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SPECIAL ARTICLES

WOMEN IN INDUSTRY

The International Labour Organisation in its recent study has assessed that in the world as a whole 27 out of every 100 women are economically active and about a third of the world's labour force is made up of women. Women's participation in economic activity varies considerably from one region to another largely by reason of the very different economic social and cultural conditions which prevail in the various regions. The rate of participation by women in economic life varies from a maximum of over 40 per cent., in Eastern Europe and the U.S.S.R. where they make up more than two fifths of the total work force, to a minimum of under 15 per cent., in Latin America, where women are only a fifth of the labour force. The participation rate is also high in Western Europe, where women comprise one third of the economically active population and where 29 out of every 100 women of all ages are gainfully employed. There are even larger differences in women's activity rate from one country to another than one region to another. Their participation ranges from over 50 per cent in Haiti, Rumania and Thailand to less than 4 per cent. in Iraq and Pakistan. As regards the proportion of women in the total work force there are equally wide differences from 48 to 49 per cent., in Haiti, Thailand and the U.S.S.R., for example and 4 to 6 per cent., in Iraq and Pakistan. These variations are the result of a multiplicity of economic, social, cultural and other factors whose incidence and weight vary appreciably from country to country.

In countries such as Austria, Finland, Hungary, Japan, Poland and the U.S.S.R. and, to a lesser extent, Denmark and the Federal Republic of Germany, an important portion of the economically active women is engaged in agriculture and their participation in non-agricultural activities is also high, with the result that their overall rate of participation in these countries tends to be higher than in other economically developed countries. The most significant development is that in many of the developing countries, while the agricultural sector remains the most important from the stand-point of women's participation in economic life and their employment opportunities, there is nevertheless a movement, towards the non-agricultural sectors of economic life, particularly towards the service sector and to a far more limited extent the manufacturing sector. In most industrialised countries women have been steadily abandoning agriculture, partly as a result of technical change reducing manpower requirements and partly as a result of an increase in more attractive employment openings in other sectors of the economy.

In the industrial sector increases in women's employment have been particularly notable in light industries, especially in the more developed countries with diversified economy. In many countries women are forming

an increasingly large part of the labour force in the electrical and mechanical engineering industries; commerce, banking and related activities are an appreciable source of employment for women in a number of countries, including Australia, Denmark, France the Federal Republic of Germany, Great Britain, Japan, Sweden and Switzerland. In many countries employment in domestic and similar service occupations has been giving way to employment in white collar service occupations. A preference for non-manual work is evident in many Asian and African countries particularly amongst the educated classes.

The data collected by I.L.O. also reveals a tendency among women to move in greater numbers into more highly skilled work and into technical and professional work. This is largely a reflection of improvements in the education and training of girls and women but it also reflects a breakdown of prejudices, traditions, and attitudes which tended to have the practical effect of relegating women to the lower rungs of the skill ladder. In a good many countries, including the U.S.S.R. and other Eastern European countries, Canada, Japan and the United States, there has been a perceptible rise in the skill level of the female labour force and a similar movement is discernible in some of the developing countries, including Argentina, Ghana, India and Philippines and the United Arab Republic. A brief study of employment of women in some of the countries is given below.

UNITED KINGDOM

In U.K. women and girls are working almost in all branches of industry, business, commerce and the professions. There are 8,197,000 women employed who make up one-third of the total labour force of the country. In manufacturing industries like tobacco products, food and drink preserving, confectionary and biscuits, pharmaceutical and toilet goods, toys, boots and shoes, paper goods and leather goods, women either form the majority or a large minority of workers. Similarly in industries where light assembly work is required, as in the making of radio tubes and electric bulbs, there is a high proportion of women. In the engineering industry more than two-third of workers engaged as assemblers, press workers and stampers are women. Sixty-five per cent. of the workers employed in textile industry are women. Ninety-eight per cent. of all persons in domestic service are women. Two-thirds of those employed in services such as laundries, catering and office cleaning are women. Workers in retail stores are mainly women. Women make up 52 per cent. of clerical and administrative workers and are by far the majority among stenographers, typists and office machine operators. Among professional and technical workers, women comprise 43 per cent. Married women make up 52 per cent. of the labour force. The growth in the rate of employment of married women has given scope for the expansion of part time work. At least half of all part time workers are married women below the age of 45. Of the 28,50,000 women and girls employed in mid-1961 in manufacturing industries, over 3,90,000 were working part time. The industry with the highest percentage of women part time workers in 1961 was food, drink and tobacco.

The principle of equal pay for equal work is left to the collective bargaining process. Women receive the same pay as men for the same work in teaching, the non-industrial civil service, medicine, dentistry physiotherapy, journalism, broadcasting and in professional and technical work in local Governments. There are about 15,00,000 women trade union members

in unions affiliated with Trades Union Congress but four women workers in five are still outside the labour movement.

FRANCE

At present every third worker in France is a woman, a higher proportion than in any other European country except Finland and Denmark. The six and one-half million working women constitute about 39 per cent., of all girls and women who are over 15 years of age. About two fifths of the working women are married. The clothing and textile industries together employ almost half of the women working in manufacturing. Large number of women are also employed in metal work, food processing, leather work, chemicals, rubber and printing industries. Women represent 2.3 per cent. of engineers, 2.5 per cent., of judges, 7 per cent., of doctors, 11 per cent. of lawyers, 23 per cent., of dentists, 28 per cent., of pharmacists and 39.5 per cent., of secondary school and university teachers. Many women are managers or directors of business concerns, not only retail stores, fashion houses and millinery shops where one would expect to find women in executive positions, but also foundries, saw mills, shipping firms, publishing enterprises. About 80,000 women are nurses and more than 10,000 are social workers. As in most Western countries, there has been a steady increase in the number of women typists, stenographers and clerks and women hold more than half of all such jobs.

The principle of 'equal pay for equal work' is widely followed in France. It was laid down in a Government Decree in 1946 and in 1953 and the I.L.O. Convention relating to 'equal remuneration for equal work' was ratified. Wages are fixed through collective bargaining. A 1950 Act respecting collective agreements provides that the agreements must contain a clause regarding the methods of applying the principle of equal pay for equal work. Jobs are defined and classified on the basis of work to be done, its relative importance and the qualities and aptitudes, required to perform it. A recent United Nations Survey found that women's wages in manufacturing in France are about 85 per cent., as high as those of men, a higher proportion than in any other country reporting. A working woman is by law entitled to maternity leave for six weeks before and eight weeks after the birth of a child. Expectant mothers and mothers of children under two years of age are entitled to a special schedule of physical examinations by the State Labour Medical Service. Day nurseries are provided by about 15 per cent. of factories for the children of women employees and some creches and day nurseries have been subsidized by public funds.

U. S. A.

There were more than 24 million women workers in U.S.A. in 1962 as against 5 million in 1900. Thus, 36 per cent., of 66½ million women of working age have paid jobs. Women were reported in all the 479 individual occupations listed in 1960 decennial census. More than half of the women employed in 1960 were concentrated in 25 occupations. The median age of all women workers is now 41 years. Fully half of all women 45 to 54 years of age are engaged in gainful employment - the highest proportion for any age group of women. Their currently high rate of labour force participation contrasts with the one-fourth of this group at work in 1940 and less than 2/5th in 1950. The total number of working wives is approaching 13½ million, or one third of all married women with husband present. The increased tendency for married women to assume the dual role of home-

maker and wage-earner has been an important factor in the recent expansion of women's employment. The general expansion in women's employment has been accompanied by a marked increase in the number and variety of women's occupational opportunities. Occupational groups with the largest numbers of women workers in their order of importance are: clerical workers, operatives, service workers (except household) professional workers, private household workers, sales workers, managers, officials, proprietors, craftsmen, farmers and farm managers etc.

The mandate of the President's Commission on the Status of Women encompasses specific economic problems as well as women's aspirations for better family life and greater participation. The U. S. President asked the Commission to indicate what remains to be done to demolish prejudices and out-moded customs which act as barriers to the full partnership of women in democracy. The report of the Commission to the President is due by October 1, 1963. The scope of the silent revolution in women's lives during recent decades has been analysed by Dr. Caroline F. Ware, a Commission member, in a memorandum recently distributed by the Commission for purposes of comments. The memorandum points out the effects of technological and social changes on patterns of living, especially as they alter women's opportunities and problems.

INDIA

In India, the women participated in economic activities of the country from the early stages of our social life. In the field of industry women took part in various jobs as early as the second half of the nineteenth century. The working conditions of women required statutory protection and in 1890 the Government of India appointed a Commission to look into, *inter alia*, the grievances of women employed in factories. The Factory Act 1881 as amended in 1891 regulated for the first time working hours, rest, interval etc. for women workers. The ratification of I.L.O. Conventions, relating to night work of women and employment of women working under-ground, by India was yet another step towards improvement of their working conditions. Besides measures taken for implementing the I.L.O. Conventions, various other measures concerning maternity benefits, protection and welfare of women workers were adopted which gave impetus to their employment in industries. The effect of World Wars and the participation of women in the national movement have no less helped them to attain a new status in society. The following study gives briefly the employment trend of women engaged in various sectors of economy.

It is found from the following analysis that throughout the period of 60 years 1901 to 1961, the proportion of women population remained more or less constant round about 49 per cent. However, there has been a continuous downward trend in the proportion of female workers from 1911 to 1951 but in 1961 the proportion of female workers shows a definite increase. It is likely that in the pre-planned period the increase in the opportunities of employment of women did not match the increase in their number. The upward trend in the employment of women is noticed from 1951 onwards which may be due to wider employment opportunities as a result of development planning. The proportion of women in the labour force in relation to the total female population which had been decreasing steadily during the first half of the century rose again from 23 to 28 per cent., between 1951 and 1961. The details are given in the following table.

TABLE II
Table showing percentage of Women Population to Total Population
Percentage of Women Workers to Total Women and
Percentage of Women Workers to Total Workers.

Year	Percentage of women population (Total population=100)	Percentage of women workers to total women population (Total women population=100)	Percentage of women workers to total workers (Men and Women=100)
1901	49.3	31.7	33.5
1911	49.1	33.7	34.5
1921	48.9	32.7	34.0
1931	48.9	27.6	31.2
1951	48.6	23.3	29.0
1961	48.5	28.0	31.5

Source: Census of India 1961.

The Census figures further reveal that the general trend in the overall employment is reflected mostly in the primary sectors of our economy. The increase in the employment opportunities noticed during 1951-61 which is reflected in the primary and secondary sectors is not reflected in the tertiary sector. It may mean that the impact of the development plans, in so far as employment opportunities for women are concerned, has not been felt on the tertiary sectors. In the secondary sector, there is a significant increase in the proportion of women workers during 1951-61 as compared to primary sector. The details are given in table III:—

TABLE III
Percentage Distribution of Female workers According to Sectors 1901-61
(Total Female Population=100)

Year	Primary Sector (I & II categories)	Secondary Sector (IV, V, VI categories)	Tertiary Sector (VII, VIII, IX categories)	Total
1901	23-59	4.20	3.91	31.70
1911	26-02	3.86	3.85	33.73
1921	25-74	3.35	3.58	32.67
1931	21-06	2.69	3.88	27.63
1951	18-54	1.93	2.83	23.30
1961	22-82	2.68	2.46	27.96

Note: "Mining and Quarrying" in industrial category III is shown in secondary sector and not in "Primary sector".

Source: Census of India 1961.

Table IV throws further light on the distribution of female workers according to broad industrial categories. The great bulk of this participation is claimed by categories I, II, IV and IX during 1961. The percentage of female cultivators has largely increased from 1931 onwards. The details are given in Table IV.

Now that the trends disclosed in the census data have already been discussed, it may be helpful to study the employment position of workers in some of the organised sectors of economy. The position of women's employment in factories governed by the Factories Act, 1948 is presented in Table V.

TABLE IV
Percentage Distribution of Female Workers (Classified by Broad Industrial Categories) 1901-1961
Base Women Population=100

Year	Total Female Workers (Percentage to total female population)	As cultivators Category I	As Agricultural labourers Category II	In Mining, Quarrying, Livestock, Forestry, Fishing, Hunting and Plantation Orchards and Allied Activities Category III	At Home hold Industry Category IV	In manufacturing other than Household Industry Category V	In construction Category VI	In Trade and Commerce Category VII	In Transport and Storage Category VIII	In other Services Category IX	
1901	100	31.7	14.4	8.2	1.0 (.04)	...	4.0	0.2	1.9	0.08	2.0
1911	100	33.7	14.6	10.3	1.2 (.08)	...	3.5	0.2	1.8	0.06	2.0
1921	100	32.7	16.5	8.2	1.2 (.10)	...	3.0	0.2	1.8	0.05	1.8
1931	100	27.6	9.0	11.0	1.2 (.07)	...	2.4	0.2	1.4	0.01	2.4
1951	100	23.3	10.6	7.3	0.8 (.14)	...	1.6	0.2	0.7	0.07	2.1
1961	100	28.0	15.6	6.7	0.6	2.2	0.4	0.1	0.4	0.03	2.1

N. B. Figures in brackets under industrial category III represent Mining and Quarrying.

TABLE V
Average Daily Employment in the Factories

Year	Total No. of employees	No. of women employees	(In thousands) Percentage of women to total
1950	2504.4	281.9	11.25
1951	2536.5	290.0	11.43
1952	2561.5	278.4	10.84
1953	2528.0	269.9	10.67
1954	2589.8	285.2	11.01
1955	2690.4	295.1	10.96
1956	2882.3	301.4	10.45
1957	3074.1	346.1	11.26
1958	3102.2	343.9	11.08
1959	3216.9	345.1	10.73
1960 (P)	3367.7	367.3	10.90
1961 (P)	3496.7	372.1	10.64

Sources : Statistical Abstract, 1961, Indian Labour Statistics 1963. Figures for 1960 and 1961 are based on the returns received in Labour Bureau, Simla till June 1963.

It would appear from the table above that the long term trend in women's employment in factories during the period 1953-1961 has been upward except for a slight set back in 1958 and 1959. The total employment in 1961 was 3.72 lakhs as against 2.82 lakhs in 1950 which represents an increase of about 32 per cent. However, the proportion of women to the total working force has not been constant indicating thereby that the increase in their number did not take place in the same proportion as the total expansion in the employment opportunities. The percentage of women to total employees generally constituted about 11 per cent. This picture aggregating all industries may not give a correct idea of the position as differing from one industry to the other. Table VI shows women's employment in certain industries.

It will be seen from the above table that the trends in women's employment in the different industrial groups are not uniform. In some cases their employment level has been more or less stationary over the period 1950-61, in other cases it has been increasing, and in still other cases, there has been an actual decline. The position as compared between the years 1950 and 1961 is summed up in Table VII.

The details in the table above are revealing. It is important to note increase in women's employment in the two industrial groups viz., food except beverages and tobacco. It is also significant that women's employment in textiles, paper and paper products, chemical and chemical products and basic metal industries has gone down.

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TABLE VI—Employment in Factory Industries (1950-1961)

Name of the Industry	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	(in thousands)	
											1960 (P)	1961 (P)
Processes allied to Agriculture:												
Total Employees	83.7	89.4	84.8	88.0	93.4	102.9	110.0	120.3	119.9	126.9	127.5	119.3
Women Employees	35.0	37.1	37.1	36.9	39.9	43.3	44.7	49.8	51.2	53.1	52.1	49.5
Percentage	41.9	41.4	43.7	41.9	42.7	42.1	40.7	41.4	42.7	41.8	41.0	41.6
Food except Beverages:												
Total Employees	319.4	335.4	311.7	305.8	317.5	336.7	353.0	409.4	412.0	429.1	454.3	473.4
Women Employees	58.6	58.4	55.2	54.3	56.9	58.7	53.2	85.3	85.6	82.7	96.1	106.0
Percentage	18.4	17.4	17.7	17.8	17.9	17.4	15.1	20.8	20.8	19.3	21.2	22.8
Tobacco:												
Total employees	108.3	122.3	110.7	116.3	130.6	134.1	147.6	145.5	149.0	140.4	149.1	136.2
Women employees	43.7	43.7	43.3	44.3	53.7	57.3	72.4	71.4	76.8	76.8	84.6	84.2
Percentage	0.3	35.8	39.2	38.1	41.0	32.7	49.0	49.1	51.5	54.8	56.8	61.0
Wood and Cork Except furniture:												
Total Employees	22.0	24.3	24.3	21.8	24.3	27.6	21.3	30.1	33.6	35.8	40.2	49.2
Women Employees	1.9	1.8	1.8	1.8	2.1	2.3	0.8	2.0	2.6	2.5	3.1	3.1
Percentage	8.5	7.4	7.6	8.5	8.6	8.2	3.6	6.6	7.7	6.8	7.8	8.2
Textiles:												
Total Employees	1020.2	1045.0	1041.9	1022.5	1027.3	1043.2	1134.4	1153.4	1098.5	1101.3	1128.0	1143.8
Women Employees	103.8	101.1	95.8	89.2	87.0	84.0	79.9	82.0	71.2	70.0	69.3	68.0
Percentage	10.2	9.7	9.2	8.7	8.5	8.1	7.8	7.1	6.5	6.4	6.1	5.9

Name of the Industry	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	(in thousands)	
											1960 (P)	1961 (P)
Paper and Paper Products												
Total Employees	20.0	22.0	22.8	23.2	24.1	25.3	28.3	29.4	34.7	35.2	38.6	39.8
Women Employees	1.1	1.2	1.1	1.1	1.1	1.1	1.1	1.5	1.6	1.5	1.7	1.5
Percentage	5.3	5.4	5.0	4.9	4.7	4.2	3.9	5.1	4.6	4.3	4.4	3.7
Chemicals & Chemical Products:												
Total Employees	63.7	77.6	73.6	76.6	77.4	85.9	87.0	94.3	109.5	118.1	124.6	133.3
Women Employees	8.7	11.9	11.4	12.2	13.9	16.3	16.1	15.8	15.3	15.4	15.3	14.5
Percentage	13.6	15.3	15.5	15.9	18.0	19.0	18.5	16.8	14.0	13.0	12.2	10.9
Non-Metallic Mineral Products:												
Total Employees	106.0	110.7	102.9	96.4	94.2	100.3	106.3	128.6	140.9	153.3	166.1	168.9
Women Employees	14.8	18.9	17.2	16.3	15.2	15.0	15.0	18.8	19.4	20.6	23.2	23.2
Percentage	14.0	17.1	16.7	16.9	16.2	14.9	14.1	14.6	13.8	13.4	14.0	13.7
Basic Metal Industries:												
Total Employees	93.7	95.1	90.4	83.5	86.7	95.3	102.3	110.3	129.7	134.8	147.2	150.2
Women Employees	6.4	6.4	6.4	5.5	5.5	6.0	6.2	6.2	6.7	6.4	5.2	4.8
Percentage	6.8	6.8	7.0	6.5	6.3	6.3	6.0	5.6	5.2	5.0	3.5	3.2
Miscellaneous:												
Total Employees	107.6	64.9	39.8	38.3	127.1	129.3	131.8	129.8	94.7	98.7	104.4	111.2
Women Employees	3.1	3.6	3.4	3.2	4.4	5.0	6.6	6.7	6.7	7.0	7.3	7.7
Percentage	2.9	5.5	8.5	8.4	3.4	3.9	5.0	5.2	7.0	7.1	7.0	6.9

TABLE VII

Women's Employment Trends in Certain Industrial Groups 1950-61 (P)

Stationary.	Percentage of Women to Total.		Increasing.	Percentage of women to total		Decreasing	Percentage of women to total	
	1950	1961 (P)		1950	1961 (P)		1950	1961 (P)
(a) Process Allied to Agriculture	41.9	41.6	(a) Food except Beverages	18.4	22.8	(a) Textiles	10.2	5.9
						(b) Paper and Paper Products	5.3	3.7
(b) Wood and Cork except Furniture	8.5	8.2	(b) Tobacco	40.3	61.0	(a) Chemical and Chemical Products	13.6	10.9
(c) Non-metallic Mineral Products.	14.0	13.7	—	—	—	(b) Basic Metal Industries.	6.8	3.2

Another important organised sector which provides considerable employment to women workers is mining and quarrying. Table VIII gives an idea of the employment of women in mines. Under the existing law they can work only on the surface and in the open while men can work anywhere.

There has been a net increase of 9.800 or 10.2 per cent., in the employment of women in mining and quarrying over a period of 12 years. The peak of employment of women in mines was reached during 1953 when the figures stood at 1.27 lakhs. This was largely due to substantial increase in the employment of women in iron ore. Other changes are that women's employment in coal mining, manganese and mica has gone down. There are various reasons for decline in their number but mainly the introduction of screening plants in coal mines, installation of automatic machinery for lifting mica from the surface to the factory, accommodation difficulties for single and unattached women, prohibition of work for women during night, fixation of high minimum wages for women workers employed in cutting mica into 'waste rounds' and statutory obligations are responsible for their decline in employment.

Plantations provide considerable employment to women in the country. Statistics for women employees for all types of plantations are not available for the past few years. However, women's employment in the tea estates of Assam for which data are available, will be clear from the table IX:

TABLE No. VIII—Employment of Women in Mines (Figures in Thousands)

	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960	1961
Coal.												
Total Employees	349.9	352.0	348.7	341.2	341.0	348.0	352.4	370.2	382.2	383.8	397.4	411.3
Women Employees	57.4	55.2	51.5	48.8	47.9	47.7	46.0	43.4	41.5	40.3	39.9	38.1
Percentage	16.4	15.7	14.8	14.3	14.0	13.7	13.0	11.7	10.8	10.5	10.0	9.3
Iron Ore.												
Total Employees	17.4	20.2	26.4	30.4	30.8	34.2	37.3	40.3	43.2	41.4	49.9	54.5
Women Employees	6.1	7.7	9.4	10.7	10.4	11.1	10.7	11.9	13.2	12.0	13.7	15.3
Percentage	34.9	38.2	35.6	35.1	33.7	32.6	28.8	29.5	30.5	29.0	27.4	28.1
Mica.												
Total Employees	31.0	52.2	41.0	34.9	27.3	30.6	34.0	35.3	33.5	32.5	33.3	29.6
Women Employees	3.7	7.2	5.0	3.6	2.3	2.9	2.7	2.9	2.7	3.2	3.1	2.4
Percentage	11.9	13.8	12.1	10.2	8.4	9.4	7.8	8.2	8.0	9.8	9.3	8.1
Manganese.												
Total Employees	35.0	55.5	74.8	110.9	84.8	89.9	109.9	110.2	86.9	59.9	56.9	46.9
Women Employees	16.0	24.4	31.7	47.6	34.3	35.4	44.3	44.5	34.3	23.6	22.5	17.7
Percentage	45.9	43.9	42.4	42.9	40.4	39.4	40.3	40.4	39.5	39.4	39.5	37.7
Other Items.												
Total Employees	38.5	69.1	68.4	76.5	84.4	88.0	94.9	95.3	103.6	100.4	114.6	128.6
Women Employees	13.3	15.1	14.6	16.0	19.6	19.6	22.0	22.9	26.1	24.1	28.6	32.8
Percentage	34.6	21.8	21.3	21.0	23.3	22.3	22.1	24.0	25.2	24.0	24.9	25.5

N. B. 1. The Indian Mines Act 1923 was applied in 1950 to all mines in India with the exception of mines in Part B States but the figures of coal mines are inclusive of Part B States also.

2. The Indian Mines Act, 1923 was extended to mines in Part B States from April 1, 1951. It applies to all the mines in India except those of Jammu and Kashmir.

3. The Mines Act, 1952 continued to be in force up to 1955 throughout India except the States of Jammu and Kashmir. Certain mines in the tribal areas of Assam were also outside the purview of the Act.

4. Female Workers include women, both working in the surface and in open.

5. The total figures of workers include those working underground, surface and in open.

TABLE IX

Employment in the Tea District of Assam.

Year.	Total Number of Adult Workers on books.	Number of Women Workers on books.	Percentage of Women Workers.
1950-51	5,20,919	2,47,587	47.5
1951-52	5,65,977	2,15,739	45.5
1952-53	5,35,080	2,49,674	46.7
1953-54	3,40,177	1,59,307	46.8
1954-55	4,24,163	1,99,291	47.0
1955-56	4,40,067	2,08,844	47.4
1956-57	3,49,316	1,66,265	47.6
1957-58	3,75,193	1,78,681	47.6
1958-59	3,02,966	1,45,487	48.0

Source: Annual reports under the Tea Districts Emigrant Labour Act, 1932.

It is revealed from the above table that the percentage of women workers in the total tea plantations labour force in Assam has shown a slightly upward trend from 1951-52 onwards. There is, however, a substantial decline in women's employment from 2.48 lakhs in 1950-51 to 1.45 lakhs in 1958-59 which is of the order of 41.6 per cent. This has to be seen in the context of the decline in the overall employment of both males and females from 5.21 lakhs in 1950-51 to 3.03 lakhs in 1958-59 which also constitutes about 42 per cent.

In spite of the employment trend of women as indicated above the status of women has undergone a change during the last two decades. In addition to women in public life there is generally a good proportion of them occupying positions of teachers, nurses, village workers, social education workers, business assistants, shop assistants, telephone operators etc. The number of women in Central and State Government Services has also gone up. There is no doubt that as industrialisation gathers momentum and with it the tertiary sector including trade and commerce develops, a large number of women will find employment in social service, recreational and entertainment services, clerical occupations, salesmanship, etc. in addition to fields which they are occupying at present.

In the field of protective legislation, Labour Acts in India prohibit the employment of women during night and in certain dangerous occupations. The Factories Act 1948, prohibits the employment of women between 7 P.M. and 6 A.M. Restrictions have also been laid down on employment in certain dangerous occupations. The Mines Act 1952 prohibits the employment of women below ground and during nights. Every woman employed in a mine above ground is allowed an interval of not less than 11 consecutive hours between the termination of employment on any one day and the commencement of the next period of employment. The Factories Act and the Mines Act authorise the appropriate Government to fix the maximum load that may be lifted by

women in order to safeguard them against the danger arising out of lifting of heavy weights. The Mines Act authorises the Central Government to make regulations for prohibiting, restricting or regulating the employment of women in mines or in any class of mines or in any particular kind of labour which are attended by danger to life, safety or health of women workers. Separate bathing and washing facilities, for women have been provided. The maintenance of creches for the use of children below the age of six is obligatory in factories and plantations where 50 or more women are employed. The Mines Act authorises the Central Government to frame rules requiring employers to maintain creches in any mine wherein women are employed. Maternity protection to women employed in factories was provided in India by the Acts passed by the State Governments. In order to reduce disparities a Central Maternity Benefit Act has been enacted in 1961. The Act applies to every establishment being a factory, mine or plantation, except those factories or establishments to which the provisions of Employees' State Insurance Act, 1948 apply for the time being. It repeals when applied to mines, the Mines Maternity Benefit Act, 1941 and the Bombay Maternity Benefit Act, 1929 as in force in the union territory of Delhi in its application to factories situated in that territory. The main provisions of the Act relate to (i) the eligibility conditions (ii) the period for which the benefit is paid, and (iii) the rate of benefit. Apart from the Central Maternity Benefit Act, 1961 which provides for the payment of a medical bonus of twenty-five rupees, some State Acts also provide for additional benefits such as free medical aid, maternity bonus, provision of creches, additional rest intervals etc.

The number of women trade union members has been increasing steadily. During 1947-48, the percentage of women trade union members was 6.2 out of the total trade union membership of 16-63 lakhs. By 1959-60 they constituted 10 per cent out of the total membership of 39.23 lakhs. Among the major industry groups, the number of women trade union members (workers' Unions) was the highest in Agriculture and Allied Industries (1,70,706) followed by Plantations (1,66,876) and Manufacturing (1,35,314).

The disparity in wages paid to men and women workers in industry was a general feature in many countries till recently. To eliminate such an anomalous situation the International Labour Conference, in its thirty first session held in 1951, adopted a Convention (No. 100) concerning "Equal Remuneration for Men and Women workers for work of Equal Value". India ratified this Convention in 1958. The question of reduction in disparities in wages paid to men and women workers in industry has been one of the major objectives of wage policy since the country attained Independence. Article 39 of the Constitution of India lays down that there should be equal pay for equal work between men and women. One of the major recommendations of the Fair Wages Committee was that "where employment is on piece rates or where the work done by men and women is demonstrably identical no differentiation should be made between men and women workers regarding the wages payable." Similarly, the Central Advisory Board set up under the Minimum Wages Act, 1948, recommended in 1956 that the principle of equal pay for equal work should be complied with and that there should be no discrimination in wages on grounds of sex. In recent years, wage fixing authorities have endeavoured to implement the above principle in some of the important organised industries. According

to a Survey conducted by the Labour Bureau in 1958-59, the disparity in average daily earnings between men and women workers was, in many cases, not very significant. In the factory industries, and in plantations, the average earnings of men workers were higher than those of women, either because the wage rates for women were lower (as in plantation industries) or due to a larger number of women being employed in the lower paid occupations in certain industries (such as Wrapper/Packer-Maker in Tobacco Curing, Box Filler in Match Factories, and Sheller and Peeler in Cashewnut factories). On the other hand, the average earnings of women workers were higher in several occupations, in Heavy and Fine Chemicals, Soap Factories, Tobacco Curing Works and in Manganese Mines.

The policy initiated by the Government during the Second Five Year Plan continues to be pursued during the Third Plan period also. The Plan provided that women should be protected against injurious work, should receive maternity benefits, and work places should provide creche facilities for children. Nursing mothers should be entitled to paid rest intervals for feeding infants. The principles of 'equal pay for equal work' needs to be more vigorously implemented and the tendency to scale down the jobs traditionally handled by women has to be guarded against. Training facilities should be provided for them so that they can compete for higher jobs. In addition, the possibility of increasing opportunities for their part-time employment should also be explored.

The status given to women in the economic and social fields is a clear indication of the level of a country's national development. Not only is the importance of women recognised in the socio-economic fields but they also form an integral and significant part of the labour force of the country. An effective manpower programme should not only provide new labour force but also the most effective utilisation of women already employed. Experience shows that during exigencies women have shouldered responsibilities and replaced men in various jobs to meet the national emergency. Keeping in view the present position there is a need for a proper planning of their effective recruitment, placement, training and utilization by industry in those occupations which are essential to economy and into which they can easily be absorbed. New needs and opportunities for women have to take shape under the combined forces of technological changes, economic and social developments and changes in family living patterns. There is no doubt that with the political freedom, right of franchise, access to education and increased avenues for employment, women in India have an important role to play to day and in the years to come.

(Source : Indian Labour Journal, September '63)

INDUSTRIAL SAFETY

Death due to fall of boiling liquid

In a textile mill, a worker was attending to an open boiling vessel. A mixture of soda-ash, soap and water was being heated and boiled by steam at 115 lbs. per square inch through a perforated coil at the bottom of the vessel. The steam-valve was partially opened for the purpose. The worker went below the loft and asked his co-worker to close the valve. The co-worker through over-sight opened the valve further which made the boiling mixture to overflow and fall through openings in platform. As a result, the worker below the loft received burns all over his body and died of toxæmia in hospital.

The management has been advised to provide a reducing valve in steam line and supply steam at low pressure of about 5 to 10 lbs. per square inch for the purpose of boiling. Provision of overflow pipes at the brim of the vessel has also been recommended.

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

Source : Industrial Safety and Health Bulletin (July to Sep. 63)

Bursting of a vessel under pressure

In an asphalt factory, the plant consisted of a rotary drier in which stone aggregate was heated to the required temperature and then mixed with hot bitumen in the pug mill to prepare an asphalt mixture. The bitumen for the purpose was stored in big cylindrical tanks and the same was maintained at 300°F. by circulating hot air heated by kerosene burners, through the flue pipes inside the tank. Formerly, the bitumen was being transferred to the mixture tank of the pug mill, as and when required by means of rotary pump driven by kerosene engine. However, due to frequent failures of the kerosene engine, the production schedule suffered at times. Hence it was decided to transfer the bitumen by means of compressed air and thus eliminate pump and engine troubles. The compressor and air connections were nearly completed. On the day of the accident, when the engine failed, operator on the machine tried to transfer the bitumen under the new compressed air system. In the process, it appeared that the pressure was developed in the tank either due to discharge valve remaining closed or delivery pipes choked up due to solidified cold bitumen, with the result that the front end of the tank came off the welding joint and the entire hot bitumen splashed out causing severe burn injuries to three workers who subsequently died.

Investigation showed that the plant was being operated without a valid licence. Further, tests laid down in rule 61 (7) of the Bombay Factories Rules, 1950 were not carried out before using the storage tank as a pressure vessel.

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

Source : Industrial Safety and Health Bulletin (July to Sep. 63)

Bursting of Steam Chest

In a rubber manufacturing factory, a worker was working on a rubber spreading machine. It consisted of 3 steam chests through which steam was passed at a pressure of about 40 to 50 lbs per square inch. The work had started in the morning and after sometime, one of the three steam chests burst at the delivery end and shot up to the roof (top plate) and fell down on the worker; hitting on his skull and chest. As a result of the injuries, he died.

Investigation revealed that the steam chest burst as it was not constructed to withstand with safety the pressure at which the steam was passed through it. In this connection, it may be pointed out that Rule 61 (2) of the Bombay Factories Rules, 1950 requires that "every vessel other than part of a prime mover operated at a pressure greater than atmospheric pressure and not so constructed as to withstand with safety the maximum permissible working pressure at the source of supply or the maximum pressure which can be obtained in the pipe connecting the vessel with any other source of supply shall be fitted with a suitable reducing valve or other suitable automatic device to prevent the safe working pressure of the vessel being exceeded."

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

Source: Industrial Safety and Health Bulletin (July to September 63)

Five Fatalities caused by Hydrogen Sulphide

In a factory manufacturing heavy chemicals, one worker entered the waste water compartment of soap stock tank to open the valve of a drain pipe inside the compartment. This compartment formed a confined space which was of dimensions 9 feet deep x 4 feet wide x 27 feet long with a man-hole of 2 feet x 3 feet. When the worker opened the valve, he started feeling giddy and so he came out. Another worker was asked to go in to close the valve. He entered the compartment but collapsed. To bring him out, the third worker entered the compartment who also collapsed. Thus one by one, six workers entered the compartment and they were all overcome by the gas. They were afterwards removed by means of hooks and ropes when five of them were declared dead by the doctor and only one worker survived.

Investigation revealed that the soap stock in the settling tank contained organic matters which on decomposition give rise to hydrogen sulphide. This hydrogen sulphide might have been dissolved and or entrapped in the waste water and found its way to the waste water compartment when the valve was opened.

This unfortunate accident would not have occurred if the safety precautions laid down in sections 36 (3) and 36 (4) of the Factories Act 1948, had been observed.

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

Source: Industrial Safety and Health Bulletin, (July to September 63)

Bursting of a Centrifugal Machine

In a sugar factory, a large centrifugal machine with a basket of 42 inches diameter containing a charge was working at a full speed of 950 R. P. M. All of a sudden, the mild steel basket got ruptured and its sheet found way out by bursting the 3/16 inch thick mild steel monitor casing with tremendous noise throwing out the charge. The ruptured basket sheet which had come out, hit the worker who was working on the machine with such a force that he was thrown away at some distance. He received multiple injuries and died instantaneously.

To avoid recurrence of similar accidents, it is suggested that the monitor casing should be made sufficiently strong to withstand the impact of the rupture of a basket when working at maximum speed.

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

Source: Industrial Safety and Health Bulletin (July to September 63)

Accident due to Cleaning Machinery in Motion

A serious accident occurred to a woman spinner while attempting to clean the head stock side of a spinning frame with a cotton waste. The frame is one with the drive and the head stock of the jack box wheels situated on the same side. There is an in-running nip of the gear wheels behind the fencing provided for the drive of the frame and could have been considered safe by position, but while the worker was wiping the bottom rim of the doors with loose cotton waste, the hanging end of the cotton waste had access to the in-running nip of the gear wheels and was drawn. Along with the waste, the worker's hand was also drawn and she attempted to withdraw her hand. But she could not extricate her hand off as the bangles she was wearing obstructed quick withdrawal of the hand. As a result, her hand was broken at the wrist joint and had to be amputated.

The in-running nip of the gear wheels was obviously safe by position and one could not anticipate the possibility of the accident. But the presence of the hanging loose end of the waste was enough to drag the hand of the worker. In order to prevent the accident, a strong wire mesh guard to enclose the in-running nip of the gear wheels is necessary.

This accident again emphasises the need for prohibiting cleaning of machinery in motion.

When such cleaning is inevitable the cotton waste that is used should be such as to form one uniform compact mass without hanging loose ends. Further, wearing of jewellery at work place often leads to such serious accidents.

Source: Chief Inspector of Factories, Madras.

INDUSTRIAL RELATIONS

December 1963.

The labour situation in the State was satisfactory. There were 3 strikes in textile mills and 5 strikes in other Industries during the month of December 1963. The number of workers affected in Textile Mills due to strike was 1015 in Textile mills and other Industries it was 488. The mandays lost due to strike in Textile mills and other Industries was 7197 and 2167 respectively.

TEXTILES

About 30 workers out of 549 workers of the Karthikeya Spinning and Weaving Mills Limited, Coimbatore, struck work from 7 a.m. on 2-12-63 as a protest against the suspension of a piecer and resumed work at 4 p.m. on 5-12-63 on the advice of the Labour Officer. As a result of the strike 519 workers were also indirectly affected.

About 95 workers out of 185 workers of the Lakshmi Narayana Textile Mills Limited, Palladam, struck work from 5-15 p.m. on 11-12-63. Consequently the management declared a lockout from 7 a.m. on 17-12-63. The strike and lockout were continuing at the end of the fortnight. As a result of the strike 90 workers were indirectly affected by the strike.

About 63 workers out of 281 workers of the Geethanjali Mills Limited, Sankarankoil, struck work from 7 a.m. on 24-12-63. As a result of the strike 218 workers were indirectly affected. The strike was continuing at the end of the fortnight.

OTHER INDUSTRIES

All the 14 workers employed by the management of Pioneer Press, Coimbatore, who struck work from 2.00 p.m. on 11-11-63 resumed work voluntarily on 11-12-63 at 8-30 a.m.

About 26 workers employed by the management of Modern Mysore Cafe, Arkonam, struck work from 6 a.m. on 6-12-63. As a result of the strike 53 workers were indirectly affected. The strike was continuing at the end of the fortnight.

All the 80 workers employed by the management of the Pachaippas College struck work from 14-12-63. The management terminated the services of all the 80 workers and thus the strike came to an end.

About 282 workers out of the 489 workers employed by the Brook Bond (P) Limited, Coimbatore who struck work from 8 a.m. on 24-12-63 resumed work at 1 p.m. on the same day on the advice of the Labour Officer.

About 25 workers out of 1290 workers employed by Binny's Engineering Works Limited, Palladam, who struck work from 7 a.m. on 6-12-63 resumed work voluntarily at 11-15 a.m. on the same day voluntarily. As a result of the strike 8 workers were also indirectly affected.

CENTRAL SPHERE :

1. General :

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

2. Conciliation :

(a) The C.O. (C), Madras, held conciliation proceedings in the dispute between the Canara Bank Ltd., Bangalore and the Canara Bank Employees' Union, Madras, over alleged wrongful revision of scales of pay of employees under Grade IV etc. and brought about a settlement on 7-12-63.

(b) The conciliation proceedings held by the C.O. (C) Madras in the dispute between the Canara Industrial and Banking Syndicate Ltd., Udipi, and the Canara Industrial and Banking Syndicate Employees' Union, Bombay, over imposition of illegal conditions for promotion and unfair labour practice ended in failure.

3. Strikes and Lockouts: Nil.

4. Threatened Strikes and Lockouts: Nil.

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 :	9
(c) Number of Industrial disputes settled / disposed of during the month :	6
(d) Number of threatened strikes :	Nil
(e) Number of which materialised :	Nil
(f) Number of draft Standing Orders certified :	Nil

STATE SPHERE :

The Conciliation Officers enquired into and settled 643 disputes during the month of December, 1963. Of these 99 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 21 industrial disputes in which settlement could not be brought about by Conciliation, for adjudication by the Industrial Tribunal, Madras, and Labour Courts, Coimbatore, Madras and Madurai. The details of disputes referred for adjudication are published in the statistical portion of this journal. Twenty five awards given by the Industrial Tribunal, Madras and the Labour Courts on industrial disputes referred for adjudication and one arbitration award given by the Assistant Commissioner of Labour-II, Madras, were published in the Fort St. George Gazette during the month of December, 1963.

WELFARE :

Employment situation during December 1963 in Madras State was a little less favourable than in the previous month. Compared to November registrations increased by 23% while placings declined by 25%. Though the number of active job applicants was less by 1.9%. Placing—registration ratio and registration, vacancy notification ratio there 16.1% and 23.6% respectively, less than what they were in November 1963.

Shortage of suitable and willing applicants was experienced in the following occupations: B.T. Assistant with Maths / Science / Social studies; Professor in Civil / Electrical / Mechanical Engineering / Chemistry / Draughtsman (Civil), Plumber Electrician with experience, Health Assistant, Tamil / Hindi teacher, P. T. Instructor / Instructress and Tractor Driver. The supply of clerical and unskilled personnel, however, continued to be in excess of the demand.

Under the Employment Market Information Scheme, the enquiry for the quarter ended 31-12-63 commenced during the course of December 1963. Returns received from the Employment Officers were scrutinised, consolidated and forwarded to the Directorate General of Employment and Training, New Delhi. The Employment Market Information Officer visited the Employment Information and Assistance Bureaux in Coimbatore and Salem Districts and reviewed the progress made in connection with the survey of Rural Works Programme. He also held discussions with Sri K. Srinivasan, Director, The South India Textile Research Association, Coimbatore, on the problem of modernisation of Textile Mills and its effect on textile employment.

A report on shortage occupations (for the quarter ended 30-6-'63) was issued during the month under report.

Under the Occupational Information Scheme, twenty occupations were studied. The field work in respect of the verification related to families 033 — "Physicians", other 032 — Physicians, Surgeons and Dentists, 689 — Artists, writers and related workers was completed.

Given below is the table of activities of the various Youth Employment Service / Employment Counselling Units in Madras state :—

<i>Item of work.</i>	<i>Madras.</i>	<i>Madurai.</i>	<i>Trichy.</i>	<i>Coimbatore.</i>	<i>Vellore.</i>	<i>Cuddalore.</i>
1. No. of applicants given group guidance.	6272	605	188	878	247	384
2. No. of youths and adults given individual guidance.	10	12	62	5	—	30
3. No. of applicants provided with guidance information.	514	514	299	659	121	233
4. No. of applicants placed on jobs as a result of individual guidance.	11	6	2	—	—	6

The Employment Officer for the Physically Handicapped registered 14 candidates (3 blind, 3 deaf-mutes and 8 orthopaedically handicapped) and placed 6 orthopaedically handicapped applicants during the month. The Live Register of this office at the end of December 1963 stood at 344 comprising 106 blind, 26 deaf-mutes and 152 orthopaedically handicapped, the total number of women among them being 52.

The Employment Bureau for Highly Qualified Applicants, Madras, registered 158 men and 22 women applicants and placed 36 and 2 respectively. On the last day of December 1963, there were 1,186 (including 102 women) applicants on the live register of this Bureau.

The activities of the Employment Information and Assistance Bureau's functioning in Ramanathapuram, Salem, Tirunelveli and Coimbatore districts are as follows :—

<i>Details of work</i>	<i>Total number of applicants</i>
1. Interviewed and Counselling.	1143
2. Registered.	466
3. Registrations renewed.	311

The registration units attached to the Employment Offices, Ramanathapuram and Salem, registered 158 applicants and effected 966 renewals during the month.

CURRENT NOTES

EMPLOYEES' STATE INSURANCE SCHEME

A Review Committee of the Employees' State Insurance Scheme met at Madras on January 15 and 16 under the Chairmanship of Sri C. R. Pattabhiraman, Deputy Minister for Labour. It decided upon its tentative programme and finalised a questionnaire to be issued to employers, employees, Government departments, the medical profession and other interests concerned. Replies to the questionnaire are expected to be received by July, 1964 after which the members of the committee may visit a few centres before drafting their report, which is expected to be finalised by the end of this year.

Sri Pattabhiraman observed that the terms of reference were so wide that the committee might not merely suggest modifications to ensure more satisfactory working of the scheme, but could also go into the question of integrating the E.S.I. into the Provident Fund scheme as had been recommended by a previous reviewing body.

Sri Pattabhiraman observed that about 24 lakhs of persons were now covered by the E.S.I. scheme in the country and that medical benefits had so far been extended to the families of 21 lakh workers. Facilities given to the families were now limited to outdoor treatment, diagnosis by specialists and supply of medicines. At the next stage, hospitalisation facilities would be made available to them. The Corporation did not want to rush with the extension of medical facilities to families before providing for sufficient hospital and other facilities. A proposal to make available family planning facilities, including the free supply of appliances, at its dispensaries and hospitals, was also being considered by the Corporation.

In Madras State, the number of employees covered by the scheme was 2.42 lakhs. Extension of medical care to families had taken place in all centres in the State, except in Madras City, Coimbatore and Madurai. The number of families covered was 55,000.

GOVERNOR'S ADDRESS TO THE HOUSES OF THE LEGISLATURE.

In his address to a joint meeting of both the Houses of the Legislature, Sri Bishnuram Medhi, Governor of Madras observed among other things that the stability of the State administration in Madras during a crucial period of development of the State had set the present pace of economic development in the State. The following is an excerpt from his speech.

The execution of schemes included in the Plan has gathered considerable momentum in the current year and it is now anticipated that as against the sum of Rs. 60 crores originally provided, the actual outlay on Plan schemes will aggregate to Rs. 68 crores. By the end of the current year, out of the total Third Plan provision of Rs. 291 crores, we would have utilised Rs. 177 crores

or about 61 per cent. The peak outlay has been reached already, and the Plan is being fulfilled according to schedule or even a little ahead of it. On the present projections, the outlay by the end of the Plan period may well be about Rs. 325 crores against the original provision of Rs. 291 crores. A significant part of the increase is due to the inclusion of new schemes and the widening of scope of some of the old schemes. The administrative machinery is now fully geared to the fulfilment of the bigger Plan and the limits on our performance will be set largely by our ability to raise additional resources. With the co-operation of non-official voluntary agencies, the Government has recently taken steps to intensify collections of Small Savings.

There is an undercurrent of uneasiness about the rise in prices of essential commodities. We have always kept in view the possibility of a measure of strain on prices in the context of the growing population, rising money incomes and large investments in heavy industries which yield results only over a long period. With a view to secure better control over prices of essential articles, Government has promoted a network of consumers' co-operative stores all over the State. They have now decided to enlarge the programme by taking up 19 more towns with a population of 50,000 and over. Under this scheme, financial assistance will be given to wholesale and primary stores towards share capital and working capital and for the construction of godowns. A provision of Rs. 32 lakhs is being made for the scheme in the Supplementary Estimates to be presented shortly to the Legislature. The Government also propose to introduce another scheme for the distribution of consumers' articles in rural areas through the Village Co-operatives and Marketing Societies. About 2,500 village Societies will be supplied with essential articles during the current year.

With a view to stabilising the price of rice, the Government has also authorised the opening of a larger number of fair-price shops. We have now 500 such shops selling second sort rice as against only 200 at the end of September 1963. It has been decided to procure one lakh tons of rice during 1964 on the basis of compulsory levy on all millers and dealers. The rate of levy would be 20 per cent in Thanjavur and 15 per cent in other districts, and would be completed within a few weeks after the new produce comes into the market.

Industrial production is equally important in promoting economic growth and stabilising prices. The growth of our industries, particularly in the small-scale sector, has attracted wide notice. The Government has been assisting this growth by starting units for purposes of demonstration and training and by providing the overheads such as power, water and servicing facilities in industrial estates and colonies. Substantial financial assistance is being extended to entrepreneurs by way of long-term loans and participation in the share structure, through the agency of the Madras Industrial Investment Corporation.

Investigations connected with the establishment of a steel plant based on Neyveli lignite and Salem iron ore are progressing. As a result of the tests conducted in the United States, it now appears possible to use raw lignite instead of carbonised briquettes for smelting. Further tests on the use of raw lignite and the problems connected with its transportation and storage, have been undertaken both in India and abroad. In the meantime, surveys of possible sites are being pushed through.

Among the factors responsible for the industrial development of the state in the last few years, the pride of place should be assigned to the large investments we have made in the Power Programme. Hon'ble Members should be glad to learn that all our Power Projects are progressing according to schedule and some ahead of the schedule. The second stage of the Mettur Tunnel Hydel Scheme, which was originally proposed to be taken up in the Fourth Plan, has been advanced and will be completed within this Plan. Work has also started on the Kodayar Scheme for which provision had not been made earlier in the Third Plan. We are aware of the dependence of our Grid on precarious irrigation discharges and have therefore taken steps to increase the thermal component. Work has commenced on the installation of a new 30 MW. generator in the Basin Bridge Station, which again is a new scheme for which additional provision will have to be made in the Third Plan period. It is now anticipated that the outlay on power during this Plan will exceed the original provision of Rs. 100 crores, by about Rs. 11 crores.

The object of Planning is not merely to increase production but also to ensure equality of opportunities for all sections of the people. The Government is aware that this crucial objective can be realised only by a bold programme of social security covering, to begin with, the most vulnerable sections of our population. We introduced last year the Old-Age Pension Scheme and about 62,000 pensioners have already been admitted to the benefits at an estimated cost of Rs. 135 lakhs in the current year. We have already implemented the programme of free education upto the Secondary School level for children of all low-paid Government servants and poor persons with an income of Rs. 1,500 per annum and below. The Midday Meal Scheme, another important social welfare measure, now covers all schools providing the much needed nourishment to poor children reckoned roughly at a third of the school going population. The expenditure on this scheme currently runs at Rs. 150 lakhs per annum, over and above the substantial assistance we are receiving from the American sponsored Care Organisation. The Employees' State Insurance Scheme which is intended to benefit industrial labour, is also being implemented with vigour and we have taken on hand a programme of construction of Employees' State Insurance Hospitals and dispensaries costing Rs. 5 crores. The Government is well aware that very much more remains to be done in this field of social security. All that they can vouchsafe now is that it is their intention to seek to enlarge the utility and coverage of these and other schemes, within the limits set by their resources so that they can give some concreteness to the concept of a socialist society, within the democratic framework.

As I look back over my six years of fruitful association with this State and pass in quick review the all-round progress which this State has made during this period. I cannot help sharing with you the pleasing thought that this progress has been made possible because the people of this State and its leaders, irrespective of political affiliations, have, even during moments of stress, observed restraint and decorum in their public life and have displayed a rare unity of purpose and determination in matters of common concern to the State. I now plead and pray for the continuance of this spirit which has been acclaimed by one and all in this country.

INDUSTRIAL HEALTH AND SAFETY

Inaugurating the fourth annual conference of the Indian Association of Chest Diseases, Dr. Sushila Nayyar, Union Minister, said that social development must go hand in hand with industrial development in order to save the people from the evils of urbanisation and industrialisation.

Dr. Nayyar said that it was essential that while planning a factory or an industrial project, the planners took into consideration the health hazards of that particular industry and included the specialists in the health field at the planning stage. If adequate sanitation and proper disposal of industrial effluents and fumes was not ensured, in a decade or two from now, they might be faced with a serious situation in the form of a big spurt in diseases of the chest apart from an increase of filariasis which was a major problem in itself.

Dr. Nayyar said that the transition from an essentially agricultural economy to an industrial one had increased the incidence of hazards and the importance of chest diseases. While some of the other diseases which used to be major killers in the past had been largely controlled, tuberculosis still continued to be a major problem. The country had to be prepared for a hard and prolonged battle to control tuberculosis. Some of the new occupational and virus diseases were becoming more prevalent with industrial development. She said that adequate steps should be taken for the prevention of the diseases of the chest amongst industrial workers.

Dr. Nayyar stressed the need for people leading a simple life as was done by their forefathers. This could greatly reduce diseases like asthma and other bronchial allergies.

Dr. Nayyar said that there was great paucity of experienced trained personnel for dealing with different aspects of chest diseases in the country and there must be maximum utilisation of those who had experience and training in the field.

INDUSTRIAL HOUSING

Workers' Colony in Sembium

'R. V. Nagar,' a workers' colony built by the Simpson and Group Companies Workers' and Staff Union under the Industrial Housing Scheme and named after the Industries Minister, Sri R. Venkataraman, in appreciation of his services to the working class will be formally opened by Sri K. Kamaraj, Congress President on February 3, 1964. Sri V. V. Giri, Kerala Governor will preside.

The colony which is self-contained with its own water supply system is located on a 16 acre site at Kodungaiyur, near Sembium.

Though the original scheme was to build 243 houses, because of the stoppage of loans and subsidy from the Government in the wake of the emergency, only 45 houses have so far been built. Including the cost of land, Rs. 28,128, and provision of amenities, a total expenditure of Rs. 3,19,607 has been incurred on the first phase of the project. The Govern-

ment had provided Rs. 1,24,313 as loan and Rs. 47,812 as subsidy. Sri S. Anantharamakrishnan, Chairman of the Simpson Group of firms, donated Rs. 23,000 which was used in buying the land and providing amenities.

The cost of each house, with a living room, bed room, kitchen and attached bath is estimated at Rs. 6,477, excluding the cost of land.

PRODUCTIVITY

Inaugurating a three-day seminar on "Total Administrative Expense Control" organised by the Madras Productivity Council, Sri R. Venkataraman, Industries Minister, made a suggestion to factories to work on two or three shifts a day to increase productivity and reduce the cost of consumer goods. The State Government was prepared to provide power to enable the industries to work round the clock.

He pointed out that the cost of the end product was linked with several other factors besides office expenditure. No useful purpose would be served by arbitrarily cutting down this expenditure without stepping up production. Factories now working on a single shift must go in for a second shift so that the resultant increase in output might bring down the cost. The efficiency would automatically go up.

Sri M. K. Raju, Director of India Pistons, who presided, said that in an average office 25% of the paper work was wasted on jobs that need not be done and another 25% on jobs that could be done with much easier effort. A clerk worked with less than 50% efficiency.

One of the challenges of modern business administration was the way in which an executive struck a balance between cost changes, pricing possibilities and profit requirements. It was essential to increase the returns in an end product by means of a continuous programme of cost reduction.

The seminar attended by 60 business executives, is intended to help them to reduce administrative delays and increase efficiency of the clerical staff in their establishments.

Mr. Frank, M. Knox, a management expert from the U.S.A. spoke on management problems in the U.S.A. and India.

REDUCING NOISE IN INDUSTRIES

The Council of Scientific and Industrial Research is considering the formulation of a Draft Code for industrial noises.

An expert team led by Dr. C. G. Balachandran of the Central Buildings Research Institute at Roorkee, is at present on a country-wide tour of the various industries, both in the public and the private sectors studying the various types of noises prevalent and their effect on production.

Dr. Balachandran said that noises of high intensity affected not only production but also impaired the efficiency of the workers. In certain cases, it would also cause permanent impairment of hearing. He said that in foreign countries well defined legislation to regulate industrial noises had been undertaken. The object of his team would be to study the various noise levels that exist in Indian factories and make suitable recommendations to overcome them. They had so far visited Steel Plants, the Hindusthan Machine Tools factory at Bangalore and others. At the Hindusthan Aircraft factory, the team studied the effect of noise when the Canberra jet bomber increased its revolutions when speeding up. He said that in certain types of pneumatic operations like rivetting and especially in usage of forge hammers, the peak noise level could reach as high a level as 130 decibels which might even cause deafness.

Dr. Balachandran expected to submit his report by the end of March, 1964.

SAMPLE SURVEY OF RURAL SAVINGS

The rural community of India as a whole saved 4.7 per cent of its income in 1962, according to a preliminary estimate made by the National Council of Applied Economic Research. If investment in consumer durables like radios and bicycles, and in livestock, were also included, the net rural saving came to six per cent of the income. The Council had estimated urban saving at about 12.2 per cent, and aggregate saving for both rural and urban communities at eight to nine per cent. The present estimate of the ratio of net rural saving to income therefore agreed with earlier separate estimates made for urban and aggregate saving.

The important finding that has emerged from the council's survey is that there is a net saving in the rural areas of India, contrary to the suspicion in some quarters that the rural sector as a whole may not be saving at all. It is possible that this saving of 4.7 per cent of rural income may be coming from a small proportion of the rural population, just as the total saving of the urban sector also comes from a small proportion of it. But there is a net rural saving all the same.

However, as could be expected in conditions of such widespread poverty as in India, the number of rural households which account for a smaller percentage of saving are much larger (70 million) than the number of urban households (12 million) which account for a higher net saving.

The study of the National Council of Applied Economic Research is based on a sample survey of 8,655 households and covered areas with a population of under 10,000. Since its urban survey covered centres with a population of over 10,000 each, the two together covered the entire household sector in the Indian economy. Some areas included in the rural survey — those with population between 5,000 and 10,000 — were not exactly rural in character. But they account for a small part of the population covered by the survey and affect its results only marginally.

The survey has revealed that the net saving by rural households in 1962 amounted to Rs. 496 crores (excluding depreciation) and capital formation

was Rs. 459 crores. Since the estimated number of rural households at the middle of 1962 was 70 million, the National Council of Applied Economic Research survey shows an average net saving of Rs. 71 per household and an average net investment of Rs. 66 per household.

The council expects to make known the final estimates and detailed results of its survey in the next few months. The Reserve Bank of India is also conducting a rural saving survey.

STUDY GROUP ON CREDIT CO-OPERATIVES

A Study Group on Credit Co-operatives in the non-agricultural sector has urged the organisation of urban co-operatives in all towns.

It has recommended the organisation of more than one urban bank in towns with a population of more than a lakh. By the end of the fourth plan, a little over 3,000 urban co-operative banks are expected to come into existence. Non-agricultural credit co-operatives, which now cover about one third of the urban population are expected to cover about 50 per cent of the urban population by the end of the fourth plan.

The study group with Sri V. P. Varde of the Saraswat Co-operative Bank of Bombay as Chairman was appointed by the Ministry of Community Development and Co-operation in May, 1963.

The study group has emphasized that for the growth of the non-agricultural credit societies, especially the urban banks, the central financing agencies should provide them adequate loans and overdraft facilities. The Apex banks, observes the study group, should safeguard the interests of non-agricultural credit co-operatives. Special administrative units may be created in the Apex banks to look after the interests of the non-agricultural credit sector.

The study group has expressed itself strongly against the organisation of urban banks on a communal basis. Stressing the need for increasing the membership of urban banks, the group has recommended a number of steps that can be taken to attract membership and deposits.

Sustained campaign, facilities for easy withdrawal, special schemes like home savings, safe deposits and day deposits and interest rates comparable to those of commercial banks are some of the steps suggested by the group.

While permitting commercial banks to open branches, the group feels that the capacity of the urban co-operative banks in the area and their scope for development should be given due consideration.

The group has recommended State contribution to share capital of the urban banks upto Rs. 25,000 on a matching basis. The group has recommended that immediate steps should be taken for forming an employees' co-operative credit society in each organisation with 200 to 300 employees.

SUBSIDISED HOUSING

Over a quarter of the funds allocated for housing in the State sector is expected to remain unutilised at the end of the Third Plan, according to present indications. The State Governments are likely to utilise only Rs. 55 crores by the end of the Plan out of Rs. 80 crores allocated for housing in the State Sector.

Of the Plan allocation of Rs. 122 crores for housing, Rs. 80 crores was provided in the Plans of State Governments, Rs. 20 crores in the Plans of Union territories, and Rs. 22 crores in the Central sector.

The progress of housing schemes in the Union territory has been satisfactory, and the rate of utilisation of L. I. C. funds has also been proceeding according to schedule. But progress has been reported to be below the mark in the State sector. The total expenditure, expected to be incurred by the States during the first three years of the Plan will be Rs. 29.88 crores against Rs. 43.20 crores which has to be spent according to the design of the programme. This shows a shortfall of 17%.

AWARDS AND AGREEMENTS

IN THE SUPREME COURT OF INDIA

(Civil Appeal No. 526 of 1963)

Present:

Justice P. B. GAJENDRAGADKAR.

Justice K. N. WANCHOO.

Justice K. C. DAS GUPTA.

Between

Express Newspapers Limited

and

Labour Court, Madurai.

The services of Sri Brian Bobb who was appointed as Chief Sub-Editor of the Indian Express at Madurai on probation for six months were terminated by the management of the Express Newspaper (Private) Limited. The industrial dispute relating to the discharge was referred to the Labour Court for adjudication. The Labour Court ordered his reinstatement with back wages. The management moved the High Court under Article 226 of the Constitution. On the High Court rejecting the application for the issue of a writ, an appeal was preferred under Clause 15 of the Letters Patent and this was also dismissed. In this appeal to the Supreme Court after obtaining special leave, the Supreme Court held that an employee appointed on probation for six months continues as a probationer even after the period of six months if at the end of the period his services had either not been terminated or he is not confirmed. The appeal was dismissed with costs.

JUDGMENT

The industrial dispute out of which this appeal has arisen was referred by the Government of Madras in these terms:—

“Whether the discharge of Sri Brian Bobb and Sri C. Sampath is justified and to what relief they are entitled”.

In this appeal we are concerned only with the case of Brian Bobb. This gentleman appears to have been a working journalist for many years. He was employed formerly as News Editor of the Morning News, Dacca, in Pakistan. He had to give up that post on the refusal of the Pakistan Government to renew his visa. He then requested Shri R. N. Goenka, Chairman of the Express Newspapers Limited, Madras, for an appointment on the editorial staff on any of the group of newspapers under his control

AWARDS AND AGREEMENTS

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and ultimately was appointed as Chief Sub-Editor of the Indian Express at Madurai. Mr. Brian Bobb joined the post on February 28, 1957. The appointment was on probation, the terms being thus expressed in the appointment letter dated Feb. 11, 1957.

“Your appointment will in the first instance be on probation for six months. If during this period we find you satisfactory and you find the job suitable we will confirm you”.

Before however six months expired, Mr. Bobb received a letter dated July 11, 1957 in these terms:—

“We regret to inform you that we have found your work unsatisfactory and that we are compelled to terminate your probation. Your accounts will be settled forthwith.”

The Madras Union of Journalists took up Mr. Bobb's case and raised the present dispute on the termination of his service.

It is necessary to mention that only six days before this, viz., on July 5, 1957, Mr. Bobb had been elected President of the Madurai Branch of the Madras Union of Journalists.

The main contention of the Union was that the termination of Mr. Bobb's services was *mala fide* and intended really to victimise him for taking a leading part in the formation of the Madurai Branch of Madurai Union of Journalists and consenting to be elected President of that Branch.

The Management of the Express Newspapers pleaded in reply that Mr. Bobb having been appointed only as a probationer the termination of his services for unsatisfactory work was well within the rights of the management.

The Labour Court came to the conclusion on a consideration of the circumstances that the termination of Mr. Bobb's services was a clear case of victimisation and directed his reinstatement with back wages from the date of termination.

Against this order of the Labour Court, the High Court of Madras was moved by the Management under Article 226 of the Constitution.

The main contentions urged before the High Court in support of the application were (1) that the finding of the Labour Court regarding victimisation was vitiated by an apparent error, and (2) that as the services of an employee who was on probation for a period of six months could have been terminated at the end of that period without giving rise to any claims, the Labour Court exceeded its jurisdiction by directing the reinstatement of the employee with back wages and should at the most have awarded to the workmen the relief of wages for the period 11th July 1957 to 28th August 1957. Mr. Justice Rajagopala Iyengar, who heard this petition, rejected both these contentions, holding in the first place that the Labour Court had

committed no error in the appreciation of either the oral or documentary evidence and further that while the services of the employee might have been terminated at the end of the period of six months if the employer so desired that would continue as on probation if not put an end to until the employee was confirmed. Accordingly, the learned Judge refused to issue any writ and rejected the application.

The appeal preferred against this order under Cl. 15 of the Letters Patent was also dismissed.

It is against this order of dismissal that the present appeal has been filed by the Management in this Court after obtaining special leave.

The main contention urged by Mr. Gupta in support of the appeal is that the High Court was wrong in law in thinking that once the period of six months expired Mr. Bobb still continued to be in service of the appellant as a probationer. According to the learned Counsel, there would be automatic termination of service as soon as the period of probation of six months had expired unless an order of confirmation was made. This contention is, in our opinion, wholly unsound. There can, in our opinion, be no doubt about the position in law that an employee appointed on probation for six months continues as a probationer even after the period of six months if at the end of the period his services had either not been terminated or he is confirmed. It appears clear to us that without anything more an appointment on probation for six months gives the employer no right to terminate the service of an employee before six months had expired except on the ground of misconduct or other sufficient reasons in which case even the services of a permanent employee could be terminated. At the end of the six months' period the employer can either confirm him or terminate his services because his service is found unsatisfactory. If no action is taken by the employer either by way of confirmation or by way of termination, the employee continues to be in service as a probationer. The High Court was therefore right in rejecting the Management's contention that there was an automatic termination of Mr. Bobb's services after August 28, 1956.

Mr. Gupta also tried to persuade us to examine the correctness of the High Court's view that the Labour Court's finding on the question of victimisation was not liable to interference. It appears to us clear that when the Labour Court came to the conclusion on a consideration of the evidence that the Management's action was not bonafide but amounted to victimisation of the employee it would not have been open to the High Court to disturb that finding except on the ground of an error apparent on the face of the record or on the ground that there was no evidence at all to support it. The High Court has not only found no such error but has gone further and indicated its support of that finding. It is not open to the Management to challenge the High Court's conclusion on this point.

In the result, the appeal is dismissed with costs.

(L. L. J.—I—January 1964 P. P. 9-11)

Memorandum of Settlement Under Section 12 (3) of the Industrial Disputes Act, 1947 Arrived at Before Mr. A. K. Natarajan, Conciliation Officer, Labour Officer III, Madras.

Names of Parties :

Management of Ennore Foundries Limited, Ennore Madras and the Monthly Rated Staff of the Company, Represented by the Ennore Foundries Employees' Union, Madras.

Representing Employers :

1. Mr. J. Ferguson.
2. Mr. A. F. Davies.
3. Mr. D. Vasudeva Rao

Representing the Monthly Rated Employees :

1. Mr. S. C. C. Anthoni Pillai, President, Ennore Foundries Employees' Union.
2. Mr. P. C. Pappu, Vice President, Ennore Foundries, Employees' Union.
3. Mr. M. Vijayarangam, Vice President, Ennore Foundries Employees' Union.

This settlement covers about seventy Monthly Rated Staff such as Clerks, First Aiders, store Keepers, Comptists, Stenographers, Progress Chasers, Telephone Operators, Typists, Sand Technicians, Junior Draughtsmen, Laboratory Assistants, Drivers, Peons, Watchmen, Head Watchmen etc.

Short recital of the case :

The Monthly Rated Staff represented by the Ennore Foundries Employees' Union (hereinafter called the "Union") submitted a claim dated 7th May, 1963 to the Ennore Foundries Limited, Ennore (Herein after called the "Company") and therein asked for various improvements in Salary Scales, working conditions and matters of record and procedure, and discussions were held between the Representatives of the Company and of the Union. After the intervention of the Conciliation Officer a settlement was reached on the terms mentioned below :—

1. The terms and conditions set out hereunder are accepted by both parties as basic and essential to and in the interests of Industrial peace and to ensure that the relationship between the parties will be orderly and cordial and will prevail throughout and beyond the period of this agreement.

2. In consideration of the improvements granted by the Company to the Employees and the undertakings specified in the agreement given by the Union to the Company, the terms and conditions embodied herein under this Agreement shall be binding on both the parties for a period of three years, commencing from the First Day of September, 1963.

This agreement shall not be terminable for any reason whatsoever for the said period of three years ending with 31st August, 1966 and will continue thereafter until the expiry of two months' notice given by either party.

3. Basic Salary Scales:

The Basic Salary Scales applicable to Monthly Rated employees will be as set out in Annexure 'A' attached hereto and forming an integral part of this Agreement. These scales shall be effective from 1st August, 1963, until the date of termination of this Agreement.

4. Classification and Fitment:

(a) Each Monthly Rated Employee shall be classified in accordance with the Classification set out in Annexure 'A' attached hereto and forming an integral part of this Agreement. Thereafter, notional figure of Rs. 26/- (Twenty six) will be deducted from Employees' existing salaries and conveyance allowance, if any, to arrive at their present basic salary and then they will be fitted into the new scales and where the employees' present basic salary does not fit into the new scale, he/she will be fitted at the point nearest to but not below his present basic salary.

(b) Period of service for monthly rated employees shall be reckoned from the date on which they entered the service of the Company for the purpose of fitment in the new scales. No employee shall suffer a reduction in his/her present basic salary by the introduction of these new scales of pay.

(c) Where an employee is deemed to have already crossed an Efficiency Bar by reason only of his/her rate of pay due to him/her as a consequence of this Agreement, or already paid to him/her prior to the commencement of this Agreement, the Company reserves the right to check the efficiency of such employees' forthwith. Any further increments to which such employees might otherwise be eligible, will be subject to the findings of that efficiency check.

All questions arising under this Clause and in particular all questions as to the efficiency of any staff employee and whether he/she should be allowed to cross the efficiency bar for the purpose of this clause, shall be decided by the Panel constituted as provided in the clause next following. In so arriving at a decision, the Panel shall give full consideration to each employees' technical qualification, experience and service record and general suitability in making their assessments. In the event of the Panel deciding that an employee should be stopped at the efficiency bar, it shall record its reasons which shall be communicated to the employee.

5. (a) The General Manager of the Company shall constitute one or more panels for the purpose of this Agreement. He may constitute a single panel for all the Departments or more than one panel, each dealing with one or more departments. Unless otherwise directed by the General Manager, each panel shall consist of three members. The General Manager shall nominate the members of such panel from time to time and may remove them at any time and reappoint or appoint any person to the said panel as he may deem fit. The persons to be appointed to the panel shall be the Departmental Heads and Executives of the Company.

(b) Any question arising under Clause 3, clause 4 and Clause 11 shall be referred to and decided by the appropriate panels.

6. Annual Increments:

(a) Annual increments will normally be granted by the Company in accordance with the Incremental Scales shown in Annexure 'A' to this Agreement. Increments will be effective from the 1st day of the month next following the month in which the event occurred which gave rise to the consideration and authorisation of an increase to the employee.

(b) Any matter arising under this Clause shall be referred to and decided by the Panel or Panels constituted for the Department in which the employee is working for the time being.

7. Appointments or promotions of employees and efficiency check on employees will be made and/or decided by the appropriate Panel.

8. Dearness Allowance:

The formula for calculating Dearness Allowance payable to Monthly Rated Staff shall be as follows:—

$$\frac{C - 350}{5} \text{ per month}$$

Where C represents the cost of living Index published by the Government of Madras for the city of Madras.

9. Conveyance Allowance:

Conveyance and/or Travelling Allowance has been adequately provided for in the Basic rates of pay. Separate payment in respect thereof will not be paid by the Company to any of its Employees covered by this agreement.

10. Night Shift Allowance:

An allowance at the rate of 15% of Basic Rate of pay will be paid for the whole of the shift hours worked to employees who are required to work in a shift any part of which occurs between the hours of midnight and 6-00 a.m.

11. Service Records

It is mutually agreed by the parties that warnings issued to employees in respect of minor and trivial faults prior to 1st September, 1963 shall be eliminated forthwith from the employees' service records. Substantial offence or faults and misdemeanours and all entries recorded in the service records relating thereto at that date shall not be eliminated. All questions relating to the above shall be referred to and decided by the Panel constituted under Clause 5 above or by a Panel specifically constituted for the purposes of this clause. Employees will be informed of items remaining outstanding on their service records at that time. If during the 12 months ending 31st August, 1964 no further warnings or disciplinary actions are recorded against employees in employment with the Company at 1st September, 1963 then their service records will be expunged of such warnings as were left therein at the later date.

12. Misdemeanours and faults committed by employees after 31st August, 1963 and recorded on their service records, will be eliminated from those records after three years and two years respectively from the date of entry therein, provided always that the employee concerned has had no further disciplinary action or offence recorded against him during those periods of three and two years stated above.

13. In the event of the members of any Panel, not being unanimous on any question and having any difference of opinion on any matter referred to them or with which they have dealt, all such matters shall be referred to the General Manager whose decision in the matter shall be final and have the same effect as the decision of the Panel.

14. Production and Discipline :

The Union and its members agree to do everything in their power to increase the production of Iron and Aluminium Castings from the existing facilities, maintain due discipline and avoid loss of man hours due to bad time keeping or avoidable absenteeism.

15. Payment for the sixth day of the week.

The normal working day shall be eight hours. When an employee is required to work on the sixth day of the week, he shall be paid for the said day at the rate of ordinary wages viz. Basic Pay plus Dearness Allowance. The daily rate for monthly paid employees, for all purposes, shall be determined by the formula :—

BASIC PAY + DEARNESS ALLOWANCE

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16. Strikes, Go Slow and / or Restrictive Practices :

(a) The Union agrees to use its full influence and powers in order to persuade and prevent its members and Staff generally from taking part in any go-slow movements or any other form of restrictive practice.

(b) In the event of any dispute arising between the Staff and the Employers in regard to any matter not covered by the terms of this Agreement, the parties will use their utmost endeavour to settle such matters also amicably by negotiation. Unless and until the proper channels of negotiation procedure under a mutually agreed to grievance procedure scheme have all been used and given full opportunity to function in respect of any such dispute or where an employee or employees become involved in any such dispute with management or believe that there is justifiable cause for grievance in respect of or arising directly out of their employment with the Company, the Union undertakes that if, but not until, all negotiation procedures have been properly used, not to cause or permit its members to strike or otherwise hamper the operation of the Company's Plant and business without first giving written notice to the Company of its intentions and in any case agrees not to go on strike or take any similar action until at least 21 days have elapsed from the time when such written notice is served upon the Company.

(c) The Union further agrees to take disciplinary action against any of its members who act in defiance of this Clause of this Agreement. In such an event the President of the Union agrees to come to the Company's works and do all in his power to persuade the Staff concerned to resume normal working procedures.

17. Strikes :

The staff agree that the following categories of labour shall be excluded from any strike action :—

1. Watch and Ward.
2. All Maintenance Department employees.
3. Power House and Boiler House attendants.
4. First Aid Men.
5. Car Drivers.
6. Men employed in the handling of molten metal, such as Furnace men and Crane Drivers (Metal), shall not stop working on account of any strike until all the molten metal is disposed properly and the Furnaces shut down.
7. Telephone Operator.

Any infringement of this provision shall be deemed to be serious misdemeanour by the employee acting in violation of the provisions of this clause and render him liable to be proceeded against for misconduct and for appropriate punishment under the Standing orders for Employees of the Company.

Employees belonging to these categories will not be required to do any other work which can be construed to imply that the Management seeks to break the strike.

Dated at Madras this 20th day of December, 1963.

- | | |
|--------------------------|------------------------------------|
| 1. For and on behalf of | 2. For and on behalf of |
| Ennore Fundries Limited. | Ennore Foundries Employees' Union. |
| 2. J. Ferguson. | S. C. C. Anthoni Pillai. |
| A. F. Davies. | P. C. Pappu |
| D. Vasudeva Rao. | M. Vijayarangam. |

Conciliation Officer, Labour Officer III, Madras.

ENNORE FOUNDRIES LIMITED-

ENNORE — MADRAS

Basic salary scales for monthly paid staff Annexure 'A'

Grade I.—Rs. 115 — 5 — 135 E.B. — 7.50 — 195.

Clerks I
Store Keeper I
Progress Chaser I
First Aiders.
Typists.
Tracers.
Garage Attender.

Grade II. Rs. 135 — 7.50 — 165 E.B. — 10 — 225.

Clerks II
Store Keeper II
Progress Chaser II
Telephone Operator.
Junior Stenographer.
Punch Operator.
Junior Rate Fixer.
Sand Technicians.

Grade III.—Rs. — 165 — 10 — 265 E.B. — 15 — 340.

Clerks III.
Store keeper III.
Junior Draughtsmen.
Comptists.
Laboratory Assistants.
Senior Stenographer.

Drivers — Rs. 115 — 5 — 140 E.B. — 10-220-

Peons — Rs. 90 — 5-140

Watchman — Rs. 91 — 5 — 141.

Head Watchman — Rs. 116 — 5 — 161.

NOTE: A nominal rent of Re. 1/- per month will be deducted from the salaries of Watchman and Head watchman occupying Company Quarters.

Memorandum of Settlement
(Under Section 12 (3) of the Industrial Disputes Act and Rule 25 (1) of the Madras Industrial Disputes Rules

Before Sri A. K. Natarajan, M.A., B.L.,

Labour Officer III, Madras on 8th day of November 1963.

Parties to the dispute
Workmen

Between the Management of The
English Electric Co. of India Ltd.,
Pallavaram and their workmen —
represented by
The English Electric Workers' Union
136, Strahans Road, Madras-12.

Representing Management

R. Bruce,
Director and General Manager.

Representing Workmen

M/s. S.C.C. Anthony Pillai, President
G. Balaram, General Secretary
B. Radha, Vice President
M. Veeraragavalu, Vice President.

Short Recital of the case:

Whereas with a view to secure industrial Peace for a period of three years the parties have had discussions relating to the pay and conditions of the Company's workmen at their factory at Pallavaram, *inter alia* with reference to the institution of a gratuity scheme, uniforms etc., and whereas certain differences could not be resolved between the parties and the parties therefore requested the Conciliation Officer to intervene and bring about a settlement and whereas with the assistance and concurrence of the said Officer it has been agreed as follows:—

Terms of Settlement**1. Gratuity Scheme:**

Effective from 1st October 1963 the following Gratuity Scheme will be introduced.

(a) On the death of a workman while in the service of the Company or on his becoming physically or mentally incapable of further service as certified by the Company's Medical Officer:

One month's basic wages for each completed year of continuous service (subject to a maximum of 15 months' basic wages) to be paid to the disabled workman or if a workman has died or is discharged on account of mental disorder to his nominees or failing such nomination to his heirs or legal representatives.

(b) On voluntary retirement or resignation after 15 years continuous service or retirement on reaching the age of superannuation:

One month's basic wages for each completed year of continuous service subject to a maximum of 15 months basic wages.

(c) On termination of service by the Company :

(i) after 5 years of continuous service but less than 10 years service :

$\frac{1}{2}$ month's basic wages for each completed year of service :

(ii) after 10 years of continuous service but less than 15 years service :

$\frac{3}{4}$ month's basic wages for each completed year of service

(iii) after 15 years of continuous service :

15 months basic wages.

(d) In no case shall the maximum amount of gratuity payable under this scheme shall exceed Rupees ten thousand.

(e) Wages for the purposes of gratuity shall be the basic wages payable to the workman prior to his death, disablement, termination, resignation or retirement. For daily rated workmen the wages shall be the daily wage multiplied by 22 for those working a 5 day week, or 26 for those working a 6 day week.

(f) In the event of the Dearness Allowance now being paid or any portion thereof being merged in the basic wage at any future date, of the amount of the Dearness Allowance so merged shall be excluded for the purpose of computing the gratuity payable under this scheme.

(g) For the purpose of this scheme broken periods of service of less than six months shall be ignored and periods of service of less than six months shall be reckoned as one year.

(h) For the purpose of this scheme, continuous service shall mean the period he has been continuously in employment, but any broken period of less than six months shall not amount to a break in continuity of service.

(i) In the event of the dismissal of any workman for misconduct involving financial loss to the Company, an amount equivalent to the financial loss sustained by the Company shall be withheld from the gratuity payable.

2. Uniforms :

(a) The Company will provide to each daily rated workman (other than those for whom the Company already provides free uniforms) four sets of uniforms per year and 50% of the cost of the said uniforms shall be borne by the Company and 50% of the cost of the uniforms shall be advanced

ced by the Company to each such workman and the amount of such advance shall be recovered from the wages of the workman in twelve equal monthly instalments.

Each workman to whom uniforms are issued under this Clause shall be bound to wear such uniforms when on duty and the omission of the workman to wear the uniforms as aforesaid shall render him liable to be excluded from the factory and on such exclusion to be treated as absent without leave without wages.

It will be the responsibility of the workmen for whom this additional benefit has been provided under this clause to ensure that uniforms are washed and properly maintained.

(b) Existing benefits as specified below will remain unchanged :—

Two free uniforms per annum as specified by the Company are provided to the following workmen :—

1. Drivers.
2. Watchmen.
3. Canteen workers.
4. Sweepers.
5. Grinders.
6. Spray Painters.
7. Peons.

and the Company arranges the laundering of these uniforms at its own cost.

3. Bonus :

It is agreed that for the years ending 30th September bonus shall be payable as follows irrespective of trading results.

30th September 1963	—	8.1/3%	total basic earnings exclusive of D. A. and other allowances and any portion of D. A. that may be merged with the basic wage.
30th September 1964	—	12 $\frac{1}{4}$ %	-do-
30th September 1965	—	16.2/3%	-do-

Provided that the bonus is not deemed to be a customary bonus or a condition of service and that for the years subsequent to 30th September 1965 bonus shall be payable from profits on the basis of any new agreement or on the basis of the Full Bench formula as explained by the Supreme Court or on

the basis of the recommendations of any commission which shall have been accepted by the Government of India and recommended by the said Government for adoption by employers in India.

4. Basic Wages — Daily Rates :

	Grade	Minimum	Annual Increment	Maximum
Grade	I	Rs. 1.35 nP.	10 nP.	Rs. 2.05 nP.
Grade	IB	Rs. 1.60 nP.	12 nP.	Rs. 2.44 nP.
Grade	II	Rs. 1.90 nP.	15 nP.	Rs. 2.95 nP.
Grade	III	Rs. 2.20 nP.	20 nP.	Rs. 3.60 nP.
Grade	IV	Rs. 2.60 nP.	25 nP.	Rs. 4.35 nP.
Grade	V	Rs. 3.00 nP.	28 nP.	Rs. 4.96 nP.
Grade	VI	Rs. 3.70 nP.	30 nP.	Rs. 5.80 nP.

5. Dearness Allowance :

1. Dearness Allowance is paid every month based on the Madras Government Cost of Living Index figure at the rate of 22 nP. per point over 100 points OR 25% of the Basic Wage whichever is higher.
2. The pro-rata Dearness Allowance per day in a particular month is worked out as under :

$$\frac{\text{D. A. for the month}}{\text{Total number of working days}} \\ \text{plus paid festival holidays.}$$

6. Sick Leave and Earned Leave :

During and after the second calendar year of employment leave may be taken as earned during the previous year i. e. earned leave at the rate of 1 day for every 20 days actually worked, and sick leave at the rate of 1 day for every 34 days actually worked subject to a maximum of seven days per year in the case of sick leave.

Subject to the above there is no minimum qualifying period of service.

The above 7 days sick leave wages are paid in addition to the existing sick leave benefits that the worker may have received from the Employees' State Insurance Corporation.

Any sick leave due but not availed of in any year will be paid at cash equivalent in January of the following year.

7. Festival Holidays :

10 festival holidays with pay inclusive of the National holidays viz. Republic Day, Independence Day and Gandhiji's Birthday will be fixed in consultation with the representative of the recognised Union.

8. Night Shift Allowance :

Night shift allowance is paid at the rate of 25% extra on basic pay for the existing night shift i.e. from 9 p.m. to 6.30 a.m. or part thereof.

9. Free Tea :

One cup of free tea is supplied once in a working day. Coupons to be surrendered when on leave.

10. Milk :

One ollock of milk is supplied daily to the following workmen.

1. Spray Painters.
2. Workmen on Jackmen Grinding machines.
3. Workmen employed with pneumatic buffing machines on ferrous work in fabrication department.
4. Metal treatment and plating — Those operatives whose job is to dip items in concentrated acid solution.

Milk is not provided to the above workmen except on the days when they carry out the above work.

11. Recognition of Union :

The parties having accepted the Code of Discipline, the Company agrees to recognise the English Electric Workers Union as the sole representative of the workmen employed in the company's factory at Pallavaram provided that in the event of breach by the Union of the said Code the management shall be entitled, after giving reasonable opportunity to the Union to explain, to withdraw the recognition conferred on it.

Workers employed in essential services including watch and ward, fire service, conservancy, medical, maintenance and electrical substation shall not be allowed to join in any strike or other action proposed by the Union against the management.

12. Period of agreement

It is further agreed that the other existing terms and conditions of service shall continue for the duration of this agreement, namely until 8th November 1966 and the workmen shall not be entitled to make any demand or raise any dispute which may directly or indirectly involve the Company in

any additional financial commitment except in regard to individual workmen.

S.C.C. Anthoni Pillai,
Representing Workmen.
President,
English Electric Workers Union.

Sd. R. Bruce,
Representing Employer
Director & General Manager,
The English Electric Co of
India Ltd., Pallavaram.

Memorandum of settlement under section 12(3) of the Industrial Disputes Act 1947 Reached before the Labour Officer I Madras on the 23rd day December 1963

- Parties to the Dispute :** The Management of Madras Bangalore Transport Company, Madras-1 and their workmen represented by the MBT Staff and workers' Union and the Madras Road Transport Workers' Union, Madras-1.
- Representing the management :** Sri L. Sudarsan Rao, Personnel Officer.
Sri E. K. Balakrishnan, Chief Accountant.
- Representing the workmen :** 1. Sri A. S. Vaithyanathan, Joint Secretary.
2. Sri C.V. Rajagopal, President, MBT Staff and Workers' Union.
1. K. M. Sundaram, President.
2. A. Y. Devaraj, Treasurer, Madras Road Transport Workers' Union, Madras-1.

Short recital of the Case :—

A dispute arose over the charter of demands raised by the MBT Staff and Workers Union (Recognised) and the Madras Road Transport Workers Union (Unrecognised) in the matter of Bonus for 1962-63 pay of assistance, provision of Educational, Medical facilities, Free Supply of Tea, revision of accidental insurance, non-payment of overtime wages, grant of conveyance allowance for people working in M.T.Y. office, grant of holidays for loading staff, grant of lunch allowance for M.T.Y. and Lunch allowance for delivery staff, dressing room for peons, provision of dining hall, provision of shed for workers against sun, confirmation of temporary workmen, introduction of Provident Fund for loading men, enhancement of wage and confirmation of loading men, grant of extra leave and holidays, introduction of Gratuity scheme, conditions of work for cleaners, demand for increase of batta, supply of uniforms etc. After discussions the parties agreed to the following terms of settlement.

Terms of Settlement : —

Term : 1. The Management agrees to introduce a wage scale for the assistants as follows effective from 1-12-1963.

Rs. 90-7.50 nP. -150-EB-10-200

All workmen who are not in a stage in the scale will be fitted in a stage next to their present pay and will be granted one increment in the scale for every 3 (Three) years of service. Those who do not get any increments under this scheme shall be entitled for an increment under this scheme from 1-1-1964.

Term : 2. Education: The management agrees to extend the Educational concession scheme now obtaining under the management to persons drawing a maximum salary of Rs. 150/-...

Term : 3. Tea shall be supplied to all the staff working after 10 P.M.

Term : 4. A Conveyance allowance and separate lunch allowance at 50 nP. for each item to the workmen and staff working at Kayambedu shall be granted from 1-11-1963 to all the existing staff.

Term : 5. Door Delivery staff: As regards door delivery and collection staff an allowance of 75 nP. for meal purposes shall be granted for each workmen, effective from 1-11-1963.

Term : 6. The management agrees to confirm all workmen who put in 6 months of service under them and issue orders in this regard.

Term : 7. The management agrees to provide dining hall for their staff before 31-3-1964.

Term : 8. The management also agrees to introduce a Scheme of gratuity at the rate of 7 days consolidated wages as Gratuity for each year of service in case of Physical and Mental disability, death or retirement etc.

(b) In case of resignation and dismissal the qualifying service shall be 5 years.

(c) In case of misconduct the Gratuity shall be reduced by the amount of financial loss caused by the workmen to the company.

Term : 9. The demand relating to supply of dress and Chappals are dropped as necessary supply in this regard has already been made by the management.

Term : 10. The issue relating to medical aid is not pressed.

Term : 11. The unsettled issues if any shall be processed through the normal channels of conciliation.

Term: 12. The Management agrees to pay all the workmen for year 1962-63 a bonus amount representing $2\frac{1}{4}$ (Two and quarter) month's basic wages as bonus in total and for the year 1963-64 a bonus amount representing $2\frac{1}{4}$ (Two and a quarter) month's basic wages and for 1964-65, $2\frac{1}{4}$ month's basic wages in total.

Term: 13. The management does not accord recognition under the code of Discipline to the Madras Road Transport workers Union, Madras-1.

AGREED TO THE ABOVE TERMS

Representing Management.

(1) xxxxxx,

(2) xxxxxx,

Representing Workmen.

(1) xxxxxx,

(2) xxxxxx,

Madras Road Transport Workers
Union, Madras-1.

(1) xxxxxx,

(2) xxxxxx,

Labour Officer 1, Madras.

MBT Staff and Workers Union
Madras-1.

CENTRAL WAGE BOARD FOR TEA PLANTATIONS

Clarification in regard to the recommendations

In response to a point raised it has been clarified by the Central Wage Board for Tea Plantation Industry that the interim wage increase granted by the Board was also 'applicable to the employees recruited after 1 December 1961 and that such employees would get the interim wage increase from the date of their joining duty.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. INDIA. NATIONAL PRODUCTIVITY COUNCIL.
Machine building industry in USSR and Czechoslovakia.
National productivity council, June 1963.
pp. 81 + iv. Rs. 3/-.
2. INDIA. NATIONAL PRODUCTIVITY COUNCIL.
Glass industry in Britain and USA.
National productivity council, July, 1963.
pp. 29 + iv. Rs. 2/-.
3. GLADYS (Palmer. L).
Reluctant job changer; Studies in work attachments and aspirations.
University of Pennsylvania press, 1962.
pp. 225 + xvii. \$ 7.50.
4. CURRIE (Russell. M).
Financial incentive.
British institute of management. pp. 124. \$ 21.
5. BENNETT, Ed., etc.
Human factors in technology.
New York, McGraw hill. 1963. pp. 685 + xiii.
6. SAUL (Gellerman. W).
Motivation and productivity.
New York, American management association, 1963.
pp. 304. \$ 9.
7. KOTHARI (G.L.).
Labour law and practice in India.
N. M. Tripathi, 1963. pp. 1108 + xxii. Rs. 40/-
8. FRIDMAN (Gerald).
Modern law of employment.
N. M. Tripathi, 1963. Rs. 168/-.
9. KOTHARI (G.L.).
Industrial relations law.
N. M. Tripathi, 1963. pp. 516 + xvi. Rs. 22.50/-.
10. RAI GOPAL (T.A.).
Employees' provident funds act, 1952 and
employees' provident funds scheme. Edn. 3.
N.M. Tripathi, 1963. Rs. 13.50/-.

IMPORTANT ARTICLES

1. KAUSHIK (S.P.).
Productivity drive in India.
Punjab labour journal for the quarter ending
September, 1963.
2. SHEA (A.D.).
Oil workers' housing and community integration in isolated areas.
International labour review. Vol. 88. No. 6.
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3. SCHARMANN (Theodor).
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republic of Germany.
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4. AHUJA (A. K.).
Productivity change.
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5. BRUCKART (R.F.).
Achieving change in Industry.
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October—December, 1963.
6. MONTAGUE (Richard).
Labour and the printing industry.
American labour review. Vol. 17 No. 2. February, 1964.
7. HAUSER (Philip. M.).
Human resources and economic development.
American labour review. Vol 17. No. 2. February, 1964.
8. GRIMSHAW (T.B.).
Training for managers tomorrow.
Planters' Chronicle. Vol. 49. No. 2. January 15, 1964.
9. ROLFE (Bob).
Understanding the trade union.
Industrial welfare. December, 1963.
10. KRISHNAN KUMAR.
Trends in productivity and real wages in India
and other selected countries.
Indian worker. Vol. 12. No. 16, 17. January 27, 1964.
11. SHARMA (R.N.).
Trade unions and safety.
Indian worker. Vol. 12. No. 16, 17. January 27, 1964.

NOTIFICATION

Exemption of all Co-operative Societies from provisions of
Madras Shops and Establishments Act

(G. O. Ms. No. 5780, Industries, Labour and Cooperation (Labour) 11th December 1963)
II-1 No. 6739 of 1963.

In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXVI of 1947), (hereinafter in this notification referred to as the "the 1947 Act"), the Governor of Madras hereby exempts permanently every society registered or deemed to be registered under the Madras Co-operative Societies Act, 1961, (Madras Act 53 of 1961), (hereinafter in this notification referred to as the "the 1961 Act") from—

(i) the provisions of clause (a) of sub-section (2) of section 34, section 35 and section 41 of the 1947 Act.

(a) on and from the 1st January 1964, if the registered by-laws for the time being in force or the registered amendment of the by-laws of such society contain the model by-laws appended to this notification ; and

(b) on and from the date on which the model by-laws aforesaid are incorporated in the registered by-laws of the society and registered under section 11 of the 1961 Act if the registered by-laws of the society do not contain the model by-laws aforesaid ; and

(ii) all the other provisions of the 1947 Act, on and from the 1st January 1964.

APPENDIX

MODEL BY-LAWS

1. Deductions relating to fines — (a) The wages of a person employed shall be paid to him without deductions of any kind except fines and such deductions shall be made only in accordance with the provisions in the following by-laws.

(b) No fine shall be imposed on any person employed, save in respect of such acts and omissions on his part as the employer, with the previous approval of the Registrar, may have specified by notice under clause (c).

(c) The society shall display at or near the main entrance of the establishment, a notice in English, together with the correct translation thereof in the language understood by the majority of the persons employed therein, of the regulations containing the list of acts and omissions approved under clause (b).

(d) No fine shall be imposed on any person employed until he has been given a reasonable opportunity of making any representation that he may desire to make and such representation, if any, shall be taken into consideration, before the order imposing the penalty is passed.

(e) The total amount of fine which may be imposed on any one wage period on any person employed shall not exceed an amount equal to three naye Paise in the rupee of the wages payable to him in respect of that wage period.

(f) No fine shall be imposed on any person employed who has not completed fifteen years of age.

(g) No fine imposed on any person employed shall be recovered from him after the expiry of sixty days from the day on which it was imposed.

(h) Every fine shall be deemed to have been imposed on the day of the act or omission in respect of which it was imposed.

(i) All fines and all realisations thereof shall be recorded in a register to be kept by the society in Form 'A' appended to this by-law. All such realisation shall be applied only to such purposes beneficial to the persons employed in the establishment as a whole of the society as are approved by the Registrar.

FORM A
REGISTER OF FINES

Serial Number	Name	Father's name or husband's name.	Act or omission for which fine imposed	Whether the employee showed cause against fine or not and if so date on which cause was shown	Total wages for the wage period in which fine imposed	Amount of fine and date on which fine imposed	Date on which fine realised	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

(j) The Registrar shall be the authority competent to approve, under clause (b) acts and omissions in respect of which fines may be imposed and the purposes to which the fines realised shall be applied.

(k) Every society requiring to impose fines in respect of any acts and omissions on the part of employed persons shall send to the Registrar (a) a copy of the regulations framed under clause (c) containing the acts and omissions referred to in clause (b) in duplicate together with a list of persons empowered under clause (m) to impose fines on the persons employed; and (b) a list showing the purpose to which the fines shall be applied.

(l) The Registrar may, on receipt of the regulations and the list referred to in clause (k), after such enquiry as he considers necessary, pass orders either disapproving or approving the regulations either in their original form or as amended by him, in which case, such regulations shall be considered to be the approved regulations;

Provided that no order disapproving or amending any regulations shall be passed unless the society shall have been given an opportunity of showing cause orally or in writing against such order.

(m) No fine shall be imposed by any authority other than the authority or authorities approved by the Registrar.

(n) Any authority desiring to impose a fine on a person employed, shall explain personally to the said person the act or omission in respect of which the fine is proposed to be imposed and the amount of the fine which it is proposed to impose and shall hear his explanation. The charge in respect of which it is proposed to impose the fine and the explanation of the person concerned shall be reduced to writing; the signature of such person being obtained to the latter.

(o) At the beginning of the Register of Fines, the approved purposes or purposes on which the fines realised are to be expended shall be entered and serially numbered.

(p) When any disbursements are made from the fines realised, a deduct entry of the amount so expended shall be made in the Register of Fines. The vouchers or receipts in respect of the amounts so expended shall be serially numbered and kept separately, the serial number of each voucher or receipt and the amount to which it relates being noted in the remarks column of the Register. If more than one purpose has been approved, the entry of the disbursement shall also indicate the purpose for which it is made.

II. Provisions relating to dispensing with services (a) The service of any member of the society who is employed continuously for a period of not less than six months shall not be dispensed with except for a reasonable cause and without giving such member at least one month's notice or wages in lieu of such notice:

Provided however, that such notice shall not be necessary where the services of such member are dispensed with on a charge of misconduct supported by satisfactory evidence recorded at an enquiry held for the purpose.

(b) Any member of a society who has completed continuous service of not less than six months in the establishment and whose services have been dispensed with may appeal to the Registrar either on the ground that there was no reasonable cause for dispensing with his service or on the ground that he had not been guilty of misconduct as held by the authority who imposed the penalty. Such appeal shall be preferred within thirty days from the date of service of the notice dispensing with his service. Service for the notice shall be deemed to be effective if carried out personally or if that be not practicable by registered post to the last known address. In the case of service by post, the date of service shall be deemed to be the date on which the letter would arrive in the ordinary course of post:

Provided that an appeal may be admitted after the said period of thirty days if the appellant satisfies the Registrar that he had sufficient cause for not preferring the appeal within the period.

(c) the decision of the Registrar shall be final and binding on both the society and the person employed.

(d) The procedure to be followed by the Registrar when hearing appeals preferred to him under clause (b) above shall be summary. He shall record briefly the evidence adduced before him and then pass orders giving his reasons therefor. The result of the appeal shall be communicated to the parties as soon as possible. Copies of the orders shall also be furnished to the parties if required by them. The copies shall be on stamp papers to be furnished by the parties.

(e) For the purpose of clause (d) one copy stamp paper of the value of nineteen naye Paise shall be used for every 176 words or fraction thereof; when the reverse of the copy stamp paper is written on adhesive court-fee labels of the value of nineteen naye Paise when the number of words written does not exceed 176, or twenty-five naye Paise when the number of words written exceeds 176 shall be affixed at the top right hand corner of that side.

Reconstitution of Local Committee for Dalmiapuram area under Employees' State Insurance Scheme

Fort St. George, November 20, 1963

II-1 No. 6388 of 1963.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 30th October 1963 is republished:

No. MR/CO/3 (5) / 63 (1).—It is hereby notified that the Local Committee set up vide this Office Notification No. MR/CO-3 (5) / 60, dated the 3rd January 1961, for Dalmiapuram area, under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950 has been reconstituted with the following members with effect from the 31st October, 1963:—

CHAIRMAN

Under Regulation 10-A (1) (a)

1. District Medical Officer, Tiruchirapalli.

MEMBERS

Under Regulation 10-A (1) (b)

2. Labour Officer, Tiruchirapalli.

Under Regulation 10-A (1) (c)

3. Medical Officer, Government Hospital, Lalgudi.

Under Regulation 10-A (1) (d)

4. Shri C. Swamidoss, Personnel Manager, Dalmia Cement (Bharat) Limited, Dalmiapuram.

5. Dr. J. N. Christopher, Medical Officer, Utilisation Dispensary, Dalmiapuram Cement (Bharat) Limited, Dalmiapuram.

Under Regulation 10-A (1) (e)

6. Shri I. M. Moinuddin, General Secretary, Dalmia Cement National Workers' Union, Dalmiapuram.

7. Shri K. Ramiah, Secretary, Dalmia Cement National Workers' Union, Dalmiapuram.

Under Regulation 10-A (1) (f)

8. The Manager, Local Office, Employees' State Insurance Corporation, Tiruchirapalli.

Fixation of Minimum Rates of Wages in respect of Employment in Cotton Waste under Minimum Wages Act

Memo No. 173409. NIII/63-1. Industries, Labour and Co-operation, 9th December, 1963.

ERRATUM: In the Industries, Labour and Co-operation Department Notification II-1 No. 5332 of 1963, dated 6th September 1963, published at page 2411 of Part II- Section 1 of the *Fort St. George Gazette*, dated the 16th October 1963.—

For the word "two" occurring in the second line of paragraph 3, read "three".

Appointment of certain Officers to be Inspectors under Minimum Wages Act with their jurisdiction and amendment to notification

Fort St. George, December 13, 1963

II-1 No. 87 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 6th November 1963, is republished —

S. O. 3198.—In exercise of the powers conferred by sub-section (1) of section 19 of the Minimum Wages Act, 1948 (11 of 1948), the Central Government hereby appoints the Officers specified in column (1) below to be Inspectors for the purposes of the said Act within the local limits specified in the corresponding entries in column (2) thereof and makes the following amendments in the notification of the Government of India in the Ministry of Labour and Employment No. S. O. 3476, dated the 8th November 1962, namely:—

In the schedule to the said notification.

(1)	(2)
(1) After item 5, the following item and entries shall respectively be inserted, namely:— "5. A. Regional Labour Commissioner (Central) Bombay."	The States of Gujarat and Maharashtra."
(2) after item 11, the following item and entries shall respectively be inserted, namely:— "11-A. Regional Labour Commissioner (Central), Calcutta."	The States of West Bengal, Assam, Nagaland and the Union Territories of Manipur and Tripura."
(3) after item 19, the following item and entries shall respectively be inserted, namely:— "19-A. Regional Labour Commissioner (Central), Madras."	The States of Madras Mysore and Kerala."
(4) after item 23, the following item and entries shall respectively be inserted, namely:— "23-A. Regional Labour Commissioner (Central), Jabalpur."	The States of Madhya Pradesh and Rajasthan."
(5) after item 27, the following item and entries shall respectively be inserted, namely:— "27-A. Regional Labour Commissioner (Central), Kanpur."	The States of Uttar Pradesh and Punjab and the Union Territories of Himachal Pradesh and Delhi."
(6) After item 33, the following item and entries shall respectively be inserted, namely:— "33-A. Regional Labour Commissioner (Central), Dhanbad."	The State of Bihar."
(7) after item 40, the following item and entries shall respectively be inserted, namely:— "40-A. Regional Labour Commissioner (Central), Visakhapatnam."	The States of Andhra Pradesh and Orissa."

Revised Notification of minimum rates of wages in respect of classes of work in any woven carpet making or shawl Weaving establishment under Minimum Wages Act.

Erratum to Notification

Fort St. George, December, 7, 1963.

In the schedule to the Industries, Labour and Co-operation Department notification II-1 No. 524 of 1963, dated 5th November 1963, published at page 248 of Part II-Section 1 of the *Fort St. George Gazette*, dated the 12th November 1963 —

For “69.00 p.m.” occurring against the item “Expert dyer” under the sub-heading “Piece rate” below the main heading “(1) Manufacture of drugget,” read “60.00 p.m.”

The Industrial Employment (Standing Orders) Amendment Act, 1963.
Act No. 39 of 1963

An act further to amend the Industrial Employment (Standing Orders) Act, 1946.

BE it enacted by Parliament in the Fourteenth Year of the Republic of India as follows:—

1. Short title and commencement:— (1) This Act may be called the Industrial Employment (Standing Orders) Amendment Act, 1963.

(2) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

20 of 1946 2. Amendment of Section 1. — In section 1 of the Industrial Employment (Standing Orders) Act, 1946 (hereinafter referred to as the principal Act),—

(i) in sub-section (3), the second proviso shall be omitted;

(ii) after sub-section (3), the following sub-section shall be inserted, namely:—
“(4) Nothing in the Act shall apply to —

(i) any industry to which the provisions of Chapter VII of the Bombay Industrial Relations Act, 1946, apply;

Bombay Act 11 (ii) any industrial establishment to which the provisions of the of 1947, or Madhya Pradesh Industrial Employment (Standing Orders) Act, Madhya Pradesh 1961, apply: Act 26 of 1961.

Provided that notwithstanding anything contained in the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961, the provisions of this Act shall apply to all industrial establishments under the control of the Central Government.”

3. Amendment of Section 2. — In section 2 of the principal Act, for clause (a), the following clause shall be substituted, namely:—

(a) ‘appellate authority’ means an authority appointed by the appropriate Government by notification in the Official Gazette to exercise in such area as may be specified in the notification the functions of an appellate authority under this Act:

Provided that in relation to an appeal pending before an Industrial Court or other authority immediately before the commencement of the Industrial Employment (Standing Orders) Amendment Act, 1963, that Court or authority shall be deemed to be the appellate authority”;

Amendment of Section 10. — In section 10 of the principal Act.—

(i) in sub-section (2), the words “the standing orders in which shall be indicated” shall be omitted:

(ii) after sub-section (3), the following sub-section shall be inserted, namely:—

“(4) Nothing contained in sub-section (2) shall apply to an industrial establishment in respect of which the appropriate Government is the Government of the State of Gujarat or the Government of the State of Maharashtra.”

5. Amendment of Section 11.— Section 11 of the principal Act shall be renumbered as sub-section (1) thereof and after sub-section (1) as so re-numbered, the following sub-section shall be inserted, namely:—

“(2) Clerical or arithmetical mistakes in any order passed by a certifying officer or appellate authority, or errors arising therein from any accidental slip or omission may at any time, be corrected by that officer or authority, or the successor in office of such officer or authority, as the case may be.”

6. Insertion of New Section 12-A.— After section 12 of the principal Act, the following section shall be inserted namely:—

“12 A. Temporary application of model standing orders.— (1) Notwithstanding anything contained in sections 3 to 12, for the period commencing on the date on which this Act becomes applicable to an industrial establishment and ending with the date on which the standing orders as finally certified under this Act come into operation under section 7 in that establishment, the prescribed model standing orders shall be deemed to be adopted in that establishment, and the provisions of section 9, sub-section (2) of section 13 and section 13 A shall apply to such model standing orders as they apply to the standing orders so certified.

(2) Nothing contained in sub-section (1) shall apply to an industrial establishment in respect of which the appropriate Government is the Government of the State of Gujarat or the Government of the State of Maharashtra.”

7. Substitution of new section for section 14A.—For Section 14A of the principal Act, the following section shall be substituted, namely:—

“14A. Delegation of powers.—The appropriate Government may, by notification in the Official Gazette, direct that any power exercisable by it under this Act or any rules made thereunder shall, in relation to such matters and subject to such conditions, if any, as may be specified in the direction, be exercisable also:—

(a) where the appropriate Government is the Central Government, by such officer or authority subordinate to the Central Government or by the State Government or by such officer or authority subordinate to the State Government, as may be specified in the notification:

(b) where the appropriate Government is a State Government by such officer or authority subordinate to the State Government as may be specified in the notification.”

Constitution of a Committee to hold Enquiries and advise the State Government in fixing Minimum Rates of Wages for Employment in Manufacture of Snuff

(G. O. Ms. No. 5680, Industries, Labour and Co-operation (Labour)
4th December 1963).

III No. 5 of 1964.

In exercise of the powers conferred by clause (a) of subsection (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of the employment in the manufacture of snuff:—

INDEPENDENT MEMBERS

- | | |
|---|-----------|
| 1. The Commissioner of Labour, Madras. | Chairman. |
| 2. The Joint Director of Industries and Commerce (Handicrafts), Madras. | Member. |

EMPLOYERS' REPRESENTATIVES

- | | |
|--|--|
| 3. Sri K. R. C. Krishnan, Proprietor, Messrs. Radha and Company, Washermenpet, Madras-21. | } Representing the Madras State Snuff and Tobacco Merchants Association, Madras. |
| 4. Sri N. V. S. Murugavel Nadar, Partner, Messrs. N. V. Shanmugam and Company, Snuff Manufacturers, Madras-21. | |

EMPLOYEES' REPRESENTATIVES

5. Sri K. Prabhu, General Secretary,
Tamilnad Snuff Industry Workers'
Union, 34, Ramasamy Street,
Mannady, Madras-1.
6. Sri R. Rangaswamy, President,
Madras State Snuff Workers'
Union, No. 186, T. H. Road,
Madras-21.

Amendments to Madras Factories Rules

(G. O. Ms. No. 5592, Industries, Labour and Co-operation (Labour),
28th November 1963.

S. R. O. No. A-6 of 1964.

In exercise of the powers conferred by sub-section (1) of section 6, sub-section (2) of section 21, section 41, sub-section (8) of section 61, sub-section (3) of section 72 and section 112 of the Factories Act, 1948 (Central LXIII of 1948) the Governor of Madras hereby makes the following amendments to the Madras Factories Rules, 1950, published with the late Development Department notification, dated the 15th March 1950, at pages 103 to 178 of the Rules Supplement to Part I of the *Fort Saint George Gazette*, dated the 25th April 1950, as subsequently amended, the same having been previously published as required by section 115 of the said Act:—

AMENDMENTS

In the said rules:—

(1) in rule 3:—

(a) in sub-rule (2), in the opening portion, after the word, letters and figure "Form No. 1", the words "in triplicate" shall be inserted;

(b) after sub-rule (4), the following sub-rule shall be inserted, namely:—

"(5) (a) A factory or part of a factory constructed, reconstructed, extended or taken into use, shall be in accordance with the plans approved by the Chief Inspector and shall satisfy the conditions subject to which the plans have been approved.

(b) No machine or prime mover or a permanent fixture not shown in the plans approved by the Chief Inspector shall be installed, fixed or used in any factory except in replacement of any machine, prime mover or a permanent fixture not occupying more floor area than that already shown in the approved plans";

(2) in rule 53:—

(a) in Schedule, V, after item 5, Special rule for decorticating factories, the following item shall be added, namely:—

"6. Special rules for factories in which polishing and grinding machinery are in use.

Safety devices.—(a) All Collars, set screws, shafts, couplings, clutches, keys, pulleys, keys and belts in polishing and grinding machines shall be effectively guarded.

(b) (i) Defective wheels shall not be used.

(ii) Grinding wheels shall fit freely on their spindles. They shall never be forced on, nor shall they be let loose on spindles.

(iii) The soft metal bushings at the centre shall not extend beyond the side of the wheels. Wheels shall be kept as true as practicable and work rests shall be kept adjusted close to wheels.

(iv) Wherever possible, a compressible medium, such as blotting paper, rubber nor similar material, at least as large in diameter as that of the flanges shall be fitted between a wheel and each of its flanges.

(v) Projecting arbor ends of grinding and polishing wheels shall be effectively guarded.

(c) Except with the written permission of the Chief Inspector no emery or abrasive wheel shall be kept unprovided with a strong iron cover guard that shall enclose the wheels as far as practicable to retain fragments in the event of bursting. The guard shall be securely attached to the frame of the machine or other solid foundation.

(d) Where workers are employed continuously on dry grinding or polishing wheels, such wheels shall be provided with an efficient exhaust system capable of drawing off dust particles.

(e) Wheels shall not be operated at a speed in excess of that which is recommended by the manufacturer";

(b) after Schedule V, the following Schedule shall be added, namely:—

"SCHEDULE VI

ALL FACTORIES

(a) Wherever practicable and considered necessary by the Inspector, service platforms and gangways shall be provided, for overhead shafting and where required by him these shall be securely fenced with guards, rails and toe boards.

(b) Safe access shall be provided to all bearing clutches, belt shifting levers and all such other appliances which are required to be handled or operated while the machinery is at work.

(c) All ladders used in replacing belts or in attending similar overhead machinery shall be specially made for that work and provided with hooks or an effective non-skid device.

(d) No transmission machinery in motion shall be cleaned with cotton waste rags or similar materials held in hand.

(e) All belts shall be regularly examined to ensure that the joints are safe and the belts are kept in proper tension.

(f) Each water gauge glass of a boiler shall be fitted with an efficient guard.

(g) All condenser pipes of steam engines and exhaust pipes of oil engines shall be adequately guarded;";

(3) in rule 54-A, for items (1) to (4), the following items shall be substituted namely:—

"(1) The platen motion of letter-printing machine.

(2) Reciprocating dies of power presses.

(3) Reciprocating knife of the guillotine machine.

(4) Revolving drums and cylinders in all machines, such as groundnut seed crusher, soap mixers and foundry tumblers.

(5) Revolving beaters in groundnut decorticator.

(6) Abrasive Wheels.

(7) Projections on revolving parts, such as keyheads, set screws, cotton pins and coupling bolts.

(8) Revolving open arm pulleys including fan blades.

(9) Back gears change wheels and cog driver of lathes.

(10) Level drives of planning, shaping, slotting, drilling and milling machines.

(11) All cog and level drives of oil expellers.";

(4) for rule 79, the following rule shall be substituted, namely:—

"79. Notice of periods of work.—The notice of periods of work for adults required under sub-section (1) of section 61 of the Act and the notice of periods of work for children required under sub-section (1) of section 72 of the Act shall be in Form No. 11 and shall be displayed in a conspicuous place at or near the entrance to the factory both in English and Tamil;

(5) rule 85 shall be omitted;

(6) for Form No. 11, the following Form shall be substituted namely:—

"FORM No. 11.

(Prescribed under rule 79).

Notice of periods of work for adult workers and children

District

Place.....

Name of factory... ..
Periods of work

Groups	Men			Women			Children			Description Groups
	Total number of men employed.			Total number of women employed.			Total number of children employed.			
	A	B	C	D	E	F	G	H	I	Group Nature of letter work.
1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	
Relays On Working days. From To From To From To On partial working days From To From To From To										
Date on which this notice was first exhibited 19 (Signed). Manager." Weekly holidays.										

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

AMENDMENT TO NOTIFICATION

(G. O. Ms. No. 5914, Industries Labour and Co-operation (Labour), 20th December 1961)

II-1 No. 449 of 1964.

Under the second paragraph of rule 4 of the Madras Factories (Welfare Officers) Rules, 1953, the Governor of Madras hereby makes the following amendment to the Industries, Labour and Cooperation Department Notification No. 5944 of 1963, dated the 28th October 1963, published at page 2659 of Part II—Section I of the *Fort St. George Gazette*, dated the 20th November 1963.—

AMENDMENT

In the Table under the said notification, for the entry in column (2) against item 3, the following entry shall be substituted, namely :—

“Bombay Labour Institute, Bombay”.

Extension of Employees' Provident Funds Act to Paint and Varnish Industry

Fort St. George, January 15, 1964

U-1 No. 454 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment dated New Delhi, the 21st December 1963 is republished :—

G.S.R. 1983—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 paint and varnish industry;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4 of the Employees' Provident Funds Act 1952 (19 of 1952), the Central Government hereby directs that with effect from the 31st January 1964, the said industry shall be added to Schedule I to the said Act.

**Constitution of Employees' Insurance Court for Nagapattinam area in Thanjavur District
under Employees' State Insurance Act.**

(G. O. Ms. No. 313, Industries, Labour and Co-operation (Labour)
21st January, 1964)

II-1 No. 456 of 1964.

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, East Thanjavur, as an Employees' Insurance Court for the purpose of the said Act, for the areas mentioned hereunder.—

“The Nagapattinam village in Nagapattinam taluk in Thanjavur district.

Amendment to Employees' Provident Funds Scheme.

Fort St. George Gazette, December 24, 1963.

II-1 No. 505 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi the 23rd November 1963, is republished :—

G. S. R. 1873.—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 (Twentieth Amendment) Scheme, 1963.

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

“(xxxvi) as respects the establishments in Pondicherry, territory covered under the Employees' Provident Funds Act, 1952 (19 of 1952), by virtue of the Pondicherry (Laws) Regulation, 1963 (7 of 1963), come into force on the 31st day of October 1963”.

Date of coming into force of Employees' Provident Funds (Amendment) Act.

Fort St. George, December 24, 1963.

II-1 No. 231 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 27th November 1963, is republished :—

S. O. 3324.— In exercise of the powers conferred by sub-section (2) of section, 1 of the Employees' Provident Funds (Amendment) Act, 1963 (28 of 1963), the Central Government hereby appoints the 30th day of November 1963 as the date on which the said Act shall come into force.

Submission of monthly return to the Regional Provident Fund Commissioner in prescribed proforma under Employees' Provident Funds Act

Fort St. George, December 30, 1963.

II-1 No. 232 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, New Delhi dated 12th November 1963 is republished :—

S. O. 3235.— In pursuance of sub-section (3) of section 17 of the Employees' Provident Funds Act, 1952 (19 of 1952), read with paragraph 27 of the Employees' Provident Funds Scheme, 1952, the Central Government hereby directs that the employers in relation to establishments, whose employees have been exempted under the said paragraph, shall submit a monthly return to the Regional Provident Fund Commissioner by the 25th of the month following that to which it relates, in the proforma set out in the schedule to this notification.

SCHEDULE

Monthly statement showing the position of provident fund in factory/establishment in which the employees have been exempted under paragraph 27 of the Employees' Provident Funds Scheme, 1952.

Name of the Factory/Establishment.

Code No.

1. Members :

- (i) Number of members on the last date of the previous month.
- (ii) Number of the members during the month.
- (iii) Number of members who have ceased to pay contributions during the month on account of cessation of employment.
- (iv) Number of members on the last date* of the month.

2. Contributions realised for wage periods ending in the month :

- (i) Total amount of wages, dearness allowance and other payments.
- (ii) Total contributions realised from —
 - (a) Employees.
 - (b) Employers.

3. Other income to the fund during the month on account of receipt of interest on investments, refund of loans, transfers, etc.

4. Total payments during the month on account of :—

- (a) Loans.
- (b) Final settlement of claims
- (c) Transfers.

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5. Inspection charges paid in contributions and number and date of the challan through which paid.

6. Amount invested during the month.

7. (a) Progressive total of investments made upto-date from the inception.

(b) Balance in hand.

(c) Manner of holding the balance.

* This means the last date of the last wage period ending in the month where there are more wage periods than one in the month.

N. B. — Information on items 1 and 2 only will be furnished separately for exempted and excluded employees.

Reconstitutions of Advisory Board for Plantation Labour Housing

(G. O. Ms. No. 2, Industries, Labour and Co-operation (Labour)
2nd January, 1964).

No. 38 of 1964.

In exercise of the powers conferred by rules 53 and 54 of the Madras Plantation Labour Rules, 1955, the Governor of Madras, hereby nominates the following persons to constitute the Advisory Board for consultation in regard to matters connected with housing :—

CHAIRMAN

1. Additional Secretary to Government Industries, Labour and Co-operation Department.

SECRETARY

2. The Chief Inspector of Plantations.

OFFICIAL NOMINEE

3. The Chief Engineer, Public Works Department (General).

REPRESENTATIVES OF EMPLOYERS

4. Sri V. R. Honshaw, Mudis Group, Mudis P. O., Pollachi, Coimbatore District.
5. Sri P. H. Stanes, C/o. Messrs. T. Stanes and Company Limited, Coimbatore.
6. Sri N. B. Athray, Kodeneri Estate, Kotagiri, The Nilgiris.
7. Sri M. R. M. Punja, "Oriental Buildings", Armenian Street, P.B. No. 267, Madras-1.

REPRESENTATIVES OF EMPLOYEES

8. Sri P. L. Perumal, President of the Neelamalai Plantation Workers' Union, Coonoor.
9. Sri R. Raman Nair, President, The Nilgiris District Estates Workers Union, Coonoor.
10. Sri A. Ramanathan, General Secretary, Anamalai Plantation Workers' Union, Valparai.
11. Sri A. Thirumayilai, General Secretary of the Estates Staff Union of South India, Coonoor.

The Payment of Wages (Deductions for National Defence Fund and Defence Savings Schemes) Rules, 1963.

(Fort St. George, December, 18, 1963.)

S. R. O. No. A-56 of 1964

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 22nd November 1963, is republished :—

S. O. 3376, P. W. Section 7 (2) (ii) Rules.— In pursuance of clause (ii) of sub-section (2) of section 7 and in exercise of the powers conferred by sub-sections (2) and (4) of section 26 read with section 21, of the Payment of Wages Act, 1936 (IV of 1936), the Central Government hereby makes the following rules, the same having been previously published as required by sub-section (2) of the said section 26, namely:

The Payment of Wages (Deductions for National Defence Fund and Defence Savings Schemes) Rules, 1963.

1. Title, application and extent.— (1) These Rules may be called the Payment of Wages (Deductions for National Defence Fund and Defence Savings Scheme) Rules, 1963.

(2) These rules shall apply to persons employed on railways, mines and oil-fields.

(3) They extend to the whole of India except the State of Jammu and Kashmir.

2. Definitions.— In these rules—

(a) 'Act' means the Payment of Wages Act, 1936.

(b) 'Sections' means a section of the Act.

3. Conditions for making deductions.— The conditions for making deductions in pursuance of clause (ii) of sub-section (2) of section 7 from the wages of the employed persons for contribution to the National Defence Fund or to any Defence Savings Scheme approved by the State Government with the written authorisation of the President or Secretary of the registered trade union of which the employed person is a member shall be as follows:

(a) The President, or in his absence, the Secretary of such trade union shall forward,—

(i) in duplicate to the employer, a copy of the list of the employed persons who are members of the Trade Union indicating therein the amount or extent of deductions, which are to be made from the wages of each employed person and also, where the deductions are to continue for more than one wage period, the total period during which such deductions are to be made, and a copy of the resolution adopted at a meeting of such trade union authorising such deductions; and

(ii) a copy of the said list and resolution to the person who acts as an Inspector for the purposes of the Act.

(b) the employer shall display in a conspicuous place of the establishment one of the two copies of the said list and resolution received from the president or secretary, as the case may be, of the trade union, for at least a period of three consecutive days immediately preceding the day on which the deductions are to be made from the wages of the employed persons; and

(c) If an employed person objects in writing to deductions being made from his wages upto the amount or extent of deductions indicated in the list displayed by the employer, no deductions shall be made from his wages except in accordance with the written authorisation of such employed person.

4. Repeal and savings.— The Notification No. S. O. 3849/PWA/Section 7 (2) (ii) 62, dated the 13th December 1962, published in the Gazette of India Part II, section 3 (ii) dated the 22nd December 1962, is hereby rescinded but all acts done or purported to have been done under the said notification shall so far as they are not inconsistent with these rules, be deemed to have been done under these rules.

விளம்பரம்

(1963-ம் ஆண்டு அக்டோபர் மாதம் 7-ம் தேதியுள்ள 4853-ம் எண் அரசாங்க ஆணை)

1934-ம் ஆண்டு சென்னை மகப்பேறு உதவிச் சட்டத்தின் (சென்னைச் சட்டம் 6, 1935) 4-வது பிரிவைச் சேர்ந்த (1) உட்பிரிவில் கொடுத்துள்ள அதிகாரங்களைக்கொண்டு சென்னை மாநிலக் கவர்னர் அவர்கள், தொழிற்சாலை இன்ஸ்பெக்டர்களுக்கும், இன்ஸ்பெக்டரெஸ்க்கும், தொழிற்சாலை தலைமை இன்ஸ்பெக்டரையும் மேற்படி உட்பிரிவின் கீழ் முறையே இன்ஸ்பெக்டர்களுக்கும் தலைமை இன்ஸ்பெக்டராகவும் நியமித்து, தொழில்-தொழிலாளர்-கட்டுறவுத்துறையில் 1960-ம் ஆண்டு மே மாதம் 25-ம் தேதியன்று பிறந்த விளம்பரத்துடன், 1960-ம் ஆண்டு ஜூன் மாதம் 15-தேதியுள்ள செயின்ட் ஜார்ஜ் கோட்டை அரசிதழ் 1-ம் பாகம் 1071-1072 பக்கங்களில் (ஆங்கிலத்தில்) வெளியான எஸ்.ஆர்.ஓ. 4172, 4173 பக்கங்களில் (ஆங்கிலத்தில்) வெளியான ஜார்ஜ் கோட்டை அரசிதழில் விளம்பரங்கள், இவ்விளம்பரம் செயின்ட் ஜார்ஜ் கோட்டை அரசிதழில் வெளியாகும் தேதியன்று, 1959-ம் ஆண்டு ஆக்டிவ் பிரதேச, சென்னை வெளியாகும் தேதியன்று, 1959-ம் ஆண்டு ஆக்டிவ் பிரதேச, சென்னை (எல்லை மாற்றச்) சட்டத்தின் (மத்தியச் சட்டம் 56/1959) இரண்டாவது அட்டவணையில் குறிப்பிட்டுள்ள பகுதிகளில் அமுலுக்கு வருமென்று இதனால் கட்டளையிடுகிறார்.

(1963-ம் ஆண்டு செப்டம்பர் மாதம் 25-ம் தேதியுள்ள 4649-ம் எண் அரசாங்க ஆணை.)

1948-ம் ஆண்டு தொழிற்சாலைகள் சட்டத்தின் (மத்தியச் சட்டம் 63/1948) 31-வது பிரிவின் (2) உட்பிரிவிலும் 83, 112-ம் பிரிவுகளிலும் கொடுத்துள்ள அதிகாரங்களைக்கொண்டு, சென்னை மாநிலக் கவர்னர் அவர்கள், முன்னால் அபிவிருத்தித் துறையில், 1950-ம் ஆண்டு மார்ச் மாதம் 15-ம் தேதியன்று வெளியான விளம்பரத்துடன், 1950-ஆண்டு ஏப்ரல் மாதம் 25-ம் தேதியுள்ள செயின்ட் ஜார்ஜ் கோட்டை அரசிதழில் 1-ம் பாகத்தைச் சேர்ந்த விதிகள் அனுபந்தத்தின் 103 முதல் 178 வரையிலுள்ள பக்கங்களிலே (ஆங்கிலத்தில்) வெளியாகிப் பின்னர் திருத்தப்பட்டுள்ள, 1950-ம் ஆண்டு சென்னைத் தொழிற்சாலைகள் விதிகளிலே, அடியிற்கண்ட திருத்தங்களை இதனால் செய்கிறார்கள். மேற்படி சட்டத்தின் 115-வது பிரிவில் சொல்லியுள்ளபடி இந்த விளம்பரம் ஏற்கெனவே வெளியிடப்பட்டுள்ளது.

திருத்தங்கள்

மேற்படி விதிகளிலே:—

(1) 56-வது விதியைச் சேர்ந்த (12) துணை விதிக்குப் பிறகு அடியிற்கண்ட துணை விதியை அமைத்துக்கொள்ள வேண்டும். அதாவது:—

“(13) மேற்படி சட்டத்தின் 31-வது பிரிவின் (1) உட்பிரிவில் சொல்லியபடியுள்ள யாதொரு சாதனம் அல்லது இயந்திரம் சம்பந்தமாக அந்த சாதனத்தின் அல்லது இயந்திரத்தின் அமைப்பு, அல்லது அதன் உபயோகம் மேற்சொன்ன பரிசீலனை சம்பந்தப்பட்ட விதியின் நியந்தனைக்கு நியாயமான அளவுக்கு நடைமுறை சாத்தியமற்றதாய் இருப்பதாகத் தலைமை ஆய்வாளர் திருப்தியடைந்தால், அவர் எழுதிய

ஆணை மூலம், மேற்படி சட்டத்தில் 7-வது பிரிவில் (3) துணைப் பிரிவு பயன்படுத்தி ஒரு வேலையாளர் மாணேஜர் லீவ் புத்தகத்தைக் கொடுப்பதற்கு முன்பே ஊழியத்திலிருந்து நீக்கப்பட்டாலும், எடுக்கப்பட்டாலும், அவ்வாறு அவரை வேலையிலிருந்து நீக்கிய அல்லது எடுத்த தேதியிலிருந்து ஒரு வாரத்திற்குள் மாணேஜர் 87-வது விதியின்படி வைக்கப்பட்டு வருகிற (நமூனா 15) சம்பள லீவ் பதிவேட்டிலிருந்து சுருக்கக் குறிப்பு எடுத்து, அதை வேலையாளருக்குக் கொடுக்கவேண்டும்.”

(ii) (2) துணை விதியில் “ஆறு நயா பைசா” என்னும் சொற்களுக்குப் பதிலாக, “பதினைந்து நயாபைசா” என்னும் சொற்களை அமைத்து கொள்ளவேண்டும்.

கூலி கொடுப்பது பற்றிய 1936-ம் ஆண்டுச் சட்டம் தமிழ் நாட்டிற்குப் பயன்படுகிற வரையில், அதை மேலும் திருத்துவதற்கான சட்டம்.

இந்தியக் குடியரசின் பதினான்காம் ஆண்டில் தமிழ்நாடு சட்டப் பேரவையில் பின்வருமாறு சட்டம் இயற்றப்படுவதாக:—

1. சிறுபெயரும், வரம்பும்: (1) இந்தச் சட்டம், கூலி கொடுப்பது பற்றிய (சென்னைத் திருத்த) 1963-ம் ஆண்டுச் சட்டம் எனப் பெயர் பெறும். 2. இது தமிழ்நாடு முழுவதிலும் பயன்படும்.

2. 1936-ம் ஆண்டு 4-வது மத்தியச் சட்டம், 7-வது பிரிவில் திருத்தம். கூலி கொடுப்பது பற்றிய 1936-ம் ஆண்டுச் சட்டத்தின் (மத்தியச் சட்டம் 4/1936) (இதன் பின்னர் இது மூல சட்டம் குறிப்பிடப்படுகிறது) 7-வது பிரிவைச் சேர்ந்த (2) உட்பிரிவில் (d) பகுதிக்குப் பிறகு, அடியிற்கண்ட பகுதியைச் சேர்த்துக்கொள்ள வேண்டும். அதாவது:—

“(dd) 1948-ம் ஆண்டு மின்சார (சப்ளை) சட்டத்தின் (மத்தியச் சட்டம் 54/1948) 5-வது பிரிவின்படி அமைக்கப்பட்ட தமிழ்நாடு

மின்சார போர்டு (இதன் பின்னர் இந்தச் சட்டத்தில் இது மாநில மின்சார போர்டு என்று குறிப்பிடப்படுகிறது) தொழிலாளிக்குச் சப்ளை செய்த மின்சாரத்திற்கான பிடிப்புகள்:

(3) 1936-ம் ஆண்டு மத்தியச் சட்டம் 4-ல் 11-B புதிய பிரிவைச் சேர்த்துக் கொள்ளுதல். மூல சட்டத்தின் 11-A பிரிவிற்குப் பிறகு, அடியிற்கண்ட பிரிவைச் சேர்த்துக்கொள்ள வேண்டும். அதாவது:—

“11-B. மின்சாரம் சம்பந்தமான பிடிப்புகள்: மாநில மின்சார போர்டாவது இது விஷயமாய் அந்த போர்டினிடம் அனுமதி பெற்றுள்ள அதிகாரியாவது எழுத்து மூலமான வேண்டுகோள் அனுப்பினால், முதலாளி 7-வது பிரிவைச் சேர்ந்த (2) உட்பிரிவின் (dd) பகுதியின்கீழ் அனுமதிக்கப் பெற்ற தொகைகளைப் பிடித்து, அவ்வாறு பிடிக்கப்பட்ட தொகையை மாநில அரசாங்கம் பொது அல்லது விசேஷ உத்தரவு பிறப்பித்து அதன் மூலம் குறிப்பிடுகிற விதமாய் அனுப்பிவைக்க வேண்டும்.

(1963-ம் ஆண்டு அக்டோபர் மாதம் 29-ம் தேதியுள்ள 5169-ம் எண் அரசாங்க ஆணை)

முன்னால் அபிவிருத்தித் துறையில் 1953-ம் ஆண்டு ஜூன் மாதம் 24-ம் தேதியன்று பிறந்து, 1953-ம் ஆண்டு நவம்பர் மாதம் 4-ம் தேதியுள்ள செயின்ட் ஜார்ஜ் கோட்டை அரசிதழ் 1-ம் பாகத்தின் விதிகள் இணைப்பைச் சேர்ந்த 337-348 பக்கங்களிலே (ஆங்கிலத்தில்) வெளியான 1953-ம் ஆண்டு குறைந்த அளவுக் கூலி (சென்னை) விதிகளில் 1948-ம் ஆண்டு குறைந்த அளவுக் கூலி சட்டத்தின் (மத்தியச் சட்டம் 11/1948) 30-வது பிரிவில் கொடுத்துள்ள அதிகாரங்களைக் கொண்டு, சென்னை மாநிலக் கவர்னரவர்கள், அடியிற்கண்ட திருத்தத்தை இதனால் செய்கிறார்கள். இத்திருத்தம் மேற்படி பிரிவின் (1) உட்பிரிவில் சொல்லியுள்ளப் படி ஏற்கெனவே வெளியிடப்பட்டுள்ளது.

திருத்தம்

மேற்படி விதிகளிலே III-ம் நமூனாவுக்குப் பதிலாக அடியிற்கண்ட நமூனாவை அமைத்துக்கொள்ள வேண்டும். அதாவது.

“நமூனா III”

21 (4) விதி கூலியிலிருந்து பிடிப்பு

டிசம்பர் 31 ம் தேதியுடன் முடிவடையும் ஆண்டுக்கான விவரக் கணக்கு.

- (a) நிறுவனத்தின் பெயரும் அஞ்சல் முகவரியும்.
- (b) சொந்தக்காரரின் / ஒப்பந்தக் காரரின் பெயரும் குடியிருப்பு, முகவரியும்.
- (c) ஒரு கம்பெனி சட்டப்படி அமைந்த சபை அல்லது சங்கத்திற்குச் சொந்தமாக உள்ள ஒரு நிறுவனத்தின் அன்றாடக் காரி

யங்களுக்குப் பொறுப்பு வகிக்கும் நிர்வாக ஏஜென்ட்/பைரக்டர்/கம்பளியின் பெயரால் குடியிருப்பு நடவடிக்கை.

(d) மாண்புமிகு வேலைத் துறை அமைச்சர் அலுவலகம் மூலமாக.

2. அந்த ஆண்டில் வேலை செய்த நாட்களின் எண்ணிக்கை.

*3. அந்த ஆண்டில் வேலை செய்த தொழிலாளர் நாட்களின் (Mandays) எண்ணிக்கை.

**4. அந்த ஆண்டில் வேலையிலிருந்து நபர்களின் அல்லது சராசரி எண்ணிக்கை.

(i) பெரியவர்கள்.

(ii) சிறுவர்கள்.

5. ரொக்கமாகக் கொடுத்த மொத்தக் கூலி.

**6. பணப் படிமமாகக் கொடுத்த மொத்தக் கூலியின் ரொக்க மதிப்பு.

7. பிடிப்புகள்.

வழக்குகளின் எண்ணிக்கை. மொத்தத் தொகை ரூ. ரூபாய்.

(a) அபராதங்கள்.

(b) சேதம் அல்லது நஷ்டத்திற்கான பிடிப்புகள்.

(c) ஒப்பந்தத்தை மீறியதற்கான பிடிப்புகள்.

8. அபராதத் தொகையிலிருந்து பட்டுவாடா செய்தல்.

எதற்காக ?

தொகை ரூ. ரூபாய்.

(a)

(b)

(c)

(d)

9. ஆண்டு இறுதியில் அபராதத் நிதியில் இருப்பு.

தேதி :

கையெழுத்து வகிக்கும் பதவி

* இது அந்த ஆண்டில் வேலைக்கு வந்த தொழிலாளர்களின் மொத்த எண்ணிக்கையாகும்.

** ஓர் ஆண்டில் வேலைக்கு வந்தவர்களின் மொத்த எண்ணிக்கையை அந்த ஆண்டில் வேலை செய்த நாட்களின் எண்ணிக்கையால் வகுத்தால் வேலையிலிருந்து நபர்களின் அல்லது சராசரி எண்ணிக்கை கிடைக்கும்.

*** இன்றியமையாத பொருள்களைக் கையாண்டவர்களில் வாங்கியதன் நிமித்தம் முதலாளி செலுத்திய அடக்க விலைக்கும் தொழிலாளி கொடுத்த விலைக்கும் உள்ள வித்தியாசமே பண்டாபரமாகக் கொடுத்த கூலியின் பணிமதிப்பாகும்.

1963 ம் ஆண்டு நவம்பர் மாதம் 5 ம் தேதியுள்ள 5285 ம் எண் அரசாங்க ஆணை)

1948 ம் ஆண்டு குறைந்த அளவு கூலிச் சட்டத்தின் (மத்திய சட்டம் 11/1948) 30 வது பிரிவில் கொடுத்துள்ள அதிகாரங்களைக் கொண்டு சென்னை மாநிலக் கவர்னர் அவர்கள், முன்னாள் அபிவிருத்தித் துறையில் 1953 ம் ஆண்டு ஜூன் மாதம் 24 ம் தேதியன்று பிறந்த 43 ம் எண் விளம்பரத்துடன், 1953 ம் ஆண்டு நவம்பர் மாதம் 4 ம் தேதியுள்ள செயின்ட் ஜார்ஜ் கோட்டை அரசிதழ் பாகம் 1 ன் விதிகள் அநுபந்தத்தைச் சேர்ந்த 337-348 பக்கங்களிலே (ஆங்கிலத்தில்) வெளியான 1953 ம் ஆண்டு குறைந்த அளவுக் கூலி (சென்னை) விதிகளில் அடியிற்கண்ட திருத்தத்தை இதனால் செய்கிறார்கள் : மேற்சொன்ன பிரிவின் (1) உட்பிரிவில் மசாஸ்வியருக்கிறபடி இவ்விளம்பரம் ஏற்கெனவே வெளியிடப்பட்டுள்ளது.

தொழில் தொழிலாளர் - கூட்டுறவுத் துறை விளம்பரங்கள் (1963 ம் ஆண்டு அக்டோபர் மாதம் 15 ம் தேதியுள்ள 4965 ம் எண் அரசாங்க ஆணை)

1962 ம் ஆண்டு செப்டம்பர் மாதம் 25 ம் தேதியன்று தொழில்-தொழிலாளர் கூட்டுறவுத் துறையில் பிறந்து 1962 ம் ஆண்டு அக்டோபர் மாதம் 24 ம் தேதியுள்ள செயின்ட் ஜார்ஜ் கோட்டை கெஜெட் 11 ம் பாகத்தைச் சேர்ந்த 1 வது பிரிவில் 1993 ம் பக்கத்தில் (ஆங்கிலத்தில்) வெளியான 11-1-4824 ம் எண் விளம்பரத்தில் சென்னை மாநிலக் கவர்னர் அவர்கள் 1958 ம் ஆண்டு சென்னைத் தொழில் நிறுவனங்கள் (தேசிய, பண்டிகை விடுமுறை நாட்கள்) சட்டத்தின் (சென்னைச் சட்டம் 33/1958) 10 வது பிரிவைச் சேர்ந்த (2) உட்பிரிவில் கொடுத்துள்ள அதிகாரங்களைக் கொண்டு அடியிற்கண்ட திருத்தத்தை இதனால் செய்கிறார்கள்.

திருத்தம்

மேற்படி விளம்பரத்தில் (1) நிபந்தனைக்குப் பதிலாக அடியிற்கண்ட நிபந்தனையை அமைத்துக்கொள்ள வேண்டும், அதாவது.

“(1) (a) இந்திய ஆயுள் இன்ஷூரன்ஸ் கார்ப்பொரேஷனின் தென் பிராந்திய அலுவலகம் அறிவிக்கிற விடுமுறை நாட்கள் தமிழ் நாட்டில் அமைந்துள்ள இந்திய ஆயுள் இன்ஷூரன்ஸ் கார்ப்பொரேஷனின் எல்லா வகை ஊழியர்களுக்கும் (காவற்காரர், லீப்ட் இயங்குபவர், குப்பைக்காரர், பம்பு இயங்குபவர், ட்ரைவர், கிளினர், மின்சார வேலையாட்கள், ஏ. ஜி. யந்திர உதவியாளர்கள், மேஸ்திரிகள், கொத்தர், கொத்தர் உதவியாளர், தச்சர், வர்ணம் பூசுவோர் போன்ற கட்டிடப் பராமரிப்பு ஊழியர் தவிர, அனுமதிக்கப்படவேண்டும்.

(b) தமிழ்நாட்டில் அமைந்துள்ள இந்திய ஆயுள் இன்ஷூரன்ஸ் கார்ப்பொரேஷன் அலுவலகங்கள் எல்லாவற்றிலும் பணிபுரியும் மேற் சொன்ன கட்டிடப் பராமரிப்பு பணியாளர்களுக்கு ஒவ்வொரு ஆண்டிலும் எட்டு நாட்களுக்குக் குறையாத விடுமுறை நாட்கள் அனுமதிக்கப்பட வேண்டும்.

1963 ம் ஆண்டு நவம்பர் மாதம் 5 ம் தேதியுள்ள
5284 ம் எண் அரசாங்க ஆணை.

குறைந்த அளவு கூலி கொடுப்பதுபற்றிய 1948 ம் ஆண்டு சட்டத்தின்
மத்திய சட்டம் 11/1948) 3வது பிரிவைச் சேர்ந்த (1) உட்பிரிவின்
(b) பகுதியின் கீழும் 5வது பிரிவைச் சேர்ந்த (2) உட்பிரிவின் கீழும்
கொடுத்துள்ள அதிகாரங்களைக் கொண்டு (சென்னை மாநிலக் கவர்னர்
அவர்கள், முன்னாள் அபிவிருத்தித் துறையில் 1952 ம் ஆண்டு பிப்ரவரி
மாதம் 25 தேதியன்று பிறந்து 1952 ம் ஆண்டு மார்ச் மாதம் 4 ம் தேதி
யுள்ள செயன்ட் ஜார்ஜ் கோட்டை அரசிதழ் 1ம் பாகத்தைச் சேர்ந்த
329-330 ம் பக்கங்களிலே (ஆங்கிலத்தில்) வெளியிடப்பட்டுள்ள 141 ம்
எண் விளம்பரத்தில் நிச்சயித்துள்ள குறைந்த அளவுக் கூலி வீதங்களைக்
கீழ்க்கண்ட அட்டவணையின் (1) பத்தியில் குறிப்பிட்டுள்ள யாதொரு
கம்பளி சமுக்காளம் செய்தலில் அல்லது சால்வை நெய்தலில் சுடுபட்டுள்ள
நிறுவனங்களில் கீழ்க்கண்ட வேலை வகைகளுக்கு அந்த அட்டவணையின்
(2) பத்தியில் குறிப்பிட்டுள்ள கூலி வீதங்களாக மாற்றி யமைக்கிறார்கள்.
இம்மாற்றம் மேற்சொன்ன 5வது பிரிவைச் சேர்ந்த (1) உட்பிரிவின்
(b) பகுதியில் சொல்லியுள்ளபடியும், மேற்சொன்ன பிரிவின் (2) உட்
பிரிவின் விலக்கு நிபந்தனையில் சொல்லியுள்ளபடி குறைந்த அளவு கூலி
வீத (மாநிலக்) குழுவை கலந்தாலோசித்த பின்னரும் ஏற்கெனவே வெளி
யிடப்பட்டுள்ளது.

2. இந்த விளம்பரம் 1963 ம் ஆண்டு நவம்பர் மாதம் 15 ம் தேதி
முதல் அமலுக்கு வரும்.

அட்டவணை

கம்பளி சமுக்காளம் செய்தல் அல்லது சால்வை நெய்தல்
நிறுவனத்தில் வேலை

வேலை வகை. அனைத்தும் அடங்கிய குறைந்தபட்சக் கூலி

1. சமுக்காளம் (Pile Carpet) தயாரித்தல்	வட ஆர்க்காடு மாவட்டம்
A. வீட்டு வேலை	ரு.ந.பை.
(a) எல்லாவகைக் கம்பளியையும் கி. சிக்கெடுத்தல்	3.5 / கிராமுக்கு. 0.46
(b) எல்லாவகைக் கம்பளியையும் நூற்றல்	3.5 / கிராமுக்கு. 1.88
(c) பருத்தி நூலை முறுக் கேற்றுதல்	கி. 5.0 / கிராமுக்கு. 1.06

(விளக்கம்: பணியாளர்கள் ஒப்பந்த அடிப்படையில் வீட்டிலேயே
இருந்து செய்யும் வேலை “வீட்டு வேலை” எனப்படும்.)

B. தொழிற்சாலை வேலை.

(a) சிக்கெடுத்தல் பீடர் மஸ்தூர் இதர மஸ்தூர் நாள் ஒன்றுக்கு	1.00
இதர மஸ்தூர் நாள் ஒன்றுக்கு	0.75
(b) பருத்தி நூல் முறுக்கேற்றுதல் நாள் ஒன்றுக்கு	1.00
(c) சாயம் போடுதல், தரம் I நாள் ஒன்றுக்கு.	1.00
தரம் II நாள் ஒன்றுக்கு.	0.62

விளக்கம்: (1) தகுதி, தேர்ச்சி, திறமை செய்யும் வேலையின் அளவு
இவற்றில் அடிப்படையில் பணியாளர்களை 1ம் தரமாக
வும், II-ம் தரமாகவும் பிரிக்கின்றோம்.

(2) பணியாளர்கள் தொழிற்சாலை வளவுகளுக்குள் செய்யும்
வேலை “தொழிற்சாலை வேலை” எனப்படும்.

சாயமிடும் இல்ல மேஸ்திரி. மாதம் ஒன்றுக்கு. 30.00

(d) நெய்தல்

இரட்டை முடி சூக முறை.

2.5 செண்டி மிட்டருக்கு 3 இறைகள். ச.மிட்டருக்கு. 2.92

2.5 செண்டி மிட்டருக்கு 4 இறைகள். ச.மிட்டருக்கு. 4.39

விளக்கம்: (1) சமுக்காள வியாபாரிகளிடமிருந்து ஒப்பந்தத்தின்மேல்
வேலை பெற்று வீட்டிலேயே சமுக்காளம் தயாரிக்கும்
மாஸ்டர் நெசவாளர்களுக்கு இவ்விதங்கள் பயன்படும்.
அவர்கள் வீட்டிலேயே சாயமிடுவதற்கும் திட்ட
மிடுவதற்காகவும், தறிக்கட்டையில் பாவு நூல் சுற்று
வதற்காகவும் ஆகும் கூலி மேற்சொன்ன ஒப்பந்த
வீதத்தில் அடங்கும்.

(2) சமுக்காள வியாபாரிகளிடமிருந்து ஒப்பந்தத்தின்மேல்
வேலை பெற்று துணையாளர்களின் உதவியுடன்
சமுக்காளம் தயாரிப்பவரே “மாஸ்டர் நெசவாளர்”
எனப்படுவார்.”

11. தரைகளுக்குப் போடும் சமுக்காளம் சேலம்
தயாரித்தல் மாவட்டம் வட ஆர்க்காடு
(Manufacture of drugget) மாவட்டம்

(i) எடுத்த கம்பளியை சுத்தம் செய்தல்
தரம் I மிதித்தல், கழுவுதல், உலர்த்
துதல், தொழிற்சாலை வேலை.

தரம் I	நாள் ஒன்றுக்கு	1.25	...
தரம் II	நாள் ஒன்றுக்கு	0.75	...

(ii) கலத்தல் சிக்கெடுத்தல்,
சாயமிடுதல்

தரம் I	நாள் ஒன்றுக்கு	1.25	...
தரம் II	நாள் ஒன்றுக்கு	0.75	...

மாதச் சம்பளம் பெறும்
பணியாளர்கள் மாதத்திற்கு 30.00 ...

செய்யும் வேலைக்கேற்ப கூலி
பெறுவோர்

சிக்கெடுத்தல் மட்டும். 3.5 கி.
கிராமுக்கு. 0.16

சாயமிடுதல் மாதம் ஒன்றுக்கு 30.00

தேர்ந்த சாயமிடுபவர் மாதம் ஒன்றுக்கு 60.00

பணியாளர்கள் தொழிற்சாலை வளவுகளுக்குள் செய்யும் வேலை
“தொழிற்சாலை வேலை” எனப்படும்.

(iii) நூற்றல்

சாநூரை அல்லது வண்ணக் கம்பளி முரட்டு நூல்	0.11 கி. கிராமுக்கு	0.12
டிரக்ஷெட் (drugget) நூல்	0.15 கி. கிராமுக்கு	0.14 3.5 கி.
உயர்ந்த நூல்	0.15 கி. கிராமுக்கு	0.29

(iv) நெசவு

சாநூரை டிரக்ஷெட்டுகள் (Druggets)	சதுர மீட்டருக்கு	1.27
கரையுள்ள டிரக்ஷெட்டுகள் (Druggets)	சதுர மீட்டருக்கு	1.38
கரையுள்ள வேலையுள் கொண்ட டிரக்ஷெட்டுகள்	சதுர மீட்டருக்கு	1.46
ஆறு மடிப்பு பாவு நூல் (Ply Warp)	சதுர மீட்டருக்கு	1.10
எட்டு மடிப்பு பாவு நூல்	சதுர மீட்டருக்கு	1.27

விளக்கம் : தகுதி, தேர்ச்சி, திறமை, செய்யும் வேலையில் அளவு, இவற்றின் அடிப்படையில் பணியாளர்களை 1ம் தரமாகவும் II-ம் தரமாகவும் பிரிக்கின்றோம்.

II. தரைக்குப் போடப்படும் முரட்டுக் கம்பளம் தயாரித்தல், IIம் இனத்தில் (i), (ii), (iii) பகுதிகளின் கீழ் சேலம் மாவட்டத்தில் முரட்டு கம்பளிகளாக புர்வாங்க வேலைகளுக்கு நிச்சயித்துள்ள கூலி விதங்கள் இந்த இனத்தின் கீழ் அதே வேலைகளுக்கும் பொருந்தும்.

நெசவு அளவு

0.9 மீட்டர் x 1.8 மீட்டர்	துண்டு ஒன்றுக்கு	0.37
1.2 மீட்டர் x 1.8 மீட்டர்	துண்டு ஒன்றுக்கு	0.44
1.2 மீட்டர் x 2.1 மீட்டர்	துண்டு ஒன்றுக்கு	0.50

1963 ம் ஆண்டு ஜூலை மாதம் 26 ம் தேதியுள்ள 3768 வது எண் அரசாங்க ஆணை)

கூலி கொடுப்பது குறித்த 1936 ம் ஆண்டுச் சட்டத்தில் (மத்தியச் சட்டம் 4/1935) கொடுத்துள்ள அதிகாரங்களைக் கொண்டும், மற்றும் இது விஷயமாகப் பயன்படுத்தக்கூடிய அதிகாரங்களைக் கொண்டும், கன்னியாகுமரி மாவட்டத்திலும், திருநெல்வேலி மாவட்டத்திலுமுள்ள செங்கோட்டை தாலுகாவிலும் அமலில் உள்ள ஏதேனும் விளம்பரங்களை ரத்துசெய்து அவற்றிற்குப் பதிலாகவும், பிரஸ்தாப சட்டத்தின்கீழ் வெளியான கீழ்க்கண்ட விளம்பரங்கள் மேற்கூறிய மாவட்டத்திலும், தாலுகாவிலும் உடனடியாக அமலுக்கு வரவேண்டுமென்று சென்னை மாநிலக் கவர்னர் அவர்கள் இதனால் கட்டளையிடுகிறார்கள் :

தொடரிலக்கம்	விளம்பரத்தில் அடங்கிய விஷயம்.	விளம்பரத்தின் விவரங்கள்.
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1. முதலாளி வழங்கிய வசதிகள், (ஏ) அபிவிருத்தித் துறையில் சேவைகள் ஆகியவற்றிற்காக 1937ம் ஆண்டு செப்டம்பர் 1-ம் தேதியன்று பிறந்து 1937ம் ஆண்டு செப்டம்பர் 1-ம் தேதியுள்ள செய்ன்ட் ஜார்ஜ் கோட்டை கெஜெட் 1-ம் பாகத்தின் 1674வது பக்கத்தின் வெளியிடப்பட்ட 638-வது எண் விளம்பரம்.

(பி) அபிவிருத்தித் துறையில் 1940ம் ஆண்டு ஆகஸ்ட் மாதம் 8-ம் தேதியன்று பிறந்து 1940ம் ஆண்டு ஆகஸ்ட் மாதம் 13ம் தேதியுள்ள செய்ன்ட் ஜார்ஜ் கோட்டை கெஜெட் 1-ம் பாகத்தைச் சேர்ந்த 1071வது பக்கத்தில் வெளியிடப்பட்ட 639வது எண் விளம்பரம்.

(ஸி) அபிவிருத்தித் துறையில் 1953ம் ஆண்டு ஜனவரி மாதம் 16ம் தேதியன்று பிறந்து 1953ம் ஆண்டு ஜனவரி மாதம் 28ம் தேதியுள்ள செய்ன்ட் ஜார்ஜ் கோட்டை கெஜெட் 1-ம் பாகத்தின் 93வது பக்கத்தில் வெளியிடப்பட்ட 63வது எண் விளம்பரம்.

(டி) தொழில்-தொழிலாளர் கூட்டுறவுத் துறையில் 1955ம் ஆண்டு ஜூன் மாதம் 11ம் தேதியன்று பிறந்து 1955ம் ஆண்டு ஜூன் மாதம் 29ம் தேதியுள்ள செய்ன்ட் ஜார்ஜ் கோட்டை கெஜெட் 1-ம் பாகத்தைச் சேர்ந்த 950வது பக்கத்தில் வெளியிடப்பட்ட 478வது எண் விளம்பரம்.

2. சில நியந்தனைகளுக்குட்பட்டு முதலாளியின் சொந்த நிலங்களில் மேய்ச்சலுக்காகவும், தோட்டப் பணிகளுக்காகவும் தொழிலாளர்களுக்கு வசதி செய்து கொடுத்திருப்பதற்காக தொழிலாளரின் ஊதியத்திலிருந்து தொகை பிடித்துக் கொள்வதற்கு அதிகாரம் அளித்தல்.

தொழில்-தொழிலாளர் கூட்டுறவுத் துறையில் 1956ம் ஆண்டு பெப்ரவரி மாதம் 27ம் தேதியன்று பிறந்து 1956ம் ஆண்டு மார்ச் மாதம் 21ம் தேதியுள்ள செய்ன்ட் ஜார்ஜ் கோட்டை கெஜெட் 1-ம் பாகத்தின் 329வது பக்கத்தில் வெளியிடப்பட்ட 342வது எண் விளம்பரம்.

11. கூலி கொடுப்பது குறித்த 1936ம் ஆண்டு சட்டத்தில் (முதலிய சட்டம் 4/1936) கொடுத்துள்ள அதிகாரங்களைக் கொண்டும், மற்றும் இது விஷயமாய் பரம்பரித்தக் கூலியை அதிகாரங்களைக் கொண்டும், 1959ம் ஆண்டு ஆக்டிவ் பிரேசு சன் (எம்.பி.ஏ.யர்) சட்டத்தின் (முதலிய சட்டம் 56/1959). இரண்டாவது அபிமானத்தில் குறிப்பிட இன்ன பகுதிகளில் உள்ள பித்தனும் விளம்பரங்களை ரத்து செய்து அவற்றிற்குப் பதிலாகவும் பின் இரண்டாவது கன்கன் அவர்கள், பிரஸ்தாப சட்டத்தின்மீது வெளிப்பாடு தேர்ச்சியை விளம்பரங்கள் தேர்ச்சியை பகுதிகளில் உடனடிமாக அல்லாது வரவேண்டி பற்று இரண்டாம் கட்டளை யிடுகிறார்கள்.

தொழிலாளர் விளம்பரத்தில் அடங்கிய விளம்பரத்தின் விளம்பரம்.

1. முதலாளி அளிக்கும் உதவி தொழில் தொழிலாளர் கூட்டுறவுத் துறையில் 1955ம் ஆண்டு ஜூன் மாதம் 11ம் தேதியன்று பிறந்து 1955ம் ஆண்டு ஜூன் மாதம் 29ம் தேதியன்று செயின்ட் ஜார்ஜ் கோட்டை கெஜெட் 1ம் பாகத்தைச் சேர்ந்த 950வது பக்கத்தில் வெளியிடப்பட்ட 478 எண் விளம்பரம்.

2. சில நியந்தனைகளுக்குட்பட்ட முதலாளியின் சொந்த நிலங்களில் மேய்ச்சலுக்காகவும் தேய் டப் பணிகளுக்காகவும் தொழிலாளர்களுக்கு வசதி செய்து கொடுத்திருப்பதற்காகத் தொழிலாளரின் ஊதியத்திலிருந்து தொகை பிடித்துக் கொள்வதற்கு அதிகாரம் அளித்தல்.

3. தண்டனைகள் விதிப்பதற்குரிய காரணங்களைக் குறிப்பிடுதல். தொழில் தொழிலாளர் கூட்டுறவுத் துறையில் 1959ம் ஆண்டு மார்ச் மாதம் 2ம் தேதியன்று பிறந்து 1959ம் ஆண்டு மார்ச் மாதம் 18ம் தேதியன்று செயின்ட் ஜார்ஜ் கோட்டை கெஜெட் 1ம் பாகத்தைச் சேர்ந்த 388வது பக்கத்தில் வெளியிடப்பட்ட எஸ். ஆர். ஓ. ஏ. 1501/59வது எண் விளம்பரம்.

4. புள்ளி விவர இன்ஸ்பெக்டர்களை தொழில்-தொழிலாளர்-கூட்டுறவுத் துறையில் 1959ம் ஆண்டு செப்டம்பர் மாதம் 24ம் தேதியன்று பிறந்து 1959ம் ஆண்டு அக்டோபர் மாதம் 21ம் தேதியன்று செயின்ட் ஜார்ஜ் கோட்டை கெஜெட் 1-ம் பாகத்தைச் சேர்ந்த 1536வது பக்கத்தில் வெளியிடப்பட்ட எஸ். ஆர். ஓ. ஏ. 6354/59 எண் விளம்பரம்.

CODE OF DISCIPLINE IN INDUSTRY

(Ratification by the unions unaffiliated to any Central Organisation)

As 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 employees 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 November and December 63 as observed from the reports of the Labour Officers of this State is given below.

List of Employees which have ratified the Code of Discipline during the month of November 1963,

1. The Salem Dyeing Factory Owners' Association, Gugai. Salem-6.
2. M/s. Srinivasa Co. (A) Tannery, Madurai Road, Dindigul.
3. M. S. P. M. Muthuraman Chettiar Firm Ottan Choultry, Madurai District.
4. M. A. V. Somasundaram Chettiar Rice & Oil Mills, Ottan Choultry.
5. Andavar Rice & Oil Mills, Dharapuram Road, Oddanchatram S. R.
6. Annapurani Ginning Factory, Oddanchatram, (S.R.Iy.)
7. Espee Industries, Tiruchirapalli.

List of Employees Unions which have ratified the Code of Discipline during the month of November 1963.

1. Madurai Town Dravida Handloom Weavers Munnetra Sangam, 4th Street, Ahimsapuram, Sellur, Madurai-2.
2. The Tamilnad State Transport Workers Union, D.C.C. Buildings, Nagercoil.
3. The Tamilnad Hotel Labour Union, No. 11, Maclean Street, Madras-1.
4. The South India Carbonic Gas Industries, 136, Strahans Road, Madras-12.

5. The Pathinen Grama Arya Vysya Bank Ltd., Staff Association,
No. 57, South New St., Thenkarai, Periyakulam, Madurai District.
6. Nellai Mavatta Meenvirpanai Thozhilalar Sangam,
Gandhi Market, Palayamkottai.
7. Sundaram National Textile Workers Union,
South Street, Nanguneri, Tirunelveli District.
8. Madras Corporation Sewage Farm Workers Union,
Kodungaiyar, Madras-11.
9. Walajabad Textile Workers Union, 34, Raja Street, Walajabad.
10. National Carbon Division Carbide Employees Union,
28, Sannadhi Street, Madras-19.
11. Neiveli Lignite Corporation Motor Workers Union, Neiveli-1.
12. General Workers Union, 17/117, Somanur Post, Palladam Taluk.
13. Erode Municipal National Workers Union,
Pudumai Colony, Kollampalayam Road, Erode.
14. Larson & Toubro Staff Union,
22, Ramakrishna Street, North Mambalam, Madras-17.
15. Kothari Sugars Factory Workers Progressive Union,
Lalgudi Taluk, Kattur.
16. Sri Rama Vilas Bus Service Workers Union,
No. 95, Swaminaickan Street, Madras-2.
17. General Workers Union, Udangudy, Christhiannagaram P.O.
Tiruchendur Taluk, Tirunelveli District.
18. Coimbatore Town Tamilnad Transports Thozhilalar Sangam,
162, Dr. Nanjappa Road, Coimbatore-1.

List of Unions ratified but not registered.

1. The Truthful Industries and Mahalakshmi Vilas Oil
Mills Labour Union.

**List of Employers Organisations which have ratified the Code of Discipline during
the month of December 1963.**

1. Sri Dhanabagyalakshmi Vilas Rice and Oil Mills,
Edamal, Theni, Madurai District.
2. Gandhi Sons Cardamom Merchants, Bodinayakanur.
3. Sri Jothi Rice and Oil Mills, Madurai Road, Theni.
4. Theni Industries, Theni.
5. Sri Raja Rice & Oil Mills, Theni, Madurai District.
6. Radhakrishna Workshop, Chairman Muthuramiam Road, Madurai District.
7. Tamilnad Employers Guild, Madras.
8. Washermen's Federation of Tamilnadu, Madras.

**List of Workers' Unions which have ratified the Code of Discipline during
the month of December 1963-**

1. The Insurance Corporation Employees Union,
Madurai Division, Madurai.
2. The Aruppukottai Taluk General Workers' Union,
Sathyamurthy Bazaar, Aruppukottai.

3. Bank of Karaikudi Employees Union,
No. 3, Narayana Vilas, Jawahar Street, New Town, Karaikudi.
4. The Ramnad District Livestock Farm Workers' Union,
C/o. Lakshmi Rice Mill Compound, Zyyoor, Kanadukathan,
Ramnad District.
5. The National Scavenging Workers Union,
No. 832, Ward No. 9, Srinivasan New Street, Rajapalayam.
6. Hindusthan Teleprinters Employees' Union,
No. 136, Strahans Road, Madras-12.
7. Tamilnad Employees State Insurance Hospital & Dispensaries and
Offices Employees Union,
No. 47, Perambur Barracks Road, Madras-7.
8. Engineering Metal and General Workers Union,
No. 12, Kumballamman Koil Street, Madras-21.
9. English Electric Company Employees Progressive Union,
No. 50, Rangaswamy Pillai St., Pallavaram Contonment, Madras-43.
10. Vehicle Depot Workshop E. M. E. Employees Union,
Chandrados Gardens, Tiruvallur High Road, Avadi.

A list of Standing Orders certified during the period from 1—7—63 to 30—9—63 in Madras City, Madurai and Nilgiri 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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MADRAS CITY :

65.	Kausalya Pharmaceuticals Private Ltd., Madras-10.	28—7—1963
66.	G. K. Vale and Company, Madras-2.	28—7—1963
67.	Venkateswara Metal Industries, Madras-21.	28—7—1963
68.	The Madras Silk and Rayon Mills Private Ltd., Madras-12.	28—7—1963
69.	Kota Munuswamy Chetty and Company, Madras-3.	28—7—1963
70.	Gowel Industries, Guindy, Madras-32.	28—7—1963
71.	Techni Print-Press, Alandur, Madras-32.	30—8—1963
72.	Mahaveer Metal Industries, Madras-21.	31—8—1963
73.	New India Industries, Madras-21.	31—8—1963
74.	Jothi Cement Pipe Works, Alandur, Madras-32.	31—8—1963
75.	Concord Industries (P) Ltd., Guindy, Madras-32.	26—9—1963
76.	Associated Pharmaceutical Industries (Private) Ltd., Madras-17.	30—9—1963
77.	S. S. Engineering Works, Madras-21.	30—9—1963
78.	Sarathy Metal Works, Madras-1.	30—9—1963
79.	Sunday Times Press, Madras-14.	30—9—1963
80.	G. A. Ganni, Tailors, Madras-5.	30—9—1963
81.	Essen Metal Works, Madras-1.	30—9—1963
82.	Union Services (Private) Ltd., Madras-10.	30—9—1963
83.	General Suplies Press, Madras-1.	30—9—1963
84.	Vitalone Research Institute (Private) Ltd., Madras-21.	30—9—1963
85.	T. K. M. Metal Industries, Madras-7.	30—9—1963
86.	The Midland Printers, Madras-7.	30—9—1963

MADURAI DISTRICT :

87.	Murugananda Ginning Factory, Manjanaickenpatti, Palani Taluk.	20—7—1963
88.	The Noble Press, Madurai.	20—7—1963
89.	Sayee Industries, Palanganatham Post, Madurai.	20—7—1963
90.	Shalimar Industries, Madurai.	20—7—1963
91.	Sri Mappillai Vinayagar Aerated Water Industry, Madurai.	23—7—1963
92.	Subramania Vilas Rice Mill, Natham Post, Dindigul.	23—7—1963
93.	Sri Rama Vilas Press, Madurai.	28—7—1963
94.	Aruna Textiles Powerloom Factory, Madurai-9.	28—7—1963
95.	Vara Industries, Madurai-7.	28—7—1963
96.	Lakshmi Fasteners (P) Ltd., Madurai-7.	28—7—1963

(1)	(2)	(3)
97.	Sundaraja Weaving Mills, Madurai-9.	29—7—1963
98.	Culture Embroidery Works, Madurai.	29—7—1963
99.	Gandhinikethan Ashram Handmade Paper Section, T. Kallupatti Post, Madurai.	31—7—1963
100.	A. Elayaperumal Nadar Rice Mill, Madurai.	30—8—1963
101.	R. K. Palanichamy Naidu Mills, Dindigul.	30—8—1963
102.	Lakshmi and Company, Tannery, Dindigul.	30—8—1963
103.	Meyyappa Skin Trading Company, Tannery, Dindigul.	30—8—1963
104.	S. M. K. M. Mills, Dindigul.	30—8—1963
105.	Asoka Printers, Madurai-1.	31—8—1963
106.	Balu Lorry and Radio Service, Madurai-7.	31—8—1963
107.	Chellam Motor Works, Madurai.	31—8—1963
NILGIRIS DISTRICT :		
108.	Shanthi Engineering Works, Coonoor.	25—9—1963
109.	C. D. Dhody and Sons, Defence Services Staff College Press, Wellington.	26—9—1963
110.	The Neerada Estates Tea Factory, Aravenu.	27—9—1963
111.	Armagal Tea Factory, Kunda Bridge Post.	27—9—1963

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 December, 1963.

Sl. No.	Name of the concern.	Date of settlement.	Points in disputes.	Terms of Settlement.
(1)	(2)	(3)	(4)	(5)
1.	Brooklands Estate, Coonoor P.O.	5-12-63	Dismissal of two workers.	The management agreed to reinstate the workers subject to certain conditions of the workers, tendering apology.
2.	Warwick Estate, Kotagiri.	5-12-63	Bonus for the years 1961 and 1962.	The management agreed to pay Rs. 23/- as bonus to each of the 53 workers listed in the Union's letter dated 14-10-63 towards their bonus claim upto the year 1962.
3.	Mounters Estate, Adderly P.O.	7-12-63	Length of service of three workmen.	Both the parties agreed to accept the service in respect of the workers as from 1-3-1937.
4.	Forestdale Estate, Wellington Barracks, P.O.	9-12-63	Certain grievances of nine workmen.	The management agreed to pay wages for 2-10-63; arrears of interim wage increase to issue cumbly to the workers and to pay plucking incentive.
5.	New Hope Estate, New HOPE P.O.	13-12-63	Retirement of one worker.	Both parties agreed to abide by the decision of the Commissioner of Labour on the issue detailed in the settlement.
6.	Woodbrier Estate, Devanahola P.O.	13-12-63	Dismissal of a worker.	Both parties agreed to abide by the decision of the Commissioner of Labour on the issue detailed in the settlement.
7.	Forrestdale Estate, Wellington, Barracks, P.O.	18-12-63	Certain grievances of workers.	The four partners agreed to the length of service of the workers as detailed in the settlement to pay plucking incentive and to give temporary work to other workers as and when available.

(1)	(2)	(3)	(4)	(5)
8.	Sultan Estate, Wellington, Barracks P.O.	19-12-63	Dismissal of a worker.	The management agreed to reinstate the worker from 1-1-64 with continuity of service without back wages on accepting the apology of the worker.
9.	Thiashola Estate, Thiashola P.O.	31-12-63	Payment of gratuity to two workers.	Both the parties agreed to accept the service of one worker from 1-4-1947 for the purpose of gratuity and the union agreed to accept the gratuity already paid to another worker.
10.	Palkulam Estates (P) Ltd., Nagercoil.	9-12-63	Payment of wages for the period of suspension to Veerappan.	In view of the fact that the management had reinstated Veerappan in service, the Union does not press its demand for back wages. Both parties agree to the above terms.
11.	M.N.P. Transport, Nagercoil.	2-12-63	Non-employment of certain workers.	Both parties agreed to submit an application under Sec. 10(2) of the Industrial Disputes Act, 1947 for reference of the Dispute to the Labour Court, Madurai.
12.	Sri Kadnikaparameswari Rice Mills, Attur.	1-12-63	Bonus for the year 1962-63 and other demands of the workers.	The management agreed to pay bonus for 1962-63, on the basis of wages as detailed against each of the workers in the settlement and to pay retrenchment compensation to 46 workers as specified in the settlement.
13.	Sri Subramanlar Dyeing Factory, Salem.	2-12-63	Revision of wages and other demands of the workers.	The management agreed to pay 1½ months' wages for 1962-63 and to increase the rates of wages from 1-1-64 and the union agreed not to press the other issues.
14.	Kamatthiamman Motor Works, Salem.	5-12-63	Non-employment of a worker P. Arumugam.	The management agreed to reinstate the workman Sri P. Arumugam with effect from 6-12-63 with continuity of service. He will also be paid a sum of Rs. 24/- for the period of his non-employment from 13-11-63 to 5-12-63.

MADRAS LABOUR GAZETTE

(1)	(2)	(3)	(4)	(5)
15.	V. K. Ginning Factory and Oil Mills, Salem.	12-12-63	Payment of bonus for 1962-63.	1. In view of the discussion before the Labour Officer, Salem, and further discussion later, the management have paid a sum of Rs. 75/- to each workman as bonus for the year 1962-63. 2. The union accepts the above payment of bonus in full and final satisfaction of the claim of the workmen for bonus for 1962-63.
16.	Kanaka Oil Mills, Salem.	20-12-63	Payment of bonus for 1962-1963.	1. In view of the discussion before the Labour Officer, Salem and further discussion later, the management have paid a sum of Rs. 75/- to each workman as bonus for the year 1962-63. 2. The union accepts the above payment of bonus in full and final satisfaction of the claim of the workmen for bonus for 1962-63.
17.	Sreedharan Motor Service, Attur.	"	Non-employment of 3 workmen and change of service conditions of 8 other workmen.	1. The management agreed to pay and the following workmen agree to receive in full and final satisfaction of all their claim the sums noted against their names; Sri A. K. Manickam Rs. 75/- Sri P. N. Periasami " 50/- Sri M. Perumal " 50/-
18.	Sree Rajendra Mills Ltd., Salem.	"	Suspension of Sri M. Govindan, T. No. 116, for 4 days in May 1963.	1. Sri M. Govindan, the workman concerned, will give a letter regretting for his action and stating that he will attend to his work according to the instructions of the superiors. 2. On receipt of the above letter, the management will reduce the punishment to one of suspension for a day and treating the other three days as authorised leave.

STATISTICAL SUPPLEMENT

(1)	(2)	(3)	(4)	(5)
19.	Sabapathi Press, Coimbatore.	9-12-63	Revision of wages, Dearness allowance introduction of gratuity scheme.	The management agreed to revise the scales of pay of different categories of workers and to fix the dearness allowance at Rs. 40/- p.m. from 1-6-63 subject to certain conditions to introduce a gratuity scheme from 1-6-63 to appoint apprentices as per conditions detailed in the settlement etc.
20.	Varadharaja Ginning and Oil Mills, Coimbatore.	16-12-63	Closure of the Establishment.	The management agreed to pay a sum of Rs. 850 to all the workers against all their claims in full and final settlement subject to certain conditions.
21.	Praga Industries Ltd., Coimbatore.	31-12-63	Dismissal of a worker etc.	The management agreed to abide by the decision of the Labour Officer-II, Coimbatore in respect of the matters stated in the settlement.
22.	South India Viscose Limited, Sirumugai, Coimbatore District.	19-12-63	Revision of wages, allowance, leave facilities, supply of milk, gratuity etc.	Both the parties agreed to the informal arbitration of the Commissioner of Labour, Madras on the above issues.
23.	do	19-12-63	Wages, allowances abolition of contract system, leave facilities permanency of temporary workers etc.	do
24.	Sree Ramalinga Choodambigai Mills Ltd., Tiruppur.	24-12-63	Non-employment of 4 workers.	The management agreed to the arbitration by the Commissioner of Labour, Madras.
25.	do	"	Non-employment of 19 workers.	do
26.	The Lakshmi Mills Company Ltd., Palladam.	"	Non-employment of four workers.	do

1	2	3	4	5
27.	The Lakshmi Mills Company Ltd., Palladam.	24-12-63	Non-employment of two workers	The management agreed to the arbitration by the Commissioner of Labour, Madras.
28.	The Coimbatore Pioneer Mills Ltd., Peelamedu, Coimbatore.	27-12-63	Wages payable to workers in Spinning Depart- ment etc.	do
29.	Eastern Electrical Company Private Ltd., Singanailur, Coimbatore.	30-12-63	Non-employment of 2 workers.	The Management agreed to pay Rs. 125/- to each of the two workers in full and final settlement of all their claims.
30.	Sakthivel Cigar Factory, Dindigul.	13-12-63	Non-employment of a worker.	The management agreed to take back the worker in service from 16-12-63, without back wages and to pay bonus for 1962-63.
31.	Muthuvel Industries, Dindigul.	"	Introduction of Provident Fund Scheme.	The management agreed to introduce the Provident Fund Scheme from 1-1-64 as detailed in the settlement.
32.	Meenakshi & Co., 'B' Tannery Dindigul.	"	Non-employment of a worker.	The management agreed to pay a sum of Rs. 220/- to the worker in full and final settlement.
33.	Hotel Astoria, Madurai.	19-12-63	Non-employment of sixteen workers	The management agreed to pay compensation to all 16 workers as detailed in the settlement and to pay 15 days' basic wages as notice pay.
34.	P. S. Transports (P) Ltd., Madurai.	27-12-63	Non-employment of 5 workers.	The management agreed to reinstate 2 workers and to pay compensation to a worker. The union did not press the issue in respect of the other two workers.
35.	Pandian Press Ltd., Madurai.	31-12-63	Non-employment of a worker.	The management agreed to reinstate the worker from 1-1-64.
36.	Modern Lodge, Madurai.	"	Closure of the establishment.	The management agreed to pay compensation to the workers as specified in the settlement.

(1)	(2)	(3)	(4)	(5)
37.	Balamavarma Textiels Ltd., Shencottah.	2-12-63	Gratuity Scheme.	The management agreed to introduce a gratuity scheme on the terms detailed in the settlement.
38.	Nellai Metal Rolling Mills (P) Ltd., Thachanallur.	3-12-63	Non-employment of a worker.	The management agreed to reinstate the worker with continuity in service and to pay one month's wages as back wages.
39.	do	"	Dearness allowance and bonus.	The management agreed to give increment and to pay bonus for 1962. The Union did not press the other demands.
40.	Bravi Engineering Works, Tuticorin.	13-12-63	Non-employment of a worker.	The union agreed to pay Rs. 180/- to the worker towards retrenchment compensation.
41.	Lakshmi Mills Co. Ltd., Kollipatti.	18-12-63	Non-employment of a worker.	The management agreed to treat the period of suspension of the worker as a leave without wages and to appoint a switch board operator.
42.	Kerala Hotel, Tirunelveli.	23-12-63	Bonus for 1961-62 and 1962-63 increase in wages etc.	The management agreed to increase the scales of wages and to pay bonus for 1961-62 and 1962-63. The union did not press the other demands.
43.	M. R. Gopalan Motor Service, Tirunelveli.	21-12-63	Non-employment of 9 workers and retrenchment of 15 workers etc.	The management agreed to reinstate 9 workers with back wages and to pay retrenchment compensation to 15 workers. The workers agreed to withdraw the strike notice dated 3-12-63.
44.	Pandimade Estate, Hardypet P.O.	28-12-63	Dismissal of a worker.	The management agreed to leave the issue regarding the non- employment of the worker etc. for arbitration by the Commissioner of Labour, Madras.
45.	Iyerpadi Estate, Iyerpadi P.O.	9-12-63	do	do
46.	Paralai Estate, Iyerpadi, Iyerpadi P.O.	27-12-63	Suspension of a worker.	The management agreed to leave the issue regarding the suspension of the worker for informal arbitration by the Assistant Commissioner of Labour (Conciliation) Madras.

(1)	(2)	(3)	(4)	(5)
47.	Tanneries in North Arcot District.	17-12-63	Bonus for 1962-63.	The management agreed to pay bonus to the different categories of worker as detailed in the settlement subject to certain conditions.
48.	Virudhunagar Industrial Works, Virudhunagar.	13-12-63	Issue of bonus for the year 1962-63.	Both the parties agreed to refer the disputes to the informal arbitration of the Assistant Commissioner of Labour-II, Madras regarding the fixation of quantum of bonus for the year 1962-63.
49.	The Southern Cotton Press Co. (P) Ltd., Virudhunagar.	20-12-63	Non-employment of two workers.	Both the parties agreed to refer the dispute regarding the non-employment of two workers Mohamed Gani and Sikkander to the informal Arbitration of the Assistant Commissioner of Labour-II, Madras.
50.	The Southern Transport (P) Ltd., Kilakarai.	21-12-63	Non-employment of four workers.	Both the parties agreed to refer the dispute relating to the non-employment of four workers. 1. C. Muruganandam, 2. N. Raja, 3. K. M. Ramachandran and 4. M. M. Periyasamy to the informal arbitration of the Assistant Commissioner of Labour-II, Madras.
51.	Ganesan Transports, Pudukkottai.	25-10-63	Dismissal of one worker.	The management agreed to pay compensation.
52.	Sathiamoorthy Vilas, Tiruchitrambalam.	10-12-63	Non-employment of 6 workers.	do
53.	Rajmohan Lorry Service, Kumbakonam.	"	Non-employment of one worker.	The management will provide employment to the worker.
54.	Narayana Vilas Lorry Service, Kumbakonam.	16-12-63	Non-employment of two workers.	The management agreed to pay compensation.
55.	Andavar Lorry Service, Thanjavur.	13-12-63	Non-employment of one worker.	do
56.	Bava Tea Stall, Thanjavur.	18-12-63	Bonus for 1959-60, 1960-61 and 1961-62	The management will pay the amounts noted against each worker towards bonus for 3 years.

1)	(2)	(3)	(4)	(5)
57.	Thiruvalar Spinning Mills, L. N. Samudram.	20-12-63	Suspension of one worker and certain other demands.	The management agreed to entertain the worker on 21-12-63. Both parties agreed to abide by the decision of Labour Officer regarding the manner of punishment to be imposed on the worker and to have direct negotiation regarding promotion of another worker. The management agreed to issue tickets from 1-1-1964 and Revision of wages will be taken up after six months.
58.	Karur Mills Limited, Thanthondimalai.	"	Issue of tickets to badli workers and fixation of wages to them.	The management agreed to pay exgratia payment to the 2 workers.
59.	Southern India Tannery, Tiruchy.	23-12-63	Non-employment of 2 workers.	The Management agreed to pay advance bonus.
60.	Sri Nataraja Rice Mill, Lalgudi.	24-12-63	Advance bonus.	The management agreed to pay one month's wages as Deepavali bonus, to pay 25 np. as additional batta; to give increment, to implement gratuity scheme to provide 2 sets of uniforms from November 63 to give 31 days leave with wages to the workers to pay annual increment of Rs. 2/- in April, and to provide free passes to workers. The union did not press the other issues.
61.	Mohideen Andavar Motor Service, Pudukkottai.	31-12-63	Bonus increase in Salary etc.	The management agreed to fix the basic wages of the worker as Rs. 100/- on 1-1-64, inclusive of annual increment falling on that day, and absorption of house rent allowance.
62.	The Western India Match Co. Ltd., Thiruvottiur.	29-12-63	Proper fitment of a worker.	The management agreed to pay arrears of wages to daily and monthly rated workers as detailed in the settlement.
63.	Partiba Glass Works, Madras-19.	4-12-63	Pay of wages for the workers from 12-11-63 to 20-11-63.	
64.	M/s. Hivelm Industries Private Ltd., Adayar.	"	Charter of demands.	The management agreed to the basic wages and dearness allowance to supply two sets of uniforms washing allowance, to pay bonus for 1962-63, 1963-64, 1964-65 to introduce the gratuity scheme as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
65.	Thyagaraja Pillai (Lorry Owner) Nellikuppam.	5-12-63	Non-employment of a worker.	The management agreed to pay Rs. 90/- to the worker in full and final settlement of all his claims.
66.	Thirunavukarasu (Lorry Owner) Vriddhachalam.	"	do	The management agreed to pay a sum of Rs. 150/- to the worker in full and final settlement of all his claims.
67.	Ashokan Hotel, Kallakurichi	"	do	The management agreed to pay a sum of Rs. 98/- in full and final settlement of all his claims.
68.	Sri Ganean Bus Service Cuddalore N. T.	7-12-63	Reinstatement of a worker.	The management agreed to reinstate the worker on or before 9-12-63.
69.	Kanagasabai Sewing Thread Co. Chidambaram.	"	Bonus for 1962-63.	The management agreed to pay bonus to 10 workers as detailed in the settlement.
70.	Meenakshi Lodge, Vriddhachalam.	7-12-63	Bonus and closure of the hotel.	The management agreed to run the hotel but to pay off Rs. 900/- to five workers towards their claims for retrenchment compensation and bonus.
71.	Sri Krishna Tiles and Potteries (Madras) Private Ltd., Thirumangalam.	10-12-63	Bonus for 1962-63 etc.	The management agreed to pay bonus to the different categories of workers as detailed in the settlement and the other demands were withdrawn by the union.
72.	Pilot Pen Company India (P) Ltd., Polai P.O.	13-12-63	Deduction of wages from the workers.	The management agreed to rescind the order deducting five days' wages since the workers agreed to work on 22-12-63 on single wages for absents on 25-11-63.
73.	Ennore Foundries Ltd., Ennore.	20-12-63	Improvement in salary scales, working condi- tions and matters of record and procedure.	The management agreed to fix the scales of pay as detailed in the settlement from 1-8-63, to classify the fitment, to grant increment to the workers as detailed in Annexure A to formulate the dearness allowance, to pay night shift allowance, to determine the payment for the sixth day of the week. The union agreed to persuade its members and staff generally from taking part in any go-slow movements or any other form of restrictive practice; and the workers agreed to exclude certain categories of workers from taking part in any strike action

(1)	(2)	(3)	(4)	(5)
74.	Ultramarine and Pigments Ltd., Ambattur.	23-12-63	Non-employment of 64 workers.	Both the parties agreed to accept the decision of the Commissioner of Labour, Madras or his nominee on the issue regarding non-employment of 64 workers etc.
75.	Pratibha Glass Works, Kaladipet.	23-12-63	Strike by the wor- kers consequent on the lockout.	The management agreed to pay 50% of the wages for the period of lay off and to deduct a day's wages from each of the temporary workers who struck work and to decide the matter regarding the permanency of temporary workers later and if not to refer the matter for the decision of the Labour Officer-III, Madras.
76.	South India Steel Rolling Mills. Madras-16.	24-12-63	Bonus for 1962-63 increment, non- employment of workers reduction of work-load.	The management agreed to fix the scales of pay as specified in the annexure to the settlement from 1-10-63, subject to certain conditions to pay 4th month's wages as bonus for 1962-63, to pay house rent allowance, to reduce the existing actual working hours, to reinstate the worker with back wages and to pay 15 days' wages to the 2 suspended workers.
77.	ALS. Productions (Lessee of Bharani Studios) Madras-26.	24-12-63	Bonus for 1962-63. House rent allowance, Dress, Supply of shoes gratuity, dearness allowance and fixation of scales of wages.	The management agreed to supply 2 sets of uniforms per annum, to provide one set of shoes, to fix the scales of pay left open for negotiation in the award of the Industrial Tribunal in I.D.No. 48/61, to grant annual increment to workers from 1-11-63, to pay extra allowance to 4 workers, and to leave the issues regarding bonus for 1962-63, gratuity, dearness allowance to the normal channels of conciliation.
78.	Nagappa Industrial Trading Corporation, Polai, Red Hills.	30-12-63	Non-employment of a worker.	The management agreed to pay a sum of Rs. 215.75 to the worker in full and final settlement of all his claims.
79.	National Roadways, Pallipet.	27-12-63	Non-implemen- tation of settle- ment dated 27-10-56, 31-7-57 and 25-1-62.	The management agreed to pay one month's wages as bonus each year before 'Pongal', to grant increment from 1-4-64, to provide uniforms, to pay washing allowance, to pay batta and to grant festival holidays as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
89.	M/s. Neptune Studios Ltd., Madras-28.	4-11-63	Bonus for 1962.	The management agreed to pay 1½ months' basic wages as bonus for 1962.
81.	Surya Bhavan, Madras-5.	5-12-63	Closure of the establishment.	The management agreed to pay Rs. 4,000/- to all the 21 workers in full and final settlement of all their claims including retrenchment compensation.
82.	Krishna Lodge, Madras-10.	3-12-63	Retrenchment of six employees.	The management agreed to pay Rs. 1,740/- to all the six workers in full and final settlement of all their claims.
83.	Odeon Cinema, Madras-2.	16-12-63	General Demands	The management agreed to pay dearness allowance to the workers from 1-10-63 to revise the scales of pay from 1-10-63 and to reinstate the workers from 1-12-63.
84.	A. V. Gajaraja Mudaliar and Sons Madras-2.	19-12-63	Payment of bonus to a workman for the year 1962-63.	The management agreed to pay a sum of Rs. 75/- to workers towards their bonus claim for the year 1961-62 and 1962-63.
85.	New Bagavathi Vilas, Madras.	26-12-63	Closure of the establishment.	The management agreed to pay Rs. 3,600/- in full and final settlement of all their claims to 12 workmen, as retrenchment compensation.
86.	Overseas Timber Suppliers, Madras.	31-12-63	Non-employment of a workman.	The management agreed to take back the worker with continuity of service and with back wages of Rs. 75/- The union agreed to withdraw the appeal petition dated 18-11-63 filed under section 41(2) of the Madras Shops and Establishments Act, 1947.
87.	Udipi Sri Durga Lunch Home, Madras-11.	4-12-63	Closure of the hotel.	The management agreed to pay a sum of Rs. 1,400/- to the five workers in full and final settlement of all their claims in two instalments.
88.	M/s. Fomra Brothers, Engineering Works, Madras-21.	9-12-63	Additional leave privilege, Bonus 1962 and 1963.	The management agreed to grant leave facilities, as specified in the settlement to increase the pay of three workers, to up grade 6 workmen, to pay one month's basic wages as bonus for the year 1962 and two months' wages as bonus for the year 1963.

(2)	(3)	(4)	(5)
89. P. Moorthy Naicker, Carting Agent, Madras-21.	11-12-63	Payment of wages for holidays and National and festival holidays.	The management agreed to pay Rs. 27/- to each of the 21 workers in settlement of their claims for weekly holiday wages.
90. Megaraj Metal Rolling Mills, Madras-21.	12-12-63	Charter of demands	The management agreed to increase the present consolidated wages of each workman by 12½% from 9-12-63, to pay additional bonus of 7 days wages for Deepavali 1963. The union agreed to drop the other demands.
91. Oriental Mercantile Company Ltd., Madras.	18-12-63	Non-employment of two workers.	The management agreed to take back the worker with continuity of service and without back wages.
92. C. Ramanathan (Taxi-Owner) Madras-7.	"	Non-employment of one worker.	The management agreed to pay Rs. 100/- to the worker in full and final settlement of all his claims.
93. Venkatesh Vastralaya, Madras-1.	"	Charter of demands.	The management agreed to reinstate the workman, Sri Ganesan from 1-1-64, to pay a lump sum compensation of Rs. 1,100/- in addition to the amount offered as retrenchment compensation to pay other arrears due to the two workers.
94. Madras Bangalore Transport Company, Madras-1.	23-12-63	do	The management agreed to introduce the wage scales to assistants, to extend the educational concession now in force, to persons drawing a salary of Rs 150/- p.m. to supply tea to the workers after 10.00 p.m. to pay conveyance allowances to certain workers, to pay meals allowances to door delivery staff, to confirm certain workers to introduce gratuity scheme, to pay bonus for the years 1962-63, 1963-64 and 1964-65 at the rates specified in the settlement. The union did not press the other issues.
95. P. S. Mani and Bros, Madras-1.	26-12-63	Non-employment of three workers.	The management agreed to pay retrenchment compensation to three workers in full and final settlement of all their claims.

(2)	(3)	(4)	(5)
96. Balakrishna Industrial Works, Madras-13.	31-12-63	Non-employment of a worker.	Both the parties agreed to allow the issue regarding non-employment of the worker to the informal arbitration by the Commissioner of Labour, Madras.
97. Rashikial & Co., Madras-1.	"	Charter of demands	The management agreed to increase the wages of the workers from 1-8-63, to pay the balance of 1½ months wages towards Deepavali Bonus claim for 1963, to pay 2½ months' wages as bonus for 1964 and for 1965 and 3 months' wages for 1966 and to pay exgratia amount to six workers.
98. S. Manicka Chetti & Co., and M/s. S. M. Sambandam Chetti & Co., S. M. Shanmugam Chetti & Co., Madras-1.	"	Quantum of wages dearness allowances and bonus for the year 1962-63.	The management agreed to raise the wages of all the workers by an increase of Rs. 5/- to pay 3½ months' wages as bonus for Tamil new years ending in 1963 and also in 1964.
99. State Electricity Board, Arkonam Sub Division Construction.	21-12-63	Transfer of NMR. workers.	The Assistant Engineer, Construction agreed to issue transfer orders to the workers as a special case, to pay transfer Travelling allowance, to pay arrears of increment on or before 2-1-64 and to treat the period of absence as leave with wages subject to certain conditions.

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

Serial No. (1)	Name of the parties. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Points in disputes. (5)
1.	M/s. T. V. Sundaram Iyengar and Sons (Private) Limited, Madurai.	26-10-63	...	Demands of the workers with regard to revision of Dearness Allowance.
2.	Jaganatha Vilas Hotel, Ukkadam, Coimbatore.	4-12-63	...	Closure of the establishment.
3.	Praga Industries Limited, Peelamedu, Coimbatore.	11-11-63	...	Payment of bonus to the Auto and Drilling Operator.
4.	Modoplast (Private) Limited, Peelamedu, Coimbatore.	11-11-63	...	Payment of production bonus to workers in certain departments.
5.	Sathappa Textiles (Private) Limited, Tiruppur.	5-11-63	...	Bonus for 1962-63.
6.	B.M.S. (Private) Limited, Coimbatore.	11-11-63	...	do
7.	Seethalakshmi Mills Limited, Madurai and their workers.	20-12-63	...	Revision of workload in Reeling, Bundling and Bailing departments due to change over to Metric system.
8.	T. V. Sundaram Iyengar and Sons (Private) Limited, Madurai and their workers.	26-10-63	...	Revision of Dearness Allowance.
9.	Sri Bharathi Cotton Mills, Rajapalayam and their workers.	4-12-63	200	Bonus for the year 1962.
10.	do	4-12-63	40	Fixation of doff in the Reeling Department in the new Metric system.
11.	Sree Karpagambal Mills Limited, Solapuram and their workers.	13-12-63	About 400	Increase in pay of the sweeper and dismissal of a worker.

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 December, 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

Coimbatore District

- | | | |
|--|---|---|
| 1. Guruviah Naidu and Sons, Tannery, Coimbatore. | Whether the non-employment of the workers mentioned in Annexure II is justified, and if not, to what relief each is entitled.

To compute the relief, if any, awarded in terms of money, if it can be so computed for each. | G. O. Ms. No. 5427, I.L. & C. (Lab) dated 18-11-63. |
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ANNEXURE II.

Categories of workers retrenched.

Elankaram :—

1. Sadayan
2. Rangadas
3. Peechi, V.
4. Rangaswamy
5. Chinnakutty
6. Ponnurangam
7. Sandanam, M.
8. Ponnuswamy
9. Krishnan, R.
10. Arumugam, K.
11. Velayudhan
12. Amasal, K.
13. Pappan
14. Chetty
15. Kolandal
16. Koothan.

Bark department :—

17. Nanjan, C.
18. Narayanan
19. Munuswamy, C.
20. Palaniappan, C.
21. Ponnuswamy
22. Arumugam
23. Nanjan, P.
24. Thirugappan
25. Mariappan, C.
26. Raju, N.
27. Anthony, K.
28. Subramani
29. Pattillilingam
30. Muthumani

Surukkam :—

31. Arogiyam
32. Chinnu
33. Lakshmanan

(1)	(2)	(3)	(4)
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Soaking :—

34. Errattamalai
35. Nagan, K.

Dehairing :—

36. Devid
37. Chinnandi

Trimmer :—

38. Shanmugam

Gate :—

39. Ibrahim

Wool cleaning :—

40. Marudai
41. Maariyayee
42. Naachal
43. Thulasi
44. Pottal
45. Palaniammal

Saal :—

46. Raju, C.
47. Ramaswamy
48. Majeed.

Madras District

2. Sri Ganesar Aluminium Works, Madras.

1. Whether the demand for Classification of the workers into various categories and fixing scales of wages for them is justified, and if so, to make such classification, fix appropriate scales of wages for various categories and prescribe the mode of fitment of the workmen in the scales so fixed.
2. (a) Whether the demand for a wage structure for piece rated workmen providing for annual increment is justified and if so to, formulate such a structure.
(b) Whether the demand for a minimum fall back wages for piece-rated workmen is justified, and if so, to fix the quantum of such wages.
3. Whether the demand for the revision of the rate of Dearness Allowance is justified, and if so, to fix the revised rate.
4. Whether the demand for computation of the service gold medal benefit into cash is justified and if so had such computation should be made.

G. O. R. No. 2169, I.L. & C., dated 22-11-63.

(1)	(2)	(3)	(4)
3. Palani Industries, Madras,	1. Whether the non-employment of G. Kanniappan, S. Sadayandi, Subramani and M. Vadivel (4 persons) is justified, and if not, to what relief each of them would be entitled? 2. Whether the demand of the workmen for separate dearness allowance is justified, and if so, to fix the rate? 3. Whether the demand of the workmen for introduction of gratuity scheme is justified, and if so, to formulate a scheme of gratuity?	G. O. R. No. 2384, I. L. & C., dated 13-12-63.	
	<i>Salem District.</i>		
4. Sri Ramajayam Transports, Namakkal.	Whether the demand for payment of night halt allowance for running staff who go out of Headquarters on duty and have to stay at night away from Head quarters is justified and if so, to fix the rate.	G. O. Ms. No. 5781, I.L. & C., (Lab) dated 11-12-63.	
	<i>Tirunelveli District</i>		
5. Sri Ganapathy Mills Ltd., Tirunelveli.	1. Whether the claim of the workers of Sri Ganapathy Mills Limited, Tirunelveli, for the introduction of gratuity scheme is justified, and if so, to formulate the scheme. 2. Whether the claim of the workers for payment of bonus for the year 1962 is justified, and if so, to fix the quantum.	G. O. Ms. No. 2148, I.L. & C., (Lab) dated 20-11-63.	
	<i>Labour Courts</i> <i>Labour Court, Coimbatore</i> <i>Coimbatore District</i>		
6. L.M.S. Bus Service, Coimbatore.	Whether the demand for the permanency of the following workers is justified and to what relief each worker would be entitled:- 1. P.T. Krishnaswami — Conductor 2. Krishnaswamy — Conductor 3. Saravanan — Conductor 4. Sorkkalingam — Driver 5. Maruthamuthu — Conductor	G. O. Ms. No. 5657, I.L. & C., (Lab) dated 2-12-63.	

(1)	(2)	(3)	(4)
	6. K. Rangaswami — Driver 7. Annamalai — Conductor 8. Nagamanickam — Conductor 9. Waheed. — Driver. Whether the demand for institution of a gratuity scheme is justified and if so to formulate a scheme.		
7. Shanmuga Theatre, Coimbatore.	Whether the demand of the workers for fixation of Scales of wages is justified and if so to fix such scales and to fit the present incumbents in the scales so fixed.	G. O. Ms. No. 5659, I.L. & C., (Lab) dated 2-12-63.	
8. Sabapathy Knitting Company, Tiruppur.	Whether the non-employment of Sri Rangaswami is justified and to what relief he would be entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5490, I.L. & C., (Lab) dated 21-11-63.	
	<i>Salem District.</i>		
9. Kumar Transports, Mettur Dam.	Whether the non-employment of Sri M. S. Abdul Khader (Driver) and Sri T. S. Mohideen (Cleaner), is justified and to what relief each would be entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed for each.	G. O. Ms. No. 5498, I.L. & C., (Lab) dated 21-11-63.	
	<i>Labour Court, Madras</i>		
10. Jammi Pharmaceutical Factory, Madras.	Whether the demand of the workman for bonus for the year 1962-63 is justified and if so to fix the quantum.	G. O. R. No. 2131, I.L. & C., (Lab) dated 19-11-63.	
11. Kohinur Confectionery (Private) Ltd., Madras.	Whether the non-employment of V. Balu, B. Rosiah and S. Sugunan is justified and to what relief each is entitled? To compute the relief if any awarded in terms of money, if it can be so computed in respect of each worker.	G. O. R. No. 2132, I.L. & C., (Lab) dated 19-11-63.	

(1)	(2)	(3)	(4)
12. S. M. Arumugha Chetty and Sons and Manicka Chettiar and Sons, Madras.	Whether the demand for introduction of a gratuity scheme is justified, and if so, to formulate a scheme of gratuity.	G. O. R. No. 2155, I.L. & C., dated 21-11-63.	
13. Andhra Mahila Press, Madras.	Whether the non-employment of R. Raju 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. 2194, I.L. & C., (Lab) dated 27-11-63.	
14. Sri Rama Machinery Corporation (Private) Limited, Madras.	Whether the non-employment of Sri N. R. Moorthy and Sri K. Shanmugam is justified and to what relief each is entitled? To compute the relief, if any awarded, in terms of money, if it can be so computed.	G. O. R. No. 2372, I.L. & C., (Lab) dated 12-12-63.	
15. Air Ceylon Limited, Madras.	1. Whether the action of the management in taking out Life Insurance Policies on the life of Indian Employees in Ceylonese currency is justified and, if not to what relief the Indian employees are entitled, 2. To fix the scales of wages and increments 3. Whether the Indian employees of Air Ceylon, Limited are entitled to the Special living allowance of 25% of their wages as paid to all other employees of Air Ceylon, Limited. 4. Whether the demand for raising the age of retirement is justified.	G. O. R. No. 2228, I.L. & C., (Lab) dated 29-11-63.	
Labour Court, Madurai.			
Madurai District.			
16. Devi Transports, Dindigul.	Whether the non-employment of the conductor Sri M. K. Manickam 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. 2217, I.L. & C., (Lab) dated 28-11-63.	
17. Central Cinemas, Dindigul.	Whether the demand of the workers for payment of bonus for the year 1961-62 and for the half year ended 30-9-63 is justified and if so to fix the quantum payable for each of the two periods.	G. O. Ms. No. 5579, I.L. & C., (Lab) dated 28-11-63.	

(1)	(2)	(3)	(4)
18. Central Cinema, Dindigul.	Whether the non-employment of the following workers is justified and to what relief each is entitled to. 1. V. Ramaswami. 2. K. V. S. Murugesu Nadar. 3. A. Lorthu 4. R. Perumal 5. D. Subramanian 6. K. Ramaswami 7. Arumugham 8. Raju 9. V. Sundi 10. R. Srinivasan 11. S. J. Chengalvaroyan 12. S. Sitaraman and 13. Srimathy Backiam. To compute the relief, if any awarded in terms of money if it can be so computed in respect of each workers.	G. O. Ms. No. 5580, I.L. & C., (Lab) dated 28-11-63.	
Tiruchirappalli District.			
19. A.S.A. Rice and Oil Mills, Pichathampatti.	Whether the non-employment of the following seven workers is justified and to what relief each is entitled. 1. Sri Nagappan (Driver) 2. Sri P. Ponnuswami Thevar 3. Sri A. Mani 4. Sri K. Kulandai 5. Sri A. Mariappan 6. Sri A. Kasi 7. Sri K. Chelliah. To compute the relief, if any, awarded in terms of money if it can be so computed for each worker.	G. O. R. No. 2374, I.L. & C., (Lab) dated 12-12-63.	
20. Honest Manufacturing Company, Tiruchirappalli.	Whether the demand of workers for payment of bonus for the year 1961-62 and 1962-63 is justified, and if so, to fix the quantum thereof.	G. O. R. No. 2282, I.L. & C., dated 3-12-63.	
Tirunelveli District.			
21. S.B.M. Bus Service, Tuticorin.	Whether the non-employment of Sri Machado is justified and to what relief he would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 2389, I.L. & C., dated 13-11-63.	

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 December, 1963.

S. No. (1)	Name of the concern. (2)	Page and date of the Gazette. (3)	G.O. No. and date in which the award is Published. (4)
Industrial Tribunal, Madras.			
<i>Kanyakumari District</i>			
1.	Ganapathy Motor Service, Nagercoil.	16 18-12-63	G.O.R. No. 2346, industries, Labour and Co-operation (Lab) dated 10-12-63.
<i>Madras District</i>			
2.	Neptune Studios, Madras-28.	23-24 11-12-63	G. O. R. No. 2213, I. L. & C. (Lab) dated 28-11-63.
LABOUR COURTS			
<i>Coimbatore District</i>			
3.	Lakshmi Mills Company Limited, Palladam.	1 11-12-63	*G. O. R. No. 2222, I.L. & C. (Lab) dated 29-11-63.
4.	L. M. S. Bus Service, Coimbatore.	1 18-12-63	G.O.R.No. 2345, I.L. & C. (Lab) dated 10-12-63.
5.	do	2 18-12-63	G. O. R. No. 2347, I. L. & C., (Lab) dated 10-12-63
6.	do	3 18-12-63	G. O. R. No. 2348, I. L. & C., (Lab) dated 10-12-63.
7.	Sarada Trading Company, Coimbatore.	5 18-12-63	*G.O. Ms. No. 5682, I.L. & C., (Lab) dated 4-12-63.
<i>Kanyakumari District.</i>			
8.	P. T. S. Motor Service, Nagercoil.	6 18-12-63	G.O. Ms. No. 5764, I. L. & C., (Lab) dated 10-12-63
<i>Madras District.</i>			
9.	Andhra Mahila Press, Madras-4.	1 4-12-63	G. O. R. No. 2168, I.L. & C., (Lab) dated 2-11-63.
10.	Chitra Talkies, Madras-2.	2 4-12-63	G. O. Ms. No. 2184, I. L. & C., (Lab) dated 23-11-63
11.	Laxmi Wax Corporation, Madras.	3 4-12-63	G. O. R. No. 2185, I. L. & C., (Lab) dated 23-11-63.
12.	M/s. Guduru Sri Ramalu Chetty, Madras-1. M/s. G. V. Parthasarathy Chetty, B. Venkatiiah Chetty and Company, Madras-1 M/s. Penugonda Radha Krishnamoorthy Sons and Company, Madras-1 and M/s. Gopaljee camphor and Company, Madras-1.	4-7 4-12-63	G. O. Ms. No. 5497, I.L. & C., (Lab) dated 21-11-63.
13.	Swathantra Printers, Madras-4.	1-3 (48 B) 4-12-63	G. O. R. No. 2192, I.L. & C. (Lab) dated 27-11-63.

(1)	(2)	(3)	(4)
<i>Madras District</i>			
14.	Government Telegraph employees Co-operative Society Limited, Madras.	3-7 (48 B) 4-12-63	G. O. Ms. No. 5556, I.L. & C., (Lab) dated 27-11-63.
15.	Jayabharatham and Company, Madras.	2-5 11-12-63	G. O. R. No. 2243 I. L. & C., (Lab) dated 29-12-63.
16.	do	16-18 11-12-63	G. O. R. No. 2262, I. L. & C., (Lab) dated 2-12-63.
17.	do	18-19 11-12-63	G. O. R. No. 2263, I.L. & C. (Lab) dated 2-12-63,
18.	Sri Ganesa Engineering Works, Madras-2.	7-9 11-12-63	G. O. R. No. 2252, I. L. & C., (Lab) dated 30-11-63
19.	Kumbakonam Electric Supply Corporation, Madras.	19-21 11-12-63	G. O. R. No. 2268, I. L. & C. (Lab) dated 2-12-63.
20.	Industrial Rubber Products Industrial Estate, Guindy.	3 18-12-63	G. O. R. No. 2367, I.L. & C., (Lab) dated 11-12-63
<i>Madurai District</i>			
21.	Rojavilas Scented Betel nut and Tobacco Factory, (N.V.K. Mohammed) Sultan Rowther and Sons, Dindigul.	21-23 11-12-63	G. O. R. No. 2277, I.L. & C., (Lab) dated 3-12-63.
<i>South Arcot District</i>			
22.	M. R. S. Motor Service Tindivanam.	4 4-12-63	G. O. R. No. 2191, I. L. & C., (Lab) dated 23-11-63
<i>Tanjore District</i>			
23.	Kumbakonam Electric Supply Corporation Limited, Kumbakonam.	9-12 11-12-63	G.O.R. No. 2258, I.L. & C (Lab) dated 2-12-63.
<i>Tiruch rappalli District</i>			
24.	M. S. N. S. Transport, Tiruchirappalli.	5-7 11-12-63	G.O.R. No. 2251, I.L. & C. (Lab) dated 30-11-63.
25.	Vinayagar Transport, Oraiyur.	12-14 11-12-63	G.O.R.No. 2260, I. L. & C. (Lab) dated 2-12-63,
26.	M. S. N. S. Transport, Oraiyur.	14-16 11-12-63	G. O. R. No. 2261, I. L. & C., (Lab) dt. 2-12-63.
	2. Raja Transport, Oraiyur and 3. Siva Transport, Tiruchirappalli.		
ARBITRATION AWARDS			
Arbitration award of the Assistant Commissioner of Labour-II, Madras.			
<i>Madurai District</i>			
27.	Chockan Transport (Private) Limited, Madurai,	1-3 25-12-63	G. O. R. No. 2378, I. L. & C., (Lab) dated 12-12-63.

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 December, 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.	Sri Jagannatha Vilas Hotel, Ukkadam	Restaurants	15	1-12-63	Permanent	Not furnished by the management.	Information not furnished by the management.
2.	Lakshmi Match Works, Sankarankoil.	Match Works	17	4-12-63	do	Due to slump in trade	The workers were paid compensation.
3.	Sri Gomathi Match Works, Sankarankoil.	do	19	1-10-63	do	do and loss in business.	They were not paid compensation.
4.	Surya Bhavan, Madras-5.	Restaurants	28	24-12-63	do	Loss in Business	Rs. 4,000 paid to all the 28 workers.
5.	New Bhagavathi Vilas, Madras-2.	do	14	18-12-63	do	do and non-co-operation of the workmen	Rs. 3,600/- paid to all the 14 workers.
6.	Udipi Ganes Lunch Home, Trichy Road, Coimbatore.	do	10	1-12-63	Not re-opened	—	The whereabouts of the employer and workers are not known.
7.	Udupi Hotel Sri Ganga, P. K. D. Nagar, Peelamedu.	do	2	7-12-63	"	—	do
8.	T. M. Perumal Coffee Hotel, 6/220, Uppilipalayam.	do	4	1-12-63	"	—	do
9.	Natarajan Tea Stall, 66-A, Old Market Street, Tiruppur.	do	3	26-12-63	"	—	do
10.	K. Palaniswamy Tea Stall, 1, Avanashi Road, Tirupur.	do	6	"	"	—	do
11.	Lakshmi Tea Stall, Palladam Road, Tirupur.	do	2	27-12-63	"	—	do

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
12.	Ganesh Tea Stall, Kongunagar Main Road, Tirupur.	do	3	31-12-63	Not re-opened.	—	The whereabouts of the employer and workers are not known.
43.	Hotel Venus, Thall Road, Udamalpet.	do	7	2-12-63	"	—	do
14.	V. D. Virghese Tea Stall, Kandura.	do	3	21-12-63	"	—	do
15.	K. P. S. Tea Stall, Meenkarai Road, Pollachi.	do	2	23-12-63	"	—	do
16.	Arumugha Thevar Tea Stall, Valparai.	do	3	27-12-63	"	—	do
17.	P. K. Gopalan Tea Stall, Valparai.	do	2	"	"	—	do
18.	Anwar Tea Stall, Valparai	do	2	"	"	—	do
19.	Rukmini Ammal Tea Stall, Kottur.	do	1	31-12-63	"	—	do
20.	Sri Ranga Vilas, Madras-1.	Hotel	43	30-11-63		Due to loss	Settled by direct talks and the compensation paid as per Law.
21.	Udipi Sri Durga Lunch Home, Madras.	"	10	"	"	"	Rs. 1400/-.
22.	Lingam Biscuit Factory, Madras-13.	Bakery	23	18-12-63		"	Rs. 6757.57
23.	Craigmore Tea Factory, Kullakamby.	Plantation	70	16-12-63	—	To carry out some essential repairs and to instal Machineryes.	All the labourers will be provided with other work in the fields.

MADRAS LABOUR GAZETTE

Sl. No.	Labour Officers.	No. of complaints received.										No. of Complaints investigated and settled, (including those previously pending).	No. of Complaints pending at the end of the month. (Col.3+11-12)
		No. of complaints pending at the beginning of the month.	Wages and allowances.	Bonus.	Personnel (Dismissal, suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known.	Total.			
1	2	3	4	5	6	7	8	9	10	11	12	13	
1.	Coimbatore-I	189	32	8	32	1	30	72	...	175	133	231	
2.	Coimbatore-II	101	5	4	10	1	—	8	...	28	52	77	
3.	Coonoor	43	1	2	6	—	—	22	...	31	54	20	
4.	Madras-I	112	10	3	16	2	—	7	...	38	42	108	
5.	Madras-II	120	19	4	16	1	—	8	...	48	43	125	
6.	Madras-III	108	4	2	10	...	—	24	...	40	62	86	
7.	Madurai	129	5	4	11	...	...	9	...	29	44	114	
8.	Nagercoil	12	—	—	4	...	...	9	...	13	7	18	
9.	Pollachi	25	2	—	20	...	...	13	...	35	30	30	
10.	Virudhunagar	55	9	2	26	1	...	9	...	47	52	50	
11.	Salem	48	8	10	21	...	3	11	...	53	40	61	
12.	Tiruchirappalli	47	1	1	14	...	...	8	...	24	20	51	
13.	Tirunelveli	69	4	2	22	...	...	15	...	43	43	69	
14.	Vellore	46	3	—	11	...	...	4	...	18	21	43	
Total		1,104	103	42	219	6	33	219	...	622	643	1,083	

8. Industrial Employment (Standing Orders) Act:—

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

1. Number of Standing Orders certified as on 1-12-1963.	...	3,998
2. Number of Standing Orders certified during the month.	...	30
Total	...	4,028
3. Amendments to Standing Orders certified during the month		1

9. Workmen's Compensation Act 1923. :—

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

	Number of accidents.	** Amount of compensation.
		Rs. nP.
(a) Death	12	69,523-00
(b) Temporary disablement	76	3,385-16
(c) Permanent disablement		
Total	88	72,908-16

**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 1-12-'63 to 31-12-'63.

S. No.	Nature of claims	Number previously pending.	Number received.	Total.	Disposed	Balance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Application under Section 10:					
(a)	Fatal	37	4	41	5	36
(b)	Non-fatal :-					
(i)	Permanent	40	1	41	7	34
(ii)	Temporary	17	—	17	..	17
2.	Deposits under Section 8 (1)					
(a)	Fatal	44	35	79	16	63
(b)	Persons under legal disability...	1	9	10	5	5
3.	Deposits under Section 8 (2)	2	13	15	9	6

MADRAS LABOUR GAZETTE

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4. Memorandum of Agreements.						
(i) Permanent disablement	...	4	28	32	28	4
(ii) Temporary disablement	...	...	6	6	5	1
5. Recovery under Section 31.	...	...	...	...	...	...
6. Indemnification under Section 12	...	5	...	5	3	2
Total	...	150	96	246	78	168

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

1. Pending as on 1-12-'63	...	266
2. Received during the month	...	96
3. Disposed of during the month	...	63
4. Pending as on 31-12-'63	...	299

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

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

12. (a) Appeals under Section 41 :—

Pending as on 1-12-1963	...	157
Received during the month	...	41
Disposed of during the month	...	38
Pending as on 31-12-1963	...	160

12. (b) Applications under Section 51 :—

Pending as on 1-12-1963	...	1
Received during the month	...	1
Disposed of during the month	...	Nil
Pending as on 31-12-1963	...	2

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

Pending as on 1-12-1963	...	98
Received during the month	...	30
Disposed of during the month	...	44
Pending as on 31-12-1963	...	84

STATISTICAL SUPPLEMENT

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

S. No.	R. No.	Date of Registration	Industry	Name and address of Union.
(1)	(2)	(3)	(4)	(5)
1.	3583	4-12-63	Plantation	... Tamilnadu Thotta Thohilalar Munnetra Sangam, Chinnamanur, Madurai District.
2.	3584	"	Docks and Ports.	... Tuticorin Port Trust Staff Union, 69 South Emperor St., Tuticorin.
3.	3585	"	Miscellaneous	... South India Carbonic Gas Industries Labour Union, 136 Strahans Road, Madras-12.
4.	3586	"	Cement	... Cement and Quarry Thozhilalar Munnetra Sangam, Madurai Road, Upstaris, Talaiyuthu, Tirunelveli.
5.	3587	"	Transport	... Tamilnad State Transport Workers' Union, D.C.C Buildings, Nagercoil.
6.	3588	"	Textiles	... Walajabad Textile Workers Union, 34, Raja Street, Walajabad.
7.	3589	"	Miscellaneous	... Nellai Mavatta Meen Virpanal Thozhilalar Sangam, Palayamkottai.
8.	3590	"	do	... National Carbon Division of union Carbide Employee's Union, 28, Sannathi Street, Madras-19.
9.	3591	"	do	... Tamilnad Hotel Labour Union, 11, Maclean St., Madras-1.
10.	3592	"	do	... Madras Corporation Sewage Farm Workers' Union, Kodungaiyur P.O., Madras-11.
11.	3593	"	do	... General Workers' Union, Somanur, Coimbatore District.
12.	3594	"	Transport	... Neyveli Lignite Corporation Motor Workers' Union, Neyveli-1.
13.	3595	13-12-63	Textiles.	... Sundaram Textiles National Workers' Union, Moopanar Compound, Nanguneri, Tirunelveli District.

(1)	(2)	(3)	(4)	(5)
14.	3596	13—12—63	Textiles	... Madurai Town Dravida Handloom Weavers Munnetra Sangam, 4th Street Ahimsapuram, Sellur, Madurai-2.
15.	3597	..	Misc.	... Hospital Employees' Union, Tiruchirapalli-1.
16.	3598	13—12—63	Misc.	... Aruppukkottai Taluka General Workers' Union, Sathiamurthi Bazaar, Aruppukkottai.
17.	3599	..	Banking	... Pathinen Grama Arya Vysya Bank Staff Association, 57, South New Street, Periyakulam, Madurai District.
18.	3600	..	Sanitary Service	... Erode Municipal National Workers' Union, Puthumal Colony, Kollampalayam Road, Erode.
19.	3601	21—12—63	Miscellaneous	... Larsen and Toubro Staff Union, 22, Ramakrishna Street, Madras-17.
20.	3602	..	do	... Hindusthan Teleprinters Employees' Union, 136 Strahans Road, Madras-12.
21.	3603	..	do	... Tamilnad Employers' guild 105, Lloyds Road, Gopalapuram Madras-5.
22.	3604	30—12—63	do	... Cordite Factory Labour Union, Aruvankadu P.O. Nilgiris District.

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

S. No.	R. No.	Date of Cancellation	Industry	Name and address of the Union.
(1)	(2)	(3)	(4)	(5)
1.	1324	24—12—63	Textiles	... Sankar Mills Labour Union, Thalayathu.

ABSTRACT

1.	Total Number of Registered Trade Unions as on 1—12—63	1144
2.	Total Number of Trade Unions Registered during the month	+22
3.	Total Number of Trade Unions Cancelled during the month	-1
4.	Total Number of Registered Trade Unions as on 31—12—63	1165

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

Sl. No.	Particulars.	The Factories Act, 1948.	The Payment of Wages Act.	The Madras Maternity Benefits Act.	The Madras Shops and Establishments Act, 1947.	The Madras Catering Establishments Act, 1958.	The Minimum Wages Act.	The Madras Industrial Premises (Regulation of Conditions of Work) Act, 1958.	The Madras Industrial Establishments (Regulation of Conditions of Work) Act, 1958.	The Madras Industrial Establishments (Regulation of Conditions of Work) Act, 1958.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1.	No. of establishments inspected.	1,897	6,219	580	60,735	7,177	2,981	1,072	5,636	
2.	No. of irregularities noticed.*	111	605	61	822	1,098	74	58	138	
3.	No. of cases warned.	23	161	1	649	497	125	124	35	
4.	No. of prosecutions launched.	16	2	...	53	133	7	7	2	
5.	No. of convictions obtained.	17	3	...	45	89	4	6	1	
6.	Amount of fines levied (in Rupees.)	320	37	...	768	1,503	165	175	15	

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

15 (a). Numerical list of Factories for the month of Dec

District.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			REMARKS.
(1)	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	(14)
1. North Arcot	153	125	183	3	1	..	..	1	..	156	125	183	464
2. South Arcot	124	9	50	..	..	..	..	..	..	124	9	50	183
3. Chingleput	241	22	60	3	..	..	..	..	..	244	22	60	326
4. Coimbatore	993	12	98	4	..	..	1	..	..	996	12	98	1,106
5. Kanyakumari	53	9	38	1	..	..	..	..	..	54	9	38	101
6. Madras	759	44	133	8	..	..	1	..	..	766	44	133	943
7. Madurai	436	41	54	2	1	..	2	3	..	436	39	53	528
8. The Nilgiris	124	..	8	1	..	..	..	..	..	125	..	8	133
9. Ramanathapuram	238	67	214	2	..	..	1	..	5	239	67	209	515
10. Salem	494	15	163	7	..	..	..	..	2	501	15	161	677
11. Thanjavur	294	11	201	1	..	..	1	..	..	294	11	201	506
12. Tiruchirappalli	264	14	182	2	..	..	..	..	..	266	14	182	462
13. Tirunelveli	276	82	269	2	1	..	2	..	..	276	83	269	628
Total	4,449	451	1,653	36	3	..	8	4	8	4,477	450	1,645	6,572

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

Sl. No.	Category of Plantations.	At the beginning of the month.			Registered.			Removed.			At the end of the month		
(1)	(2)	A.	B.	(4)	A.	B.	(6)	A.	B.	(8)	A.	B.	(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	2,984.20	..	..	..	..	1	70-00	..	5	2,914.20	..
Total	..	290	1,10,564.79	..	..	..	..	1	70-00	..	289	1,10,494.79	..

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

16. (a) Statement of Accidents for the month of December, 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).	...	1
20.	Food Except Beverages	...	23
21.	Beverages	...	10
22.	Tobacco	...	...
23.	Textiles	...	297
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	5
27.	Paper and paper products	...	12
28.	Printing, Publishing and allied industries	...	9
29.	Leather and Leather products (except foot-wear).	...	3
30.	Rubber and rubber products	...	44
31.	Chemicals and Chemical products	...	196
32.	Products of petroleum and coal	...	9
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	42
34.	Basic Metal industries	...	39
35.	Metal Products (except machinery and transport equipments).	...	80
36.	Machinery (except electrical machinery)	...	185
37.	Electrical Machinery, apparatus, appliances and supplies.	...	69
38.	Transport equipment	...	436
39.	Miscellaneous Industries	...	31
51.	Electricity, Gas and Steam	...	3
52.	Water and Sanitary Services	...	...
63.	Recreation Services (Cinema Studios)	...	6
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		2	1,505

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

Sl. No. (1)	Name of Industry. (2)	Adults.		Adolescents.		Children.	
		Men. (3)	Women. (4)	Male (5)	Female. (6)	Boys. (7)	Girls. (8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow room Machinery.	7	—	...	...	...	...
2.	Card Room Machinery	20	...	...	...	...	...
3.	Drawing Frames	5	...	...	...	...	...
4.	Speed Frames	4	...	...	...	...	...
5.	Spinning Machinery	81	...	...	...	...	...
6.	Weaving Machinery	15	...	...	...	...	...
7.	Finishing Machinery	7	...	...	...	...	...
8.	Flying Shuttles	8	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	10	2	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	134	4	...	...	...	...
Total		291	6	...	...	...	...
JUTE MACHINERY							
		...	Nil	...	...	...	...
'A'—Fatal							
'B'—Non-Fatal							

MADRAS LABOUR GAZETTE

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 December, 1963.

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

THE FACTORIES ACT 1948.

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|----|---|--|--|---|
| 1. | Addison and Company Limited, Madras. | Section 51, 54 and 56 of the said Act, subject to certain conditions. | For a period of three months with effect from 27-8-63. | G.O.Ms. No. 5491 I.L. & C., (Lab) dated 21-11-63. |
| 2. | Indian Steel Rolling Mills Limited, Nagapatnam. | Section 51 and 54 of the said Act subject to certain conditions. | For a period of 3 months with effect from 11-11-63 | G.O.Ms. No. 5569, I.L. & C. (Lab) dated 27-11-63. |
| 3. | Ashok Leyland Limited, Ennore, Madras. | Section 51, 52, 54 55 and 56 of the Act subject to certain conditions. | For a period of 3 months with effect from 16-5-63. | G.O.Ms. No. 5653, I.L. & C. (Lab) dated 2-12-63. |

THE MADRAS SHOPS & ESTABLISHMENTS ACT, 1947.

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|----|---|--|---|--|
| 4. | Khadi and Village Industries Work Centres in the State of Madras. | From all the provisions of the Act Except Section 31, 41, 43, 50 and 51 Subject to certain conditions. | For a period of one year from the date of publication of the notification in the Fort Saint George Gazette. | G.O.Ms. No. 5605, I.L. & C (Lab) dt. 29-11-63. |
| 5. | All Co-operative Societies in the State of Madras. | The Provisions of clause (a) of sub-section (2) of section 34, 35 and 41 of the Act. | Permanently with effect from 1-1-64. | G.O.Ms. No. 5780 I.L. & C. (Lab) dt. 11-12-63. |

THE MADRAS BEEDI INDUSTRIAL PREMISES (REGULATION OF CONDITIONS OF WORK) ACT, 1958.

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|----|--|---|---|---|
| 6. | All Beedi Industrial Premises in the State and employees employed therein. | Section 18, 21, 26, 27 and 31 of the Act. | For a period of one year with effect from 30-11-63. | G.O. Ms. No. 5616 I.L. & C. (Lab) dated 30-11-63. |
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