



MADRAS LABOUR GAZETTE

VOL. V NO. 11
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ISSUED MONTHLY

BY

THE COMMISSIONER OF LABOUR
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MADRAS LABOUR GAZETTE

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

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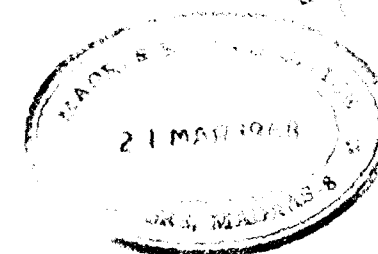
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Contains up-to-date information relating to labour in India. e. g., summaries of reports and inquiries, labour legislation, summaries of important awards, legal decisions and collective agreements, labour news from States covering labour welfare and living conditions, statistics of industrial disputes, absenteeism employment service, wages and earnings, cost of living, retail and wholesale prices, trade unions, etc. In addition to these, the quarterly issues of the Journal contain special articles on subjects of labour interest.

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CONTENTS

ARTICLES	PAGE
Psychological Approaches to the Problems of Human Relations—A Discussion	911
தொழில்வளத்தை பெருக்க உற்பத்தித்திறனை அதிகரித்தல்	916
Productivity in Cement Industry	919
Industrial Safety	921
LABOUR NEWS	923
CURRENT NOTES	928
AWARDS AND AGREEMENTS	933
CURRENT LABOUR LITERATURE	945
NOTIFICATIONS	947
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 September, 1964.	970
2. Statement showing the Bipartite Settlements under Section 18 (1) of the Industrial Disputes Act, 1947 for the month of September, 1964.	980
3. Statement showing the list of Industrial disputes referred for adjudication to the Industrial Tribunal Madras and the Labour Courts published in Part II of Section I of the Fort St. George Gazette during the month of September, 1964.	981
4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts and published in the Supplement to Part II of Section I of the Fort St. George Gazette during the month of September, 1964.	986
Monthly review of work stoppages (strikes and lock-outs) for the month of September, 1964.	988(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 September, 1964.	989

THE MADRAS LABOUR GAZETTE

Vol. VI] OCTOBER 1964 [No. 10

SPECIAL ARTICLES

PSYCHOLOGICAL APPROACHES TO THE PROBLEMS OF HUMAN RELATIONS—A DISCUSSION

By

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Effective labour-management relationship is an essential condition to maintain a target level of production in industry. Attitude dispositions of the management personnel and the workers are contributory factors in developing such relationship between personnel at various levels in the organisation. Industrial tension is the resultant force originating from the inter-actions of the various human relation factors. Low morale of the workers indicates the presence of mental unrest. This tension does not merely hamper the production but also leads to ill-health of the working men. Industrial accidents, labour turn-over, strikes and lock-outs are some of the significant consequences of an industrial tension. On the other hand a group of personnel with high morale is expected to utilize the skill, initiative and training. It is associated with less industrial troubles, man-days lost, improvement of quality and quantity of production, less complaints of dis-obedience, etc. Morale and attitude are responses which men make to their working conditions and they directly influence the way in which the working people will produce and cooperate with the organisation. The problem of human relations is psychological in origin and, therefore, the importance and practical value of devising suitable psychological techniques to remove the sources of labour tension is beyond any question.

The techniques of human relations study are more than one. The choice of particular technique or techniques depends on the purpose of the study. A brief description of three common approaches to the problem of human relations is given below. These techniques are: (i) attitude survey approach, (ii) group dynamics approach and (iii) clinical, especially group therapeutical approach.

Attitude Survey Approach:

Attitude survey is an accepted methodology for the study of human relations in industry. It is a very simple method and often employed for studying a variety of problems involving human reactions and behaviour. In the United States it has been used in the economic field for estimating

	PAGE
7. Particulars of complaints received and investigated and settled by the Labour Officers during the month of September, 1964. ...	992
8. Statement showing the number of Standing Orders certified during the month of August, 1964. ...	—
9. Workmen's Compensation Act,—Statement of accidents reported and amounts of Compensation paid for the month of August, 1964. ...	993
10. Workmen's Compensation Act,—Statement showing the number of cases filed and disposed of during the period from 1-8-1964 to 31-8-1964. ...	993
11. Payment of Wages Act, 1936—Statement for the month of August, 1964. ...	994
12. Madras Shops and Establishments Act, 1947—Appeals under Sections 51, and 19 pending, received and disposed of during the month of August, 1964. ...	994
13. List of Trade Unions Registered under the Indian Trade Unions Act, 1926, and Cancelled during the month of September, 1964. ...	995
14. Particulars about the Labour administration and statistics for the month of September, 1964. ...	897
15. Numerical list of Factories and Plantations covered by the Plantations Labour Act, 1951 for the month of September, 1964. ...	998
16. Statement of Accidents for the month of September, 1964. ...	1000
17. Exemption granted to the factories and establishments from the provisions of Acts and Rules as indicated during the month of September, 1964. ...	1002
18. Consolidated statement of cotton and yarn prices in the State of Madras for the month of September, 1964. ...	1004
19. Comparative statement of the cost of living index numbers for the month of September, 1964. ...	1005
20. Monthly Press Report under the Employees State Insurance Scheme Medical Benefit, for the month of September, 1964. ...	1009
21. Employment Exchanges Statistics for September 1964 ...	1011

national economic data, in the political field for prediction of public reactions to government programmes and in the industrial and commercial fields for discovery of the State of employee morale and nature of leadership and organisation leading towards better morale and higher productivity. Attitude survey is a technique to feel the pulse of the labour force and its direction. It is exploratory and disagnostic in nature. An attitude survey gives an x-ray picture, as it were, of the mental dispositions of the particular group of individuals under experiment. This experimental method is very commonly followed in the western countries and a number of studies also have been reported in India by Bose (1952), Ganguly, T. (1953 and 1954), Ganguly, H. C. (1953), Chowdhry (1953), etc.

The Group Dynamics Approach:

The individual's behaviour in isolation and in group are not identical. On the contrary, individual's responses to a particular situation are greatly influenced by other members of the group. "The group represents a common factor in the industrial situation. Problems of supervision and management grow out of the fact that in industry, the individual is always acting under group conditions..... No where is his individualism completely submerged, but at no time at work, is the individual freed from the powerful influence of the group"—Viteles (1932). The industrial organization is constituted of a number of various sized groups of individuals with complicated interactions between each other. The relationship between these groups is highly complex and difficult to understand by general observation. The Hawthorne studies and the work of Lewin and Moreno has directed attention to the significance of the social organisation of the factory and the group pressures and individual motivations to the problems of labour and management. This group dynamic aspect is discussed by Hare (1954) in relation to participation, roles, training and leadership and communication and interaction patterns. The concepts of group dynamics, particularly, their way of explaining the process of group formation and group functioning are considered to be extremely valuable for understanding the mechanism of inter and intra group relations. In western countries, this group dynamics technique has already become an accepted methodology for the study of human relations problems in industry.

The principles of group dynamics are based on the field theory, first advocated by Kurt Lewin. Jaques (1948) has also discussed the utility of field theory in understanding the problems of group relations in industry. An analysis of the experimental work on group behaviour and elaboration of certain fundamental concepts of group dynamics were reported by Lewin K. (1947). According to this view, a group situation is thought of as a field of organized system of forces and therefore, any change in one part of the system will influence the other parts. It, however, suggest that the field must be considered as a whole in order to understand the systems in proper perspective. It is really difficult to find out all the forces operating in a field. One can only select a few and work out within an abstract field of forces leading to the analysis of certain aspects of the complex whole.

The experimental evidences of the field theoretical approach to human relations problems were reported by Lewin and his co-workers. Lippitt and White reported an experimental study to show how changes in the social field were produced by variations in the quality of leadership affecting the

behaviour of groups of children. Three matched groups of boys worked under three type of leadership e.g., Autocratic, Democratic and Laissez-faire. The effects of this experimental work were striking. An outstanding quality of work, less arguing or fighting, no quabbling and selfishness etc. were some of the notable characteristics of the group with democratic atmosphere. The members of the group with the Laissez-faire atmosphere were found scape-goating each other and felt frustrated and dissatisfied. The group with the autocratic atmosphere, however, managed to complete their task with great difficulty. There was a tendency for fighting and for arguing among the members of this group.

Similar study on the effects of "social climate" in industry has been reported by Bavelas. He found that fully participant atmosphere leads to high morale and also increased quantity and improved the quality of production. Allport (1945) has pointed out that Lewin and his co-workers have gone far to demonstrate experimentally the importance of participation in obtaining effective social change. Asch (1952) observed the importance of the field theory and stressed that the significance of this concept lies - "not so much in the novelty of the findings as in the pioneer demonstration that one can observe and record reliably the behaviour of small group relations and to identify significant units of social behaviour. This is a methodological contribution of importance which psychology needed to establish the fact that group investigation was not outside the confines of careful empirical procedures"

Clinical Approach:

The clinical approach to human relations studies is a lengthy and complicated one. Very few industrial organizations can afford to spare their mal-adjusted workers for psycho-pathological treatments which require sufficient time. The success of this treatment depends, to a great extent, on the experience of the psycho-pathologist. Only a limited number of studies on the psycho-pathological problems in industry are reported in England and America. Mal-adjustments of various kinds are at the root of such problems usually discussed under the more familiar headings of labour turnover, absenteeism, indiscipline, poor morals, apathy, lack of sense of responsibility and a wide range of childish behaviour such as "practical joking". Careful analysis will show the cause of emotional mal-adjustments of which the following contributory factors are more common: (a) Physical, Chemical and Thermal Environment, (b) Work-load, (c) Personalities of the immediate supervisors, (d) Individual's personal mental make-up, and (e) Motivation and interest in job. So, it may be concluded that the cause of emotional maladjustments are diverse in nature and exhaustive individual-analysis alone can reveal the latent, unconscious and conflicting tendencies.

Until recently, industrial psychology concentrated on such subjects as mental testing, selection, fatigue, accident prevention and welfare. The wider, but crucial issues of social psychology which have proved the importance of individuals' attitudes, prejudices, conflicts and their effects related to these every day phenomena and to the intricate functioning of social groups, have not yet been put over to industry in familiar terms.

Sigmund Freud's main contribution was to clinical psychology, but it should be appreciated that his versatile and exploratory genius produced theories and stimulated thinking in most areas of social psychology as well. He did not merely invent the idea of the unconscious mental processes, but conclusively proved its practical existence and made it a central concept of his psychology. Moreover, as long as we believe that man is largely a rational being, acting on the basis of logical choices and conscious thought, we have no real chance to understand that goes on in social groups in industry or any where else. He further stressed the importance of emotions and unconscious drives and illustrated in innumerable case histories the absence of reason and logic in man's behaviour. He argued that conscience and moral values of right and wrong are not inherited, but are painstakingly developed in early childhood. Freud also showed that whenever there is a conflict between ideas or needs in a person one of them may be repressed and emerge later disguised in fantasies or dreams or have more serious consequences.

Freud's theories of repression, frustration and conflict have been widely used to explain diverse phenomena guiding human behaviour. He have ample evidence to say that neurosis is a major problem in industry. There are three reports of Medical Research Council, U.S.A., started in 1927 with a study of telegraphists' cramp and finishing with a report on the incidence of neurosis among factory workers in 1947. The 1947 research showed that over 25% of all sickness absence in a large sample was due to neurosis, 10% of the people examined suffered some definite disabling neurotic illness and further 20% had minor forms of neurosis. In industry the foremen and the supervisors very often come across people who are anxious, aggressive, frustrated or in some other way imperfectly adjusted to their social group at work. It is interesting to note that a social group in industry or elsewhere is capable of suffering from mental sickness just as weakening and infectious as an epidemic of influenza.

This clinical approach to human relation problems is not merely diagnostic but includes active, preventive and curative measures. The application of "GROUP THERAPY", psycho-dramatic technique, role-playing method etc. have been found useful. The study reported from India by Ganguly, T. 1958, however, included group therapeutical sessions with groups of supervisors as well as workers of various categories. This experiment was based on an integrated methodology of human relations studies including the basic principles of attitude survey method, group dynamics technique and also group therapy. These techniques were utilised at different stages in this experiment. Attitude survey technique was adopted to assess the general attitudinal orientation of the workers. Group dynamics principles helped in understanding and explaining the group interactions and group therapeutical principles were adopted in designing the attitude orientation programmes for both the supervisors and the workers.

Summary :

The above paragraphs have described the typical psychological techniques for the study of human relations problems in industry. Each technique has its usefulness in its own field. The survey technique is particularly useful in the discovery of principles underlying problems of organising and managing human activity. The survey research Centre of the Institute for social

research at Ann Arbor is using it with advantage for the study of "Social and interpersonal determinants of organizational effectiveness and employee satisfaction". The group dynamics approach, developed on the conceptualisation of Kurt Lewin, is specially useful for the understanding of determinants of inter-groups relations and of relations among members of a group. The clinical approach to human relations studies has its limitations. The individual case analysis method is rarely used. But the group therapy is a very recent development and is based on the belief that through group experience it is possible to assist individual in making better adjustments and thus remove sources of frictions within the group. As such, groups therapy may be applied to emotional problems inherent in the administrative handling of a staff, on the conduct of a class room or the leadership of a labour management discussion as well as the therapeutic handling of neurotics.

ERRATUM

Please substitute the following sentence for the existing sentences in column 5 against item 68 on page 795 of the August 1964 issue of the Madras Labour Gazette.

"The Management agreed to pay to all workers who are eligible for payment of bonus in accordance with the usual practice, a month's wages as bonus advance, against the claim for bonus for the period ending 31-3-1964."

தொழில்வளத்தை பெருக்க உற்பத்தித்திறனை அதிகரித்தல்

பி. வி. வீரராகவன்

தொழில்வள ஆய்வி ஆராய்ச்சி கழகம், கோவை.

தொழில் வளம் ஒரு நாட்டின் மேன்மைக்கு முக்கியமான அறிகுறி. ஒரு நாட்டில் தொழிற்சாலைகள் அதிகம் ஆக ஆக உற்பத்தியும் அதிகரிக்கின்றது. ஆனால் தொழில் சிறந்த முறையில் நடக்கின்றதா என்பதனை அறிய பயன்படுத்தும் ஒரு முக்கிய அளவுகோல்தான் உற்பத்தித்திறன் (Productivity) என்று சொல்லுகிறோம்.

அதிகமான தொழிற்சாலைகள், இயந்திரங்கள், கச்சாப் பொருட்கள், தொழிலாளிகள் ஆகியவற்றின் மூலம் உற்பத்தியை அதிகரிக்கலாம். ஆனால் உற்பத்தித்திறன் அதிகமாக இருக்கின்றது என்று சொல்ல முடியாது.

உற்பத்தித்திறன் அளவை வைத்துக் கொண்டுதான் தொழில் முன்னேற்றத்தை அளவிட முடியும். உற்பத்தித்திறனை அதிகப்படுத்துவதின் முக்கிய நோக்கம் குறைந்த செலவில் உற்பத்தியை அதிகப்படுத்துவதே யாம். அதாவது கணிசமான அளவு மூலப் பொருட்களையும் இயந்திரங்கள், தொழிலாளிகளையும் வைத்துக் கொண்டு விஞ்ஞான முறைப்படி உற்பத்தியை அதிகப்படுத்துதலாகும்.

அதிகமான உற்பத்தித் திறன் மூலம் பல நன்மைகளை அடையலாம். முதலாவதாக தொழிற்சாலையில் செய்யப்படும் பொருளின் விலையை குறைக்க முடிகின்றது. இதனால் பொதுமக்கள் குறைந்த விலையில் இப் பொருளை வாங்க முடிகின்றது. இரண்டாவதாக தொழிலாளிகளுக்கு அதிக ஊதியம் கிடைக்கின்றது. நிர்வாகத்தினருக்கும் கூடுதலாக இலாபம் கிடைக்கின்றது. அதிகமான உற்பத்தித் திறன் தொழிலுக்கும் தேவை; நாட்டுக்கும் தேவை. உற்பத்தித் திறன் போதிய அளவு இல்லாவிட்டால் நம் நாட்டுத் தொழில் மற்றைய மேல் நாட்டுத் தொழிலுடன் போட்டியிட முடியாது. மேலும், கூடிய விரைவில் நம் நாட்டுத் தொழில்களின் தரம் குறைந்து கொண்டே சென்று கீழ்நிலையை அடைந்துவிடும்.

“தொழில் பொறியியல்”

(Industrial Engineering) “தொழில் உளவியல்” (Industrial Psychology) போன்ற விஞ்ஞான அறிவுகளின் துணைக்கொண்டு உற்பத்தித் திறனை அளக்கவும் அதிகரிக்கவும் முடியும் என நிச்சயமாகத் தெரிகின்றது. இவ் விஞ்ஞான அறிவுகளை வீணாக்காமல் சரிவரப் பயன்படுத்தி நாட்டின் தொழில் வளத்தை பெருக்க வேண்டும்.

உற்பத்தித் திறனை அதிகரிக்க, கச்சாப் பொருட்களை வீணாக்காமல் நன்கு பயன்படுத்துவதில் போதிய கவனம் செலுத்த வேண்டும். மேலும், கச்சாப் பொருட்களின் தரத்தை தக்க சோதனை செய்து பயன்படுத்துவதின் மூலம் தொழிற்சாலைகளிலிருந்து கிடைக்கும் பொருட்களின் தரத்தை உயர்த்த வழி வகுக்கலாம். இரண்டாவதாக நாம் கவனிக்க வேண்டியது இயந்திரங்களின் நிலைமை. இயந்திரங்களை தொழிற்சாலையில் அடிக்கடி பழுதுப்பார்த்து நல்ல முறையில் வைத்துக் கொள்ளுதல் அவசியம். மேலும், தானாகவே இயங்கும் புதிய பல இயந்திரங்களை உபயோகப்படுத்துவதின் மூலம் உற்பத்தித் திறனை அதிகரிக்கலாம்.

தரமுள்ள கச்சாப் பொருட்களை பயன் படுத்துதல் இயந்திரங்களை நல்ல முறையில் வைத்துக் கொள்ளுதல், நவீன இயந்திரங்களை உபயோகப்படுத்துதல் ஆகியவை நிர்வாகத்தினரின் பொறுப்பு; ஆகவே, தொழிற்சாலை நிர்வாகத்தினர்கள் இப்பொறுப்பை ஏற்றுக் கொண்டு வேண்டிய நடவடிக்கைகளை மேற்கொள்ள வேண்டும்.

மூன்றாவதாக நாம் கவனத்தில் வைத்துக்கொள்ள வேண்டியது தொழிலாளிகளின் திறமையை மேம்படுத்துதலாகும். தொழிலின் தேவைக்குத் தகுந்த அளவு தொழிலாளர்கள் எண்ணிக்கை இருக்கவேண்டும். அதற்கு மேலாகவோ அல்லது குறைவாகவோ இருந்தால் உற்பத்தித்திறன் பாதிக்கப்படும். மேலும், தொழிலாளர்கள் வேலை செய்யும் முறைகளில் மாற்றம் ஏற்படுத்துவதின்மூலமும் உற்பத்தித்திறனை அதிகரிக்கலாம். ஆகையால், நாட்டின் தொழில் வளம் பெருக தொழிலாளர்கள் அனைவரும் முழு மனதுடன் தங்களது ஒத்துழைப்பைத் தரவேண்டும்.

ஒரு தொழிலின் வேலைக்குப் போதிய அளவு தொழிலாளர்களின் எண்ணிக்கையை நிர்ணயிக்க “காலத்தை நிர்ணயிக்கும் முறையை” (Time Study) உபயோகிக்கிறார்கள். ஒவ்வொரு வேலை செய்வதற்கும் எவ்வளவு நேரம் வேண்டுமென்று நிர்ணயிப்பதே இதன் முக்கிய நோக்கம். செய்யும் வேலையை பல நுணுக்கங்களாகப் பிரித்து ஒவ்வொரு நுணுக்க வேலைக்கும் எவ்வளவு நேரம் வேண்டுமென்று நிர்ணயிக்க முடியும். இதை அடிப்படையாக வைத்துக் கொண்டுதான் “வேலைப் பளுவை” (workload) கணக்கிடுகின்றார்கள். இப்படிச் செய்வதினால் தொழிலாளிகள் தாங்கள் மிகவும் கஷ்டப்பட்டு உடற்சோர்வடையும்படி வேலை செய்யவேண்டுமோ என்று பயப்பட வேண்டியதில்லை. அவர்கள் செய்யும் வேலைக்கு எவ்வளவு ஓய்வு நேரம் வேண்டுமென்று விஞ்ஞான ரீதியாக கணக்கிட்டு அதற்குத்தக் வேலை நேரத்தில் தள்ளுபடி கொடுத்து வேலைப்பளுவை நிர்ணயிக்கின்றார்கள்.

மேலும் “வேலை செய்முறை” (method study) ஆராய்ச்சியின் மூலம் எந்த வேலையை எப்படிச் செய்தால் அதிகமாகவும் சிரமமில்லாமலும் வேலை செய்ய முடியுமென்று வரையறுக்க முடிகின்றது. உதாரணமாக ஒரு தொழிலாளி முதுகில் பளுவை தூக்குவதின் மூலம் எவ்வளவு நேரம் வேலை செய்ய முடியுமோ அதே பளுவை ஒரு கைவண்டி அல்லது டிராவியை உபயோகப்படுத்துவதின் மூலம் விரைவாகவும் சிரமமின்றியும் வேலையைச் செய்ய முடிகின்றது. ஆகையால், தொழிலாளிகள் “கால நிர்ணய முறை” (Time Study), “வேலை செய்முறை” (method study) ஆகிய இவ்விரண்டும் உற்பத்தித் திறனை அதிகரிக்க இன்றியமையாதது என்று வரவேற்க வேண்டும்.

இம்முறைகளை நடவடிக்கையில் கொண்டுவரும் பொழுது தமக்கு ஏதாவது தீமை விளையுமோ என்று தொழிலாளிகள் நினைப்பது இயற்கை தான்; தமக்கு வேலை அதிகமாகிவிடுமோ என்று கூட சிலர் நினைக்கலாம்; மற்றும் சிலர், இம்முறைகளை கையாளுவதின் மூலம் ஆட்குறைப்பு ஏற்பட்டுதான் அல்லது சக தொழிலாளிகள் வேலையிலிருந்து நீக்கப்படும் ஒரு நெருக்கடி நிலை ஏற்படுமோ என்று அஞ்சவும் கூடும்; உற்பத்தித் திறனை அதிகப்படுத்துவதின் மூலம் கிடைக்கும் இலாபத்தை நிர்வாகத்தினர் மட்டும் எடுத்துக் கொள்வார்களோ அல்லது தங்களுடைய திறமைக்கு இலாபத்தில் தகுந்த விகிதம் கொடுக்க மாட்டார்களோ என்றும் கூட ஒரு சிலர் நினைக்கலாம்.

உற்பத்தித் திறனை அதிகரிக்க விரும்பும் ஒவ்வொரு தொழிற்சாலை யும் தொழிலாளிகளின் மேற்கூறிய பீதிகளையும் சந்தேகங்களையும் நியாயமானவையாகவே என்று மனதில் வைத்துக்கொண்டு அவற்றை அகற்ற வேண்டிய முயற்சிகளை எடுத்துக் கொள்ளவேண்டுவது அவசியம்.

தொழிலாளிகளின் பீதியைத் தீர்ப்பது மிகவும் முக்கியமானது. அவர்களின் தொழில் தரத்தின் திறமைக்குத் தக்கவாறு நிர்வாகத்தினர் போதிய ஊதியம் கொடுக்கவேண்டும். அதிக வேலை செய்பவர்களுக்கு அதிகப் படி ஊதியம் கிடைக்கவேண்டும். பல தொழிற்சாலைகளில் இப்படிப்பட்ட 'தூண்டு விசை திட்ட ஏற்பாடு' (Incentive Scheme) நடைமுறையில் இருந்து வருகின்றது. இதுமட்டுமேயன்றி தொழிலில் உற்பத்தித்திறனால் வரும் இலாபத்தை நிர்வாகத்தினரும் தொழிலாளிகளும் கூட்டு ஆலோசனைகளின் மூலம் எப்படிப்பங்கிட்டு வேண்டுமென்று நிர்ணயித்துக் கொள்ளலாம். உற்பத்தித்திறனை அதிகப்படுத்துவதின் மூலம் தொழிலாளர்களின் வேலைக்கு ஏதாவது நெருக்கடி நேர்ந்தால் அவர்களை வேறு தொழிலில் பயன்படுத்த முன்னதாக நடவடிக்கைகள் எடுப்பதின் மூலம் தொழிலாளிகளின் பீதியை தவிர்க்கலாம்.

தொழிலில் உற்பத்தித் திறனை உயர்த்துவது என்பது ஒரு முக்கிய குறிக்கோளாகவிட்டது. இதில் கஷ்டங்கள் வருவது சகஜமே. நிர்வாகத்தினரும் தொழிலாளிகளும் இதை ஏற்றுக் கொண்டு தொழில் முன்னேற்றத்திற்காக பிரயத்தனம் செய்வது அவசியம். தொழிற் சங்க பிரதிநிதிகளுக்கும் தொழிலாளர்களின் பீதியை போக்குவதில் ஒரு முக்கிய பங்கு உண்டு. ஆகையால், தொழிற் சங்க பிரதிநிதிகள் உற்பத்தித் திறனின் அவசியத்தைப் பற்றியும் விஞ்ஞான ரீதியில் அதை எப்படி கையாளலாம் என்பதையும் தொழிலாளர்களுக்கு எடுத்துச் சொல்லவேண்டும்.

தற்பொழுது பல தொழிற்சாலைகளில் "வேலைக்குழு" (Works-Committee) "உற்பத்திக்குழு" (Production Committee) "ஆலோசனை திட்ட ஏற்பாடு" (Suggestion Scheme) என்று பல முறைகளை கையாள்கின்றார்கள். உற்பத்தித் திறனை அதிகப்படுத்துவதே இவற்றின் முக்கிய நோக்கம். தொழிலாளர்கள் இதில் சரிவர பங்கெடுத்து உற்பத்தித் திறனை அதிகரிக்க முயற்சி செய்ய வேண்டும்.

இதுமட்டுமேயன்று நமது நாட்டில் தொழிற் சம்பந்தமான ஆராய்ச்சி நிலையங்கள் "தேசிய உற்பத்தித் திறன் கவுன்சில்" (National Productivity Council) போன்ற பல நிலையங்களும் இயங்கி வருகின்றன. நமது நாட்டின் குறிநிலைக்கு ஏற்றவாறு தொழில் வளத்தை அதிகப் படுத்துவது எப்படி என்பதுதான் இந்த நிலையங்களின் முக்கிய நோக்கம். தொழிலியல் ஆராய்ச்சி மற்றும் நிர்வாகத்தினர், தொழிலாளர்கள் முதலியவர்களுக்கு உற்பத்தித் திறனை எப்படி அதிகரிக்க வேண்டுமென்பதைப் பற்றி பல பயிற்சி வகுப்புகளும் இந்த நிலையங்களில் நடத்தப்பட்டு வருகின்றன. இவற்றை நடைமுறையில் அனுசரிப்பதின் மூலம் தொழில் அபிவிருத்தி அடைந்திருக்கின்றது என்று புள்ளி விவரங்கள் மூலம் நமக்குத் தெரிய வருகின்றது. தொழிலாளிகள் அனைவரும் இத்தகைய அரும்பெரும் முயற்சிகளில் பங்கு கொள்ள வேண்டும். நமது நாட்டில் இருக்கும் தற்போதைய நெருக்கடி நிலைமையில் இதன் அவசியம் மிகவும் முக்கியமாகின்றது.

(திருச்சி வானொலி நிலையத்திலிருந்து ஒலிபரப்பப்பட்டது. அகில இந்திய வானொலி நிலையத்தாரின் அனுமதியுடன் அச்சிடப்பட்டுள்ளது).

PRODUCTIVITY IN CEMENT INDUSTRY :

"A twelve man study group with Sri R. V. Raman, I.A.S., Joint Secretary, Ministry of Steel and Heavy Industry, Chairman, Dr. G. P. Kane, Senior Industrial Adviser, Ministry of Commerce and Industry as alternate Chairman and with experienced executives, technical specialists, representatives of labour and Government departments as members submitted its report on the problems of productivity in the Cement Industry to the National Productivity Council.

Referring to labour, the study group has pointed out that absenteeism both authorised and un-authorised varies from 10 to 15% in many of the cement factories and that it has further increased after the implementation of the E.S.I. Scheme in most of the cement factories. The Committee has brought two aspects to the notice of proper authorities (viz.) (1) under the E.S.I. regulations, if a worker is given leave only for two days he will not be entitled for the wages contributed by E.S.I. with the result that to get the E.S.I. relief, workers take leave at least for a week, (2) the present practice of the worker not reporting his sickness to the Management.

The Committee has observed that despite the provision of several amenities, the working conditions in several factories cannot be said to be satisfactory.

On the question of introducing incentive system with a view to raise productivity, it was brought to the notice of the study group that it would not be possible to introduce incentive system in all departments except in manually operated lime stone quarries and packing department. The report points out that in all most all the cement factories there is incentive system in the manually-operated limestone quarries and the packing departments, but this system is not working successfully because the workers are afraid to give more output under the incentive system, due to their fear that minimum workload may be increased afterwards on the basis of higher output. The Committee has suggested that social incentives like honouring distinguished workers with titles, reception, displaying their photographs and allotting them better type of quarters may also be tried.

The report has noted that great disparity in productivity exists in different factories in our country. The man-hour per tonne varies from 4.47 (Saurashtra) to 20.12 (Banmore). The average of 31 factories in our country works out to 10.18 man-hours per tonne. The report further makes it clear that though indices thus derived are based on labour they do not measure merely labour efficiency. It is actually a measure of industry efficiency in general reckoned in terms of one specific factor. The study group has made a comparative study of the productivity of the Indian worker with his counterpart in western countries and says that it is depressingly low. The man-hours required for producing one tonne of cement is 1.50 in U.S.A., 1.51 in Belgium, 1.75 in Japan, 1.82 in Britain and 2-20 in Germany. The corresponding figure for India is 10.15. The study group has noted that higher productivity might in the short run mean some redundancy especially in over-staffed older plants. Some cement factories have entered into agreements with their labour that natural wastage of labour due to the death and retirements will not be replaced. Such factories are able to get rid of

the redundant labour without resorting to retrenchment. The study group has recommended that such a procedure should be adopted in other factories also and thus progressively reduce their man-hours to a reasonable level.

Some of the other more important recommendations made by the Committee for increasing productivity are the following.

- (1) Foreign Exchange allocation for importing spares should be increased.
- (2) Standardization of the size of machinery including the physical dimension and size.
- (3) Introduction of preventive maintenance in all cement factories.
- (4) Rehabilitation of old machineries as quickly as possible with Government assistance.
- (5) Mechanisation of quarries.
- (6) Preference to Cement Industry for good quality coal.
- (7) Introduction of Statistical Quality Control.
- (8) Greater scope for training courses for the Labour and Management.
- (9) Natural wastage of Labour in cement factories should not be replaced till the redundant labour is got rid off, to bring down man-hours per tonne of cement which is very high in India."

INDUSTRIAL SAFETY

5. Woman Office Cleaner Killed in Slag Explosion.

A latchman in a steelworks was preparing a journey which included a ladle of molten slag. He had coupled up the journey attaching the rope of the ladle to a hook so that the slag could eventually be tipped. The journey was then pulled out of the casting bay and crossed over points to the main line. When he had reset the points, the journey was pushed back to him. As it was being returned he saw the slag ladle begin to tip. He shouted a warning to stand clear and at the same time gave the red light signal to the engine driver to stop, which he did. The ladle slowly tipped over, spilling its contents on the roadway. An explosion followed and molten slag splashed on to a nearby office building which went up in flames; a woman cleaner working inside the building was burned to death.

The latchman stated at the inquiry into the accident that he did not think the accident was due to the rope being loose otherwise he would not have been able to couple up the journey. He thought that vibration had caused the rope to come off the hook and become entangled in the points, with the result that the ladle tipped over.

An expert witness stated that the practice outlined had been followed for 30 years without incident. It was now realized that what had happened could be repeated and steps were being taken to redesign the hook to prevent misplacement of the rope.

(Industrial Accident Prevention Bulletin, London, June 1963).

6. High Pressure Greasing Systems.

An experienced motor mechanic using high-pressure lubricating equipment, was engaged in greasing the rear spring shackles of a motor car. The grease gun was fitted with a sharply pointed nozzle. In trying to locate the appropriate grease nipple under the vehicle, he inadvertently pressed the point of the nozzle against the ball of his thumb, pressing the trigger at the same moment. A small quantity of grease was discharged at high pressure and entered his thumb. It was necessary for his thumb to be incised to remove the grease and he was off work for some days.

High-pressure grease guns, similar to the one used above, operate at estimated pressures of up to 10,000 lb per sq. in. To prevent a repetition of the accident described, the pointed nozzle of the gun has been replaced by a shrouded nozzle which fits over the grease nipple and is held in position by a clip inside the shroud. It was found that the use of the shroud made for easier location and hence quicker working. It is suggested that, in addition to these precautions, a trigger guard should be fitted to all grease guns.

(Industrial Accident Prevention Bulletin, London, June 1963).

7. Two Slingers Crushed by Girder.

Two slingers were engaged in off-loading a 59-ft. long 4½-ft. high; 7-ton steel girder from a railway bogey by means of an overhead crane. They were using a double chain sling and it was their intention to attach the ring at one end of the sling to the crane hook, bring the sling legs under the girder, which was raised on timbers on the floor of the bogey, and hook them back upon themselves above the girder. This was to be done at the centre of the girder so that it was balanced when lifted.

They called for the crane hook to be lowered so that they could attach the ring to it, and then requested the driver to raise again to enable them to put the slings under the girder. Both slingers climbed on to the bogey and one bent down out of the crane driver's view between the girder and another girder lying alongside it. He signalled for the crane hook to be lowered, then told the driver to move it over the centre of girder. As he did this it appears that the sling hooks became caught on the flange of the girder, causing it to fall against the other, which fell over and trapped the men. Both were crushed to death.

(Industrial Accident Prevention Bulletin, London, June 1963).

8. Man Crushed under Bales of Wood Pulp.

A gang of workmen were building a wood pulp stack at a paper mill. The stack, which had been commenced four or five days previously had reached a height of about 20 ft. when the men noticed that it was beginning to open out at the bottom.

In order to help support the stack where it was bulging, the men decided to start another stack alongside. One of them was engaged in unhooking and stacking bales delivered by an overhead crane when he saw the side of the bulging stack fall out. He shouted a warning and ran, but another man was trapped under the falling bales, each of which weighed three to four hundredweight. The trapped man was released with the help of the crane, but died from the injuries he received.

At the inquiry into this accident evidence was given to the effect that it was usual practice to build stacks up to 50 ft. in height but, because of the prevailing weather conditions, it was decided not to build to that height.

A witness thought the stack had collapsed because the bales were frozen solid and were uneven in shape. In the past other stacks had opened up much more and had stood for several weeks.

The mill foreman suggested that ice in the bales had caused them to slide out instead of their settling down in the usual way. During his 30 years experience he had ever known a newly erected stack to collapse.

(Industrial Accident Prevention Bulletin, London, June 1963).

Source : Industrial Safety & "Health Bulletin" January-March 1964

LABOUR NEWS

INDUSTRIAL RELATIONS

SEPTEMBER 1964

The Labour situation in the State was satisfactory. There were 9 strikes in Textile Mills (including the two strikes that were continuing at the end of the last month) and 6 strikes in other industries (including the two strikes that were continuing at the end of the last month) during the month of September 1964. Out of the 6 strikes in other industries one strike was continuing at the end of the month. The number of workers affected by the strikes in textile mills was 2388 and in other industries it was 647. 13,707 mandays were lost due to strikes in textile mills and 2307 mandays were lost due to strikes in other industries. The details of work stoppages were as follows:

TEXTILES

The strike by the workers of Sri Karthikeya Spinning and Weaving Mills (P) Ltd., Singanallur referred to in the last month's issue was terminated on 16-9-64 consequent on the dismissal of the strikers by the management.

The strike by the workers of Indra Cotton Mills, Chromepet referred to in the last month's issue came to a close on 3-9-64.

About 4 out of 354 workers of Raveendra Mills Ltd., Singanallur struck work on 8-9-64 at 7-00 A.M. demanding higher rates of wages and additional hands in the Carding Department. The workers resumed work on 11-9-64 at 8-30 P.M. on the advice of the Labour Officer.

About 55 out of 281 workers of Sri Varadaraja Textiles (P) Ltd., Peelamedu struck work on 4-9-64 at 12 Noon refusing to do the work hitherto attended by them. The workers resumed work on 6-9-64 at 7-00 A.M. on the advice of the Labour Officer.

About 10 out of 624 workers of Balasubramania Mills Ltd., Singanallur struck work on 8-9-64 at 8-00 A.M. protesting against the action of the management in not marking present for the afternoon of 7-9-64 in the tickets of some of the workers who refused to do their normal work. The workers resumed work on the same day at 1-00 P.M. on the advice of the Union leaders.

About 62 out of 800 workers of Lotus Mills Ltd., Sundarapuram struck work on 2-9-64 at 7-30 A.M. protesting against the suspension of a worker. The workers resumed work on 11-9-64 at 4-00 P.M. on the advice of the Labour Officer. As a result of the strike 30 workers were also indirectly affected.

About 319 out of 718 workers of the Kadri Mills Ltd., Ondipudur struck work on 5-9-64 at 10-30 A.M. as a protest against the refusal of the manage-

ment to provide conveyance for taking a worker who had heart-attack to the hospital. The workers resumed work on 12-9-64 at 8-0 P.M. as a result of direct negotiation. As a result of the strike 286 workers were also indirectly affected.

About 17 out of 891 workers of Sri Ramakrishna Mills Coimbatore Ltd., Ganapathy, struck work on 22-9-64 at 11-30 A.M. protesting to do the normal duties and alternative work offered. The workers resumed work voluntarily on 27-9-64 at 7-00 A.M.

About 1233 out of 1359 workers of Somasundaram Mills Ltd., Coimbatore struck work on 27-9-64 at 7-00 A.M. as a protest against entering the mills through a new gate located in the northern side of the mills. The workers resumed work on 30-9-64 at 1-00 P.M. on the advice of the Labour Officer.

OTHERS

The strike by the workers of Transformer and Switchgear Ltd., Madras referred to in the last month issue came to a close on 8-9-64.

The strike by the workers of M. V. S. Gramani and Company, Madras referred to in the last month issue was called off on 4-9-64 on mediation by the Labour Officer.

About 130 out of 227 workers of Hindusthan Lever Ltd., Tiruchirappalli struck work on 11-9-64 at 8-30 A.M. as a token strike due to some development in their Guziabad factory. The workers resumed work on 12-9-64 at 6 A.M. As a result of the strike 88 workers were also indirectly affected.

All the 67 workers of Madras Enamel Works Ltd., Madras struck work on 17-9-64 presenting a charter of demands. The Strike was continuing at the end of the month.

About 39 out of 53 workers of Eastern Electrical Company (P) Ltd., Coimbatore struck work on 4-9-64 at 7-30 A.M. protesting against the dismissal of certain workers. The strike ended on 22-9-64 consequent on the discharge of all the strikers by the management.

All the 150 workers of Bavutta Boedi Factory, Arcot launched stay in work on 27-9-64 following the non-supply of tobacco leaves. The workers resumed work on the same day on mediation by the Labour Officer.

Besides the 9 strikes in textile mills and 6 strikes in other industries mentioned above the workers of 3 industrial establishments observed hartal requesting the Government to take necessary steps to arrest the soaring prices of essential commodities etc.

CENTRAL SPHERE

1. General:

Regional Labour Commissioner (C), Madras attended the State Labour Advisory Board meeting at Ooty on 14th and 15th September, 1964.

2. Conciliation:

(i) The Conciliation Officer (C), Madras held conciliation proceedings in the dispute between the Hanover Insurance Co., Ltd., Madras and the General Insurance Employees Union, Southern Zone, Madras over alleged illegal dismissal of Sri S. V. Nallayya, Peon of Madras office and brought about an amicable settlement on 26-9-64.

(ii) Nine disputes were settled/disposed of at the intervention of the offices of this Machinery but without holding any formal conciliation proceedings:

3. Number of strikes and lockouts:	4 (of which one hunger strike).
4. Number of threatened strikes and lockouts	Nil
5. Particulars regarding disputes received:	
(a) Number of industrial disputes pending at the beginning of the month	5
(b) Number of industrial disputes received during the month.	21
(c) Number of industrial disputes settled/disposed of during the month.	11
(d) Number of threatened strikes.	Nil
(e) Number of which materialised.	Nil
(f) Number of Draft Standing Orders certified	3

STATE SPHERE

The conciliation officers enquired into and settled 542 disputes during the month of September 1964. Of these 96 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 Government referred 13 industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras and Labour Courts, Coimbatore, Madras and Madurai. The details of disputes referred for adjudication are published in the statistical part of the journal. 29 awards given by the Industrial Tribunal, Madras and Labour Courts on the industrial disputes referred for adjudication are published in the Fort St. George Gazette during the month of September 1964.

WELFARE

The Employment situation during the month showed favourable trend compared to previous month. Fewer registrations, more vacancy notification and placements are the main features during the month. The live register also showed a decrease of 3,013 or 1.3% over previous month. The ratio of registration to vacancies notified stood at 2.8:1 compared to 3.3:1 over previous month. The No. of vacancies notified during the month was 8,137 (plus 142) and the No. placed 6,178 (plus 165). A total of 22,681 registrations were effected during the month, a decrease of (-3,007) over previous month. The Number on the Live Register at the end of the month was 2,14,863. (-3,013).

The pattern of manpower surpluses and shortages remained unchanged. Clerical and unskilled occupations continued to be for in excess of demand received for them. Shortage of manpower was felt in the following occupations during the month :

Engineer (civil/mechanical) degree and diploma holders with three years experience, Doctors (Ayurvedic/Allopathic/indigenous), Pharmacist (Diploma/degree holders) Maternity Assistant, Sanitary Inspector, Lecturer (English/Chemistry), Graduate Assistant (Science, Mathematics and Social Studies), Language Teacher (Tamil Sanskrit/Hindi/Telugu/Malayalam), Secondary Grade Teacher (Urdu), Stereotypist, Typist (Tamil and English), Gestetner Operator, Drivers with 5 years experience, Road Roller Driver, Warping and Sizing Jobber, Plumber, Mono Key Operator, Mono Caster Operator, Lino Mechanic, Lino Operator, Physical Education Teacher (Male and Female).

The Questionnaire for the collection of Employment Market Information for quarter ended September 1964 have been issued to all the Establishments by the Field Units. This Directorate is undertaking a survey to assess the requirements of Engineering Personnel in Madras State in 1966-71. Field work relating to "Engineering Manpower Employment Census of Electrical and Mechanical Engineers" on behalf of I.A.M.R. is also in progress.

The occupational Information Unit took up 27 occupations for verification work during the month.

The six Vocational Guidance Units attached to the District Employment Officers North Arcot, South Arcot, Coimbatore, Madras, Madurai and Tiruchirappalli gave group guidance to 6,025 applicants and individual guidance to 79 during the month. Besides, 3,227 candidates were provided with guidance information and 18 were placed in jobs as a result of individual guidance.

The Professional & Executive Employment Office, Madras registered 182 (inclusive 16 women) applicants and placed 42 (5 women) in employment during the month. The Live Register of this office stood at 1,027 (112 women) at the end of the month.

The Employment Office for the physically handicapped at Madras registered 20 (2 blind, 7 deaf-mute and 11 orthopaedics) and placed 18 (3 deaf-mute and

15 orthopaedic) in employment during the month. At the end of the month, 349 comprising of 120 blind, 73 deaf and 156 orthopaedics remained on the Live Register of this Office.

The Employment Information and Assistant Bureaux in the Districts of Coimbatore, Ramanthapuram, Salem & Tirunelveli interviewed and Counselling 810 applicants and effected 481 registrations. The total No. of renewals made during the month was 301.

The two Mobile Registration Units attached to District Employment Offices Ramanathapuram and Salem effected 348 registrations and 736 renewals during the month.

Employees' Provident Funds Act 1952.

i. 29 establishments / factories were brought under the Employees' Provident Funds Act, 1952 during the month of September 1964, thus bringing the total No. of covered establishments/factories to 3286.

ii A total sum of Rs. 45,04,947-11 (excluding the refund of loans and previous accumulations etc. amounting to Rs. 2,67,546-50) was received as Employees' and Employer' Shares of contributions during August '64.

iii. The total Number of employees covered under the Employees' Provident Funds Act 1952 in the Madras State at the end of August 1964 was 3,92,491.

CURRENT NOTES

ADVANCED MANAGEMENT PROGRAMME.

1. The first Advanced Management Programme organised by the Madras Institute of Management was formally inaugurated at Madras on 4th September, 1964 by Sri M. Bhakthavatsalam, Chief Minister, Madras. Sri M. Bhakthavatsalam in his address said that the concept of industrial management had changed and that in the rapid industrialisation and the large number of labour laws coupled with far-reaching advances in Science and Technology had rendered managements of modern enterprises more complex than it was a couple of decades ago. He also observed that an industrial establishment was worth its name only if it creates a sense of participation among its employees and this objective could not be achieved merely by providing higher wages or increased bonus but only by careful handling of human element in industry.

Industrial Committee on Plantations:

2. The eleventh session of the Industrial Committee on Plantations was held at New Delhi on 30th and 31st October, 1964 under the chairmanship of Sri D. Sanjivayya, Minister for Labour and Employment, Government of India. The Committee recommended that a one man fact-finding committee be constituted to enquire into all aspects of employment position in plantations and report to the Union Government within six months. Compulsory registration of plantations, fixing of wages in minor plantations, housing for plantation workers were some of the subjects considered by the committee.

Seminar on National Planning on Vocational Training.

3. To assist the Governments of Asian countries in planning National programmes on vocational training, the I.L.O. is holding a Seminar on National Planning on Vocational Training in Asia. The Seminar is being organised under the Expanded Programme of Technical Assistance and will take place at Kuala Lumpur from 16th to 29th November, 1964.

State Labour Advisory Board.

The following is the summary of the proceedings of the 14th Meeting of the State Labour Advisory Board held at Ootacamund on 14th and 15th September, 1964.

The Chairman welcoming the members to the 14th meeting of the Board, gave brief outline of the developments that took place in the field of labour in this State, since the last meeting of the Board which was held on 28-4-1964. He also made a special reference to the revised set up of the three Regional Offices of the Deputy Commissioners of Labour at Madras, Coimbatore and Madurai with effect from 10-9-1964.

In reply to a suggestion made by Sri M. Kalyanasundaram, that the views of the Labour Department on the various subjects on the agenda should

be circulated to the members in advance in future, it was explained that it would not be desirable to do so as the Department would like to keep an open mind and hear the views of the members, before offering its comments.

- I. Recording of the minutes of the 13th Meeting of the Board held on 16-1-1964 and of the adjourned Session on 28-4-1964.

The minutes of the 13th meeting held on 16-1-1964 and 28-4-64 were recorded.

- II. Action taken on the main conclusions reached at the 13th Meeting of the Board held on 16-1-1964 and 28-4-1964.

Approved.

- II. (10) The Plantations Labour Act 1951 — Amendment of Section 2-K (a) of the Act.

On a point raised by Sri K. Ramaswami Mudaliar, Chairman of the Association of the Planters of the State of Madras, Coonoor, the Commissioner of Labour clarified that it was not the intention to bring the Medical Officers within the scope of the Plantations Labour Act, as they have already been excluded from the purview of the Act (vide 2-K (a) of the Plantations Labour Act).

- III. Preparation of new series of cost of living index taking the base year as 1960 instead of 1936 — discussion on the report of the committee constituted for the purpose.

It was agreed that the Report of the Committee be examined by Government in consultation with an expert and the expert's findings be placed before a Sub-Committee of the Board consisting of 3 representatives of Labour (Indian National Trade Union Congress, All India Trade Union Congress and Hind Mazdoor Sabha) and 3 representatives of employers (Employers' Federation of Southern India, Southern India Millowners' Association and Association of Planters of State of Madras).

- IV. Functioning of Works Committees; steps to ensure proper Functioning of Works Committees:

It was resolved inter-alia to make an appeal to both the employers and Trade Unions to take a more active interest in the formation and functioning of Works Committees.

- V. Amendment to the Industrial Disputes Act 1947:

- (i) Prevention of non-members of a union which is a party to a private agreement under section 18 (1) of the act from getting the same or better terms in relation to the said agreement — amendment proposed.

It was agreed that while the extension of special benefits to non-members of unions would amount to unfair labour practice and should be discouraged, it would not be fair to deny the benefits of the agreement with a union to non-members.

- (ii) Amendment of section 33 (c) (2) of the Industrial Disputes Act so as to enable a Batch or group of workers to file a joint petition, as is done under Section 20 of the Minimum Wages Act, 1948.

It was resolved to await the decision of the Government of India on the recommendation of the Standing Labour Committee to amend Section 33 (c) of the Industrial Disputes Act so as to permit the filing of group application.

- (iii) To amend the act to empower the Labour Courts and the Industrial Tribunals to take up the case even after the domestic enquiry.

It was resolved to await further action by the Government of India on their proposal to amend the Industrial Disputes Act for this purpose.

- (iv) Making suitable provisions in the act to enable an individual worker dismissed under the standing orders to appeal to a higher authority i.e. to a Labour Court.

It was resolved to request the State Government to address the Government of India for early action on their proposal to amend the Industrial Disputes Act in this regard.

- VI. Assured granting of adjudication wherever employers refuse to agree to arbitration.

It was explained that while every effort would be made to secure settlement of disputes by arbitration, Government would have to exercise their discretion in deciding whether a particular dispute should be referred for adjudication.

- VII. Motor Transport Workers Act, 1961 - fixing the rate of overtime wages under rule 31 of the Draft Motor Transport Workers Rules at double the rate of ordinary wages in accordance with Section 26 (1) of the Act.

It was explained that there was no inconsistency between section 26 (1) of the Motor Transport Workers Act and rule 31 of the Draft Rules and that this matter would be decided by the Government after considering the suggestions received.

- VIII. Introduction of a uniform gratuity scheme for textile workers in Madras State.

The desirability of a uniform gratuity scheme for the textile industry in the State was accepted in principle and the member who raised this subject was informed that he might pursue the matter with the Southern India Mill Owners' Association.

- IX. Revision of privilege leave and casual leave with pay for the textile workers in Madras State.

The Board was informed that the Government would take a decision on the pending disputes on this question, after examining whether it would be a matter coming within the scope of the reference to the 2nd Wage Board for the Textile Industry.

- X. Housing Schemes for Employees; necessity to enact a legislation compelling the employers to provide housing for the employees on a phased programme.

It was felt that any legislation on this subject would be a matter for consideration by the Government of India and that in the meantime, an appeal should be made to employers of large industrial establishments to give priority in the matter of providing housing for their workers.

- XI. The Madras Shops and establishments act 1947 - Amendment of section 41 of the act providing for suitable provision to implement the orders passed by the appellate authority.

Members were informed that a proposal for amendment of section 41 of the Act on the lines of the Madras Catering Establishments Act 1958 was under the consideration of Government.

- XII. The Madras Industrial Establishments (National and Festival Holidays) Act 1958 - Payment of extra wages or compensatory leave to be given to the workers for the National and Festival Holidays if they fall on weekly offs.

The members were informed that the Government would examine the point raised by the member.

- XIII. Appointment of Wage Boards for Small Industries :

It was resolved to request the Government to consider the question of constituting a Wage Board for the hotel industry at the State level, after obtaining the views of the hotel owners' Association. It was considered that it would not be feasible to constitute a Wage Board in the case of commercial firms as it comprises different industries.

- XIV. Inclusion of Sago Industry within the purview of the Minimum Wages Act, 1948.

It was resolved to request the Government to examine the question of bringing the Sago Industry within the purview of the Minimum Wages Act 1948.

- XV. To enact suitable legislation for empowering and safe guarding the service conditions of the Building Workers in this State.

It was decided to await the enactment of the Contract Labour (Regulation) Bill 1964 by the Government of India.

- XVI. Consumers' Cooperatives - Fair Price Shops - Latest Position.

Members were informed of the progress made and told that the matter would be pursued further, as soon as arrangements for the supply of essential commodities could be finalised.

- XVII. Linking of Dearness Allowance with cost of living index.

Since the principle of linking the Dearness Allowance to the cost of living index has been accepted by the Standing Labour Committee it could be kept in view while negotiating settlements in regard to Dearness Allowance.

- XVIII. Splitting Dearness Allowance from Basic Wages under the Minimum Wages Act 1948.

It was resolved to request the Government to examine the question of amending the Minimum Wages Act, 1948 in this regard suitably.

On a suggestion made by Dr. P. H. Daniel, the Chairman agreed that the next meeting of the Board could be held at Madurai.

AWARDS AND AGREEMENTS

BEFORE THE COMMISSIONER LABOUR, MADRAS

Present:— Sri M. G. Balasubramanian, I. A. S.

APPLICATION UNDER SECTION 51 OF THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

M. S. E. CASE No. 3 of 1964

G. Venkatakrishnama Chetty and Company,
No. 18, Chinnathambi Mudali Street, Madras-1. Applicant.

Vs.

V. Rengiah and 4 others represented by the Madras Chillies, Grains and Kirana Merchants' workers' Union, 4, Sunkurama Chetty Street, Madras-1.

... Respondent.

ORDER:

This is an application under section 51 of the Madras Shops and Establishments Act, 1947 for a decision of the Commissioner of Labour on the question whether the respondent workers are 'persons employed' within the meaning of the Madras Shops and Establishments Act.

The previous history of the case is as follows:

An application dated 24-9-60 under Section 51 of the Madras Shops and Establishment Act, 1947 was filed by the applicant before the Commissioner of Labour for a decision whether the respondents working as coolies in their shops are "persons employed" within the meaning of the Madras Shops and Establishments Act.

Two other similar applications under section 51 of the Act were filed by Guduru Sriramulu Chetty and Company, 12, Chinnathambi Mudali Street, Madras-1 with M. Venkiah and three others and S. Chenchuraghavalu Chetty and Company Merchants and Agents, 18, Chinnathambi Mudali Street, Madras-1 with B Poliah and 3 others as respondents. All the respondents in these two petitions are also represented by the Madras Chillies Grains and Kirana Workers' Union, 4, Sunkurama Chetty Street, Madras-1.

The Commissioner of Labour gave his decision in November 1961 that all the respondents in all the three petitions were "persons employed" under section 2 (12) (1) of the Madras Shops and Establishments Act, 1947.

The applicant in this case and the two other applicants referred to in the previous paragraph filed writ petitions before the Madras High Court against the orders of the Commissioner of Labour and by a common order in writ petition 348, 349, 350 of 1962 the High Court quashed the orders passed by the Commissioner of Labour in all the three cases on the ground that the orders of the Commissioner of Labour did not contain the nature of representations made by the parties, nor the details of the records produced by them during the hearing. The High Court observed that it was open to the Commissioner of Labour to rehear and dispose of the matter in the light of the observation contained in the order of the writ petition. The Respondent Union thereupon approached for a rehearing of the applications under section 51 of the Madras Shops and Establishments Act and for a final decision thereon.

The statements in the applications in all the three cases as well as the written statements made by the respondents in all the 3 cases are identically the same in all material particulars. Sri A. V. Raman, Advocate, represented the applicants in all the three cases and Sri R. Rangaswamy, General Secretary of the Indian National Trade Union Congress the respondent unions in all the three cases. As the point for decisions as well as material facts of the case are the same, a common enquiry was held and a common argument was heard in all the three cases.

In the written statements filed by the applicants on 21-9-60 it was contended that the respondents are not "persons employed" within the meaning of the Madras Shops and Establishments Act for the following reasons.

"There is no employment by us of the said persons involving a relationship of master and servant or that of the employer and the employee. They are engaged on a specific contract and that they would be paid certain charges for the specific work done by them. These engagements are casual and there is no continuity of either work or employment. Neither we could be compelled to engage them nor the said persons could be compelled to work under us. The said persons could leave working at our shop at any time of the day and work somewhere else. Some of these, for their own convenience wait in our shop and share among themselves the work of carrying bags, weighing, etc."

The written statements of respondents in all the three cases were the same and as follows:

1. The respondents have been employed in the applicants' establishment continuously for the past several years.

2. The respondents have been doing the work of opening and closing the applicants' shop, cleaning the premises, storing water, displaying samples for sale, making remittances to banks, drawing of cash, collection of dues, purchase of material, delivery of letters, besides loading and unloading work all in the service of the applicants.

3. The respondents have to keep themselves continuously attached to the applicants' establishment from morning till night for doing the above duties.

4. The fact that the respondents are paid on the basis of a piece-rated wages structure would only make their emoluments vary from time to time depending on the task performed but would not affect their status as employees.

5. The fact that proper registers are not maintained is only the result of the applicant's failure to carry out his statutory obligations and cannot be held against the employees.

6. There is full control and supervision by the applicant of the manner in which the respondents have to do their work and any absence from work would be punished with suspension or refusal of further employment.

Sri G. Venkatasubba Rao son of Venkatakrishnama Chetty, examined on behalf of the applicant described the duties of the coolies as follows.

"When a customer comes one of the clerk's notes the rates and after the bargain is struck, the clerk will ask the coolies to weigh. The coolies would weigh the bags and sometimes carry the same by carts to the customers place. The Association has fixed same rates for payment to the coolies-different rates for each commodity-for loading and unloading, etc. If there is no business the coolies are not paid. There is no fixed amount to be paid by way of remuneration either monthly or daily or weekly to the coolies. These workmen do not sign any acquittance registers. In the night we calculate the quantity of bags that have been sold, the quantity of bags that have come in and pay in one lumpsum to one of the coolies. We do not know how the coolies have this amount distributed amongst themselves. Weightage charge for goods sold are collected from the purchasers and for incoming goods from the customer. Merchants from the Kochawai Bazaar pay the coolies their charges directly whereas in respect of merchants from other areas coolie charges are included in the bills, and the charges paid to the coolies. It was elicited that Veeraswamy was working in this shop for about 4 years and the other three workers, viz., Rangiah Subbiah and Lakshmiah were working even before Veeraswamy. He also stated he was a party in I. D. 2/62 (Ex-W1) and that as per an agreement reached between the Association and the Union of workers, higher wages and arrears were also paid.

He stated that for the past 7 or 8 years the coolies are being paid cash in lieu of cloth for Pongal and for the past 7 or 8 years they have been paying the same amount of Rs. 25/- for each worker. Ex. W3, is the souvenir of the Madras Chillies Merchants Association. This was identified as containing a photograph showing the workmen employed in the shop of the applicant. Sri Rangiah, Lakshmiah and Subbiah were identified.

Sri Subbiah Naidu examined on behalf of the workers stated that he had put in 33 years of service. Besides him three others viz., Rangiah has put in 35 years of service; Lakshmiah has put in 30 years of service and Veeraswami has put in 4 years of service and they have been continuously working in the same shop.

Sri E. V. Ethirajulu Naidu, son of Guruvappa Naidu, working in the shop of Khaja Petai Chetty, was examined. He was the Assistant Secretary

of the Madras Chillies, Grains and Kirana Merchants' workers' Union. He also described the duties performed by the workers to prove that the workers cannot come and go as they like and that when they go on leave they should take prior permission. Ex. W5. is the Show Cause notice given by G. Lakshmiah and Company to one of its workers for being absented without prior intimation. Ex. W6. is the order passed by Dalooran Jayanarayan to restrict the leave applied by a worker was also filed. Ex. W7. is the connected record of enquiry in a case in which Dalooran Jayanarayan has taken disciplinary action against a worker by name M. Nagiah. Ex. W8. is the 18 (1) Settlement under the Industrial Disputes Act, 1947 between the workers and the management of M/s. Ponnaru Venkata Chetty and Company as the firm being dissolved and closing its business. He also filed Ex. W. 9. containing the award of the Labour Court in that case published in the Fort Saint George Gazette.

Sri A. V. Raman, argued that these persons who are respondent are not 'persons employed' within the meaning of the Madras Shops and Establishments Act 1947 on the ground that there was no employer and employee relationships, that the test for determining the master and servant relationship is the existence of control over the workmen which was absent since the workmen were free to come and go as they liked and were also free not to come, if they as choose. In this connection he mainly relied on the decision of the Madras High Court in Karur Handloom Weavers Case reported in 1958 LLJ - page 744-751. It was argued that the principles laid down by the High Court in that case applied equally to the facts of the instant case and that there was no contract of employment between the applicant and the respondent coolies, that they were not wholly or principally employed in the shop and that the applicant had no control over their work. The applicant's counsel next contended that the Labour Court's decision in the case of dismissal of a worker, on which reliance was placed by the respondents was not relevant to this case since that was subsequent to the filing of this application. Another argument which was advanced on behalf of the applicant for the absence of employer employee relationship was the lack of supervisory control over the coolies and the absence of responsibility for the payment of wages to the coolies directly. Lastly it was contended that the several provisions of the Act like responsibility for payment of wages, holidays with wages, etc., cannot be applied to the coolies.

Sri R. Rengaswamy of the Indian National Trade Union Congress who appeared on behalf of the respondent argued that the nature of work of the coolies was permanent and not casual as was alleged by the applicant, that the duties of loading, unloading, weighing and stocking are work connected with the business of shop, that hours of work are not determined by the workers but are specified by the applicant, that the coolies had to remain from the time when the shop was opened till the time it was closed, that the mode of payment is not relevant at all for the limited purpose of deciding whether the coolies were "persons employed" within the meaning of this Act. The disciplinary action taken against the workers, payment of back wages to a dismissed worker, payment of gratuity and bonus to the workers are other facts relied on by the respondents in support of their case. The decision of the learned Industrial Tribunal in I. D. No. 2/62 was cited in support of the contention that the respondent workers are to be regarded as permanent and regular employees of the shop and the High Court as upheld the decision of the Industrial Tribunal.

The decision of the Madras High Court under the Factories Act case, in my opinion is not applicable to this. The High Court in that case interpreted the expression "employed" occurring in Section 2 (1) of the Factories Act and with reference to the facts of that case it was decided that such persons could not be considered as "employed" within the meaning of Section 2 (1) of the Factories Act. The definition of the 'workman' in the Factories Act is quite different from the definition of the term 'person employed' under the Madras Shops and Establishments Act.

That the applicant's establishment is a shop within the meaning of Section 2 (16) of the Madras Shops and Establishment Act, 1947 was not disputed before me. The term 'person employed' is defined in Section 2 (12) (i) of the Madras Shops and Establishment Act as follows :

Person employed means :

(i) in the case of a shop, a person wholly or principally employed therein in connection with the business of the shop.

The applicant has not disputed the employment of the respondent in connection with the business of the shop. The only point now I have to decide on the evidence placed before me is whether the respondent workers were not wholly and principally employed in connection with the business of the shop.

From the evidence of Sri Y. Subbiah Naidu who was examined on behalf of the Respondent it is clear that he has put in continuous service of 33 years and Rangiah, Lakshmiah and Veeraswami have put in 35, 30 and 4 years of service respectively without any interruption. From his evidence it is clear that the work of loading or unloading is supervised by the proprietor or the clerk. Thus the duties performed by the respondent workers are in connection with the business of the shop.

The respondent workers except Sri S. Narasiah have been in continuous service without interruption in the shop of the applicant. It has not been established before me that any of these 4 workers were employed in the establishment of any other employer or that they were partly employed in the applicant's shop and partly in any other establishment. For the purpose of the decision whether the respondent workers are 'persons employed' within the meaning of the Section 2 (12) (i) of the Madras Shops and Establishments Act, 1947 it is immaterial how the wages of the coolies are reckoned and how the wages are actually disbursed. The evidence shows that 4 of these workers are wholly and principally employed by this shop.

On the materials placed before me and for the reasons set out in earlier paragraphs, I decide that the 4 persons viz. Sri V. Rangiah, Sri Y. Subbiah, Sri T. Lakshmiah and Sri V. Veeraswamy are 'persons employed' within the meaning of the Section 2 (12) (i) of the Madras Shops and Establishments, Act, 1947.

As regards the other person S. Narasiah, he has neither been examined nor has any other witness spoken about his employment in the applicant's establishment. In the absence of any evidence, I am unable to hold that Sri S. Narasiah is a 'person employed' within the meaning of this Act. It is however open to the parties to file a fresh application, if either party so desires, with regard to Sri S. Narasiah.

Memorandum of Settlement under Section 12 (3) of the Industrial Disputes Act, Entered into before the Labour Officer, Madras-II, Madras-4; on 11-9-64.

Name of parties to the dispute:	The Management and workmen of Messrs. Hivelm Industries Private Ltd., Guindy Works, Madras-32.
Representing Management	Sri A. N. Jagannatha Rao, Engineer and Director.
Representing Workmen.	(1) Sri R. Sankaranarayanan, President, South Madras Worker Union, Madras-41.
	(2) Sri Ramalingam } authorised workmen representa- tives.
	(3) Sri Palani

Short Resume of the Case:

The Union raised a demand for the introduction of a Production Incentive by letter dated 7-9-64 and after direct negotiations, between the parties and discussions before the Conciliation Officer, the following settlement was arrived at before the Labour Officer II.

TERMS OF SETTLEMENT:

1. The Management agree to introduce a Production Incentive Scheme, based on the number of Switches produced for despatch in a calendar month in the various K. Vs.

2. The working of the scheme and the number of Units on which the incentive is to be paid will be, as detailed in the Ready Reckoner annexed as Annexure-A, and as part and parcel of this settlement.

3. It is agreed and understood that the Incentive Scheme has been worked out and introduced purely on an experimental basis for an initial period of six months, at the end of which period the Management will have the right to review and on such review, amend, alter, modify and/or withdraw the scheme.

4. Extension of the scheme in its present state and/or modified state will be by a fresh settlement.

5. Only the permanent workmen of the Management will be entitled to the benefits under the scheme.

6. All the other categories of workmen (including the apprentices) will not be eligible but, however, the Management may, at their discretion, pay as ex-gratia, to such workmen, amounts as to be determined by them depending on factors like attendance, ability, aptitude, discipline and production.

7. The Production Incentives being Bonus in itself, shall not form part of wages for purposes of calculation of Bonus.

8. The Incentives paid will, however, be subject to deduction under the E.S.I. Act and such other law as may be in force from time to time.

9. The Incentives will be given effect to as and from 1-8-64 and will be paid on the 15th of the month succeeding the month for which it is due.

10. Upto 75% of the Incentive Bonus payment, will be open for recovery towards advances of unearned income taken by the workmen for amounts exceeding Rs. 200/- and 50% of the Incentive Bonus payment, will be open for recovery towards such advances ranging from Rs. 50/- to Rs. 200/- and 10% of the incentive bonus payment, will be open for recovery to such of the advances upto Rs. 50/-

11. Over-time: If any over-time is done by a workman relating to the work connected with the production of Switches specified in the Annexure-A, 50% of the over-time payment of such period will be adjusted from the incentive payment. However, this adjustment will not be made in the case of work unconnected with and other than that mentioned in the Schedule.

12. The workmen also agree to the introduction of the "Hivelm Employees Benevolent and Thrift Fund" as an interim arrangement as discussed with the workmen pending the formation of a co-operative Multi-purpose Society for the workmen to undertake all such credit facilities.

ANNEXURE-A.
(GUNDY WORKS)

(A)	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38	40
	(C) Percentage of wages (Including D. A.) to be paid as incentive.																			
(B) 132/220KV	2	4	6	8	10	15	18	20	22	25	30	40	50	55	60	62	64	66	68	70
110 KV	2	4	5	6	8	9	12	15	18	20	24	28	30	35	40	42	44	46	48	50
66 KV	1	2	3	4	5	6	8	10	12	15	17	19	20	25	30	32	34	36	38	40

Explanatory Note :

- I** (A) Number of Switches per month ready for despatch.
Each Switch comprises of 3 Bases, 1 Top Operating Unit, 1 Bottom Operating Unit, 1 Pipe Bundle, and other small accessories like Inter-locks, Connectors, Arcing Horns, Earthing Mechanism and its accessories.
- (B) Type of K. V. Switches.
- (C) Percentage of wages to be paid as incentive including D. A.
This applies to production day of 8 hours a day work only, for example,
For production of 22 Switches of $\left. \begin{array}{l} 132 \text{ KV.} \\ 110 \text{ KV.} \\ 66 \text{ KV.} \end{array} \right\}$ in a calendar month.
- The percentage of incentive will be, $30\% + 12\% + 15\% = 57\%$.
The workers will be paid 57% of the monthly wages paid as incentive.
- III** Wages will mean and include Basic Wage and Dearness Allowance only.

Memorandum Of Agreement Under Section 18 (1) Of Industrial Disputes Act, 1947, Between The Management Of Neiveli Ceramics And Refractories Limited : Vadalur And Labour Therein Represented by the Neiveli Ceramics and Refractories Limited Employees' Union Reached on 1st October 1964.

Management represented by : 1. Sri P. B. Shetty
Factory Manager.

2. Sri B. J. Pentony
Ceramic Engineer.

3. Sri C. Sundararajan
Senior Assistant.

Workmen represented by : 1. Sri S. Ramamurthy
President.

2. Sri A. C. Rockdoss
Secretary

No. of workers covered by this agreement : About 145 workers.

Short Recital :

Whereas Neiveli Ceramics and Refractories Limited, Vadalur (hereinafter called 'Company') party of the first part and Neiveli Ceramics and Refractories Limited Employees' Union (hereinafter called 'Union') party of the second part representing Labour of the factory had entered into an agreement dated 1st October, 1964, under Section 18 (1) of the Industrial Disputes Act, 1947, for a period upto 30th September 1967.

Whereas the Union placed certain Charter of Demands on the Company by its letter dated 4th May 1964 ;

Whereas it is the intention and purpose of the parties hereto improve, promote and maintain a happy and good relationship between the Company and its workmen thereby augmenting the economic well being of the country ;

Whereas this Company and the Union wish to have an industrial peace, and cordial relationship held discussions on various dates ;

And Whereas the Union agreed that the agreement shall bind and govern all the workers who are classified as permanent workers on the muster roll of the Company as on 1st October 1964, and all the workers who are appointed thereafter as permanent workers in the factory during the currency of agreement ;

And Whereas the Union agreed that the agreement shall bind and govern all workers who are on or will be on probation.

And Whereas after negotiations and discussions between the Company and the Union, the parties have arrived at an amicable Settlement under Section 18 (1) of the Industrial Disputes Act, 1947.

Now This Agreement Witnesseth As Follows

Article I : Fixation Of Proper Grades :

Instead of the daily rated system hitherto followed, monthly rated system shall be observed in case of all the permanent workers. Eight time-scales are introduced as follows and the permanent workers will be fitted in their respective grades as the Company may desire :

1. S. S. I	45—2—65
2. S. S. II	50—2.50—75
3. S. S. III	60—3—90
4. S. I.	70—3 50—105
5. S. II	80—4—120
6. S. III	90—4.50—135
7. S. IV	100—5—150
8. S. V	120—5.50—175

Article II : Basic Wages

The daily wages of the Probationary workers during probationary period shall be Rs. 2. 00 nP.

Article III : Dearness Allowance.

The existing Dearness Allowance of Rs. 30/- p. m. shall be revised and a flat rate of Rs. 40/- per mensem shall be paid to every permanent worker of this Company. In view of the slender finances of the Company, the Union does not press for calculating the Dearness Allowance taking into account the cost of living index.

Article IV : Leave

The leave shall be granted to the workers subject to the leave rules and procedures framed already as per the Management's letter No. NCRL/W/162/2362 dated 27th April 1963, and as amended by the Management's letter No. W/161/3127 dated 10/11th June 1963, except to the following modifications:

1. Casual Leave : 15 days per calendar year.
2. Sick leave : 9 days per calendar year.
3. National and Festival Holidays : 8 days per year including the National Holidays.

Article V : House Rent Allowance

The Management certainly realises the real intensity of the housing problem at Vadalur. However, as the Company is in its rudimentary stage and as the Company has not come into production the workers shall not press for this allowance.

Article VI : Medical Facilities

The Management really feels that proper medical facilities should be rendered to the workers. However under the present exigencies, as the workers are getting treatment from Primary Health Centre, the workers shall not press for the free medicines and rendering of free treatment by the Management.

Article VII : Construction Of Bachelor Quarters

As the Company is still in the construction stage, the Union appreciates the financial difficulties of the Company and agreed not to press the demand for the Bachelors' Quarters for the workers for the present.

Article VIII : Canteen

The Management does realise the need for the canteen. The Union appreciates that the running a canteen at present, will not be economical due to the meagre strength which, in turn, will incur a very heavy loss in running the same. Hence the Union does not press for maintaining a canteen for the use of the workers of the Company.

Article IX : Issue of Appointment Orders

Copies of appointment orders shall be issued to the respective workers individually in future.

Article X : Protectives

Protective appliances shall be supplied to the workers whose work warrants such kind of appliances as provided in the Factories Act.

Article XI : Milk Allowance

In view of the slender financial position of the Company the Union shall not press for the grant of Milk Allowance to the workers for the present.

Article XII : Bonus

As the factory is still under the Construction stage and has not realised any Profit, the Union shall not press for the grant of any bonus to the workers.

Article XIII :

In consideration of an amicable settlement arrived at on the above items, the Union has agreed that there shall be no demand for any further increase

in wages, allowance or any other kind of demands whatsoever which will involve any further financial or any other commitment during the currency of the agreement.

Article XVI :

Since the agreement has been entered into to nourish and maintain healthy relationship between the Management and the Union, it is agreed that the Union will not initiate, instigate, authorise, sanction, support or engage in any strike, stoppage or slow-down of work.

Article XV :

A. This agreement shall come into operation from 1st October 1964, and shall be binding till 30th September 1967, and shall continue to bind thereafter on the parties hereto after the aforesaid period until the expiry of two months from the date on which a notice in writing of an intention to terminate the settlement is given by one of the parties to the other party to this settlement.

B. Though the agreement comes into force from 1st October 1964, in appreciation of the mutual cordial relationship, between the two parties the Management is pleased to give effect to this agreement as far as the new wage scale and Dearness Allowance to workers (vide Article I, Article II and Article III) are concerned from 16th May 1964. But, as regards the other items covered in clauses other than three mentioned above, they will be deemed to come into effect from 1st October 1964.

In Witness Whereof the parties hereto caused their names to be subscribed by their duly authorised officers and representatives, this the day and year first above written.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

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Law of industrial disputes in India, Edn. 2.
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pp. 878. Rs. 45/-.
2. BHATT (Usha).
Physically handicapped in India ; A growing national problem.
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3. INDIA. MINISTRY OF LABOUR AND EMPLOYMENT
(Government of -).
Women in employment.
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4. BARRY (W. S.).
Fundamentals of management.
London. Allen & Unwin, 1963. pp. 219. 30. Sh.
5. TONY (Corfield) and ELLEN (Mc Cullough).
Trade union branch officers' manual.
London. Chapman and Hall, 1964. pp. VIII + 184.
12. Sh. 6d.
6. INTERNATIONAL LABOUR ORGANISATION.
Report of the director general - Second African
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Addis Ababa, 1964. pp. 127. \$ 1.25.

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1. MALVIYA (R.K.).
Reflections of wage boards.
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2. TRIVEDI (M.N.).
Labour participation in management.
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3. DA COSTA (R.G.).
Reflections on incentives.
Industrial relations. Vol. 16. No. 4 July - August, 1964.
4. LINDAHL (Emil. G.)
Trade unions and social work.
American labour review. Vol. 17. No. 11.
November, 1964.
5. IHLING (Henry. H.).
Work measurement in the office.
American labour review. Vol. 17. No. 11.
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6. KING (S.D.H.).
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7. LOGANATHAN (P.S.).
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8. SANJIVAYYA.
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9. BENSON (George).
Communist view point on labour.
Indian worker, Vol. 13. No. 5. November 2, 1964.
10. MAHENDRA KUMAR CARG.
Improving industrial relations in public sector undertakings.
Industrial times. Vol. 6. No. 29. October 15, 1964.
11. BUTANI (D.H.).
Employment and productivity.
Industrial times. Vol. 6. No. 29. October 15, 1964.

NOTIFICATIONS

ACT NO. 23 OF 1964

An Act to provide for the repeal of the Madras Maternity Benefit Act, 1934.

BE it enacted by the Legislature of the State of Madras in the Fifteenth year of the Republic of India as follows:

1. Short title:

This Act may be called the Madras Maternity Benefit (Repeal) Act, 1964.

2. Repeal of the Madras Maternity Benefit Act, 1934: (Madras Act VI of 1934 :)

On and from the date notified in that behalf in the Official Gazette by the State Government under clause (b) of sub-section (1) of Section 1 of the Maternity Benefit Act 1961 (Central Act 53 of 1961) as the date on which that Act shall come into force in relation to establishments (other than mines), in the State, the Madras Maternity Benefit Act, 1934 (Madras Act VI of 1935), shall stand repealed.

3. Saving:

The repeal of the Madras Maternity Benefit Act, 1934 (Madras Act VI of 1935) by section 2 shall not affect, —

(a) the previous operation of the said Madras Act or anything duly done or suffered thereunder; or

(b) any right, privilege, obligation or liability acquired, accrued or incurred under the said Madras Act: or

(c) any fine, penalty, forfeiture, or punishment incurred in respect of any offence committed against the said Madras Act: or

(d) any investigation, legal proceeding or remedy in respect of any such right, privilege, obligation liability, fine, penalty, forfeiture or punishment as aforesaid; and any such investigation, legal proceeding or remedy may be instituted, continued or enforced, and any such fine, penalty, forfeiture or punishment may be imposed, as if this Act had not been passed.

Revised Jurisdiction of Labour Officers under Industrial Disputes Act

AMENDMENT TO NOTIFICATION.

(G. O. Ms. No. 4550, Industries, Labour and Co-operation, (Labour)
25rd September 1964.)

II-1 No. 4521 of 1964

In exercise of the powers conferred by section 4 of the Industrial Disputes Act 1947 (Central Act XIV of 1947) the Governor of Madras hereby make the following amendment to the Industries, Labour and Co-operation Department, Notification S.R.O. No. A. 4763 of 1959; dated the 1st August 1959, published at pages 1147-1148 of part I of the FORT ST. GEORGE GAZETTE, dated 5th August 1959 as subsequently amended:

AMENDMENT

In the table under the said notification:

(i) items 2 to 17 shall be renumbered as items 5 to 20 and before item 5 as so renumbered the following items and entries shall be inserted namely:

1	2	3
"2. Deputy Commissioner of Labour, Madras	The whole of State of Madras.	All Industries."
3. Deputy Commissioner of Labour, Madurai		
4. Deputy Commissioner of Labour, Coimbatore		

(ii) for items 9 and 16 as so renumbered and the entries relating there to, following items and entries shall be substituted namely -

1	2	3
"9. Labour Officer, Madras III	Chingleput District	All Industries
16. Labour Officer, Tiruchirapalli	Tiruchirapalli Thanjavur and South Arcot Districts	—do—

II-1 No. 4522 of 1964

Under Sub-section (1) of section 2 of the Industrial Disputes Act 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification S.R.O. No. A-4764 of 1959, dated the 1st August 1959, published at page 1143 of Part I of the FORT ST. GEORGE GAZETTE, dated the 5th August 1959, as subsequently amended.

AMENDMENT

In the table under the said notification for items 3 and 10 and the entries relating thereto, the following item and entries shall be substituted namely :

1	2	3
"3. Labour Officer, Madras III	Chingleput District	All Industries
10. Labour Officer, Tiruchirapalli	Tiruchirapalli Thanjavur and South Arcot Districts	— do — "

Appointment of Certain Officers as Inspectors under Working Journalists (Conditions of Service) and Miscellaneous Provisions Act.

(G. O. Ms. No. 4426, Industries, Labour and Co-operation,
14th September 1964.)

II-1 No. 4523 of 1964

In exercise of the powers conferred by sub-section (1) of section 17-B of the Working Journalists (Conditions of service) and Miscellaneous Provisions Act, 1955 (Central Act 45 of 1955) and in supersession of all the previous notifications issued on the subject, the Governor of Madras hereby appoints the persons specified in columns (1) of the schedule below to be "Inspectors" for the purposes of the said Act and define the local limits specified in the corresponding entries in column (2) thereof as the local limits within which the said Inspectors shall exercise their functions.

SCHEDULE

Persons (1)	Local Limits (2)
1. Commissioner Labour	The Whole of the State of Madras.
2. Deputy Commissioner of Labour, Madras.	Districts of Madras and Chingleput.
3. Deputy Commissioner of Labour, Madurai.	Districts of Madurai, Ramanathapuram, Tirunelveli, Kanyakumari, Tiruchirapalli, Thanjavur and South Arcot.
4. Deputy Commissioner of Labour, Coimbatore	Districts of Coimbatore, Nilgiris, Salem and North Arcot

(1)	(2)
5. Inspector of Labour I Circle, Madras.	Corporation Divisions Nos. 1 to 50 of the city of Madras and Ponneri, Tiruttani and Tiruvellore taluks of Chingleput district.
6. Inspector of Labour II Circle, Madras	Corporation Divisions Nos. 51 to 100 of the city of Madras and Saidapet, Kancheepuram, Sriperumbudur and Chingleput taluks of Chingleput District.
7. Inspector of Labour, Coimbatore.	Coimbatore and Nilgiris Districts
8. Inspector of Labour, Tiruchirapalli	Tiruchirapalli District.
9. Inspector of Labour, Thanjavur	Thanjavur and South Arcot Districts
10. Inspector of Labour, Vellore	North Arcot and Salem Districts.
11. Inspector of Labour, Madurai	Madurai and Ramanathapuram Districts excluding Sivakasi division.
12. Inspector of Labour, Tirunelveli	Tirunelveli and Kanyakumari districts and Sivakasi division of Ramanathapuram district.

Extension Period of Declaration of Cement Industry as Public Utility Service.

Fort St. George October 13-1964.

II-1 No. 4526 of 1964.

Whereas the cement industry has been declared to be a public utility service for the purposes of the Industrial Disputes Act, 1947 (Central Act XIV of 1947) for a period of six months upto and inclusive of the 31st October 1964 in the Industries, Labour and Co-operation Department Notification on No. 2572/57 dated the 22nd April 1957 published at page 763 of Part I of the FORT ST. GEORGE GAZETTE dated the 1st May 1957 read with the Industries, Labour and Co-operation Department Notification II-1 No. 1653 of 1954 dated the 6th April 1951 published at page 60 of Part II-Section 1 of the Fort St. George Gazette dated the 15th April 1964.

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

Now therefore in exercise of powers conferred by sub clause (v) of clause (n) of section 2 read with the proviso thereto of the said Act, the Governor of Madras hereby extends the period specified above for a further period of six months commencing on the 1st November 1964.

Appointment of certain Officers to be Inspectors under Payment of Wages Act

(G. O. Ms. No. 4706) Industries, Labour and Co-operation
(Labour) (6th October 1964)

II-1 No. 4633 of 1964

In exercise of the powers conferred by sub-section (3) of section 14 of the Payment of Wages Act 1936 (Central Act IV of 1936), and in supersession of all previous notifications on the subject, the Governor of Madras hereby appoints the officers specified in column (1) of the Table below to be Inspectors for the purposes of the said Act and defines the areas specified in the corresponding entries in column (3) of that table as the local limits within which, and specifies the factories and classes of industrial establishments specified in the corresponding entries in column (2) thereof as the factories and industrial establishments in respect of which, the Inspectors aforesaid shall exercise their functions.

THE TABLE

Officers. (1)	Factories and classes of industrial establishments. (2)	Area. (3)
Commissioner of Labour.	All factories to which the Factories Act, 1948 (Central Act LXIII of 1948), applies and motor omnibus service motor or other transport undertakings, all plantations, workshops or either establishments in which articles are produced, adopted or manufactured with a view to their use, transport or sale and establishments in which any work relating to the construction, development or maintenance of buildings, roads, bridges or canals or relating to operations connected with Navigation, irrigation or the supply of water or relating to the generation, transmission and distribution of Electricity or any other form of power is being carried on.	Whole of the State of Madras.
Chief Inspector of Plantations.	All Plantations.	Whole of the State of Madras.
Deputy Commissioner of Labour, Madras.	Motor omnibus service, motor or other transport undertakings and establishments in which any work relating to the construction, development or maintenance of buildings, roads bridges, or canals or relating to operations connected with navigation, irrigation or the supply of water or relating to the generation, transmission and distribution of electricity or any other form of power is being carried on.	Madras and Chingleput districts.
Deputy Commissioner of Labour, Madurai.	Do	Madurai, Ramanathapuram Tirunelveli, Kanyakumari, Tiruchirappalli, Thanjavur and South Arcot Districts.
Deputy Commissioner of Labour, Coimbatore.	Do	Coimbatore, Nilgiris, Salem and North Arcot districts.
Inspector of Labour I Circle, Madras.	Do	Madras City Municipal Corporation Divisions I to 50 and Ponneri, Tiruthani and Tiruvellore, taluks of Chingleput district.
Inspector of Labour, II Circle, Madras.	Do	Madras City Municipal Divisions 51 to 100 and Saidapet, Kancheepuram, Sriperumbudur and Chingleput taluks of Chingleput district.

(1)	(2)	(3)
Inspector of Labour, Coimbatore.	Motor omnibus service, motor or other transport undertakings and establishments in which any work relating to the construction, development or maintenance of buildings roads, bridges, or canals or relating to operations connected with navigation, irrigation or the supply of water or relating to the generation, transmission and distribution of electricity or any other form of power is being carried on.	Coimbatore and Nilgiris districts.
Inspector of Labour, Tiruchirappalli.	Do	Tiruchirappalli district.
Inspector of Labour, Thanjavur.	Do	Thanjavur and South Arcot districts.
Inspector of Labour, Madurai.	Do	Madurai and Ramanathapuram districts excluding Sivakasi Revenue Division.
Inspector of Labour, Tirunelveli.	Do	Tirunelveli and Kanyakumari districts and Sivakasi Revenue Division of Ramanathapuram district.
Inspector of Labour, Vellore.	Do	North Arcot and Salem districts.
Assistant Inspectors of Labour.	Do	Within the jurisdiction assigned to them under the Madras Industrial Establishments (National) and Festival Holidays Act, 1958 (Madras Act, XXXIII of 1958).
Inspectors of Plantations.	All plantations.	Within the jurisdiction assigned to them under the Plantation Labour Act 1951 (Central Act LXIX of 1951).

Empowering Deputy Commissioners of Labour, Madras, Coimbatore and Madurai, to exercise powers of the State Government under section 42 of the Madras Shops and Establishments Act.

(G.O. MS. No. 4715 Industries, Labour and Co-operation (Labour) 6th October 1964).

II-I No. 4634 of 1964.

In exercise of the powers conferred by section 46 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), and in supersession of the Industries, Labour and cooperation Department Notification S.R.O. No. A. 3485 of 1960, dated the 26th April 1960, published at page 875 of Part I of the Fort St. George Gazette, dated the 18th May 1960, the Governor of Madras, hereby empowers the Deputy Commissioners of Labour, Madras, Coimbatore and Madurai to exercise within their respective areas the powers of the State Government under section 42 of the said Act to assign local limits of the inspectors appointed under the said section 42.

Appointment of certain officers as Inspectors under Madras Shops and Establishments Act.

(G. O. Ms. No. 4715, Industries, Labour and Co-operation (Labour)
6th October 1964)

II-I No. 4635 of 1964.

In exercise of the powers conferred by section 42 of the Madras Shops and Establishments Act, 1947 (Central Act XXXVI of 1947), and in supersession of all previous notifications on the subject, the Governor of Madras hereby appoints the following Officers to be Inspectors for the purposes of the said Act within their respective jurisdictions:—

1. Commissioner of Labour, Madras.
2. Deputy Commissioners of Labour.
3. Inspectors of Labour.
4. Assistant Inspectors of Labour.

Appointment of Deputy Commissioners of Labour as Additional Commissioners for Workmen's Compensation under Workmen's Compensation Act

(G. O. Ms. No. 4717, Industries, Labour and Co-operation, (Labour)
6th October 1964).

II-I No. 4636 of 1964.

In exercise of the powers conferred by sub-section (1) and (2) of section 20 of the Workmen's Compensation Act 1923 (Central Act VIII of 1923), and in partial modification of the Industries, Labour and co-operation departments Notifications II-I No. 5701 of 1962, dated the 20th November 1962, published at page 2447 of Part II - Section I. of the Fort St. George Gazette, dated the 5th December 1962, the Governor Madras hereby appoints the Deputy Commissioners of Labour also as additional Commissioners for Workmen's Compensation in their respective jurisdictions. Notified below and directs that these Additional Commissioners for workmen's Compensation shall dispose of all such matters pertaining to their jurisdiction as are assigned to them by the Commissioner for Workmen's Compensation.

TABLE	
Officers (1)	Local limits. (2)
1. Deputy Commissioner of Labour, Madras and Additional Commissioner for Workmen's Compensation, Madras.	Madras City and Chingleput districts
2. Deputy Commissioner of Labour, Coimbatore and additional Commissioner for Workmen's Compensation, Coimbatore.	Coimbatore, Nilgiris, Salem and North Arcot districts.
3. Deputy Commissioner of Labour, Madurai and Additional Commissioner for Workmen's Compensation, Madurai.	Madurai, Tirunelveli, Kanyakumari, Tiruchirapalli, Thanjavur, Ramanathapuram and South Arcot districts.

Appointment of certain officers to be authorities to hear and decide all claims arising out of deductions from Wages, etc., under Payment of Wages Act.

(G. O. Ms. No. 4718, Industries, Labour and Co-operation (Labour)
6th October 1964)

II-I No. 4637 of 1964.

In exercise of the powers conferred by sub-section (1) of section 15 of the Payment of Wages Act, 1936 (Central Act IV of 1936), and in partial modification of the Industries, Labour and co-operation Department Notification S. R. O. No. A-2696 of 1960, dated the 5th April 1960, published at page 665 of Part I of the Fort St. George Gazette, dated 27th April 1960, the Governor of Madras hereby appoints the officers specified in column (1) of the table below also to be the authorities to hear and decide all claims arising out of deductions from the wages or delay in payment of wages of persons employed or paid within the local limits specified in the corresponding entries in column thereof.

TABLE

Officers (1)	Local limits. (2)
1. Deputy Commissioner of Labour and Additional Commissioner for workmen's Compensation, Madras.	Madras City and Chingleput Districts
2. Deputy Commissioner of Labour and Additional Commissioner for Workmen's Compensation, Coimbatore.	Coimbatore, Nilgiris, Salem, and North Arcot Districts.
3. Deputy Commissioner of Labour and Additional Commissioner for Workmen's Compensation, Madurai	Madurai, Tirunelveli, Kanyakumari, Tiruchirapalli, Thanjavur, Ramanathapuram and South Arcot districts.

Appointment of certain officers to be appellate authorities for purpose of hearing appeals under section 41 (2) of Madras Shops and establishments Act:—

G. O. Ms. No. 4719, Industries, Labour and Co-operations
(Labour), 6th October 1964.

II-I No. 4638 of 1964.

In exercise of the powers conferred by sub-section (1) of section 48 of the Madras Shops and Establishments Act, 1947, (Madras Act XXXVI of 1947), the Governor of Madras hereby appoints the officers specified in column (1) of the table below also to be the appellate authorities for the authorities for the purpose of hearing appeals under sub-section (2) of section 41 of the said Act within the local limits specified in column (2) thereof:—

TABLE	
Officers (1)	Local Limits. (2)
1. Deputy Commissioner of Labour and Additional Commissioner for Workmen's Compensation, Madras.	Madras City and Chingleput Districts.
2. Deputy Commissioner of Labour and Additional Commissioner for Workmen's Compensation, Coimbatore.	Coimbatore, Nilgiris, Salem and North Arcot Districts.
3. Deputy Commissioner of Labour and additional Commissioner for Workmen's Compensation, Madurai.	Madurai, Tirunelveli, Kanyakumari, Tiruchirapalli, Thanjavur, Ramanathapuram and South Arcot.

Appointment of Deputy Commissioner of Labour as Certifying Officers under Industrial Employment (Standing Orders) Act.

(G. O. Ms. No. 4758 Industries, Labour and Co-operation,
(Labour) 8th October 1964.

II-I No. 4639 of 1964.

In exercise of the powers conferred by clause- (c) of section 2 of the Industrial Employment (Standing Orders) Act, 1946 (Central Act XX of 1946), and in supersession of the Industries, Labour and Co-operation Notification II-I No. 2819 of 1960, dated the 10th December 1960, published at page 959 of Part II-Section 1 of the Fort St. George Gazette, dated the 14th December 1960, the Governor of Madras hereby appoints the officers specified in column (1) of the schedule below, to exercise, in the areas specified in the corresponding entries in column (2) thereof, the functions of a certifying officer under the said Act

THE SCHEDULE

Officers.	Area.
1. Deputy Commissioner of Labour, Madras	Madras City and Chingleput districts.
2. Deputy Commissioner of Labour, Coimbatore.	Coimbatore Nilgiris, Salem and North Arcot districts.
3. Deputy Commissioner of Labour, Madurai.	Madurai, Ramanathapuram Tirunelveli Kanyakumari Tiruchirapalli, Thanjavur and South Arcot Districts.

Appointment of certain officers to be Inspectors under Employment of Children Act.

(G. O. Ms. No. 4804, Industries, Labour and Co-operation (Labour), 13th October 1964.)

II-I No. 4640 of 1964.

Under section 6 of the Employment of Children Act, 1938 (Central Act XXIV of 1938), and in supersession of all previous notifications on the subject, the Governor of Madras hereby appoints the following Officers to be Inspectors within their respective jurisdictions for the purpose of securing compliance with the provisions of the said Act:

1. Deputy Commissioners of Labour.
2. Inspectors of Labour.
3. Assistant Inspectors of Labour.
4. All persons appointed as Inspectors under the Factories Act 1948.
5. All persons appointed as Certifying Surgeons under the Factories Act, 1948.
6. Members of the Madras Port Service and Port Conservators who are in charge of Minor Ports in this State.
7. District Health Officers.
8. Municipal Health Officers.
9. Assistant Health Officers.

2. The Notices under section 3 B of the Employment of Children Act, 1938 shall be sent to the Assistant Inspectors of Labour having jurisdiction over the areas concerned.

Appointment of certain officers to be Inspectors under Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act

G. O. Ms. No. 4807, Industries Labour and Co-operation (Labour), 13th October, 1964.

II-I No. 4641 of 1964.

In exercise of the powers conferred by sub-section (1) of section 6 of the Madras Beedi Industrial Premises (Regulation of conditions of Work) Act, 1958 (Madras Act XXXII of 1958), and in supersession of all previous notification on the subject, the Governor of Madras hereby appoints the persons specified in column (1) of the Schedule below to be Inspectors for the purposes of the said Act within the local limits specified in the corresponding entries in column (2) thereof.

Persons (1)	SCHEDULE Local Limits (2)
1. Commissioner of Labour Madras.	The whole of the State of Madras.
2. Deputy Commissioner of Labour Madras.	Madras City and Chingleput Districts.
3. Deputy Commissioner of Labour Madurai.	Madurai, Ramanathapuram Tirunelveli, Kanyakumari Tiruchirapalli, Thanjavur and South Arcot districts.

(1)	(2)
4. Deputy Commissioner of Labour Coimbatore.	Coimbatore, Nilgiris, Salem and North Arcot districts.
5. Inspector of Labour, I, Madras.	Madras Corporation, divisions 1 to 50 and Ponneri, Tiruthani and Thiruvalluvar taluks of Chingleput districts.
6. Inspector of Labour, II, Madras.	Madras Corporation divisions 51, to 100, and Saidapet, Kancheepuram, Sriperumbudur and Chingleput taluks of Chingleput district.
7. Inspector of Labour, Coimbatore.	Coimbatore and Nilgiris districts.
8. Inspector of Labour, Tiruchirapalli.	Tiruchirapalli district,
9. Inspector of Labour, Thanjavur.	Thanjavur and South Arcot districts.
10. Inspector of Labour, Madurai.	Madurai and Ramanathapuram districts excluding Sivakasi division.
11. Inspector of Labour, Tirunelveli.	Tirunelveli and Kanyakumari districts and Sivakasi division of Ramanathapuram district.
12. Inspector of Labour, Vellore.	North Arcot and Salem districts.
13. Assistant Inspectors of Labour.	Local limits assigned to them under the Madras Industrial Establishments (National and Festival Holidays) Act 1958 (Madras Act XXXII of 1958).

விதிகள்

1. சிறு தலைப்பு:— இவ்விதிகள் 1964-ம் ஆண்டு திசம்பர் 1-ல் கூலி வழங்கு (தேசியப் பாதுகாப்பு நிதிக்காகவும், பாதுகாப்புச் சேமிப்புத் திட்டத்துக்காகவும் தொகை கழித்துக் கொள்ளுதல்) விதிகள் எனப் பெயர் பெறும்.

2. பொருள் விளக்கம்:— இந்த விதிகளில் சந்தர்ப்பம் வேறு பொருள் குறித்தானன்றி மற்றப்படி.

(எ) “சட்டம்” என்பது 1936-ம் ஆண்டு கூலி வழங்குச் சட்டம் (மத்திய சட்டம் 4/1936) என்று பொருள்படும்.

(ப) “பிரிவு” என்பது, மேற்படி சட்டத்தின் ஒரு பிரிவு எனப் பொருள்படும்.

3. தேசியப் பாதுகாப்பு நிதிக்கு அல்லது யாதொரு பாதுகாப்புச் சேமிப்புத் திட்டத்திற்குத் தொகை செலுத்துவதற்காக ஊதியத்திலிருந்து தொகை கழித்துக் கொள்ளுதல், தேசியப் பாதுகாப்பு நிதிக்கு அல்லது மாநில அரசாங்கம் அங்கீகரித்துள்ள யாதொரு பாதுகாப்புச் சேமிப்புத் திட்டத் திற்குத் தொகை செலுத்தும் பொருட்டு, வேலையில் உள்ள தொழிலாளர் அங்கத்தினராயுள்ள பதிவான தொழிற்சங்கத்தின் தலைவர் அல்லது செயலாளரின் எழுத்து மூலமான அனுமதியுடன் தொழிலாளர் யின் கூலியிலிருந்து 7-வது பிரிவின் (2) உட்பிரிவில் கண்ட (11) உட்பகுதியை அனுசரித்து அடியிற் கண்ட நிபந்தனைகளுக்குட்பட்டு, தொகை கழித்துக் கொள்ளப்படும்.

(எ) தலைவர் அல்லது அவர் இராவிட்டால் அந்தத் தொழிற்சங்கச் செயலாளர் பின்வரும் நகல்களை அனுப்பவேண்டும்.

(1) அந்தத் தொழிற்சங்கத்தில் அங்கத்தினர்களாயுள்ள தொழிலாளிகளின் பட்டியலுக்கு ஒரு நகலை இரட்டைப் பிரதிகளில் தொழிலதிபருக்கு அனுப்ப வேண்டும்; தொழிலாளி ஒவ்வொருவரின் கூலியிலிருந்தும் எவ்வளவு தொகை அல்லது எந்தத் தொகை வரையில் தொகை கழித்துக் கொள்ளப்பட வேண்டும்; என்பதை அதில் குறிப்பிட்டிருக்க வேண்டும். மேலும் அவர், அவ்வாறு தொகை கழித்துக்கொள்வதை அனுமதித்துத் தொழிற் சங்கக் கூட்டத்தில் செய்த தீர்மானத்தின் நகல் ஒன்றையும் தொழிலதிபருக்கு அனுப்பவேண்டும்.

(2) மேற்படி சட்டத்தின் காரியங்களுக்காக ஓர் இன்ஸ்பெக்டராகச் செயலாற்றுகிற நபருக்கு மேற்படி பட்டியலின் நகல் ஒன்றையும் தீர்மானத்தின் நகல் ஒன்றையும் அனுப்ப வேண்டும்.

(பி) தொழிற் சங்கத்தின் தலைவர் அல்லது செயலாளரிடமிருந்து பெற்ற மேற்படி பட்டியல், தீர்மானம் இவற்றின் இரண்டு நகல்களில் ஒன்றை நிறுவனத்தில் முதன்மையாகவுள்ள ஓர் இடத்தில் தொழிலதிபர் காட்டி வைக்க வேண்டும்; தொழிலாளிகளின் கூலியிலிருந்து தொகை கழித்துக் கொள்ளப்பட வேண்டிய தினத்திற்கு அடுத்து முன்பு தொடர்ச்சியான மூன்று நாட்களுக்காகவது தொழிலதிபர் மேற் சொன்னவாறு காட்டி வைக்க வேண்டும்.

(சி) தொழிலதிபர் காட்டி வைக்கும் பட்டியலின் குறிப்பிட்டுள்ள தொகையை அல்லது அதில் குறிப்பிட்டுள்ள தொகை வரையில் தமது கூலியிலிருந்து தொகை கழித்துக் கொள்வதற்கு தொழிலாளி எழுத்து மூலமான ஆட்சேபணையைத் தெரிவித்தால், அத்தொழிலாளியின் எழுத்து மூலமான அனுமதியைப் பெறாமல் அவரது கூலியிலிருந்து எந்தத் தொகையும் கழித்துக் கொள்ளக்கூடாது.

Copy of G. O. Ms. No. 4395 Industries, Labour and Co-operation (Labour)
10th September 1964.

II-1 No. 4786 of 1964.

In exercise of the power conferred by sub section (1) of section 10 of the Factories Act, 1948 (Central Act LXIII of 1948), and in supercession of all previous notifications on the subject, the Governor of Madras hereby appoints the persons specified in column (2) of the Schedule below to be Certifying Surgeons for the purpose of the said Act within the local limits specified in the corresponding entry in column (1) of the said Schedule.

SCHEDULE

Certifying Surgeons under the Factories Act, 1948.

MADRAS CITY

Corporation division number and name of division.

Local limits. (1)	Certifying Surgeons. (2)
1. New Washermanpet 2. Tondiarpet 3. Grace Garden 4. Sanjeevirayanpuram 5. Mottai Garden	(a) Surgeon, First District, Stanley Hospital Madras.
6. Narayanappa Garden 7. Singara Garden 8. Royapuram 9. Meevakshiamanpet 10. Old Washermanpet 11. Seven Wells (North) 12. Ammankoil (North) 13. Muthialpet.	(b) Assistant to the Surgeon First district, Stanley Hospital, Madras.
14. Harbour 15. Mannady 16. Ammankoil (South) 17. Seven Wells (South) 18. Sowcarpet.	(a) Surgeon Second district, Stanley Hospital, Madras.
19. Kothawal Chawady 20. Kachalleswarar 21. Korakkupet 22. Kumaraswami Nagar 23. Dr. Vijayaraghavalu Nagar 24. Basin Bridge 25. Kondithope 26. Peddunaickenpet.	(b) Assistant to Surgeon, Second district, Stanley Hospital, Madras.
27. Perumal Koil Garden 28. Travelyn Basin 29. Elephant Gate 30. Edapalayam.	(a) Surgeon, Third District, Government General Hospital, Madras.
31. Perambur 32. Vysarpadi 33. Pulianthope 34. Wadia Nagar 35. Tiruvika Nagar 36. Pattalam 37. Thattam Kulam 38. Dr. Besant Nagar	(b) Assistant to the Surgeon, Third district Government General Hospital, Madras.

(1)	(2)
39. Choolai	(a) Surgeon, Fourth district, Government General Hospital, Madras.
40. Hospital Maidan	
41. Sembium	
42. Siruvallur	
43. Agaram.	
44. Naga Ammai Nagar	(b) Assistant to the Surgeon, Fourth district, Government General Hospital, Madras.
47. Otteri	
48. Kosapet	
49. Perumalpet	
62. Dr. Ambedkar Nagar	
63. Periamet	
64. Park Town.	
55. Sevagram	(a) Surgeon, Fifth district, Government General Hospital, Madras.
56. Thousandlights (West)	
57. Thousandlights (East)	
58. Pudupakkam.	
65. Adikesavapuram	(b) Assistant to the Surgeon, Fifth district, Government General Hospital, Madras.
66. Chindadipet	
69. Komaleeswaranpet	
70. Narasingapuram	
71. Nehru Nagar	
72. Thiruvattesawranpet	
73. Chempauk	
74. Marina.	
75. Triplicane	(a) Surgeon, Sixth District, Government General Hospital, Madras.
76. Jam Bazaar	
81. Teynampet	
82. Vivekanandapuram.	
93. Thyagaraya Nagar	(b) Assistant to the Surgeon, Sixth district, Government General Hospital, Madras.
94. Satyamurthy Nagar	
95. Rajaji Nagar	
96. Kamaraj Nagar	
97. Saidapet (North)	
98. Periapet	
99. Guindy	
100. Saidapet (South)	
59. Amir Mahal	(a) Surgeon, Seventh district, Royapettah Hospital, Madras.
60. Royapettah	
77. Mirsahibpet	
78. Azad Nagar	
79. Dinurgapuram	(b) Paid Civil Assistant Surgeons attached to the Government Royapettah Hospital, Madras.
80. Krishnampet	
83. Madhavaperumalpuram	
84. Karannswarkoilpuram	
85. Santhome	
86. Mylapore	
87. Bhe-mannapet	
88. Alwarpet	
89. Raja Annamalaipuram	
90. Adayar.	
45. Ayanavaram	(a) Surgeon, Eighth district, Kilpauk, Medical College, Hospital, Madras.
46. Nammalwarpet	
50. Purasawalkam	

(1)	(2)
51. Shenoy Nagar	(a) Surgeon, Eighth district, Kilpauk, Medical College, Hospital, Madras.
52. Kilpauk	
61. Gangadreeswarar Koil	
67. Egmore.	
68. Pudupet	
91. Aminjikarai	
92. Vadapalani	
53. Chetpet	
54. Nungambakkam.	
Madras City (Women only)	Assistant Superintendent, Government Kisturba Gandhi Hospital for Women and Children, Triplicane, Madras.
The Integral Coach Factory and the Factory attached to the Technical Training School, Perambur.	District Medical Officer, Southern Railway, Perambur.

CHINGLEPUT DISTRICT

1. Saidapet Taluk (excluding the area comprised in Corporation Divisions No 97 and 100) of the City of Madras.	Medical Officer-in-charge, Government Police Hospital, St. Thomas Mount.
2. Chingleput Taluk	Assistant District Medical Officer, Chingleput.
3. Kancheepuram Taluk	Medical Officer-in-charge, Government Hospital, Kancheepuram.
4. Tiruvallur Taluk including Chit-rasabakkam village	Medical Officer-in-charge, Government Hospital, Tiruvallur.
5. Madurantakam Taluk	Medical Offices-in-charge, Government Dispensary, Madurantakam.
6. Sriperumbudur Taluk	Medical Officer-in-charge, Local Fund Dispensary, Sriperumbudur.
7. Ponneri Taluk	Medical Offices-in-charge, Government Dispensary, Ponneri.
8. Tiruvottiyur	Medical Officer-in-charge, Local Fund Dispensary, Tiruvottiyur.
9. Tiruttani Taluk	Medical Officer in charge, Government Hospital, Tiruttani.

NORTH ARCOT DISTRICT

1. E. I. D. Sagar Factories Limited, Ranipet.	Medical Officer-in-charge, Government Dispensary, Walajapet.
2. Gudiyattam Taluk including Dak-shinapathapalle, Puttavari-palle, Rangasamudram, Vidyasankarapuram Villudonapoliem, Varadarathapalle, Veerisetipalle, Paradasami Villages.	Medical Officer-in-charge, Government Hospital, Gudiyattam.
3. Tirupathur Taluk the area surrounding the Javvaji Ramasamudram tank bounded (i) on the coast, by the existing boundary between Javvajiramasamudram village included in A'sandapuram village (Census Code No. 23) of Tirupathur taluk, and the State of Andhra	Medical Officer-in-charge, Government Women and Children Hospital, Vaniyambadi.

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Pradesh, (ii) on the south, by the existing boundary between the said Javajirama samudram village and the State of Andhra Pradesh and its continuation directly west wards to the top of the adjoining hill, (iii) on the west by a line running along the top of two hills lying to the west of the said tank, and (iv) on the North, by a line running along the peaks of the four hills lying to the north of the said tank and joined up to the north-west corner of the said Javvajiramasamudram village;

The area surrounding the Gollapalle tank bounded (i) on the east and the south, by the existing boundary between Gollapalle village included in Alasaudapuram village (Census Code No. 33) of Tirupathur taluk and the State of Andhra Pradesh, (ii) on the west by a line running along the bottom of the hill situated to the west of the said tank, and (iii) on the north by a line running along the bottom of the hill situated to the north of the said tank, in Tirupathur taluk.

4. Walajapet taluk, Perumalrajupeta, Thandalam, Nandhimangalam, Ambarishapuram, Sukapuram villages in the present Arkonam taluk.

Avularangaiahpallee, Golivarpallee, Thengal, Balekuppam, Cammvaripallee, Kondammatayanipalem, Taramasattu, Madandakuppam, Gollapallee Mahimandalam, Perumallakuppam, Erukambat, Vellimalai, Muthuaraikuppam, Veunampallee Kudukkanthangal, Elanellore, Thenpallee Sri Pandanellore, Veppalai and Melpadi villages in the present Walajapet taluk.

5. Arni Panchayat Board

6. Vellore taluk

7. Tiruvannamalai taluk

Medical Officer-in-charge, Government Hospital, Walajapet.

Medical Officer-in-charge, Government Hospital, Arni.

Assistant District Medical Officer, North Arcot, Vellore.

Medical Officer-in-charge, Government Hospital, Tiruvannamalai.

SOUTH ARCOT DISTRICT

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| 1. Nellikuppam Panchayat | Medical Officer-in-charge, Local Fund Dispensary, Nellikuppam. |
| 2. Deputy Tahsildhar's Division of Panruti | Medical Officer-in-charge, Local Fund Dispensary, Panruti. |
| 3. Chidambaram Municipality | Medical Officer-in-charge, Government Hospital, Chidambaram. |

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4. South Arcot District excluding Chidambaram Municipality Nellikuppam and Deputy Tahsildar's Division of Panruti.
5. Cuddalore O. T., Municipality
6. Tindivanam taluk, South Arcot district.
7. Villupuram taluk excluding Valavanur Panchayat area
8. Valavanur Panchayat
9. Kallakurichi taluk
10. Vridhachalam taluk
11. Tirukkcoilur
12. Gingee

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| Assistant District Medical Officer, Cuddalore. |
| The Medical Officer-in-charge, Municipal Dispensary, Cuddalore O. T. |
| Medical Officer-in-charge, Government Hospital, Tindivanam. |
| Medical Officer-in-charge, Government Hospital, Villupuram. |
| The Medical Officer-in-charge, Local Fund Dispensary, Valavanur. |
| Medical Officer-in-charge, Government Hospital, Kallakurichi. |
| Medical Officer-in-charge, Local Fund Hospital, Vridhachalam. |
| Medical Officer-in-charge, Government Hospital, Tirukkcoilur. |
| Medical Officer-in-charge, Government Dispensary, Gingee. |

TIRUCHIRAPALLI DISTRICT

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| 1. Tiruchirapalli Fort, Tiruchirapalli Junction and Golden Rock (inclusive). | Assistant District Medical Officer, Tiruchirapalli. |
| 2. Tiruchirapalli taluk and Lalgudi taluk. | Medical Officer-in-charge, Government Hospital, Lalgudi. |
| 3. Karur taluk | Medical Officer-in-charge, Government Hospital, Karur. |
| 4. Kulithalai taluk | Medical Officer-in-charge, Government Dispensary, Kulithalai. |
| 5. Musiri taluk | Medical Officer-in-charge, Government Dispensary, Musiri. |
| 6. Udayarpalayam taluk | Medical Officer-in-charge, Government Hospital, Ariyalur. |
| 7. Perambalur taluk | Medical Officer-in-charge, Government Hospital, Perambalur. |
| 8. Pudukkottai Firka and Vallanad Firka, Alangudi taluk | Medical Officer-in-charge, Town General Hospital, Pudukkottai. |
| 9. Alangudi Firka, Alangudi taluk | Medical Officer-in-charge, Government Dispensary, Alangudi. |
| 10. Varappur Firka, Alangudi taluk | Medical Officer-in-charge, Government Dispensary, Perungalur. |
| 11. Karambakudi Firka, Malaiyur Firka, Alangudi taluk | Medical Officer-in-charge, Government Dispensary, Karambakudi. |
| 12. Keelacilai Firka, Tirumayam taluk | Medical Officer-in-charge, Government Dispensary, Tirumayam |
| 12. Songirai Firka and Tirumayam firka | - do - |
| 14. Virachilai firka, Tirumayam | Medical Officer-in-charge, Government Dispensary, Panayapatti, |
| 15. Ponnamaravathi firka and Karaiyur firka | Medical Officer-in-charge, Government Dispensary, Ponnamaravathi. |

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16. Viralmalai firka, Keeranur taluk	Medical Officer-in-charge, Government Dispensary, Viralmalai.
17. Keeranur firka, Nirpalan, Kumiar-koil firka, Vellanur and Thodayur vattams of Varathamalai firka, Keeranur taluk.	Medical Officer-in-charge, Government Dispensary, Keeranur.
18. Kudomiyarimalai firka and Narttamalai firka, excepting Vellanur and Thodayur vattams	Medical Officer-in-charge, Government Dispensary, Annavasal.
19. Ilupur	Medical Officer-in-charge, Local Fund Dispensary, Ilupur.

THANJAVUR DISTRICT

1. Thanjavur Municipality	Assistant District Medical Officer, Thanjavur.
2. Thanjavur taluk excluding Thanjavur Municipality and Tirukkattupalli, Tiruvadi and Vallam major Panchayats.	- do -
3. Tirukkattupalli Major Panchayat	Medical Officer-in-charge, Government Hospital, Tirukkattupalli.
4. Tiruvaiyaru Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Tiruvaiyaru.
5. Vallam Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Vallam.
6. Kumbakonam Municipality	Medical Officers-in-charge, Government Hospital Kumbakonam.
7. Kumbakonam taluk excluding Kumbakonam Municipality and Tiruvadaimarudur Major Panchayat and Nachiarkoil villages.	Medical Officer-in-charge, Government Hospital, Kumbakonam.
8. Tiruvadaimarudur Major Panchayat	Medical Officer-in-charge, Government Dispensary, Tiruvadaimarudur.
9. Nachiarkoil, Tirucheral and Injikottai Villages.	Medical Officer-in-charge, Government Dispensary, Nachiarkoil.
13. Mayaram taluk excluding Poraiyar and Kuttalam Major Panchayats and Villiamallur Anjarvathalai, Kumathalaipadi, and Vanthirajapuram village	Medical Officer-in-charge, Government Hospital, Mayuram.
11. Poraiyar Major Panchayat	Medical Officer-in-charge, Government Dispensary, Poraiyar.
12. Kuttalam Major Panchayat and Villianallur Anjaravathalai, Munnathalaipady and Vanthirajapuram villages.	Medical Officer-in-charge, Government Hospital, Kuttalam.
13. Sirkali taluk excluding Vaitheeswaran koil Major Panchayat	Medical Officer-in-charge, Government Hospital, Sirkali.
14. Vaitheeswaran Koil Major Panchayats.	Medical Officer-in-charge, Government Hospital, Vaitheeswarankoil.
15. Papanasam taluk excluding Valangaiman, Ayyampet and Ammapet Major Panchayats and Saliangalam village.	Medical Officer-in-charge, Government Dispensary, Papanasam.
16. Valangaiman Major Panchayat	Medical Officer-in-charge, Government Dispensary, Valangaiman.

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17. Ayyampet Major Panchayat	Medical Officer-in-charge, Government Dispensary, Ayyampet.
18. Ammapet Major Panchayat and Saliangalam village	Medical Officer-in-charge, Government Dispensary Ammapet.
19. Mannargudi taluk excluding Koothan Hur and Nidamangalam Major Panchayat	Medical Officer-in-charge, Government Hospital, Mannargudi.
20. Koothanallur Major Panchayat	Medical Officer-in-charge, Government Hospital, Koothanallur.
21. Nidamangalam Major Panchayat and Koradacheri Village	Medical Officer-in-charge, Local Fund Dispensary Nidamangalam.
22. Nannilam taluk excluding Kodavasal Major Panchayat and Keera Ohai and Peralam Punthottam, Kiranur, Koradacheri and Kulikkarakai villages.	Medical Officer-in-charge, Government Hospital Nannilam.
23. Kodavasal Major Panchayat and Kelsoahai village.	Medical Officer-in-charge, Government Hospital, Kodavasal.
24. Peralam, Punthottam and Kiranur villages.	Medical Officer-in-charge, Local Fund Dispensary, Peralam.
25. Nagapattinam taluk excluding Tiruvarur Municipality and Alivalam, Kudur, Aliakkamangalam; Kivalur and Thevur villages	Medical Officer-in-charge, Government Hospital, Nagapattinam.
26. Tiruvarur Municipality and Alivalam, Kudur, Mangudi, Mavor, Tirunelikaval, Adiakkamangalam and Kulikkarakai villages.	Medical Officer-in-charge, Government Hospital Tiruvarur.
27. Kivalur and Thevur villages	Medical Officer-in-charge, Government Dispensary, Kivalur.
28. Tiruthuraiyandi taluk, excluding Vedaranyam Major Panchayat and Agasthiampalli Salt Factory areas and Muthupet Major Panchayat and Udayamarthandapuram and Sengandhi villages	Medical Officer-in-charge, Government Hospital, Tiruthuraiyandi.
29. Vedaranyam Major Panchayat and Agasthiampalli Salt Factory areas.	Medical Officer-in-charge, Government Primary Health Centre, Vedaranyam.
30. Muthupet Major Panchayat and Udayamarthandapuram and Sengandhi villages.	Medical Officer-in-charge, Government Dispensary, Muthupet.
31. Pattukottai taluk excluding Adirampatnam and Adirampatnam salt Factory areas and Orthanad Major Panchayat.	Medical Officer-in-charge, Government Hospital, Pattukkottai.
32. Adirampatnam Major Panchayat and Adirampatnam Salt Factory areas	Medical Officer-in-charge, Local Fund Dispensary, Adirampatnam.
33. Orthanad Major panchayat	Medical Officer-in-charge, Government Dispensary, Orthanad.
34. Arantangi taluk	Medical Officer-in-charge, Government Dispensary, Arantangi.

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COIMBATORE DISTRICT

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| 1. Coimbatore Town | Assistant Municipal Health Officer, Coimbatore, Medical Officer-in-charge of Infectious Diseases, Hospital, Coimbatore. |
| 2. Coimbatore taluk excluding Coimbatore town | Assistant District Medical Officer, Coimbatore. |
| 3. Dharapuram taluk including Dharapuram Municipality | Medical Officer-in-charge, Government Hospital, Dharapuram. |
| 4. Erode Municipality | Medical Officer in charge, Government Hospital Erode. |
| 5. Gobichettipalayam taluk | Medical Officer-in-charge, Government Hospital, Gobichettipalayam. |
| 6. Mettupalayam | Medical Officer-in-charge, Government Hospital Mettupalayam. |
| 7. Tiruppur Municipality | Medical Officer-in-charge, Government Hospital, Tiruppur. |
| 8. The area within a radius of six miles from Sular in Polladam taluk and for the Combodia Mills Limited, Irugur village, Singanallur village, Singanallur post. | Medical Officer-in-charge, Local Fund Dispensary, Sular. |
| 9. Udumalpet Municipality | Medical Officer-in-charge, Government Hospital, Udumalpet. |
| 10. Pollachi Municipality | Medical Officer-in-charge, Government Hospital, Pollachi. |
| 11. A radius of five miles from Avanashi | Medical Officer-in-charge, Government Primary Health Centre, Avanashi. |
| 12. Bhavani | Medical Officer-in-charge, Local Fund Hospital, Bhavani. |

NILGIRIS DISTRICT

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| 1. Cordite factory at Aravangadu. | Medical Officer-in-charge, Government Lawley Hospital, Coonoor. |
| 2. Gudalur taluk | Medical Officer-in-charge, Government Hospital, Gudalur. |
| 3. Ootacamund taluk | Assistant District Medical Officer, The Nilgiris, Ootacamund. |
| 4. Government Quinine Factory Naduvattam | Medical Officer-in-charge, Government Chinchona Plantation, Naduvattam. |
| 5. Coonoor taluk | Medical Officer-in-charge, Government Lawley Hospital, Coonoor. |

SALEM DISTRICT

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| 1. Mettur Town area | Medical Officer-in-charge, Government Hospital, Mettur Dam. |
| 2. Tiruchengode taluk, excluding Komarapalayam Panchayat | Medical Officer-in-charge, Government Hospital, Tiruchengode. |
| 3. Salem taluk | Assistant District Medical Officer, Salem. |
| 4. Attur taluk | Medical Officer-in-charge, Government Hospital, Attur. |
| Dharmapuri taluk | Medical Officer-in-charge, Government Hospital, Dharmapuri. |

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| 4. Krishnagiri taluk | Medical Officer-in-charge, Government Hospital, Krishnagiri. |
| 7. Namakkal taluk | Medical Officer-in-charge, Government Hospital, Namakkal. |
| 8. Rasipuram taluk | Medical Officer-in-charge, Government Hospital, Rasipuram. |
| 9. Omalur taluk except Mettur Town area | Medical Officer-in-charge, Government Hospital, Omalur. |
| 10. Harur taluk | Medical Officer-in-charge, Local Fund Hospital, Harur. |
| 11. Hosur taluk | Medical Officer-in-charge, Government Hospital, Hosur. |
| 12. Komarapalayam Panchayat | Medical Officer-in-charge, Local Fund Hospital, Komarapalayam. |
| 13. Sankari taluk | Medical Officer-in-charge, Government Dispensary, Sankari. |

MADURAI DISTRICT

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| 1. Dindigul taluk | Medical Officer-in-charge, Government Hospital, Dindigul. |
| 2. Tirumangalam town | Medical Officer-in-charge, Government Hospital, Tirumangalam. |
| 3. Palani taluk | Medical Officer-in-charge, Government Hospital, Palani. |
| 4. Tirumangalam taluk excluding | Medical Officer-in-charge, Government Hospital, Usilampatti. |
| 5. Madurai taluk including Madurai City. | Assistant Surgeon, Erskine Hospital Madurai. |
| 6. Kodaikanal taluk | Medical Officer-in-charge, Government Hospital, Kodaikanal. |
| 7. Periyakulam taluk | Medical Officer-in-charge, Government Hospital, Periyakulam. |
| 8. Sholavandan Major Panchayat | Medical Officer-in-charge, Local Fund Dispensary, Sholavandan. |
| 9. Nilakkottai Major Panchayat | Medical Officer-in-charge, Local Fund Dispensary, Nilakkottai. |
| 10. Batlagundu Major Panchayat | Medical Officer-in-charge, Local Fund Dispensary, Batlagundu. |
| 11. Melur taluk excluding the Natham Major Panchayat | Medical Officer-in-charge, Government Hospital, Melur. |
| 12. Natham Major Panchayat | Medical Officer-in-charge, Local Fund Dispensary, Natham. |

RAMANATHAPURAM DISTRICT

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| 1. Virudhunagar Municipality | Medical Officer-in-charge, Government Hospital, Virudhunagar. |
| 2. Sivakasi Municipality | Medical Officer-in-charge, Government Police Force Dispensary, Sivakasi. |
| 3. Elayirampannai and Pudururangudi village | Medical Officer-in-charge, Local Fund Dispensary, Elayirampannai. |
| 4. Sattur Panchayat area, Venkatachala-puram village, Sattur taluk and other than places mentioned in items 1 to 3. | Medical Officer-in-charge, Government Dispensary, Sattur. |

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5. Rajapalayam Municipality, Somu-singapuram Panchayat, Chatrapatti Minor and Seithur Major Panchayats, Zamin Kollengondam, Dalavaipuram, Nugavur and Kilarajakulam village.	Medical Officer-in-charge, Government Hospital, Rajapalayam.
6. Watrap Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Watrap.
7. Srivilliputhur Municipality but excluding places mentioned in items 5 and 6.	Medical Officer-in-charge, Government Hospital, Srivilliputhur.
8. Arupukkottai taluk including Arupukkottai Municipality	Medical Officer-in-charge, Government Hospital, Arupukkottai.
9. Ramanathapuram Major Panchayat and other places of Ramanathapuram taluk excluding those mentioned in items 10, 11, 12 and 13.	Resident Medical Officer-in-charge, Government Headquarters Hospital, Ramanathapuram.
10. Rameswaram Major Panchayat	Medical Officer-in-charge, Government Hospital, Rameswaram.
11. Dhanushkodi Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Dhanushkodi.
12. Mandapam village	Medical Officer-in-charge, Local Fund Dispensary, Mandapam.
13. Keelakarai Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Keelakarai.
14. Elayankudi Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Elayankudi.
15. Paramakudi taluk excluding Elayankudi Major Panchayat	Medical Officer-in-charge, Government Dispensary, Paramakudi.
16. Kamudhi Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Kamudhi.
17. Mudukulattur Major Panchayat and taluk	Medical Officer-in-charge, Government Dispensary, Mudukulattur.
18. Manamadurai Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Manamadurai.
19. Thiruppuvanam Major Panchayat	-do-
20. Nattarasankottai Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Nattarasankottai.
21. Sivaganaga Major Panchayat and Sivaganga taluk (except places mentioned in items 18, 19 and 20 and Devakottai Municipality).	Medical Officer-in-charge, Government Hospital, Sivaganga.
22. Devakottai Municipality	Medical Officer-in-charge, Government Dispensary, Devakottai.
23. Thondi Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Thondi.
24. Tiruvadanai taluk excepting Devakottai Municipality and Thondi Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Tiruvadanai.
25. Karaikudi Municipality and Amara-vathiputhur village	Medical Officer-in-charge, Municipal Hospital, Karaikudi.
26. Tiruppattur Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Tiruppattur.
27. Kanadukkattan Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Kanadukkattan.
28. Kandanoor Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Kandanoor.

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29. Kilasevalpatti Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Kilasevalpatti.
30. Singampuneri Major Panchayat	Medical Officer-in-charge, Local Fund Dispensary, Singampuneri.
31. Tiruppattur taluk excepting the places mentioned in items 24 to 29.	Medical Officer-in-charge, Local Fund Dispensary, Tiruppattur.

TIRUNELVELI DISTRICT

1. Kovilpatti taluk	Medical Officer-in-charge, Government Hospital, Kovilpatti.
2. Vilattikulam and Nagalapuram villages and Pudur	Medical Officer-in-charge, Local Fund Dispensary, Vilattikulam.
3. Ettayapuram Panchayat Pithapuram hamlet of Elamanathan village, Vembur Keela Irail, Eppoduvedran and Kalugaslipuram	Medical Officer-in-charge, Local Fund Dispensary, Ettayapuram.
4. Sankarankoil Karivalamvandanallur and Chennikulam	Medical Officer-in-charge, Government Hospital, Sankarankoil.
5. Alwartirunagari	Medical Officer-in-charge, Local Fund Dispensary, Alwartirunagari.
6. Sattankulam	Medical Officer-in-charge, Local Fund Dispensary, Sattankulam.
7. Kadayannallur	Medical Officer-in-charge, Local Fund Dispensary, Kadayannallur.
8. Mukkudal	Medical Officer-in-charge, Local Fund Dispensary, Mukkudal.
9. Savarinangal, Maniyachi and Ootannatham.	Medical Officer-in-charge, Local Fund Dispensary, Ootannatham.
10. Tachanallur	Medical Officer-in-charge, Municipal Hospital, Tirunelveli.
11. Tuticorin Municipality	Medical Officer-in-charge, Government Hospital, Tuticorin.
12. Ambasamudram and including Arivaram, hamlet of Aladiyur village and Sengikulam	Medical Officer-in-charge, Government Hospital, Ambasamudram.
13. Papanasam	Medical Officer-in-charge, Government Lower Camp Dispensary, Papanasam.
14. Kalugumalai and Kurivikulam villages	Medical Officer-in-charge, Local Fund Dispensary, Kalugumalai.
15. Valliyoor Division	Medical Officer-in-charge, Local Fund Dispensary, Vadakkangulam.
16. Tirunelveli taluk	Assistant District Medical Officer (Tirunelveli district), Palayamkottai.
17. Tenkasi taluk	Medical Officer-in-charge, Government Hospital, Tenkasi.
18. Shenkottah taluk	Medical Officer-in-charge, Government Hospital, Shenkottah.

KANYAKUMARI DISTRICT

1. Agastheeswaram taluk	Medical Officer-in-charge, Government Hospital, Kottar, Nagercoil.
2. Thovala taluk	Medical Officer-in-charge, Government Hospital, Bootapandi.

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3. Colachel Municipality

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Medical Officer-in-charge, Government Hospital, Colachel.

4. Padmanabhapuram Municipality and portions of Kalkulam taluk situated south of Nagercoil to Trivandrum Road other than Colachel Municipality

Medical Officer-in-charge, Government Hospital, Padmanabhapuram.

5. Portions of Vilavankode taluk situated north of Triparappa to Nedumangad Road and portions of Kalkulam taluk situated north of Nagercoil to Trivandrum Road excluding the Padmanabhapuram Municipality

Medical Officer-in-charge, Government Dispensary, Aruman and Medical Officer-in-charge, Government Dispensary, Kuzhasegaram.

6. Portions of vilavankode taluk situated south of the Triparappa to Nedumangad Road

Medical Officer-in-charge, Government Primary Health Centre, Kuzhithurai.

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 representatives of the Central employers and workers organisations at this conference.

In consequence organisation 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 Trade Unions and Managements not affiliated to any central organisations which have ratified the code during the months of July, August and September 1964 of this State is given below.

List of Employees Union which have Ratified the Code of Discipline during the month of July, 1964.

1. The Dalvaipuram Vattram Handloom Weavers Union, Chettiarpatti P. O. Via Rajapalayam.
2. The Dalvaipuram Dyeing Workers Union, Dalvaipuram, Via, Rajapalayam.
3. The I. T. P. T. Staff Union, Virudhunagar.
4. Vivekananda Industrial Engineers Workers Union, Madras.
5. United Beedi Labour Union, Madras-21.
6. Clothing cum Parachute Factory Tailors and Workers Union, Madras.
7. Bharam Sumakkum Thozhilalar Sangam, Chidambaram.
8. Madurai District National Scented Tobacco General Workers Union, 93 N. V. C. B. Road, Dindigul.
9. Resa Employees Union, No. 8 Narasingapuram Street, Madras-2.
10. Srirangam Municipal Thozhilalar Sangam, No. 18 South Chitra Street, Srirangam.
11. Srirangam Janopakara Bank Employees Union, No. 100 South Chitra Road, Srirangam.

List of Employers who have Ratified the Code of Discipline during the month of July, 1964.

NIL

List of Employees Union which have Ratified the Code of Discipline during the month of August 1964.

1. Dharangadhra Chemical Works Staff Union Arumuganeri.
2. Nellai Mavatta Pothu Thozhilalar Munnetra Sangam Tirunelveli.
3. Sri Lakshmi Saraswathi Motor Service and Sister concerns Workers' Union, Gudiyatham.
4. National Union of Employees State Insurance Corporation Employees Union, No. 11, Tacondin Khan Badhdur Street, Madras-5.
5. Motor Thozhilalar Sangam, Panruti.
6. Equipment Depot Air Force Station Civilian Employees Association, Avadi.
7. Punjab National Bank Employees Union, Madras-1.
8. Greaves Cotton Employees Union, Madras-1.
9. Government Galvanizing Plant Employees Union Mettur Dam.
10. India Radiators Staff Union, Red Hills, Madras-52.
11. Trichy Steel Rolling Mills Employees Union, Trichy-4.
12. Sirkalai General workers Union, Sirkali.

List of Employers who have Ratified the Code of Discipline during the month of August, 1964.

NIL

List of Employees Union which have Ratified the Code of Discipline during the month of September, 1964.

1. The Rajapalayam Firka Ornaments Manufacturing Workers Union, Bhoopalarajapatti, Via, Rajapalayam.
2. Vivasagal Munnetra Sangam, Samusiyapuram Post, Via, Rajapalayam.
3. Taxi Drivers Union, Tirunelveli.
4. Thatchu and Karumar Thozhilalar Munnetra Sangam, Petal.
5. Lorry Thozhilalar Munnetra Sangam Tiruvannamalai.
6. Timiri Beedi Workers Union, Timiri.
7. Arcot Municipal Lower Grade Employees Union, Arcot.
8. Tamilnad Government Central Workshop workers Union, Madras-1.
9. South Indian National Sea Farers Union, Madras-1.
10. Government Industries Department Workers Union, Madras-4.
11. Madras Sheet Glass Works Employees Union, 191, T. H. Road, Madras-19.
12. S. I. L. National Workers Union, Neiveli-2.
13. Harbour Workers Union, Nagapattinam.
14. Tamilnad Industrial Workers and Staff Union Madras.
15. South Indian National Seafarers Union, Madras.

List of Employers who have Ratified the Code of Discipline during the month of September 1964.

NIL

1. Statement Showing the details of agreements brought about by the Conciliation Officers under Section 12(3) of the Industrial Disputes Act, 1947 during the month of September, 1964.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of disputes. (4)	Terms of Settlement. (5)
1.	N. M. Tannery, Tiruchy	10-9-64	Retrenchment of 38 workers	The management agreed to withdraw the retrenchment notice and to provide employment etc, as detailed in the settlement.
2.	S. V. T. (P) Limited, Tiruchirappalli.	10-9-64	Certain demands	The management and the union agreed to abide by the decision of the Labour Officer.
3.	Southern and Rajamani Transport Limited, Pudukottai	14-9-64	Bonus for the year 1963-64 and revision in the scales of wages	The management agreed to pay 3½ months basic wages as bonus for the year 1963-64 and both parties agreed to abide by the decision of Labour Officer in the matter of revision in the scales of wages.
4.	M. S. Abdul Muthalief Lorry service, Tiruchirappalli	14-9-64	Non-employment of one worker	The management agreed to pay a sum of Rs. 100 as compensation in full and final settlement of the claims of the worker.
5.	The Kumbakonam Bank Limited, Kumbakonam	28-9-64	Demands relating to salary Dearness allowance etc.	The management agreed to revise the rate of the salary and Dearness allowance as per the settlement.
6.	Palaniappa Estate, Kullacumby Post	3-9-64	Bonus for the year 1962-63	Management agreed to pay bonus at 10% of the earnings for the year 1963.
7.	Brooklands Estate, Coonoor	5-9-64	Dismissal of a worker	The management agreed to pay Rs. 2,500/- in full and final settlement of all the claims of the worker.

(1)	(2)	(3)	(4)	(5)
8.	Devon Estate, Devarshola	16-9-64	Dismissal of a worker	The management agreed to reinstate the worker on the assurance given by the union.
9.	Glenburn Estate, Tuttappallam	18-9-64	Payment of wages and Bonus	The management agreed to pay wages and bonus as per the settlement.
10.	Mullikkal Estate, Agavenu Post	21-9-64	Bonus, festival holidays and payment of sickness allowances etc.	The management agreed to pay bonus as per the settlement.
11.	Mysore Cafe, Anavankadu Post	21-9-64	Closure of the establishment	The management agreed to pay compensation to the workers as per the settlement.
12.	Suiton Estate, Kullacumby Post	24-9-61	Dismissal of a worker	The management agreed to give work to the worker.
13.	S. K. T. Bus Service (P) Ltd. Wellington Post	24-9-64	Refusal of work to one worker	The management agreed to give work to the worker.
14.	Mysore Lodge Annexe, Coonoor	24-9-64	Payment of Deepavali Bonus for the year 1964	The management agreed to pay, ½ months basic pay as bonus to the workers for the year 1964.
15.	Mysore Lodge, Coonoor	24-9-64	Payment of Deepavali Bonus for the year 1964	The management agreed to pay, ½ months basic pay as bonus to the workers for the year 1964.
16.	Lakshminarayana Cafe, Coonoor	25-9-64	Payment of Deepavali Bonus for the year 1964	The management agreed to pay bonus for the year 1964 as per the settlement.
17.	Jayalakshmi vilas Hotel Coonoor	25-9-64	Payment of Deepavali Bonus for the year 1964	The management agreed to pay 1½ months basic pay as bonus for the year 1964
18.	Craigmore Estate, Kullacumby Post	30-9-64	Dismissal of one worker.	The management agreed to pay a sum of Rs. 750/- in full and final settlement of the claims of the worker.

1	2	3	4	5
19.	K. R. Lakshmanan, Cotton merchants Coimbatore	11-9-64	Issue of Timecards with designation and permission for drinking tea in the factory etc	The management agreed to issue time cards with designation to all workers and to permit the workers for taking tea in the factory on certain conditions as per the settlement.
20.	Shaw Wallace & Co., Limited, Karamadai, Coimbatore	16-9-64	Demand to revise the scales of wages and dearness allowance etc.	The management agreed to revise the scales of wages and dearness allowance etc as per the settlement.
21.	Ramakrishna Industrials (P) (Printing Press) Ltd, Peelamedu, Coimbatore	22-9-64	Demand for pay, dearness allowance etc.	The management agreed to increase the dearness allowance by Rs. 20/- and make some workers permanent as per the settlement.
22.	Shunmuga Bakery, Coimbatore	25-9-64	Non-employment of one worker	The management agreed to pay Rs. 412-50/- to the worker in full and final settlement of all his claims.
23.	Sri M. Ramalingam Mixing Contracting, Railies India Limited, Mettupalayam	26-9-64	Fixation of Labour charges for certain categories of work and payment of balance of bonus due for 1962-63	The management agreed to fix the labour charges as detailed in the settlement and to pay Rs. 25/- towards balance of bonus for 1962-63
24.	National Photo mount Co. Madurai	4-9-64	Non-employment of one worker	The management agreed to pay a sum of Rs. 400 in full and final settlement of all the claims of the worker.
25.	Harikrishna Transports, Madurai	8-9-64	Non-employment of workers	The management agreed to provide work for all the workers as detailed in the settlement.
26.	Mysindia Co. Madurai	11-9-64	Bonus for the year 63-64	The management agreed to pay 2½ month's wages to the workers as bonus for the year 1963-64
27.	Madura Rice & Oil Mills Owners Association, Madurai	14-9-64	Increase in wages etc	The management agreed to increase the wages by 15%
28.	Excelsior Power Press, Madurai	14-9-64	Increase in wages etc	The management agreed to grant an increase of Rs. 6/- to each worker
(1)	(2)	(3)	(4)	(5)
29.	C. M. V. Press, Madurai	19-9-64	Non-employment of one worker	The management agreed to pay a sum of Rs. 330/- in full and final settlement of all the claims of the worker.
30.	South India Tiles and Engineering Co, Madurai	19-9-64	Non-employment of one worker	The management agreed to reinstate the worker as per the settlement.
31.	Harisamaya Divakaram Press, Madurai	23-9-64	Increase in wages	The management agreed to grant an increase of Rs. 6/- to each of their workers.
32.	Krishnaveni Textiles Limited, Singanallur.	5-9-64	Promotion of a worker	Both the parties agreed for the informal arbitration of the issue by the Commissioner of Labour or his nominee and abide by his decision
33.	Krishnaveni Textile Limited, Singanallur, Coimbatore	5-9-64	Demand for Higher wages	The Management agreed to pay wages and to change the shift of certain workers as detailed in the settlement.
34.	Surya Prabha Mills (P) Ltd, Kuniyamathur	21-9-64	Non-employment of one worker	Both the parties agreed for the informal arbitration of the issue in dispute by the Deputy Commissioner of Labour, Coimbatore and abide by his decision.
35.	Kotari Textiles Limited Mill No. 2, Coimbatore	29-9-54	Confirmation of two workers	Both the parties agreed for the informal arbitration of the issue in dispute by the Deputy Commissioner of Labour, Coimbatore and abide by his decision
36.	Om Parasakthi Mills Limited Coimbatore	29-9-64	Issue of tickets and payment of leave wages etc.	The management agreed to issue permanent tickets and to pay leave wages as detailed in the settlement
37.	Sri Balasubramania Mills Limited Singanallur	29-9-64	Fixing of seniority of two workers	Both the parties agreed for the informal arbitration of the issue in dispute by the Deputy Commissioner of Labour, Coimbatore and abide by his decision
38.	Shunmuga Cloth Printing Mills, Tiruppur	30-9-64	Increase in wages	The employer agreed to revise the wage structure as detailed in the settlement.
39.	Rathina Cafe, Coffee and Meals Hotel, Virudhunagar	7-9-64	Non-employment of one worker	The management agreed to pay Rs. 115/- to the worker in full and final settlement of all his claims

(1)	(2)	(3)	(4)	(5)
40.	Rathina Deluxe Hotel, Virudhunagar	7-9-64	Non-employment of four workers	The management agreed to pay the compensation amount to each of the four workers in full and final settlement of their claims as detailed in the settlement.
41.	Sri. Bharathi Cotton Mills, Rajapalayam	8-9-64	Increase in wages to one worker.	The management agreed to give an increase of Rs. 3/- p.us a special allowance of Rs. 2-50 to the worker.
42.	Southern Transport (P) Limited Kallikarai	22-9-64	Non-employment of one worker.	The management agreed to pay a sum of Rs. 1300/- to the worker in full and final settlement of all his claims.
43.	The Vanguard Estate Yercaud	4-9-64	Permanency of workers extension of medical facilities etc., to the workers	The management agreed to confirm the workers to extend medical facilities etc., as detailed in the settlement.
44.	Certain Plantation Estates at Yercaud	7-9-64	Revision of the rates of wages	The management agreed to revise the rates of wages as detailed in the settlement.
45.	Indian Metal & Metallurgical Corporation, Mettur Dam	14-9-64	Bonus for the year 1962-63	The management agreed to pay 3 months wages as bonus for the year 19-2-63.
46.	The Swarnambigai Motor Service, Salem	18-9-64	Permanency of workers and grant of bonus for the year 9-1-62 etc., to the workers	The management agreed to confirm the workers according to their seniority and also agreed to pay 3 months bonus for the year 1961-62 as detailed in the settlement.
47.	Sri Rajendra Mills Ltd., Salem	22-9-64	Implementation of the Rationalisation scheme and modification of shifts in A Mills	The management agreed to modify the shifts as detailed in the settlement.
48.	Sri Rajendra Mills Ltd., Salem	22-9-64	Implementation of the Rationalisation scheme and modification of shifts	The management agreed to modify the shifts as detailed in the settlement.
49.	The Swarnambigai Motor Service Salem	26-9-64	Payment of bonus for the year 1962-63	The management agreed to pay 3 months basic wages as bonus for the year 1962-63 as per the settlement.

(1)	(2)	(3)	(4)	(5)
50.	The Jahawar Mills Limited, Salem	30-9-64	Increasing in wages to the Doffing boys	The management agreed to increase the wages of doffing boys as per the settlement.
51.	Corrimony Estate, Nagrocoil	2-9-64	Suspension of one worker	The management agreed to reduce the period of suspension by 1½ days from 3 days and the other remaining 1½ days wages would be paid to the worker.
52.	Corrimony Estate, Nagrocoil	2-9-64	Non-employment of certain workers	The management agreed to provide alternate employment to the workers as detailed in the settlement.
53.	Corrimony Estate, Nagrocoil	2-9-64	Non-employment of two workers	The management agreed to provide work to the workers on certain conditions as per the settlement.
54.	Corrimony Estate, Nagrocoil	2-9-64	Demand for refund of 7 days wages deducted to 18 workers	The management agreed to refund 7 days wages to the 18 workers.
55.	Palali Estate Kulasekaran	3-9-64	Demand for rainy day allowance House rent allowance etc.	The management agreed to pay the rainy day allowance and the house rent allowance as detailed in settlement.
56.	Christhurajapuram Estate Kanchiyode	19-9-64	Non-employment of one worker.	The management agreed to give first preference to many when there is work in the estate and when they recruit new hands.
27.	-do-	-do-	Demand for bonus for the year 1963-64 and to revise the rates of weekly cash advance etc.	The management agreed to pay Rs. 7/- as ex-gratia payment to all the workers in lieu of bonus for the tapping year 1963-64 and also agreed to revise the rates of weekly cash advance as specified by the settlement.
58.	Management of Block No. II and III of S. M. K. M. Allom, Thamarakulam	23-9-64	Non-employment of one worker.	The management agreed to provide work in the Allom whenever work is available.

(1)	(2)	(3)	(4)	(5)
78.	M/s. Hivelm Industries, Madras-32	11-9-64	Demand for Introduction of a production incentive scheme	The management agreed to introduce a production incentive scheme as detailed in the settlement.
79.	Retort Laboratories, Madras-31	14-9-64	Suspension of a worker.	The management agreed to reduce the period of suspension from 14 days to one day. The amount of wages deducted for 13 days will be paid to the worker.
80.	Chokshi Brothers (P) Ltd. Madras-2	21-9-64	Bonus for the year 1962-63	The management agreed to pay bonus for the year 1962-63 as detailed in the settlement.
81.	D. Loganathan Taxi owner, Madras-5	22-9-64	Non-employment of a worker	The management agreed to reinstate the worker with continuity of service but without back wages
82.	Easun-Engineering works Madras-3	23-9-64	Demands for special allowance to increase the rate of dearness allowance etc.	The management agreed to grant a special allowance of Rs. 15 per mensum and also agreed to increase Dearness allowance as per the settlement.
83.	Venus Industries, Madras 32	24-9-64	Closure of the factory	The management agreed to re-open the factory on and from 25-9-64 and to pay ex-gratia amount of Rs. 7-50/-
84.	Star Talkies, Madras-5	-do-	Certain demands of the workers	The management agreed to increase dearness allowance to give usual yearly increments etc as detailed in the settlement
85.	M. B. D Transport Service Madras-2	26-9-64	Payment of batta to drivers and conductors.	The management agreed to enhance the rate of batta by 0-50 nP per day to all the drivers and conductors.
86.	Jemco Private Limited, Madras-32	28-9-64	Non employment of a worker	The management agreed to pay a sum of Rs. 355/- to the worker in full and final settlement of all his claims.
87.	India Type Foundry, Madras-7	29-9-64	Non-employment of two workers	The management agreed to pay a sum of Rs. 150/- to each of the workers in full and final settlement of all their claims.
88.	Jain Metal Rolling Mills, Madras-11	3-9-64	Non-employment of workers.	The management agreed to pay a lumpsum to the workers specified in the settlement

(1)	(2)	(3)	(4)	(5)
89.	Marshall Sons & Co., (Mfg) (P) Limited, Madras-58	7-9-64	Non-employment of a worker.	The management agreed to pay a sum of Rs. 254-42 nP. in full and final settlement of all his claims.
90.	Madras Paper Board Industries, Madras-51	16-9-64	Charter of demands	The management agreed to pay an adhoc increase of wages and to pay bonus for the year 1963-64 etc, as detailed in the settlement.
91.	A. L. S. Production, Madras-20	17-9-64	Non-implementation of terms of settlement arrived at on 21-12-64	The management agreed to pay Rs. 25/- to those workers who are entitled for the supply of dress as per the settlement-
92.	Sri Murugan Power Press, Vridhachalam	24-9-64	Demand for bonus sick leave etc.	The management agreed to pay one months wages as interim bonus for the year 1963-64 and to give 7 days sick leave per annum to all the workers from 1964
93.	Madras Sheet Glass works (P) Ltd., Madras-19	29-9-64	Certain demands of the workers	Both the parties agreed to refer the issue for informal arbitration by the Commissioner of Labour and to abide by his decision.
94.	Richardson and Cruddas Ltd, Madras.	24-9-64	Demand for revised scales of pay and dearness allowance.	The management agreed to revise the scales of pay and dearness allowance as detailed in the settlement.
95.	M/s. Nurjahan Tea supplying Co., Ettayapuram Road, Tuticorin	30-9-64	Payment of bonus for the year 1963-64 and increase in wages.	The management agreed to give one month's wages as advance of bonus for the year 1963-64.
96.	Rathnam Food stuff supplying Co., Ettayapuram, Road, Tuticorin	-do-	-do-	- do -

2. Particulars of voluntary and collective agreements made between employers and employees during the month of September, 1964.

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues. (5)
1.	Gopinath Weaving Mills Madurai.	26-8-64	—	Increase in Wages.
2.	K. S. Jawaharlal Powerloom Factory, Madurai	25-8-64	—	-do-
3.	Abu Bucker Rowther Betalnur Shop, Madurai.	8-9-64	1	Non employment of a worker.
4.	Tamilnadu Daily, Madurai.	15-9-64	—	Revision of wages, Dearness allowance etc.
5.	Southern Roadways (P) Ltd., Madurai.	10-9-64	—	Bonus for 1963-64.
6.	Pandian Press Ltd., Ma Jurai,	17-9-64	—	-do-
7.	Sivaprasath Powerloom Factory, Madurai.	19-9-64	—	Increase in wages.
8.	Sri Murugan Textiles, Palani	12-9-64	—	Revision of wages.
9.	Subramaniam Weaving Factory, Madurai.	26-9-64	—	-do-
10.	P. S. G. Industrial Institute, Peelamedu.	29-9-64	1,000	Bonus for 1963-64.
11.	Southern Roadways (P) Ltd., Tirunelveli.	10-9-64	4296	-do-
12.	Madurai Mills Co. Ltd., Ambasamudram.	18-9-64	80	Revision of wages and workload in ring frame Department of the mills.
13.	Sri Shanmugar Mills Rajapalayam.	7-8-64	83	Increase in wages and payment of bonus for Deepavali.
14.	Janakiram Mills, Rajapalayam.	6-8-64	255	Revision of wages and workload.
15.	Rajapalayam Mills Ltd., Rajapalayam.	15-9-64	150	Revision of wages of temporary workers.
16.	Southern Roadways (P) Ltd., Madurai.	10-9-64	4295	Bonus for the year from 1-10-63 to 30-9-64.
17.	M/s. S. Ahamed Hussain & Sons, Beedi Merchant 3. Lotus Beedi Factory Fort Salem.	7-9-64	—	Revision of wages of the workers.
18.	M/s. Southern Roadways Private Ltd., Madurai.	10-9-64	—	Payment of bonus for 1963-64.
19.	Sree Rajendra Mills Ltd., Salem (B Mills)	26-9-64	—	Certain demands of the workers in 'B' Mills.
20.	The Jawahar Mills Ltd., Salem-5.	28-9-64	—	Fixation of wages and workload.
21.	Oriental Glass Factory, Madras.	11-9-64	129	Bonus etc.
22.	Hussain Mian Sait Beedi Factory, Madras-1.	29-9-64	All the workers.	Increments.
23.	Best & Co. (P) Ltd., Madras-1.	30-9-64	4	Reinstatement of casual workers who were refused employment following their strike on 24-4-1963.

3 Statement showing the industrial disputes referred for adjudication to the Industrial Tribunal, Madras and the Labour Courts, published in Part II, Section I, of the Fort St. George Gazette during the month of September, 1964.

S. No. (1)	Name of the concern in which the dispute has arisen. (2)	Issues (3)	G. O. No and Date of reference. (4)
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Industrial Tribunal, Madras

Madras District

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| <p>1. Transformer and Switchgear Ltd., Madras.</p> <p>2. Southern Structural Ltd., Pattabiram, Chingleput district.</p> | <p>1. Whether the demand for the workers for bonus for 1963 is justified and if so to fix the quantum.</p> <p>1. Whether the demand of the workers for their categorisation and fixation of wages is justified and if so to categorise the workers and fix the rate of wages for each category.</p> <p>2. Whether the non-employment of the following 40 workmen is justified and to what relief each is entitled:</p> | <p>G. O. R. No. 2120 Industries, Labour & Co-operation, dated 8-9-1964.</p> <p>G. O. R. No. 2010, Industries, Labour & Co-operation (Lab) dated 25-8-1964.</p> |
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1. G. Asirvatham
2. L. T. Rajan
3. M. Mani
4. V. Bhushanaraj
5. G. Kannabiran
6. C. Shunmugham
7. M. Dharman
8. N. Venugopal
2. E. Pattabi
10. P. Balaraman
11. T. Jayagopalan
12. N. Rukmangadan
13. Sukumaran
14. E. V. Kannan
15. C. Bhoopathy
16. R. Natesa Achari
17. A. Kuppan
18. T. Kunjkrishnan
19. B. Devaraj
20. L. Ganesan
21. S. Swaminathan
22. R. Bhoopathy
23. V. Vijayarangam

(1)	(2)	(3)	(4)
		24. G. Thulasi 25. Eleasa 26. P. M. Venu 27. G. Perumal 28. P. S. Srinivasan 29. R. Venkatesan 30. S. Deivasigamani 31. Lakshminarasimhan 32. J. R. Venkataratnam 33. A. Chandran 34. P. Rajaram 35. Madhavan Panickar 36. Ramadoss 37. A. Srinivasan 38. R. Ramanujam 39. K. Devarajan 40. A. S. Raju	
		To compute the relief, if any, awarded in terms of money if it can be so computed in respect of each workmen.	
		<i>Coimbatore District</i>	
3. Sri Ambal Mills Ltd., Somanur, Coimbatore District.	1. Whether the demand for revision of wages to various categories of workers is justified, and if so to fix the rate for various categories of workers and fix the present incumbents in the scales so fixed.	G. O. Ms. No. 4175, (Lab) I. L. & C. dated 26-8-1964.	
	2. Whether the demand of the workers for revision of dearness allowance is justified and if so to fix the rate.		
		<i>Madurai District</i>	
4. Spencer and Co., Ltd., Cigar Factory, Dindigul	1. Whether the demand of the workers for revision of dearness allowance is justified and if so to fix the revised rate.	G. O. R. No. 2017 I. L. & C dated 27-8-1964	
		<i>Tirunelveli District</i>	
5. M. R. Gopalan Motor Service Tirunelveli.	1. Whether the non-employment of the following workmen is justified and if so, to what relief is entitled :	G. O. R. No. 2074. I. L. & C. dated 25-8-1964.	

(1)	(2)	(3)	(4)
		1. Sri Saravana perumal Conductor 2. „ Sundaram Pillai Clerk 3. „ Ramaswamy Asari Tinker 4. „ Rangaswamy Asari Carpenter 5. „ Sudalaimuthu Asari Welder 6. „ Srinivasan, Office Boy 7. „ Murugan, Office Boy 8. „ Munisamy Achari, Painter 9. „ Damodaran Cleaner.	
		To compute the relief, if any awarded in term of money if it be so computed.	
		2. Whether the Demand of the union for payment of additional bonus for 1962-63 is justified and if so to fix the quantum.	
		<i>Manjolar Estate</i>	
6. Manjolar Estate Manjolar	1. Whether the demand of the workers for the supply of uniforms to those tending the cattle of the plantation workers is justified if so to fix the number and periodicity of supply.	G. O. R. No. 2139. Industries, Labour & Co-operation, dated 10-9-64.	
	2. Whether the demand of the workers for increase in daily wages of the above category workers is justified and if so to fix the quantum.		
		<i>Labour Court, Madras.</i>	
		<i>Madras District.</i>	
7. Gopal Nayagar and Sons., Basin Foundry, Madras.	1. Whether the non employment of following workers from the dates noted against each is justified, if not to what relief they are entitled.	G. O. R. No. 2007, Industries, Labour & Co-operation, dated 25-8-1964.	

(1)	(2)	(3)	(4)
		1. Sri Raguraman 2. „ Arumugham 3. „ Chinnappan 4. „ Elumalai 5. „ Chellan 6. „ Ramaswamy 7. „ Subramani 8. „ Parthasarathy 9. „ Ellappan 10. „ Chinnathambi 11. „ Gopal 12. „ Kannan	} 24-4-64 } 27-4-64
		To Compute the relief, in any, awarded in terms of money, if it can be so computed.	
8. Solar Printers, Madras.	1. Whether the non-employment of Sri C. G. Jayaraman, Machineman is justified and to what relief he is entitled?	G. O. R. No. 2009, I.L. & C. dated 25-8-64	
		To compute the relief if any, awarded in terms of money, if it can be so computed.	
9. Sri K Balasundara Nayagar and Bros., Madras.	Whether the demand of the workers for bonus for the year 1962-63 is justified and if so, to fix the quantum.	G. O. R. No. 2012 I. L. & C. dated 25-8-64	
10. Radio and Electricals Ltd., Madras	Whether the non-employment of A. Gangadharan is justified and to what relief he would be entitled.	G. O. R. No. 2090, I.L. & C. dated 2-9-64.	
		To compute the relief, if any, awarded in terms of money if it can be so computed.	
	Chingleput District		
11. N. Govindaswamy Pillai Bus service, Tiruvallur Chingleput District	1. Whether the demand for introduction of scales of wages for the various categories of workmen is justified, and if so to fix scales of wages and fit the present incumbents in the appropriate scales of wages.	G. O. R. No. 2056, I.L. & C. (Lab) dated 28-8-64.	

(1)	(2)	(3)	(4)
		2. Whether the demand for enhancement of the existing batta is justified and if so what the enhanced batta should be.	
		3. Whether the demand for bonus for the year 1962-63 is justified and if so fix the quantum.	
<i>Thanjavur District</i>			
12. Lakshmi Vilas Coffee Hotels, Kumbakonam	Whether the retrenched workmen are entitled to the allowance in terms of money under the definition of wages.	G.O.R. No. 1931 I. L. & C. (Lab) dated 14-8-64.	
Labour Court, Coimbatore.			
<i>Coimbatore District.</i>			
3. High Forest Estate Mudis P.O. Coimbatore District.	1. Whether the claim of Sri. G. Balasingh of High Forest Estate to fit him in Senior 'B' Grade from 1 April 1962 is justified, taking into consideration of the fact that the management has in similar cases of certain members of staff whose promotions have been overlooked or denied in the past awarded the salaries and emoluments due to the posts which they will hold by virtue of their Seniority if promoted and to what relief entitled	G. O. Ms. No. 4446 II. & C. dated 15-9-1964.	

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 month of September 1964.

S. No.	Name of the concern	Page and date of the Gazette.	G.O. No. and date in which the award is Published.
(1)	(2)	(3)	(4)

Industrial Tribunal, Madras

Madras District

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| 1. Madras Gymkhana Club, Madras. | 8-11
23-9-64 | G. O. Ms. No. 4417, I. L. & C. dated 11-9-64 |
| 2. Sri Ganeshar Aluminium Works, Madras. | 11-17
23-9-64 | G. O. Ms. No. 4427, I. L. & C. dated 14-9-64 |

South Arcot District

- | | | |
|------------------------------------|--------------|---|
| 3. Veerappa Transport, Tindivanam. | 8
30-9-64 | G. O. R. No. 2203, I. L. & C. dated 19-9-64 |
|------------------------------------|--------------|---|

Coimbatore District

- | | | |
|--|----------------|--|
| 4. Certain cotton mills in Coimbatore. | 7-8
23-9-64 | G. O. Ms. No. 4386, I. L. & C. (Lab) dated 10-9-64 |
|--|----------------|--|

Nilgiris District

- | | | |
|-------------------------------------|----------------|---|
| 5. Murugalli Estate, Hardypet Post. | 8-9
30-9-64 | G. O. R. No. 2210, I. L. & C. dated 21-9-64 |
|-------------------------------------|----------------|---|

Tiruchirappalli District

- | | | |
|--|---------------|---|
| 6. T. S. T. Company (P) Ltd., Tiruchirappalli. | 7-8
9-9-64 | G. O. R. No. 2066, I. L. & C. dated 29-8-64 |
|--|---------------|---|

Madurai District

- | | | |
|---|-----------------|---|
| 7. Indian Hume Pipe Company Ltd., Siliaman Madurai. | 18-20
2-9-64 | G. O. R. No. 1989, I. L. & C. dated 22-8-64 |
|---|-----------------|---|

Kanyakumari Dist.

- | | | |
|-------------------------------|---------------|---|
| 8. Pioneer Motors, Nagercoil. | 6-6
9-9-64 | G. O. R. No. 2062, I. L. & C. dated 29-8-64 |
|-------------------------------|---------------|---|

Labour Court, Madras.

Madras District

- | | | |
|--|----------------|--|
| 9. K. P. V. Shaik Mohammad Rowther and Co., Madras | 3
16-9-64 | G. O. R. No. 2067 I. L. & C. dated (Lab) 29-8-64 |
| 10. Chitra Talkies, Madras. | 1-2
16-9-64 | G. O. R. No. 2098, I. L. & C. dated 3-9-64 |

(1)	(2)	(3)	(4)
11.	Messrs. Suresh Timber Traders, Madras.	3 16-9-64	G. O. Ms. No. 2115, I. L. & C. dated 7-9-64.
12.	Narayana Bus Transport (P) Ltd., Madras.	1-2 23-9-64	G. O. R. No. 2141, I. L. & C. dated 9-9-64
Labour Court, Coimbatore.			
Coimbatore District			
13.	Electric Printing Works, Coimbatore.	1-3 9-9-64	G. O. R. No. 2052, I. L. & C. dated 28-8-64
14.	Sizing Material Co., Ltd., Coimbatore.	1 2-9-64	G. O. R. No. 1951, I. L. & C. dated 19-8-64
15.	Jewel Press, Coimbatore.	1-2 2-9-64	G. O. R. No. 1959, I. L. & C. dated 19-8-64
16.	Coimbatore spinning and Weaving Mills Cooperative Stores, Coimbatore.	4-5 2-9-64	G. O. R. No. 1996, I. L. & C. dated 24-8-64
17.	Saraswathi Printers, Coimbatore.	9-14 2-9-64	G. O. Ms. No. 4086, I. L. & C. (Lab) dated 19-8-64
18.	Electric Printing Workers and Jaffar Press, Coimbatore.	14-18 2-9-64	G. O. Ms. No. 4143, I. L. & C. (Lab) dated 25-8-64
19.	Tamilnad Transport (Coimbatore) (P) Ltd., Coimbatore.	4-13 16-9-64	G. O. Ms. No. 4301 I. L. & C. (Lab) dated 3-9-64
20.	Electric Printing Works, Coimbatore.	2-3 23-9-64	G. O. R. No. 2145, I. L. & C. dated 11-9-64
21.	Messrs. Brooke Bond (India) (P) Ltd., Coimbatore.	2-7 30-9-64	G. O. Ms. 4512, I. L. & C. dated 21-9-64
Nilgiris District			
22.	Mur galli Estate, Hardypet Post.	1-2 30-9-64	G. O. R. No. 2194, I. L. & C. dated 18-9-64
Salem District			
23.	Sri Muhammad Elias, Lorry owner, Salem.	5-9 2-9-64	G. O. Ms. No. 4083, I. L. & C. (Lab) dated 19-8-64
24.	Evershine Metals, Salem.	5-7 23-9-64	G. O. Ms. No. 4413 (Lab) I. L. & C. dated 11-9-64

(1)	(2)	(3)	(4)
Labour Court, Madurai.			
<i>Madurai District</i>			
25. Devi Transports, Dindigul.	2-4 2-9-64	G. O. R. No. 1965, I. L. & C. dated 19-9-64	
26. Wilson Soda factory, Madurai.	3-4 16-9-64	G. O. R. No. 2116, I. L. & C. dated 7-9-64	
<i>Tirunelveli District</i>			
27. Nellai Cotton Mills Ltd., Thalaiyuthu.	3-4 23-9-64	G. O. R. No. 2163, I. L. & C. dated 14-9-64	
<i>Kanyakumari District</i>			
28. Pioneer Motors, Nagercoil.	3-6 9-9-64	G. O. Ms. No. 4224, I. L. & C. (Lab) dated 1-9-64	
29. New Saraswathi Talkies, Nagercoil.	2 15-9-64	G. O. R. No. 2107, I. L. & C. dated 7-9-64	

6. Statement showing the closures and stoppages of work in factories and mills for reasons other than strikes and lockouts in the State of Madras, for the month of September 1964.

Sl. No.	Name of the concern	Industry	No of workers involved.	Closures.		Cause.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Sunder Cafe, Karthigeyan Road, Saithapet, Arni.	Hotel	2	26-5-64	23-9-64	Closed	—
2.	Jemini Bakery, 27 Bazaar St. Wandiwash.	-do-	2	6-10-60	2-9-64	-do-	—
3.	Noor Beedi Factory, 15, Kolathumettu St, Kannamangalam.	Beedi Establishment	4	1-8-61	28-9-64	-do-	—
4.	J. Beedi Branch, Kolathumettu Street, Kannamangalam.	-do-	5	6-6-64	28-9-64	-do-	—
5.	Thillkushrani Beedi Factory, 87, Vanakara Street. Kannamangalam.	-do-	13	15-5-64	28-9-64	-do-	—
6.	Kareem Beedi Branch, Pallikooda St., (School St.), Kannamangalam.	-do-	7	1-11-63	28-9-64	-do-	—
7.	Sri Gopalakrishna Mills (P) Ltd., Ganapathy.	Textiles	5 10 10 2 9 5 10	1-8-64 3-8-64 4-8-64 6-8-64 7-8-64 8-8-64 11-8-64	1-8-64 3-8-64 4-8-64 6-8-64 7-8-64 8-8-64 11-8-64	Lack of work in reeling department.	—
8.	The Kumaran Mills Ltd., Coimbatore-11.	-do-	8 8 8	6-8-64 7-8-64 8-8-64	6-8-64 7-8-64 8-8-64	Short supply of reeled yarn on 6-8-64, 7-8-64 and 8-8-64 and surplus	Ra. 630-70

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
9.	Asher Textiles Ltd., Tiruppur.	-do-	31	29-8-64	29-8-64	processed materials at the preparatory stage on 29-8-64.	2068-62
			35	1-8-64	1-8-64	Shortage of cops	
			16	3-8-64	3-8-64		
			25	4-8-64	4-8-64		
			42	5-8-64	5-8-64		
			60	7-8-64	7-8-64		
			62	8-8-64	8-8-64		
			49	9-8-64	9-8-64		
			48	10-8-64	1-8-64		
			47	1-8-64	1-8-64		
			44	12-8-64	12-8-64		
			27	16-8-64	16-8-64		
			35	17-8-64	17-8-64		
			33	18-8-64	18-8-64		
			46	19-8-64	19-8-64		
			42	21-8-64	21-8-64		
			22	22-8-64	22-8-64		
			17	23-8-64	23-8-64		
			28	24-8-64	2-8-64		
			15	25-8-64	25-8-64		
			46	26-8-64	26-8-64		
			6	30-8-64	30-8-64		
			49	31-8-64	31-8-64		
10.	The Kasthuri Mills Ltd., Ondipudur.	-do-	10	16-8-64	16-8-64	Bundling and baling department.	Rs. 31-58
			10	17-8-64	17-8-64		
11.	Brilliant Metal Works, Madras-5.	Metal Works	33	—	—	Want of Raw Materials.	
12.	Sivakumar Textiles Processing Mills, Erode.	Textiles	8	1-8-64	—	Due to loss.	—

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
13.	Stannore Tea Factory, Valparai	Tea Manu- facture	53	31-8-64	6-9-64	Repair of machinery.	—
14.	Lalitha Lunch Home, Madras-1.	Restaurant	28	7-9-64	—	Due to loss.	Rs. 807/-
15.	K. R. Krishnasamy, Shanmuga Vilas Hotel, 70, Pollachi Road, Udumalpet.	-do-	5	5-9-64	—	Loss in trade.	Whereabouts of the employees are not known.
16.	New Hotel Nirmala, 86, Kanakara- rajan Street, Udumalpet.	-do-	9	-do-	—	-do-	-do-
17.	Selva Briyani Hotel, 26-A. Avanashi Road, Tiruppur.	-do-	10	12-9-64	—	Not known.	—
18.	Sri Krishna Bhavan, 62, Kumaran Road, Tiruppur.	-do-	20	-do-	—	Financial difficulties.	-do-
19.	Kuyil Beedi Shop 28, Palaniyappa Gounder St., Pollachi.	Beedi Indus- try	18	17-9-64	—	Not known.	-do-
20.	Majestic Studios, Madras-26.	Cine Studio	233	25-8-64	—	Due to slackness in business.	—

7. Particulars of complaints received, investigated and settled by the Labour Officers in the State of Madras for the month of September, 1964.

Sl. No.	Labour Officers.	No. of complaints received.										No. of complaints pending at the end of the month 3+11-12
		No. of complaints pending at the beginning of the month	Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.	No. of complaints investigated and otherwise disposed of including those pending.	
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Coimbatore-I.	289	21	14	41	—	11	53	—	140	124	305
2.	Coimbatore-II.	51	4	6	5	—	—	5	—	20	20	51
3.	Coonoor.	47	3	6	9	—	—	6	—	24	28	43
4.	Madras-I.	78	2	3	20	1	—	10	—	36	36	78
5.	Madras-II.	93	16	4	10	1	2	18	—	51	57	87
6.	Madras-III.	85	4	2	13	1	—	31	—	51	56	80
7.	Madurai.	117	5	14	20	—	2	12	—	53	49	121
8.	Nagercoil.	40	4	2	6	—	—	8	—	20	20	40
9.	Pollachi.	46	5	3	11	—	—	2	—	21	12	55
10.	Salem.	41	6	1	10	—	1	17	—	35	29	47
11.	Tirunelveli.	56	2	1	9	—	—	16	—	28	29	55
12.	Tiruchirappalli.	63	6	18	4	—	—	8	—	36	32	67
13.	Vellore.	70	8	1	10	—	1	4	—	24	18	76
14.	Virudhunagar.	38	7	11	11	—	—	5	—	31	32	40
TOTAL		1,114	93	86	179	3	17	195	—	573	542	1,145

9. Workmen's Compensation Act 1923. :—

Statement showing the number of accidents reported and amounts of compensation paid for the month of August, 1964.

	Number of accidents.	Amount of compensation.	
		Rs.	nP.
(a) Death	6	67,200.00	
(b) Temporary disablement	1	506.50	
(c) Permanent disablement	4		
Total	11	67,706.50	

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed & disposed of during the period from 1-8-'64 to 31-8-'64.

S. No.	Nature of claims	Number previously pending.	Number received.	Total.	Disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Application under Section 10 :					
(a)	Fatal	43	5	48	...	48
(b)	Non-fatal :-					
(i)	Permanent	27	3	30	...	30
(ii)	Temporary	9	1	10	3	7
2.	Deposits under Section 8 (1)					
(a)	Fatal	68	13	81	6	75
(b)	Persons under legal disability...	...	...	...	...	...
3.	Deposits under Section 8 (2)	...	...	...	...	...
4.	Memorandum of Agreements:—					
(i)	Permanent disablement	20	14	34	...	34
(ii)	Temporary disablement	8	8	16	...	16
	Recovery under Section 31.	9	—	9	...	9
6.	Indemnification under Section 12	3	...	3	...	3
	Total	187	44	231	9	222

11. Appeals Under The Payment of Wages Act, 1936 :—

1. Pending as on 1-8-'64	499
2. Received during the month	11
3. Disposed of during the month	...
4. Pending as on 31-8-'64	510

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

Statement showing the number of applications received and disposed of etc., under Sections 41 of the Act for the month of August, 1964.

12. (a) Appeals under Section 41 :—

Pending as on 1-8-1964	239
Received during the month	13
Disposed of during the month	31
Pending as on 31-8-1964	221

13. (a) List of Trade Unions registered during the month of September 1964.

Sl. No. (1)	R. No. (2)	Date of Registration (3)	Industry (4)	Name and address of the Union (5)
1.	3729	2-9-64	Motor Transport	Motor Thozhilalar Sangam, panruti.
2.	3730	do	do	Sri Laksimi Saraswathy Motor Service and Sister concern workers Union, Gudiyatham.
3.	3731	22-9-64	Water Transport.	Harbour Workers Union, Nagapattinam
4.	3732	do	Insurance	National Union of Employees State Insurance Corporation, Employees Union, Madras.
5.	3733	do	Miscellaneous	Tamilnad Industrial Workers and Staff Union, Madras.
6.	3734	do	Textiles	Greaves Cotton Employees Union, Madras.
7.	3735	do	Miscellaneous	South Indian National Seafarer Union, Madras.
8.	3736	23-9-64	Engineering	Tamilnad Government Central work shop Workers Union Madras

13. (ii) List of Trade Unions cancelled during the month of September 1964.

Sl. No. (1)	R. No. (2)	Date of registration (3)	Industry (4)	Name and address of the Union. (5)
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NIL

(iii) List of Trade Unions Amalgamated

Sl. No.	R. No.	Industry	Name and Address of the Union.
---------	--------	----------	--------------------------------

NIL

(iv) List of Trade Unions dissolved

Sl. No.	R. No.	Date of Amalgamation	Industry	Name and Address of the Union.
NIL				

ABSTRACT

1. No. of Trade Unions as on 1-9-64	...	1224
2. No. of Trade Unions registered during the month	...	8
3. No. of Trade Unions cancelled during the month	..	Nil
4. No. of Trade Unions amalgamated during the month	...	Nil
5. No. of Trade Unions dissolved during the month	...	Nil
6. No. of Trade Unions as on 30-9-1964	..	1232

14. Labour Administration and Statistics for the month of September 1964.

Sl. No.	Particulars.	The Factories Act, 1948.	The Payment of Wages Act, 1936	The Madras Maternity Benefit Act, 1934	The Madras Shops and Establishments Act, 1947.	The Madras Catering Establishments Act, 1958.	The Madras Minimum Wages Act, 1948	The Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958.	The Madras Industrial Establishments (National Festival Holidays) Act, 1958.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. No. of establishments inspected.		1,251	5,373	509	54,896	6,374	2,884	1,177	5,307
2. No. of irregularities noticed.*		427	612	114	1,080	1,191	221	192	336
3. No. of cases warned.		33	77	...	579	322	178	183	58
4. No. of prosecutions launched.		90	6	1	56	122	10	10	8
5. No. of convictions obtained.		39	5	2	44	110	12	7	4
6. Amount of fines levied (in Rupees.)		1,190	140	40	757	1,508	485	110	40

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

15 (a). Numerical list of Factories for the month of September, 1964.

District.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			REMARKS.
	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1. North Arcot	169	115	181	..	..	..	..	1	..	169	114	181	464
2. South Arcot	127	10	48	..	..	..	..	..	..	127	10	48	185
3. Chingleput	255	24	60	..	..	..	..	..	..	255	24	60	339
4. Coimbatore	1,028	8	97	..	..	..	..	..	5	108	8	92	1,128
5. Kanyakumari	58	11	32	..	..	..	..	..	1	58	11	31	100
6. Madras	787	35	159	7	..	..	..	..	..	794	35	129	958
7. Madurai	443	39	49	1	..	..	..	..	1	444	39	48	531
8. The Nilgiris	125	..	8	..	..	..	..	..	..	125	..	8	133
9. Ramanathapuram	244	64	200	4	..	..	1	2	8	247	62	192	501
10. Salem	525	15	159	1	..	..	..	..	..	526	14	159	699
11. Thanjavur	295	9	198	5	2	..	..	..	..	300	11	198	509
12. Tiruchirappalli	267	13	181	6	..	..	..	..	..	273	13	181	467
13. Tirunelveli	286	84	262	..	3	..	1	..	2	285	87	260	632
Total	4,609	426	1,604	24	5	..	2	3	17	4,631	428	1,587	6,646

15 (b). Numerical Lists of Plantations covered by the Plantations Labour Act 1951, for the month of September, 1964.

Sl. No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee	..	139	26,471.96	..	..	..	..	139	26,471.96
2. Tea	..	129	62,127.41	..	..	..	..	129	62,127.41
3. Rubber	..	17	9,079.57	..	..	..	..	17	9,079.57
4. Cinchona	..	2	9,406.00	..	..	..	..	2	9,406.00
5. Cardamom	..	5	2,923.20	..	..	..	..	5	2,923.20
Total	..	292	1,10,008.14	..	..	..	..	292	1,10,008.14

Note: A. Number of Plantations
B. Acreage under cultivation.

16. (a) Statement of Accidents for the month of September 1964.

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	2
20.	Food Except Beverages	...	41
21.	Beverages	...	...
22.	Tobacco	...	1
23.	Textiles	...	247
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	3
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	4
27.	Paper and paper products	...	3
28.	Printing, Publishing and allied industries	...	17
29.	Leather and Leather products (except foot-wear).	1	10
30.	Rubber and rubber products	...	29
31.	Chemicals and Chemical products	...	110
32.	Products of petroleum and coal	...	24
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	..	30
34.	Basic Metal industries	...	66
35.	Metal Products (except machinery and transport equipments).	...	89
36.	Machinery (except electrical machinery)	...	215
37.	Electrical Machinery, apparatus, appliances and supplies.	...	133
38.	Transport equipment	...	421
39.	Miscellaneous Industries	...	37
51.	Electricity, Gas and Steam	...	3
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	3
84.	Personal Services (Laundries, dye'ng and cleaning).	...	...
Total		1	1,488

16. (b) Statement of Accidents in Cotton and Jute Mills for the month of September, 1964.

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	11	...	...	...	...	...
2.	Card Room Machinery	19	...	...	...	...	...
3.	Drawing Frames	9	...	...	...	...	...
4.	Speed Frames	4	...	...	...	...	...
5.	Spinning Machinery	51	2	...	...	...	...
6.	Weaving Machinery	13	1	...	...	...	...
7.	Finishing Machinery	...	...	...	...	...	...
8.	Flying Shuttles	13	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	7	4	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	107	6	...	...	...	...
	Total	234	13	...	...	...	...
JUTE MACHINERY ... Nil ...							

'A'—Fatal
'B'—Non-Fatal

17. The Government of Madras have granted exemption to the following factories and establishments from the provisions of the Act and Rules indicated below during the month of September 1964.

Sl. No.	Name of the establishment	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)	(5)
EMPLOYEES' PROVIDENT FUNDS ACT.				
1.	The Buckingham and Carnatic Co., Ltd., Show Rooms, Madras.	All the provisions of the Employees' Provident Fund Scheme.	With effect from 1-10-62	G. O. Ms. No. 4047 I. L. & C. (Lab) dated 17-8-64.
2.	Madras Gymkhana Club, Madras.	-do-	With effect from 1-7-63	G. O. Ms. No. 4012, I. L. & C. (Lab) dated 13-8-64
3.	Ootacamund Club, Ootacamund.	-do-	With effect from 1-6-63	G. O. Ms. No. 4046 I. L. & C. (Lab) dated 17-8-64.
4.	Kohinur Confectionery (P) Ltd., Madras.	-do-	With effect from 1-4-63	G. O. Ms. No. 4163 I. L. & C. (Lab) dated 26-8-64
5.	Pattiveeranpatti Cooperative coffee curing Industrial Society Ltd., Pattiveeranpatti Madurai.	-do-	With effect from 1-5-58	G. O. Ms. No. 4162 I. L. & C. (Lab) dated 6-8-64.
6.	Coimbatore District Central Cooperative supply and Marketing Society Ltd., Coimbatore.	-do-	With effect from 1-5-62	G. O. Ms. No. 4241, I. L. & C. (Lab) dated 1-9-64
7.	T. I. Diamond Chain Ltd., Ambattur, Madras-53.	-do-	With effect from 1-2-64	G. O. Ms. No. 4240 I. L. & C. (Lab) dated 1-9-64
8.	Bapalal and Co., Madras-3.	-do-	With effect from 1-5-62	G. O. Ms. No. 4305 I. L. & C. (Lab) dated 4-9-64.
9.	Coimbatore Cooperative Milk Supply Union Ltd., Coimbatore.	-do-	-do-	G. O. Ms. No. 4306, I. L. & C. (Lab) dated 4-9-64
10.	Eswaran and Sons Engineers (P) Ltd., Madras.	-do-	With effect from 1-8-62	G. O. Ms. 4374 (Lab) I. L. & C. dated 8-9-63
11.	Jammi Venkataramaniah and Sons, Madras-4.	-do-	With effect from 1-4-62	G. O. Ms. No. 4380 (Lab) I. L. & C. dated 8-9-64
12.	Nagapatnam Electric Supply Co., Ltd., Mill Buildings, Nagapattinam.	All provisions of Employees' Provident Fund Act.	With effect from 1-10-63	G. O. Ms. No. 4286 (Lab) I. L. & C. dated 3-9-64

(1)	(2)	(3)	(4)	(5)
13.	Resa Company, Madras - 32. and Office at Madras-2	-do-	With effect from 1-10-56	G. O. Ms. No. 4323 (Lab) I. L. & C. dated 5-9-64
14.	Southern Railways Headquarters Offices, Employees' Cooperative Stores Ltd., Madras-3	-do-	With effect from 1-9-63	G. O. Ms. No. 4379 (Lab) I. L. & C. dated 8-9-64
15.	Wellington Gymkhana Club, Wellington P. O., Nilgiris.	-do-	With effect from 1-6-63	G. O. Ms. No. 4584 (Lab) I. L. & C. dated 3-9-64

FACTORIES ACT.

16.	English Electric Co., of India Ltd, Madras.	From provisions of Sec. 51 of the said Act on certain conditions.	For a period of 3 months from 11-7-64	G. O. Ms. No. 4069 (Lab) I. L. & C. dated 18-8-64
17.	Standard Motor Products of India Ltd., Madras.	From provisions of Sec. 51 of the said Act on certain conditions.	For a period of 3 months from 16-6-64	G. O. Ms. No. 4013 (Lab) I. L. & C. dated 13-8-64
18.	Ashok Leyland Ltd., Ennore, Madras.	From provisions of Sections 51, 52, 54, 55 & 56 of the said Act on certain conditions.	For a period of 3 months from 16-8-64	G. O. Ms. No. 4195 (Lab) I. L. & C. dated 28-8-64
19.	Jeevanlal (1929) Ltd., Madras.	From provisions of Sects. 51, 52, 54 & 56 of the said Act on certain conditions.	For a period of 3 months from 21-7-64	G. O. Ms. No. 4196 (Lab) I. L. & C. dated 28-8-64
20.	Ticket Printing Factory, Tiruchirappalli.	From the provisions of Sects. 51, 54 & 56 of the said Act on certain conditions.	For a period of 3 months from 16-9-64	G. O. Ms. No. 4197 (Lab) I. L. & C. dated 28-8-64

EMPLOYEES STATE INSURANCE ACT.

21.	Certain Seasonal factories.	All provisions of the said Act except Chapter V-A.	From 1-10-64 to 30-9-65	I. L. C. Dept. Notification dated 15-9-64
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MADRAS SHOPS AND ESTABLISHMENTS ACT.

22.	Hindustan Aircraft Ltd., at Madras.	From the provisions of Sec. 25 of the said Act.	For a period of one year from 11-9-64	G. O. Ms. No. 4324 (Lab) I. L. & C. dated 5-9-64
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18. Consolidated Statement of Prices of Cotton and Yarn for the month of September, 1964.

For the Week ending	Prices of Cotton per quintal of 100 Kilograms	
	Cambodia. Rs.	Karunganny. Rs.
5-9-'64	Rs. 230 / 350	Rs. 295 / 310.
12-9-'64	-do-	-do-
19-9-'64	-do-	-do-
26-9-'64	-do-	-do-

For the Week ending	Prices of Yarn per bundle of	
	10. lbs.	20 lbs.
		Rs. nP.
5-9-'64	...	22. 75
12-9-'64	...	-do-
19-9-'64	...	-do-
26-9-'64	...	-do-

19. The Cost of Living Index Numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act, XI of 1948) in Madras City and the different mofussil urban centres for the month of September 1964, as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Sl. No.	Centre.	Food.	Fuel and Lighting.	Cloth- ing.	House Rent.	Miscel- laneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base : Year ended June, 1936 : 100).							
1.	Madras City ...	620.1	653.4	504.6	379.2	478.2	562.8
2.	Cuddalore ...	594.0	647.0	401.0	371.0	697.0	568.0
3.	Tiruchirapalli ...	608.0	525.0	504.0	321.0	411.0	535.0
4.	Madurai ...	596.0	455.0	512.0	347.0	425.0	519.0
5.	Coimbatore ...	628.0	576.0	666.0	573.0	371.0	603.0
(Base : August, 1939 : 100).							
6.	Nagercoil ...	656.0	475.0	666.0	369.0		585.0

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

Comparative statement of the cost of living index numbers for the months of August and September 1964.

S. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			August 1964	September, 1964.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base : Year ended June, 1936 : 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	562.8	562.8	—
2.	North Arcot and South Arcot Dists.	Cuddalore ...	574.0	568.0	— 6.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	533.0	535.0	+ 2.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	525.0	519.0	— 6.0
5.	Coimbatore and Salem Dists.	Coimbatore ...	610.0	603.0	— 7.0
(Base : August 1939 : 100)					
6.	Kanyakumari Dist.	Nagercoil.	579.0	585.0	+ 6.0

MADRAS

The cost of living index number for working classes in Madras City for September 1964 remained stationary at 563 points.

The index for the fuel and lighting group fell by two points to 653 due to a fall in the prices of firewood and kerosene oil.

The index for the clothing group rose by two points to 505 due mainly to a rise in the prices of dhoties and sarees.

The index for miscellaneous group fell by two points to 478 due to a fall in the price of betel leaves.

The group index number in respect of food and house rent remained unchanged at 60 and 379 points respectively.

S. No.	Group.	Weight proportional to the total expenditure.	Group Index numbers.	
			August 1964	September 1964.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	619.7	620.1
2.	Fuel and lighting	8.42	655.1	653.4
3.	Clothing	6.10	503.1	504.6
4.	House-rent	14.57	379.2	379.2
5.	Miscellaneous	12.68	479.8	478.2
	Total	100.00		
Cost of living Index Number.			562.8	562.8

CUDDALORE

The cost of living index numbers for Cuddalore fell by six points to 568.

The index for the food group fell by five points to 594 due mainly to a fall in the prices of rice, dhal, fish and milk.

The index for the fuel and lighting group fell by twelve points to 647 due to a fall in the price of kerosene oil.

The index for the miscellaneous group fell by twenty six points to 497 due to a fall in the price betel leaves.

The group index numbers in respect of clothing and house rent remained unchanged at 401 and 371 points respectively.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by two points to 535.

The index for the food group rose by four points to 608 due mainly to a rise in the prices of turmeric, tamarand; coriander seed and gingelly oil.

The index for the fuel and lighting group fell by three points to 525 due to a fall in the prices of firewood.

The group index numbers in respect of clothing, house rent and miscellaneous remained unchanged at 504, 321 and 411 points respectively.

MADURAI

The cost of living index number for Madurai fell by six points to 519.

The index for the food group fell by ten points to 596 due mainly to a fall in the prices of rice and vegetables.

The group index numbers in respect of fuel and lighting, clothing, house-rent and miscellaneous remained unchanged at 455, 512, 347 and 425 points respectively.

COIMBATORE

The cost of living index numbers for Coimbatore fell by seven points to 603.

The index for the food group fell by twelve points to 628 due to a fall in the prices of rice, vegetables and chillies.

The index for the fuel and lighting group rose by one point to 576 due to a rise in the prices of matches.

The index for the clothing group rose by eight points to 666 due to a rise in the prices of dhoties and petticoat cloth.

The group index numbers in respect of house rent and miscellaneous remained unchanged at 573 and 371 points respectively.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil rose by six points to 585.

The index for the food group rose by seven points to 656 due mainly to a rise in the prices of fish, milk and coconut.

The index for the miscellaneous group rose by ten points to 369 due to a rise in the prices of arecanuts.

The group index numbers in respect of housing and clothing remained unchanged at 475 and 666 points.

OTHER CONSUMER PRICE INDEX NUMBERS

19. (a) Interim Series of All-India Average Consumer Price Index Numbers for Working Class along with consumer price index numbers for certain other countries.

(Base: Shifted to 1949=100)

Year (1)	All India* Original base 1949	
	General Index (2)	Food Index (3)
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1962	130	130
1963	134	135
1963:-		
July	135	137
August	136	137
September	137	139
October	138	140
November	138	140
December	140	140
1964:-		
January	140	140
February	142	141
March	143	143
April	144	145
May	147	147
June	150	152
July	154	158
August	156	161

* 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 All-India Index on base 1944=100 during the month of August, 1964 was 215.28.

Source — (1) I.L.O. except for All-India

(2) Labour Bureau for All-India.

20 (a) Monthly Press Report for the Month of September, 1964

The Employees' State Insurance Scheme applies to 29 centres in the State of Madras and provides protection to 2,71,513 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 52 offices of the Corporation in the state for disbursement of Cash Benefits.

During the month of September 1964, 1,622 Insured Persons received Rs. 7,2385-29 P. by way of cash benefits due to employment injury. This includes 289 persons who were in receipt of pensions for permanent disablement benefit and also 122 dependants of deceased Insured Persons.

During the month of September 1964, 1,565 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need cash benefits in the event of Sickness. During September 1964, 39,472 claims were received and an amount of Rs. 4,61,690-24 P. was paid out as sickness benefit involving abstention for 1,83,324 days.

During the month 205 insured women claimed Rs. 38,610-14 P. by way of maternity benefit.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 13 cases against defaulting employers for recovery of Rs. 7140-40P.

Penal action was taken against the following :

One employer in two cases, was convicted for non-payment of E. S. C. and non-submission of returns and was admonished. One employer in four cases was convicted for non-payment of contributions and non-submission of returns and was fined Rs. 30/- in each case, the total fine being Rs. 120/-

One employer was convicted for tampering of regulation certificates and ordered to be released under Section 4 (1) of the Madras Probation of offenders Act to be of good behaviour for a period of one year on a bond for Rs. 100/- with two sureties for a like sum each.

20 (b) Employees State Insurance Scheme, Medical Benefits for the month of September 1964.

Sl. No.	Particulars.	For the month of September '64
1.	Total number of Attendance :	
	New 7,122	3,00,110
	Old 2,26,988	
2.	No. of Medical certificates issued	87,378
3.	No. of Domcillary visits made	314
4.	No. of Injections administered	95,936
5.	No. of X-Ray examinations	1,303
6.	No. of Laboratory examinations	2,912
7.	No. of Specialist Investigations	3,908
8.	No. of Persons admitted to Hospitals	2,169
9.	No. of bed days occupied during the month	13,837
Additional data for Panel System.		
1.	No. of attendance: New 18,420	48,827
	Old 30,407	
	Diagnostic Centres	...
2.	No. of Prescriptions Issued	12,975
3.	Payment made to :—	
1.	Chemists	...
2.	Insurance Medical Practitioners.	Rs. 24,310-50 P. (Coimbatore area)

21 (a) Employment Exchange Statistics for September, 1964.

Sl. No	Districts	Total No. of registrations effected during September 1964.	Total No. of applicants placed in employment during September 1964.	Total No. of applicants on the Live Register at the end of September 1964.	No. of employers used the Employment Offices during September 1964.	No. of vacancies notified during September 1964.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	1,705	626	14,207	81	594
2.	Arcot, South	1,887	589	15,736	102	1,011
3.	Chingleput.	2,036	158	24,805	116	588
4.	Coimbatore.	1,767	466	11,806	177	512
5.	Kanyakumari.	880	217	15,269	57	202
6.	Madras.	3,963	1,209	33,278	450	1,430
7.	Madurai.	1,507	655	16,021	130	747
8.	The Nilgiris.	514	176	7,869	53	204
9.	Ramanathapuram.	1,131	411	9,951	92	462
10.	Salem.	2,849	613	17,877	77	792
11.	Thanjavur.	1,373	478	15,138	188	546
12.	Tiruchirappalli.	1,825	367	18,207	116	678
13.	Tirunelveli.	1,244	213	14,699	98	371
Total : September 1964		22,681	6,178	2,14,863	1,748	8,381
" August 1964		25,688	6,013	2,17,876	1,894	1,015
" September 1963		22,557	5,471	2,07,483	370	5,833

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