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MADRAS LABOUR GAZETTE

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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.

A REMINDER TO SUBSCRIBERS.

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CONTENTS

ARTICLES	PAGE
Training for Employment	... 251
Industrial Safety	... 254
LABOUR NEWS	... 257
CURRENT NOTES	... 261
AWARDS AND AGREEMENTS	... 268
CURRENT LABOUR LITERATURE	... 280
NOTIFICATIONS	... 281
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 February, 1962.	... 291
2. Statement showing the Bipartite Settlements under Section 18 (1) of the Industrial Disputes Act, 1947 for the month of February, 1962.	... 297
3. Statement showing the list of Industrial disputes referred for adjudication to the Industrial Tribunal Madras and the Labour Courts published in Fort St. George Gazette during the Fortnight Ending 15 February, 1962.	... 298
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 Fortnight Ending 15th February, 1962.	... 303
5. Monthly review of work stoppages (strikes and lock-outs) for the month of February, 1962.	... 305 (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 February, 1962.	... 306

7. Statement showing the number of complaints received and investigated by the Labour Officers during the month of February, 1962.

307

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

308

9. Workmen's Compensation Act, 1923—Statement of accidents reported and amounts of Compensation paid for the month of February, 1962.

308

10. Workmen's Compensation Act, 1923—Statement showing the number of cases filed and disposed of during the period from 1-2-1962 to 28-2-1962.

308

11. Payment of Wages Act, 1936—Statement for the period from 1-2-1962 to 28-2-1962.

309

12. Madras Shops and Establishments Act, 1947—Appeals under Sections 51, 41, and 19 pending, received and disposed of during the month of February, 1962.

309

13. List of Trade Unions Registered under the Indian Trade Unions Act, 1926, and Dissolved during the month of February, 1962.

310

14. Particulars about the Labour administration and statistics for the month of February, 1962.

312

15. Numerical list of Factories and Plantations covered by the Plantations Labour Act, 1961 for the month of February, 1962.

313

16. Statement of Accidents for the month of February, 1962.

315

17. Exemption granted to the factories and establishments from the provisions of Acts and Rules as indicated during the month of February, 1962.

317

18. Consolidated statement of cotton and yarn prices in the State of Madras for the month of February, 1962.

318

19. Comparative statement of the cost of living index numbers for the month of February, 1962.

319

20. Monthly Press Report of the Madras Region for the month of February, 1962 and Employees State Insurance Scheme Medical Benefit, for the month of February, 1962.

323

21. Labour Laws and Administration

xxxix

THE

MADRAS LABOUR GAZETTE

Vol. IV]

MARCH 1962

[No. 3

SPECIAL ARTICLES

TRAINING FOR EMPLOYMENT

P. M. MENON

Newly industrialising countries everywhere are faced with the twin problems of shortage of trained personnel on the one hand and an abundance of unskilled labour seeking grainful employment on the other. This was the situation we faced in India when we started the Five Year Plan and though we have made much progress, the need for trained personnel to man our industries is continually on the increase. This is, of course, because of the developing tempo of the economy. Moreover, it takes time to train a man to be a skilled worker or fit him into an occupation requiring specialised knowledge or dexterity. In the case of the learned professions, like Medicine and Engineering, apart from the period required for the basic general education, the professional part of the training itself takes more than five years. In the case of a craftsman, it takes at least two years to give him the minimum skill needed for his work.

Any programme of industrialisation requires men, money and machines. Of this three-fold need, men come first—men with the necessary skill and the technical know-how.

The Foundation

Skilled craftsmen form the foundation of an industry. On them will depend the quality of its product and, therefore, its competitive position and its capacity for growth. So, the training of skilled craftsmen is being given high priority in our Five Year Plans. During the Second Plan the number of Industrial Training Institutes was increased from 59 to 167 and the number of seats in these Institutes from 10,000 to 42,000. During the Third Plan the number of training institutes will be raised to over 300 and facilities will be provided to train a lakh of trainees at a time in them; they will be located in different areas throughout the country. The training is provided free of charge and the Government also provide stipends to a proportion of the trainees. The minimum educational qualification for admission to some of the engineering trades is Matriculation, and for the other trades two standards below Matriculation.

MADRAS LABOUR GAZETTE

Third Plan Needs

It has been estimated that during the Third Plan period about 12-13 lakhs of craftsmen—about eight lakhs in engineering trades and the rest in non-engineering trades—will be required to meet the needs of the different industries in the country. Within the limits of our resources it will obviously not be possible to provide institutional training for such large numbers in this period. Only a part of this large number can be trained in the Industrial Training Institutes. The rest will have to be trained within the industry itself by the traditional method of passing the skill from father to son. Public undertakings and private enterprises, large and small, have therefore, to lend a hand in accomplishing this task. In doing so it will be a good thing if they will consider not only their own immediate short-term requirements but also the requirements of the country as a whole for trained manpower.

I would like to refer here specially to an aspect of training which is very important for the development of industrial skills but which has not made much progress so far in India. I refer to the training of apprentices in industry. It is well known that craftsmen are best trained under actual workshop conditions. This involves a system of apprenticeship for young entrants into industry, and in all industrialised countries organised apprenticeship training is in vogue for skilled occupations. In India, a national apprenticeship scheme was introduced during the Second Plan period but it has not made much progress so far. Too few seats in industrial establishments and factories have been made available for training of apprentices. This is a matter in which the whole-hearted support of industrial managements is called for, in the interest of the progress of industries and the country's economic development generally.

National Trade Certificates

A National Council for Training in Vocational Trades has been established for the development and maintenance of uniform and adequate standards of training for craftsmen. This Council, which has on it technical experts and representatives of professional bodies as well as representatives of employers' and workers' organisations, sets standards, determines training programmes and policies, conducts examinations and awards certificates in craftsmanship which are nationally recognised. The National Trade Certificates help to maintain all-India standards and also facilitate inter-State mobility of trained craftsmen, an important consideration in a developing economy.

It is obvious that an adequate number of trained instructors should be available if the programmes of craftsmen training and technical orientation to education at the primary and secondary levels are to be achieved according to plan. Good training depends on the availability of good instruction. To meet this essential requirements, three Central Training Institutes for men craft instructors and another for women instructors have already been established and three more are proposed to be established during the Third Plan period. Together, they will have an intake capacity of 1800 by the end of the Third Plan.

For the Educated

It is matter of common knowledge that the whole range of industry is undergoing rapid changes. New machines and techniques are being developed and introduced which need educated and intelligent men to handle them. The accent therefore, inevitably, is on a higher level of education for craftsmen who man these machines so that the products of our industry may be able to compete in world markets. In the highly industrialised countries of the world skilled craftsmen are increasingly drawn from among persons with a good high school education. Such a trend is evident in India also, but it needs to be encouraged by employers and those concerned with training for industry. Apart from its economic aspects, such a development will have beneficial social consequences and will tend to raise the prestige of skilled manual occupations.

Every year over 5½ lakhs of young persons pass the Matriculation or equivalent examinations. A much larger number drop out of schools at the Matriculation stage. Most of these young people seek employment in clerical or other non-manual occupations, a limited field which cannot absorb them all. The consequent un-employment leads to frustration and all its attendant adverse social and economic consequences. The craftsmen training programme is designed to equip these educated young men, who have the necessary aptitudes, with the requisite skills which will lead them to gainful employment; it will train them for employment which will help to develop our national economy. Those who do not wish to take up wage paid jobs can set up independent businesses or production units on their own or form co-operatives. The training they receive in a useful craft will stand them in good stead in organising such ventures. The future holds bright prospects for the technician and the trained craftsman whose skills are essential for our developing industries.

One word to industrial managements. In the past little effort had been made towards building up a skilled labour force which could produce for a competitive world market. It is high time that every one co-operated in improving the level of skill of our craftsmen by providing more and better training facilities and encouraging educated young persons to take advantage of them. It is only to the extent that India's craftsmen can compare in skill and capacity with their compeers in other countries that our industrial development and economic prosperity will have been established on firm foundations. This is a goal for the attainment of which we must all strive hard.

(Reproduced by Courtesy—All India Radio, New Delhi)

INDUSTRIAL SAFETY

1. KILLED BY MOVING WAGONS

A serious accident occurred in the coal hopper shed of the power generation department of a steel plant. Coal was being unloaded into the coal hoppers from ten wagons standing stationary. Six workers were engaged on clearing the rail tract of the spillage of coal and for this purpose they had often to go under the wagons. On the same tract about 100 yards away from the shed, another train of nine wagons was to be emptied of its cargo of pig iron. While this train was being pushed by a loco, the last three wagons suddenly got decoupled and started moving towards the shed and dashed against the empty coal wagons in the shed to be pushed to a distance of 15 and 20 feet and as such the workers engaged on clearing the track were caught under them, resulting in the death of one worker and serious injuries to two others.

The men working nearby ran down to the coal hoppers shed shouting about the danger but did not realise that they could use the brakes on the moving wagons and stop them.

The cause of the accident has been attributed to deficient lubrication, dislocation of the tightening worm or a sudden jerk which made the coupling of the wagons become unhooked.

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

2. WORKMAN KILLED BY TRANSMISSION MACHINERY

A large pan mill in a factory was driven by a pulley and belt. The pulley was 3 ft. 6 in. diameter and 9 in. wide. The belt was 8 in. wide and joined by heavy projecting fasteners. The speed was 213 r. p. m., giving a surface speed of 30 m.p.h.

The operator of the machine was told to stop the mill and clean up round it. He was later found on the floor directly under the pulley wheel between the mill and the wall. He had severe head injuries from which he died.

The machine had not been turned off and it appeared that the man had raised his head sharply and been hit by the projecting fastenings on the moving belt. The pulley in question was only partially fenced and, as the guard was about 4 ft. above the ground, it was possible for a person to duck underneath it. Furthermore, part of the guard was missing from immediately in front of the pulley.

The statutory requirements for the guarding of transmission machinery are absolute. Fencing must prevent any contact whatsoever with moving parts.

(Industrial Accident Prevention Bulletin, London, June 61)

3. BURST WHEEL INJURES WORKMAN

A 14 in. dia. resin-bonded cutting-off wheel, 3/16 in. thick, was used in a factory for cutting materials. When in normal use it was protected by a guard which enclosed the bulk of the wheel. When the wheel had to be changed, the guard was removed and one of the workers fitted a new wheel. Before he had finished, his mate took over, tightened up the nut which secured the wheel in place, spun the wheel by hand and then, without replacing the guard, started the machine. The wheel immediately disintegrated and one of the pieces struck the worker on the face, causing a severe laceration to the left side of the face and injuring his left eye to such an extent that he lost it.

When the accident was investigated by the safety officer, it was found that the wheel which had just been fitted had a maximum operating speed of 2728 r.p.m., but the spindle to which it was fitted had been running at 4330 r.p.m. Cutting-off wheels fracture rather readily, sometimes because of abuse either before fitting or in actual use, and sometimes because of over-speeding. It is important to check on the safe speeds of abrasive wheels and to ensure that guards are fitted before the machines are operated.

(Industrial Accident Prevention Bulletin, London, July 1961).

4. EPILEPTIC FALLS FROM SHIP'S DECK

A 19-year-old youth was employed by a ship repairing firm and put to work on a ship in dry dock. Because of his inexperience, he was given work in what was thought to be a safe position on the after deck of the ship. The deck was protected by a double guard-rail, but a bollard had been removed from the after part of the deck and a space of approximately 20 in. was left between the coaming and the guard-rail. The boy had been fitting a plate to the deck when one of his mates suddenly saw him falling from the deck of the ship to the dock about 70 ft. below. He was fatally injured.

His employers learned afterwards that he was an epileptic and had previously been employed as a film projectionist. While there is a place in many factories for workers suffering from epilepsy, it is important that the employer should know at once the nature of the illness so as to be able to place the worker in suitable employment.

(Industrial Accident Prevention Bulletin, London, July 1961)

5. GUARD FAILS TO PREVENT ACCIDENT

At a firm of paste-board and box manufacturers there was a machine for glazing cards. It consists primarily of two heavy steel rollers driven by an electric motor, with a table in front. While the operator was working at the machine his hand became trapped in the rollers and was injured.

The man's employers were prosecuted, presumably under Section 14(1) of the Factories Act, 1937, for failing to have a dangerous part of machinery securely fenced.

A factory Inspector said in evidence that the machine was fitted with a guard, but there was a gap measuring $1\frac{1}{2}$ inches through which material could be fed to the rollers. On behalf of the firm it was stated that they had used a guard as secure as was necessary to avoid an accident, a rather naive remark to make under the circumstances.

The employers were fined.

A gap of $1\frac{1}{2}$ in. is sufficient to allow an average hand to penetrate almost to the wrist, so that a distance guard with an aperture of that size would have to be positioned at least 8 in. from the danger point.

(*Industrial Accident Prevention Bulletin, London, August, 1961.*)

6. FATAL CYANIDE POISONING IN THE WORKSHOP

Elementary care would have prevented the 2 deaths described. Autopsies, performed without delay, and analysis of organs, described in detail showed HCN poisoning by inhalation and ingestion. Emphasis is given to the paradox by which such negligence is permitted whereas legislation stringently covers the care of dangerous chemicals by pharmacists.

A man aged 50 was given a sponge and a bucket containing 15% sulphuric acid to clean an electroplating bath. This has been emptied the day before and turned on its side. He was found dead 7 minutes later with his face on the under side. Calculations show that the acid released between 60 and 120 times the lethal dose from residual solution and cyanide crystals deposited on the walls. The bath should have been rinsed out the day before, and the man provided with hose-pipe and water. He was not warned of any danger.

A girl aged 16 was employed in applying a harmless paste to cloth in a silver-coating workroom. She went home to lunch and later during the lunch break she was seen walking away from the workroom when she fell unconscious. She died 30 minutes later. The workroom was always empty and unlocked during lunch hours; a long-handled mixing ladle was beside the cyanide bath: this knowledge and opportunity facilitated her suicidal impulse.

(*Bulletin of Hygiene, London, June, 1961*)

(By Courtesy: *Industrial Safety and Health Bulletin-October-December 1961*)

LABOUR NEWS

INDUSTRIAL RELATIONS

February, 1962.

The labour situation in the state was satisfactory. There were ten strikes during the month of February, 1962. These ten strikes related to industries other than textile mills and affected 3458 workers. The mandays lost as a result of the stoppages were 6147. The details of more important strikes are as follows.

OTHER INDUSTRIES

About 60 workers of Sreenivas & Company, A. Tannery, Sembattu, Trichy, struck work from 5-2-62 to 7-2-62 as a protest against the introduction of machinery in certain processes. The strike was called off on the mediation of the Labour Officer.

About 107 workers of the Mettur Chemical and Industrial Corporation Limited, Salt Works, Adiramapatnam struck work from 6.2.62 to 8.2.62 as a protest against the dismissal of certain workers. The strike was called off on the mediation of the Labour Officer.

About 58 workers of Ruby Rubber Works (Madras) Limited, Madras-19 struck work from 7.2.62 to 12.2.62 as a protest against the alleged action of the management in having recovered in excess of the advance paid. The strike was called off on the mediation of the Labour Officer.

About 185 workers of Pilot Pen Company (India) Private Limited, Madras-2 struck work from 12.2.62 to 17.2.62, demanding classification of workers. The strike was called off on the mediation of the Labour Officer.

The workers numbering about 2957 employed in the (1) Madras State Electricity Board, Basin Bridge Power House, Madras-12, (2) Madras State Electricity Board, Vellore Electricity System, North Arcot District and (3) Mettur Workshops, Mettur Dam, struck work on 9.2.62 demanding increase in dearness allowances, bonus, etc.. The workers resumed work voluntarily at 7 a.m. on 10.2.62.

About 65 workers of Kanthimathi Estate, Kaliel, Kanyakumari District, struck work from 29.1.62 and the strike still continues. The reasons for the strike are not known.

About 20 workers of M.W.N. Press, Madras-14, struck work from 1.2.62 to 2.2.62 as a protest against the dismissal of a worker. The workers resumed work voluntarily.

About 6 workers of Mohra Bros., Madras, struck work from 20.2.62 to 21.2.62. The workers resumed work voluntarily. The reasons for the strike are not known.

MADRAS LABOUR GAZETTE

CENTRAL SPHERE

General :—

The Regional Labour Commissioner (C), Madras, attended the meeting of the Dock Labour Board, Madras Port on 17.2.62.

Conciliation :—

The Regional Labour Commissioner (C) Madras held conciliation proceedings in the dispute between the Krishna Mines, Talaiyuthu and Thenum Quarry Workers' Union over discharge of 13 workers on alleged go-slow works. As the parties could not come to an amicable settlement, failure report was submitted to the Government.

Strikes and lockouts :—Nil

Threatened Strikes and Lockouts :—Nil

Particulars regarding disputes received.

(a) No. of industrial disputes pending.	1
(b) No. of industrial disputes received.	2
(c) No. of industrial disputes settled.	1
(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 595 disputes during the month of February 1962. Of these 55 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 seventeen industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras, and to the Labour Courts, Madras, Coimbatore and Madurai. The details of the disputes referred for adjudication are published in the Madras Labour Gazette under the statistical section.

Twenty six awards given by the Industrial Tribunal, Madras, and the Labour Courts, Madras, Coimbatore and Madurai on industrial disputes

referred to them for adjudication were published in the Fort St. George Gazette during the month of February, 1962.

WELFARE

The employment situation in general in the Madras State has slightly deteriorated during the month of February 1962 as compared with that of the previous month.

Though surpluses continued to exist in the clerical and unskilled categories, there was a dearth of trained personnel in the following occupations :

Blacksmiths, Welders, Turners, Machinists, Draughtsmen, (Civil and Mechanical), Diploma holders (L.M.E./L.E.E./L.C.E./L.A.E.), Engineering Graduates (B. E. Mechanical and Electrical), Drivers with Licence to drive Heavy Vehicles, Stenographers, Pharmacists, Librarians, High School Assistants (B.T./L.T./B. Ed. in Mathematics and Science), P. T. Instructors/Instructresses, Sanitary Inspectors Craft Instructors, Fitters, Language Pandits (Tamil, Hindi and Malayalam), Doctors and Health Visitors/ Assistants.

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

(a) Employment Market Information Scheme.

The enquiry for the quarter ended 31-12-61 was in progress during the month. For this enquiry, 3347 establishments in the Public Sector and 21819 establishments in the Private sector were addressed the percentage of response from the public and private sectors was 83.5 and 73.8 respectively.

(b) Occupational Research and Analysis Scheme.

Under this scheme, an Occupational study in respect of the family of occupation "Craftsmen and production process workers N.E.C." was completed during the month.

(c) Youth Employment Service and Employment Counselling Scheme.

The Youth Employment Service and Employment Counselling Units attached to the District Employment Offices, Madras, Madurai, Thiruchirappalli and Coimbatore continued to give vocational guidance to youths during the month. The work turned out by these units is as under :—

1. No. of youths given group guidance.	1484
2. No. of youths guided individually.	98
3. No. of youths provided with guidance information	743

(d) General :

The Employment Information and Assistant Bureaux functioning at Sankarankoil and Paramakudi Blocks in Tirunelveli and Ramanathapuram

Districts respectively interviewed 113 applicants and effected 113 renewals. The Registration units functioning in Salem and Ramanathapuram Districts registered 136 applicants and effected 56 renewals during the month.

HOUSING

During Second Five Year Plan the Government sanctioned 23 schemes for the construction of 1700 houses. Out of these the construction of 1316 houses has been completed and the construction of 48 houses has reached the roof level. 70 houses have been constructed upto Plinth level. The construction of 266 houses has not yet been started.

In addition, during the Third Five Year Plan, the State Housing Board have approved a scheme for the construction of additional 100 houses at Inganallur (Phase II Scheme). Out of 100 tenements, 12 tenements are raised to basement level, for 24 tenements foundation concrete has been completed and for 58 tenements earthwork, excavation has been completed.

The Director of Industries and Commerce, Madras, has also taken up construction of 100 houses at Guindy (Phase IV—40 tenements) Madurai (Phase IV—40 tenements) and Pettai (Phase III—20 tenements). All the 100 houses have reached roof level.

EMPLOYEES' PROVIDENT FUNDS SCHEME

During the month of February, 1962, 28 establishments were brought under the Employees' Provident Funds Act, 1952 bringing the total number of covered establishments to 2127.

A sum of Rs. 30,27,717.57 nP was received as Employers' and Employees' Contribution to the Fund.

The total number of covered employees in the Madras State at the end of the month was 3,39,593.

CURRENT NOTES

CONFERENCES, COMMITTEES ETC.

State Housing Board

The eighteenth meeting of the State Housing Board held on 2 February 1962 to review the quarterly statement of expenditure in respect of plan and non-plan schemes relating to the Subsidised Industrial Housing Scheme was attended by the Assistant Engineer. He also attended the meeting held on 16 February 1962 to review the progress of the Subsidised Industrial Housing Scheme.

The special meetings of the State Housing Board held on 5 February 1962 and 28 February 1962 to consider part II schemes relating to Housing Schemes and the Budget for the year 1962-63 of the State Housing Board respectively was attended by the Commissioner of Labour, Madras.

Annual Conference of the Indian Institute of Personnel Management

Inaugurating the twelfth annual conference of the Indian Institute of Personnel Management at Ernakulam, Sri V. V. Giri, the Governor of Kerala, emphasised the importance of maintaining good industrial relations and reiterated his faith in collective bargaining and joint consultation in resolving differences between management and labour as opposed to compulsory adjudication which he did not favour. He observed that good personnel management could play an effective role in bringing rapprochement between various, though not conflicting, interests in respect of labour-management relations. The Personnel Manager constituted the most powerful bridge between management and labour, provided he could by his unbiased and non-partisan views and opinions influence the management to follow a realistic and practical approach wherever it was needed.

In the context of a high percentage of absenteeism prevalent in industry, Sri Giri commended for study a suggestion that workshops and industrial establishments in the country may perhaps be closed for two days in a week, say Saturday and Sunday, so that every worker could have complete rest and time to fulfil his social needs etc. He added that if necessary, this could perhaps be done working a nine hour day.

Sri P. N. Krishna Pillai, President of the Indian Institute of Personnel Management stressed the need for top managements to evolve an integrated personnel policy. Sri Pillai pointed to the importance of top managements supporting the personnel officers in the implementation of management's policy in the interest of good labour management relations. He expressed the view that it was in establishments in which personnel management was considered part of the management that substantial results had been achieved in the realm of labour-management relations. He considered it desirable that the Ministry of Labour and Employment should, in co-operation with the Ministry of Education, as well as with professional bodies like the Indian Institute of Personnel Management and the All-India Management Association should study the syllabi of various teaching institutions and

suggest measures to improve them so that students of personnel management might acquire a practical outlook for personnel administration at the end of the course.

The Conference also discussed the subject of "Profit sharing bonus as part of remuneration to labour and its future". Dr. N. Das, Director-General of the Employers' Federation of India, presided. Sri G. Ramanujam Vice-President of the Indian National Trade Union Congress observed that the system of bonus had come to stay as a permanent feature in the country's structure of industrial remuneration. He said that until workers were assured of a living wage, the payment of bonus would partake of the nature of deferred wages and that real profit-sharing bonus schemes could start operation only after the workers achieved a living wage.

Sri L. C. Joshi, Labour Adviser to the Bombay Chamber of Commerce and Industry, observed that bonus started mainly as a war-time legacy and as a stop-gap affair and bore no relation to productivity but was mainly linked with the attendance of labour. The question of its continuance as a prominent feature in the wage structure had to be carefully examined. He was of the view that payment of bonus could not be considered a healthy method of remunerating employees and that a better way would be to increase the wage levels in stages wherever possible and that this could be done with some measure of success in the industrial undertakings which were financially stable and which will grow. He observed that if a change-over from payment of bonus is to be brought about gradually, a scheme should be developed by which payment of bonus could be made (subject to a ceiling of three months' basic wages) in fixed ratios to declared net profits. He also observed that in a large majority of cases, bonus amounts were frittered away by the workers or if given in the form of National Savings certificates sold away at a heavy discount. It was desirable that it should be paid into the Provident Fund Account of the workers.

The discussion proved inconclusive. In concluding the proceedings, Sri. Giri observed that he was intrinsically in favour more of ensuring a living wage for the workers than of paying them a profit sharing bonus but that however there were practical difficulties in achieving this objective, the fulfilment of which must be striven for by both sides of industry.

DOCK LABOUR BOARDS

The Lok Sabha passed a Bill to amend the Dock Workers (Regulation of Employment) Act in order to include specifically in the Act provisions for the setting up of autonomous Dock Labour Boards. The Bill also provides for the audit of accounts of dock labour boards, for the issue of directions by Government to the boards, and for inquiry into their working and for their supersession in certain contingencies. The amending measure was being brought in the light of the experience gained in the administration of various schemes under the Dock Workers (Regulations of Employment) Act.

INDUSTRIAL HOUSING

The Government of India have raised the existing ceiling costs and standard rents for houses, to be built under the subsidised industrial housing scheme, for industrial workers in the country.

This step has been taken in accordance with one of the recommendations made at the Housing Ministers' Conference, held at Bhubaneswar in November 1961. The conference has recommended that the ceiling costs for the houses under the scheme should be increased adequately, owing to the rise in the cost of developed land and building materials since July 1957 when the previous ceiling costs had been prescribed.

The revised overall ceiling costs will be as follows:

Outside Bombay and Calcutta and their industrial areas:

Open developed plots Rs. 1,400; skeletal house Rs. 2,200; small two-roomed house (single-storeyed) Rs. 3,650; small two-roomed house (double-storeyed) Rs. 3,850; small two-roomed house (multi-storeyed) Rs. 3,850; small two-roomed house (multi-storeyed in congested areas in the heart of towns) Rs. 5,100; regular two-roomed house (single-storeyed) Rs. 4,250; regular two-roomed house (double and multi-storeyed) Rs. 4,650.

In Bombay and Calcutta and their industrial areas; Open developed plot Rs. 2,100; skeletal house Rs. 3,200; small two-roomed house (single-storeyed) Rs. 5,100; small two-roomed house (double-storeyed) Rs. 5,350; small two-roomed house (multi-storeyed) Rs. 6,400; regular two-roomed house (single-storeyed) Rs. 5,850; regular two-roomed house (double-storeyed) Rs. 6,350; and regular two-roomed house (multi-storeyed) Rs. 8,000.

The overall ceiling costs in respect of almost all types of houses to be built in towns other than Bombay and Calcutta may be raised by Rs. 200 per house in towns with a population of one to three lakhs, and by Rs. 500 in those with a population of more than three lakhs.

In respect of construction of skeletal and pucca houses in black cotton soil areas, necessitating deeper and stronger foundations and other structural precautions, an additional amount of Rs. 250 per house on the overall ceiling costs is also permissible.

The revised ceiling costs will be effective from April 1, 1961. This means that those houses, the construction of which was commenced on or after that date, would be eligible for increased ceiling costs.

The standard rent per month for the plots and houses will range from Rs. 4 to Rs. 18 outside Bombay and Calcutta and their industrial areas, and from Rs. 7.50 to Rs. 32.50 in Bombay and Calcutta and their industrial areas.

INDUSTRIAL OUTPUT

According to the report of the Ministry of Commerce and Industry for the year, industrial production recorded a considerable increase in 1961-62. A general keenness to take advantage of the expanding opportunities for industrial growth and foreign collaboration was noted by the Ministry, which said that the number of new enterprises and the expansion of the existing units were continuously increasing. A number of new items were produced for the first time during the year.

The country was now producing industrial machinery valued at about Rs. 200 crores per year. This included capacity for the manufacture of paper machinery worth Rs. 29.50 crores, chemical plants and machinery worth Rs. 6 crores, building and constructional machinery worth Rs. 6.31 crores, sugar mill machinery worth Rs. 4.20 crores and tea processing machinery of value of Rs. 2 crores. They were also producing about 55,000 motor vehicles, 20,000 motor cycles, scooters and three wheelers, 9,250 diesel engines, 1,14,500 power driven pumps and 4,14,000 H. P. of electric motors. With increasing supplies of steel and other basic raw materials, the output of machine-building industries was fast increasing. The report said that the highest priority had been given to the establishment of industries producing essential raw materials and components and to an increase in the capacity of foundry and forging.

NATIONAL INCOME

According to the ninth issue of the annual white paper on national income released by the Central Statistical Organisation, the national income of India at 1948-49 prices was Rs. 12,690 crores in 1960-61 and Rs. 11,850 crores in 1959-60 compared to Rs. 10,480 crores in 1955-56. The per capita income at 1948-49 prices had been placed at Rs. 292.5, Rs. 279.0 and Rs. 268.8 in the three years 1960-61, 1959-60 and 1955-56 respectively.

Unlike 1959-60 which, as a result of a fall in agricultural output recorded only a nominal increase in the total national income, the increase in total national income at (1948-49 prices) during 1960-61 over the preceding year amounted to Rs. 840 crores, including an increase of Rs. 360 crores in agriculture alone.

The increase registered by the non-agricultural sectors works out at Rs. 480 crores during 1960-61 over the preceding year compared with an increase of Rs. 260 crores in 1959-60 over 1958-59. The total national income and the per capita income increased by 7.1 per cent and 4.8 per cent respectively in 1960-61 over 1959-60.

After adjusting for purely statistical differences between the crop production estimates of 1955-56 and 1960-61, the increase in national income and per capita income in real terms amounts to Rs. 20.2 per cent and 8.4 per cent respectively during the Second Plan Period.

Expressed at current prices, the national income was Rs. 14,200 crores and Rs. 12,940 crores in 1960-61 and 1959-60 respectively as against Rs. 9,980 crores in 1955-56. The per capita income at current prices was Rs. 327.3, Rs. 304.7 and Rs. 255.0 in 1960-61, 1959-60 and 1955-56 respectively. The larger increase at current prices than at constant prices was due to the increase in prices.

PRODUCTIVITY

A basic long-term course in Industrial Engineering arranged under the joint auspices of the National and Madras Productivity Councils was inaugurated early in March 1962 at Madras by Dr. P. S. Lokanathan, Chairman, National Productivity Council.

Presiding on the occasion, Sri S. Anantharamakrishnan, President of the Madras Productivity Council observed that during the past two years or so training programmes had been undertaken on techniques like Production Planning and Control and Cost Control but that for the first time they were embarking on a comprehensive programme of training in industrial engineering and that with the assistance of Sri Miles R. Fryer the U. S. Technician with the National Productivity Council, a faculty of specialists from the Madras region were taking up this major task of training a batch of engineers in industrial engineering. The industrial engineering set up of an enterprise constituted the agency for co-ordination of technical activities of different forms and of different departments of the enterprise and took up on itself the responsibility for directing processes and performances at different stages and levels. An Industrial Engineering Department manned with well-trained and well-informed industrial engineers could give the right answer to the challenging problems that arose with the growing complexity of industrial activity. Sri Anantharamakrishnan commended the Productivity Organisations for the service rendered by them to promote a flow of ideas and efficiency into industry.

Inaugurating the course, Dr. P. S. Lokanathan, Chairman of the National Productivity Council observed that the launching of a comprehensive industrial engineering programme was not intended to supplant completely separate programmes on various industrial subjects but was promoted with a view to help individual organisations to set up their own training facilities by providing necessary trained personnel who can undertake this work. He observed that it has come to be increasingly recognised not only in under-developed countries but also in highly developed countries that the key factor determining whether the rate of economic growth will be 2, 3 or 4 per cent or more per capita per annum is to be found in productivity. Through emphasising the role of the human factor and particularly of management skills the human element had been brought back again to the centre and heart of economic progress where it belonged. Recent research in the U.K. had shown that only one-fourth of the increased output per head in manufacturing industry between 1948 and 1954 was due to capital and labour inputs, other factors amounting for as much as three-fourths of such increased output; among the other factors, it was investment in education and training in productivity and other skills that played the predominant role. Productivity meant investment in man: investment in increasing knowledge and skills.

He observed that the small-scale industry sector was an important one and that in addition to the relationship developed with small-scale industries it was proposed to organise special short duration courses covering subjects on Method Study, Quality Control, Cost Control, General Management, Standardization etc., for small industries and as extensively as possible. He indicated that it was proposed to function in collaboration with the Small Industries Service Institutes which were perhaps the best media for carrying the productivity drive to small industries units on an extensive front. It was proposed to train officers of the Small Service Institutes in various techniques of increasing productivity so that they in turn may impart these techniques to small industries on a wide front and also give a strong productivity bias to all their technical suggestions and advise to industry.

Dr. Lokanathan observed that it was essential to develop interfirm comparison techniques as it was an effective means for a continuous

upgrading of industrial productivity. It was a common experience to find that industrial establishments, located in the same area and commanding resources of comparable quality have at one end, a level of productivity comparable to that of the most advanced countries and, at the other end, there was a level of productivity which was not worth a mention even. In such cases, and there were many, interfirm comparison technique was the easiest way of first creating a consciousness of wholly avoidable productivity differences, which mean so much less money income for those below the line of possibility. It was, indeed, tragic that while in terms of intelligence and hard work and professional competence, our workers, technicians and managers appear to be comparable to their counterparts in the advanced countries, and we have also imported in several sectors the latest equipment, it was only in a few plants and sections that we have achieved, and in certain cases exceeded, the comparable levels of productivity. But, by and large, the average appeared to work out so low that the community did not profit either by the talents of our men, or from the latest techniques made available through the imported equipment. Dr. Lokanathan believed that the inter-firm technique could go a long way in solving this difficulty. During his recent visit to the U. K. he found that among the activities designed to promote wider interest in techniques of productivity, programmes of inter-firm studies and inter-firm comparison (of management ratios) between groups of firms occupied an important place.

He observed that the purpose of the National Productivity Council in organizing this course was to help establishments to organise on a working basis their own industrial engineering departments. This presupposed of course that managements were convinced of the necessity of having well manned industrial engineering departments. But industrial engineering departments when set up should function in an entirely new spirit and in a new way. By whatever name they were to be called, in essence they should function as the real productivity departments. Manned as they would be by engineers well versed in techniques and methods and above all in the philosophy of productivity they should be able to transmit productivity knowledge all through the establishments. The goal should be that each department of a factory should be so productivity conscious that its procedures and methods should be inspired by productivity consciousness and the aim of diffusing productivity ideas throughout the firm. Whether in addition there should be a sort of coordinating productivity cell in a factory which would be functioning in close touch with the various departments and stimulate them and bring them together for promoting productivity, was a matter each factory would have to judge for itself; perhaps a small productivity department functioning right on top at the top management level might be a good idea.

The United Kingdom was organizing 1963 as a National Productivity Year. The aim of the National Productivity Year was to focus attention on every possible means that lay within the capacity of management and workers to raise efficiency and lower costs not only in manufacturing industry but also in agriculture, mining, building, transport, etc. He stated that even the United States was now thinking of organising in a more formal way a National Productivity Centre to co-ordinate the working of various productivity agencies in that country. In the context of these developments, it was but commonsense to presume that much will be expected in the coming years of the National Productivity Council and its

local productivity councils and other organisations interested in productivity than has been the case so far.

WAGE BOARDS

Interim Wage Increase Recommended by the Wage Board for Rubber Plantation Industry.

The Central Wage Board for Rubber Plantation Industry has recommended certain interim increases in the wages of rubber plantation workers with effect from December 1, 1961 and suggested the grant of an "adequate increase" in the prices of rubber taking into account these recommendations.

The Board has recommended interim increases ranging from 8 naye paise to 15 naye paise in the rates of daily wages for all categories of workers employed in the rubber plantations in the States of Madras and Kerala. An interim increase of Rs. 10 per month has been recommended in the case of clerical employees of the rubber estates and field, factory, medical and educational staff employed and paid for by the estates in Kerala, Madras and Mysore.

Following are the increases in the rates of daily wages recommended: Adult male workers - 15 nP; Adult women workers (except tappers) - 11 nP; adult women tappers - 15 nP; adolescents 9 nP; children - 8 nP.

The categories which do not come either under labour or under clerical employees will be treated for the purpose of interim relief in the same manner as they are treated for the purpose of annual bonus according to the Wage Board.

The Board has said that interim increase due for December 1961 and January 1962 would be paid along with the wages and salaries for the month of February 1962. The amount of interim relief is to be shown as a separate item till the final recommendations of the Wage Board are made and thereafter such final recommendations would prevail.

The six-member Board headed by Sri. L.P. Dave has recommended that Government take into account the increase in the cost structure of the industry consequent on the above recommendations, and grant adequate increase in prices of rubber.

AWARDS AND AGREEMENTS

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Special Original Jurisdiction)

Wednesday the Twenty fifth day of October,

One thousand nine hundred and sixty one

3rd day of Kartika, 1883 Saka

Present,

The Hon'ble Mr. Justice Veeraswami.

Writ Petition No. 1029 of 1959.

The Management of Sree Visalakshi Mills Ltd.,
Vilangudi, Madurai.... *Petitioner.**Vs.*1. The Lower Court, Madurai by its Presiding
Officer.2. The Madura Textile Workers' Union, Madurai
by its Secretary... *Respondents.*

Petition under Art. 226 of the Constitution of India, praying that in the circumstances stated therein, and in the affidavit filed therewith the High Court will be pleased to issue a Writ of Certiorari calling for the records relating to the order of the Labour Court, Madurai dated 6-10-1959, and made in I.D. No. 38 of 1959, and quash the said order made therein.

ORDER: This Writ Petition coming on for hearing on Tuesday 24-10-1961 and this day upon perusing the petition and the affidavit filed in support thereof the order of the High Court, dated 7-11-1959 and made herein, and the counter and Reply affidavits filed herein and the records relating to the order in I. D. No. 38 of 1959, dated 6-10-1959 on the file of the Labour Court, Madurai, the first Respondent herein and comprised in the return to the Writ made by the High Court, and upon hearing the arguments of M/s. M. K. Nambiar and K. K. Venugopal, Advocates for the petitioner, and of M/s K. V. Sankaran and S. Ramaswamy Advocates for the Respondent, the Court made the following order:—

This is a petition under Art. 226 of the Constitution to quash the preliminary award of the Labour Court, Madurai. The Government by their order dated June 15, 1959 referred to that Court for adjudication the question whether Sankaran working as a doffer in Visalakshi Mills Limited should be appointed as a spinner. His case was that he joined service of the Mills in May 1955 as a Ring Frame Spinner, that he was transferred on September 1, 1955 to work as a doffer on the assurance that as and when a vacancy arose in the Spinning Section, he would again be given the first chance of working as a spinner, that contrary to the assurance they failed to appoint

him as a spinner when occasions arose. According to Sankaran the Management by passed him with a view to victimise him for his trade union activities. He, therefore, raised a dispute in May 1958, which the labour officer having failed to conciliate, it was finally referred to adjudication.

One of the grounds on which the Management resisted the reference was that the dispute was only an individual dispute. This contention was based on the fact that on the date of the reference it was not shown that the dispute had the backing of a substantial or a considerable section of the workmen of the Visalakshi Mills Limited. This question was tried by the Labour Court as a preliminary issue. It found that on the date of reference namely June, 15, 1959, there were 442 workmen in the mills out of whom 102 were members of the Madurai Textile Workers' Union. On this basis the Labour Court considered that this represented nearly 25 per cent of the total workmen employed in the mills and this could be considered to be a substantial or considerable section of the workmen in order to clothe the dispute with the status of an industrial dispute. The Labour Court further found that in any case taking the Ring Frame Section by itself, there were at the time of the reference 96 workmen of whom 51 were members of that Union so that a majority of the workmen in the Ring Frame Section were behind the dispute. On that view, the Labour over ruled the preliminary objection and held that the dispute was an industrial dispute.

On the part of the Management, which is the petitioner in this court, it is contended by Sri M. K. Nambiar that, in the approach the Labour Court made to the preliminary objection to its jurisdiction in the above manner, it misdirected itself in as much as it was not merely a question of the number of workmen of the mills being members of the Madurai Textile Workers' Union. But the Labour Court totally failed to address itself to the question whether even the 102 workmen who were said to have been members of that Union had collectively met and resolved to back up the dispute. In the absence of atleast 51 out of 96 workmen working in the Ring Frame Section shown to be supporting Sankaran in his demand, the dispute remained to be an individual dispute. It is further urged that the workmen of the mills have their own Union called the Visalakshi Mills Workers' Union, in which a large body of the workmen of the mills were members, but this Union was neither approached for the purpose, nor backed up the demand. On these consideration, it is contended that the award is vitiated.

It is now well settled that an individual dispute in order to be an industrial dispute must have the collective support from a considerable or substantial number of workmen in the mills. What a substantial or a considerable section would be in a given case would, of course, depend upon the particular facts. That an individual dispute is supported by other workmen will also have to be established either in the form of a resolution of a union of which the workmen may be members or of the workmen themselves, who support the dispute, or in any other manner. In the absence of an indication that there is a concerted understanding on the part of a sizable number of workmen of the mills, the very basis of a collective dispute will be wanting. The main object of the Industrial Disputes Act is to conserve and promote industrial peace. It is from that standpoint the Act provides that when a number of workmen forming a substantial or considerable section of workmen working in a mill make a common cause with an aggrieved workmen in respect of his demands, it should be settled by an adjudication.

Where there is no evidence of the workmen collectively acting and supporting the individual dispute, the Act obviously can have no application.

In Kandan textile v industrial tribunal (1) a Division Bench of this Court observed.

"In the absence of any definite particulars as to the membership of this union, and its representative character, and in the absence of anything to show that it was decided by the Workmen members of this union by resolution or otherwise to take up the cause of the aggrieved workmen and in the absence of evidence to show that the aggrieved workmen put forward the president of this union as their representative and spokesman, it is impossible to hold in law that an Industrial Dispute existed between the employer and the workmen to enable the Government to make an order S. 10(1) of the Act."

In this case this essential requisite namely that it must be proved that there was a collective expression of the will on the part of a considerable or substantial section of the workmen to support the individual cause of a workman, was lost sight of by the Labour Court. It seems to have assumed that if the general union, at whose instance an industrial dispute was referred for adjudication, had on its rolls a few of the workmen of the mills as its members, that in itself would be sufficient to assume that there was a collective dispute. This approach in my view is incorrect. In such a case not only should it be proved that the workmen, who are members of the general union formed a substantial or a considerable section of the workmen of the particular mills, but also that, in order to vest the dispute with the character of an Industrial Dispute, those members participated in or acted together and arrived at an understanding, either by a resolution or by other means, and collectively supported on the date of the reference the demand or the cause of an individual dispute. In ascertaining whether there is such a collective expression and support, reference to workmen of other establishments who happened to be members of the general union will be irrelevant, for, it is one of the requisites of an industrial dispute that the workmen who decide to support an individual dispute should be workmen of the employer concerned, and should also have a direct and substantial interest in the dispute raised. In the *Bomday Union of Journalists and others v The Hindu* (2) which is not yet reported but a copy of the judgment therein is shown to me, the Supreme Court has observed:

"In the present case members of the Union who were not workmen of the employer against whom the dispute was sought to be raised, seek by supporting the dispute to convert what is *prima facie* an individual dispute into an Industrial dispute. The Principle that the persons who seek to support the cause of a workman must themselves be directly and substantially interested in the dispute in our view applies to this class of cases also: Persons who are not employees of the same employer cannot be regarded as so interested, that by their support they may convert an individual dispute into an industrial dispute. The mere support to his cause by the Bombay Union of Journalists cannot, therefore assist the claim of Salivateeswaran so as to convert it into an industrial dispute."

In that case, out of three journalists one of whom was dismissed, two including the dismissed journalist were members of the Bombay Union of journalists, a general Trade Union in which membership was open to all workmen of any establishment. At the instance of the Union a dispute as to reinstatement of the dismissed journalist was referred for adjudication. The Tribunal held that the dispute was only an individual dispute and this view was affirmed by the Supreme Court. In doing so, the Supreme Court pointed out that it was not shown that the two of the three journalists employed in the Hindu and who were members of the Bombay Union of journalists had participated at any meeting or discussion to resolve to take up the cause of the dismissed workmen and support it.

As I said, the Labour Court in this case merely proceeded on the basis of the number of workmen who are members of the Madurai Textile Workers' Union without reference to whether there was any collective decision expressed in any form to support the cause of Sankaran. In the absence of such a collective expression by a considerable or a substantial section of the workmen of the mills, the dispute raised by him cannot be said to have been converted into an industrial dispute. Apparently the Labour Court proceeded in that manner because the question was not placed before it in that form. Nevertheless, on the above ground the award will have to be quashed so that the labour Court may consider the reference to it afresh.

A further contention has been urged by Sri M. K. Nambyar namely that no demand on the part of Sankaran or those who are alleged to support his cause has been proved to have been ever made to the management. The learned counsel also contended that the Secretary of the Madurai Textile Workers' Union cannot, having regard to the provisions of Section 36 of the Industrial Disputes Act, properly represent the workmen of the mills. But neither of these points seems to have been raised before the Labour Court, much less considered and decided by it. I will not, therefore be justified in dealing with them myself in a petition under Art. 226 of the Constitution. But the management will be at liberty to urge these points as well before the Labour Court when it considers the reference afresh.

The writ petition is allowed and the preliminary award of the Labour Court is quashed. The Labour Court will dispose of the reference afresh. There will be no order as to costs.

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Special Original Jurisdiction)

Friday, the Fifteenth day of September One thousand nine hundred and sixty-one (24th day of Bhadra-1883-Saka) Present:—

The Honorable Mr. Justice Ganapatia Pillai

Writ Petition No. 579 of 1959.

The Workers employed in Messrs N. Dasai
Gounder and Company, Coimbatore

... Petitioner

1. The Presiding Officer, Labour Court,
Coimbatore.

2. The Management of Messrs. N. Dasai Gounder & Company, represented by K. V. Chinnappa Chettiar, Receiver of Messrs. N. Dasai Gounder and Company, Coimbatore:

... Respondents.

Petition under Article 226 of the Constitution of India, praying that in the circumstances stated therein, and in the affidavit filed therewith, the High Court will be pleased to issue a Writ of Certiorari calling for the records in I.D.No. 67 of 1958 of the file of the Labour Court, Coimbatore and quash the award dated 29-11-1958 published in the Supplement to Part I of Fort St. George Gazette dated 24-12-1958 and made therein.

ORDER

This Writ Petition coming on for hearing, upon perusing the petition and the affidavit filed in support thereof and the order of the High Court, dated 3rd August 1959 and made herein and the records in Industrial Dispute No. 67 of 1958 dated 29-11-1958 on the file of the Labour Court, Coimbatore and comprised in the return of the Presiding Officer, Labour Court, Coimbatore the 1st Respondent herein to the Writ made in the High Court, and upon hearing the arguments of Mr. T. R. Ramachandran, Advocate for the petitioner, and of Mr. M. R. Narayanaswami, Advocate for the 2nd respondent, the Court made the following:—

ORDER

This is an application under Art. 226 of the Constitution by twelve employees of a firm of merchants in Coimbatore town called Dasai Gounder and Company, against the Receiver in charge of the business of Dasai Gounder and Company for a writ of certiorari to quash the order of the Labour Court, Coimbatore dismissing Industrial Dispute No. 67 of 1958. The facts of the case are the following; Dasai Gounder and Company, was a partnership, one partner of which filed a suit in the Court of the subordinate Judge of Coimbatore, for dissolution of the firm. A preliminary decree for dissolution was passed on 3-4-1957 which directed dissolution of the firm as and from the date of the preliminary decree. In and by the preliminary decree a Receiver was appointed to carry out the directions in the decree which were mostly in the nature of winding up the business consequent upon the dissolution. The Receiver who took charge of the business issued notices to the twelve employees concerned in this case terminating their services. There upon one among the petitioners preferred an application under Section 33(c) (2) of the Industrial Disputes Act before the Labour Court claiming retrenchment compensation under Section 25-F of the Act. That application was dismissed by the Labour Court. Thereupon, the twelve employees approached the Government with a request for reference of the dispute to the Labour Court and the Government passed G.O.Ms. No. 3155 Department of Industries, Labour and Co-operation dated 13th August 1958 whereunder they referred the disputes to the Labour Court for adjudication. The dispute was described in the G. O. in the following terms.

“Whether the following 12 retrenched workers are entitled to any relief.....

To compute the relief, if any awarded where it can be so computed.”

The Labour Court took the view that the reference was incompetent under section 10 of the Industrial Disputes Act as the dispute in question was not an industrial dispute since the closure of the business was the result of the decree of Court and therefore unavoidable. Against that order the present writ petition has been filed.

Mr. Ramachandran, counsel for the petitioners contends that the closure of the business by reason of the direction of the preliminary decree would not be closure for unavoidable reasons within the meaning of section 25 FFF and consequently the retrenchment in this case would not be a retrenchment, as on closure of business. Section 2(oo) no doubt defines “retrenchment” in very wide terms but the Supreme Court had to consider the scope of this definition in two cases in *P. S. Mills Limited v. P. S. Mills Mazdoor Union* (1) and in *Hariprasad v. A. D. Divelker* (2). In the latter case (2) the undertaking of a Railway company was taken over by the Government and consequently the Railway Company wound up its business and ceased to exist. The concerned workers of the Railway Company naturally lost employment. The question arose whether these workers lost employment as the reason of retrenchment or whether the cause for their ceasing to be employed was outside the definition of retrenchment in section 2(oo) of the Act. The Bombay High Court, expressed the view that the cause of cessation of employment fell within the definition of retrenchment in the section mentioned above in the Industrial Disputes Act. Differing from this view the Supreme Court ruled thus at page 132:

“For the reasons given above, we hold, contrary to the view expressed by the Bombay High Court, that retrenchment as defined in section 2(oo) and as used in section 25F has no wider meaning than the ordinary, accepted connotation of the word; it means the discharge of surplus labour or staff by the employer for any reasons whatsoever, otherwise than as a punishment inflicted by way of disciplinary action, and it has no application where the services of all workmen have been terminated by the employer on a real and bona fide closure of business, as in the case of *Shri Dinesh Mills Limited*, or where the services of all workmen have been terminated by the employer on the business or undertaking being taken over by another employer in circumstances like those of the Railway company”.

This view of the Supreme Court follows an earlier decision of the Supreme Court in *P. S. Mills Limited, v. P. S. Mills Mazdoor Union* (1). The head note (e) to that decision correctly represents the rule laid down by the Supreme Court. It runs as follows:—

“Retrenchment connotes in its ordinary acceptation that the business itself is being continued but that a portion of the staff or the labour force is discharged as surplusage. The termination of services of all the workmen as a result of the closure of the business cannot, therefore, be properly described as retrenchment. Though there is discharge of workmen both when there is retrenchment and closure of business, the compensation is to be awarded under the law, not for discharge as such but for

(1) A.I.R. 1957 Sc. 95; (2) A.I.R. 1957 S.C. 121.

discharge on retrenchment, and, as retrenchment means in ordinary parlance, discharge of the surplus, it cannot include discharge on closure of business."

This view of the Supreme Court necessitated the introduction of Section 25 FFF in the Industrial Disputes Act for providing a modified form of compensation to workmen who were thrown out of employment consequent upon closure of business. The introduction of this section must necessarily govern the definition of retrenchment in section 2(oo) and to that extent the definition in section 2(oo) must be understood in a modified sense, as defined by the Supreme Court in the two decisions noticed above. It becomes then clear that the sole question for consideration in this proceeding is whether the closure of Dasai and Company falls under Section 25 FFF or whether the discharge of the workmen should be construed as retrenchment under the other head namely discharge of workmen as surplusage during continuance of the business.

Mr. Ramachandran made a weak attempt to contend that a decree of a Court directing the winding up of a partnership should not be construed as closure of the business for unavoidable reasons. He attempted to say that if, as a result of the suit filed by one partner, a decree in that action resulted in the closure of the business, it should be equated to voluntary closure. Closure of business in the case of a partnership may take place even as a result of dissatisfaction of one partner because the essence of partnership is absolute confidence and trust among all the partners. Once the basis of partnership, namely, absolute trust and confidence among all the partners is destroyed, the partnership business can come to an end as the result of a decree and it may be described as coming to an end due to unavoidable reasons. Proviso to section 25 FFF reads thus:

"Provided that where the undertaking is closed down on account of unavoidable circumstances beyond the control of the employer, the compensation to be paid to the workmen under Clause (b) of section 25F shall not exceed his average pay for three months."

The explanation to the section makes an exception to the closure of the business owing to financial difficulties. Reading the whole section in an integrated way, it is clear that the closure of the business for any reason would be normally treated for the purpose of the Industrial Disputes Act as resulting in retrenchment unless the closure came under the proviso to section 25 FFF.

Financial difficulties having been obviated, a decree of Court directing the closure of the business cannot be relegated to the category of closure for any reason whatsoever. It must necessarily come under unavoidable circumstances. The employer in this case was the partnership itself. The right of action by one partner to wind up the partnership business is an individual right of that partner. In exercising that right, he has not exercising any right of the partnership as such. Therefore, though in this case, the suit was instituted by one partner, the decree which resulted in the winding up of the business, was not a circumstance within the control of the employer. The word "employer" in the proviso to section 25 FFF can only be understood in the context of this case as the partnership. Consequently I am of opinion

that the Presiding Officer of the Labour Court correctly understood the implications of the discharge in this case and he was right in holding that this was not a case of discharge which would amount to retrenchment while the business continued and therefore any dispute of these workmen for payment of compensation under section 25 FFF would not be an industrial dispute under section 10.

The writ petition therefore fails and is dismissed. Mr. Ramachandran requests me to indicate a way out for the claim for compensation under section 25 FFF being considered by the Labour Court again. The Labour Court dismissed the claim of one workman on an application made to it under the appropriate section before this dispute was referred to the Labour Court for adjudication by the Government. It is true no steps were taken to have that order of dismissal set aside. But I do not find any impediment to the workman concerned applying again to the Labour Court under section 33(c)(2) for computation of the benefit which they would be entitled to under section 25 FFF. In the circumstances, I do not award any costs.

(1) A I. R. 1957 S. c. 95.

Memorandum of Settlement under section 18(1) of the Industrial Disputes Act, 1947 between the Management of Messrs. Stanes Motors (South India) Limited, Automobile Branch, Ootacamund, and Tyresoles Division, Madras, and the employees therein Represented by the Simpson & Group Companies Workers' Union.

Names of Parties :

Representing Employer(s)	Sri R. K. Stanford, Director, Messrs. Stanes Motors (South India) Limited.
Representing Employees,	Sri K. Gurumurthi, President, Simpson & Group Companies Workers' Union.

Whereas the following Agreement was arrived at on the 14 October 1961, as a result of negotiations between Messrs. Stanes Motors (South India) Limited, represented by its Director, Mr. R. K. Stanford, and the National Engineering & Allied Trades Workers' Union, represented by its President, Sri P. L. Subbiah.

Whereas the parties to this Agreement have agreed to accept and implement the said Agreement.

Now Therefore the terms of settlement are set out below :

1. The following shall be the scales of pay for the various categories of employees listed hereunder :

GRADE I.

(Skilled). Rs. 47.00-54.0-68.00 (EB)-6.12.0-95.00 (EB)-7.8.0-125.00
(4) (4) (4) (12)

GRADE II Rs. 35.00-3.6.0-48.8.0 (EB)-3.8.0-62.8.0 (EB)-3.12.0-77.8.0
(Semi-skilled) (4) (4) (4) (12)

GRADE III

(Unskilled). Rs. 32.00-1.12.0-39.00-3.6.0-52.8.0 (EB)-3.8.0.66.8.0
(4) (4) (4) (12)

DRIVERS :

Heavy Duty Lorry Drivers — Rs. 60.00-4.00-120.00
(15) (15)

Car & Van Drivers — Rs. 55.00-3.00-100.00
(15) (15)

Watchmen & Gardeners. — Rs. 28.00-2.00- 58.00
(15) (15)

Men Sweepers & Scavengers— Rs. 25.00-1.50- 46.00
(14) (14)

Women Sweepers : — Rs. 20.00-1.00- 40.00
(20) (20)

2. The above revised basic pay shall take effect from 1st July, 1961.

SERVICE WEIGHTAGE & FITMENT

Those whose basic pay on 30th June, 1961, is lower than the minimum of the scale for the appropriate grade will first be brought to the minimum of the new scale. The basic pay will then be taken to commence from 1st July, 1961, to which will be added service weightage as under :

Those below 6 months of service	Nil
Above 6 months and upto 10 years.	One increment in the new scale.
Above 10 years and upto 20 years.	Two increments in the new scale.
Above 20 years.	Three increments in the new scale.

provided, however, that by granting the above service weightage, no worker gets less than Rs. 5 or more than Rs. 20 on this account. In the case of employees whose basic salary on the 30th June, 1961, falls between two stages in the new scale, they will first be given service weightage as mentioned above. If by so adding the service weightage in either case the resulting figure falls between two stages in the new scale, the employee shall be taken to the nearest higher step in the new scale. If, however by the addition of the above service weightage the basic salary of an employee exceeds the ceiling of the scale, such excess will be treated as personal pay and he will be stagnated at the ceiling.

The next annual increment shall fall due on the 1st July 1962.

4. As for Dearness Allowance, Gratuity and Pension the existing terms will continue.

5. Normally, the promotion of workers from one grade to another will be a Management function.

6. This Agreement shall be in force for a period of three years from 1st July, 1961.

1. 1947 இண்டஸ்ட்ரியல் டிஸ்ப்யூட்ஸ் ஆக்ட் செக்ஷன் 18(i) கீழ்.

1. சேஷசாயி இண்டஸ்ட்ரீஸ் லிமிடெட் மேனேஜ்மெண்டாரும்.

2. சேஷசாயி இண்டஸ்ட்ரீஸ் லிமிடெட்டில் பணியாற்றும் சிப்பந்திகளின் சார்பில் S.I.L. எம்ப்ளாயீஸ் யூனியனும் 2-1-62-ல் அடிப்படையாக சம்பளம் சம்பந்தமாகவும் கிரேடு நிர்ணயம் செய்து கொண்டதற்கான ஒப்பந்தம்.

2. விவகாரத்திற்கு சம்பந்தம் பட்டவர்கள்.

1. சேஷசாயி இண்டஸ்ட்ரீஸ் லிமிடெட் சிப்பந்திகளின் மேனேஜ்மெண்ட்.

2. சேஷசாயி இண்டஸ்ட்ரீஸ் லிமிடெட் சிப்பந்திகளின் சார்பில் S.I.L. எம்ப்ளாயீஸ் யூனியன் (பதிவு எண் 3218).

3. A. மாணேஜ்மெண்ட் சார்பில் அதிகாரம் பெற்ற ஏஜெண்ட் ஸ்ரீ எம். தண்டாயுதபாணி ஆபீஸ் மேனேஜர் சேஷசாயி இண்டஸ்ட்ரீஸ் வடலூர்.

B. தொழிலாளர்களின் சார்பில் யூனியன் பிரதிநிதிகள் (1) பி. வி. கிருஷ்ணமூர்த்தி, தலைவர் S.I.L. எம்ப்ளாயீஸ் யூனியன் வடலூர், (2) ஸ்ரீ ஜி. சங்கரய்யா, காரியதரிசி. எம்ப்ளாயீஸ் யூனியன், வடலூர்.

(4) இந்த ஒப்பந்தத்தினால் கட்டுப்பட்ட தொழிலாளர்களின் எண்ணிக்கை-503-ஐ மூன்று மூன்று.

(5) ஒப்பந்தத்திற்கான காரணத்தின் கருக்கம்:— தொழிலாளர்களின் ஊதியத்தை நிர்ணயிக்கவும் அவரவர்களின் தரத்திற்கு தகுந்தவாறு தகுந்த கிரேடில் சேர்க்கவும் ஏற்பட்ட கடந்த ஒரு வருட காலமாக தீர்க்கப்படாத பிரச்சனையில் மாணேஜ்மெண்டார் தங்களின் 5-12-61 தேதிய கடைசி கடிதத்தின் பிரகாரம் மாணேஜ்மெண்டாரும் தொழிலாளர்களின் பிரதிநிதிகளும் கலந்து ஆலோசித்து முடிவாக இருசாரர்களும் சம்மதித்து ஒரு ஒப்பந்தம் செய்து கொள்ளப்பட்டது.

அந்த ஒப்பந்தத்தின் ஷரத்துகள் கீழ் வருமாறு:—

1. ஆறுமாத காலமும் அதற்கு மேற்பட்டும் நமது தொழிற்சாலையில் பணியாற்றிவரும் பாக்க்டரிமஸ்ட்ரீஸ் இருக்கும் தொழிலாளர்கள் காயமான (Confirmed) தொழிலாளர்களாக கருதப்படுவார்கள்.

2. நிர்ணயிக்கப்பட்ட கிரேடுகள்:—

100-6 -130	I	40-3-55	III
125-6 -155		45-3-60	
70-4½ - 92½	II	50-3-65	
80-4½ -102½		65-3-80	
90-4½ -112½		30-2-40	IV
		35-2-45	

3. மேற்படி ஊதியமானது மாதம் ஒன்றுக்கு ரூ. 30/- ரூபாய் முப்பது பஞ்சப்படி நீங்கலாக (D.A.)

4. மேற்படி கிரேடுகள் 1-1-61 முதல் (1961 ஜனவரி முதல்) அமுலாக்கப் படுகிறது.

5. (a) ஆறுமாதத்திற்குள்ளாக பணியாற்றி வருபவர்கள் தற்சமயம் பெரும் தினசரி ஊதியம் பெருவார்கள். அவர்கள் காயமானவுடன் மேற் கூறப்பட்ட மாதாந்திர சம்பளப் பட்டியலில் தரத்திற்கு தகுந்தவாறு சேர்க்கப்படுவார்கள்.

(b) தற்சமயம் அமுலிலுள்ள தினசரி ஊதியங்கள்:—

1-50	2-62	3-75
1-62	2-75	3-87
1-75	2-87	4-00
1-87	3-00	4-12
2-00	3-12	4-25
2-12	3-25	4-37
2-25	3-37	4-50
2-37	3-50	4-62
2-50	3-62	5-00

6. (a) இதுவரை காயமானதாகக் கருதப்பட்ட தொழிலாளர்கள் அவரவர்கள் வேலைத் தரத்திற்கு தகுந்தவாறு இரு தரத்தாராலும் கையெழுத்திடப்பட்ட பட்டியலில் கண்டபடி மேற்படி கிரேடுகளில் அமைத்திருப்பதை இரு சாரர்களாலும் ஒப்புக் கொள்ளப்படுகிறது. இந்த ஒப்பந்தம் முடிவடையும் காலத்திற்குள் பதவி உயர்வுகளைப் பற்றிய பிரச்சனைகள் ஏற்பட்டால் அவைகளை அவ்வப்பொழுது மாணேஜ்மெண்ட் சார்பில் இன்ஜினியர்களும் தொழிலாளர்களின் சார்பில் யூனியன் பிரதிநிதிகளும் கூடிப் பேசி முடிவு செய்து கொள்வது.

(b) காயமாக்கப்பட்ட தொழிலாளர்களுக்கும் மேற் கொண்டு காய மாக்கப்படும் தொழிலாளர்களுக்கும் காயமாக்கப்படும் சமயத்தில் ஏற்படும் தர நிர்ணயத்தை ஊர்ஜிதப்படுத்தி மாணேஜ்மெண்டாரால் உத்தரவு கொடுக்கப்படும்.

7. இந்த ஒப்பந்தம் 31-12-1963 (ஆயிரத்து தொள்ளாயிரத்து அறுபத்தி மூன்று டிசம்பர்) முப்பத்தி ஒன்று முடிய) வரை இரு சாரர்களையும் கட்டுப்படுத்தும். கம்பெனி அதன் பல்வேறு டிபார்ட்மெண்ட்களிலும் முழு உற்பத்தி நிலைக்கு வரும் முன்னரே இந்த கிரேடுகள் நிர்ணயம் செய்யப்பட்டிருக்கிறது என்பதை நன்குணர்ந்து தொழிலாளர்கள் மேனேஜ்மெண்டாரிடம் 31-12-1963 வரை பணச் செலவு ஆகக் கூடிய எந்தவித கோரிக்கையும் கொடுப்பதில்லை என யூனியன் தீர்மானமாக ஒப்புக் கொள்கிறது.

ஆனாலும் 31-12-1963-க்குள் கம்பெனி 6½% வீதம் பங்குதாரர்களுக்கு டிவிடெண்டு கொடுக்கும் நிலைமையை கம்பெனி அடைந்தால் தொழிலாளர்களுக்கு தங்கள் ஊதியம் சம்பந்தமான கோரிக்கைகளை எழுப்ப உரிமையுண்டு.

8. 1962-ம் வருஷம் ஜனவரி மாதம் 2-ந் தேதி செவ்வாய் கிழமை இந்த ஒப்பந்தம் கையெழுத்தாகியது.

CURRENT LABOUR LITERATURE

List of important books received and articles published.

BOOKS.

1. An Introduction to the Study of Industrial Relations—
By Richardson (J.H).
2. Administration Report of the Labour Department for the year
1957-58 of the Government of Mysore.
3. Annual Report of the working of the Indian Trade Unions Act,
1926 in U.P. for the year ending March 31, 1957.
By Uttar Pradesh Government.
4. List of Trade Unions in India 1957-58—By Labour Bureau,
Ministry of Labour and Employment—Govt. of India.
5. Year Book of Labour Statistics, 1961—By I.L.O. Geneva.

ARTICLES.

1. How to start work study.—By Russel M. Currie.
'Productivity' Jan-Feb. 1962.
2. Voluntary Arbitration in Industrial Relations' —
By Ramanujam G.
'The Indian Worker' — Jan, 29, 1962.
3. Need for Code of Discipline in Industrial Relations'
By Dr. Prasad.
'The Indian Worker' March 19, 1962.
4. A Study of the Workers' Education Scheme in India,—
By K. M. Chanana,
'Indian Labour Journal' March 1962.
5. Problems of Discipline.—By Sen Gupta (R.M.)
'Industrial Relations'—Jan-Feb 1962.

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NOTIFICATIONS

Chief Inspector of Plantations, Madras, and Inspector of Plantations, Yercaud specified as authorities Competent to exercise functions of Chief Inspector and Inspector respectively under the Plantations Labour Act, in respect of certain territories.

(G. O. Ms. No. 855, Industries, Labour and Co-operation (Labour), 10th February. 1962).

II-1 No. 915 of 1962.

In exercise of the powers conferred by Section 48 of the Andhra Pradesh and Madras (Alteration of Boundaries) Act, 1959 (Central Act 56 of 1959) (hereinafter referred to as "the first mentioned Act"), the Governor of Madras hereby specifies the Chief Inspector of Plantations, Madras and the Inspector of Plantations Yercaud, appointed under Section 4 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951) (hereinafter referred to as "the second mentioned Act"), as the authorities competent to exercise the functions exercisable by the Chief Inspector and Inspector, respectively, under the second mentioned Act, in respect of the territories specified in the Second Schedule to the first mentioned Act.

Member nominated to Local Committee (Employees' State Insurance Corporation) for Mettur Area.

Fort St. George, February 2, 1962.

II-1. No. 916 of 1962.

The following notification of the Regional Director, Employees' State Insurance Corporation, (Ministry of Labour and Employment), Madras-4, dated 20th January 1962, is published:—

No. MR/CO-3(5)/60(2) — It is hereby notified that Shri M. S. Venugopal, Assistant Secretary, National Textile Employees Union (Branch), Salem Camp, Mettur Dam R. S. has been nominated as a member of the Local Committee (E. S. I. Corporation) for Mettur area under clause 1 (e) of Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, with effect from 10th January 1962, vice Shri A. Vaithilingam.

The following amendment shall accordingly be made to this office notification No. MR/CO-3(5)/55(4), dated 3rd May 1960, namely —

For the existing name and address against S. No. 7, the following shall be substituted:—

"Shri M. S. Venugopal,
Assistant Secretary,
National Textile Employees' Union (Branch),
Salem Camp,
Mettur Dam R. S."

Extension of period of declaration of Sugar Industry in Madras State as Public utility service

Fort St. George, February 19, 1962.

II-1 No. 917 of 1962.

Whereas the Sugar Industry in the State of Madras has been declared to be a public utility service for the purpose of the Industrial Disputes Act, 1947 (Central Act XIV of 1947) for a period of six months upto and inclusive of the 4th March 1962, in the late Development Department Notification No. 714, dated the 30th August, 1952, published at page 1339 of Part-I of the Fort St. George Gazette, dated the 10th September 1952, read with the Industries, Labour and Co-operation Department Notification No. II-1 No. 3710 of 1961, dated the 21st August 1961, published at page 1273 of Part-II-Section 1 of the Fort St. George Gazette dated the 30th August 1961;

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

Now, therefore, in exercise of the powers conferred by the proviso to Section 2(n) (vi) of the said Act, the Governor of Madras hereby extends the said period by a further period of six months commencing on the 5th March 1962.

Increase of Employer's Special Contribution under Employees State Insurance Act.

(G.O. Ms. No. 710, Industries, Labour and Co-operation (Labour)
5th February, 1962.

III—No. 102 of 1962.

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

S.O. 23)—In pursuance of sub-section (3) of section 73—A of the Employees' State Insurance Act, 1948 (34 of 1948), and in supersession of the notification of the Government of India in the Ministry of Labour S.R.O. No. 50, dated the 24th December 1956, the Central Government hereby gives notice of its intention to vary, after the expiry of a period of two months from the date of this notification, the percentage of the total wage bill of the employer constituting the employer's special contribution fixed in the notification of the Government of India in the Ministry of Labour No. S.S. 131(9), dated the 1st February 1952, to the following extent, namely:—

In the case of factories and establishments situate in any area in which the provisions of both Chapters IV and V of the said Act are in force, the employer's special contribution shall be raised from $1\frac{1}{2}$ per cent to $2\frac{1}{2}$ per cent of the total wage bill of the employer.

Amendments to Madras Factories Rules.

(G.O. Ms. No. 662, Industries, Labour and Co-operation (Labour),
2nd February 1962.)

S.R.O. No. A—172 of 1962.

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

Amendments.

In the said rules,—

1. Rules 12—A and 12—B shall be relettered as rules 12—B and 12—C respectively and before rule 12—B as so relettered, the following rule shall be inserted, namely:—

“12—A. Notice of change of Manager.—The notice of change of Manager shall be in Form No. 3—A”;

2. After Form No. 3, the following form shall be inserted, namely:—

“FORM NO. 3—A.

(Prescribed under rule 12—A).

Notice of change of Manager.

1. Full name of the factory with current licence number.
2. Full postal address.
3. Name of the outgoing manager.

4. Full name of the new manager with his residential address and telephone number, if installed.

5. Date of appointment of the new manager.

Date:

Signature of the new manager

Place:

Signature of the occupier.

Extension of period of declaration of all labour at minor ports in Madras State as Public Utility Service.

Fort St. George, February 3, 1962.

II—1 No. 621 of 1962.

Whereas all labour at the minor ports in the State of Madras has been declared to be a public utility service for the purpose of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), for the period up to and inclusive of the 17th February 1962, in the Industries, Labour and Co-operation Department Notification No. 681, dated the 2nd August 1954, published at page 1200 of Part I of the Fort Saint George, Gazette, dated the 18th August 1954, read with Industries, Labour and Co-operation Department Notification II—1 No. 3482 of 1961, dated the 29th July 1961, published at page 1180 of Part II—Section 1 of the Fort Saint George Gazette, dated the 9th August 1961;

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

Now, therefore, in exercise of the powers conferred by the proviso to section 2(n) (vi) of the said Act, the Governor of Madras hereby directs that the said period be extended for a further period of six months commencing on the 18th February 1962.

Amendment to Employees' Provident Funds Scheme.

Fort St. George, January, 24, 1962.

II—1 No. 749 of 1962.

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

G.S.R. 1513.—In exercise of the powers conferred by section 5 read with subsection (1) of section 7, of the Employee's Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the employees Provident Funds Scheme, 1952, namely:—

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

(2) It shall be deemed to have come into force on the 24th September 1960.

2. In the Employees Provident Funds Scheme, 1952, in paragraph 2(f) substituted by clause 2 of paragraph 80 of Chapter X, for sub-clause (i), the following sub-clause shall be substituted, namely:—

“(i) an employee who, having been a member of the Fund, has withdrawn the full amount of his accumulations in the Fund under clause (a) or (c) of sub-paragraph (1) of paragraph 69.”

Amendments to Payment of Wages (Mines) Rules.

Fort Saint George, January 11, 1962.

S.R.O. No. A—99 of 1962.

The following notification of the Government of India, Ministry of Labour and Employment, dated the 5th January 1962, is republished:—

No. S.O. 2972, PW/Mines/Rules/Am.—In exercise of the powers conferred by sub-sections (2), (3) and (4) of section 26, read with section 24, of the Payment of Wages Act, 1936 (4 of 1936), the Central Government hereby makes the following rules further to amend the payment of Wages (Mines) Rules, 1956, the same having been previously published as required by sub-section (5) of the said section 26, namely:—

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

(2) In the Payment of Wages (Mines) Rules, 1956, (i) for sub-rule (1) of rule 17, the following sub-rule shall be substituted, namely:—

“(1) In the case of piece-rated work, the employer shall be responsible for arranging, at the end of each day or shift or such longer period not exceeding the wage period as may be found convenient, for the weighment, measurement or assessment of work done by the workers concerned in their presence or in the presence of their gangman (mistry), if any, and for the recording immediately thereafter of the particulars in a register maintained in Form IV—A. At the close of the wage period, the total weighment, measurement or assessment in respect of each worker shall be recorded in a slip and issued to the worker at least a day prior to the disbursement of wages. In case of any dispute regarding weighment, measurement or assessment, the employer shall as far as possible have the dispute settled on the spot in consultation with the worker or his gangman, if any”;

(ii) after the existing Form IV, the following shall be inserted as Form IV—A, namely:—

“FORM IV—A.

(See Rule 17(1).

Register of work done by piece workers for the week ending

Sl. No.	Name of worker	Designation	Father's name Husband's	Mines							Total	
				Number of units of workdone								
				(S)	(M)	(T)	(W)	(TH)	(FRI)	(SAT)		
1	2	3	4	5	6	7	8	9	10	11	12	

CODE OF DISCIPLINE IN INDUSTRY

(Ratification by Unions Unaffiliated to any Central Organisation).

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

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

A list of the trade unions and managements not affiliated to any central organisations which have ratified the code during the month of February 1962 as observed from the reports of the Labour Officers of this State is given below :

List of Trade Unions which have ratified the code of discipline during the month of February 1962.

1. North Arcot District Tannery and General Labour Union, Ambur.
2. Oxford University Press Madras Branch Employees Union, Madras
3. Cordite Factory Conservancy Workers and Harijans' Union Cordite Factory, Aravankadu, Nilgiris.
4. Walajapet Improvement Silk Weaving Workers Union, Walajapet, North Arcot District.
5. Turaiyur Panchayat Labourers Union, Turaiyur, Tiruchirapalli District.
6. State National Labour Union, Palni.
7. Co-optex Pattern Weaving Factory Workers' Union, Madras-21.

List of managements which have ratified the Code of Discipline during the month of February 1962.

Nil.

A list of Standing Orders Certified from 1—1—1961 to 31—7—1961 in Tanjore District, and Tirunelveli District is set out below :

Lists 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.	Name of the Industrial Establishment.	Date of Certification.
(1)	(2)	(3)
TANJORE DISTRICT.		
1503.	Sri Subramaniya Rice Mill, 10, Esanyathope, Sirkali, Tanjore Dist.	5—4—1961
1504.	Nannilam Rice Mill, Nannilam, Tanjore District.	5—4—1961
1505.	Sri Lakshmi Vilas Rice Mill, Papanasam, Tanjore District.	5—4—1961
1506.	Vedanayaki Rice Mill, Kumbakonam.	5—4—1961
1507.	Ana Cheena Rice Mill, Valangaiman, Tanjore District.	5—4—1961
1508.	Pamaniar Rice Mill, Orathur, Nidamangalam, Tanjore District.	5—4—1961
1509.	Hameedia Bone Mills, Ayyampet, Tanjore District	5—4—1961
1510.	Ambigai Dasan Rice Mill, Tirumarugal, Nannilam Taluk, Tanjore District.	5—4—1961
1511.	M.T.T.V. Rice Mill, Kumbakonam.	5—4—1961
1512.	Kadappah Rice Mill, Manganallur Bazaar, Tanjore District.	5—4—1961
1513.	Nagalakshmi Rice Mill, Valangaiman, Tanjore District.	5—4—1961
1514.	Sri Vinayagar Rice Mill, P. RML. Firm, Maruthampattanam, Tiruvarur, Tanjore District.	5—4—1961
1515.	Sri Renga Vilas Tobacco Factory, Vijayapuram, Tanjore District.	5—4—1961
1516.	Muthu Rice Mill, Thippirajapuram, Tanjore District.	5—4—1961
1517.	Sri Santhanayaki Rice Mill, Manganallur Bazaar, Tanjore District.	5—4—1961
1518.	Somasundara Rice Mill, Kofha St., Tiruvarur.	5—4—1961
1519.	Sri Nataraja Rice Mill, Kuttalam, Tanjore District.	5—4—1961
1520.	Sri Venkateswar Rice Mill, Kumbakonam.	5—4—1961
1521.	Hajee Rice Mill, Sirkali.	5—4—1961
1522.	Thana Ana Rice Mill, Vijayapuram, Tanjore District.	5—4—1961
1523.	Sri Sarkarai Vinayagar Rice Mill, Sirkali.	5—4—1961
1524.	Sri Meenakshi Rice Mill, Kivalur.	5—4—1961
1525.	Sri Shanmuga Rice Mill, Manganallur Bazaar, Tanjore District.	5—4—1961
1526.	Sri Kamalambika Rice Mill, Tiruvarur.	5—4—1961
1527.	Sri Sithivinayagar Rice Mill, Sirkali.	5—4—1961
1528.	A. M. Rice Mill, Vijayapuram, Tanjore Dist.	5—4—1961
1529.	Sri Mahalakshmi Rice Mill, Tiruvarur.	5—4—1961
1530.	Hameedia Rice Mill, Ayyampet, Tanjore District.	5—4—1961
1531.	Sri Ganesa Rice Mill, Darasuram, Tanjore District.	5—4—1961
1532.	Sri Ramakrishna Rice Mill, Madukkur, Tanjore District.	5—4—1961
1533.	Sri Dhanalakshmi Rice Mill, Nagore Post, Tanjore District.	5—4—1961
1534.	Karunanidhi Rice Mill, Muthupet, Tanjore District.	5—4—1961
1535.	Annamalai Rice Mill, Narasingampet Post, Tanjore District.	5—4—1961

(1)	(2)	(3)
1536.	K. V. Nagaraja Iyer and Bros. Rice Mill, Thevur, Tanjore District.	5—4—1961
1537.	Sri Muthuvinayagar Rice Mill, Koradacheri, Tanjore District.	5—4—1961
1538.	Sri Ganesa Rice Mill, Nagapattinam Rd., Thiruthuralpundi.	5—4—1961
1539.	Kalyani Rice Mill, Mannargudi, Tanjore District.	5—4—1961
1540.	Sri Dhanalakshmi Rice Mill, Sanganthi, Tanjore District.	5—4—1961
1541.	Sri Rama Rice Mill, Melacauvery, Kumbakonam	5—4—1961
1542.	Sri Venkatachalapathi Rice Mill, Salliamangalam, Tanjore District.	5—4—1961
1543.	Annamalai Rice Mill, Melacauvery, Kumbakonam.	5—4—1961
1544.	Sri Meenakshi Rice Mill, Muthupet, Tanjore District.	5—4—1961
1545.	A. R. R. Seeval Factory, Kumbakonam.	8—4—1961
1546.	Sri Ramalinga Rice Mill, Akkur, Tanjore District.	8—4—1961
1547.	Premier Bone Mills, Tanjore	8—4—1961
1548.	New Bharath Confectionery, Sirkali.	8—4—1961
1549.	Pulp Making Unit, Vennar Bank, Tanjore.	8—4—1961
1550.	M. Sockanathan Chettiar, Rice Mill, Tanjore.	8—4—1961
1551.	Gopalakrishna Rice Mill, Mudukkur Post, Tanjore District.	8—4—1961
1552.	Kali Brand Stainless Steel Factory, Kumbakonam.	10—4—1961
1553.	T. S. R. Company, Kumbakonam.	10—4—1961
1554.	A. Rathinam Chettiar and Sons Jewellers, Mayuram.	11—4—1961
1555.	E. S. M. Rathinam Pillai Brass Vessels Factory, Kumbakonam.	11—4—1961
1556.	Sri Ambika Vilas Bell Metal Factory Nachiarkoil.	11—4—1961
1557.	Raman Rice Mill, Puliancheri, Baburajapuram, Tanjore District	12—4—1961
1558.	Karunanidhi Press, Vijayapuram.	12—4—1961
1559.	Gopal Rice Mill, Nagore, Tanjore District.	12—4—1961
1560.	Dhanalakshmi Rice Mill, Nachiarkoil, Tanjore District.	12—4—1961
1561.	M. Gopal Das & Co., Kumbakonam.	14—4—1961
1562.	National Industrial Works and Iron Foundry, Anikkarapalayam, Kumbakonam.	14—4—1961
1563.	Homeopathy Press, Kumbakonam.	14—4—1961
1564.	Sri Rama Industries, Innambur, (Via) Kumbakonam, Tanjore District.	14—4—1961
1565.	Rama Vilas Tobacco Company, Tanjore.	14—4—1961
1566.	Gouthama & Co., Dyeing Factory, Manambuchavadi, Tanjore.	14—4—1961
1567.	Mohamed Howdia Rice Mills, Arantangi, Tanjore District.	14—4—1961
1568.	Gemini Printing House, Kumbakonam.	22—4—1961
1569.	Dhanapal Oil and Rice Mill, Pattukkottai.	22—4—1961
1570.	Sri Meenakshi Rice Mill, Kuttalam, Tanjore District.	22—4—1961
1571.	Vijayalakshmi Silk Mills, Kumbakonam.	22—4—1961
1572.	Vetrivel Printing Press, Tanjore.	
1573.	RM. AR. AR. RM. AR. Ramanathan Chettiar, West Rice Mill, Kuttalam.	26—4—1961
1574.	Sri Olahandar Rice Mill, Manganallur, Tanjore District.	26—4—1961
1575.	Sri Kamakshi Ambal Rice Mill, Tanjore.	26—4—1961
1576.	T. S. V. Sethurama Iyer Rice Mill, Kuttalam, Tanjore District.	26—4—1961
1577.	Lakshmi Press, Gandhi Road, Mannargudi.	26—4—1961

(1)	(2)	(3)
1578.	Spun Pipe Company, Tanjore.	28-4-1961
1579.	Sri Kamalambal Oil Mills, Tanjore.	28-4-1961
1580.	M. A. Raman Chettiar Firm, Tanjore.	29-4-1961
1581.	Mangayarkarasi Rice Mill, Puthoor, Manjakollai, Tanjore District.	29-4-1961
1582.	Vensangu Soap nut powder Factory, Tanjore	29-4-1961
1583.	Noor & Sons Textile Printing, Factory, Nagore, Tanjore District.	29-4-1961
1584.	Meenakshi Groundnut Mills, Tanjore.	29-4-1961
1585.	Parvathi Mark Cheroot Factory, Tanjore.	29-4-1961
1586.	Valliammal Rice Mill, Pattukottai.	29-4-1961
1587.	The Cauvery Colour Press, Kumbakonam.	30-4-1961
1588.	The Central Press Syndicate (P) Ltd., Kumbakonam.	30-4-1961
1589.	Sri Sundaranayaki Amman Rice Mill, Marungur Post, Tanjore District.	30-4-1961
1590.	Laljee Godoo & Co., Kumbakonam.	30-4-1961
1591.	Sarada Vilas Press, Kumbakonam.	30-4-1961
1592.	Sri Muruga Vilas Seeval Factory, Kumbakonam.	30-4-1961
1593.	E. M. Abdulla & Co., (Akbar Tobacco), Kumbakonam.	30-4-1961
1594.	Sri Balan Rice Mill, Tanjore,	30-4-1961
1595.	Sri Venkateswara Printing Works, Kumbakonam.	30-4-1961
1596.	The Southern India Confectionery Factory, Kumbakonam.	30-4-1961
1597.	G. V. R. Power Printing Press, Kumbakonam.	23-5-1961
1598.	Veeyar Rice Mill, Kuttalam Tanjore District.	23-5-1961
1599.	V. M. V. K. Rajamany Nadar, Garden House, Rice Mill, Nidamangalam.	23-5-1961
1600.	Power Light Soap Factory, Kumbakonam.	23-5-1961
1601.	Sri Venkatachalapathy Swamy Rice Mill, Anjaruvathalai, Kuttalam, Tanjore Dist.	23-5-1961
1602.	Krishna Rice Mill, Mangudi.	29-5-1961
1603.	A. M. K. Sreegnanasambandar Rice Mill, Coleroon, Tanjore District.	29-5-1961
1604.	The United Rice Mill, Anaikarachatram, Coleroon, Tanjore District.	29-5-1961
1605.	P. R. R. Rice Mill, Alivalam, (Via) Vijayapuram, Tanjore Dist.	29-5-1961
1606.	M. S. P. M. Muthuram Chettiar Rice Mill, Koodur, Mangudi Post, Tanjore Dist.	29-5-1961
1607.	Sri Meenakshi Sundareswaral Rice Mill, Kivalur Post, Tanjore District.	29-5-1961
1608.	Durga Mills, Kanganjeri Post, Tanjore District.	29-5-1961
1609.	Gani Rice Mill, Thennavarayanallur, Mangudi Post, Tanjore District.	29-5-1961
1610.	Sri Subramaniya Rice Mill, Sannanallur Tanjore District.	29-5-1961

(1)	(2)	(3)
1611.	Sellappa Company, Kalyanasundaram Rice Mill, Koradacheri, Tanjore District.	29-5-1961
1612.	Sri Thiagaraja Rice Mill, Kunniyur Village, Mavoor Post, Tanjore District.	29-5-1961
1613.	Haridranadhi Rice Mill, Mannargudi, Tanjore District.	29-5-1961
1614.	A. V. E. M. Abdul Hameed Oil Mills, Sithakkadu, Mayuram, Tanjore District.	29-5-1961
1615.	Raja Rice Mill, Nidur Post, Mayuram Tq. Tanjore District.	29-5-1961
1616.	M. B. S. M. S. Firm Rice Mill, Kulikarai, Tanjore District.	29-5-1961
1617.	Alamelumangai Rice Mill, Anjaruvathalai, Kuttalam, Tanjore Dist.	29-5-1961
1618.	Korayar Rice Mill, Orathur Village, Nidamangalam Post, Tanjore District.	29-5-1961
1619.	V. S. Bros. Sri Kamalambigai Rice Mill, Mangudi, Tanjore District.	29-5-1961
1620.	Sri Kannabiran Rice Mill, Koradacheri, Tanjore District.	29-5-1961
1621.	Sri Lakshmi Rice Mills, Poonthottam, Nannilam Tq., Tanjore District.	29-5-1961
1622.	Thyagaraja Rice Mill, Kanganjeri Post, Tanjore District.	29-5-1961
1623.	The New Sakthi Confectionary Factory, Shiyali, Tanjore District.	5-6-1961
TIRUNELVELI DISTRICT		
1624.	Comorin Match Industries (P) Ltd., Koilpatti.	25-1-1961
1625.	A. Rajendran and Co., Tuticorin.	25-1-1961
1626.	Nellai Metal Rolling Mills (P) Ltd., Thachanallur, Tirunelveli District.	25-1-1961
1627.	Sri Narayanaswamy Match Factory, Pandarapuram P.O., Tirunelveli District.	3-2-1961
1628.	Madurai Ginning Factory, Tirunelveli.	3-2-1961
1629.	Sri Santhanakrishna Ginning Factory, Chinnikulam P.O., Sankarnainarkoil Tk. Tirunelveli.	3-2-1961
1630.	East India Corporation Ltd., Kovilpatti.	
1631.	Tinnelveli Iron and Steel Works, Srivaikuntam.	4-2-1961
1632.	The Indian Hume Pipe Co., Ltd., Palayamkottai.	4-3-1961
1633.	P. K. Ramaswamy Nadar and Bros., Dhall Factory, Tuticorin.	1-5-1961
1634.	S. S. S. M. Dhall Factory, Tuticorin.	1-5-1961
1635.	Sivaprakasam Press, Tuticorin.	2-5-1961

COURSE ON INDUSTRIAL SAFETY.

Industrial accidents have been on the increase in the past decade. In Madras State the rate of incidence of accidents is high. There is, therefore, need for intensification of efforts in securing industrial safety and bringing down the accidents.

Government sanctioned during the year 1961 a post of Inspector of Factories, for the collection, collation and analysis of accident statistics. The officer who has taken charge of this post has conducted nine courses on "Industrial Safety" for the benefit of supervisory personnel with a view to create a basic awareness against accidents and to acquaint them with general principles and practice of accident prevention. Details of the courses conducted are furnished in the statement enclosed.

Details of the Course:

Training details: In order that the techniques by which this is accomplished may be effectively and adequately covered in this course, not more than 15 persons were trained in each group. This compactness made a high quality course with individual attention possible. Other officers of the Department in the Factories Wing also addressed the trainees on occasions on special subjects.

Duration of the Course:

The duration of the course was for 5 days of 2½ hours each day.

Names and addresses of factories that sent participants to the courses on Industrial Safety Conducted by the Inspector of Factories (accidents statistics and research) Madras - 6.

Sl. No.	Name and address of the factory	No. of workers.	No. of participants.
(1)	(2)	(3)	(4)
1.	T. V. S. & Sons, Ltd., Madurai	1494	17
2.	Enfield India Ltd., Tiruvottiyur.	742	4
3.	Carborandum Universal Ltd., Tiruvottiyur.	391	2
4.	Western India Match Co., Tiruvottiyur.	1256	2
5.	Madaas Rubber Factory, Tiruvottiyur.	148	1
6.	Hackbridge Hewett & Easun Private Ltd., Tiruvottiyur.	179	4
7.	Imperial Tobacco C. of India Ltd.,	434	...
8.	Ashok Leyland Ltd., Ennore.	1333	2
9.	B & C. Mills, Perambur.	13634	15
10.	Dunlop Rubber Factory, Ambattur.	625	5
11.	T. I. Cycles of India Ltd., Ambattur.	1184	9
12.	East India Distilleries & Sugar Factories Ltd., Nellikuppam.	2093	1
13.	-do- Ranipet.	1479	1
14.	Madura Mills Co. Ltd., Madurai.	7585	4
15.	Madura Mills Co. Ltd., Ambasamudram.	5005	1
16.	Madura Mills Co. Ltd., Tuticorin.	2814	—
17.	Meenakshi Mills, Madurai.	2165	7

(5 a)

(1)	(2)	(3)
1636.	Arumugam and Co., Lesse of Gnanam Mills, Tuticorin.	3-5-1961
1637.	K. S. Sankaralinga Nadar and Sons., Dhall Factory, Ettayapuram Road, Tuticorin.	6-5-1961
1638.	Standard Drugs Export Co., Tuticorin.	6-5-1961
1539.	Ebenezer Rice and Flour Mill, Thisaiyanvillai.	6-5-1961
1640.	A. D. Jebamani Nadar and Co., (Raja Rice Mill), Idayangudi, Tirunelveli District.	13-5-1961
1641.	Ramachandra Rice Mill, Kallidaikurichi.	13-5-1961
1642.	Krishna and Co., Tuticorin.	13-5-1961
1643.	The India Baling Press, Tuticorin.	13-5-1961
1644.	S. K. J. R. and Co., Rice Mill, Thisaiyanvillai, Tirunelveli District.	13-5-1961
1645.	Lakshmi Ginning Factory Chitrapatti.	13-5-1961
1646.	Lakshmi Oil Mills, Tenkasi, Tirunelveli District.	14-5-1961
1647.	The Tirunelveli Diocesan Press, Palayamkottai.	14-5-1961
1648.	Mani Vilas Rice Mill, Tirunelveli.	15-5-1961
1649.	Hameedia Rice Mill, Sankarankoil Tirunelveli District.	15-5-1961
1650.	Dhanam Rice Mill, Tirunelveli.	15-5-1961
1651.	M. Syed Abuthagir Rowther Brass Vessals Manufacturing Factory, Pettai, Tirunelveli.	17-5-1961
1652.	Venkateswarar Press, Puliangudi, Sankarankoil.	17-5-1961
1653.	Sri Geethanandha Rice Mill, Tirunelveli.	17-5-1961
1654.	Gopalakrishna Press, Tirunelveli.	17-5-1961
1655.	Janakiram Rice Mill, Sankarankoil, Tirunelveli.	17-5-1961
1656.	Sri Kumaran Press, Tirunelveli Jn.	17-5-1961
1657.	Ayyanar Vilas Groundnut Sweets Factory, Tirunelveli.	17-5-1961
1658.	A. S. S. Sankaralinga Nadar, Arasan Press, Tirunelveli.	25-5-1961
1659.	Sri Murugan Oil Mills, Tenkasi.	27-5-1961
1660.	Dharangadhra Chemical Works Limited, Sahupuram, Tirunelveli.	27-5-1961

STATISTICAL SUPPLEMENT

(1)	(2)	(3)	(4)
18.	Mahalakshmi Mills, Pasumalai.	1733	1
19.	Sundaram Motors Ltd., Madras.	581	15
20.	Binny Engineering Works Ltd., Meenambakkam.	1121	3
21.	Gordon Woodroffe & Co., Leather Manufacturers Ltd., Pallavaram.	786	3
22.	Standard Motor Products Ltd., Vandalur.	1039	3
23.	India Pistons, Madras - 11.	937	3
24.	The Wheel & Rim Co., India Ltd., Madras-11.	122	2
25.	Simpson & Co., Ltd., Madras-11.	—	—
26.	Addison Paints & Chemicals Ltd., Madras-11.	386	3
27.	Addison & Co., Madras - 2.	805	3
28.	Simpson & Co., Madras-2.	2459	3
29.	Associated Printers (Madras) Private Ltd., Madras-2.	342	3
30.	Somasundaram Mills Ltd., Coimbatore.	1347	2
31.	Coimbatore Spinning and Weaving Mills Ltd., Coimbatore.	1998	2
32.	Sri Ramalinga Choodambigai Mills Ltd., Tirupur.	1169	1
33.	Kothari Textiles Ltd., Coimbatore.	1607	1
34.	Vasantha Mills Ltd.,	1986	2
35.	Coimbatore Cotton Mills Ltd., Coimbatore.	250	1
36.	Lakshmi Mills Ltd., Coimbatore.	1434	2
37.	Asbestos Cement Ltd., Podanur.	914	1
38.	Textool Co. Ltd., Coimbatore.	3483	1
39.	Jawahar Mills Ltd., Salem.	774	1

N. B: The total number of factories covered by all these courses is 73, and particulars of number of accidents in respect of the other 34 factories are not included in this statement as these factories contributed less than 20 accidents in a year per factory.

1. Statement showing the details of agreements brought about by Conciliation officers under Section 12(3) of the Industrial Disputes Act, 1947 during the month of February, 1962.

S. No.	Name of the Establishment.	Date of agreement.	Point in dispute.	Nature of settlement.
(1)	(2)	(3)	(4)	(5)
1.	Sree Sathyanarayana Company, Coimbatore.	6-2-62	Non-employment of a worker, issue of time card to workers	Agreed to re-employ the worker from 7-2-62 and to issue time cards to all the workers.
2.	Indo-Swiss Synthetic Gem Manufacturing Co Ltd., Mettupalayam.	20-2-62	Non-payment of higher emoluments to a workman.	Agreed to pay the watchman the difference in wages between his actual wage and the minimum of the semi-skilled rate of Rs. 2-8-0 in addition to his actual wages, whenever he is required to look after the Furnace and Burner.
3.	The Light Indian Refreshment Tea Stall, Tiruppur.	15-2-62	Non-employment of a worker.	Agreed to re-employ the worker with continuity of service and without back wages.
4.	Brooke Bond India Private Ltd., Coimbatore.	18-2-62	Incentive Scheme	Agreed to institute an incentive scheme subject to certain conditions.
5.	The Captain Knitting Co., Tiruppur.	7-2-62	Non-employment of 3 workers.	Agreed to take back the 3 workers into service.
6.	Khader Knitting Co., Tiruppur.	7-2-62	Non-employment of a worker.	Agreed to pay the worker Rs. 50/- in lieu of his reinstatement.
7.	The Nirmala Engineering Works, Coimbatore.	7-2-62	Non-employment of 2 workers.	Agreed to pay the workers compensation in lieu of reinstatement.
8.	D. C. Johar & Sons (P) Ltd., and K. L. Johar & Co., Coimbatore.	8-2-62	Fixation of scales of pay, Over Time wages, etc	Agreed to fix the scales of pay of the different categories of workers & to pay them Over Time wages at double the wages for the No. of hours of Over Time worked.

(1)	(2)	(3)	(4)	(5)
				Also agreed to pay 3 months' basic wages as bonus for the period 1-5-60 to 30-4-61.
9. Dhandayuthapani Foundry, Coimbatore. Subbiah Foundry, Coimbatore. Ramu Foundry, Coimbatore. Ganapathy Engineering Manufacturing Private Ltd., Coimbatore. Sri Ram Industries, Thudiyalur, Coimbatore.	19-2-62	Fixation of wage scales, daily allowance, etc.	Agreed to fix the wage scales of the different categories of the permanent workers and to pay them increased rate of daily allowance,	
10. Kalajothi Rajalakshmi Estate, Gudalur.	2-2-62	Bonus for 1956.	Agreed to pay bonus to the workers as per the rate given to the coffee estate workers as per the General agreement.	
11. Corsely Estate, Kotagiri Post.	3-2-62	Non-employment of a worker.	Agreed to pay the worker Rs. 200/- in lieu of his reinstatement.	
12. Bannkal Estate, Coonoor.	6-2-62.	Dismissal of 2 workers.	Agreed to pay the workers Rs. 15/- each in full settlement.	
13. General Engineering Co., Madras.	9-2-62	Refusal of employment to a worker.	Agreed to pay the worker one month's wages in full quit.	
14. Kullakumby Estate, Kullakumby Post.	19-2-62	Suspension of a worker.	Agreed to reduce the suspension of palaniappan to one day provided the worker tenders an apology letter to the management.	
15. M. N. P. Bus and Lorry Transport, Nagercoil.	5-2-62	Working hours; supply of uniform, etc.	Agreed to take only 8 hours work per day from each worker and to grant one day weekly off to all the workers. Also agreed to issue 2 shirts & 2 full pants per year to each worker.	

(1)	(2)	(3)	(4)	(5)
16. Nellai Cotton Mills, Talayuthu.	5-2-62	Introduction of wages & daily allowance on the basis of the 4th stage of the award for the New Mills in Coimbatore.	Agreed to increase the basic rate of wages of the various categories of workmen and to raise the rate of daily allowance to 3 annas per point over 100 in the Madras cost of living index with effect from 1-1-1962.	
17. Sri Balasaraswathi Transport, Palayamkottai.	2-2-62	Reinstatement of 2 workers.	Agreed to settle the accounts of a worker by paying him one month's wages in full quit and to reduce the punishment in the case of another worker to one of suspension and reinstate him without back wages.	
18. Gopuram Match Co., Sivakasi.	15-2-62	Non-employment of 19 workers.	Agreed to pay a lump amount to each worker in full quit.	
19. Southern India Offset Printers, Sivakasi.	15-2-62	Non-employment of a worker.	Agreed to reinstate the worker with continuity of service.	
20. Gopuram Match Co., Sivakasi.	16-2-62	Non-employment of 3 workers.	Agreed to pay a lump amount to each worker in full quit.	
21. Waterfalls Estate, Attakatti post.	25-1-62	Dismissal of a worker.	Agreed to reinstate the worker with effect from 27-1-62.	
22. Sree Cutch Vijaya Saw Mills, Pollachi.	6-2-62	Bonus for 1960-61.	Agreed to pay 3½ month's wages as bonus for the years 1960-61 and 1961-62.	
23. Ruby Rubber Works (Madras) Ltd., Tiruvottiyur.	12-2-62	Pongal Advance	Agreed to recover the advance granted to the workers in five equal monthly instalments in the case of permanent workers and three equal monthly instalments in the case of temporary workers.	
24. Pilot Pen Co. (India) Ltd., Kathirvedu, Red Hills.	16-2-62	Non-implementation of term 8 of the Memo. of Settlement dated 16-7-60	Agreed to implement the terms 8 of the Memo. of Settlement dated 16-7-60.	

(1)	(2)	(3)	(4)	(5)
25.	Sri Radha Krishna Service, Tiruvanmiyoor, Madras-20.	28-2-62	Bonus for 1961-62 and reinstatement of a worker.	Agreed to pay one month's wages as bonus for 1961-62 and to re-employ the worker in any temporary vacancies in his presenting a fresh application.
26.	M. M. Ebrahim Sahib Timber Depot, Depot, Madras-1.	17-2-62	Non-payment of wages as per the award.	Agreed to pay wages as per the award.
27.	Rangoon Timber Shop, Madras-1.	do	do	do
28.	Mohan & Co., Madras.	17-2-62	Discharge of a worker.	Agreed to pay the worker Rs. 300/- in full settlement.
29.	Laxmi Press, Madras-13.	19-2-62	Non-employment of certain workers.	Agreed to reinstate 3 workers and to make a joint application under Sec. 10(2) of the Industrial Disputes Act, 1947 in respect of the unemployment of 3 workers and the payment of back wages to the re-employed workers.
30.	National Trades Corporation, Madras.	19-2-62	Reinstatement of a worker and bonus for 1960-61.	Agreed to reinstate the worker with continuity of service with a pay of Rs. 100/- towards back wages. Also agreed to pay in addition a sum of Rs. 15/- to each of the workers over and above the advance already given to him for Deepavali 1961 and adjust the entire amount towards bonus for 1960-61.
31.	Kumudam Printers, Madras-7.	20-2-62	Refusal of employment to workers.	Agreed to pay compensation to each worker in lieu of reinstatement.
32.	S. Velu & Sons, Madras-1	21-2-62	Discharge of worker.	Agreed to pay the worker Rs. 250/- in full quit.

(1)	(2)	(3)	(4)	(5)
33.	Rajan Electric Press, Madras.	26-2-62	Increase in d. a. bonus etc.	Agreed to pay increase the daily allowance of Rs. 10 to Rs. 20/- for each worker per month and to pay one month's wages as bonus irrespective of profit or loss for each year commencing from 1961-62
34.	Lalchand Kewalram (Green palace) Madras-3.	12-2-62	Fixation of wage scales, daily allowance etc.	Agreed to fix the scale of pay of the workers and to pay a flat rate daily allowance of Rs. 20/- p. m. from 1-4-61. Also agreed to institute a gratuity scheme and to pay 2 months basic wages as bonus to all the workers every year.
35.	International Computers and Tabulators (1) Private Ltd., Southern Zone.	13-2-62	Fixation of wage scales, daily allowance etc.	Agreed to fix the scale of pay and the rate of pay daily allowance of the various categories of workers and to pay bonus for the years from 1960-61 to 1964-65.
36.	Conjah Electronic Industries, Madras.	15-2-62	Re-employment of workers.	Agreed to take back into service the 3 workers with continuity of service without break wages and to settle the accounts of the 7 workers.
37.	Neo Roxy Cafe, Madras.	27-2-62	Bonus' Re-instatement of a worker etc.	Agreed to pay one month's wages as bonus for the year ending 31-10-61 and to reinstate the dismissed worker with continuity of service on the worker expressing regret in writing by a letter of apology.
38.	Ganesh Metal Industries, Trichy.	10-2-62	Mis-under standing between the management and the workers.	Agreed to provide employment to all the workers and the workers agreed to maintain discipline in the factory.

(1)	(2)	(3)	(4)	(5)
39. Sri Sankara Vilas Transports, Arantangi.	21-2-62	Wages increase.	Agreed to increase the wages of each of the workers by Rs. 5/- and to grant an annual increment of Rs. 3/- and Rs. 2/- for drivers and conductors respectively.	
40. Saradha Transports, Manapparai.	do	do	do	
41. Lakshmi Vilas Transport, Pudukottai.	do	do	do	
42. Surya Vilas Hotel, Trichy.	22-2-62	Bonus for 1960-61.	Agreed to pay one month's and ten days wages as bonus for the year 1960-61.	
43. Kengapuram Transports, Salem.	1-2-62	Non-employment of a worker.	Agreed to pay the worker Rs. 230/- in full quit.	
44. Jayalakshmi Sago Factory, Attur.	24-2-62	Non-employment of six workers.	Agreed to reinstate the workers without back wages but with continuity of service.	
45. K. S. Saminathan Chettiar Rice Mills, Madurai.	5-2-62	Non-employment of a worker.	Agreed to pay the worker Rs. 50/- in full quit.	
46. Mary & Co. Usilampatti.	8-2-62	Increase in wages etc.	Agreed to grant increment ranging from Re. 1/- to 4/- to the 7 workers.	
47. Chettiar Printers, Madurai.	9-2-62	Non-employment of a worker.	Agreed to reinstate the worker with continuity of service with back wages of Rs. 150/- for the period of unemployment.	
48. Ratna Chit Fund Co. Private, Ltd., Madurai.	9-2-62	do	Agreed to reinstate the worker with continuity of service treating the period of unemployment as leave on loss of pay.	
49. Mosaic Tiles and Engineering Co. Madurai.	10-2-62	Non-employment of 2 workers.	Agreed to reinstate the workers with continuity of service treating the period of unemployment as leave on loss of pay.	

(1)	(2)	(3)	(4)	(5)
50. K. Gopalaswami Manufacturer of Fancy Cycle Seatcovers and Plastic Waterproof Bags, Madurai.	10-2-62	Non-employment of a worker.	Agreed to reinstate the worker with continuity of service without back wages.	
51. Hotel Manorama, Madurai.	14-2-62	Demand for increase in wages.	Agreed to increase the existing wages of the workers.	
52. Hotel Astoria, Madurai.	do	do	do	
53. Pandyan Board, Works, Madurai.	17-2-62	do	do	
54. Bombay Manickam Taj Mahal Coffee Hotel, Madurai.	28-2-62	do	do	
55. Nataraja Rice Mill, Madurai.	17-2-62	Non-employment of a worker.	Agreed to take back the worker into service with effect from 28-2-62 treating the period of un-employment as leave on loss of pay.	

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

Serial No.	Name of the concern	Date of agreement	No. of workers involved	Important terms of agreement.
(1)	(2)	(3)	(4)	(5)
1.	The Indian Textile Paper Tube Co., Virudhunagar.	6-2-62	221	Revision of wages etc.

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 Fortnight Ending 15th February, 1962.

Name of the concern in which the dispute has arisen 1	Issues 2	G.O. No. and date of reference. 3
Industrial Tribunal, Madras		
<i>Tiruchirappalli District.</i>		
1. Trichy-Srirangam Transport Co., (P) Ltd., Tiruvanaikoi.	Whether the demand for the grant of special increment to the workers with service of five years and more is justified and to what relief they would be entitled	G. O. Ms. No. 286, I. L. & C. (Lab) dated 16-1-62.
LABOUR COURTS		
Labour Court, Coimbatore		
<i>Coimbatore District.</i>		
2. L. M. S. Bus Service, Coimbatore.	1. Whether the non-employment of cleaner Ramaswamy & driver C. V. Kuppasamy by the Management of L. M. S. Bus Service, Coimbatore is justified and if not, to what relief each is entitled. 2. To compute the relief, if any awarded in terms of money, if it can be so computed for each.	G. O. Ms. No. 274, I. L. & C. (Labour) dt. 15-1-62.
3. New Theatres Carnatic Talkies (P) Limited, Coimbatore.	Whether the demand of the workers for the payment of additional bonus for the year 1960-61 is justified and if so to fix the quantum.	G. O. Ms. No. 275, I. L. & C. (Labour) dt. 15-1-62.
4. Appan Automatic Saw Mills, Limited, Pollachi.	1. Whether the demand of the workers for payment of bonus for the year 1960-61 is justified and if so to fix the quantum. 2. Whether the demand for supply of free tea twice a day is justified and to what relief the workers are entitled. 3. Whether the demand for the revision of the existing rates of wages of the daily rated workers is justified & if so to fix the revised rates.	G. O. Ms. No. 599, I. L. & C. (Lab) dt. 31-1-62.

(1)	(2)	(3)
5. Sri Cutch Vijay Saw Mills, Pollachi.	Whether the demand of the workers for the payment of bonus for 1960-61 is justified and if so, to fix the quantum.	G. O. Ms. No. 721, I. L. & C. (Labour) dt. 5-2-62.
6. The Coimbatore Murugan Mills Limited, Coimbatore.	1. Whether the denial of promotion as clerk or time keeper or assistant time-keeper to Sri P. Baskaran ticket boy now transferred as office boy by the Management 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. 951, I. L. & C. (Labour) dt. 14-2-62.
<i>Salem District.</i>		
7. Salamath Transports Company, Namakkal.	Whether the demand of the Union for the introduction of a gratuity scheme in this Company is justified, and if so, to formulate the scheme.	G. O. Ms. No. 272, I. L. & C. (Lab) dated 15-1-62.
8. Victoria Vermicelli Works, Salem.	1. Whether the non-employment of E. Dhanapal is justified and if not to what relief he would be entitled. 2. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 725, I. L. & C. (Lab) dated, 5-2-62.
<i>Nilgiris District</i>		
9. Murugalli Estate, Hardypet, Post.	1. Whether the management are justified in reverting Sri P. A. Daniel, Tea maker of Murugalli Estate on 22nd August 1961 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. 718, I. L. & C. (Lab) dated 5-2-62.
10. Gajam Mudi State Mudis Post.	1. Whether the non-employment of Kaliammal, No. 55, is justified and if not, to what relief she is entitled.	G. O. Ms. No. 726, I. L. & C. (Lab) dated 5-2-62.

(1)	(2)	(3)
	2. To compute the relief, if any awarded in terms of money if it can be so computed.	
11. Murugalli Estate, Hardypet Post.	1. Whether the suspension of Sri Arunachalam, 96, for four days from 20-2-62 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. 746, I. L. & C. (Labour) dt. 6-2-62
	Labour Court, Madras <i>Madras District.</i>	
12. Mysore Premier Metal Factory, Madras.	1. Whether the non-employment of Sri Chandulal G. Sheth is justified and to what relief he would be entitled. 2. To compute the relief, if any awarded in terms of money, if it can be so computed.	G. O. Ms. No. 401, I. L. & C. (Lab) dated 22-1-62.
13. Hiralal & Co., Madras.	1. Whether the non-employment of Sri S. Narasimhalu is justified and to what relief he would be entitled. 2. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 615, I. L. & C. dated 1-2-62.
	<i>South Arcot District.</i>	
14. Sri Gopala Krishna Bus Service, Kallakurichi.	1. Whether the non-employment of 7 workers referred to in the annexure to the G. O. cited 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. 408, I. L. & C. (Labour) dt. 22-1-62.
	<i>Chingleput District</i>	
15. Sri Shanmughanantha Bus Service, Chingleput.	1. Whether the change in the number of working days per month and the wage period for running staff is justified and to what relief they would be entitled.	G. O. Ms. No. 627, I. L. & C. (Lab) dt. 1-2-62.

(1)	(2)	(3)
	2. To compute the relief, if any awarded in terms of money, if it can be so computed.	
	3. Whether the demand for revision of the rate of dearness allowance is justified and if so, to fix the revised rate.	
	Labour Court, Madurai <i>Trichy District.</i>	
16. G. M. S. Lorry Service, Trichy.	1. Whether the demand for bonus for 1960 is justified and if so to fix the quantum. 2. Whether the demand for privilege leave and sick leave is justified and if so to fix the number of days of leave to be allowed under each category. 3. (i) Whether the non-employment of P. Sundarajan, driver is justified and to what relief he is entitled to. To compute the relief, if any awarded in terms of money, if it can be so computed.	G. O. Ms. No. 912, I. L. & C. (Labour) dt. 13-2-62.
17. Sundara Vilas Bus Service, Karambakudi.	1. Whether the non-employment of conductor Sri S. Paramasivam is justified and to what relief he is entitled. 2. Whether the demand for the workers for the supply of uniforms and chappals is justified and if so what should be the scale of supply. 3. Whether the demand of the Union regarding the grant of twenty days Privilege leave, ten days sick leave and ten days festival holidays is justified and to fix the quantum of leave.	G. O. Ms. No. 952, I. L. & C. dated 14-2-62.

(1)	(2)	(3)
	4. To compute the relief, if any, awarded in terms of money if it can be so computed.	
	Labour Court, Madurai.	
	Trichtrappalli District	
	ERRATUM.	
Sri D. Varadraja Reddier Lorry Transports, Uppiliapuram, Musiri.	In the notification II-1 No. 5717 of 1961 published in page 1968 of Part-II Section I of the Fort St. George Gazette dated 20-12-1961 for the G. O. date "9th October, 1961," read "9th December, 1961."	

4. Statement showing the list of awards of the Industrial Tribunal Madras, and the Labour Courts published in the Supplement to Part II, Section I of the Fort St. George Gazette, during the Fortnight Ending 15th February, 1962.

5. No. (1)	Name of the concern. (2)	Page and date of the Gazette. (3)	G.O. No. and date in which the award was Published. (4)
Industrial Tribunal, Madras.			
Coimbatore District			
1.	Narain Spinning and Knitting Mills, Coimbatore.	3 7-2-62	G. O. R. No. 512, Industries, Labour and Co-operation dated 27-1-62.
2.	Kalceswarar Mills, Coimbatore.	4 7-2-62	G. O. Ms. No. 483, Industries, Labour and Co-operation, dated 25-1-62.
3.	Hindustan Equipment Manufacturers, Ganapathy Post, Coimbatore.	5-6 21-2-62	G. O. Ms. No. 991, Industries, Labour and Co-operation, dated 16-2-62.
Madras District.			
4.	Associated Transport (Madras) Private Ltd., Madras.	1 7-2-62	G. O. Ms. No. 142, Industries, Labour and Co-operation, dated 23-1-62.
5.	Binny & Co., Madras Ltd., Madras.	2 7-2-62	G. O. R. No. 143, Industries, Labour and Co-operation, dated 23-1-62.
6.	Good Year (India) Ltd., Madras.	4-5 7-2-62	G. O. Ms. No. 491, Industries, Labour and Co-operation, dated 25-1-62.
Salem District.			
7.	Sreedharan Motor Service, Attur, Salem.	2 7-2-62	G. O. R. No. 145, Industries, Labour and Co-operation, dated 24-1-62.
8.	Sreedharan Motor Service, Attur Post, Salem.	2-3 21-2-62	*G. O. R. No. 232, Industries, Labour and Co-operation, dated 15-2-62.
9.	Salem-Erode Electricity Distribution Co., Limited, Salem.	3-5 21-2-62	G. O. Ms. No. 993, Industries, Labour and Co-operation, dated 16-2-62.

(1)	(2)	(3)	(4)
<i>South Arcot District</i>			
10. Varukadalai Factories at Panruti and Arkandanallure.	13—17 28—2—62	G. O. Ms. No. 1043, Industries, Labour and Co-operation, (Labour) dated 17-2-62.	
<i>Tiruehtrapalli District</i>			
11. Srirangam Transport Company Limited, Tiruvanaikoil.	13 28—2—62	G. O. R. No. 1041, Industries, Labour and Co-operation (Labour) dated 17-2-62.	
<i>Labour Courts</i>			
<i>Coimbatore District.</i>			
12. Anglo-American Tea Trading Co., Ltd., Valparai Estate, Valparai Post.	8 7—2—62	G. O. R. No. 538, Industries, Labour and Co-operation, (Labour) dated 29—1—62.	
13. Sri Karunambigai Mills Ltd., Somanur Post, Coimbatore.	4—9 14—2—62	G. O. Ms. No. 692, Industries, Labour and Co-operation, dated 3—2—62.	
14. Coimbatore Button Company, Coimbatore.	1 21—2—62	G. O. R. No. 217, Industries, Labour and Cooperation, (Labour) dated 12-2-62.	
15. Sri Devi Industries, Udumalpet.	2 21—2—62	G. O. R. No. 218, Industries, Labour and Co-operation, (Labour) dated 12-2-62.	
<i>Madras District</i>			
16. Chitra Talkies. Madras.	1—4 14—2—62	G. O. Ms. No. 675, Industries Labour and Co-operation (Labour) dated 3-2-62.	
17. East Asiatic Company India (Private) Ltd., Madras.	1—9 28—2—62	G. O. Ms. No. 1073, Industries, Labour and Co-operation (Labour) dated 20-2-62.	
18. Johnson and Company, Madras.	10 28—2—62	G. O. R. No. 262, Industries, Labour and Co-operation, dated 21-2-62.	

(1)	(2)	(3)	(4)
19.	Madras Rubber Factory, Madras.	10-11 28-2-62	G. O. R. No. 263, Industries, Labour and Co-operation dated 21-2-62.
20.	Swadesamitran Private Limited, Madras.	11 28-2-62	G. O. Ms. No. 264, Industries, Labour and Co-operation, dated 21-2-62.
21.	Salam Baling Press, Madras.	12 28-2-62	G. O. R. No. 265, Industries, Labour and Co-operation, (Labour) dated 21-2-62.
22.	Chitra Talkies, Madras.	12-13 28-2-62	*G. O. R. No. 268, Industries, Labour and Co-operation, (Labour) dated 21-2-62.
<i>Madurai District:</i>			
23.	Visalakshi Mills Ltd., Villangudi, Madurai.	1 14-2-62	G. O. R. No. 186, Industries, Labour and Co-operation. (Labour) dated 3-2-62.
<i>Salem District</i>			
24.	Gunavathy Lorry Transport, Shevapet,	5-6 7-2-62	G. O. R. No. 159, Industries, Labour and Co-operation, (Labour) dated 27-1-62.
25.	Salem Erode Electricity Distribution Co., Salem.	6-7 7-2-62	G. O. Ms. No. 428, Industries, Labour and Co-operation, dated 23-2-62.
<i>Tiruchirappalli District</i>			
26.	M. S. N. S. Transports Tiruchirappalli	10 14-2-62	*G. O. R. No. 195, Industries, Labour and Co-operation, dated 5-2-1962.

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

6. Statement showing 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 February 1962.

Sl. No.	Name of the Concern.	Industry.	No. of workers involved.	Closure.		Cause.	Amount of Compensation paid to workers.
				Began.	Ended.		
1	2	3	4	5		6	7
1.	Sri Muruga Vilas Restaurant Ganapathy, Coimbatore District.	Hotel	4	21-2-62		Due to loss	Not furnished by the management.
2.	Dalmia Magnesite Corporation Ltd., Salem-5.		240	Not known		For lining the kiln	-do-
3.	V. R. Govindaraj Commission Mundy.	Miscellaneous	1	Not furnished by the management.			-do-
4.	T. Abdul Shukoor Beedi Branch.	Beedi	3	-do-		-do-	-do-
5.	Sri Duraisami Nadar Hotel Main Road, Arumuganeri	Hotel	1	Not Known		Due to loss	-do-

7. Particulars of complaints received and investigated and settled by the Labour Officers in the State of Madras during the month of February 1962.

Sl. No.	Labour Officers	Wages and allowances.	Bonus.	Personnel (dismissal suspension etc.)	Retrenchment.	Leave and hours of work.	Others (Not classifiable.)	Causes not known.	Total.	Complaints investigated and settled (including those previously pending).
1	2	3	4	5	6	7	8	9	10	11
1.	Labour Officer, Coimbatore I	2	1	15	2	1	10	...	31	82
2.	do Coimbatore II	5	...	8	...	4	...	...	17	36
3.	do Coonoor	...	...	28	...	...	2	...	30	54
4.	do Madras-I	8	4	15	...	1	3	...	31	37
5.	do Madras-II	5	7	13	...	...	10	...	35	35
6.	do Madras-III	9	3	27	2	10	9	...	60	57
7.	do Madurai	...	...	2	...	...	1	...	3	57
8.	do Nagercoil	4	1	5	...	2	5	...	17	33
9.	do Pollachi	7	...	12	1	...	5	...	25	25
10.	do Salem	...	...	6	...	1	7	...	14	26
11.	do Tiruchirappalli	5	1	14	...	1	8	...	29	78
12.	do Tirunelveli	15	3	19	...	1	10	...	48	72
13.	do Vellore	1	1	5	...	...	...	...	7	3
	Total	61	21	169	5	21	70	...	347	595

8. Industrial Establishments (Standing Orders) Act.

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

Number of Standing Orders certified as on 1—2—1962.	...	2,260
Number of standing Orders certified during the month of February 1962	...	105
Total	...	2,365

Number of amendments to the Standing Orders certified during the month of February 1962. ... Nil

The draft Standing orders applicable to non-covenanted staff of Cauvery Sugar and Chemicals Ltd., Pattavaithelai were also certified during the month.

The revised draft standing orders of Stanes Motors (S. I.) Ltd., Coimbatore were also certified during the month.

9. Workmen's Compensation Act.

Statement of accidents reported and amounts of compensation paid for the month of February 1962.

Number of accidents		* Amount of compensation	
		Rs.	nP.
(a) Death	51 ...	35,815.00	
(b) Temporary disablement	91	1,078.00	
(c) Permanent disablement			
Total		36,893.00	

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

10. Workmen's Compensation Act:

Statement showing the number of cases filed and disposed of during the period from 1-2-'62 to 28-2-'62.

Nature of claim (1)	Number of previous cases pending. (2)	Numbers received. (3)	Total. (4)	Numbers disposed (5)	Balance. (6)
1. Application under Section 10:					
(a) Fatal	54	5	59	6	53
(b) Non-fatal.					
(i) Permanent disablement	44	6	50	8	42
(ii) Temporary disablement	5	...	5	2	3
2. Deposits under Section 8 (1)					
(a) Fatal	75	17	92	18	74
(b) Persons under legal disability...	9	1	10	1	9
3. Deposit under Section 8 (2)					
	3	3	6	3	3

	(1)	(2)	(3)	(4)	(5)	(6)
4. Memorandum of Agreement.						
(a) Permanent disablement	...	35	33	68	35	33
(b) Temporary disablement	...	4	2	6	5	1
5. Recovery under Section 31						
	...	1	...	1	...	1
6. Indemnification under Section 12						
	...	3	1	4	...	4
Total	...	233	68	301	78	223

11. Payment of Wages Act, 1936.

Number of cases pending as on 1—2—1962	...	316
Number of cases filed during the month	...	51
do disposed of during the month	...	44
do pending as on 28—2—1962	...	323

MADRAS SHOPS AND ESTABLISHMENT ACT.

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

12. (a) Applications under section 51.

Pending as on 1—2—1962	...	2
Received during the month	...	Nil
Disposed of during the month	...	Nil
Pending as on 28—2—1962	...	2

12. (b) Appeals under section 41.

Pending as on 1—2—1962	...	160
Received during the month	...	32
Disposed of during the month	...	17
Pending as on 28—2—1962	...	175

12. (c) Madras Catering Establishments Act, 1958.

Pending as on 1—2—1962	...	167
Received during the month	...	34
Disposed of during the month	...	36
Pending as on 28—2—1962	...	165

13. (a) List of Trade Unions Registered under the Indian Trade Unions Act, 1926, during the month of February, 1962.

S. No. (1)	R. No. (2)	Date of registration. (3)	Industry. (4)	Name and address of the Trade Union. (5)
1.	3285	1-2-62	Plantation.	... Tirunelveli District Plantation Supervisors' Congress, Manjolai Post, Manjolai Estate, Tirunelveli District.
2.	3286	5-2-62	Miscellaneous	... North Arcot District Tannery and General Labour Union, Railway Station Road, Ambur.
3.	3287	do	Press.	... Oxford University Press, Madras Branch Employees' Union, 1/1, Koil Agraharam Street, Chintadripet, Madras-2.
4.	3288	do	Electricity.	... Tamilnadu Electricity Board Trichy System National Employees' Union, 1, Congress Labour Section, R. V. Nagar, Dindigul.
5.	3289	9-2-62	Mining and Quarrying.	... Mines and Minerals Workers' Union, No. 104 A, Kondappanackanpatti, Kannankurichi P. O., Salem District.
6.	3290	do	Food Products.	... Tea, Coffee and Chicory Thozhilalar Sangam, 62/1, 2nd Street, Tcoveypuram, Tuticorin.
7.	3291	do	Chemicals.	... Cordite Factory Conservancy Workers and Harijans Union, Cordite Factory, Aravankadu, Nilgiris.
8.	3292	13-2-62	Textiles	... Walajapet Improvement Silk Weaving Workers Union, No. 2 679 Venkataramana bhagavathar Street, Walajapet.
9.	3293	15-2-62	E. G. W. and Sanitary Services.	... Turaiyur Panchayat Labourers' Union Turaiyur.
10.	3294	21-2-62	Agriculture.	... Village General United workers' Union, (Siruvandur Group) Palayanoor P. O., Tiruppuvanam Taluk, Ramanathapuram District.
11.	3295	23-2-62	Miscellaneous.	... State National Labour Union, Gandhi Road, Palni.
12.	3296	28-2-62	Textiles.	... Co-optex Pattern Weaving Factory Workers' Union, M.C.M. Gardens, Washermanpet, Madras-21.

13. (b) List of Trade Unions whose registration was cancelled during the month of February 1962.

S. No. (1)	R. No. (2)	Date of Cancellation. (3)	Industry. (4)	Name and address of the Union. (5)
1.	2248	2-2-62	Press	... Express Newspaper Limited, Employees' Union, Madras-2.
2.	2811	do	Commerce.	... Madras State Traders Association, Madras.
3.	2177	9-2-62	Miscellaneous.	... P. Orr and Sons Employees' Union, Madras.

ABSTRACT

1.	Total No. of Trade Unions	as on 1-2-62.	1,164
2.	-do-	Registered during the month	12
3.	-do-	Cancelled during the Month	3
4.	-do-	amalgamated dissolved etc. during the month.	Nil
		as on 28-2-62.	1,173

14. Labour administration and Statistics for the month of February 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 (Regulation of Condition of work) Act, 1958.	Madras Industrial Establishments (National Festival Holidays) Act, 1958.
		(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	878	2,800	260	50,012	3,743	1,023	296	1,850
2.	No. of irregularities noticed.	14	50	...	208	88	50	7	33
3.	No. of cases warned.	35	97	...	536	225	53	28	34
4.	No. of prosecutions launched.	29	...	10	53	67	5	2	...
5.	No. of convictions obtained.	16	2	...	26	74	1	1	...
6.	Amount of fines levied in Rupees.	390	50	...	322	993	50	10	...

* The common irregularities noticed were in respect of the maintenance of registers, exhibition of notices, upkeep, sanitation, employment of young persons and payment of wages at rates less than those fixed under the Minimum Wages Act, 1948.

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

District.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			REMARKS.	
	Section 2 (m) (i)		Section 2 (m) (ii)	Section 2 (m) (i)		Section 2 (m) (ii)	Section 2 (m) (i)		Section 2 (m) (ii)	Section 2 (m) (i)		Section 2 (m) (ii)		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)		(13)
1. North Arcot	139	131	101	...	...	...	...	...	...	...	139	131	101	371
2. South Arcot	119	10	60	...	...	...	...	...	...	...	119	10	60	189
3. Chingleput	190	29	49	...	...	...	...	...	...	...	191	29	49	269
4. Coimbatore	907	24	157	...	...	...	...	...	...	...	908	24	157	1089
5. Kanyakumari	45	7	23	...	...	...	...	...	...	...	45	8	23	76
6. Madras	696	68	156	...	...	...	...	...	...	...	700	68	156	924
7. Madurai	382	47	91	...	...	...	...	...	...	...	386	49	91	526
8. The Nilgiris	111	...	13	...	...	...	...	...	...	...	111	...	13	124
9. Ramanathapuram	224	63	121	...	...	...	...	...	...	...	227	65	121	413
10. Salem	441	20	97	...	...	...	...	...	...	...	443	21	97	561
11. Thanjavur	295	9	69	...	...	...	...	...	...	...	297	10	69	376
12. Tiruchirappalli	231	13	236	...	...	...	...	...	...	...	241	12	235	488
13. Tirunelveli	249	55	135	...	...	...	...	...	...	...	253	59	135	447
Total	4029	476	1308	34	12	...	...	3	2	1	4060	486	1307	5853

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

S. No.	Categor of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month.	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee	...	119	28,099.26	...	...	...	...	119	28,099.26
2. Tea	...	123	61,459.65	...	...	...	...	123	61,459.65
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	1,10,078.79	...	...	...	...	267	1,10,078.79

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

16. (a) Statement of Accidents for the month of February, 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).	...	3
20.	Food Except Beverages	...	38
21.	Beverages	...	10
22.	Tobacco	...	...
23.	Textiles	...	303
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	8
27.	Paper and paper products	...	...
28.	Printing, Publishing and allied industries	...	23
29.	Leather and Leather products (except foot-wear).	...	2
30.	Rubber and rubber products	...	23
31.	Chemicals and Chemical products	...	188
32.	Products of petroleum and coal	...	9
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	38
34.	Basic Metal industries	...	15
35.	Metal Products (except machinery and transport equipments).	...	70
36.	Machinery (except electrical machinery)	...	100
37.	Electrical Machinery, apparatus, appliances and supplies.	...	29
38.	Transport equipment	...	536
39.	Miscellaneous Industries	...	41
51.	Electricity, Gas and Steam	...	6
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	3
84.	Personal Services (Laundries, dyeing and cleaning).	...	1
Total		...	1,446

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

Statement VIII

Name of Industry.	Adults.		Adolescents.		Children.	
	Men.	Women.	Male.	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
COTTON MACHINERY:—						
1. Opening and Blowing room Machinery.	11	...	...	...	...	...
2. Cardroom Machinery	19	...	...	...	...	...
3. Drawing Frames	2	...	...	...	...	...
4. Speed Frames	29	...	...	...	...	...
5. Spinning Machinery	51	...	...	...	...	...
6. Weaving Machinery	7	...	...	...	...	...
7. Finishing Machinery	1	...	...	...	...	...
8. Flying Shuttles	13	1	...	...	...	...
9. Other Miscellaneous Textile Machinery	25	3	...	...	...	...
10. Miscellaneous non-machinery Accidents.	139	2	...	...	...	...
Total	297	6	...	...	...	...
JUTE MACHINERY						
...	...	...	Nil	...	...	...

17. The Government of Madras have granted exemptions to the following factories and Establishments from the provisions of the Acts and Rules indicated below during the month of February, 1962.

Name of the establishment	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)

EMPLOYEES STATE INSURANCE ACT 1948.

1. Certain Fatories.	All provisions except chapter V-A subject to certain conditions.	For a further period of one year from 22-1-1962 to 21-1-1963.	II-1 No. 533 of 1962 at page 204 of Part II-Sec. 1 of the Fort St. George Gazette dated 7-2-1962
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MADRAS CATERING ESTABLISHMENTS ACT 1958.

2. Virudhunagar Railway Vegetarian Refreshment Room, Virudhunagar.	From the provision 9 of the said Act subject to certain conditions.	For a period of one year from the date of publication of this notification in the Gazette.	G. O. Ms. No. 196 I. L. & C (Labour) dt. 9-1-1962 published in notification II-1 No. 531 of 1962 and page 204 of the Fort St. George Gazette dated 7-2-62.
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EMPLOYEES PROVIDENT FUNDS ACT 1952.

3. Vasantha Press, Madras.	From all the provisions of the said Act subject to certain conditions.	Permanently.	G. O. Ms. No. 660 I. L. & C. (Labour) dated 2-2-62 published in notification II-1 No. 914 of 1962 at pages 359-360 of the Fort St. George Gazette date 28-2-1962.
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MADRAS LABOUR GAZETTE

Consolidated Statement of Price of Cotton and Yarn for the month of February, 1962.

For the Week ending.	Price of Cotton per quintal or 100 Kilograms.	
	Cambodia. Rs.	Karunganny. Rs.
3—2—'62	Rs. 235/290	Rs. 220/247
10—2—'62	-do-	-do-
17—2—'62	-do-	-do-
24—2—'62	-do-	-do-

For the Week ending	Price of Yarn per Bundle of 10 lbs. 20s.	
	Rs.	
3—2—'62	20.75	
10—2—'62	20.75	
17—2—'62	20.75	
24—2—'62	20.75	

STATISTICAL SUPPLEMENT

321

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

Centre.	Food.	Fuel and Lighting.	Cloth- ing.	House Rent.	Miscel- laneous.	Cost of Living Index.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(Base: Year ended June, 1936: 100).						
1. Madras City ...	533.2	620.9	468.8	293.5@	358.2	479.5
2. Cuddalore ...	516.0	514.0	386.0	354.0	492.0	486.0
3. Tiruchirapalli ...	519.0	493.0	429.0	287.0	338.0	460.0
4. Madurai ...	559.0	410.0	504.0	301.0	319.0	476.0
5. Colmbatore ...	525.0	526.0	481.0	485.0	291.0	501.0
(Base: August, 1939: 100).						
6. Nagercoil ...	558.0	432.0	540.0	299.0		499.0

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

@ 293.47 to two decimal places.

Comparative statement of the cost of living index numbers for the months of January, 1962 and February, 1962.

Zone.	Centre.	Cost of living index numbers for the months of		Variation.
		January, 1962.	February, 1962.	
(1)	(2)	(3)	(4)	(5)
(Base: Year ended June, 1936: 100).				
1. Madras City and Chin- gleput Dt.	Madras City ...	482.4	479.4	-2.9
2. North Arcot and South Arcot Dts.	Cuddalore ...	492.0	486.0	-6.0
3. Tiruchirapalli & Tanjavor Dts.	Tiruchirapalli ...	460.0	460.0	—
4. Madurai, Ramanatha- puram and Tirunel- veli Dts.	Madurai ...	478.0	476.0	-2.0
5. Colmbatore and Salem Dts.	Colmbatore ...	502.0	501.0	-1.0
(Base: August, 1939: 100).				
6. Kanyakumari Dt.	Nagercoil ...	503.0	499.0	-4.0

MADRAS CITY. INDEX-480.

A fall of two points.

The index for the food group fell by four points to 533 due mainly to a fall in the prices of vegetables.

The index for the fuel and lighting group rose by five points to 621 due to a rise in the prices of firewood and charcoal.

The index for the miscellaneous group fell by six points to 358 due to a fall in the price of betel leaves.

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

Group.	Weight proportional to the total expenditure.	Group Index number.	
		January, 1962.	February, 1962.
(1)	(2)	(3)	(4)
Food	58.23	537.5@	533.2
Fuel and lighting	8.42	615.8	620.9
Clothing	6.10	468.8	468.8
House-rent	14.57	293.5*	293.5*
Miscellaneous	12.68	364.0	358.2
Total	100.00		
Cost of living index number		482.4	479.5

* 293.47 to two decimal places.

@ 537.48 to two decimal places.

CUDDALORE INDEX-486.

A fall of six points.

The index for the food group fell by ten points to 516 due mainly to a fall in the price of rice.

The group index numbers in respect of fuel and lighting, clothing, house-rent and miscellaneous remained stationary at 514, 386, 354 and 492 points respectively.

TIRUCHIRAPALLI INDEX-460.

Index stationary.

The group index numbers in respect of food, fuel and lighting, clothing, house-rent and miscellaneous remained stationary at 519, 493, 429, 287 and 338 points respectively.

MADURAI INDEX-476.

A fall of two points.

The index for the food group declined by three points to 559 due mainly to a fall in the prices of millet and tamarind.

The index for the fuel and lighting group fell by five points to 410 due to a fall in the price of kerosene oil.

The group index numbers in respect of clothing, house-rent and miscellaneous remained stationary at 504, 301 and 319 points respectively.

COIMBATORE INDEX-501.

A fall of one point.

The index for the food group fell by one point to 525 due to a fall in the price of vegetables.

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

(Base : August, 1939 : 100)

NAGERCOIL INDEX-499.

A fall of four points.

The index for the food group fell by seven points to 588 due mainly to a fall in the price of rice.

The index for the miscellaneous group increased by two points to 299 due to an increase in the price of arecanuts.

The group index numbers in respect of housing and clothing remained stationary at 432 and 540 points respectively.

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. (1)	All India* Original base 1949.	
	General Index. (2)	Food Index. (3)
1950.	101	101
1951.	103	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
1960 :—	...	...
November.	124	126
December.	124	124
1961 :—	...	...
January.	123	123
February.	123	122
March.	124	123
April.	124	123
May.	124	123
June.	125	125
July.	127	127
August.	128	129
September.	128	128
October.	128	128
November.	128	128
December.	128p	127p

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 December, 1961 was 176.64.

(Source: Labour Bureau for all-India Index.)

10 (a) Monthly Press Report for the month of February, 1962 of the Madras Region.

The E.S.I. Scheme applies to 17 centres in the State of Madras and provides protection to 2,33,174 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 34 offices of the Corporation in the State for disbursement of Cash Benefits.

During the month of February, 1962, 797 insured persons received Rs. 34,827.52 nP. by way of cash benefits due to Employment injury. This includes 286 persons who were in receipt of pensions for permanent disablement as also 93 dependants of deceased insured persons. During the month, 1,379 accidents were reported as against 1,371 during the preceding month.

Comparatively, few persons need the employment injury benefits but fairly large number need cash benefits in the event of sickness. During February, 1962, 41,878 claims were received and an amount of Rs. 3,97,041.14 nP. was paid out as Sickness Benefit involving abstention for 1,67,667 days.

During the month 292 woman insured workers claimed Rs. 50,175.75 nP. by way of Maternity Benefit.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 17 cases against defaulting employers for recovery of Rs. 3,669.83 nP.

Penal action was taken against 3 employers for non-payment of contributions and non-submission of returns and contribution cards. One employer was admonished and the other two employers were fined Rs. 150/- and Rs. 20/- respectively.

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

Sl. No.	Particulars.	for the month of February 1962.	
1.	Total number of Attendance :		
	New 46,893 }	...	2,12,871
	Old 1,65,978 }		
2.	No. of Medical certificates issued	...	93,519
3.	No. of Domiciliary visits made	...	241
4.	No. of Injections administered	...	69,287
5.	No. of X-Ray examinations	...	1,885
6.	No. of Laboratory Examinations	...	4,323
7.	No. of Specialist Investigations	...	4,157
8.	No. of Persons admitted to Hospitals	...	1,036
9.	Bed Days occupied during the month	...	8,123

Additional data for panel system.

1.	No. of attendance: New. 13,581 }	...	39,672
	Old. 26,091 }		
	Diagnostic Centres		Nil
2.	No. of Prescriptions issued	...	11,230
3.	Payments made to :—		
1.	Chemists	...	Nil
2.	Insurance Medical Practitioners.	...	Rs. 52,361.74 (Coimbatore only)

Note: The above figures exclude one State Insurance dispensary and on utilisation dispensary.

LABOUR LAWS AND ADMINISTRATION :

THE WORKMEN'S COMPENSATION RULES, 1924

PART I.

RULES UNDER THE WORKMEN'S COMPENSATION ACT.

(Notification No. 459, published at pages 847-852 of Part I of the Fort St. George Gazette of 1924 (Madras Government Rules) Fort St. George, July 18, 1924—G.O. Ms. No. 2083, Law (General)).

In exercise of the powers conferred on them by Section 33 of the Workmen's Compensation Act, 1923 (Act VIII of 1923), the local Government are pleased to make the following rules under the Act :—

COSTS

1. (a) *Short title and extent*:—These rules may be called the Madras Workmen's Compensation Rules, 1924.
- (b) They shall extend to the whole of the State of Madras including the Kanyakumari district and the Shencottah taluk of the Tirunelveli District."

Where the Commissioner directs that any costs shall not follow the event, he shall state his reasons in writing.

2. The costs which may be awarded shall include
 - (a) the charges necessarily incurred on account of Court-fees
 - (b) the charges necessarily incurred on subsistence money to witnesses; and
 - (c) pleader's fees on the scale prescribed in the following rules.
3. (a) In any proceeding involving an application for compensation in the form of a lump sum or for commutation or for indemnification, the pleader's fee allowable shall ordinarily be Rs. 10.

The Commissioner may, in any such proceeding for sufficient cause, reduce the fee to a sum not less than Rs. 5 or increase it to a sum not exceeding Rs. 30.

- (b) In all other applications the pleader's fee shall ordinarily be Rs. 5.

The Commissioner may, in any special case, increase the fee to a sum not exceeding Rs. 20.

4. When a party engages more pleaders than one to conduct or defend a case, he shall be allowed one set of costs only.

5. If several respondents having substantially one defence to make, succeed thereon, not more than one fee shall be allowed; and the Court shall apportion it among the several respondents in such manner as it may think fit.

6. If several respondents have separate and distinct to make, they may, if successful, be allowed separate costs, whether they are represented by separate pleaders or not.

FEES.

7. The fees payable in respect of proceedings under the Act shall be as prescribed here under :—

I. Application for compensation :—

- (a) Where compensation is claimed in the form or recurring payments under clause d of sub-section (1) of section 4. Eight annas.
- (b) Where compensation is claimed in the form of a lump sum under clauses h or c of sub-section (1) of section 4.
- (i) Where the sum claimed does not exceed Rs. 500, one rupee, and
- (ii) Where the sum claimed exceeds Rs. 500, one rupee for each sum of Rs. 500 or fraction thereof.

II. Application for commutation under section 7.

- (a) Where it is by agreement between the parties. Eight annas.
- (b) in any other case. One rupee.

III. Application for the deposit of compensation—

- When presented under section 8 (1). Nil.
- When presented under section 8 (2) (in respect of each person to whom compensation is payable). Eight annas.

IV. Application for apportionment of compensation under section 8 (1)

One rupee for each dependant.

V. Application for review —

- (a) Where the review claimed in the continuance, increase, decrease or ending of half monthly payment under section 6 (2). Eight annas.
- (b) Where the half-monthly payments are sought to be converted into a lump sum under section 6 (2). One rupee.
- (c) in all other cases. One rupee.

VI. Application for the registration of agreements:—

- (a) Where either the application or the memorandum of agreement accompanying it is signed by both the parties under section 28 (1). Nil.
- (b) in any other case. Eight annas.

VII. Application to summon witnesses.—

- (a) When the application is to summon a single witness. Eight annas.
- (b) When the application is to summon more than one witness. Eight annas for the first witness and four annas for every subsequent witness.

VIII. Application for indemnification under section 12. Three rupees.

IX. Application for the recovery of Compensation.—

- (a) under an order already passed by the Commissioner. Eight annas.
- (b) in all other cases. The same fee as is payable on a similar application for compensation.

X. All applications not otherwise provided for Eight annas.

8. In the case of any application falling under head X the Commissioner may, if he thinks fit, permit the application to be made without fee.

9. Where the Commissioner grants relief of a different kind from or to a greater extent than that claimed by the applicant and if the fee which would have been payable on an application for the relief which the Commissioner grants is greater than the fee which has actually been paid, the Commissioner shall require the applicant to deposit the difference. The order shall not be executed until the difference is paid.

10. All fees payable under these rules shall be collected in the manner prescribed by the Court Fees Act.

11. The following registers shall be maintained by the Commissioners:—

- (1) A register in Form I of application for the settlement of any matter filed before the Commissioner;
- (2) A register in Form II of subpoena application filed before the Commissioner;
- (3) A register in Form III of processes delivered for service on parties;
- (4) A register in Form IV of Court-fees on all applications filed before the Commissioner;
- (5) A register in Form V of deposits received from and repayments made to parties;
- (6) A register in Form VI of miscellaneous applications filed before the Commissioner; and
- (7) A register in Form VII showing the receipt and disposal applications for copies of records.

12. (1) All applications presented to the commissioner shall be headed with a cause title as in Form VIII.

(2) All proceedings subsequent to an original application or petition may be headed with a short cause title as in Form IX.

13. The full name, residence and description of each party and if such is the case, the fact that any party proceeds or in proceeded against, in a representative character shall be set out at the beginning of the application as in Form X and need not be repeated in the subsequent proceedings in the same application or petition.

14. Every application shall at the foot thereof contain a list to be signed by the applicant or his representative of the documents filed therewith, in Form XI or a statement signed as aforesaid that no document is filed therewith.

15. All applications, written statements and other proceedings and documents may be presented to or filed in Court by delivering the same personally to the Chief Ministerial Officer of the Court at any time during office hours or by sending them by registered post to that Officer. The said officer shall at once endorse on the documents the date of presentation or receipts by registered post and if proceedings are thereby instituted shall insert the serial number.

16. Without prejudice to anything contained in the Act or in the rules framed thereunder by the Government of India or in these rules, a party shall be at liberty to inspect and obtain a copy of any document received or referred to in an application or written statement and filed in Court therewith.

17. Every party and his representative desiring to inspect or to obtain copy of any proceedings filed in Court by him or any other party or a Commissioner or Officer of Court or any other record relating to the application or matter to which he or his client is a party shall present a memorandum in Form XII specifying the proceedings or record of which inspection or copy is required.

18. An application for inspection or copies of records or documents of, or in the custody of, a Court other than records or documents filed in an applicant is a party shall be made in Form XII and shall be supported by an affidavit stating whether the applicant has any and if so what interest in the subject matter of the document or of the proceeding in which the record or document is filed, the purpose for which inspection or copy is required and if the same is required for the purpose of an intended or pending proceedings the nature of the said proceeding and the relevancy of the record or document to the case of the applicant.

The Court may in its discretion grant or refuse leave to inspect or to obtain a copy of the record or document applied for after causing notice of the application to be given to the parties to the said proceedings if it thinks necessary.

19. When a person is entitled to inspect a proceeding or document the search therefore, shall be made by the officer of the Court and such person shall be allowed to read the proceedings or document which he is entitled to inspect or to have it read to him and to make a short memorandum or the date and nature thereof so as to enable him to describe it sufficiently in case a copy is required but except where otherwise expressly provided by these rules he shall not be entitled to take a copy of the proceeding or document of any part thereof or to make extracts therefrom.

20. All copies furnished by the Court shall be certified to be true copies and shall be sealed with the seal of the Court. The Chief Ministerial Officer of the Court shall initial every alteration and interlineation in the copy and shall sign a certificate at the foot thereof that the same is a true copy and shall also state the number of alterations and interlineations made therein.

21. Every copy shall bear an endorsement showing the following dates:

(1) Application made, (2) stamp papers or charge called for, (3) stamp papers or charges deposited, (4) copy ready, and (5) copy delivered or posted.

22. (1) One stamp paper of the value of three annas shall be brought in for every 175 words or fraction of 175 words.

(2) Four figures shall be taken as equivalent to one word and vernacular words with short suffixes and inflections shall be fixed by the Commissioner and deposited in Court in cash.

(3) Cost of copying maps, plans, genealogical trees, tabular statements or other work requiring skilled labour shall be fixed by the Commissioner and deposited in Court in cash;

xxxiv

MADRAS LABOUR GAZETTE

Provided that the Commissioner may, in the case of poverty of the applicant, grant copies free of cost notwithstanding the provisions contained in sub-rules (1) and (3)

23. (1) On receipt of an application for copies of records or documents notice shall be given by post to the applicant of the number of stamp papers required and the amount to be deposited in cash.

(2) If the required stamp papers or cash are not received within a fortnight from the date of notice, the application shall be struck off.

(3) The procedure above described shall also apply to calls for additional stamp papers or cash when the first supply has been found to be insufficient.

(4) The applicant may in his application for a certified copy apply that the same may be delivered to him in person or through the post at a specified address and the copies shall be delivered accordingly and if the applicant so requires by registered post. If any such copy is not claimed by the applicant within 12 months from the date on which it was ready, the copy shall be destroyed.

(5) If a document of which a copy or inspection is sought is not found on record, the applicant shall be entitled to a certificate to that effect.

(6) If any party or representative wishes to inspect an original record or document with a view to ascertain its probable age or to discover erasures or interpollations therein, he shall do so in open Court at the hearing of the application.

24. (1) The notice sent by the Commissioner under Sub-section (1) of section 10-A shall be in Form XIII and shall be accompanied by a copy of Form XIV.

(2) The statement submitted by an employer under section 10-A shall be in Form XIV.

NOTICE BOOKS

25. Notice books in Form XV shall be maintained in all establishments specified below wherein 1,000 workmen or more are employed.

- (a) Textile mills.
- (b) Jute mills.
- (c) Railway workshops.
- (d) Distilleries.

26. Abstracts of such of the provisions of the workmen's Compensation Act, 1923 (Central Act VIII of 1923) either in English or in a language understood by the majority of the workers as may be notified by the State Government shall be displayed in a conspicuous place of the premises in the establishments specified below :—

1. Railways
2. All factories
3. Mines
4. Establishments employing persons in the
 - (i) construction of any—
 - (1) building ;
 - (2) dam or embankment; or
 - (3) bridge; and
 - (ii) generation, transmission or supply of electrical energy.
5. Posts and Telegraphs.
6. Lighthouses.
7. Studios where cinematograph pictures intended for public exhibition are produced or the places where such pictures are exhibited.
8. Fire brigade centres.

FORM—1

Register of applications for the settlement of any matter under the Workmen's Compensation Act, 1923, in the year.

1. Date of presentation or receipt of application.
2. Number of application
3. Name
4. Description
5. Address
6. Name
7. Description
8. Address
9. Particulars
10. Amount of value
11. When the cause of action accrued

} of applicant

} of the opposite party

} of claim

APPEARANCE :—

12. Applicant
13. Opposite party

} Day for parties to appear

14. Date
15. For whom
16. For what or amount
17. Date of decision of
18. Judgment in
19. Date of application
20. Date of order
21. Against whom
22. For what
23. Amount if any
24. Amount of costs
25. Amount paid into Court
26. Minute of other return than payment and date of every return

Judgment

Appeal

Execution

Return of execution

NOTE:—Where there are numerous applicant or numerous opposite parties the name of the first applicant or the first opposite party only, as the case may be, need be entered in the register.

PART II

Register of subpoena Applications filed in the Court of the Commissioner for Workmen's Compensation.

Serial number & date of receipt	Settlement application No.	Applicant's name.	Applicant's position in the settlement application*	Checking officer's initial.	Date of bearing.	Date of issue.	
(1)	(2)	(3)	(4) *(5)	(6)	(7)	(8)	
Rs. nP							
* Process fees.							
Names of witnesses.	Batta deposited.	To whom delivered for service and date of payments.	Mode of services.	Date of return.	Unexpended Batta Amount.	Date of payment to treasurer and his initials.	Remarks
(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Rs. nP.					Rs. nP.		

FORM—III.

Register of Processes delivered for service.

Settlement application No.	Nature of process.	No. of copies.	Date of delivery for service.	Returnable date.	when returned.	Served.	Mode of Service Unserv.	Initial of Clerk.	Remarks
2	3	4	5	6	7	8	9	10	11

FORM—IV

Register of court-fees on applications filed in the Court of the Commissioner for Workmen's Compensation

1. Settlement application number.	2. Nature of application.	3. Court fees.	4. Process fees.	5. Search fees.	6. Remarks.
2	3	4	5	6	7
		Rs. nP.	Rs. nP.	Rs. nP.	

FORM—V

Register of deposits received from and payments made to parties.

1. Date.
2. Number of each deposit.
3. Reference to application.
4. From whom received and position of depositor.
5. Nature of each deposit.
6. Amount of each deposit.
7. Initials of the Chief Ministerial Officer.
8. Date.
9. To whom and position of recipient.
10. Reference to and date of Commissioner's order ordering repayment.
11. Amount and whether paid in cash or by cheque.
12. Initials of the chief ministerial Officer.

FORM—VI

Statement showing the number of miscellaneous applications filed in the Court of Commissioner for Workmen's Compensation.

Sl. No.	Application number.	Date of file.	Nature of application.	Date of hearing.	Date of disposal.	Orders.
1	2	3	4	5	6	7

FORM—VII

Register showing the receipt and disposal of applications for copies in the Court of Commissioner for Workmen's Compensation.

Month and date.	General No.	No. of application.	Description of paper.	Charges.			Given to Date.	copyist Initials.
				When called for.	When deposited.	Number of stamps.		
1	2	3	4	5	6	7	8	9

Given to Examiner		Date.	Copy ready.		Date of delivery of copy and return of used stamps.	Signature of applicant.
Date.	Initials.		Number of stamps. Used.	Not used.		
10	11	12	13	14	15	16

FORM—VIII

Cause of title

In the Court of the Commissioner for Workmen's Compensation.

Application No. of 19 .

Between

1. T. Ramaswami Chetti and T. Sivaswamy Chetty Applicants.
and
1. M. Muniswami Pillai and M. Ramaswami Pillai. Opposite parties.

FORM—IX

Short cause title.

In the Court of the Commissioner for Workmen's Compensation

Application No. of 19 .

Between

1. T. Ramaswami Chetti and five others Applicants.
and
1. M. Muniswami Pillai and four others Opposite parties.

FORM—X

Cause title.

Application

The above named applicants state as follows:—

- (1) Tanjore Ramaswami Chetti, the first applicant, is a workman and resides at :
- (2) The address of the applicants for service of all notices and process is :
2. Madura Muniswami Pillai, the first named opposite party, is the employer of : and resides at :
3. (Set out the facts showing the cause of action, in consecutive numbered paragraphs)---
4. The applicants estimate the value of the relief sought by them at the sum of Rs :
5. The applicants pray that :
(a) (Set out reliefs claimed in successive paragraphs.)
(Signed) T. Ramaswami Chetti.

FORM—XI

List of documents under rule
(Cause title)

Sl. No.	Date, if any, of documents in vernacular and in English.	Parties to the documents.	Description of documents.
1	2	3	4

(Signed)

Applicant or (opposite) party or pleader or representative of the applicant or opposite party.

FORM—XII

Form of application for search of records.

To the Commissioner for Workmen's Compensation, Madras.

The Undersigned hereby applies for inspection:—

Name and address of applicant in full.	Description of record as far as possible.	Whether copy or inspection is required.	Purpose for which inspection or copy is required.	Order of Court, if any under which application is made.
1	2	3	4	5

Date. 19 . Signature of applicant

FORM—XIII

Whereas I have received information that*

a workman employed by you in**

has died as the result of an accident arising out of and in the course of his employment, I hereby require you in accordance with section 10-A of the Workmen's Compensation Act, 1923, to submit to me within thirty days of the receipt of this notice a statement in the enclosed form with the particulars required in paragraphs 1 and 2 and the particulars required either in paragraph 3 or in paragraph 4, duly filled in. In the event of your admitting liability to pay compensation the necessary deposit must, under section 10-A of the Act, be made within thirty days of the receipt of this notice.

Commissioner for Workmen's Compensation

* Insert name of workman

** Insert name of establishment.

FORM—XIV

In reply to your notice, dated the 19 , which was received by me on the 19 , it is submitted that* residing at a workman over/ under 15 years of age employed in**

met with an accident on the 19 , as a result of which he died on the 19 . The monthly wages of the deceased amounted to Rs.

2. The circumstances in which the deceased met his death were as follows:—

3. I admit liability to pay as compensation, on account of the deceased's death, the amount of Rs. which was/will be deposited with you/on/before the 19 .

(One of these paragraphs to be struck out).

4. I disclaim liability to pay compensation on account of the deceased's death on the following grounds:—

5. The names and address of the dependants of the deceased so far as known to me are.

Employer.

* Insert name of workman

** Insert name of establishment.

FORM—XV

Form of notice Book required to be maintained under Section 10(3) of the Workmen's Compensation Act, 1923.

Date of accident and time if known.	Name of workman injured.	Address of workman injured.	Cause of injury.	Date and time of notice.	Thumb impression or signature of person giving notice.
1	2	3	4	5	6

177 157

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