	20s.	
	Rs. nP.	
6-10-'62	20 . 75	
13-10-'62	-do-	
20-10-'62	-do-	
27-10-'62	-do-	

19. The cost of living index numbers* applicable to employees in employment scheduled under the Minimum Wages Act, 1948 (Central Act, XI of 1948) in Madras City and the different mofussil urban centres for the month of October 1962, as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Sl. No.	Centre.	Food.	Fuel and Lighting.	Cloth-ing.	House Rent.	Miscel-laneous.	Cost of Living index.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base: Year ended June, 1936: 100).							
1.	Madras City ...	540.9	617.0	487.1	305.3	359.5(a)	486.7
2.	Cuddalore ...	520.0	528.0	386.0	359.0	498.0	490.0
3.	Tiruchirapalli ...	537.0	539.0	431.0	303.0	338.0	477.0
4.	Madurai ...	551.0	471.0	504.0	328.0	329.0	481.0
5.	Coimbatore ...	547.0	568.0	485.0	509.0	283.0	522.0
(Base: August, 1939: 100).							
6.	Nagercoil ...	575.0	456.0	540.0	278.0		510.0

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

(a) 359.46 to two decimal places.

Comparative statement of the cost of living index numbers for the months of September and October, 1962.

S. No.	Zone.	Centre.	Cost of living index numbers for the month of		Variation.
			September, 1962.	October, 1962.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	488.1	486.7	- 1.4
2.	North Arcot and South Arcot Dist.	Cuddalore ...	489.0	490.0	+ 1.0
3.	Tiruchirapalli & Thanjavur Dist.	Tiruchirapalli ...	477.0	477.0	—
4.	Madurai, Ramanathapuram and Tirunelveli Dist.	Madurai ...	479.0	481.0	+ 2.0
5.	Coimbatore and Salem Dist.	Coimbatore ...	520.0	522.0	+ 2.0
(Base: August, 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil ...	504.0	510.0	+ 6.0

MADRAS CITY. — INDEX-487.

A fall of one point.

The index for the food group fell by one point to 541 due mainly to a fall in the prices of rice and gingelly oil.

The index for the fuel and lighting group fell by one point to 617 due mainly to a fall in the price of charcoal.

The index for the miscellaneous group fell by one point to 617 due mainly to a fall in the prices of charcoal.

The index for the miscellaneous group fell by six points to 359 due to a fall in the price of betel leaves.

The index for the miscellaneous group fell by six points to 359 due to a fall.

The group indices in respect of clothing and house-rent remained unchanged at 487 and 305 points respectively.

S. No.	Group.	Weight proportional to the total expenditure.	Group Index number.	
			September, 1962.	October, 1962.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	542.0	540.9
2.	Fuel and lighting	8.42	617.7	617.0
3.	Clothing	6.10	486.9	487.1
4.	House-rent	14.57	305.3	305.3
5.	Miscellaneous	12.68	365.4	359.5(a)
Total		100.00		
Cost of living index number			488.1	486.7

(a) 359.46 to two decimal places.

CUDDALORE — INDEX-490.

A rise of one point.

The index for the food group rose by three points to 520 due mainly to a rise in the prices of vegetables and ghee.

The index for the fuel and lighting group fell by one point to 528 due to a fall in the price of charcoal.

The index for the miscellaneous group fell by one point to 498 due to fall in the price of betel leaves.

The group index numbers in respect of clothing and house-rent remained unaltered at 386 and 359 points respectively.

TIRUCHIRAPALLI — INDEX-477.

A slight fall.

The index for the fuel and lighting group fell by seven points to 539 due to a fall in the prices of kerosene oil.

The group index numbers in respect of food, clothing, house rent and miscellaneous remained unchanged at 537, 431, 303 and 338 points respectively.

MADURAI — INDEX-481.

A rise of two points.

The index for the food group rose by two points to 551 due mainly to a rise in the prices of vegetables.

The index for the fuel and lighting group rose by twentyfour points to 471 due to a rise in the prices of firewood and charcoal.

The index for the miscellaneous group rose by three points to 329 due to a rise in the charges for dhobi and soap (washing).

The group index numbers in respect of clothing and house rent remained unchanged at 504 and 328 points respectively.

COIMBATORE — INDEX-522.

A rise of two points.

The index for the food group rose by two points to 547 due mainly to a rise in the prices of meat and chillies.

The index for the clothing group rose by one point to 485 due to a rise in the price of sarees.

The index for the miscellaneous group fell by one point to 283 due to a fall in the price of beedies.

The group index numbers in respect of fuel and lighting and house rent remained unchanged at 568 and 509 points respectively.

(Base : August, 1939 : 100)

NAGERCOIL — INDEX-510.

A rise of six points.

The index for the food group rose by nine points to 575 due mainly to a rise in the prices of vegetables and coconuts.

The index for the housing group rose by thirteen points to 456 due to a rise in the price of firewood.

The index for the miscellaneous group fell by twelve points to 278 due to a fall in the prices of betel leaves and arecanuts.

The index for the clothing group remained unchanged at 540.

CONSUMER PRICE INDEX NUMBERS

19. (a) Interim Series of all-India Average Consumer Price Index Numbers for Working Class.

(Base : Shifted to 1949=100)

Year.	All India* Original base 1949	
	General Index	Food Index
(1)	(2)	(3)
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1961 -		
July	127	127
August	128	129
September	128	128
October	128	128
November	128	128
December	128	127
1962 :		
January	127	126
February	127	125
March	127	125
April	128	127
May	129	128
June	130	130
July	131p	132p
August	132p	133p

P=Provisional (Subject to revision)

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the provisional all-India index on base 1944=100 during the month of August, 1962 was 182.16.

Source — (1) I.L.O. except for all-India; (2) Labour Bureau for all-India.

20 (a) Monthly Press Report Regarding the Employees State Insurance Scheme.
For the Month of October, 1962 of the Madras Region.

The Employees' State Insurance Scheme applies to 18 centres in the State of Madras and provides protection to 2,38,126 industrial workers in the event of Employment injury, sickness and maternity. This protection is made available in two ways viz., by provision of cash benefits and by providing medical care when needed. There are 35 offices of the Corporation in the State for disbursement of Cash Benefits.

During the month of October, 1962, 1,282 insured persons received Rs. 35,161-45 nP. by way of cash benefits due to Employment Injury. This includes 348 persons who were in receipt of pensions for Permanent disablement as also 81 dependants of deceased insured persons.

During the month, 1,316 accidents were reported. Comparatively, few persons need the Employment Injury benefits but fairly large number need cash benefits in the event of sickness. During October, 1962, 41,273 claims were received and an amount of Rs. 3,80,367-94 nP. was paid out as sickness benefit involving abstention for 1,58,608 days.

During the month 287 women insured workers claimed Rs. 44,827-39 nP. by way of Maternity Benefits.

Penal action was taken against 4 cases for non-payment of contributions and non-submission of returns and they were fined Rs. 50/- each.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 6 cases against defaulting employers for recovery of Rs. 4,972-87 nP.

20 (b) Employees State Insurance Scheme, Medical Benefit for the month of October, 1962.

Sl. No.	Particulars.	October, 1962.
1.	Total number of Attendance :	
	New 64,409 } ...	2,49,414
	Old 1,85,005 }	
2.	No. of Medical certificates issued	79,194
3.	No. of Domiciliary visits made	213
4.	No. of Injections administered	70,158
5.	No. of X-Ray examinations	1,475
6.	No. of Laboratory Examinations	3,811
7.	No. of Specialist Investigations	3,440
8.	No. of Persons admitted to Hospitals	1,378
9.	No. of Bed Days occupied during the month	10,129
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New ...	14,943
	Old ... }	26,348
		41,291
	Diagnostic Centres	...
2.	No. of Prescriptions issued	12,576
3.	Payments made to :—	
	1. Chemists	...
	2. Insurance Medical Practitioners.	Rs. 1560/- (Coimbatore only)

MADRAS LABOUR GAZETTE

Sl. No.	Districts	Number of registrations during the month	Number of applicants placed in employment during the month	Number of applicants on Live Register at the end of the month	Number of employers using the Employment Offices during the month.	Number of vacancies Notified during the month.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcoot North	1043	310	7795	93	380
2.	Arcoot South	1106	500	8991	62	955
3.	Chingleput.	1074	214	10675	64	596
4.	Coimbatore.	1175	404	8001	92	337
5.	Kanyakumari.	754	131	11811	45	146
6.	Madras.	3136	524	39571	441	1261
7.	Madurai.	1270	233	11929	98	257
8.	The Nilgiris.	795	57	8406	44	147
9.	Ramanathapuram.	868	161	7920	50	197
10.	Salem.	1613	324	9621	92	579
11.	Thanjavur.	767	282	11195	82	318
12.	Tiruchirappalli.	1187	249	13783	112	359
13.	Tirunelveli.	1088	235	10183	81	255
Total October 1962		15876	3624	1,59,881	1356	5122
" September 1962		17793	4132	1,80,059	1240	4914
" October 1961		16633	3050	1,54,765	1102	3463
Average for 1961		18835	3213	1,44,944	1089	4394

Average Annual Rates of Absenteeism by Industries and Centres, 1951-1961

Year	Cotton Mill Industry					Woollen Industry					Engineering Industry		Leather Industry		Gold Mining	Plantations	Coal Mine
	Bombay	Ahmedabad	Sholapur	Madras	Madurai	Coimbatore	Kanpur	Mysore	Kanpur	Dharawal	Bombay	West Bengal	Mysore	Kanpur	Mysore	Mysore	All India
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1951	12.7	8.3	18.7	8.9	11.3	10.0	12.0	11.8	13.2	10.6	13.9	10.1	9.7	7.8	10.2	18.3	13.3
1952	12.7	8.8	20.2	9.7	10.5	10.3	11.7	11.2	9.4	5.3	13.4	10.3	10.6	9.2	11.5	18.6	13.2
1953	12.6	9.4	20.5	9.3	10.9	8.2	12.3	11.4	11.0	5.0	13.7	10.8	11.4	9.2	11.6	16.4	13.5
1954	10.8	8.7	17.4	9.1	11.0	8.8	12.4	12.1	10.7	5.2	14.9	11.7	11.2	9.8	10.6	15.3	13.3
1955	8.2	6.8	18.0	6.6	12.2	9.9	12.8	11.5	10.6	5.0	15.6	12.8	10.6	10.1	13.5	16.9	14.0
1956	8.3	6.5	18.4	6.2	13.0	11.4	11.1	12.2	7.3	5.2	14.6	12.5	11.8	11.2	10.0	18.2	13.8
1957	7.1	6.8	16.0	7.0	13.2	11.3	13.0	16.3	8.5	4.8	14.6	12.5	11.9	10.0	12.2	20.5	13.7
1958	7.0	7.1	13.6	7.4	18.5	12.3	13.1	17.9	8.5	6.1	14.5	12.2	9.7	9.4	9.7	20.5	13.2
1959	7.3	6.6	13.4	7.7	13.4	11.3	13.7	19.4	8.0	7.8	14.5	12.3	11.4	8.9	10.0	19.5	13.1
1960	10.4	7.3*	16.9	8.2	13.0	11.9	14.2	19.2	10.1@	9.2	13.7	11.5	9.3	9.6	9.7	18.8	13.3
1961 (P)	11.9	**	14.7	7.7	13.5	12.0	..\$	20.9	..\$	10.6	12.7	13.3	10.6	..\$	10.3	20.2	13.5

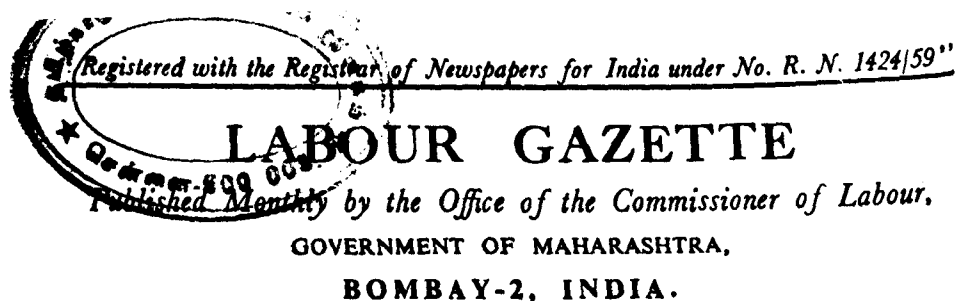
N. B.—Information reported in Cols. 2 to 17 relate to the Selected Units only in the respective centres.

* Based on figures upto April 1960 only. ** Figures from May 1960 (Since inception of Gujarat State) not available.

@ Based on figures upto May 1960 only. The figures from June 1960 are not available.

\$ Figure still awaited from Employers' Association of Northern India.

Source—Labour Bureau, Chief Inspector of Mines and State Governments.



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