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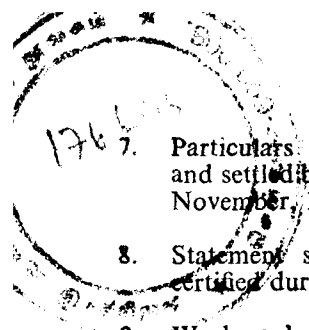
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CONTENTS

ARTICLES	PAGE
Patterns of Employment	... 1287
Human Factor in Work Study	... 1291
Industrial Safety	... 1296
LABOUR NEWS	... 1299
CURRENT NOTES	... 1308
AWARDS AND AGREEMENTS	... 1314
CURRENT LABOUR LITERATURE	... 1327
Salient Features of the Annual Report on the Working of the Madras Catering Establishments Act, 1958 for the Year 1962-63	... 1329
NOTIFICATIONS	... 1333
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 November, 1963.	... 1347
2. Statement showing the Bipartite Settlements under Section 18 (1) of the Industrial Disputes Act, 1947 for the month of November, 1963.	... 1369
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 November, 1963.	... 1371
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 November, 1963.	... 1373
5. Monthly review of work stoppages (strikes and lock-outs) for the month of November, 1963.	... 1375(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 November, 1963.	... 1376



	PAGE
Particulars of complaints received and investigated and settled by the Labour Officers during the month of November, 1963.	1377
8. Statement showing the number of Standing Orders certified during the month of November, 1963.	1378
9. Workmen's Compensation Act.—Statement of accidents reported and amounts of Compensation paid for the month of November, 1963.	1378
10. Workmen's Compensation Act.—Statement showing the number of cases filed and disposed of during the period from 1-11-1963 to 30-11-1963.	1378
11. Payment of Wages Act, 1936—Statement for the month of November, 1963.	1379
12. Madras Shops and Establishments Act. 1947—Appeals under Sections 41, 51, and 19 pending, received and disposed of during the month of November, 1963.	1379
13. List of Trade Unions Registered under the Indian Trade Unions Act, 1926, and Cancelled during the month of November, 1963.	1380
14. Particulars about the Labour administration and statistics for the month of November, 1963.	1382
15. Numerical list of Factories and Plantations covered by the Plantations Labour Act, 1951 for the month of November, 1963.	1383
16. Statement of Accidents for the month of November, 1963.	1385
17. Exemption granted to the factories and establishments from the provisions of Acts and Rules as indicated during the month of November, 1963.	1387
18. Consolidated statement of cotton and yarn prices in the State of Madras for the month of November, 1963.	1388
19. Comparative statement of the cost of living index numbers for the months of October, 1963 & November, 1963.	1389
20. Monthly Press Report under the Employees State Insurance Scheme Medical Benefit, for the month of November, 1963.	1393
21. Employment Exchange Statistics for November, 1963.	1395

THE MADRAS LABOUR GAZETTE

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[No. 12

SPECIAL ARTICLES

PATTERNS OF EMPLOYMENT

B. N. DATAR,

*Chief of the Labour & Employment Division,
Planning Commission.*

It is often said about figures that what they reveal is interesting but what they conceal is vital. To those of you who have followed the recent controversy in the Parliament about 'how poor are the poor in India?', the truth of this statement may have become apparent. A mass of figures were quoted on the floor of the House and it was proved that a substantial section of our population is very poor indeed; a conclusion which could have been reached even without quoting statistics. Just the same, the facts revealed in the debate were interesting as much as the statistics which did not exist were vital. The same is true over the whole field of employment and unemployment. Such of the data as one can gather from the census volumes, the reports of the National Sample Survey, the statements made by the Planning Commission, the employment exchange statistics, are certainly interesting in understanding some aspects of the problem. However, the data required for a more realistic planning of employment, therefore vital, still lie concealed with the people to whom an approach has yet to be made for revealing them.

Under-Employment

And yet information on employment has a direct bearing on the daily lives of the people, lives of employers and workers, teachers and students, parents and guardians and certainly planners and administrators. Those of us who have to tender advice on problems of employment can never afford to develop a feeling of complacency. When we unravel some economic strands which determine one aspect of the employment situation, we come across many others which, for a better understanding of the problem, require a closer examination. Take, for instance, the working force in our population. The most authoritative source for this would, of course, be the 1961 census which revealed that about 43 per cent of the 440 millions in India have some occupation or the other. We have thus a working population of about 190 millions. This base of our labour force is so large and grows so fast that in the 2½ years after the census we may have added to it an equivalent of about 80% of the population of a country like Australia. Recently, a foreign economist, a keen student of our unemployment problem, stated that in terms of numbers the under-employment in this country would be about two-thirds of the working population of the United States. International comparisons

can be defective, but they do give an idea of the tasks involved; the two countries I mentioned are among the first five richest countries in the world in terms of per capita national income.

Looking more closely into the 190 millions who are deemed to be employed, it will be found that a large majority of them are self-employed; in 1951, self-employed formed over 70 per cent of our working force and no significant change in this percentage could have taken place, since about 8% earn their livelihood from the organised sector consisting of administrative services, factories, mines, ports and docks, railways, shops and commercial establishments and the like; that is, in places where one can keep careful tabs on them in terms of how many are at work, how much they earn and when they retire from employment. Apart from the self-employed and those in organised employment, there is the un-organised sector where even simple data such as the number employed, the days they work, the days they may require additional work, are not available. This last section of our workers is distributed on land, in small shops, in village and small scale industries, personal services, etc., and these fall outside the scope of the existing system for collection of regular statistics.

Approximation Essential

To make matters a little more complex for those who want to understand the employment picture, I will introduce another shade in it, the shade provided by urban-rural complexities. A major portion of organised employment is in urban areas. In villages we find in most part of the year combination of different degrees of employment in distinct but inseparable economic activities. A village cobbler may during one day till his land, repair his own agricultural implements or stitch a footwear for the market. A housewife in the countryside, in addition to her domestic chores, may help in the activities of the family earners. There may be others who have some little work but beyond that may prefer not to work at all. It is difficult in all such cases to determine whether a person is fully employed, under-employed or unemployed. For suggesting remedies to the problem of employment therefore one has to utilise the science of approximations at various stages to the best of one's abilities.

I do not want to leave an impression that our instruments for understanding the unemployment situation are blunt or that nothing has been done in recent years to sharpen them. To improve employment intelligence, to understand the pattern and quantum of employment periodically, it has now been possible to organise employment market surveys over about two-third of the country. These surveys cover areas each of which is co-terminous with a district. With the Compulsory Notification of Vacancies Act of 1959, it is possible to take a view of changes in employment in the public sector establishments and in units employing 25 or more persons in the private sector. Side by side with this information, the flow of statistics from State Governments about expenditures incurred, physical targets achieved, and possible increases in employment, the norms used in understanding the effect of development on employment are being continuously improved. With such estimates as are possible at present, one can state that the developments in the Third Plan and the increase in defence expenditure together may help us achieve a substantial portion of the employment target of 14 millions stated in the Plan. This will be on the assumption that the other

Plan targets will be achieved in physical terms. But even this performance, significant as it will be, may leave a larger backlog of unemployment at the end of the Plan as compared with the backlog at the commencement of the current Plan.

Reverting again to statistics, and this time taking a longer view of India's development, the objective which is sought to be achieved by the end of the Fifth Plan about the main change in the occupational structure may be referred to. The third Plan mentions that dependence on agriculture for employment between 1961-76 should be brought down from about 70% to 60%. This means that in spite of the large base of labour force on which agriculture currently depends, we may still have to add to agriculture about a third of the additional labour force; we may have to find agricultural employment for about 23 million people in fifteen years ending with March 1976. When the census data are analysed separately with reference to males and females, it is found that the 'male' dependence on agriculture decreased from 67% in 1951 to about 65% in 1961 as a consequence of developments in the first two plans. There was a corresponding increase in the manufacturing sector, household and factory. Trade, commerce, transport, construction etc. maintained a status-quo at about 21%. This only underlines the difficulties in the task ahead.

Let us now examine the unemployment data. The only regular source of information on the subject is the live registers of employment exchanges. These have shown a significant increase of over nine lakhs since the beginning of the Third Plan. The latest figure for August 1963 of persons seeking employment is about 27 lakhs. Persons seeking employment with qualifications, matriculation and above, increased by over two lakhs in this period. Even allowing for greater utilisation of this agency and its improved performance in securing employment, which incidentally attracts employment seekers towards the exchanges, an increase of this order requires to be taken serious note of.

Manpower Planning

But side by side with this situation, manpower shortages are being experienced for professional and technical personnel such as engineers, draughtsmen, chemists, pharmacists, surgeons, physicians, trained teachers and certain categories of craftsmen. And this is in spite of the tremendous increase in training facilities for such personnel. Some of these shortages are purely local in character; others are spread over the whole country. A part of the explanation of the former is insufficient mobility from one State to another among certain sections of technical personnel. But even within a State one finds on the part of employment seekers a tendency to reach their favourite urban concentration somehow and then refuse to be dislodged from there even for better remuneration. Where, however, the shortages are of a national character, one finds the skills in short supply over-utilised - in the form of over-time work, the same person working for two shifts, utilising such skills privately outside working hours. More attention therefore needs to be paid to manpower planning and the training programmes associated with it for the faster development of the economy and for improvement in employment situation. Studies which will help in understanding a reorientation of the educational system to meet the needs of development, manning patterns of different industries, their future needs of personnel, the possible careers for the educated and so on are already in progress.

"The net result of *this theoretic atomisation of a man* is that for the purpose of production he becomes no more than a series of movements occupying a period of time. Unfortunately for theory, the man is still necessary to perform the movements, and the time involved is only time as part of his life, a life which was ticking over before the job started and goes on ticking over after it is done.

"There is a distinct possibility that during that part of his life in which he is making the movements in time which constitute his job, his mind may decide for him that he does not like what he is doing; that he hates the surroundings in which he is doing it; that he is dissatisfied with the inducements offered to him to go on doing it.

"If Work Study is to do successfully what it is supposed to do, it must take cognisance of these and other highly personal considerations."

Work Study from the labour point of view has been very aptly defined by J. Crawford, an outstanding figure in the British Trade Union movement, who was one time Chairman of the British Productivity Council, in a paper he presented at the Duke of Edinburgh Study Conference on 'Human Problems of Industrial Communities', held in Oxford in 1956. Talking of Work study and human satisfaction, he states :

"In the 1920s there arose a great vogue for an industrial technique called Bedauxism (Time and Motion Study). It was in certain ways effective and for production engineers an exciting tool for securing higher out-put. But the tool broke in their hand. It produced human problems more quickly and acutely than it solved production ones.

"Now lessons have been learnt. The best of Bedaux, made acceptable by elevation of human rights and dignity, yields a modern technique called 'Work-Study'. Managements of today do not use Bedaux and expect the welfare or personnel department to heal the wounds. From the start they use 'work study' in which the appraisal and adjustment of human problems is as much an integral part as is the use of the stop watch.

"Bedaux was an employer's tool—the focal point of attack was the worker and his job. Modern 'work study', applied by reputable people, plays no favourite; the technique must bring under review the function of management itself".

In giving a background of the problem I have quoted extensively from British experience since we have drawn much of our inspiration from that country in the development of work study here.

There has been in recent years a very rapid growth in the demand for trained work study men and one of the ways in which this demand is being met is by a multiplication of training courses; the time and effort at these courses spent by the technical personnel, which industries can ill-afford to spare, have to be justified by an elaboration of the way in which the subject

is handled and possibly this has resulted in an equally rapidly growing tendency to regard work study purely and simply as a professional technique for studying work. Thus the work study men are becoming far too professional, far too technical, and insufficiently human.

During the course of the last few years over 1000 persons would have been trained as work study engineers and technicians, but comparatively work study has made little headway on the shop floor, and often this is attributed either to lack of interest on the part of the management or reluctance on the part of the workers. It is therefore necessary to remind ourselves of the basic concepts of work study and to make a re-appraisal from time to time as to how work study is applied in practice and what are the factors which militate against its effective application.

Good human relations and effective Work Study go hand in hand: care in establishing satisfactory relationships is essential to the development of a creative attitude to innovation through Work Study; also effectively implemented work studies lead to improvement of human relations between managers and work-people because conditions and morale are both improved. Thus good human relations are a pre-requisite to, as well as a result of effective Work Study. The required good relationships can arise from a businesslike, honest and consistent relationship between manager, supervisor and worker in which the former seek to ensure that some fundamental rights of the work-people are provided. These in brief are a proper work-place which is safe and designed for the worker; a proper flow of work of a kind for which the worker is trained; and work arriving at a speed which is within worker's capabilities—neither too much nor too little (shortage of work is just as bad as too much)—and finally the worker needs to feel that he has a worthwhile leader who is securing improvement of the workers' lot.

As regards working conditions, if savings and other benefits resulting from the application of work study have to be maintained on a continuing basis, much more attention should be paid to a careful evaluation of the workplace to eliminate the adverse factors, as far as possible. Bad working postures, abnormal thermal environmental conditions, heavy dust concentration, unnecessary lifting, bad lighting and high noise level should not be accepted as unavoidable features of the work under consideration. This is done today to a surprisingly high degree by the work study men and the management.

Work is something which we do because we must and there are several kinds of compelling influences, economic necessity being the most common. This is more pronounced in a country faced with the serious problem of unemployment. This has, unfortunately, detracted from a careful examination of the various factors, concerning the human aspects, which could help to make effort put in, more rewarding. It is these factors, which when ignored act as *disincentives*.

By and large, how do we attempt to solve the problem? Instead of a positive and direct approach, palliatives are suggested in the form of

compensatory rest allowances, by motivation and by selection and training of the man to fit the environment and the equipment. The person affected would seem justified in asking that if sophisticated techniques have to be used in calculating work-loads and in measuring work, *why not use the same degree of sophistication in improving working conditions* to make work less irksome. Hence, perhaps, was the comment made at the Bradford Conference that work study men needed, more than anything, to widen their horizons as well as to improve their existing techniques in depth. Any real attention to the problem reveals a similarity between the things which Work Study seeks to achieve and the factors through which good human relationships are developed.

In conclusion, I would again like to emphasise the worker's need for a leader, on the shop. The leader must be at shop floor level and not tucked away in a remote office, so that a personal relationship can be established between the worker and the one who is seen to have some authority in the organisation. Too frequently such leadership is not available so that the worker's psychological need for a leader must be supplied by a Union Official or similar person who normally has an unpredictable effect on the organisation. *Effective work study must aid development of such shop floor leadership and not as sometimes happens tend to weaken or by-pass it.*

Experience in those projects which have secured the greatest improvement indicate that there is usually no trouble in obtaining co-operation provided the project objectives have been made the subject of hard thought and positive action. This is because work study requires co-operative effort at many levels of an organisation. So preparatory to an investigation, care must be taken to find what is the law of the situation so that the things (not persons) causing difficulty are identified and realistic objectives which are meaningful and worthwhile at all the levels affected are developed. When this is done, good results are usually obtained because it is in the group interests to do so. *Too frequently, Work Study is ineffective because it has been allowed to become a witch hunt and insufficient care has been taken on the development of objectives or targets for the work have not been quantified.*

The problems of Work Study tend to be over-emphasised because Work Study investigations are unnecessarily extensive. Normally, the restrictions to production are located at a few separate points and not widely distributed. Provided care is taken to find those points which are holding up production and acting as bottleneck, the output of a plant as a whole can frequently be increased with comparatively little effort except at the particular spots which are restricting production. Normally, comparatively few people are affected by change and the majority find that conditions which previously hindered their best efforts have been removed. We have cases where rises of over 50% in shop production have occurred without the work people being aware of the fact! This seemed to be because the removal of a few bottlenecks had led to less delay of production and less accumulation of work on the shop floor. Consequently tidiness is developed and it leads to more satisfying work and less frustrated workers. Possibly the lack of realisation that output had increased, arises from a tendency of workers to feel they are busy if there is a great deal of unfinished work

around them. This of course gradually disappears with the removal of bottlenecks.

For good relationships Work Study man must be seen to take action at the points of difficulty. If he is seen on the shop floor helping management develop ways of handling difficulties then he gets co-operation. On the other hand, Work Study men too frequently are remote and try to organise Work Study from an office so that their efforts are less effective. But more often they lose personal contact and misunderstandings are sure to arise. Poor relationships and ineffectual Work Study go hand in hand.

It may appear that I have tried to present the subject assigned to me from one extreme end of the spectrum. If I have highlighted certain deficiencies it is more with a view to stimulating discussion and encouraging a more critical appraisal of our approach and concepts so that we may profit by experience.

—By Courtesy 'Productivity Journal' – Oct. – Dec. '63.

INDUSTRIAL SAFETY

1. Failure of a Cast Iron Column

In a textile mill, according to the annual practice, the centrifugal pump inside a well was to be raised to the upper platform in order to protect it from water when level rises in the well on account of the monsoon season. In order to heave up the pump, a chain block was suspended from a permanent cantilever fixed to a cast iron column. As the persons inside the well, after raising the centrifugal pump on the upper platform, were manipulating it, the cast iron column gave way from a distance of about 6 inches from the ground level. Consequently the iron column and chain block fell down inside the well dragging along with them a worker who was sitting on the parapet wall of the well and was engaged in pulling the chain of the block. He received fatal injuries.

It may be pointed out that cast iron columns are not suitable for any but direct vertical load.

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

Source : *Industrial Safety and Health Bulletin* (July to September, 1963.)

2. Fatal Electric Shock

In a foundry, a worker was electrocuted when he touched the body of a portable sand-acerator machine. Investigation revealed that the portable machine was connected to a 3-pin power plug socket and though the earthing wire was provided, the meggar test showed 'infinity' between the earth terminal of the socket and direct earth, indicating that there was a break in earth circuit. As the earth connection was defective, the metal body of the sand aerator had become "live" due to leakage current from its wire connection.

To prevent similar accidents, it is necessary that all portable machines and the electric installations should be periodically tested to ensure effective earthing.

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

Source : *Industrial Safety and Health Bulletin* (July to September, 1963.)

3. Fatal Parathion Poisoning

In a pesticide formulation factory, a worker was engaged on emptying a drum of dust formulation containing minimum 25 per cent "Parathion" into steel trays placed in front of the drum. He was then protected by wearing mask, apron, long gloves and gum boots. As required by Schedule XV of the Bombay Factories Rules, which deals with the manufacture and manipulation of dangerous pesticides, this work of emptying the container holding a dangerous pesticide should have been carried out under efficient mechanical exhaust draught arrangement which was not adopted by the factory. The worker after about 5 hours' work developed symptoms of "Parathion" poisoning. Immediate medical assistance was not available to the worker at the factory. He was removed to a hospital where he died within about 4 hours of admission.

Investigation revealed that the worker was not certified fit for employment in this process by the Certifying surgeon. Also as required by Schedule XV, the company's Medical Officer is required to examine him for effect of excessive absorption at least once in a week, but this examination had not been carried out.

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

Source : *Industrial Safety and Health Bulletin* (July to September, 1963.)

4. Splashed by Boiling Liquid

In a textile mill, a mixture of sulphur and sodium sulphide was being boiled in an open vessel measuring about 4 feet diameter and 8 feet in height. The vessel was half full and the edge of the vessel was 3 feet above the platform on which workers were standing. The supervisor was operating the controls while the other three workers were stirring the liquid. The operator opened steam valve and admitted steam at pressure of about 80 to 85 lbs. per square inch through holes in circular pipe at the bottom of the vessel. When he saw the liquid was boiling and the level in the vessel was rising up too fast, he along with two other workers immediately moved away from the vessel but one worker who was inattentive did not move and he was splashed by the boiling liquid and received serious injuries. He was removed to hospital where he died after four days.

This accident shows the necessity of using low pressure steam for the purpose of boiling. Further, steam must be admitted very slowly and overflow pipe of ample cross section should be provided at the top of the vessel.

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

Source : *Industrial Safety and Health Bulletin* (July to September, 1963.)

5. Fatal Accident due to inadequate safety arrangements in Providing Heavy Materials

In a factory a worker fell from the top floor to the ground floor through a height of 45' and died.

The boiler room is situated in the first floor of the factory. Some heavy articles from the ground floor had to be hoisted to the first floor through an opening in the first floor by means of a chain block arrangement. A pulley hook was tied to a beam and the worker was arranging to hoist a two ton capacity pulley block to the pulley hook. No responsible Supervisor was present at the spot at that time and it is in evidence that the management was not even aware of the worker having undertaken the work. After climbing to the beam which is 30 feet above the first floor through the boiler pipe lines, though ladders are reported to have been provided for the purpose in the boiler room, the worker stood on the beam and attempted his task. To support himself he hung on to a manilla rope which he had wound round the beam but which was not knotted properly. As a result when the knot got untied, the rope worked loose and the worker came down with it to the ground floor through the opening of the first floor.

When people are required to work at such great heights on a delicate work of this kind, it is essential and incumbent on the management to ensure that it is done under proper supervision. To begin with the worker should have used the ladder to reach the beam instead of climbing up the boiler pipes. Then there should have been a safe platform from which to do this work and in addition the worker should have worn a safety belt. A suspended rope should never be relied upon for support while working at heights, as there is always the possibility of a man losing his grip on the rope even if the rope had been knotted properly as was not done here.

Information furnished by the Chief Inspector of Factories, Madras.

6. Fatal Accident due to Inadequate Insulation of Wiring

A fatal accident occurred to a watchman due to electrocution in a factory.

There are two metres in the factory, one for power-loads and the other for lighting loads. The manager had extended an authorised temporary overhead line (3 phase, 4 wire) from the Laboratory to the garden yard over two casurina poles for connection to a metre for pumping water. Two light points one on each of the poles were also connected to this power line. The dead end pole had been tied with No. 14 G. I. Wire, two strands of which were twisted for the purpose of stay wire and anchored by a $\frac{3}{4}$ " G. I. pipe to a length of 2 feet. The lead wires to the control switches on the poles were taken through a $\frac{1}{2}$ " conduit pipe.

The deceased watchman was proceeding from the factory to his residence which is a furlong off. He found a calf lying close to the electric post and when he tried to drag it away from the post, he received an electric shock which proved fatal.

The conduit pipe through which the leads from the overhead line to the switch have been taken had become completely rusted and holes were seen in the pipe near the switch. The W.P. wires 3/20 running inside the conduit pipe were deteriorated and the bare conductor was touching the pipe. As a result, the conduit pipe had become energised. Further as the stay wire, the light fittings and the conduit pipe were kept fixed in position on the casurina poles by means of the same G. I. wire wound round the post, the stay wire also got energised. As the calf came in contact with the stay wire, it received a shock. When the watchman tried to remove the calf, he had received the shock in turn.

It is clear that failure in the maintenance of the conduit pipe and the insulation of the wiring is responsible for this accident. This is an example of how lack of vigilance in the maintenance of electrical conduit pipes and lead wires are likely to lead to tragic accidents. It highlights the importance of preparing and maintaining a programme of scheduled maintenance for the up-keep of electrical connections. It is likely that there was also no effective earthing for the metal conduits carrying the electrical leads, and the stay wire. When the stay wire is within reach of anyone, earthing for it also is essential. This may be done by covering it with non-conducting material.

Information furnished by the Chief Inspector of Factories, Madras.

LABOUR NEWS

INDUSTRIAL RELATIONS

November 1963

The Labour situation in the state was satisfactory. There were 22 strikes and one lock-out in textile mills and 25 strikes in other industries during the month of November 1963. The number of workers affected in Textile mills due to strike and lock-out was 12,726 and in other industries it was 1,899. The mandays lost due to strike in textile mills and the other industries was 69,830 and 6,795 respectively and the mandays lost due to lock-out in textile mill was 2,280.

TEXTILES

About 214 out of 928 workers of the Coimbatore Pioneer Mills Limited, Peelamedu, Coimbatore who struck work on 14-10-63 as a protest against the action taken against a worker resumed work on 23-11-63 on the advice of the Labour Officer. As a result of the strike 714 workers were also indirectly affected.

About 699 out of 1,174 workers of Sri Ramalinga Choodambigai Mills Limited, Tiruppur who struck work from 4-P.M. on 27-10-63 demanding rein-statement of certain dismissed workers, resumed work on 3-11-63 on the advice of the Labour Officer. As a result of the strike 362 workers were also indirectly affected.

About 6 out of 275 workers of Om Parasakthi Mills Limited, Coimbatore struck work on 1-11-63. The reason for the strike was that the doffing boys refused to do their normal work. The workers resumed work on 4-11-63 on the advice of the Labour Officer. As a result of the strike 198 workers were also indirectly affected.

About 221 out of 287 workers of Krishnaveni Textiles, Coimbatore, struck work on 5-11-63 demanding additional bonus. The workers resumed work on 7-11-63 voluntarily.

About 903 out of 1887 workers of Cambodia Mills Limited, Coimbatore struck work on 6-11-63 demanding additional bonus. The workers resumed work on 6-11-63 on the advice of the Labour Officer.

About 198 out of 848 workers of Jayalakshmi Mills Limited, Coimbatore, struck work on 5-11-63 as a protest against the suspension of a worker. The workers resumed work voluntarily on the same day.

About 1845 out of 1915 workers of Vasantha Mills Limited, struck work on 8-11-63 demanding additional bonus. The workers resumed work on 11-11-63 after direct negotiations. As a result of the strike 70 workers were also indirectly affected.

About 432 out of 706 workers of Kadri Mills Limited, Ondipudur struck work on 8-11-63 demanding additional bonus. The workers resumed work on 25-11-63 on the advice of the Labour Officer. As a result of the strike 274 workers were also indirectly affected.

About 264 out of 284 workers of Selvaraja Mills Limited, Ondipudur struck work on 8-11-63 demanding additional bonus. The workers resumed work on 14-11-63 after direct negotiations. As a result of the strike 20 workers were also indirectly affected.

About 369 out of 415 workers of Kothari Textile Mill — 2 K. Vadamadurai struck work on 8-11-63 demanding additional bonus. The workers resumed work on 14-11-63 on the advice of the Labour Officer.

All the 245 workers of Southern Textiles Limited, Sular, Struck work on 8-11-63 demanding additional bonus. The workers resumed work on 11-11-63 after direct negotiations.

About 36 out of 144 workers of Sri Vasudeva Industries, Coimbatore struck work on 7-11-63 demanding additional bonus. The workers resumed work on 22-11-63 on the advice of the Labour Officer. As a result of the strike 108 workers were also indirectly affected.

All the 1,522 workers of Kothari Textiles, Coimbatore struck work on 8-11-63 demanding additional bonus. The workers resumed work on 12-11-63 as a result of direct negotiations.

About 541 out of 772 workers of Asher Textiles Limited, Tiruppur struck work on 11-11-63 demanding additional bonus. The workers resumed work on 27-11-63 voluntarily. As a result of the strike 223 workers were also indirectly affected.

About 215 out of 245 workers of Southern Textiles Limited, Sular struck work on 11-11-63 demanding additional bonus. The workers resumed work on 26-11-63 voluntarily. As a result of the strike 30 workers were also indirectly affected.

About 1026 out of 1081 workers of Pankaja Mills Limited, Coimbatore struck work on 13-11-63 demanding additional bonus. The workers resumed work on 26-11-63 as a result of direct negotiations. As a result of the strike 55 workers were also indirectly affected.

About 1041 out of 1081 workers of Pankaja Mills Limited Coimbatore struck work on 8-11-63 demanding bonus. The workers resumed work on 6-11-63 on the advice of the Commissioner of Labour.

About 44 out of 549 workers of Sri Karthikeya Spinning and Weaving Mills, Coimbatore struck work on 21-11-63. The reason for the strike was that the workers refused to do the duties allotted by the Department Head. The workers resumed work on 25-11-63 on the advice of the Labour Officer. As a result of the strike 505 workers were also indirectly affected.

All the 9 workers of Parani Knitting Company, Tiruppur struck work on 9-11-63 demanding bonus. The workers resumed work on 13-11-63 as a result of direct negotiations.

All the 21 workers of Neptune knitting company Tiruppur struck work on 11-11-63 demanding bonus. The workers resumed work on 27-11-63 on the advice of the Labour officer.

All the 43 workers of Bharathi Knitting Company, Tiruppur, struck work on 13-11-63 demanding bonus. The workers resumed work on 14-11-63 voluntarily.

About 45 out of 226 workers of Ramanathapuram Co-operative Spinning Mills Limited, Srivilliputhur struck work on 17-11-63 as a protest against the change over to the metric system. The workers resumed work on 21-11-63 on the advice of the Labour Officer.

The management of Sudarsanam Spinning Mills, Rajapalayam locked out their mill from 19-10-63 due to the alleged go-slow in Reeling Department of the Mill. About 228 workers were affected due to the lock-out. The lock out was lifted on 10-11-63 on the advice of the Labour Officer.

OTHERS

About 56 out of 62 workers of Govardhana Engineering Industries, Coimbatore, struck work on 5-11-63 demanding bonus. The workers resumed work on 14-11-63 on the advice of the Labour Officer. As a result of the strike 3 workers were indirectly affected.

All the 45 workers of Vetrivel Foundry, Coimbatore struck work on 5-11-63 demanding bonus. The workers resumed work on 22-11-63 as a result of direct negotiations.

About 67 out of 96 workers of Nirmala Engineering Industries, Coimbatore struck work on 5-11-63 demanding bonus. The workers resumed work on 9-11-63 on the advice of the Labour Officer.

About 259 out of 299 workers of Ganapathy Engineering Manufacturers, Ganapathy P.O., Coimbatore struck work on 5-11-63 demanding bonus. The workers resumed work on 8-11-63 on the advice of the Labour Officer.

About 26 out 27 workers of Coimbatore Industries, Coimbatore, struck work on 6-11-63 demanding bonus. The workers resumed work on 11-11-63 on the advice of the Labour Officer.

About 46 out of 116 workers of Blue Mount Switch Gears Association Coimbatore struck work on 6-11-63 demanding bonus. The workers resumed work voluntarily on the same day.

About 118 out of 139 workers of Hindusthan Equipment Manufacturers, Coimbatore struck work on 9-11-63 demanding bonus. The workers resumed work on 18-11-63 on the advice of the Labour Officer. As a result of the strike 8 workers were also indirectly affected.

About 90 out of 145 workers of Eltex Engineering Corporation, Coimbatore struck work on 9-11-63 demanding bonus. The workers resumed work voluntarily on 20-11-63. As a result of the strike 55 workers were also indirectly affected.

All the 69 workers of General Engineering Company, Coimbatore struck work on 4-11-63 demanding bonus. The workers resumed work voluntarily on the same day.

About 25 out of 27 workers of Coimbatore Industries, Coimbatore struck work on 5-11-63 demanding bonus. The workers resumed work voluntarily on 6-11-63.

All the 116 workers of Blue Mount Switchgears Association, Coimbatore struck work on 9-11-63 demanding bonus. The workers resumed work on 14-11-63 on the advice of the Labour Officer.

About 59 out of 85 workers of Eastern Electrical Company, Coimbatore struck work on 9-11-63 demanding bonus. The workers resumed work voluntarily on 10-11-63.

About 193 out of 249 workers of Sri Ramakrishna Mission Vidhyalaya Engineering Section, Perianaickenpalayam, Coimbatore, struck work on 13-11-63 demanding bonus. The workers resumed work voluntarily on 16-11-63. As a result of the strike 88 workers were also indirectly affected.

About 39 out of 111 workers of Messrs. Spencer and Company Limited, Cigar Factory, Dindigul, struck work on 7-11-63 at 8 A.M. without assigning any reason. The workers resumed work voluntarily at 9 A.M. on the same day.

About 9 out of 19 workers of Nagu vilas Snuff Company Dindigul struck work on 13-11-63 at 8-30 A.M. demanding bonus for 1962-63. The workers resumed work on 15-11-63 at 10 p.m. as a result of direct negotiation.

About 11 out of 37 workers of M. A. Noor Mohamed and Company, Tannery, Ranipet, struck work on 16-11-63 without assigning any reason. The workers resumed work voluntarily on 17-11-63.

All the 160 workers of Elite Optical Industries, Madras 32 struck work on 18-11-63, presenting a charter of demands. The workers resumed work on the advice of the Labour Officer on the same day.

About 5 out of 6 workers of Ajanta Paints Coimbatore, struck work on 13-11-63 at 8 a.m. demanding payment of bonus for 1962-63. The workers resumed work on the advice of the Labour Officer on 16-11-63 at 9-50 a.m.

All the 50 workers of Premier Printers, Coimbatore, struck work on 13-11-63 at 8-30 a.m. demanding payment of bonus for 1962-63. The workers resumed work on 16-11-63 at 9 a.m. as a result of direct negotiation.

All the 12 workers of Saraswathy Printers, Coimbatore struck work on 12-11-63 at 8-30 A.M. demanding payment of bonus for 1962-63. The workers resumed work on 28-11-63 on the advice of the Labour Officer.

All the 14 workers of Pioneer Press, Coimbatore struck work on 11-11-63 at 2 P.M. demanding payment of bonus for 1962-63. The strike was continuing at the end of the month.

About 30 out of 40 workers of Shanmugar Metal Industries, Tiruppur, struck work on 14-11-63 at 8 A.M. demanding payment of bonus for 1962-63. The workers resumed work on 29-11-63 at 8 a.m. on the advice of the Labour Commissioner.

About 32 out of 44 workers of Vavilla Press, Madras struck work on 7-11-63 at 8 A.M. demanding advance of bonus. The workers resumed work on 8-11-63 at 9 P.M. on the advice of Labour Officer.

All the 8 workers of Ramakrishna Press, Coimbatore struck work on 14-11-63 at 8-30 A.M. demanding bonus for the year 1962-63. The workers resumed work on the same day at 6 p.m. as a result of direct negotiation.

About 206 out of 260 workers of Indian Oxygen Limited Madras-21 struck work on 22-11-63 at 11 A.M. as a protest against the alleged insult of the Union President by the Divisional Sales Manager during the telephonic conversation. The workers resumed work on the same day at 4 p.m. on the advice of the Labour Officer.

CENTRAL SPHERE

I. General

(i) Regional Labour Commissioner (Central), Madras attended the Madras Dock Labour Board meeting on 1-11-63.

(ii) The annual general verification of membership of trade unions affiliated to the four All India Central Organisations is under progress.

2. Conciliation.

(a) The Regional Labour Commissioner (Central) Madras held conciliation proceedings in the following disputes :—

(i) Between Dalmia Magnesite Corporation, Salem and the Magnesite Workers Union (A.I.T.U.C.), Salem, over payment of bonus for the year 1962-63 and brought about a settlement on 4-11-63.

(ii) Between Dalmia Magnesite Corporation Limited, Salem and the Magnesite National Labour Union (I.N.T.U.C.) Salem, over payment of bonus for the year 1962-63 and brought about a settlement on 4-11-63.

(iii) Between Madras Port Shipping & Painting Contractors' Association, Madras and the Madras Harbour Workers' Union (A.I.T.U.C.) Madras in regard to payment of Deepavali advance to mazdoors and tindals and brought about a settlement on 13-11-63.

(b) The Conciliation Officer (Central) Madras held conciliation proceedings in the following disputes :—

- (i) Between M/s. Premier Insurance Company Limited, Madras and the South India Insurance Employees' Union, Madras, over alleged wrongful transfer of Shri Kanniappan, attender from Madras Branch to Coimbatore branch and brought about a settlement on 2-11-63.
- (ii) Between contractors of M/s. Burn & Company Limited, Salem, Dalmia Magnesite Corporation Limited, Salem, Magnesite (Private) Limited, Salem and the Magnesite workers' Union, Salem (A.I.T.U.C.) in regard to payment of bonus to workers employed under the contractors and brought about a settlement on 9-11-63.
- (iii) Between the Co-operative Fire & General Insurance Society Limited, Madras and the Co-operative Fire & General Insurance Employees' Union, Madras, over a charter of demands such as revision of scales of pay, Dearness Allowance, etc., and brought about a settlement on 22-11-63.
- (iv) Between Trichinopoly Mining Works (Private) Limited, Ariyalur and Tiruchi District Gypsum Mine Workers Union, Munigalpadi P.O. over payment of Deepavali Bonus to workers and brought about a settlement on 13-11-63.

(c) The Conciliation Officer (Central), Madras-II, held conciliation proceedings in the following disputes :—

- (i) Between Central Bank of India Limited, Trichy and the Central Bank of India Employees' Union, Madras, over revision of scales of pay of godown messengers at Trichy and Tanjore Branches and brought about a settlement on 22-11-63.
- (ii) Between the Central Bank of India Limited, Coimbatore and the Central Bank of India Employees' Union, Madras, over revision of scales of pay of godown messengers at Tirupur and Mangalore Branches and brought about a settlement on 22-11-63.
- (iii) Between the Central Bank of India Limited and the Central Bank of India Employees' Union, Madras, over payment of Deepavali Bonus and brought about a settlement on 12-11-1963.
- (iv) Between M/s. South India Corporation Agencies (Private) Limited, Madras and the Madras Port & Dock Workers' Union (I.N.T.U.C.) Madras, over a charter of demands such as revision of scales of pay, dearness allowance, etc. and brought about a settlement on 29-11-1963.

3. Strikes and Lockouts: 2

4. Threatened strikes and lockouts: 3 (All the three are strikes)

5. Particulars regarding disputes received :

(a) Number of Industrial Disputes Pending at the beginning of the month :	7
(b) Number of Industrial Disputes received during the month :	14
(c) Number of Industrial disputes settled disposed of during the month.	14
(d) Number of threatened strikes :	3
(e) Number of which materialised :	Nil
(f) Number of Draft Standing Orders Certified :	Nil

STATE SPHERE

Conciliation under the Industrial Disputes Act, 1947.

The Conciliation Officers, enquired into and settled 791 disputes during the month of November, 1963. Of these 197 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 10 Industrial Disputes in which settlement could not be brought about by conciliation, for adjudication by the Industrial Tribunal, Madras, and the Labour Courts, Coimbatore, Madras and Madurai. The details of the disputes referred for adjudication are published in the statistical portion of this journal. Twenty five awards given by the Industrial Tribunal, Madras and the Labour Courts on Industrial Disputes referred for adjudication were published in the *Fort St. George Gazette* during the month of November 1963.

WELFARE

The overall employment situation in Madras State during November 1963 recorded a downward trend compared to the position in the previous month. Both the registrations vacancy notifications ratio (26.4% to 24.2%) declined. The all round decrease in Exchange activities during November is a seasonal feature.

While the supply of clerical and unskilled personnel continued to be in excess of the demand for them, the employers' reports revealed that they experienced shortages in the following occupations. (viz) B. T. Assistant (Maths/Science), Professor (Chemistry/Physics/Maths), Language Teacher (Tamil/Hindi), Civil/Mechanical/Electrical/Chemical and Mining Engineering, Laboratory Technicians, Boiler Attendant, Motor Mechanics, Electricians, Photographers, Pharmacist, Health Assistant, Maternity Assistants; Plumber and Sheet-metal workers.

Under the Employment Market Information Scheme, the inquiry for the quarter ended 30-9-1963 was completed during November 1963. 3,864 employers in the public sector and 11,398 employers in the private sector were addressed for this enquiry and the percentage of response from the public and private sector as on 30-11-1963 was 99.1% and 94.2% respectively.

Under the Occupational Information Scheme 10 occupation coming under families 007, 714, 874, 960, 693 and 773 were taken up for study as original work.

The Occupational Information Officer took up the question of training of Employment Officers in the trade of Motor Mechanic, as part of the Occupational specifications and Interview Aids Programme. Accordingly, 7 Employment Officers have been detailed to undergo the training in the respective districts in the Industrial Training Institutes. The Principals, have also been given suitable instructions in this connection. The training is to start on 2-12-1963 and to end on 14-12-1963.

The activities of the Youth Employment Service/Employment Counselling Units attached to the Employment Offices, Madras, Madurai, Tiruchy, Coimbatore, Vellore and Cuddalore included, among others, the following items of works;—

Details	Madras	Madurai	Tiruchy	Coimbatore	Vellore	Cuddalore
1. No. of applicants given group guidance	5,197	415	252	578	175	248
2. No. of youths & Adults given individual guidance	14	28	50	4	—	18
3. No. of applicants provided with guidance information	482	433	311	573	162	225
4. No. of applicants placed on jobs as a result of individual guidance	4	4	7	—	—	1

The Special Employment Officer for Physically Handicapped persons registered 9 applicants (1 blind, 1 deaf mute and 7 Orthopaedically handicapped applicants in employment. The Live Register of this office at the end of November 1963 stood at 355 comprising 110 blind, 84 deaf mutes and 161 orthopaedically handicapped, the number of women among them being 52.

The Employment Bureau for Highly Qualified Applicants, Madras registered 105 male and 16 female applicants and placed 17 male and 13 female applicants in employment. On the last day of the month under report there were, 1,072 applicants on the active rolls of this Bureau which includes 90 women applicants.

The Employment Information and Assistance Bureau functioning in Ramanathapuram, Salem, Tirunelveli and Coimbatore districts attended to the following items of work:

Item	Total No. of applicants
1. Interviewed and Counselling	1,045
2. Registered	455
3. Renewed Registrations	248

EMPLOYEES PROVIDENT FUNDS ACT

- (i) During the month of November 1963, 40 factories/establishments were brought under the Employees Provident Funds Act 1952 thus bringing the total number of covered establishments to 2,886.
- (ii) A total sum of Rs. 34,24,280-60 (excluding the refund of loans and previous accumulations etc., amounting to Rs. 1,99,872-15) was received as employees' and employers' share of contributions to the Fund during the month.
- (iii) The total number of covered employees in the Madras State at the end of November 1963, was 3,63,187.

CURRENT NOTES

COMMITTEES, CONFERENCES ETC.

Standing Labour Committee

The Standing Labour Committee which is a consultative committee representative of Government, State and Central, Employers and Workers met at New Delhi on 27 and 28 December, 1963. The following were among the subjects discussed; certain proposals for the amendment of the Industrial Disputes Act, proposals for legislation to regulate termination of employment of individuals in industrial establishments, All-India legislation for the regulation of working conditions in beedi industry, compilation of consumer price index, role of labour welfare officers in industrial undertakings etc.

Sri Gulzarilal Nanda the Union Minister for Home Affairs and Labour, stressed the importance of finding out the cause for labour discontent and of seeking solutions therefor and of ensuring uninterrupted production particularly in important industries. He laid great stress on resorting to voluntary arbitration for resolution of disputes in individual cases. He urged that in industries employing more than 300 persons, consumer co-operative stores should be set up by 29 February 1964 and that if this was not done by 95% of such industrial undertakings, the Government may be constrained to promulgate an ordinance or frame suitable legislation to achieve this purpose.

He also observed that while top leaders of both sides of industry had accepted the Code of Discipline in industry and the Industrial Truce Resolution, such acceptance had not percolated to the lower levels.

Addressing the Central Evaluation and Implementation Committee, Sri Nanda called upon workers and employers not to do anything which would vitiate the good climate created by the Code of Discipline and the Industrial Truce Resolution. In the context of the emergency, it must be realised that threats of strikes would be anti-social in character and that it was the duty of everybody to ensure maximum industrial efficiency.

The Union Government was considering a proposal to introduce a scheme of family pension for industrial workers who are members of the Employees' Provident Fund or the Coal Mines Provident Fund. The proposal is to create a fund out of the difference between the old rate of contribution at 6½ per cent and the enhanced rate of 8 per cent, that is 3½ per cent of the wages including the employer's contribution of 1½ per cent. Out of this fund, a minimum family pension of Rs. 25 per month will be paid to the widow minor children of members of the Fund who die prematurely.

The scheme when drafted will be placed before the Standing Labour Committee or the Indian Labour Conference. It is likely to be on the lines of the revised family pension scheme for Central Government employees which is due to come into force on the New Year Day.

Federation of Associations of Small Industries of India

Third Annual General Meeting

While inaugurating the Third Annual General Meeting of the Federation of Associations of the Small Industries of India at New Delhi on 16 December, 1963, the Prime Minister observed that while big industries are essential, small industries had also an important part to play in the nation building activity. He observed that small industries helped to meet the problem of unemployment better than big industries. He also stated that Government's policy was to encourage the growth of small industries all over the country.

Sri A. R. Bhatt, President of the Federation and a member of the Governing Body of the National Productivity Council stated in his address that there were 36,400 small registered factories employing over 1,330,000 persons which was 36% of the registered factory employment in the country. With only 17% of the fixed capital of all registered factories they produced 33% of their gross output and 25% of their value, added by manufacture or net output. He also stated that what small industries needed most was industrial finance plus selective technical and management assistance as also adequate raw materials.

State Labour Advisory Board.

The State Labour Advisory Board will be meeting on 16 January 1964 under the Chairmanship of Sri M. Bhakthavatsalam, Chief Minister, who is also Minister for Labour. Amendment to proviso 2 to Rule 17 of the Madras Industrial Disputes Rules regarding the tenure of office of the Chairman of the Works Committee, amendment to Section 10(b) of the Act to empower the Registrar of Trade Unions to cancel the registration of trade unions, cancellation of exemption given to hostels and canteens attached to the educational institutions the problem of multiple unions in industry are some of the subjects proposed for discussion at the meeting.

INDUSTRIAL HOUSING COLONIES

Rent Collection to be done by the State Housing Board.

The Government has ordered that the collection of rents in the following Industrial Housing Colonies be entrusted to the State Housing Board and its mofussil units: Sarma Nagar Colony (Erukkancheri), Madras; Thiru-Vi-Ka Nagar Colony (Sembium), Madras, Sivakasi Phase-I Colony; Sivakasi Phase-II Colony; Sivakasi Phase-IV Colony; Satyamurti Colony, Vellalur Tiruchi District; Singanallur Colony (Coimbatore). The Housing Board will be paid from State Funds centage charges at 5 per cent of the rent collected. All the completed Industrial Housing Colonies under the control of the Labour Department were transferred in 1961 to the State Housing Board for maintenance; but the work relating to the collection of rents from the colonies continued to be attended to by the Labour Department until now.

INDUSTRIAL MANAGEMENT

Third Shift in Industries to utilise available power.

The Madras Government have announced that they would welcome increase of power consumption in the State during night hours since night consumption has not gone up proportionate to the increase in generation of power.

SOCIAL SECURITY

Central Government Employees — Life pension for widows

As a measure of social security, the Union Government has decided to revise the present family pension scheme for Central Government employees to provide for the grant of pension for life to an employee's widow. The scheme will cover 20 lakh employees.

The decision was announced by Sri T. T. Krishnamachari, Finance Minister, in the Lok Sabha recently.

Sri Krishnamachari said that the new scheme provided for a pension ranging from Rs. 25 to Rs. 150 per month according to the pay-slab of the employee concerned.

The Finance Minister said: "Government has been having under consideration for some time measures to be adopted for providing social security to the weaker sections of the population. As will be appreciated, this is a very wide question and different schemes have to be devised to meet the varying needs of the persons affected. While these considerations are still in progress, Government has considered it desirable to make a beginning with a scheme of social security at least for its own employees, and has decided to revise very substantially the present family pension scheme so as to provide for the grant of pension for life to the widow of an employee.

The new scheme provides for a maximum pension of Rs. 150 per month adjusted for different slabs of pay of the employee concerned. The scheme will also provide for payment of allowances to minor children in the event of the widow dying.

"At present an officer has to complete normally not less than 20 years' qualifying service for the widow to become entitled to a pension and the duration of the pension is also limited to a maximum period of ten years. Under the new scheme, the widow of any regular employee, whether permanent or temporary, who has put in one year's service will be entitled to the pension for life in the event of death of the employee. The employee will, however, be required to surrender a small portion of the death-cum-retirement gratuity due to him, equal to two months' emoluments as a token contribution.

The new scheme will apply to all employees in service on January 1, 1964 and also of course, to those who enter service thereafter. It will apply to all railway employees who opt for or are already on a pension scheme.

The existing extraordinary pension scheme will be suitably revised to provide for somewhat higher benefits to bring it in line with the present scheme. The need for some such scheme has been envisaged by the second Pay Commission and it is a matter of some satisfaction that it has now been possible to give a practical shape to it.

In respect of defence service personnel, the new scheme would practically be non-contributory because no gratuity is payable to defence services

In a press interview Sri R. Venkataraman, Minister in charge of Electricity, mentioned that the peak load during day was of the order of 540,000 KW in November 1963 while the consumption during night was half of it. The Government would very much like that the night load went up to 400,000 KW. The Minister stated that a method by which consumption of power could be put up during night was by industries working a third shift. Those interested might also consider drawing of power for display of neon signs and other lighting between 9 p.m. and 6 a.m. Madras had already started giving 20,000 KW of power to Kerala with effect from 20 December 1963 during night.

Explaining the utilisation of power during day, Sri Venkataraman stated that the Electricity Board found it very difficult to meet the growing demand. Staggering of hours of work on holidays and peak hour restrictions were still being continued.

Before the end of March 1964, 55,000 KW of power would be added on to the Madras Grid with two generating units of the Kundah hydro-electric project going into operation. Already Kundah was producing 180,000 KW of power.

Joint Works Council in Dalmiapuram Cement (Bharat) Ltd.

The Joint Works Council was inaugurated at Dalmia Cement (Bharat) Ltd., Dalmiapuram under the scheme of workers' participation in management by Sri Jai Sukhlal Hathi, Union Minister of State for Labour on 31-12-63. Sri R. Venkataraman, Minister for Industries and Transport, Government of Madras, presided on the occasion.

Sri Jai Sukhlal Hathi observed that sixty-seven joint councils had already been organised in the country and that there was a realisation that the worker participation contemplated under this Scheme was not intended to usurp the functions of the trade unions nor interfere with the legitimate functions of the management. The Joint works council would prove an important instrument for industrial progress and result in a more stable labour force, increased productivity, reduction in waste and better industrial relations. He also complimented the employees and the management on their good industrial relations and stated that this augured well for the successful functioning of the work council at Dalmiapuram.

Sri R. Venkataraman, observed that as one of the original sponsors of the Union in Dalmiapuram he was glad to note the cordial labour relations prevailing in the enterprise and observed that the formation of the joint works council was a step in the right direction and wished it all success. He also observed that the stability of the Government in the Madras State as well as the efficiency and discipline of workers in Tamil-Nad had contributed to the rapid industrial development that was taking place in the Madras State.

Sri S. C. Agarwal, Secretary, Dalmia Enterprises, New Delhi, traced the history of the progress of the enterprise since its inauguration almost a quarter century earlier, set out the welfare measures amenity provided for the workers and referred to the 5 year bonus agreement under which workers were enabled to get their bonus within 15 days of close of the financial year.

personnel in addition to service pension. In cases where the minimum pension admissible at present is lower than Rs. 25 it will also be raised to this minimum.

The annual funded cost of the scheme ultimately in about 25 years is estimated to be Rs. 12.15 crores per annum on the civil side and Rs. 5 crores per annum on the defence side. The scheme will be brought into force from January 1, 1964 and will provide a measure of security to wives and minor children of Central Government employees.

Old Age Pension Scheme of the Madras Government

The Old Age Pension Scheme of the Madras Government has been benefiting considerably a large number of persons than was anticipated. The actual number of old people getting the benefit of this social welfare scheme is about 55,000, involving an expenditure of Rs. 1.3 crores for the State exchequer. In the last Budget speech, the Finance Minister had indicated that though the provision under the scheme was only Rs. 25 to Rs. 30 lakhs, it would be raised to Rs. 1.22 crores covering over 40,000 persons. Even this number has now been exceeded. The scheme provides for the grant of Rs. 20 a month to all destitutes, excluding beggars, over the age of 65. The age limit is relaxed to 60 in the case of decrepits handicapped by loss of sight speech or limb and lepers.

A feature on the working of the scheme is that the pension is sent to the beneficiaries by money order, the State bearing the transmission charges. In determining the age of recipients, a simple rule is followed leaving it to the judgment of the Revenue Divisional Officers. It is considered possible that even destitutes who might be less than 65 years of age and at the same time look older in appearance, are getting the benefit of the scheme. Being a social welfare measure, a strict procedure for the verification of the age has not been provided for. It is within the knowledge of the Government that they may err on the side of sympathy and generosity in the administration of this measure.

EMPLOYEES' STATE INSURANCE SCHEME

Sickness benefit rate to be increased.

The employees' State Insurance Corporation has decided to enhance the sickness benefit rate to those covered by the scheme.

The Corporation which met early in December, 1963 under the chairmanship of the Union Health Minister, Dr. Sushila Nayyar, decided that sickness benefit rate in the case of insured persons suffering from long-term diseases like tuberculosis, leprosy, mental and malignant diseases should be enhanced from half the sickness benefit rate, as admissible at present, to the full sickness benefit rate for 309 days in addition to the usual sickness benefit rate of 56 day's duration as admissible under the Employees State Insurance Act.

The Corporation also recommended on the advice of the Medical Benefit Council, the start of training facilities for the nurses in ESI hospitals in general and to open a nurses' training centre in the Mahatma Gandhi Memorial Hospital, Bombay.

It also decided that hearing aids should be provided to insured persons in case of loss of hearing due to employment injury.

The Chairman complimented Madras State among others on the good work that was being done in regard to the construction of dispensaries and hospitals exclusively for the use of insured persons.

SURVEY OF INDUSTRIES

The Annual Survey of Industries released by the industrial Statistics Wing of the Central Statistical Organisation covers all factories which employ 50 or more workers with the aid of power or 100 or more workers without the aid of power. Such factories account for about 85 per cent of India's total factory employment. It is observed that all the important indices of industrial growth have recorded increases during the year 1960. The total number of workers employed in working factories has increased by 1.2 per cent and their salaries and wages have gone up by 9.9 per cent. While the productive capital has increased by 15.0 per cent, the value added by manufacture has gained by 14.1 per cent. The value added by manufacture is a measure of the contribution of the manufacturing industries as a whole to the national income. By this indication, textiles rank first followed by iron and steel industries, miscellaneous food products, sugar and gur, miscellaneous chemical products and rail-road equipment.

It is seen that Maharashtra, West Bengal, Gujarat, Madras, Bihar and Uttar Pradesh are the most industrially advanced states in the country. In the year 1960, these six States together accounted for 63 per cent of the reporting factories, 78 per cent of the productive capital employed, 75 per cent of employment, 79 per cent of the gross output and 81 per cent of the value added by manufacture. The position was almost similar in 1959 in so far as these six States are concerned.

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Writ Petition No. 1342 of 1962, dated 11 November 1963)

Present :

Justice Sri Srinivasan

Between :

Anglo-American Direct Tea Trading Company, Ltd.

and

Its workmen (Estates Staff Union of South India) and others.

Dr. K. B. Mathai, a medical officer employed in the Pachamalai Estate of the Anglo-American Direct Tea Trading Company, Ltd., was discharged from service after domestic enquiry on certain charges framed against him. The industrial dispute as to the justification of discharge of the employee was referred to an Arbitrator under Section 10-A of the Industrial Disputes Act. The Arbitrator found that the domestic enquiry was not fair and proper and directed the reinstatement of the medical officer with back wages. The legality of this Award was challenged by the employer in a writ petition on various grounds. It was held that the jurisdiction of an arbitrator under Section 10-A was different from that of an Industrial Tribunal under Section 10 and so the limitations in regard to the jurisdiction of an Industrial Tribunal to interfere with the dismissal of a workman effected after proper domestic enquiry was not applicable to the Arbitrator examining such a dispute. When once it was found by the Arbitrator that the domestic enquiry had not been properly held, it was open to him to enter into the merits of the case. The Management having asked for an enquiry by the Arbitrator on merits of the charges, including some not investigated in the domestic enquiry, it was not open to them to complain that acting upon the evidence so recorded during such enquiry, the Arbitrator was not competent to reach his own conclusions on the merits of the charges against the concerned employee.

Even assuming that a private Arbitrator under Section 10-A of the Act is one against whose decision, certiorari can issue, unless it is made apparent that an Arbitrator reached a finding unsupported by any material or that the finding is so perverse that it cannot be supported, the Court cannot possibly interfere.

This is a petition under Art. 226 praying for the issue of a writ of certiorari to quash the award made by an arbitrator appointed under S. 10A of the Industrial Disputes Act in the following circumstances. The petitioner is a plantation company owning an estate in Coimbatore district. A dispute

arose between the management and the staff in respect of the termination of the services of one Dr. K. B. Mathai employed in the above estate in 1957. Dr. K. B. Mathai, respondent 2, was in charge of a hospital serving the needs of the workmen and the staff of the company. The hospital was, however, under the administrative control of the estate manager. A chief medical officer had also been appointed by the company to control the activities of the several doctors employed by the company. The management framed certain charges against respondent 2. They were that he disobeyed the orders in not visiting the workmen's lines, that he wrongly recommended sick allowance to the workers, that he made impertinent remarks in respect of the management of the estate and such other acts of misconduct. One misconduct of a far more serious nature he was charged with was that he granted a false medical certificate in respect of the wife of a member of the staff who was a teacher in the estate school. Respondent 2 was served with a chargesheet and his explanation was called for. An enquiry was conducted on 17 July 1959. He produced no written explanation. Far from participating in the enquiry, he, assisted by two union officers, took advantage of every opportunity of preventing the proper conduct of the enquiry. It is so stated in the counter-affidavit. Finally, the chief medical officer who was conducting the enquiry found him guilty of the charges. He also found that the staff had lost confidence in the doctor. As a result, the services of respondent 2 were terminated with one month's notice.

This led to a dispute raised by the Estate Staff Union. Finally, it was agreed between the parties that the matter should be referred to the arbitration of one Dr. Sivanandam, respondent 3 herein. The arbitrator made his award on 27 September 1961, holding that the dismissal of Dr. Mathai was not justified and directing his reinstatement.

The management, which is the petitioner, attacks the conclusions of the arbitrator. It contends that the award is perverse and arbitrary and discloses a strong bias against the company. The affidavit accompanying the petition sets out the evidence and other details relating to some of the more serious charges. The reasoning adopted by the arbitrator in dealing with such evidence is referred to in the affidavit. It is alleged that the arbitrator went completely outside the purview of his reference in condemning the entire medical set-up of the company. It is stated that he also went out of his way to justify the actions of respondent 2. It is pointed out that the Life Insurance Corporation removed respondent 2 from its panel of doctors to whom the examination of insured persons was entrusted, following upon the admitted position that the respondent did in fact issue an untrue certificate, and the arbitrator found it possible to criticize adversely even this act of the Life Insurance Corporation. It is complained that the approach of the arbitrator in viewing a very serious misdemeanour on the part of respondent 2 in a light-hearted manner clearly shows the bias and the prejudiced approach to the subject of enquiry. The facts of the other two serious charges against respondent 2, viz., that he granted a false certificate recommending an employee for leave, and further that he recommended sickness allowance to persons who were not entitled to it, have been set out and it is contended that though the arbitrator has found those charges established as a matter of fact, he has glossed over them for wholly unjustifiable reasons. The view taken by the arbitrator that an officer, employed by the management, viz., the chief medical officer, should not be the enquiring officer is questioned; and it is also contended that the arbitrator had no evidence before him to show that

there is a sort of ill-feeling between the management, on the one hand, and the union on the other. It is urged that the only question that the arbitrator was called upon to decide was whether the management was justified in terminating the services of respondent 2 and that he should have found that there was evidence upon which the management felt justified in taking that course. There is no finding by the arbitrator that there was victimization or that the findings of the enquiring officer were perverse, and that being so, it is claimed, that the direction of the arbitrator reinstating respondent 2 is contrary to law.

A counter-affidavit has been filed on behalf of respondent 2. The course of the domestic enquiry and the proceedings before the arbitrator have been set out. It is stated that by consent evidence was also recorded before the arbitrator. It is pointed out that during the domestic enquiry the material witnesses had not been examined, that is, witnesses upon whose testimony the graver of the charges depended. It is claimed that the petitioner-company did in fact invite the arbitrator to go into the question with regard to the facts, and even apart from that, an arbitrator appointed under S. 10A of the Industrial Disputes Act, it is stated, is not bound by the limitations of a labour court or an industrial tribunal. It is further claimed that it was specifically agreed between the parties that the decision of the arbitrator shall be binding on both of them. Since the arbitrator derives his authority from such consent and is not a statutory arbitrator to whom the parties stand referred, it is contended that no writ proceeding can lie against the decision of such an arbitrator.

The counter-affidavit also traverses the more important of the charges, particularly, the alleged granting of a false certificate to Mrs. Nesamoni, who desired to insure her life, the recommendation for leave granted to one Sesha Apyar and the recommendation for the grant of sickness allowance to some other workers. It is pointed out that the failure to examine these important witnesses during the domestic enquiry, coupled with the fact that the chief medical officer who conducted the enquiry was shown to have been biased against respondent 2, were matters which the arbitrator was entitled to take notice of, and that this Court cannot be invited to deal with the evidence considered by him as if this were a Court of Appeal. The contention accordingly is that the arbitrator's findings cannot be challenged in this proceeding.

The arbitration in the present case was under S. 10A of the Industrial Disputes Act. This section enables the parties to an industrial dispute.

"at any time before the dispute has been referred under S. 10 to a labour court or tribunal or national tribunal, by a written agreement, refer the dispute to arbitration, and the reference shall be to such person or persons.....as an arbitrator or arbitrators as may be specified in the arbitration agreement."

This arbitration agreement is required to be in such form as may be prescribed. A copy of the agreement has to be forwarded to the appropriate Governments and shall be published by it in the official gazette. Sub-section (5) of this section states that nothing in the Arbitration Act, 1940, shall apply

to arbitrations under this section. The form of agreement has been prescribed under the Madras Industrial Disputes Rules, 1958. The parties subscribe to the agreement in these words:

"We further agree that the majority decision of the arbitrators shall be binding on us."

The short contention advanced by Mr. Nambiar on behalf of respondent 2 is that in so far as an arbitration of this kind is concerned, it is not open to the parties to attack the findings of the arbitrator in any manner, particularly in view of the specific undertaking that the decision of the arbitrator shall be binding on the parties. My attention has also been drawn by Mr. Nambiar to a decision of the Kerala High Court in *A.T.K.M. Employees' Association v. Musaliar Industries* (1961-I L.L.J. 81) wherein it has been held that an arbitrator so appointed under S. 10A is not a statutory arbitrator, that his authority does not depend on any statutory jurisdiction but that he is a private tribunal set up by agreement. The decision in that case is that no certiorari or prohibition can be issued to him.

That decision would appear to dispose of the present contentions. Nevertheless, I may examine the other arguments advanced on either side.

Mr. G. B. Pai, learned counsel for the petitioner-management, contends that there had been a proper enquiry by the management and that the management on the material before it had the right to take the view that it took with regard to the acts of negligence, disobedience and impropriety on the part of respondent 2, and that, accordingly, its order discharging him from its service stands fully justified. It is argued that the arbitrator cannot function as a Court of appeal and that his powers are no higher than those of a statutory tribunal. Reliance has been placed in this regard upon a decision of the Supreme Court in *Seth Thavadas Perumal V. Union of India* [(1955) H. S. C. R. 48]. It is true that this decision laid down that the legality of an award can be challenged on questions of law, provided the illegality is apparent on the face of the record. But it has to be pointed out that the decision related to an arbitration under the Arbitration Act of 1940 and the scope of interference of a Court with the award of an arbitrator was examined. This decision seems to me to be singularly inapplicable to the present case, where, even according to the statute, that is, the Industrial Disputes Act, the arbitration covered by S. 10A of that Act is made not subject to the Arbitration Act, 1940. It is, therefore, impossible to apply the principles that are relevant to proceedings under the Arbitration Act in questioning the arbitrator's findings in the present case.

In *Indian Iron and Steel Company v. their workmen* [1958-I L.L.J. 260] the question arose whether a dismissal for misconduct of a workman after a departmental enquiry could be interfered with by the industrial tribunal. It was observed:

"Undoubtedly, the management of a concern has power to direct its own internal administration and discipline. But the power is not unlimited, and when a dispute arises, industrial tribunals have been given the power to see whether the termination of the service of a workman is justified and to

give appropriate relief. In cases of dismissal on misconduct, the tribunal does not however act as a Court of appeal and substitute its own judgment that of the management."

The circumstances in which an industrial tribunal can interfere with the decision of the management are set out in this decision. While it is true that when there is want of good faith or victimization and unfair labour practice or any basic error or violation of the principles of natural justice, or on the materials the finding by the management is shown to be completely baseless or perverse, the industrial tribunal can undoubtedly interfere, the position does not seem to be the same when the parties refer the matter to an arbitrator and agree to abide by his decision. Mr. Pai frankly concedes that had the arbitrator given his award in a single sentence either that the discharge was justified or was not justified, he could not attack such a decision of the arbitrator; but, according to him, since the arbitrator has examined the evidence and reached a conclusion on the merits of the case, he is entitled to point out that the findings are perverse. Even assuming that such an argument is open to him, an arbitrator appointed under S. 10A of the Act does not appear to suffer from the limitations which an industrial tribunal is placed under. No authority has been shown to me to suggest that a private arbitrator cannot examine the actions of the management and even canvass the correctness of its findings on questions of fact. All the cases that have been referred to by the learned counsel for the petitioner are cases where a statutory industrial tribunal was seized of the matter, cases which to my mind hardly have any application here.

It has however been contended by Mr. Pai, learned counsel for the petitioner, that the arbitrator has exceeded his jurisdiction. It is somewhat difficult to appreciate this point, for, as far as I can gather from the arguments on both sides, the arbitrator was clearly invited to go into the matter in full detail. In fact, though the management contended that it had conducted an enquiry into the charges framed against Dr. Mathai, it did not, before the arbitrator, purport to depend upon the record of that enquiry or the findings reached therein. It appears to have been pointed out that some of the important witnesses, upon whose testimony alone any findings could be reached, had not been examined during the course of the domestic enquiry. The claim statement filed by the union alleged an unfair labour practice adopted by the management towards Dr. Mathai, and alleged also that an extremely vague and fabricated chargesheet had been served upon him. According to the counter-statement filed by the management, four charges had been framed on 9th July 1959. But, during the course of the enquiry before the arbitrator the management filed an additional counter-statement containing several additional charges. It may be mentioned that before the domestic enquiry was actually commenced, certain further charges had been framed against Dr. Mathai. There seems to be no dispute that even before the commencement of the enquiry, the chief medical officer addressed a letter to Dr. Mathai complaining that he had not been satisfied with Dr. Mathai's general conduct and behaviour and that there was a general lack of co-operation on his part with the chief medical officer and the management. In this letter, he enumerated some further charges against Dr. Mathai and also stated:

"From personal knowledge and discussions I have had with the manager and the staff of the Pachamalai estate, I am satisfied that they have lost confidence in you as medical officer."

It was this very chief medical officer who conducted the domestic enquiry and it would not be far-fetched to state, as the arbitrator stated in his award, that even before the commencement of the enquiry, the enquiring officer appeared to have been prejudiced against Dr. Mathai and purported to rely upon personal knowledge and discussions, which he had with the management, and expressed himself as satisfied that they had lost confidence in Dr. Mathai as a medical officer. The arbitrator accordingly thought that the domestic enquiry was not a fair one in that it was entrusted to a person who was even prepared to prejudge the issue and was relying upon extraneous materials in support of his conclusion which he purported to reach even before the commencement of the enquiry. He thought therefore that the enquiring officer was biased and showed an inclination to fall in with the wishes of the management and that an enquiry conducted by a person so inclined would certainly not be fair to Dr. Mathai.

It was again noticed by the arbitrator that in so far as one of the charges against Dr. Mathai was concerned, in that he granted a false medical certificate to one Sesha Ayyar, this Sesha Ayyar was not even examined at the domestic enquiry. It was stated before me by Mr. Nambiar for the respondent, that in connexion with another charge of granting an untrue medical certificate, in the case of the Mrs. Nesamoni, an employee of the estate who desired to insure her life, this lady was not examined during the domestic enquiry. In the light of these features, the arbitrator reached the conclusion that the enquiry was not properly conducted, and even used a much stronger expression to the effect that the domestic enquiry appeared to be "farfetched." It appears to have been, in these circumstances, that the management had all the witnesses examined before the arbitrator, and in fact, the arbitrator had, in a manner of speaking, to conduct the enquiry afresh, for, certain additional charges figured in the counter-statement filed by the management before the arbitrator. Mr. Pai's contention that the arbitrator should not have embarked upon an investigation of this kind loses much of its force in the light of these features. As I have indicated, an arbitrator under S. 10A of the Act does not stand on a par with an industrial tribunal or a labour court. No decision which would more particularly define the scope of the functions of an arbitrator under S. 10A vis-a-vis a labour court or an industrial tribunal dealing with a matter on a reference under S. 10 of the Act has been brought to my notice. But, in a decision of the Supreme Court in *Ritz Theatre v. its workers* [1962-II L.L.J. 498], some principles relating to the recognized limitations on the jurisdiction of an industrial tribunal to interfere with the result of a domestic enquiry have been indicated. It is pointed out herein that it would be open to the employer to act on the report of an enquiry officer if the employer serves the relevant charge or charges on the employee and holds a proper and fair enquiry. If the enquiry has been properly held, the order of dismissal can only be challenged if it is shown that the conclusions reached at the departmental enquiry were perverse or the dismissal was vindictive or mala fide or amounts to an unfair labour practice. Their lordships emphatically stated that in an enquiry before a tribunal, it is not open to the tribunal to sit in appeal over the findings recorded at the domestic enquiry. So long as a proper enquiry is held, it is open to the enquiring officer to deal with the matter on merits bona-fide and come to his own conclusion. But the power of the tribunal to deal with the merits of the dispute would arise only if it was established that the departmental enquiry is not fair, that the employee had no proper or full opportunity to meet the charge or if the enquiry was affected by any irregularities vitiating it. If no enquiry has been held or the

enquiry is affected by such features as indicated above, it is open to the tribunal to deal with the whole issue. This decision further states that in a case where there was no enquiry or a proper opportunity had not been given, the employer could adduce additional evidence and satisfy the tribunal that the dismissal of the employee is justified. Equally, the employee would be entitled to let in evidence in rebuttal, and, in such a case, the tribunal could deal with the dispute in the light of the entire evidence. A limitation upon this jurisdiction of the tribunal is indicated in this decision. Their lordships observe that it is not in all cases where the employer seeks to let in additional evidence that the tribunal becomes entitled to deal with the merits of the dispute. The first question which the tribunal has to consider is whether there had been a proper domestic enquiry or not. If it is satisfied that no proper enquiry had been held or the findings recorded at such an enquiry are perverse, then alone does the tribunal derive jurisdiction to deal with the merits of the dispute. Were additional evidence is let in without prejudice to the contention of the employer that there had been a properly conducted domestic enquiry, that would not confer a right upon the tribunal to enter into the merits of the dispute. In the light of these principles, when once it was found by the arbitrator that the domestic enquiry had not been properly held and was even mala fide in the sense that the conduct of the enquiry was entrusted to an officer who even before the enquiry started displayed a prejudicial view of the case against the employee, it would certainly be open to the arbitrator to enter into the merits of the case. The jurisdiction of an arbitrator under S. 10A is certainly different from that of an industrial tribunal under S. 10. In addition to that, we have the further fact that the management did in fact treat the matter as though the enquiry was being conducted for the first time before the arbitrator: the more so, for the reason that the witnesses relevant to more than one of the charges had not been examined at the domestic enquiry. Having regard to all of these circumstances, it is abundantly clear that both the parties understood the proceedings before the arbitrator to be one more in the light of a new enquiry on the basis of the charges which were indicated in the counter-statement filed by the management. There is thus no substance in the complaint of Mr. Pai, learned counsel for the management, that the arbitrator has exceeded his jurisdiction.

Nor do I find it possible to agree with the argument that the arbitrator has purported to regard himself as an appellate forum. When, as I have pointed out, the matter was thrashed out in its entirety before the arbitrator, it was not a case where the findings of the domestic enquiry or the evidence upon which those findings were based were being subjected to scrutiny by the arbitrator. On the other hand, he entered into the merits of the case independent of the previous record, though he might have made certain observations about the nature of the domestic enquiry and commented upon the course it took, which, according to him, failed to observe the principles of natural justice. That does not mean that he regarded himself as entertaining an appeal against the decision of the management. This contention must therefore fail.

It has next been argued that the findings of the arbitrator are perverse. I have not been invited to go into the substance of the evidence with regard to each charge or to adjudicate upon the reasonableness of the conclusion reached by the arbitrator. Certainly that would not be within the proper jurisdiction of this Court. The argument in this regard is based upon the fact that the arbitrator did in fact find Dr. Mathai to be guilty of at least

one of the charges. This complaint has special reference to the allegation that Dr. Mathai granted an untrue medical certificate to one Mrs. Nesamoni in connection with her life insurance. It may also be stated that the Life Insurance Corporation thereafter stopped giving him any more examination work to Dr. Mathai being satisfied that the certificate granted by him was not in conformity with the facts. In Para. 85 of the arbitrator's award, it is stated thus:

"On 4 September 1959 (Ex. M. 73) Mrs. Nesamoni was examined by Dr. (Mrs.) Anna Vareed at the request of the arbitrator. In her medical certificate, she stated that Mrs. Nesamoni Daniel had no abdominal scar and per vaginal examination the doctor has found that her pelvic organs are quite intact and healthy. This certificate from the expert doctor gives the true account of Mrs. Nesamoni Daniel's reproductive organs. Hence it is evident that Dr. Mathai has not examined Mrs. Nesamoni thoroughly. He never even thought of informing the Life Insurance Corporation that he did not do P. V. Examination. He never even thought he was committing a grave blunder by giving an untrue medical certificate."

According to Mr. Pai, here is a clear finding that the doctor failed in his duty as an examining doctor for the Life Insurance Corporation and the argument is that this finding is sufficient to justify the discharge of Dr. Mathai. What the arbitrator found however was that the examination of Mrs. Nesamoni by Dr. Mathai was no doubt perfunctory. But in so far as that part of his work was concerned, it did not impinge upon any work which Dr. Mathai had to do in the course of his employment under the management. He also indicated in various portions of the award the circumstances in which Dr. Mathai's examination of Mrs. Nesamoni was not thorough. His conclusion, however, was that whatever might be the position between Dr. Mathai and the Life Insurance Corporation, with regard to this matter, the management could not be heard to say that that would give a right to them to terminate the services of Dr. Mathai. The arbitrator also appears to have criticized the action of the Life Insurance Corporation in dispensing with the services of Dr. Mathai without giving him what the arbitrator thought was a reasonable opportunity of explaining his position. Whatever that, in so far as this charge was concerned, it had no repercussion on Dr. Mathai's duties in connection with the management and is certainly not one which is opposed to the evidence on record. The arbitrator also seems to have taken note of the fact that there had been some ill-will between the husband of Mrs. Nesamoni, on the one hand, and Dr. Mathai, on the other, and that in these disputes the management appeared to have taken sides against Dr. Mathai, so much was inferred by the arbitrator from the evidence before him and he seems to have concluded from these features that the management pitched upon this incident as ammunition to its action against Dr. Mathai. The arbitrator, to my mind, was entitled to reach this conclusion on the materials placed before him. Mr. Pai for the management contended that where a medical practitioner is found to have been so exceedingly negligent of his duties, it would be proper to the management to dispense with his services. But reading the arbitrator's award as a whole, I am not satisfied that the arbitrator was willing to concede, that there had been any wilful negligence on the part of Dr. Mathai. The view of the arbitrator that this incident would not justify the action taken against Dr. Mathai by the management is one which has been reasonably come to and with which this Court cannot interfere.

I have been taken through the entire evidence and the reasoning of the arbitrator, more as if, as Mr. Nambiar pointed out, this Court were sitting as an appellate Court over the decision of the arbitrator. It is unnecessary to point out that this Court cannot enter into an examination of the facts, in that light. Even assuming that a private arbitrator under S. 10A of the Act is one against whose decision, certiorari can issue, unless it is made apparent that the arbitrator reached a finding unsupported by any material or that the finding is so perverse that it cannot be supported, this Court cannot possibly interfere. It is pointed out by Mr. Nambiar that the arbitrator specifically held that the domestic tribunal did not conduct the enquiry properly and that in respect of the more important of the charges, even the witnesses necessary to establish those charges were not examined during the domestic enquiry. It was for this reason that the management itself tendered evidence before the arbitrator and in fact invited the arbitrator to hold an enquiry afresh. Having asked for an enquiry of this kind, is it open to the management now to complain that acting upon the evidence so recorded during that enquiry, the arbitrator is not competent to reach a conclusion?

It is not enough for the petitioner to urge that upon certain admitted and proved facts this Court could come to a different conclusion as to the reasonableness of the order of discharge made by the management. What the arbitrator was apparently entrusted was to discover whether the responsibility which respondent 2 had as the doctor in charge of the plantation labour came into conflict with the managerial control and that if respondent 2 did display impatience and a species of impertinence, was that sufficient to justify the order of discharge, more particularly when it appeared to the arbitrator that as between the management, on the one hand, and respondent 2, on the other, there had been some friction which arose by reason of the management taking sides with some members of the staff. Though it is not stated in so many words, the arbitrator appears to have been inclined to take the view that respondent 2 had been unfairly treated, a view which it is not possible for this Court to discount altogether. It is difficult to see how in these circumstances it can be held that the arbitrator deliberately misread the evidence, or that his conclusion regarding the validity of the order of discharge was not properly and fairly arrived at; and more particularly, having regard to the fact that this being in the nature of a private arbitration, the arbitrator was not bound by the limitations of statutory arbitration, I am unable to agree with the learned counsel for the petitioner that the arbitrator's award is liable to be interfered with.

The petition accordingly fails and is dismissed. There will be no order as to costs.

DECISION OF THE CHIEF MINISTER OF MADRAS

Present: SRI M. BHAKTAVATSALAM.

Sub: Labour - Disputes - Textile Mills - Settlement dated 26-12-1962 - Revision of wages in certain new mills Regarding.

Ref: Memorandum of settlement dated 26-12-1962.

DECISION

Under Clause XI of the settlement dated 26-12-1962 between the workers and the managements of certain textile mills in this State, the issues relating to the refixation of wages payable for existing work assignments in some of the new mills have been referred to me for arbitration.

Clause XI of the above settlement read as follows:

"In respect of mills in Annexure - B the wages payable for existing work assignments in the said mills shall be submitted to the arbitration by the Minister for Labour, Hon'ble Sri M. Bhaktavatsalam and his decision shall be final and binding on the managements and workers of the said mills.

ANNEXURE-B

1. Premier 'B' Mills Ltd., Coimbatore,
2. Coimbatore Cotton Jubilee Mills Ltd., Coimbatore.
3. Kothari 'B' Mills Ltd., K. Vadamathurai, Coimbatore.
4. Ranilakshmi Ginning, Spinning and Weaving Mills Limited, Coimbatore.
5. Lakshmi Mills Company Limited, Palladam.
6. Rajendra 'B' Mills Limited, Salem.
7. Narasimhan 'B' Mills Limited, Suler Post, Coimbatore.
8. Sakthi Textiles Limited, Pollachi.
9. Kwalaty Spinning Mills Limited, Pollachi.
10. Chandra Textiles Limited, Coimbatore.
11. Vijieswari Textiles, Pollachi".

Accordingly I heard the parties at Modras on 22-8-1963 and 19-11-1963. The managements and the workers were represented by the following persons at the discussion on 19-11-1963.

Employers:

- | | | | |
|----|---------|------------------|---|
| 1. | Messrs. | D. C. Kothari | } Southern India Mill Owners Association. |
| 2. | " | G. K. Devarajulu | |
| 3. | " | R. Venkataswami | |
| 4. | " | C. S. Ramachari | Sri Ranilakshmi Mills Ltd., |
| 5. | " | C. Sundaram | " Rajendra Mills Limited. |

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| 6. | „ | S. A. Ramachandran | „ Sakthi Textiles, Pollachi. |
| 7. | „ | M. Meyyappan | Kwality Spinning Mills. |
| 8. | „ | C. G. Reddi | Secretary, Southern India Mill Owners Association. |

Workers :

- | | | | | |
|-----------------------------------|---|--|---|---------------------------------|
| S. Doraiswami, General Secretary. | } | Coimbatore District Dravida Panchalai Thozhilalar Munnetra Sangam. | | |
| K. Gopal, President | | } | National Textile Workers Union, Coimbatore. | |
| K. C. Ramasamy | | | } | All India Trade Union Congress. |
| P. L. Subbiah | | | | } |
| K. M. Sundaram, Madras | | | | |
| K. N. Chinnayan, Coimbatore | | | | |
| K. S. Vasudevan, Coimbatore | | | | |
| N. Krishnasami, Madurai. | | | | |
| K. Selvaraj, Salem. | | | | |
| V. Jegannathan | | | | |
| P. S. Chinnadurai | | | | |
| C. Govindan | | | | |

Sri P. S. Chinnadurai (Hind Mazdoor Sabha) Speaking on behalf of the workers stated :

- (i) that if conditions in Bombay were studied it would be seen that the workers in Coimbatore were minding even higher work-loads than in Bombay and would be entitled to even higher wages than they had asked for.
- (ii) that the provision in the settlement of 26-12-62 for a wage of Rs.67/- for 600 spindles on 80s and Rs.82/- for 800 spindles on the same count would show that the managements themselves had been the need for a rate of 7.5 nP. per extra spindle.
- (iii) that the wages of reserve piecers could be linked to those of spinners on the same basis as in the settlement of 26-12-1962.
- (iv) that the doffing-boys in the new mills assisted the piecers and made it possible for them to mind the high workloads and that they should be paid a wage of Rs.67/- per month ;
- (v) that as per the practice in Bombay and as per present practice in Coimbatore, staple fibre and cotton units need not be differentiated for purposes of the issues now under arbitration;
- (vi) that the new wages rates should be given effect to from 1-1-60 or from the date of introduction of the present work loads whichever was later ;
- (vii) that Vijieswari Textiles could be excluded from the purview of the present proceedings as the workloads there were more akin to the old units.

The other labour representatives express their agreement with the views put forward by Sri P. S. Chinnadurai.

Sri D. C. Kothari speaking on behalf of the employers said :—

- (i) that the while the work assignment might be higher than in the in the old units the workload (or strain) was actually less as may be seen from the work studies.
- (ii) that therefore there was no case for a higher wage than Rs.67/- (provided under the settlement of 26-12-1962) and the increase of Rs.15 - for workers minding 4 sides was only an inducement for them to move over to the higher work assignments.
- (iii) that there were no special remarks as to the position of reserve piecers.
- (iv) that the doffing boy's work was more or less the same in the old mills and wages need not be any higher;
- (v) that work on staple fibre was comparatively light and the workload should be equated to that on cotton in the ratio of 2:1
- (vi) that there was no case for retrospective effect for any wage increase but if it was considered necessary, it should not go beyond 26-12-62 (the date of the reference).
- (vii) that Vijieswari Textiles could continue in the list of list of mills referred to the Chief Minister and that if the concerned management felt otherwise, they could let the Chief Minister know.

Sri G. K. Devarajulu added that the Bombay machinery were very old and could not be compared to the new units in question where there was not similar strain for workers. He said that work study in the Premier mills had shown that even now the actual-work-content was 55% of the standard of 45 minutes in the hour.

Sri P. S. Chinnadurai made a reference to the negotiations before Sri K. Ramasami Gounder (then umpire) when for the extra spindlage in additional rate of 10 nP; 8 nP; and 6nP. per spindle had been discussed and subsequently a rate of 9nP; 7nP; and 5 np which unions had accepted but about which there was lack of unanimity on the other side. Sri G. K. Devarajulu observed that the formula eferred to was only a suggestion examined by them and not any specific offer by the employers.

I have given careful consideration to the various representations made by the parties and the records produced by them.

As far as the piecers in the Spinning Department are concerned, I have no doubt that they are entitled to an increase in wages, however improved the working conditions might be and however reduced the working strain. Rationalisation would lose its meaning if the workers are denied a share in its gains; and the scope for further increase in productivity might be seriously affected if labour has no incentive for participating in the productivity movement. On the other hand, I have to take into account the possible repercussions on the wages of other categories of workers, particularly the supervisory categories and the final impact on the industry. The improved working conditions and the heavy investments made in these new units are also other elements which must be given appropriate consideration. Having given anxious consideration to all these aspects I

consider that as far as cotton spinning is concerned, the basic wage of the piecers (including production bonus and Wage Board Increase should be fixed at Rs. 67/- per month for the work assignments prescribed for that wage in the settlement dated 26-12-1962 and extra wages for the additional spindlage over and above those work assignments should be paid at 9 nP; 6 nP; 4 nP; and 3 nP. respectively per spindle for counts (i) upto 29s (ii) 30s to 44s; (iii) 45s to 79s and (vi) 80s and over.

As far as staple fibre is concerned I find that the working conditions are better than in cotton spinning and the work of the piecers considerably lighter, as the end breakages are much less in the case of staple fibre than in the case of cotton. I am therefore of the opinion that whatever be the counts in staple fibre the strain involved would be more or less similar to that on 80s in cotton and that the same rates of wages as will be applicable to 80s under cotton as given in the para above may be fixed for all counts under staple fibre.

I would however make a proviso that no piecer in cotton or staple fibre spinning should be paid at a rate less than Rs.82/- per month.

The reserve piecers' wages in all cases would be regulated on the same basis as has been adopted in the settlement dated 26-12-1962.

As for the doffing boys in both cotton and staple fibre spinning, I find that their assistance is available to the piecers in the new mills in a larger measure than in the "oil mills". I would therefore fix the basic wage of doffing boys at Rs.50/- per month.

It would be fair to give effect to the revised wages for all three categories (piecers, reserve piecers and doffing boys) with effect from 26-12-1962 which is the date on which this dispute was referred to me. For the sake of convenience in calculation and accounting I would fix the date at 1-1-1963.

If a consolidated wage is being paid in any mill it may be split up into the basic wage fixed under this decision plus the appropriate dearness allowance.

Chandra Textiles has been withdrawn from these proceedings by consent of parties. As far as Vijieswari Textiles is concerned, the workers' representatives made a request that it should also be excluded from this arbitration. But the management could not give their definite consent to this request. Considering generally the work assignments in the above mill, I am inclined to agree with the workers' view point and since this mill has not been withdrawn from this arbitration by consent of both parties, I would decide that the wages both for the standard work assignments and for the additional spindlage in the above mills should be governed by the terms of the settlement dated 26-12-1962.

I give a decision accordingly on the above issues and direct that it be implemented not later than 10-1-64.

I would appeal to both parties to accept this decision with goodwill and implement it in a spirit of co-operation so that the twin factors of productivity and the well-being of labour may make their full contribution to the community and the country.

Given at Madras this 20th day of December 1963.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. SRIVASTAVA (G. L.).
Collective bargaining and labour management relations in India.
Bookland private limited, 1962. pp. 407. Rs. 5/-
2. DEB (A).
Foremanship.
Asia publishing house, 1963. pp. 150 + VIII. Rs. 6/-
3. SOLOMON (Morris. J.).
Better plant utilization in India.
Asia publishing house, 1963. pp. 59 + IX. Rs. 10/-.
4. ROFF (H. E.) and WATSON (T. E.).
Job analysis.
London. 7s. 6d.
5. FRIDMAN (G. H. L.).
Modern law of employment.
Stevens. 10 Guineas.
6. CURRIE (R.M.).
Workstudy.
Pitman. 22s. 6d.
7. BEVERIDGE (Andrew).
Apprenticeship now.
Chapman and Hall. 25s.
8. KHERA (S.S.).
Government in business.
Asia Publishing House, 1963. pp. 396 + XIX.

IMPORTANT ARTICLES

1. BHEEKHA. BHAI
Voluntary arbitration.
Indian labour journal. Vol. 4, No. 12, December, 1963.

2. RAGO (Louis. J.).
Profit, productivity and taxation.
Productivity journal. Vol. 4. No.4 October - December, 1963.
3. CHATTERJEE and MUKERJEE.
Study of co-workers' ratings.
Productivity journal. Vol.4. No.4 October - December, 1963.
4. SEN (Amartyn).
Social investment and growth of population.
Indian worker. Vol. 12. No. 12 December 23, 1963.
5. MUKHERJEE (D. P.).
Vocational training in India.
Industrial relations. Vol. 15. No. 5. September - October, 1963.
6. RANDERIA (K. N.).
Effects of training on morale and supervisory leadership.
Industrial relations. Vol. 15. No. 5. September - October, 1963.
7. PATTEN (F. C.).
What industry can do to inspire young people to foster initiative and the growth of character.
Industrial welfare. December, 1963.
8. KLEIN (Lisl).
Human implications of work study.
Industrial welfare. December, 1963.
9. MATTHEW (A. V.).
Production and economic progress.
Industrialist. Vol. 15. No.4. November, 1963.
10. KHANNA (Satish. K.).
Human relations in industry.
Indian industries. Vol.7. Nos 8, 9 & 10. August - October, 1963.
11. RAMASWAMI (S).
Social concept of industrial welfare.
Indian industries. Vol. 7. Nos. 8,9 & 10. August - October, 1963.
12. LONDON.
New placing service for blind workers.
London. Ministry of labour gazette. Vol.71. No.10. October, 1963.

**Salient Features of the Annual Report on the Working of
the Madras Catering Establishments Act, 1958 for the Year, 1962-63**

1. General :

The provisions of the Madras Catering Establishments Act, 1958 came into force on and from 8-4-1959 and consequently the provisions of the Factories Act, 1948 and the Madras Shops and Establishments Act, 1947 ceased to apply to the Catering Establishments. The provisions of the Madras Catering Establishments Act, 1958 were being enforced by the Labour Section.

**2. Number of Catering Establishments Covered by the Madras
Catering Establishments Act :**

At the beginning of the year there were, 9,472 catering establishments with employees and 8,102 without employees. During the year, 1962, catering establishments with employees and 1183 catering establishments without employees were brought on the registers and 1,853 catering establishments with employees and 1,193 catering establishments without employees were removed from the registers. At the end of the year, 9,611 catering establishments with employees and 8,092 catering establishments without employees were covered by the Act. A sum of Rs. 1,40,341-63 nP. was realised as registration fees during the year.

3. Hours of work :

Compliance with the provisions relating to daily hours of work, prohibition of employment of children and employment of young men and women between 9-00 P.M. and 5-00 A.M. were fairly satisfactory.

4. Rest Intervals, Weekly and Festival Holidays :

The rest interval prescribed in section 9 of the Madras Catering Establishments Act has generally been followed by most of the employers. The provisions of a weekly holiday to every employee provided in section 11 of the Act, also appears to have been complied with by most of the employers.

5. Inspections :

Out of 9,611 catering establishments with employees which were on the registers during the year, 915 catering establishments were inspected once, 900 catering establishments twice, 1,839 catering establishments thrice and 5,827 catering establishments more than three times during the year. 130 catering establishments with employees could not be inspected during the year. Out of 8,092 catering establishments without employees, 652 catering establishments were inspected once, 488 catering establishments twice, 1,556 catering establishments thrice and 5,347 catering establishments more than three times during the year. 49 establishments could not be inspected.

In addition to the above regular inspections, the Assistant Inspectors of Labour have made 1,421 holiday visits and 386 night inspections during the year. Besides this the Inspectors of Labour have check inspected 1,982 catering establishments with employees during the year under report.

6. Notices and Registers :

Nearly 70% of the working catering establishments have submitted the annual returns in time. The prescribed registers and notices under the Act and Rules were generally maintained and exhibited.

7. Exemption :

During the year ended 31-3-1963, exemptions from the provisions of the Act and Rules were granted in 5 cases as against 2 cases during the year 1961-62.

8. Health of the workers employed :

The medical examination of employees before their employment and their subsequent periodical examination every year has been enforced by Inspectors and prosecutions were also taken up for non-compliance with this provision.

Salient features of the report on the working of the Minimum Wages Act, 1948 for the year ended 31-12-1962

During the year 1962, no new employment was added to the Schedule to the Minimum Wages Act by the State Government and minimum rates of wages have not also been fixed in respect of any employment for the first time during the year.

2. The minimum rates of wages fixed for the employment in Mica Works were revised during the year 1962 by adopting the notification method, contemplated under Section 5 (1) (b) of the Minimum Wages Act, 1948. In respect of the following employments, the minimum rates of wages have been revised by adopting the Committee method contemplated under Section 5 (1) (a) of the Act :—

1. Employment in Public Motor Transport.
2. Employment in Tannery and Leather Manufactory.
3. Employment in Scented and Chewing tobacco Manufactory.

3. In 1962, the number of establishments and the total number of workers covered by the Act were 18,317 and 2,87,756 respectively as against 19,800 establishments and 4,40,605 workers during the previous year. The total wages paid in 6396 establishments that have furnished the returns in 1962 amounted to Rs. 12,19,83,516.40 as against Rs. 10,39,41,235.00 paid by 5573 establishments during the year 1961. As in 1961, the largest payment was made in the plantations in 1962 also.

4. The officers of the Labour and Factories Department continued to enforce the provisions of the Act in these employments. During the year, they inspected 7917 establishments as against 5755 establishments in 1961. Prosecutions were launched against 10 establishments as against 9 establishments in 1961. All the 10 establishments were convicted to pay fines amounting to Rs. 338 as against 9 cases in 1961. Instructions have been issued to the Inspectors under the Act to take penal action against defaulters for non-submission of returns.

5. The Labour Courts continued to function as the Claims Authorities under the Act to hear and decide cases about non-payment of minimum wages, etc. 30 cases were pending in these courts at the beginning of the year and 54 claims were preferred before them during the course of the year. Of these 65 cases were disposed of and the total sum directed to be paid by the employers amounted to Rs. 5984.08. The total amount of compensation awarded by the Courts amounted to Rs. 402-50.

Salient Features of the Annual Report on the Working of the Plantations Labour Act, 1951 for the Year, 1962.

The Plantations Labour Act, 1951 applied to all Tea, Coffee, Rubber, Cinchona and Cardamom Plantations which admeasure (10-117) hectares or more and wherein 30 or more persons are employed. The Act regulates the working conditions of workers in plantations and provides for the provision of drinking water, adequate medical facilities, housing accommodation recreational and educational facilities, etc. The provisions regarding the proper maintenance of latrines and urinals and provision of canteens, creches and recreational facilities to Plantation Workers were brought into force from 1-12-58.

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

3. The number of plantations coming under the scope of the Act was 293 during the year as against 263 during the year 1961. The acreage and number of workers employed in Plantations was 108903-94 and 73333 respectively during the year 1962.

4. Inspections: All plantations were inspected by the Plantations Inspectors during the year 1962.

5. Provision of Health and Medical Facilities: All the plantations covered by the Act have provided adequate drinking water facilities to the workers.

During the year under report the Government approved four (4) medical schemes finally in respect of 4 plantations and one medical scheme provisionally in respect of one plantation.

6. Housing Accommodation: 25 housing schemes including the schemes received in the previous year were approved by the Government

during the year 1962. Some of the Housing Schemes received during the year are under examination. The Government of India have allotted a sum of Rs. 5/- lakhs for the grant of loans to small planters during the Third Five Year Plan period. A sum of Rs. One Lakh has been allotted for the first year of the plan (1961-62) of which a sum of Rs. 19,200 being the second instalment of loan sanctioned to the Planters has been disbursed. Construction of 155 houses has been completed during the Second Plan period out of 191 houses for which the financial assistance was given during that period.

7. **Leave with Wages:** 32085 men, 40737 women and 1573 adolescents and 234 children were granted leave with wages during the year.

8. **Sickness and Maternity Benefits:** A sum of Rs. 358235-24 nP. was paid as Maternity Benefit in respect of 6049 claims during the year as against Rs. 3,88,516.30 nP. in respect of 7202 claims in the year 1961.

9. **Annual Returns:** 82% of the Plantations covered by the Act submitted annual returns in time during the year. Action is being taken against defaulters for non-submission of returns.

NOTIFICATION

Recognition of Diplomas in Social Work under Madras Factories (Welfare Officers Rules)

(G. O. Ms. No. 5148, Industries, Labour and Co-operation (Labour)
28th October, 1963).

II-1 No. 5944 of 1963.

Under the second paragraph of sub-rule (b) of rule 4 of the Madras Factories (Welfare Officers) Rules 1953, the Governor of Madras hereby recognises for the purpose of that paragraph, the diplomas in social work specified in column (1) of the Table below, awarded by the Institutions specified in the corresponding entries in column (2) thereof:—

THE TABLE

<i>Diplomas</i> (1)	<i>Institutions</i> (2)
1. Diploma in Social Service Administration	Madras School of Social Work, Madras.
2. Diploma in Social Service Administration	Tata Institute of Social Sciences, Bombay.
3. Diploma in Labour Welfare	Institute of Labour Welfare Workers, Bombay.
4. Diploma in Industrial Relations and Welfare	St. Xavier Labour Relations Institute, Jamshedpur, Bihar.
5. Post - Graduate Diploma in Social Work	P. S. G. School of Social Work, Coimbatore.
6. Post - Graduate Diploma in Social Service	Institute of Social Services, Loyola College, Madras.
7. Diploma in Social Service Administration.	National Institute of Social Sciences, Bangalore.

Appointment of Certain person as Inspector for whole State of Madras under Employees' Provident Funds Act

Fort Saint George, October 23, 1963.

II-1 No. 5951 of 1963.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 30th August 1963, is republished —

S. O. No. 2555.— In exercise of the powers conferred by subsection (1) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints Shri K. Manoharan to be an Inspector for the whole of the State of Madras for the purposes of the said Act and of any scheme framed thereunder, in relation to any establishment belonging to, or under the control of the Central Government or in relation to an establishment connected with a railway company, a major port, mine or an oilfield or a controlled industry.

Nomination of Member of Local Committee (E. S. I. Corporation) Ranipet under Employees' State Insurance (General) Regulations

Fort Saint George, October 28, 1963.

II-1 No. 5954 of 1963.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 9th October 1963 is published:

No. MR/CO-3(5)/63-1.— It is hereby notified that Shri M. Pachaimuthu, President, The Ranipet Labour Union, Ranipet, has been nominated as a member of the Local Committee (Employees' State Insurance Corporation) for Ranipet area under Clause I (e) of Regulation 10-A (1) of the Employees' State Insurance (General) Regulations, 1950, with effect from 9th October 1963, vice Shri R. P. Mari.

The following amendment shall accordingly be made to this office Notification No. MR/CO-3(5)/60(1), dated 20th January 1962, namely, for the existing name and address against Serial No. 6, the following shall be substituted :—

“ Shri M. Pachaimuthu,
President,
The Ranipet Labour Union.” Ranipet

**Application of Certain Provisions of Employees' Provident Funds Act
to Certain Establishments**

Fort St. George, October 23, 1963.

II-1 No. 6107 of 1963.

The following notifications of the Government of India Ministry of Labour and Employment, dated New Delhi, the 18th September 1963, are republished :—

G.S.R. 1533.— In exercise of the powers conferred by the first proviso to sub-section (1) of section 6 of the Employees' Provident Funds Act, 1952 (19 of 1952) the Central Government, after making necessary enquiry into the matter, hereby specifies every newspaper establishment, as defined in clause (d) of section 2 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), which fifty or more persons are employed as an establishment to which the said proviso shall apply with effect from the 31st October 1963.

II-1 No. 6108 of 1963.

G.S.R. 1532.— In exercise of the powers conferred by the first proviso to sub-section (1) of section 6 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government, after making necessary enquiry into the matter, hereby specifies every establishment which is a factory engaged in the manufacture of any of the items mentioned in the schedule below, and in which fifty or more persons are employed, as an establishment to which the said proviso shall apply with effect from the 31st October 1963.

SCHEDULE

1. Textiles (made wholly or in part of artificial silk and wool).
2. Matches.
3. Edible oils and fats, other than vanaspathi.
4. Rubber and rubber products.
5. Electricity including the generation, transmission and distribution thereof.
6. Tea.
7. Printing other than printing industry relating to newspaper establishments as defined in the Working Journalists (Conditions of Service) and miscellaneous Provisions Act, 1955, including the process of composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding.
8. Glass.
9. Stone-ware pipes.
10. Sanitary wares.
11. Electrical porcelain insulators of high and low tension.
12. Refractories.
13. Tiles.

14. Heavy and fine chemicals, excluding fertilizers but including the following :—

- (i) Turpentine.
- (ii) Rosin
- (iii) Medical and Pharmaceutical preparations.
- (iv) Toilet preparations.
- (v) Soaps.
- (vi) Inks.
- (vii) Intermediates, dyes, colour lakes and toners.
- (viii) Fatty acids, and
- (ix) Oxygen, acetylene, and carbon-dioxide gases industry.

15. Indigo.

16. Non-edible vegetable and animal oils and fats.

17. Mineral oil refining industry.

Application of Employees' Provident Funds Act to Certain Establishments.

Fort St. George, November, 13, 1963.

II-1 No. 6222 of 1963.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi the 16th October 1963, is republished :—

G. S. R. 1689.—In exercise of the powers conferred by the first proviso to sub-section (1) of section 6 of the Employees' Provident Funds Act 1952 (19 of 1952), the Central Government after making necessary enquiry into the matter, hereby specifies every establishment which is a factory engaged in the manufacture of textiles (made wholly or in part of cotton) and in which fifty or more persons are employed, as an establishment to which the said proviso shall apply, with effect from the 1st of December 1963.

**Reconstitution of Local Committee set up for Rajapalayam area under
Employees' State Insurance (General) Regulations.**

(Fort St. George, November, 12, 1963.)

II-1 No. 6224 of 1963.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 31st October 1963, is published :—

No. MR CO / 3 (5) / 63 (2).—It is hereby notified that the Local Committee set up vide Office Notification No. MR / CO-3 (5) / 60-(3), dated the 21st October 1960 for Rajapalayam area under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, has been reconstituted with effect from 31st October 1963.

CHAIRMAN

Under Regulation 10-A (1) (a)

1. District Medical Officer, Ramanathapuram.

MEMBERS

Under Regulation 10-A (1) (b)

2. Labour Officer, Virudhunagar.

Under Regulation 10-A (1) (c)

3. Medical Officer-in-charge, State Insurance Dispensary, Rajapalayam.

Under Regulation 10-A (1) (d)

4. Shri S. N. Subramanian, Welfare Officer, Rajapalayam Mills Limited, Rajapalayam.

5. Shri B. Krishnadas, Spinning Master, Sree Karpagambal Mills Limited, Solapuram (PO) Rajapalayam.

- (iv) shifting of ingredients ;
- (v) mixing of ingredients ;
- (vi) drying of crystals ; and
- (vii) packing of products.

15. Provisions of respiratory protection.—All workmen shall be provided with efficient respiratory protection.

16. Maintenance and supervision of protective equipment.—Proper maintenance and supervision of all protective clothing equipment shall be provided.

17. Collection of waste materials.—All waste materials shall be collected in tanks or store-houses and protected from rain so that the soil may not be contaminated.

18. Cautionary notices.—Cautionary notices as to the dangers associated with "Chromates" shall be conspicuously displayed in the factory where they may be easily and conveniently read by the workers.

19. Examination of workmen.—The worker shall be examined daily to see that they do not have any lesions of the skin.

20. Examination of workmen by the certifying surgeon.—Every workman shall be examined once in a month by the certifying Surgeon and the result entered in the Health Register in Form No. 17.

21. Supply of protective ointment or cream.—Protective ointment or cream for application on limbs and in the nose shall be supplied to all workers.

22. Provision of washable working clothes and washing facilities.—All workmen shall be provided with washable working clothes, kept in good order. Adequate provision of washing facilities shall also be provided.

23. Maintenance of tools.—All tools issued to the maintenance staff shall be washed daily and kept clean. No fee or charge shall be realized from any worker for this purpose.

24. Provision of protective foot-wear.—All workers on furnances shall be provided with protective footwear such as wooden sandals."

Amendment to Employees' Provident Fund Scheme

Fort St. George Gazette, November 11, 1963.

II-1 No. 6264 of 1963.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi the 10th October 1963 is republished :—

G. S. R. 1688 — In exercise of the powers conferred by Section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds Act 1952 (19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme, 1952, namely :—

This scheme may be called the Employees' Provident Funds (Eighteenth Amendment) Scheme, 1963.

In the Employees' Provident Funds Scheme, 1952, in clause (b) of sub-paragraph (3) of paragraph 1, sub-clause (xxxv) shall be renumbered as sub-clause (xxxvi) and before sub-clause (xxxvi) so renumbered, the following sub-clause shall be inserted, namely :—

"(xxxv) as respects distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits industry come into force on the 31st day of October, 1963."

Fort St. George, November 13, 1963.

II-1 No. 6265 of 1963.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi the 10th October 1963, is republished :—

G. S. R. 1666.— In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952), the

Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely :—

1. This scheme may be called the Employees' Provident Funds (Nineteenth Amendment) Scheme, 1963.

2. In the Employees' Provident Funds Scheme, 1952, after paragraph 14, the following paragraph shall be inserted, namely :—

14-A. Nomination of a substitute during the absence of a trustee/member of the Board/Regional Committee.—

(1) If a trustee or a member is unable to attend any meeting of the Board or the Regional Committee, as the case may be he may by a written instrument, signed by him addressed to the Chairman of the Board or the Regional Committee, as the case may be, and explaining the reasons for his inability to attend the meeting, appoint any representative of the Organisation, which he represents on the Board or the Regional Committee, as his substitute for attending that meeting of the Board or the Regional Committee in his place :

Provided that no such appointment shall be valid unless,—

(i) such appointment has been approved by the Chairman of the Board or the Regional Committee as the case may be ; and

(ii) the instrument making such appointment has been received by the Chairman of the Board or the Regional Committee as the case may be, at least fifteen days before the date fixed for the meeting.

2. A substitute validly appointed under sub-paragraph (1) shall have all the rights and powers of a trustee or a member in relation to the meeting of the Board or the Regional Committee, in respect of which he is appointed and shall receive allowances, and be under obligations as if he were a trustee or a member appointed under the Act and the Scheme respectively.

3. A trustee or a member appointing a substitute for attending any meeting of the Board or the Regional Committee, as the case may be, shall, notwithstanding anything contained in this paragraph, continue to be liable for the misappropriation or misapplication of the Fund by the substitute and shall also be liable for any act of misfeasance or non-feasance committed in relation to the fund by the substitute appointed by him.

Extension of Period of Declaration of Air Transport Services in Madras State as Public Utility Service Under Industrial Disputes Act

Fort St. George, November 12, 1963

II-1 No. 6266 of 1963.

Whereas the Air Transport Service in the State of Madras have been declared to be a public utility service for the purpose of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), for a period of six months up to and inclusive of the 22nd December 1963 in the Industries, Labour and Co-operation Department Notification No. 451, dated the 10th June 1955, published at page 910 of Part I of the Fort St. George Gazette, dated the 22nd June 1955, read with the Industries, Labour and Co-operation Department Notification II-1 No. 2909 of 1963, dated the 15th May 1963 published at page 1324 of Part II—Section 1 of the Fort St. George Gazette, dated the 29th May 1963 ;

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 (vi) 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 23rd December 1963.

Appointment of Inspector for Whole of State of Madras Under Employees' Provident Funds Act

Fort St. George, November 14, 1963

II-1 No. 6354 of 1963.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 15th October 1963, is republished :—

S. O. 3035 :—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952, (19 of 1952), the Central Government hereby appoints Shri R. Kalyanaraman to be an Inspector for the whole of the State of Madras for the purposes of the said Act or of any Scheme framed thereunder, in relation to an establishment belonging to, or under the control of the Central Government or in relation to an establishment connected with a railway company, a major port, a mine or an oil-field or a controlled industry.

Extension of Employees' Provident Funds Act to Distilling and Rectifying of Spirits (Not Falling Under Industrial and Power Alcohol) And Blending of Spirits Industry

Fort St. George, November 4, 1963

II-1 No. 6355 of 1963.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 25th/26th September 1963, is republished :—

G. S. R. 1605 :—Whereas the Central Government is of opinion that a provident fund scheme should be framed under the Employees' Provident Funds Act, 1952 (19 of 1952) in respect of the employees of the distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits industry;

Now, therefore, in exercise of the powers conferred by sub-section (1) section 4 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby directs that with effect from the 31st October 1963, the said industry shall be added to Schedule I to the said Act.

Constitution of Employees' Insurance Court for Shencottah in Tirunelveli District

AMENDMENT TO NOTIFICATION

(G. O. Ms. No. 5598, Industries Labour and Co-operation (Labour), 28th November 1963)

II-1 No. 6356 of 1963.

In exercise of the powers conferred by section 74 of the Employees' State Insurance Act, 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification No. 1275, dated the 15th October 1956 at page 1 of the Fort St. George Gazette Extraordinary, dated the 27th October 1956, as subsequently amended.

AMENDMENT

In the said notification after item III and the entries relating thereto, the following item and entries shall be added, namely :—

“IV. The area within the limits of the revenue village of Shencottah in Shencottah taluk in Tirunelveli district”.

Constitution of Employee's Insurance Court at Nagercoil area, Kanyakumari District

(G. O. Ms. No. 5599, Industries, Labour and Co-operation (Labour), 28th November 1963.)

II-1 No. 6357 of 1963.

In exercise of the powers conferred by section 74 of the Employees' State Insurance Act 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby constitutes the District Judge, Kanyakumari, as an Employees' Insurance Court for the purpose of the said Act, the areas mentioned hereunder :—

The following revenue villages in Agastheeswaram taluk in Kanyakumari district :—

- (a) Vadiveswaram.
- (b) Vadaserry.
- (c) Nagercoil.

Amendment to Minimum Wages (Madras) Rules.

(G. O. Ms. No. 5169, Industries, Labour and Co-operation (Labour) 29th October, 1963)

S. R. O. No. A—1185 of 1963.

In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby makes the following amendment

to the Minimum Wages (Madras) Rules, 1953, published with the late Development Department Notification No. 43, dated the 24th June 1953, at pages 337-348 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 4th November 1953, the same having been previously published, as required by sub-section (1) of the said section.

AMENDMENT

In the said rules, for Form III, the following Form shall be substituted, namely :—

“Form III.

(Rule 21 (4).

Deduction from wages.

Return for the year ending the 31st December—

1. (a) Name of the establishment and postal address.
- (b) Name of the residential address of the owner / contractor.
- (c) Name and residential address of the Managing Agent / Director / Partner in charge of the day-to-day affairs of the establishment owned by a company, body corporate or Association.
- (d) Name and residential address of the Manager / Agent, if any.
2. Number of days worked during the year.
- *3. Number of man-days worked during the year.
- %4. Average daily number of persons employed during the year—
 - (i) Adults.
 - (ii) Children.
5. Total wages paid in cash.
- @6. Total cash value of the wages paid in kind.
7. Deductions.

	Number of cases.	Total Amount.
		Rs. nP.
(a) Fines.		
(b) Deductions for damage or loss		
(c) Deductions for breach of contract.		

8. Disbursement from fines—

	Purpose.	Amount.
		Rs. nP.
(a)		
(b)		
(c)		
(d)		

9. Balance of the fine fund in hand at the end of the year.

Dated :

Signature :

Designation.

* This is the aggregate number of attendances during the year.

% The average daily number of persons employed during the year is obtained by dividing the aggregate number of attendances during the year by the number of working days.

(a) Cash value of the wages paid in kind shall be obtained by taking the difference between the cost price paid by the employer and the actual price paid by the employees for supplies or essential commodities given at concessional rates.

(G. O. Ms. No. 5285, Industries, Labour and Cooperation (Labour) 5th November 1963)

S. R. O. No. A-1186 of 1963.

In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby makes the following amendments to the Minimum Wages (Madras) Rules 1953, published with the late Development Department Notification No. 43, dated the 24th June 1953, at pages 337-348 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 4th November 1953, the same having been previously published as required by sub-section (1) of the said section.

A MENDMENT

In the said rules, in sub-rule (2) of rule 21, after clause (x), the following clause shall be added, namely :—

“(xi) deduction made with the written authorization of—

(a) the employed person ; or

(b) the President or Secretary of the registered trade union of which the employed person is a member on such conditions as may be specified by the State Government for contribution to the National Defence Fund or to any Defence Saving Scheme approved by the Central or the State Government”.

Notification No. C4.62422/62 dated 19—12—1963 Office of the Commissioner for Workmen's Compensation, Madras-5

Sub: *Workmen's Compensation Act* - Distribution of compensation to the dependants of deceased Sri Sankaran - Notification Issued.

The Assistant Engineer, Special Buildings Sub-division, Thiruchirappalli has on behalf of Messrs. Ranga Brick Works, Madras-4 deposited with this Court a sum of Rs.1800/- (Rupees one thousand and eight hundred only) for distribution to the dependants of deceased Sri Sankaran, Contractor's casual labourer who met with a fatal electrical accident at Cuddalore on 5-8-1962.

The employer of Sri Ranga Brick Works, Madras in his letter No-RBW/3982/63 dated 2-8-1963 has reported that the names and addresses of the dependants are not known. The local address of the deceased as furnished by the employer in the statement of deposits in Form 'A' is C/o. Ranga Brick Works, Numbal Village, Poonamalle High Road, Madras.

It is hereby notified that the dependants of deceased Sri Sankaran as defined in Section 2 (i) (d) of the Workmen's Compensation Act should prefer their claim for compensation before the Court of the Commissioner for Workmen's Compensation, Chepauk, Madras-5 on or before 29-2-1964 furnishing their names, relationship and full postal address, etc.

Applications received on or after the due date will not be considered.

Notification, No.C4./82341/61 dated 19-12-1963 Office of the Commissioner for Workmen's Compensation, Madras-5.

Sub: *Workmen's Compensation Act* - Distribution of compensation to the dependants of deceased Smt. Sumatra - Notification issued.

The Assistant Engineer (Public Works Department) Neyyar Sub-division-I, Kuzhithurai Post, Nagercoil, Kanyakumari District has deposited with this Court a sum of Rs. 810/- (Rupees Eight Hundred and ten only) for distribution to the dependants of

deceased Smt. Sumatra who met with a fatal accident at Meccode Mile No.O/6-340 of Neyyar Main Canal on 2-12-1961. The deceased Smt. Sumatra was a contractor's Labourer who was engaged by Sri A.M. Kadar C/o. Sri M. Nagoor Khan, Public Works Department contractor, Colachel, Kanyakumari District. The deceased was residing at Meccode, Kaliyakkavilai Post, Kanyakumari District at the time of her death. The Executive Engineer, Neyyar Irrigation Project Division, Nagercoil in his letter No 3126-SE, dated 19-10-1962 informed this office that the names and addresses of the dependants are not known to him.

It is hereby notified that the dependants of the deceased Smt. Sumatra as defined in Section 2(i) (d) of the workmen's Compensation Act, should prefer their claim for compensation under the Workmen's Compensation Act, before the Court of the Commissioner for Workmen's Compensation, Chepauk, Madras-5 on or before 29-2-1964 furnishing their names, relationship and full postal addresses.

Applications received after 29-2-1964 will not be considered and will be rejected.

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 month of October, 63 as observed from the reports of the Labour Officers of this State is given below.

List of Employers, Organisations which ratified the Code of Discipline during the month October 1963

1. Motor Vehicles maintenance organisation (Board of Revenue.)
2. Dindigul Rice and Oil Mills, Dindigul.
3. Angu Vilas M. V. Muthiah Pillai (Firm) Scented Tobacco Factory, Dindigul.
4. Islamia Rice Mill, Mounspuram 5th Lane, Dindigul.
5. Sri Jothi Waste paper Company, Dindigul.
6. Sultanla Oil Mills Palani Road, Dindigul.
7. M/s Samadhia Factory, Palani Road, Dindigul.
8. Sri Palaniandavar Rice and Oil Mills, Dindigul.
9. Rahmania Rice Mill, Dindigul Palani Road, Dindigul.
10. R. Shanmugam Pillai Grain Peas Frying Factory, Palani Road, Dindigul.
11. Sri Thirupathi Emperumal Rice Mill, No. 17, Nadar Vidhyasala Street, Madurai.
12. K.S. Jawaharlal Powerloom Factory, Ramnad Road, Madurai.
13. Textile Calendar Mills Ramnad Road, Madurai.
14. Vijaya Textile Mills, Madurai.

15. Gopinath Weaving Mills, Ramnad Road, Madurai. 9.
16. Sivaprasath Powerloom Factory, Ramnad Road, Madurai.
17. Subramaniam Weaving Factory, Ramnad Road Madurai.
18. Kannan Weaving Mills, Ramnad Road, Madurai.
19. Aruna Textiles, Ramnad Road, Madurai.

List of Employees Unions which have ratified the code of Discipline in October, 1963.

1. The Gowder's Union Transport Service (P) Ltd., Mount Road, Coonoor.
2. Nagammal Alai Thozhilalar Munnetra Sangam, Asanbu Road, Vadasery, Nagercoil.
3. Sri Ramavilas Bus Service Workers Union, No. 85 Swami Naicken Street, Madras.2.
4. Kothari Sugar Factory Workers Progressive Union, Kattur Lalgudy Taluk, Trichy District.
5. General Workers Union, Udangudy, Christianagaram Post, Tiruchendur Taluk, Tirunelveli District.
6. Coimbatore Town Tamilnad Transports Thozhilalar Sangam, No. 162, Dr. Nanjappa Road, Coimbatore-1.

A list of Standing Orders certified during the period from 1—7—63 to 30—9—63 in North Arcot, South Arcot, Chingleput, Coimbatore and Kanyakumari Districts.

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

S. No. (1)	Name of the Industrial Establishments (2)	Date of Certification (3)
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NORTH ARCOT DISTRICT :

- | | | |
|----|--|-----------|
| 1. | K. P. Kandaswamy Mudaliar Dyeing Factory, Saidapet, Arni. | 19—8—1963 |
| 2. | M. R. Althaf Shabir and Company, Tannery, Ranipet. | 19—8—1963 |
| 3. | M. S. Abdulla Basha and Company, 'B' Tannery, Vaniyambadi. | 19—8—1963 |
| 4. | P. Abdul Rahaman Habibulla and Company, Tannery, Ranipet. | 19—8—1963 |
| 5. | Nazir Ahmed Noor Ahmed and Company, 'A' Tannery, Chettithangal Village, Ranipet. | 19—8—1963 |
| 6. | Nazir Ahmed Noor Ahmed and Company, 'B' Tannery, Ranipet. | 19—8—1963 |
| 7. | Murugan Oil Mills, Tirupathur. | 19—8—1963 |
| 8. | Velmurugan Tannery, Vaniyambadi. | 19—8—1963 |

SOUTH ARCOT DISTRICT :

- | | | |
|-----|---|-----------|
| 9. | V. P. Ahmed Mohideen Sahib Rice Mill, Tindivanam. | 31—8—1963 |
| 10. | Kanakambika Rice Mill, Cuddalore N. T. | 31—8—1963 |
| 11. | K. T. R. Motor Service, Cuddalore N. T. | 31—8—1963 |

CHINGLEPUT DISTRICT :

- | | | |
|-----|--|-----------|
| 12. | Ennore Foundries Ltd., Ennore. | 22—7—1963 |
| 13. | Prathibha Glass Works, Kaladipet, Madras-19. | 31—7—1963 |
| 14. | Chinnandimadam Kodungaiyur Tannery, Madhavaram. | 30—8—1963 |
| 15. | T. Mohammed Ali & Sons, Zamin Pallavaram, Chromepet. | 31—8—1963 |
| 16. | Shanmuga Rice Mill, Madurandakam. | 26—9—1963 |
| 17. | Blue Mountain Estates and Industries Ltd., Superphosphate Factory, Ennore. | 30—9—1963 |

COIMBATORE DISTRICT :

- | | | |
|-----|---|-----------|
| 18. | Sri Swarnavalli Ginning Factory, Pollachi. | 31—7—1963 |
| 19. | A. M. S. Motor Service, Dharapuram. | 31—7—1963 |
| 20. | I. C. S. Ginning Factory, Pollachi. | 31—7—1963 |
| 21. | Gopal Mills, Erisinampatti Post, (via) Udumalpet. | 31—7—1963 |
| 22. | Sri Kumaran Rice Mills, Kangayam. | 31—7—1963 |
| 23. | Sri Karunambigai Ginning Factory, Avanashi. | 31—7—1963 |
| 24. | Jupiter Oil Mills (P) Ltd., Dharapuram. | 31—7—1963 |
| 25. | Dhana Engineering Industrials, Alagapuri, Pollachi. | 31—7—1963 |
| 26. | P. Raju Naidu and Company, Ganapathy Post. | 31—7—1963 |
| 27. | The Lakshmi Mills Ginning Factory, No. 2, Coimbatore. | 31—7—1963 |
| 28. | Eveready Knitting and Weaving Factory, Tiruppur. | 31—7—1963 |
| 29. | The Tiles and Flooring Private Ltd., Coimbatore. | 31—7—1963 |

(1)	(2)	(3)
30. Sri Narasingh Cottage Industries, Coimbatore.		31-7-1963
31. Gowri Mills, Kunnathur Post, (via) Tiruppur.		31-7-1963
32. Gemini Press, Tiruppur.		31-7-1963
33. Katau Knitting Mills, Tiruppur.		31-7-1963
34. Arokia Knitting Company, Somanur Post.		31-7-1963
35. India Roller Flour Mills, Coimbatore-11.		31-7-1963
36. Ambika Ginning Factory and Rice Mills, Coimbatore.		31-7-1963
37. Sri Rani Lakshmi Ginning Factory, Chenniampalayam, Coimbatore.		31-7-1963
38. Dhanalakshmi Rice Mill, Somanur.		31-7-1963
39. Sara Iha Ginning Factory, Perianaickenpalayam.		31-7-1963
40. Kovai Malai Murasu, Coimbatore.		31-7-1963
41. Sri Sarada Ginning Factory, Kugalur, Gobichettipalayam.		9-8-1963
42. The Lakshmi Mills Company Limited, (Branch) Palladam.		31-8-1963
43. Raja Cottage Industries, Jambai Village and Post, (via) Bhavani.		25-9-1963
44. Saraswathi Ginning Factory and Rice Mill, Avanashi.		25-9-1963
45. Sree Shanmuga Metal Industries, Tiruppur.		25-9-1963
46. Vijaya Ginning Factory, Sultur.		25-9-1963
47. Buddha Rice Mill, Sultur.		25-9-1963
48. Sri Lakshmi Cotton Ginning Factory, Singanallur, Coimbatore-5.		25-9-1963
49. Suguna Industries, Coimbatore-9.		26-9-1963
50. Sri Nataraja Rice Mill, Kuniamuthur Post, Coimbatore-8.		26-9-1963
51. Janardana Ginning Factory, Idikarai Post.		26-9-1963
52. Gippy Knitters, Tiruppur.		30-9-1963
53. Mohan Ram Rice Mill, Sultur.		30-9-1963
54. Maheswari Knitting Factory, Tiruppur.		30-9-1963
55. Karthikeya Oil and Rice Mills, Tiruppur.		30-9-1963
56. A. K. R. Angappa Mudaliar and Company, Subramaniam Rice Mill, Tiruppur.		30-9-1963
57. B. Basuvaiah Chetty Sizing Factory, Coimbatore.		30-9-1963
58. Sri Venkateswara Rice Mill, Alangadu, Tirupur.		30-9-1963
59. Sri Krishna Ginning Factory, Ondiputhur, Coimbatore.		30-9-1963
60. Sankar Sprayer Industries, Coimbatore.		30-9-1963
61. Saraswathi Printers, Coimbatore.		30-9-1963
KANYAKUMARI DISTRICT :		
62. Kulathunkal Motor Corporation, Nagercoil.		28-7-1963
63. The Martandam Carpenters' Industrial Co-operative Society Ltd., Kunnathur Post.		28-7-1963
64. Kumari Metal Industries, Kunnathur Post.		28-7-1963

STATISTICAL SUPPLEMENT

STATISTICAL SUPPLEMENT

1. Statement showing the details of agreements brought about by the Conciliation Officers under Section 12(3) of the Industrial Disputes Act, 1947 during the month of November, 1963.

Sl. No. (1)	Name of the concern. (2)	Date of settlement. (3)	Points in dispute. (4)	Terms of Settlement. (5)
1.	Klentworth Estate, Cherambadi.	29-10-63	Dismissal of workers.	The parties agreed to abide by the decision of the Commissioner of Labour, on the issues detailed in the settlement.
2.	Nilgiri Motor Transport (1947) Private Ltd., Coonoor.	12-11-63	do	The management agreed to reinstate a worker with continuity of service and to pay Rs. 500/- to the other worker as retrenchment compensation.
3.	-do-	"	Bonus for 1962-63.	The management agreed to pay 3½ months' basic pay wages (as the case may be) as bonus for the year 1962-63.
4.	Mullikkal Estate, Aravenu P.O.	14-11-63	Bonus for 1962 issue of cumblies for 1963 etc.	The management agreed to reinstate the woman worker, on the tendering an apology by the worker, to pay bonus to the workers for 1962 as detailed in the settlement and to issue field cumblies to the workers on or before 30-11-63.
5.	Dodabetta Tea Gardens, Ootacamund.	29-11-63	Payment of bonus for 1962 issue cumblies etc.	The management agreed to pay 7% of the total earning of the workers as bonus for 1962, to pay way expenses to issue sleeping blankets and to enroll the 5 workers detailed in the settlement in the permanent check Roll.

(1)	(2)	(3)	(4)	(5)
6.	Pioneer Picture Palace, Nagercoil.	20-11-63	General demands	The management agreed to grant leave to the workers under the provisions of the Madras Shops and Establishments Act, 1947 to give seniority list containing the services of the workers and to give promotion according to seniority. Both the parties agreed to submit application under Section 10 (2) of Industrial Disputes Act to the Labour Court, Madras on the issues detailed in the settlement.
7.	Indian Bag Company, Tirupur.	2-11-63	Bonus for 1962-63.	The management agreed to pay 4 weeks wages as advance towards bonus for 1962-63 pending scrutiny.
8.	Saratha Lunch Home, Tirupur.	3-11-63	do	The management agreed to pay of Rs. 105/- to the workers in full and final settlement of all their bonus claims for the year 1962-63.
9.	M/s. J & M and Sons English Bakery Hotel, Coimbatore.	7-11-63	do	The management agreed to pay 2 months' consolidated wages as bonus for 1962-63, in two instalments.
10.	P.C.H. (Catering Establishment) Tiruppur.	8-11-63	do	The management agreed to pay 2 months' wages as bonus for 1962-63.
11.	Gopalakrishna Vilas Tea Club, Tiruppur.	"	do	The management agreed to pay 1½ months' wages as bonus for 1962-63.
12.	Krishna Bhavan, Tiruppur.	"	do	The management agreed to pay 1 month's wages as bonus for 1962-63.
13.	Nambiar Tea Club, Tiruppur.	"	do	The management agreed to pay 2 months wages as bonus for 1962-63.
14.	Hotel Tip-Top, Tiruppur.	"	do	do
15.	Krishna Tea Stall (alias) Mohan Biriyan Hotel, Tiruppur.	"	do	The management agreed to pay 1½ months' wages as bonus for 1962-63.

(1)	(2)	(3)	(4)	(5)
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16.	Satyanarayana Company, Coimbatore.	9-11-63	do	The management agreed to pay 12½ nP. per day for the days actually worked by the female workers during the year as bonus for 1962-63 subject to certain conditions as specified in the settlement.
17.	Jaganatha Vilas, Ukkadam, Coimbatore.	11-11-63	do	The Management agreed to pay one month and fifteen days' basic wages as bonus for 1962-63.
18.	Hotel Manohara, Coimbatore-I.	"	do	The management agreed to pay 2½ months' basic wages as bonus for 1962-63 subject to certain conditions.
19.	Bombay Biriyan Hotel, Coimbatore.	"	do	The management agreed to pay one month's wages as bonus for the year 1962-63.
20.	Skins and Leathers (P) Ltd., Perianayakan Palayam, Coimbatore	"	do	The management agreed to pay 1½ months' wages as advance towards bonus for the year 1963.
21.	Thulasidass Morarji & Co., Coimbatore.	"	do	The management agreed to pay 12½ nP. per day for the days actually worked to the female workers, as bonus for 1962-63 subject to certain conditions as specified in the settlement.
22.	Krishna Mills (P) Ltd., Coimbatore.	"	do	The management agreed to pay bonus for 1962-63 to different categories of workers at different rates as detailed in the settlements.
23.	Coimbatore Lakshmi Cotton Press (P) Ltd., Coimbatore.	"	do	do
24.	Lakshmi Cotton Press, Coimbatore and Krishna Mills (P) Ltd., Coimbatore.	"	do	The management agreed to pay bonus to different categories of workers as detailed in the settlement.
25.	Krishna Mills (P) Ltd., Coimbatore.	"	Dismissal of a worker.	The management agreed to pay Rs. 350/- to the dismissed worker in full and final settlement of all his claims as retrenchment compensation.

(1)	(2)	(3)	(4)	(5)
26.	Vasatha Ginning Factory, Coimbatore.	12-11-63	Bonus for 1962-63.	The management agreed to give bonus advance at the rate specified in the settlement pending finalisation of quantum of bonus payable to workers for 1962-63.
27.	Champaklal and Bros. (P) Ltd., Coimbatore.	"	do	The management agreed to pay 12½ nP. per day as bonus to the female workers for the days actually worked by the workers during the year.
28.	Brindavan Cafe and Hotel, Coimbatore	"	do	The management agreed to pay 2½ months' basic wages as bonus for the year 1962-63 subject to certain conditions.
29.	M. Ramalingam Gounder Contractor Rallis India Fertilizer Mixing Depot, Mettupalayam.	"	Bonus for 1962-63.	The management agreed to pay Rs. 50/- as bonus advance to each of the workers pending finalisation of quantum of bonus for 1962-63.
30.	Vijayakumar Cotton Press, Coimbatore	14-11-63	do	The management agreed to pay Rs. 1,100/- as advance to the workers, to be recovered in six weekly instalments and to decide the refixation of quantum of bonus for 1962-63 on the preparation of the Balance Sheet.
31.	Hotel Prasanna, Coimbatore.	11-11-63	do	The management agreed to pay one months' basic wage as bonus to all the workers subject to certain conditions.
32.	Praga Industries Private Ltd., Coimbatore.	18-11-63	Fixation of quantum of work load.	The management agreed to fix the workload of the workers and to fix the pay as specified in the agreement.
33.	do	"	Payment of Heat allowance.	The management agreed to pay efficiency reward to certain workers as detailed in the settlement.
34.	New Theatres Carnatic Talkies (P) Ltd., Coimbatore.	23-11-63	Bonus for 1962-63.	The management agreed to pay 2½ months' wages including dearness allowance as bonus for 1962-63.
35.	Pannimedu Estate, Hardypet.	5-11-63	Dismissal of workers.	The management agreed to refer for the arbitration of the Commissioner of Labour, Madras the issues detailed in the settlement.

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36.	Monica Estate, Valparai.	20-11-63	Dismissal of 7 workers.	The management agreed to refer for the arbitration by the Commissioner of Labour, Madras, the issues detailed in the settlement.
37.	Monica Estate, Valparai Post.	"	Dismissal of 3 workers.	do
38.	Monica Estate, Valparai.	"	Suspension of a worker.	The management agreed to reduce the suspension by one day.
39.	Government Chinchona Plantations,	21-11-63	Suspension of 2 workers.	The management agreed to treat the period of suspension of the workers into one of leave with wages on the workers' tendering apology for their misconduct.
40.	High Forest Estate, Mudis P.o.	"	Suspension of 13 workers.	Both the parties agreed to the arbitration by the Assistant Commissioner of Labour, Madras on the issue regarding the suspension of 7 workers. The management agreed to reduce the suspension inflicted on two workers by one day. The union agreed not to press their case in respect of the other workers.
41.	N. M. Tannery, Tiruchy.	24-10-63	Non-payment of maternity allowance to two workers.	The management agreed to pay a sum of Rs. 30/- as maternity allowance to one worker. The union did not press the issue regarding maternity benefit in respect of the other worker.
42.	Sabari Mills (P) Ltd., Somarasamettai.	2-11-63	Payment of advance for 1963.	The management (1) agreed to pay advance ranging from Rs. 10/- to 50/- to thirty workers to be recovered in 4 monthly instalments (2) to pay wages for two days festival holidays for the year 1963 and (3) to supply tea free to night shift workers.
43.	K. T. R. Printers, Vijayapuram.	9-11-63	Non-employment of 7 workers.	The management agreed to pay the amount detailed against each of the 7 workers in the settlement as retrenchment compensation.

(1)	(2)	(3)	(4)	(5)
44.	Jothi Printers, Tiruchi.	9-11-63	Bonus for 1962-63 and stoppage of increment to 2 workers.	The management agreed to pay Rs. 5/- to each workers over and above 1½ months wages as bonus for 1962-63, and to grant increment to two workers.
45.	N. M. Tannery, Tiruchirapalli.	"	Bonus for 1962-63.	The management agreed to pay one month's wages as advance to certain workers and to make joint application before the Labour Court regarding the bonus for 1962-63.
46.	T. S. T. Co. (P) Ltd., Tiruchi.	"	Bonus for 1961-62 and 1962-63.	The management agreed to pay 1½ months' basic wages as advance subject to certain conditions and both the parties agreed to refer the dispute by joint reference to the Industrial Tribunal, Madras.
47.	Sankar Cafe, Tiruchirapalli	11-11-63	Bonus for 1962-63.	The management agreed to pay 1½ months basic wages as bonus for the workers who have completed 240 days of service and on pro-rata basis in respect of other workers.
48.	Commercial Transport Co. (P) Ltd., Sivaganga.	5-11-63	Issue of strike notice, due to demands by the workers, not being conceded.	The management agreed to reinstate a worker, to pay compensation to two workers to pay salary on or before 7th day of succeeding month; to grant leave with wages to provide uniforms to drivers and conductors; to pay bonus for the year ending 30-6-62 and to introduce gratuity scheme. The union agreed to withdraw the other demands.
49.	Charley & Co. Biscuits and Sweets, Manufacturers, Usilampatti.	7-11-63	Bonus for 1963-64.	The management agreed to pay 3 months total wages as bonus for "Sobagiruthu" year.
50.	Industrial Machine Tools Company, Virudhunagar.	18-11-63	Bonus for 1962-63 and increase in wages	Both the parties agreed to refer the dispute for the arbitration by the Assistant Commissioner of Labour-II.

(1)	(2)	(3)	(4)	(5)
51.	Ramanathapuram Co-operative Spinning Mills Ltd. Srivilliputhur.	21-11-63	Fixation of workload in the reeling Department. Consequent on the change over to metric system.	The management agreed to fix the workloads as detailed in the settlement and to lift the lockout.
52.	K. A. Mallayya Chettiar & Sons, Salem	1-11-63	Counting of service of certain workers.	The management agreed to pay to the 4 workers in the event of their retrenchment compensation on the basis of their service has been continuing from the date of their joining the factory.
53.	(1) "B" Mark Cigar Factory (2) "A"-1 Mark Cigar Factory and (3) Eye Mark Cigar Factory, Jalakantapuram.	2-11-63	Increase in wages.	The management agreed to raise the rates of wages from 1-11-1963.
54.	Ganesa Lodge, Salem.	3-11-63	Bonus for Deepavali 1963.	The management agreed to pay 1½ month's wages as bonus for 1962-63
55.	Patel Engineering Co. Ltd., Mettur Dam.	4-11-63	Payment of compensation and other benefits to certain workers.	The management agreed to pay retrenchment compensation to all the workers as specified in the agreement.
56.	Ganapathy Bhavan, Shevapet, Salem.	8-11-63	Bonus for Deepavali 1963.	The management agreed to pay 1½ month's wages as bonus for Deepavali 1963.
57.	V. M. P. Metals & Alloys Co., Salem.	"	Bonus for 1962-63.	The Management agreed to pay one fourth of their total earnings i.e. 3 months earnings as bonus for 1962-63.
58.	Lokashannughaperumal Oil Mills, Salem.	"	do	The management agreed to pay Rs. 90/- to each of the workers towards his bonus claim for the year 1962-63.
59.	Bharathi Soap Works, Salem.	"	do	The management agreed to pay 2½ months wages as bonus for the year 1962-63.

(1)	(2)	(3)	(4)	(5)
60.	Vilwathi Bhavan, Salem.	9-11-63	Bonus for 1962-63.	The management agreed to pay bonus to the workers according to their service as detailed in the settlement.
61.	M/s. P. S. S. Romanna Chettiar & Sons, Sri Balakrishna Dyeing Factory, Salem.	12-11-63	do and revision of wages.	The management agreed to pay 1½ months wages as bonus for 1962-63 and to revise the wages of different categories of the workers as specified in the settlement.
62.	O. S. Subramania Chettiar & Bros. Dyeing Factory, Salem.	"	do	do
63.	V. K. R. Ramalingam Chettiar and Bros. Dyeing Factory, Salem.	"	do	do
64.	M/s. P. K. Dasappa Chettiar & Co. Dyeing Factory, Salem.	"	Bonus for 1962-63.	do
65.	M/s. O. K. Dasappa Chettiar Sons and R. Krishnamoorthy Chettiar Dyeing Factory, Salem.	"	do	The management agreed to pay 1½ months wages as bonus for 1962-63 and to revise the rates of wages to different categories of the workers as specified in the settlement.
66.	S. M. Sambalingam Chettiar Dyeing Factory, Salem.	"	do	do
67.	Sri Lakshmi Saya Salai, Salem.	"	do	do
68.	Jayarama Dyeing Factory, Salem.	14-11-63	do	do
69.	M/s. N. V. P. S. Thiagarajar & Bros. Dyeing Factory, Salem.	12-11-63	do	The management agreed to pay one month's wages as bonus for 1962-63 and to revise the rates of wages to different categories of the workers as specified in the settlement.
70.	Mahathma Dyeing Factory, Salem.	"	Ponus for Deepavali 63.	The management agreed to pay one month's wages as bonus for Deepavali 63 and to revise the rates of wages of workers as detailed in the settlement.
71.	B. V. G. Rajan Dyeing Factory, Salem.	"	Bonus for 1962-63.	do

(1)	(2)	(3)	(4)	(5)
72.	K. B. Seetharaman Dyeing Factory Salem.	12-11-63	Bonus for 1962-63.	The management agreed to pay one month's wages as bonus for Deepavali 63 and to revise the rates of wages of workers as detailed in the settlement.
73.	M/s. P. K. Chandrasekaran M. K. V. K. Nallayyan, Kumaran Dyeing Factory, Salem.	"	do	do
74.	Sri T. M. A. Hari Chetty Dyeing Factory, Salem.	"	do	do
75.	K. N. O. Damodaran Dyeing Factory Ammapet, Salem.	"	do	do
76.	S. Palanisamy Chetty & Sons Dyeing Factory, Salem.	"	do	do
77.	M/s. K. Jagadeesa Chettiar Sons Dyeing Factory, Salem.	"	do	do
78.	M/s. K. Raghunatha Chetty & Sons Dyeing Factory, Salem.	13-11-63	Bonus for 1962-63 and revision of wages.	The management agreed to pay 1 month's wages as bonus for the year 1962-63 and to revise the scales of wages to different categories of workers as detailed in the settlement.
79.	Sri Shanmugha Dyeing Factory, Salem.	"	do	do
80.	M/s. V. V. P. Venkatas Chetty Danagoti Chetty Dyeing Factory, Salem.	14-11-63	do	do
81.	M/s. K. P. Arumugam Chettiar & Sons Dyeing Factory, Salem.	"	do	do
82.	Raja Ram Dye House, Salem.	"	do	do

(1)	(2)	(3)	(4)	(5)
83.	M/s. P. Siddhalingam & Brother Dyeing Factory, Salem.	14-11-63	Bonus for 1962-63 and revision of wages.	The management agreed to pay bonus for the period from 7-3-63 to 14-11-63 one month's wages and to revise the scales of wages to different categories of workers as detail- ed in the settlement.
84.	R. Venkatas Dyeing Factory Salem.	12-11-63	do	The management agreed to pay one month's wages as bonus for 1962-63 and to revise the scales of wages to different categories of workers as detailed in the settlement.
85.	Girija Dyeing Factory Salem.	"	do	The management agreed to pay one month's wages as bonus for 1962-63.
86.	Chandrasekara Dyeing Works, Salem.	"	do	do
87.	Murthy Rice Mills, Attur.	"	Bonus for 1962-63.	The management agreed to pay bonus at the rates detailed in the settlement.
88.	Evershine Metals, Salem.	12-11-63	Bonus for 1962-63.	The management agreed to pay one month's total earnings as bonus for 1962-63.
89.	Sairam Tex. Salem	13-11-63	do	do
90.	Bharath Bhavan, Salem.	"	do	The management agreed to pay 1½ month's wages as bonus for 1962-63 subject to certain conditions.
91.	South India Glass and Enamel Works Ltd., Salem.	"	do	The management agreed to pay advance to different categories of workers as detailed in the agreement.
92.	do	"	do	do
93.	B. K. P. M. K. Bus Service, Krishnagiri.	16-11-63	Non-employment of a worker.	The management agreed to reinstate the workers from 1-12-63 with continuity of service but without back wages.
94.	The Salem Weavers Co-operative Production and Sales Society Ltd., Salem - 6.	21-11-63	Revision of wages etc.	The management agreed to revise the scales of dearness allowance from 1-11-63 and to revise the wages for certain workers.
95.	S. B. Sri Ranga Vilas Motors (P) Ltd., Krishnagiri.	23-11-63	Non-employment of workers etc.	The management agreed to pay the amount detailed against each of the three workers in the settlement as retrench- ment compensation.
96.	Balamavarna Textiles Ltd., Shencottah.	4-11-63	Bonus for 1962.	The management agreed to pay 12½% of the total annual basic wages as bonus for 1962.
97.	Sri Balasaraswathi Transport, Palayamkottai.	5-11-63	Payment of bonus advance for 1963.	The management agreed to pay bonus advance to the workers as detailed in the agreement.
98.	G. N. Chakrapani Chetty & Sons (P) Ltd., Tirunelveli.	23-11-63	Increase in wages.	The management agreed to pay increment to the workers as detailed in the settlement.
99.	Maruthi Vilas Hotel, Tirunelveli.	29-11-63	Bonus, increase in wages and Dearness allowance	The management agreed to pay two months wages as bonus each year and to grant increment of Rs. 5/- from November, 1963.
100.	Dharangadhara Chemical Works, Sahapuram.	30-11-63	Bonus for 1962-63 fixation of work- load etc.	Both parties agreed to fix the work loads and duties etc., as defined by the IBCON Private Ltd., in consultation with a tripartite Committee consisting of representatives of the workers and the management.
101.	North Arcot District Co-operative Sugar Mills Ltd., Ambut.	1-11-63	Festival advance	The management agreed to pay advance as detailed in the settlement.
102.	E. I. D. Parry Ltd., Ranipet.	"	do	Both the parties agreed to refer the issues stated in the settle- ment to the Commissioner of Labour, Madras for decision.
103.	Rajeswari Mills Ltd., Gudiyatham.	2-11-63	Bonus for 1962.	The management agreed to pay 33% of the total earnings as bonus for 1962 subject to certain conditions.
104.	Sri Natesar Spinning and Weaving Mills Ltd., Erode.	4-11-63	Bonus for 1962-63	The management agreed to pay 35% of the total basic earnings as bonus for the year to the workers.

(1)	(2)	(3)	(4)	(5)
105.	The Somasundaram Mills (P) Ltd., Coimbatore.	9-11-63	Non-employment of a worker.	The management agreed to the informal arbitration by the Commissioner of Labour, Madras on the issue in dispute.
106.	Kothari Textiles Ltd., Singanailur.	11-11-63	Fixation of workload etc.	The management agreed to fix the wages of winders and tailman and the quantum of workload as detailed in the settlement.
107.	V. R. T. Transports, Coimbatore.	12-11-63	Bonus for 1962-63 & arrears of increment.	The management agreed to pay 4 months basic wages as bonus for 1962-63 and to pay arrears of increment on or before 13-11-63.
108.	Kamala Industries, Coimbatore.	13-11-63	do	The management agreed to pay an ex-gratia bonus equivalent to 10-7/12% of the annual earnings of the workers in the year for the year 1962 and to pay advance against wages equivalent to 2-1/12% of the annual earnings of the workers.
109.	Eastern Electricals (P) Ltd., Coimbatore.	5-11-63	Bonus for the year ending 30-6-63.	The management agreed to pay 1/12th of the total earnings as bonus for the year 1962-63.
110.	The General Engineering Company, Coimbatore.	13-11-63	Bonus for the year 1962-63.	The management agreed to pay 39 days' wages plus Rs. 5/- as bonus for 1962-63, subject to certain conditions as specified in the settlement and to make an ex-gratia payment as specified in the settlement.
111.	Shanmugha Engineering Works, Coimbatore.	9-11-63	Bonus for 1962-63.	The management agreed to pay 1 1/4 months consolidated wages as bonus for 1962-63.
112.	M/s. Indian Refrigeration Industries (Private) Ltd., Coimbatore.	12-11-63	Bonus for 1962.	The management agreed to pay 1 1/4 months earned wages as bonus for 1962 and to pay an advance of 1/4 month's consolidated earned wages.
113.	Textool Company Ltd., Coimbatore.	„	Bonus for 1962-63.	The management agreed to pay 16% of the total earnings as bonus for the year 1962-63 subject to certain conditions as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
114.	Navamani & Co., Coimbatore.	6-11-63	Bonus for 1962-63.	The management agreed to pay one month's wages as bonus for 1963-64 and also to pay one month's wages as bonus advance to be adjusted after fixation of quantum of bonus after perusal of the Statement of Accounts.
115.	Coimbatore Industries, Coimbatore.	11-11-63	do	The management agreed to pay 1 1/4 month's average earnings as bonus for the year 1962-63.
116.	M/s. Southern Engineering Industries, Coimbatore.	7-11-63	do	The management agreed to pay 2 month's average wages as bonus for 1962-63.
117.	Measurell Engineering Co. (P) Ltd., Singanailur P.O.	12-11-63	do	The management agreed to pay 1/4 month's wages as advance and 3/4 month's wages as bonus for the year 1962-63.
118.	M/s. Dhandayuthapani Foundry (P) Ltd., Pappanaickenpalayam, Coimbatore.	5-11-63	do	The management agreed to pay 6 month's average basic wages as bonus for the year ending 31-7-63, subject to certain conditions as detailed in the settlement.
119.	M/s. Subbiah Foundry, Coimbatore.	5-11-63	Bonus for 1962-63.	The management agreed to pay 5 months' basic wages as bonus for 1962-63, subject to certain conditions as specified in the settlement.
120.	Mahalakshmi Kaitting Co., Tiruppur.	7-11-63	Non-employment of a worker.	The management agreed to reinstate the worker with continuity of service treating the period of unemployment as leave without wages.
121.	M/s. Balasubramania Foundry, Coimbatore.	5-11-63	Bonus for the year ended 31-8-63.	The management agreed to pay 3 months' basic wages as bonus for the year ended 31-8-63 subject to conditions detailed in the settlement.
122.	M/s. Sreevatsa Engineering Trading Co., Coimbatore.	12-11-63	Bonus for the year ended 31-3-63.	The management agreed to pay 2 1/4 months' average earnings as bonus for the year 1962-63.
123.	Hindustan Equipment Manufacturers Coimbatore.	18-11-63	do	The management agreed to pay advances to the workers at the rates specified in the settlement pending finalisation of the quantum of bonus etc.

(1)	(2)	(3)	(4)	(5)
124.	Govardhana Engineering Industries, Coimbatore.	21-11-63	Bonus for the year 1962-63.	The management agreed to pay half a month's consolidated wages as ex-gratia payment towards the bonus claims for 1962-63, to pay $\frac{1}{4}$ month's wages as advance to be recovered in 6 monthly instalments and to pay ex-gratia amount in respect of workers recruited after April 1963 as detailed in the settlement.
125.	Neptune Knitting Works, Tiruppur.	26-11-63	General demands.	The management agreed to pay $6\frac{1}{2}$ months' wages as bonus for 1962-63 and to fix the workload of the workers as detailed in the settlement.
126.	The Sivapuri Pugailai Ltd., Chidambaram.	5-11-63	Bonus for the year 1962.	The management agreed to pay $4\frac{1}{2}$ months' wages as bonus for the year 1962, deducting the advance already paid and to pay $2\frac{1}{2}$ months' basic wages as bonus advance for the year 1963 and one month's total wages as pay advance.
127.	Ramjee Dayawahala & Sons (P) Ltd., Neiveli.	"	Arrears of wages.	The management agreed to pay all the arrears of wages due to the workers employed.
128.	Amco Studios & Laboratories, Madras-26.	8-11-63	Bonus for 1962-63.	The management agreed to pay $12\frac{1}{2}$ % of total earnings as bonus for 1962-63.
129.	The English Electric Co., of India Ltd., Pallavaram.	"	Gratuity Scheme uniforms etc.	The management agreed to introduce the gratuity scheme from 1-10-63 as detailed in the settlement to provide uniform, to pay bonus at the rates detailed in the settlement to pay dearness allowance to grant sick leave and earned leave, to allow festival holidays, to grant night shifts allowance, to provide tea and milk free of cost and to recognise the union as per terms detailed in the settlement.
130.	Nagappa Industrial Trading Corporation, Polai, Red Hills.	11-11-63	Non-employment of workers.	The management agreed to pay retrenchment compensation, as detailed in the settlement to the four workers and the union agreed to drop the issue in respect of other four workers since they had been reinstated.
131.	Geo Industries and Insecticides (India) Private Ltd., Madras-19.	11-11-63	Charter of demands	The management agreed to pay the amounts detailed in the settlement as ex-gratia payment towards bonus for the year 196-63 and to supply two cups of tea freely to the night shift workers.
132.	Ganga Oil Mills, Koyambedu.	"	Bonus for 1962-63.	The management agreed to pay Rs. 20/- for Deepavali and Rs. 50/- for Pongal as bonus.
133.	Nutan Bharat Engineering Service, Villiwakkam.	18-11-63	Bonus	The management agreed to pay 10 days' wages as advance to be recovered in 16 weekly instalments.
134.	The Stoneware Pipes (Madras) Ltd., Tiruvellore.	13-11-63	Bonus for 1962-63 1963-64.	The management agreed to pay $1\frac{1}{2}$ months' basic wages as bonus for 1962-63 and 2 months' basic wages for 1963-64.
135.	M. G. Shahani & Co., (Bombay) Private Ltd., Tiruvotiyur, Madras-19.	22-11-63	Non-employment of three workers.	The management agreed to reinstate the three workers from 1-12-63 and to pay wages from 1-11-63 onwards.
136.	Nathan Transports, Tindivanam.	18-11-63	Non-implementation of award.	The management agreed to pay Rs. 2,500/- to each of the two workers in full and final settlement of the claims of the workers for retrenchment compensation as per the award of the Industrial Tribunal, Madras.
137.	Parthiba Glass Works, Madras.	20-11-63	Payment of arrears of wages.	The management agreed to lift the lockout and both parties agreed to refer the dispute repayment of arrears of wages to the arbitration of the Labour Officer-I, Madras.
138.	Pethunachi Oil Mills, Villiwakkam.	28-11-63	Bonus for 1962-63 and gratuity scheme.	The management agreed to pay Rs. 50/- to each of the workers as bonus for 1962-63, and to take up the issue relating to introduction of gratuity scheme separately.
139.	R. L. K. Press, Madurai.	1-11-63	Bonus for 1963.	The management agreed to pay one month's wages as bonus for 1963 and an ex-gratia amount of Rs. 5/- to each of the workers.

(1)	(2)	(3)	(4)	(5)
140.	The Southern Railway Divisional Office Staff Co-operative canteen Ltd., Madurai.	2-11-63	Non-employment of workers.	The management agreed to reinstate the workers from 4-11-63 with continuity of service treating the period of non-employment as leave on loss of pay and to pay Rs. 10/- towards arrears of pay, leave salary etc.
141.	Lakshmi Vilas Press, Asokar Press, Jeevakan Press, and Santhi Press, Dindigul.	4-11-63	Bonus for 1962-63.	The management agreed to pay 1½ months' wages as bonus for 1962-63.
142.	Natesar Press, Dindigul.	5-11-63	do	The management agreed to pay 2 months' basic wages as advance against bonus for 1962-63.
143.	No. 1. Madras Restaurant and other Hotels at Dindigul.	"	Bonus for 1963.	The management agreed to pay the quantum of Bonus to different categories of the workers as detailed in the settlement.
144.	Bagavathi Vilas Scented Tobacco Co., Dindigul.	6-11-63	Bonus for 1962-63.	The management agreed to pay 2½ months' wages as advance against bonus for 1962-63.
145.	Sakthivel Cigar Factory, Dindigul.	"	do	The management agreed to pay 1½ months' basic wages as bonus for 1962-63 to monthly paid maistries and 36 days' wages to daily-rated workers.
146.	Bagavathi Vilas Cigar Factory, Dindigul.	"	do	The management agreed to pay 36 days' basic wages as bonus for 1962-63.
147.	Vincent & Co., Dindigul.	"	do	The management agreed to pay 2 months' basic wages as bonus for 1962-63.
148.	Nadar Transports, Melur.	7-11-63	do	The management agreed to pay 1½ months' wages as bonus for 1962-63.
149.	Sri Shunmuga Lunch Home, Madurai.	"	Bonus for 1961-62 1962-63; increase in wages etc.,	The management agreed to pay 1½ months' wages as bonus for 1962-63 and to grant increments to different categories of workers as detailed in the settlement. The union did not press the issue regarding the bonus claim for the year 1961-62.

(1)	(2)	(3)	(4)	(5)
150.	Radhakrishna Workshop, Madurai.	7-11-63	Bonus for 1962-63.	The management agreed to pay 2 months' basic wages as bonus for 1962-63.
151.	Black Stone Workshop, Madurai.	6-11-63	Additional bonus for 1962-63	The management agreed to pay 1 month and 12 days' wages as bonus for 1962-63.
152.	Annamalayar Mills (P) Ltd., Dindigul.	6-11-63	Payment of occupational wages to a worker.	Both parties agreed to refer the dispute for arbitration to the Asst. Commissioner of Labour-II, Madras on the issue in dispute.
153.	Oriental Glass Factory, Madras.	4-11-63	Revision of wages bonus, additional leave facilities,	The management agreed to pay 15 days' wages as advance and 5 days' wages as a loan against the bonus claim for 1962-63 and to pay extra amount for the excess of production over the minimum guaranteed production.
154.	Syed Nizamudin Tajmahal Beedies, Madras-21.	4-11-63	Bonus for 1962-63 revision of wages Dearness allowance and supply of uniforms.	The management agreed to pay additional bonus of one month's basic wages for 1962-63 to certain categories of workers to pay advance for Deepavali and to provide uniforms. The union did not press the other issue.
155.	P. Moorthy Naicker, carting Agent, Madras-21.	6-11-63	Bonus for 1962-63	The Management agreed to pay a sum of Rs. 10/- for Deepavali 1963 and Rs. 25/- for Pongal 1963 as bonus for 1962-63.
156.	Annapoorneswari Cafe, Madras.	9-11-63	Bonus for 1962-63.	The management agreed to pay one month's wages as additional bonus for 1962-63 and an exgratia wages of 5 days.
157.	Hotel Esplanade, Madras.	9-11-63	do	The Management agreed to pay 1½ months' wages as bonus for 1962-63.
158.	Broadway Cafe, Madras.	9-11-63	do	The Management agreed to pay 1½ months' wages as bonus for 1962-63.
159.	Ramakrishna Lunch Home, Madras-1	12-11-63	do	The Management agreed to pay 1 1/3 month's wages as bonus for 1962-63.

(1)	(2)	(3)	(4)	(5)
160.	United Soap Works, Madras-11.	12-11-63	Charter of demands	The Management agreed to fix the rates of wages to different categories of workes, to pay Dearness Allowance to pay 25% of the annual earnings in 3 instalments for the years 1962-63, 1963-64 and 1964-65 etc.
161.	Madras Leather Factory, Madras-11	13-11-63	do	The Management agreed to pay 2½ months' wages as bonus for 1962-63 and the union agreed to drop all other demands.
162.	Indo Metal Industries, Madras-1.	13-11-63	do	The Management agreed to pay 4½ months' wages as bonus for the year 1-11-62 to 31-10-63; to grant flat rate increment of Rs. 0.28 per diem in the absence of Dearness Allowance etc.,
163.	Balakrishna Industrial Works, Madras-13.	14-11-63	Non-employment of a worker.	The Management agreed to reinstate the worker with continuity of service.
164.	C. R. Shanmugham, Carting Contractor, Madras-1.	27-11-63	Non-employment of workers.	The Management agreed to pay Rs. 3000 to be distributed among the 24 workers as retrenchment compensation as detailed in the settlements.
165.	Binny's Engineering Works Ltd., Madras-27.	1-11-63	Bonus for 1962.	The management agreed to pay ½th month's basic wages as exgratia payment towards the bonus claim for 1-62.
166.	Ruby Rubber Works (Madras) Ltd., Tiruvottiyur, Madras-19.	2-11-63	Bonus for 1962	The Management agreed to pay 20 days' wages as bonus for 1962 for the persons who have completed one year's service and on pro-rata basis in respect of persons who have completed 6 months service.
167.	Kaalai Seithi, Sivanardapuram, Cuddalore-O.T.	4-11-63	Closure of the establishment.	The Management agreed to pay one month's wages as retrenchment compensation to 7 workers, deducting 15 days' wages already paid, subject to certain conditions.
168.	Udipi Nataraja Lunch Home, Vriddhachalam.	5-11-63	Bonus for 1962-63.	The Management agreed to pay 15 day's wages as advance to the workers pending final decision regarding quantum of bonus for the year 1962-63.

(1)	(2)	(3)	(4)	(5)
169.	Meenakshi Lodge, Vriddhachalam.	5-11-63	Bonus for 1962-63.	The management agreed to pay 15 days' wages as interim bonus to 6 workers for 1962-63.
170.	P. William Dess, Senior Tyre Service, Vriddhachalam.	5-11-63	Non-employment of a worker, etc.,	The management agreed to pay Rs. 112/- as arrears of wages, and Rs. 45/- if the amount had not been paid by Sri Perumal Gounder, Owner.
171.	Bharathi Vijayam Press, Madras-5.	1-11-63	Bonus for 1962-63.	The management agreed to pay 1½ month's basic wages as bonus for 1962-63.
172.	"Tamilnadu" Daily Madras-14.	2-11-63	Increment, etc.	The management agreed to grant increments to the worker subject to conditions as specified therein as detailed in the settlement.
173.	Venkata Lodge, Madras-7.	6-11-63	Closure of the Hotel	The management agreed to give employment of 5 workers when the hotel was re-opened and to pay the amounts to each of them as specified in the settlement.
174.	National Trawing Company, Madras.	7-11-63	General demands.	The Management agreed to increase the Dearness Allowance from 1-7-63 and to issue service cards. The union did not press the other issues regarding Provident Fund and House Rent Allowance supply of dress, etc.,
175.	The Central Co-operative Printing Works, Ltd., Madras-2.	8-11-63	Bonus for 1961-62 1962-63.	The management agreed to pay one month's basic wages as bonus if any declared and a festival advance of 15 days wages.
176.	Nava India (Tamil daily) Madras-6.	9-11-63	Bonus for 1962-63.	The management agreed to pay one month's basic wages as bonus for 1962-63.
177.	Sri Bagavathi Vilas, Madras-3.	9-11-63	do	The management agreed to pay 1½ month's wages as bonus for 1962-63 in the instalments.

(1)	(2)	(3)	(4)	(5)
178.	Narayana Cafe, Madras-17.	9-11-63	Bonus for Deepavali 1963.	The management agreed to pay one month's wages as bonus for the period up to 15-11-63, subject to certain conditions as detailed in the settlement.
179.	Venkateswara Bhavan, Madras-3	9-11-63	Bonus for Deepavali 1963.	The management agreed to pay 45 days wages as bonus for Deepavali 1963.
180.	Jaya Vilas Hotel, Madras-3.	9-11-63	Bonus for 1962-63, grant of national and Festival holidays etc.,	The management agreed to pay 2 month's wages as bonus for 1962-63 subject to certain conditions as detailed in the settlement and the workers agreed to work on certain National and Festival Holidays.
181.	Southern conduits, Madras-32.	11-11-63	Increment bonus etc.	The Management agreed to grant increment to 5 workers at the rates specified in the settlement to pay bonus of 1½ months, 1½ months and 2 months wages for the years 1962-63; 1963-64 and 1964-65 and to fix the scales of wages.
182.	Sri Ganesa Bhavan, Madras-3.	12-11-63	Bonus for 1962-53.	The management agreed to pay one month's wages as bonus for 1962-63 on certain conditions.
183.	Sathya Cafe, Madras-14.	13-11-63	do	The management agreed to pay one month's wages as bonus for 1962-63.
184.	New Bagavathi Vilas, Madras-2.	13-11-63	do	The management agreed to pay 50 days wages as bonus for 1962-63.
185.	Bapuji Press, Madras-2.	13-11-63	do etc.	The Management agreed to pay half-a-months wages as bonus for 1962-63. The Union agreed to consider the profit saving scheme formulated by the management.

186.	Palani Industries, Madras-32.	14-11-63	Bonus for 1962-63.	The management agreed to pay advance of 15 days' wage towards bonus for 1962-63, and to decide the fixation of quantum of bonus separately.
187.	Bombay Halva House, Madras.	18-11-63	Closure of the establishment.	The management agreed to pay the amount noted against each of the workers in the settlement as retrenchment compensation.
188.	Venila Ice Cream Co., Madras-18.	23-11-63	Non-employment of a worker.	The management agreed to pay Rs. 70/- to the worker in full and final settlement of all his claim as retrenchment compensation.
189.	Neo Modern Lodge, Madras-14.	23-11-63	Charter of demands	The management agreed to grant increment to the workers from 1-11-63, to pay ½ month's wages for festival holidays and to pay leave wages and food allowance for the year 1962.
190.	Udipi Hotel, Madras - 1.	26-11-63	do	The management agreed to fix the basic wages as the annexure, to grant increment, to provide leave card, to provide uniform etc. The union did not press the issue regarding introduction of gratuity scheme.
191.	Officers' Laundry, Madras.	26-11-63	Bonus for 1961-62; 1962-63.	The management agreed to pay 15% of the total earnings of the year 1962-63 as bonus for the years 1961-62 and 1962-63 and to reinstate a worker with continuity of service and without back wages.
192.	Elite Optical Industries, Madras-32.	26-11-63	Classification of work, wages, casual leave etc.,	The management agreed to fix the scales of pay and dearness allowance to different categories of workers as detailed in the settlement, to pay 2 months' basic wages as Deepavali Bonus for 1964; 1965 and 1966 subject to the conditions as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
193.	National Cork Products Industry, Madras - I.	28-11-63	Non-employment of certain workers.	The management agreed to pay the retrenchment compensation amount to 6 workers as specified in the settlement.
194.	Pagoda metal Industries, Madras - 32.	29-11-63	Retrenchment of workers.	The management agreed to pay retrenchment compensation leave wages, 1 month's notice pay to all the 21 workers and to pay Rs. 50/- as ex-gratia amount in respect of other workers.
195.	Glendale Estate, Coonoor.	29-11-63	Dismissal of a supervisor.	The management agreed to allow him to resume work from 2-12-63 and to rehire him on 3-12-63 and to give other benefits as detailed in the settlement.
196.	May Field Estate, Neilakottah.	30-11-63	Dismissal of a workman.	The management agreed to reinstate the worker from 2-12-63 with continuity of service and without back wages after accepting the apology of the worker.
197.	Khadi Gramodyog Bhavan, Madras.	11-11-63	Wages, Bonus, etc.,	The management agreed to pay festival advance as specified in the agreement. The union agreed to take up the issue regarding wages before the Labour Officer-II, Madras after Deepavali.

2. Particulars of voluntary and collective agreements made between employers and employees during the month of November 1963.

Serial No. (1)	Name of the parties. (2)	Date of Agreements. (3)	No. of workers involved. (4)	Points in disputes. (5)
1.	Coimbatore Coffee Works, Coimbatore.	28-10-63	—	Bonus for 1962-63.
2.	Associated Electrical Industries India (Private) Limited, Coimbatore.	31-10-63	...	do
3.	Amboji Press, Coimbatore	2-11-63	...	Revised scale of wages and Dearness Allowance and gratuity etc.
4.	The Management of Bombay Burma Trading Corporation Limited, Mudis and their workers.	28-11-63	...	Bonus for the year 1962-63.
5.	Janakiram Mills Limited, Rajapalayam and their workers.	17-10-63	223	Bonus for the year 1962-63
6.	Sudarsanam Spinning Mills, Rajapalayam and their workers.	10-11-63	250	Opening of the Mill with effect from 11-11-63.
7.	Thiagarajar Mills, Kappalur and their workers.	12-11-63	500	Wages cut etc.
8.	Sri Shunmugar Mills, Rajapalayam and their workers.	7-11-63	About 400	Re-instatement of retrenched workers etc.
9.	Ramajayam Transports, Namakkal and their workers.	31-10-63	...	Bonus for the year 1962-63.
10.	Mettur Industries Limited, Mettur Dam and their workers.	1-11-63	...	Revised agreement regarding the workload for High speed conewinder.
11.	Madura Mills Company Limited, Ambasamudram and their workers.	31-10-63	28	Supply of Uniforms to canteen workers.
12.	Gitanjali Mills Limited, Sankarankoil and their workers.	21-11-63	16	Appointment of a sweeper in carding department and Payment of Pressers wages to Knoster.
13.	T. V. Sundaram (yengar and sons (Private) Limited, Tirunelveli Branch and their workers.	26-10-63	...	Revision of Dearness Allowance etc.
14.	P. S. G. Industrial Institute, Peelamedu.	28-10-63	...	Bonus for the year 1962-63.
15.	Ramakrishna Industrials (Private) Limited, Peelamedu	7-11-63	...	do
16.	Gobald Motor Service (Private) Limited, Coimbatore.	9-11-63	...	do

(1)	(2)	(3)	(4)	(5)
17.	Kothary Textiles Limited, Singanailur.	11—11—63	...	Lifting of lockout on bonus issue consequent upon the strike by the workers.
18.	Murugan Textiles Palani and their workers.	23—10—63	...	Demand for increased wages.
19.	T. V. S. and Sons (Private) Limited, Madurai and their workers.	26—10—63	...	Revision of Dearness Allowance.
20.	Sivaprasad Powerlooms Factory, Madurai.	28—10—63	...	Bonus for 1963-64.
21.	Seethalakshmi Mills Limited, Madurai and their workers.	29—10—63	...	do 1962-63.
22.	Sri Sivakami Mills Thenur and their workers.	31—10—63	...	Enhancement Inside Commission to spinners.
23.	Seethalakshmi Mills, Limited, Madurai and their workers.	5—11—63	...	Increase of wages to watchmen, full Dearness Allowance for shorter shift to all workers.
24.	Nataraja Lodge, Meals and Briyani Hotel, Madurai and their workers.	6—11—63	...	Bonus for 1962-63.
25.	do	6—11—63	...	do
26.	do	9—11—63	...	do
27.	V. K. Palni Chettiar Dye Company, Madurai and their workers.	9—11—63	...	do
28.	S. R. V. and Company, Thozhilalar Scented Tobacco Company, Dindigul and their workers.	26—11—63	...	Increase in Dearness Allowance and grant of Annual increments.

3. Statement showing the list of Industrial Disputes referred for adjudication to the Industrial Tribunal, Madras and Labour Courts, published in Part II, Section I, of the Fort St. George Gazette during the month of November, 1963.

S. No.	Name of the concern in which the dispute has arisen.	Issues	G. O. No. and Date of reference.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
Salem District.			
1.	Mettur Industries Limited, The Mettur Dam.	The quantum of bonus for the year ending 1962-63 on which amount no agreement can be reached in normal negotiations.	G. O. Ms. No. 5107, I.L. & C., (Lab) dated 23-10-63.
Labour Courts			
Labour Court, Coimbatore			
Coimbatore District			
2.	Sabapathy Knitting Co., Tirupper.	Whether the employment of Sri Nachimuthu is justified and to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 5050, I.L. & C., (Lab) dated 19-10-63.
3.	Kaleeswarar Mills Limited, Coimbatore.	Whether the superannuation of Srimathi Chinnammal by the management is justified and to what relief she would be entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 5254, I.L. & C., (Lab) dated 2-11-63.
Labour Court, Madras			
Madras District.			
4.	Industrial Rubber Products, Madras.	1. Whether the demand of the workers for fixation of scales of wages is justified, and if so, to fix suitable scales of wages for the various categories of workers and fit the present incumbents in the scales so fixed. 2. Whether the demand for bonus for the year 1961-62 and 1962-63 is justified, and if so, to fix quantum.	G. O. Ms. No. 5044, I.L. & C. (Lab), dated 18-10-63.
5.	Binny's Engineering Works, Meenambakkam.	Whether the non-employment of Sri K. Maduraiveeran is justified and to what relief he is entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 1259, I.L. & C., dated 22-10-63.

(1)	(2)	(3)	(4)
6. Lipton (India) Limited Madras.	Whether the non-employment of Sri T. Varadarajan is justified and to what relief he is entitled? To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 1968, I. L. & C., dated 23-10-63.	
7. Nutan Bharath Engineering Services, Villiwakkam.	1. Whether the demand for fixation of scales of wages for the different categories of workmen is justified and if so to fix the scales of wages and to fit the present incumbents in the scales so fixed. 2. Whether the demand for payment of separate Dearness Allowance is justified and if so to fix the rate. 3. (a) whether the non-employment of M. Jayaram, M. Rathinam and K. Ramalingam is justified and to what relief each is entitled. (b) to compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 2033, I. L. & C., dated 31-10-63.	
8. V. M. Natesa Chettiar and Co., Megraj Metal Stores, and Rajputana Stores, Madras.	Whether the demand of the workmen for the institution of a gratuity scheme is justified and if so to formulate a scheme.	G. O. No. 2033, I. L. & C., dated 31-10-63.	
Labour Court, Madurai			
<i>Ramanthapuram District</i>			
9. The Sekhar Litho Works, Sivakasi.	1. Whether the demand for fixation of scales of wages for the various categories is justified and if so to fix such wage scale and fit the present incumbents in the scales so fixed. 2. Whether the demand for bonus for the year 1962-63 is justified and if so to fix the quantum.	G. O. R. No. 2063, I. L. & C., dated 5-11-63.	

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 November, 1963.

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.			
<i>Kanyakumari District</i>			
1. Nagammal Mills Limited, Nagarcoil.		9-10 27-11-63	*G.O. R. No. 2140, industries, Labour and Co-operation (Lab) dated 19th November 1963.
<i>Madras District</i>			
2. Railway Employees' Co-operative Bank Limited, Madras.		21-25 6-11-63	G. O. Ms. No. 5113, I. L. & C. (Lab) dated 23rd October 1963.
3. do		20 6-11-63	*G. O. R. No. 1962, I. L. & C. dated 23rd october 1963.
<i>Salem District</i>			
4. Sreedaran Motor Service, Athur, Salem District.		8-9 27-11-63	G. O. R. No. 2124, I. L. & C. (Lab) dated 18th November 1963.
<i>Tirunelveli District</i>			
5. K. Sri Balasubramaniam, Motor Service, Kovilpatty.		20-21 6-11-63	G. O. R. No. 2003, I. L. & C., (Lab) dated 28th October 1963.
LABOUR COURTS			
Labour Court, Coimbatore			
<i>Coimbatore District</i>			
6. L. M. S. Bus Service, Coimbatore.		4-5 13-11-63	G.O. Ms. No. 5251, I. L. & C., (Lab) dated 2nd November 1963.
7. L. M. S. Bus service, Coimbatore.		3-4 27-11-63	*G.O. Ms. No. 2123, I. L. & C., (Lab) dated 18th November 1963.
<i>Salem District</i>			
8. Sri Dhandayudhanipani Transport (Private) Limited, Salem.		13-15 6-11-63	G. O. Ms. No. 5133, I. L. & C., (Lab) dated 25th October 1963.
9. N. T. Bus Service, Salem.		15-16 6-11-63	G.O. Ms. No. 5134, I. L. & C., (Lab) dated 25th October 1963.

(1)	(2)	(3)	(4)
10.	Saravanabava Transport (Private) Limited Salem,	16—17 20—11—63	G O. Ms. No 5367, I. L. & C., (Lab) dated 13th November 1963.
Labour Court Madras			
Madras District.			
11	Hotel Maratha, Madras.	1—2 6—11—63	G. O. R. No. 1987, I. L. & C., (Lab) dated 24th October 1963.
12.	Nava India Press Madras.	8—9 6—11—63	G. O. R. No. 2012, I. L. & C., (Lab) dated 30th October 1963.
13.	T. I Cycles of India, Ambattur, Madras.	9—13 6—11—63	G. O. Ms. No. 5114, I.L. & C., (Lab) dated 23rd October 1963.
14.	Presidency Talkies (Private) Limited, Madras.	16—20 6—11—63	G. O. R. No. 5157, I.L. & C. (Lab) dated 28th October 1963.
15.	Ananda Bodini Press, Madras.	1—2 13—11—63	G. O. R. No. 2015, I. L. & C., (Lab) dated 31st October 1963
16.	India Manufacturers (Madras) (Private) Limited, Madras.	2—3 13—11—63	G. O. R. No. 2016, I L & C (Lab) dated 31st October 1963.
17.	Mc. Rennett and Company, Madras.	3—4 13—11—63	G. O. R. No. 2017, I. L. & C., dated 31st October 1963.
18.	S. Roopchand and Company, Madras.	4 13—11—63	G O. Ms. No. 2059, I.L. & C., dated 4th November 1963.
19.	K. S. Venkatesan Naidu and Sons, Madras.	14—15 20—11—63	G. O. R. No. 2088, I. L. & C. dated 8-11-63
20.	Kaja Policetty, Ammaraprakasa Rao and Company, Madras.	7—8 27—11—63	G. O. R. No. 2150, I.L & C, dated 20th November 1963.
Labour Court, Madurai.			
Madurai District			
21.	Roja Vilas Scented Betalnut and Tobacco Factory, Dindigul.	2—5 6—11—63	G. O. R. No. 1988, I.L. & C., (Lab) dated 24th October 1963.
22.	do	5—8 6—11—63	G. O. R. No. 1990, I. L. & C ; (Lab) dated 24th October 1963.

(1)	(2)	(3)	(4)
23.	Vazhavandhar Nadar, Rice Mill and A. G. Rice Mill, Madurai.	9 20—11—63	*G. O. R. No. 2085, I.L. & C., (Lab) 8th November 1963.
24.	do	13—14 20—11—63	*G.O.R. No. 2087, I. L. & C, dated 8th November 1963.
25.	Vazhavandhar Rice Mill, Madurai.	15—16 20—11—63	G.O.R. No. 2090, I.L. & C. dated 11 November 1963.
Trichy District			
26.	G.M.S. Lorry Service, Tiruchirappalli.	1—9 20—11—63	G. O R. No. 2072, I.L. & C. dated 6th November 1963.
Tirunelveli District			
27.	Nellai Cotton Mills, Thalayuthu.	10—13 20—11—63	G.O R No. 2086, I. L. & C. dated 8th November 1963.
28.	do	1—3 27—11—63	*G. O. R. No. 2110, I.L. & C. (Lab) dated 14th November 1963.
29.	do	4—7 27—11—63	*G O.R.No. 2142, I.L. & C. dated 19th November 1963.
Award of Arbitrator of Sri K. Ramaswamy Gounder in respect of disputes between workers and management.			
Coimbatore District			
30.	Combodia Mills Limited, Singanallur, Coimbatore.	17—19 20—11—63	G.O.Ms. No 5341, I. L. & C., (Lab) dated 11th November 1963.

* Denote awards under section 33-A of the Industrial disputes Act, 1947.

6. *Sub :* 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 November, 1963.

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closures		Causes.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Hotel Prasanna, Coimbatore.	Restaurant	11	8-11-63	...	Not furnished	Compensation paid to the workers as per law.
2.	Ganesh Coffee Stall, Coimbatore.	"	6	16-11-63	...	do	Compensation paid to the workers as per law.
3.	Ramnagar Lunch Home, Coimbatore.	"	12	...	...	Due to loss	The whereabouts of the employees are reported to be not known.
4.	Pylara System Office Lunch Home, Tatabad, Coimbatore.	"	3	...	Not yet re-opened.	do	do
5.	V. S. Govindan Tea Stall, 9/11, Vivekanather Road, Coimbatore.	"	3	...	"	do	do
6.	Murugan Tea Stall, 11/416 Mettupalayam Road, Coimbatore.	"	1	...	"	do	do
7.	Sri Udipi Krishna Bhavan, 8/91, 100' Road, Coimbatore.	"	6	...	"	do	do
8.	Krishna Tea Stall, 9/98, Cross Cut Road, Coimbatore.	"	5	...	"	do	do
9.	Udipi Ganesh Coffee Stall, 17/229 Raja Street, Coimbatore.	"	11	15-11-63	"	do	do
10.	Hotel Prasanna, 17/218, Nawab Hakim Road, Coimbatore.	"	9	29-11-63	"	do	do
11.	C. Krishnan Nambodri, Kannan Tea & Coffee Bar, 17/232 Nawab Hakim Road, Coimbatore.	"	7	"	"	do	do
12.	Madura Mills Co. Ltd., Ginning and Pressing Factory, Tiruppur.	Cotton Ginning	25	1-11-63	...	Shortage of Raw materials.	...

8. Industrial Employment (Standing Orders) Act:—

Statement showing the number of Standing Orders certified during the month November, 1963.

1. Number of Standing Orders certified as on 1-11-1963.	...	3,948
2. Number of Standing Orders certified during the month.	...	50
Total	...	3,998
3. Amendments to Standing Orders certified during the month		3

9. Workmen's Compensation Act 1923. :—

Statement showing the number of accidents reported and amounts of compensation paid for the month of November, 1963.

	Number of accidents.	* Amount of compensation.
		Rs. nP.
(a) Death	15	69,349-92
(b) Temporary disablement	81	6,953-47
(c) Permanent disablement		
Total	96	76,303-39

*Represents the amounts deposited under Sections 8 (1) and 8 (2) of the Workmen's Compensation Act, 1923.

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed & disposed of during the period from 1-11-'63 to 30-11-'63.

S. No.	Nature of claim	Number previously pending.	Number received.	Total.	disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Application under Section 10 :						
(a) Fatal	...	34	5	39	2	37
(b) Non-fatal :-						
(i) Permanent	...	43	3	46	6	40
(ii) Temporary	...	10	7	17	...	17
2. Deposits under Section 8 (1)						
(a) Fatal	...	54	3	57	13	44
(b) Persons under legal disability...	...	1	2	3	2	1
3. Deposits under Section 8 (2)						
...	...	4	3	7	5	2

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4. Memorandum of Agreements.						
(i) Permanent disablement	...	1	16	17	13	4
(ii) Temporary disablement	...	...	1	1	1	...
5. Recovery under Section 31.						
...	...	Nil	...	Nil	...	Nil
6. Indemnification under Section 12						
...	...	5	...	5	...	5
Total	...	152	40	192	42	150

11. The Payment of Wages Act, 1936 :—

1. Pending as on 1-11-'63	...	293
2. Received during the month	...	36
3. Disposed of during the month	...	63
4. Pending as on 30-11-'63	...	266

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

Statement showing the number of applications received, disposed of etc., under Sections 41 and 51 of the Act for the month of November, 1963.

12. (a) Appeals under Section 41 :—

Pending as on 1-11-1963	...	159
Received during the month	...	19
Disposed of during the month	...	21
Pending as on 30-11-1963	...	157

12. (b) Appeals under Section 51 :—

Pending as on 1-11-1963	...	1
Received during the month	...	Nil
Disposed of during the month	...	Nil
Pending as on 30-11-1963	...	1

12. (c) Appeals under the Madras Catering Establishments Act, 1958.

Pending as on 1-11-1963	...	84
Received during the month	...	47
Disposed of during the month	...	33
Pending as on 30-11-1963	...	98

13. (a) List of Trade Unions Registered under the Indian Trade Unions Act, 1926, during the month of November, 1963.

S. No.	R. No.	Date of Registration	Industry	Name and address of the Union.
(1)	(2)	(3)	(4)	(5)
1.	3579	7—11—63	Sugars	... Kothari Sugars Factory Workers' Progressive Union, Kattur, Lalgudy Taluk, Trichy District.
2.	3580	..	Transport	... Sri Rama Vilas Bus Service Workers' Union, 95, Sami Naicken Street, Madras-2.
3.	3581	..	Miscellaneous	... General Workers' Union, Odamgudy, Christians-geram P. O. Tiruchen-dur Taluk Tirunelveli District.
4.	3582	..	Transport	... Coimbatore Town Tamil-nad Transports Thozhi-lalar Sangam 162, Dr. Nanjappa Road, Coimbatore-1.

13. (b) List of Trade Unions Cancelled during the month of November, 1963.

S. No.	R. No.	Date of Cancellation	Industry	Name and address of the Union.
(1)	(2)	(3)	(4)	(5)
1.	2684	30—11—63	Banking	... Nilgiris Co-operative Central Bank Employees' association Ootacamund
2.	3779	..	Textiles	... Mettur Spinning Mills Workers Union, Mettur Dam.
3.	2786	..	Miscellaneous	... Kadal Sippanthigal Sangam, Sembanarkoil.
4.	2893	..	do	... Metal Box Staff Association Madras.
5.	3304	..	do	... Orathanad Taluk Maruthu-var Samuge Savara Thozhilalar Sangam Orathanad.
6.	3323	..	do	... Lalgudi Taluk Rice Mill and General Workers' Union, Manachanallur.
7.	3343	..	Commerce	... Koradacheri Varthaga Thozhilalar Sangam, Koradacheri.

ABSTRACT

1. Total Number of Trade Unions as on 1—11—63	1125
2. Total Number of Trade Unions Registered during the month	4
3. Total Number of Trade Unions Cancelled during the month	7
4. Total Number of Registered Trade Unions as on 30—11—63	1122

14. Sub : Labour Administration and Statistics for the month of November, 1963.

Sl. No.	Particulars.	Factories Act, 1948.	Payment of Wages Act.	Madras Maternity Benefits Act.	Madras Shops and Establishments Act, 1947.	Madras Catering Establishments Act, 1958.	Minimum Wages Act.	Industrial Premises (Regulation of Work) Act, 1958.	Madras Industrial Establishments (National & Festival Holidays Act, 1958.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1,069	3,777	368	52,697	4,338	1,697	589	4,025
2.	No. of irregularities noticed.*	67	308	43	692	680	52	22	96
3.	No. of cases warned.	29	169	6	598	386	25	62	74
4.	No. of prosecutions launched.	20	2	...	40	147	6	6	3
5.	No. of convictions obtained.	8	2	...	45	90	...	3	4
6.	Amount of fines levied (in Rupees.)	500	10	...	547	1,802	...	45	36

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

15 (a). Numerical list of Factories for the month of November, 1963.

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			
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)		(13)
				Notified										

15 (b). Numerical Lists of Plantations covered by the Plantations Labour Act, 1951 for the month of November 1963.

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	28,329.86	...	...	...	...	139	28,329.86
2. Tea	...	126	61,450.65	...	...	...	...	126	61,450.65
3. Rubber	...	17	8,394.08	...	...	...	...	17	8,394.08
4. Cinchona	...	2	9,406.00	...	...	...	...	2	9,406.00
5. Cardamom	...	6	2,984.00	...	...	...	...	6	2,984.00
Total	...	290	1,10,564.59	...	...	...	...	290	1,10,564.59

Note: A. Number of Plantations

B. Acreage under cultivation.

16. (a) Statement of Accidents for the month of November, 1963.

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	...
20.	Food Except Beverages	...	39
21.	Beverages	...	14
22.	Tobacco	...	...
23.	Textiles	...	237
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	4
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	5
27.	Paper and paper products	...	9
28.	Printing, Publishing and allied Industries	...	11
29.	Leather and Leather products (except foot-wear).	...	2
30.	Rubber and rubber products	...	40
31.	Chemicals and Chemical products	1	181
32.	Products of petroleum and coal	...	4
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	31
34.	Basic Metal industries	...	41
35.	Metal Products (except machinery and transport equipments).	...	49
36.	Machinery (except electrical machinery)	...	170
37.	Electrical Machinery, apparatus, appliances and supplies.	...	50
38.	Transport equipment	...	404
39.	Miscellaneous Industries	...	17
51.	Electricity, Gas and Steam	2	13
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	7
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		3	1,328

16 (b) Statement of Accidents in Cotton and Jute Mills for the month of November, 1963.

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.	6	...	...	...	...	...
2.	Card Room Machinery	15	...	...	...	...	...
3.	Drawing Frames	1	...	...	...	...	...
4.	Speed Frames	5	...	...	...	...	...
5.	Spinning Machinery	46	4	...	...	...	...
6.	Weaving Machinery	9	...	...	...	...	...
7.	Finishing Machinery	1	...	...	...	...	...
8.	Flying Shuttles	8	1	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	12	3	...	...	...	...
10.	Miscellaneous non-machinery Accidents	124	2	...	...	...	...
	Total	227	10	...	...	...	...
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 November, 1963.

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

THE MADRAS SHOPS & ESTABLISHMENTS ACT, 1947.

1. All persons employed in Dyeing Establishments or Chayapattarias. From all the provisions of the Act except section 9, 16, 32 and 41 and Chapters IV, V & VI of the Act subject to certain conditions. For a period of one year from the date of publication. G.O. Ms. No. 4670, I. L. & C. (Lab) dated 26-9-63.

THE MINIMUM WAGES ACT, 1948.

2. All classes of employees employed in any Plantation Estates growing cinchona, rubber, tea or coffee. Sections 13 and 14 subject to certain conditions. For a period of 6 months on and from 10-10-63. G.O. Ms. No. 4918, I. L. & C. (Lab) dt. 10-10-63.

THE FACTORIES ACT 1948.

3. All factories in the State of Madras. Sections 51, 52 and 53 and of Section 59 subject to certain conditions. For a period of 3 months from the date of publication. G.O. Ms. No. 4963, I. L. & C. (Lab) dt. 14-10-63.
4. Defence factories in the State of Madras. Sections 51, 52, 53, 54 56 and sub-section 10 of section 79 subject to certain conditions. For a period of 3 months from 25-10-63. G.O. Ms. No. 5040 I. L. & C., (Lab) dt. 18-10-63.
5. Clothing factory, Avadi, Madras. Section 55 of the Act subject to certain conditions. For a period of 3 months from 25-10-63. "
6. Esso Sandard Estern Inc. at Casimode, Royapuram and Meenambakkam. Sections 51, 54 56 and 58 of the Act subject to certain conditions. For a further period of 3 months from 27-9-63. G.O. Ms. No. 4921 I. L. & C. (Lab) dt. 11-10-63.

18. Consolidated Statement of Prices of Cotton and Yarn for the month of November, 1963.

For the Week ending.	Prices of Cotton per quintal or 100 Kilograms.	
	Cambodia.	Karunganny.
	Rs.	Rs.
2—11—'63	Rs. 230 / 350	Rs. 295 / 310.
9—11—'63	-do-	-do-
16—11—'63	-do-	-do-
23—11—'63	-do-	-do-
30—11—'63	-do-	-do-

For the Week ending	Price of Yarn per bundle of 10 lbs.
	20s.
	Rs. nP.
2—11—'63	22 . 75
9—11—'63	-do-
16—11—'63	-do-
23—11—'63	-do-
30—11—'63	-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 November, 1963, 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 ...	550.1	629 9	478.7	312.6	364 7	494.0
2.	Cuddalore ...	523.0	618.0	396.0	364.0	572.0	506 0
3.	Tiruchirapalli ...	521.0	507.0	431.0	321.0	355.0	469.0
4.	Madurai ...	543.0	455.0	504.0	347.0	326.0	479.0
5.	Coimbatore ...	559.0	574.0	516.0	559.0	303.0	540 0
(Base : August, 1939 : 100).							
6.	Nagercoil ...	588 0	472.0	594.0	355 0		536.0

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

Comparative statement of the cost of living index numbers for the months of October 1963 and November, 1963.

S. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			October, 1963 November, 1963.		
			(4)	(5)	
(1)	(2)	(3)			
(Base : Year ended June, 1936 : 100).					
1.	Madras City and Chin- gleput Dist.	Madras City ...	488.6	494.0	+ 5.4
2.	North Arcot and South Arcot Dists.	Cuddalore ...	495.0	506.0	+ 11.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	466.0	469 0	+ 3.0
4.	Madurai, Ramanatha- puram and Tirunel- veli Dists.	Madurai ...	471.0	479.0	+ 8.0
5.	Coimbatore and Salem Dists.	Coimbatore ..	533.0	540.0	+ 7.0
(Base : August 1939 : 100)					
6.	Kanyakumari Dist.	Nagercoil. ...	529.0	536.0	+ 7.0

MADRAS CITY. — INDEX-494.

A rise of five points.

The index for the food group rose by eight points to 550 due mainly to a rise in the prices of rice, dhall and vegetables.

1390

MADRAS LABOUR GAZETTE

The index for the house rent rose by two points to 313 due to the revision of the house rent figure

The index for the miscellaneous group rose by three points to 365 due mainly to a rise in the price of betel leaves.

The group index numbers in respect of fuel and lighting and clothing remained unchanged at 616 and 479 points respectively.

S. No. (1)	Group. (2)	Weight proportional to the total expen- diture. (3)	Group Index numbers.	
			October 1963. (4)	November, 1963. (5)
1.	Food	58.23	541.8	550.1
2.	Fuel and lighting	8.42	625.9	625.9
3.	Clothing	6.10	478.7	478.7
4.	House-rent	14.57	310.8	312.6
5.	Miscellaneous	12.68	362.4	364.7
	Total	100.00		
Cost of living Index Number.			488.6	494.0

CUDDALORE — INDEX-506.

A rise of eleven points.

The index for the food group rose by seven points to 523 due mainly to a rise in the prices of rice and dhall.

The index for house rent rose by one point to 364 due to the revision of the house rent figure.

The index for the miscellaneous group rose by sixty-six points to 572 due mainly to a rise in the expenditure on education.

The group index numbers in respect of fuel and lighting and clothing remained unchanged at 618 and 396 points respectively.

TIRUCHIRAPALLI — INDEX-469.

A rise of three points.

The index for the food group rose by five points to 521 due mainly to a rise in the prices of rice and vegetables.

The index for the fuel and lighting group fell by nine points to 507 due to a fall in the price of firewood.

The index for house rent rose by three points to 321 due to the revision of the house rent figure.

The group index numbers in respect of clothing and miscellaneous remained unchanged at 431 and 355 points respectively.

MADURAI — INDEX-479.

A rise of eight points.

The index for the food group rose by eight points to 543 due mainly to a rise in the prices of rice and vegetables.

The index for house rent rose by sixteen points to 347 due to the revision of the house rent figure.

The group index numbers in respect of fuel and lighting, clothing and miscellaneous remained unchanged at 455, 504 and 326 points respectively.

COIMBATORE — INDEX-540.

A rise of seven points

The index for the food group rose by twelve points to 559 due mainly to a rise in the prices of rice and vegetables.

The index for the miscellaneous group rose by one point to 303 due to a rise in the price of betel leaves.

The group index numbers was in respect of fuel and lighting, clothing and house rent remained unchanged at 574, 516 and 559 points respectively.

(Base - August 1939 : 100)

NAGERCOIL — INDEX-536.

A rise of seven point.

The index for the food group rose by nine point to 588 due mainly to a rise in the prices of rice, vegetables and coconut.

The index for the miscellaneous group rose by five points to 355 due to a rise in the prices of betel leaves.

The group index numbers in respect of housing and clothing remained unchanged at 472 and 594 respectively.

CONSUMER PRICE INDEX NUMBERS

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

(Base: Shifted to 1949=100)

Year (1)	All India* Original base 1949	
	General Index (2)	Food Index (3)
1950	101	101
1951	105	103
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
1962 :-		
September	133	134
October	134	135
November	133	134
December	131	131
1963 :-		
January	130	130
February	129	129
March	130	129
April	131	130
May	132	132
June	134	134
July	135	137
August	136	137
September	137	139
October	138	140

* 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 October, 1963 was 190.44.

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

20 (a) Monthly Press Report under the Employees State Insurance Scheme for the Month of November, 1963.

The Employees' State Insurance Scheme applies to 25 centres in the state of Madras and provides protection to 2,60,10 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 45 offices of the Corporation in the state for disbursement of cash benefits.

During the month of November 1963, 1,552 Insured Persons received Rs. 70,787-64 nP. by way of cash benefits due to Employment Injury. This includes 288 persons who were in receipt of pensions for permanent disablement as also 97 dependants of deceased Insured Persons.

During the month 1,404 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need cash benefits in the event of Sickness. During November 1963, 41,42 claims were received and an amount of Rs. 36,248-14 was paid out as sickness benefit involving abstention for 1,47,796 days.

During the month 33 insured women claimed Rs. 43,705-69 by way of maternity benefit.

For recovery of arrears of contributions under the Scheme legal proceedings had to be initiated in 9 cases against defaulting employers for recovery of Rs. 3,137-45.

Penal action was taken against one insured person and he was fined Rs. 30/- for receiving benefit giving wrong declaration.

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20 (b) Employees State Insurance Scheme, Medical Benefits for the month of November 1963.

Sl. No.	Particulars.	For the month of November '63
1.	Total number of Attendance :	
	New 55,722 }	
	Old 1,86,274 }	2,41,996
2.	No. of Medical certificates issued	72,369
3.	No. of Domiciliary visits made	361
4.	No. of Injections administered	78,728
5.	No. of X-Ray examinations	1,261
6.	No. of Laboratory examinations	3,661
7.	No. of Specialist Investigations	3,423
8.	No. of Persons admitted to Hospitals	1,443
9.	No. of bed days occupied during the month	9,944
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 15,544 }	
	Old 24,995 }	40,539
	Diagnostic Centres	...
2.	No. of Prescriptions issued	12,955
3.	Payments made to :—	
	1. Chemists	...
	2. Insurance Medical Practitioners.	Rs. 44,377-50
		(Coimbatore Area)

21 (a) Employment Exchange Statistics for November, 1963.

Sl. No.	Districts	Total No. of registrations effected during Nov. 1963.	Total No. of applicants placed in employment during Nov. 1963.	Total No. of applicants on the Live Register at the end of Nov. 1963.	No. of employers used the Employment Offices during Nov. 1963.	No. of notified Nov. 1963.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	899	248	10,479	76	265
2.	Arcot, South	1,003	219	10,610	58	242
3.	Chingleput.	3,285	303	26,741	86	455
4.	Coimbatore.	1,190	292	9,483	105	349
5.	Kanyakumari.	760	336	12,565	32	236
6.	Madras.	4,254	964	39,835	342	1,267
7.	The Nilgiris.	671	107	10,612	34	177
8.	Madurai.	1,132	215	13,967	70	250
9.	Ramanathapuram.	697	134	8,416	58	117
10.	Salem.	1,278	267	13,710	112	248
11.	Thanjavur.	893	236	13,265	77	256
12.	Tiruchirapalli.	1,445	213	16,603	70	376
13.	Tirunelveli.	841	202	11,165	70	204
	Total: Nov. 1963	18,348	3,736	1,97,451	1,186	4,442
	" Oct. 1963	22,776	4,820	2,07,075	1,369	6,013
	" Nov. 1962	21,002	4,551	1,57,161	1,499	6,137
	Average for 1962	22,092	3,544	1,68,327	1,348	5,044