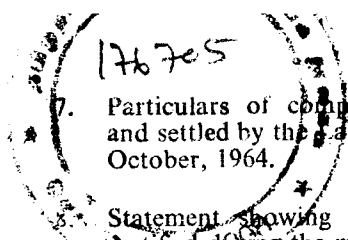


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THE MADRAS LABOUR GAZETTE

Vol. VI]

NOVEMBER 1964

[No. 11

SPECIAL ARTICLES

WORKER PARTICIPATION IN UNIONS:

by
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In the midst of the widespread popularity for theme of "Worker Participation in Managements" and various discussions, Seminars and Symposia on this theme and such connected themes as "Joint Councils of Management" and so on, many eyebrows might be raised at the question of "Worker Participation in Unions". Worker participation in Unions has been absolutely taken for granted in all quarters as a fact not needing any mention, or projection for any review. The purpose of this article is to assess as precisely as possible what is the present quantum of real and effective participation of actual workers in their union organizations and make out further a case for increased participation by workers in thier unions as the very first priority. Worker Participation in unions in India has to be measured in terms of three aspects. The first aspect is the quantum of participation of workers in their union organizations. The second is in the extent of participation available to them in Industrial relations processes and the third is their participation in the matter of community questions.

What is the quantum of worker participation in unions in India today? This question can be answered both in general terms as well as more precise terms. The general answer to this question is found in the almost universal acceptance by policymakers on labour and industrial relations that workers in India are illiterate, economically backward, lacking organizational consciousness and arising out of all these characteristics, do not possess enough bargaining power with their employers and therefore will need protection from outside agencies like outsider leadership, political influence, and governmental protection. A whole set of arguments arising out of such projections implicitly and explicitly admits that worker participation in unions to the extent the word "participation" means in its fullest sense, is neither possible nor feasible under present conditions in India.

Arising out of such convictions universally prevalent concerning the imagery of labour in India, we at once come logically before the problem of the participation or lack thereof of workers in their own unions. Rather than face that problem positively and squarely during these 17 years of our independence, we have tended to cling fervently to the status quo. In other words, there has been a tendency to negatively accept the present situation fatalistically as something inevitable and about which nothing can be done. What could be done about this situation is a matter that will be discussed at the concluding portions of this survey.

In more precise terms, we can scrutinise the extent of active participation of workers in their unions. The present areas of participation for actual workers in union activities are extremely limited. The only participation that is available and possible for actual workers in their unions is the payment of union subscriptions, attending to the errand boy type of chores prescribed for them by "The Leader", attending union-sponsored business meetings or mass meetings and finally the "right" to be inspired by the perorations or tirades of the "leader", who will invariably be an outsider. As a consolation, some of the workers would be given the platform to make speeches where the oratorical prowess and not intellectual process is sought to be encouraged. Finally, the workers are exhorted to participate in processions, slogan-shouting and a strike or "go-slow". These will be cited as a sufficient content of worker participation in unions, and perhaps the only limits of participation possible under Indian conditions. The validity of this argument will also be examined later in this survey.

The fact, however, remains that in the precise organizational functions of a trade union, its management, its administration, its finances, leadership, etc., the quantum of worker participation is practically nil. Right from the time a union has to be registered, the workers face an uphill task in the matter of participating in their union. If a survey is conducted amongst actual workers who become union-minded and form a union, it will be found that not even 1% will know the procedures required for registering a union. The registration process that involves the adoption of the Constitution including the aims and objects, holding of managing committee and general body meetings, election of office bearers, procedures for collection and spending of funds etc., is completely beyond the pale of workers' experience. The union registration thus becomes a process of having to go through certain motions in a series of more complex processes, all of which the workers safely leave to agencies outside their ranks. In this situation, there are hardly any worthwhile instances of genuine consensus of workers conscious will be taken through business-like union meetings. One of the most interesting case studies about union general meetings is in the actual time devoted for scrutiny about the financial affairs of the union. The accounts of a union take the least time of any other item on the agenda. A major interest of union membership is rarely inward towards their own organization, but directed towards the opponent, viz; the management. In other words, almost the entire consciousness of the rank-and-file workers is outward, towards management sources for contests and claims. This involves them more in industrial relations issues than union issues or the nature of their organizational functioning. This creates a very peculiar situation. Since industrial relations are essentially processes of confrontation between two organisations, viz; management and union, obviously the union should have enough organizational strength and competence to make this confrontation effective. Such organizational competence is impossible to obtain on a long-range basis unless the components of the organization develop commitments and stakes in their organization. In other words, a high quantum of organizational participation is required and the objective conditions for such participation should be devised.

The second aspect of the problem is in the industrial relations field. Here too we can measure the extent of actual rank-and-file participation in industrial relations processes. Industrial relations consist of a variety of issues. They are of two types, basically. One type of issues deals with questions concerning wages, etc; and the other with personnel, trade union rights, etc.

There are many other issues incidental to these primary issues. In the resolution of these questions, the extent of conscious worker participation can be measured.

In the questions concerning wage increases, bonus, gratuity, etc., comprehension by workers of what is positively possible of extraction from the management, and the rational techniques for extracting such benefits, is so limited as to be almost totally non-existent. Their aspirations are abstract and are conditioned by the perspectives of their proxies. Such perspectives by proxies are usually inadequate, and often distorted. Most of the proxies have very little stakes in industrial functioning and industrial environments under which workers' rights have to be extracted. They apply strategies of pressure and confrontation that may be valid for mobilising mass action for revolutionary purposes, but which get soon blunted before the Precision-weapons of Industry, and industrial organization. Mass action and mass articulation are types of protests that provide for only distorted type of participation for workers. Confrontation with management through such forms of protests can have only a fleeting intensity after which the protest dissipates itself leaving in its wake demoralisation and apathy among the participants. Industrial Relations under such conditions can invoke only the most primitive type of worker participation. This type of participation is essentially of the ebb and flow type, with long periods in between of stagnation and apathy.

The other type of issues in industrial relations, viz., personnel, union rights, etc., requires precision to handle. These issues usually deal with problems of individual personnel, involving their grievances, problems of discipline, etc. The type of participation existing now being massive, primitive and of elemental force, such force cannot be applied for resolution of these types of issues which are precise, and perennial problems arising almost daily in any industrial establishment. Mobilising a mass protest action for a confrontation with the management on this type of issues is impossible-yet constituted as they are organizationally, the unions are not in a position to effectively handle this type of issues satisfactorily. On the contrary, there is an inevitable contortion of union strategy under which every small issue has to be deliberately magnified in order to attract mass action potential to obtain the major quantum of participation of workers to apply pressure and solve such problems. Another important aspect of industrial relations problem with which this question is closely connected is the question of modernisation programmes in industry, introduction of changes which will benefit all concerned in industry, productivity techniques and so on. With the present state of worker participation in industrial relations, these issues could never be resolved by bilateral dialogues and discussions between management and representatives of workmen.

The third aspect of this question mentioned earlier is in relation to the participation of workers in influencing the community at large. Union organizations as they are presently constituted have practically no relations whatsoever with the community at large. In a given industrial dispute or even in any constructive endeavour a union might be engaged in, with all the credit labour may be entitled to claim and recognition by the community at large, because of the complete absence of consciousness about the community at large, the labour cause often goes by default and the image of the working man within the community is usually a distorted and unfavourable image.

Neither the working men themselves, nor the leadership of the union attach any significance for the need to cater to the opinion of the community. In other words, there is very little realization that they are a part and parcel of the community, and having legitimate special interests as a group does not necessarily imply alienation from the community itself. This type of self-quarantining away from the community has been one of the main characteristics of worker organizations in the present conditions. Here too some precise evaluations could be made concerning the quantum of worker participation in community problems. Education is one of the most important questions that should interest workers. In the trade union organizations of the developed countries, right from their inception, this issue was one of the most fundamental issues taken up by union organizations at community levels. Some of the revolutionary measures to bring about wide-spread education in these countries were brought about as a result of articulations and pressures by labour organizations. Similarly the development of such self-help movements as cooperatives etc., were issues strongly espoused by labour and labour organizations. In India, the only cooperatives that are popular among workers and union leadership are credit cooperatives, where often thrifty workers utilise the cooperative for the purposes of obtaining loans at low interests and re-lending that money to less thrifty workers at very high interests for personal gain. Setting up of consumer cooperatives, multi-purposes cooperatives, etc., which call for both endeavour and rewards, rarely find such enthusiastic response from workers as the credit cooperative.

Having analysed the three aspects, we now come to the basic question. Is there an inevitability of putting up with the *status quo*? Have the problems no positive and constructive solutions? Are the characteristics of workers in India such that it would be dangerous to experiment with any "new-fangled" ideas based on experiences of other countries? Are the objective conditions in India different from those that existing in the other countries?

These are some of the question that we might try to answer. No dynamic society can afford to throw in the towel before the admittedly complex problems of the *status quo*. If this compulsive need for using ingenuity to solve the present problems, then there will be various avenues available for treating the problems. The first fact to remember is that with all the poverty, low consciousness for organization, and weakness among Indian labour, unless incentives for action and often provocations for self-help tendencies are provided, labour will be cursed to remain in the slough of their present deplorable situation. In this connection it is essential to recall that the developed countries of today, were in many respects much more backward than the India of today, and in the early stages of worker organizations in those countries there were no alibis of the type we present existing to inhibit workers. In other words, under much worse conditions than obtaining in India, the working man in those countries had to organize, build unions, develop pressures against much more powerful employers and often hostile governments to realise his rights through organization. The working men had to face a sense of challenge, strong and powerful endeavour, through which alone they could first of all survive as human beings with status and develop further sophistication. Since human beings are all alike, there is absolutely no reason whatsoever why the working man in India cannot develop similar competence, sense of challenge.

Our policies in this matter can be characterised as suffering from an attitude of "convalescence" under which "rest for the patient"—actually inertia—is prescribed as the safest course to adopt. What is required is a "catalyst" outlook of bringing about important constructive changes in attitudes, self-help tendencies and competence among workers. This convalescent outlook inhibits initiation of bold policies where instead of the elemental and passion-ridden mass movement among ranks of workers, the worker energy for protests would be more intelligently channelised whereby even while protesting and extracting their legitimate rights by their own efforts, they would also be contributing towards greater efficiency and better standards of life and sophistication.

In reality, the situation is not at all as bleak or desperate as our policy-makers often make out to be to justify the present "ad-hoc" philosophy concerning serious problems. The workers in India, during the 17 years, have become much more sophisticated with quite an impressive amount of leadership qualities in them. But this vast accumulation of leadership talent is atrophied by the continuation of rigid and outmoded perspectives concerning the objective situation in the country. It is certainly possible for our policy-makers to carve out large areas in both union functioning and industrial relations processes for exclusive participation and determination by workers themselves. This could be done by simplifying procedures concerning union organization even while tightening up certain standards about union organizations to encourage greater worker participation and control in unions. Some problems of industrial relations have to be left free for plant-wise resolution through a free inter-play of forces between workers and management under certain simple procedures. To give precise example, a mandatory system of grievance procedure—the mandatory part of it will only be to the extent of procedures generally and not the detailed workings of them—could be initiated in plants which would be processed by representatives of the workers. The representation of workers should be decided by secret-ballot voting of all workers. There is a peculiar fear for the secret ballot determination in this matter among our policy-makers which is quite irrational. The entire population of India is found to be good enough and trustworthy enough to exercise through adult franchise their will for the much larger stakes of political power, and yet when it comes to workers, all sorts of alibis are advanced to denigrate the secret ballot for determining worker representation. It is argued that in a secret ballot system, non-members of unions get the same right to decide upon a representative union as members and this is discriminatory against union members. The flaw in this argument is at once apparent when we realise that for political determination, under the above logic, only members of political parties should be allowed to vote, which is an absurd proposition. Secondly, a representative union, even if determined by majority membership, insists on speaking for all workers in a given plant or industry, and this factor makes the argument advanced against secret-ballot determination absurd.

The secret-ballot system of representation alone gives workers both a sense of participation, as well as a strong sense of obligation. If outsider union leadership is prevented for certain issues of industrial relations on the one hand and on the other hand, worker representation through secret ballot is determined to process these issues at plant levels, there would occur overnight a real democratic revolution in the labour movement and industrial relations problems in this country. Within a short period, from the ranks of

working men will emerge in every plant and industry, numerous workers with leadership competence, having had to perforce solve numerous problems satisfactorily with their own efforts. Admittedly there will be many mistakes committed due to inexperience and ignorance, but such mistakes would never have to be any worse or more serious than the mistakes already committed all these years by non-worker outsider leadership.

All the foregoing does not mean that the outsider leadership is to be denigrated, or held responsible for all the ills of the present days. The outsiders will always have and should have an important role to play in the trade union movement as well as problems of industrial relations. The only difference will have to be that the outsiders will have to be satisfied with less of leadership positions and more of contractual and career positions in the trade union movement, on wages and salaries. This would be an extremely healthy development for both workers and the outsiders both of whom now exploit each other quite heavily.

To summarise, what is required is greater and more precise participation by actual workers in their organizations and industrial relations, without which there is not going to be any improvement in the present situation. None of the "codes" and slogans, however sanctified and popularised will have any response without this fundamental remedy to the problem. Unless such participation is made possible through proper labour policies, workers will never get any stakes in industry and industrial environments. On the contrary, they will get more and more frustrated over the "ad-hoc" solutions that are prescribed from Olympian levels and soon will develop a philosophy of frustration. This philosophy encourages the tendency to look for an "outside miracle" to arrive to solve all problems in one stroke and until that time breeds a surely and fatalistic apathy towards all problems.

The basic priority is therefore not Worker Participation in Managements, but worker participation in Unions and Industrial Relations.

The views expressed by the Author are not necessarily those of Labour Department and the Department takes no responsibility therefor.

INDUSTRIAL SAFETY

Diesel Truck Ignites Acetone Vapour

A vessel being heated at a chemical works contained a mixture which included acetone. The electrical equipment used was flame proof, but it had not been possible to bund the vessel. During the process the liquid overheated, boiled over and flowed out of the plant on to the roadway. Either heat or a spark from a diesel truck which was passing through the area ignited the vapour. This caused a flashback into the plant, setting fire to the vessel. Three of the men inside the plant dealing with the spillage suffered burns to varying degrees, and one of them died.

This accident shows how necessary it is for a sill or similar construction at the main doorway of a plant to retain any spillage in situations where it is not possible to place a bund wall around the vessels concerned.

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

Unexpected Expulsion Of Ammonia

A scientific assistant under training was carrying out an experiment which required a small quantity of ammonia. As he was opening a 250 c. c. glass bottle of 880 ammonia the liquid squirted into his face, causing burns to his eyes, lips and nostrils.

The bench at which the accident occurred had a series of shelves, at the rear of which chemicals were stored. Bottles of acids and alkalis, including the one opened by the assistant, stood on polythene trays in front of these shelves. On the morning of the accident another man had been carrying out an experiment at the same bench, and had been using two bunsen burners, which were subsequently estimated to have been one to two feet away from the ammonia bottle.

During investigations into the accident a bottle partly filled with water was placed in similar circumstances, and a temperature rise of 6° C in the liquid, and even more in the glass, was recorded. If the stopper were stuck, such a temperature rise could have given an excess pressure of about 0.3 atmospheres of ammonia gas in the bottle, which would have become even greater if the bottle was shaken, thus bringing the liquid into contact with the glass above its normal level.

It was therefore concluded that the cause of the accident was the bottle being slightly warmed by heat from the bunsen burners and associated apparatus. The glass stopper of the bottle had stuck, preventing pressure relief by lifting and re-setting of the stopper. The pressure therefore rose to dangerous level and when the stopper was eventually extracted by the operator there was a violent expulsion of liquid.

The following recommendations were made to prevent a repetition of this type of accident :—

1. Volatile or unstable chemicals should not be stored on benches where heating appliances are in use; nor, of course, in direct sunlight.
2. Eye protection in chemical laboratories should be reviewed. In particular laboratory supervisors ought to consider seriously whether they should insist on minimum protection being worn at all times.

It is well known that wearers of prescription spectacles often escape injury in accidents involving eyes. Consequently, many laboratories in the U.S.A. and some in this country, except those members of their staff who do not wear prescription spectacles to wear plain glass safety spectacles at all times, even though the risk of accident appears to be slight. When the risk is greater, as in handling unstable or corrosive chemicals, the protection must of course be greater, and goggles or face shields should be considered.

Instruction on the correct method of opening bottles and freeing stuck stoppers should be given to all trainees and students before any practical work is carried out. This should include instructions on pointing the bottles away from the face or body before opening, and on cooling of bottles of ammonia before attempting to free a stuck stopper or loosen a screw top.

The strength of acids and alkalis used should be no higher than is really necessary.

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

FAULTY PLUG CAUSES ELECTRIC SHOCK

A coach builder working on the top of a trailer was a portable electric drill which was connected by plug and socket to a point in the wall of the building near the floor.

When the man's arm touched an earthed purlin he received, an electric shock from the drill to the purlin. He freed himself from this, but was still experiencing a hand-to-foot shock via the body of the trailer and the small iron jockey wheels which were in contact with the floor. As a result of this shock he fell and dislocated his shoulder.

Investigations revealed that there was no fault in the tool, but the flexible cable was not securely held in the cord grip, and the earth wire had pulled from its terminal so that it touched one of the live wires. It is possible that the man pulled on the flex as he found it a little short.

A substantial proportion of shock accidents with portable electric tools occur as a result of this type of failure in the plug and it is most important that the plugs and cables should be regularly inspected at frequent intervals. Preferably, portable tools should be supplied from the low voltage winding of a safety isolating transformer, 110 volts, with the centre point earthed being commonly adopted so as to give a maximum shock voltage of 55 volts. While this reduced voltage will prevent very serious and possible fatal shocks, there is still a danger of persons falling from milder shocks, and some firms have adopted 55 volts with the centre point earthed where this is likely to occur.

(Accidents, London, October 1962)

Man Drowned in Chrome Drum at Tannery

A man was working alone on night-shift in a tannery. He was in the chrome processing department, and his work entailed feeding soda at certain intervals into three large drums by way of a small tank and a narrow pipeline. The drums contained hides and skins in a hot solution comprising sulphuric acid, soda and basic chrome liquid.

At some time in the evening he had evidently discovered a blockage in the pipeline to one of the drums, and decided to clear it. He switched off the electricity supply to the machine, stopped the rotation of the drum by wedging it with a pole, and went inside. He had with him a length of copper wire usually used for such purposes and a Plank which he presumably intended to use as a means of access through the drum.

Workers arriving for the morning shift found his body in the solution: death had been by drowning.

At the subsequent inquiry it was revealed that in order to enter the drum the deceased would have had to lift a wooden safety gate and unscrew the door, which measured 3 ft. by 1½ ft. There were no signs that he had had a torch with him, although the interior of the drum was pitch dark. Other workers testified that they had been warned about entering chrome drums, and it was in fact a matter for instant dismissal if anyone did so. The only reason that could be offered to explain his action was over-consciousness for the job; had the blockage been left until morning, when it could be cleared in the proper manner, it would have wasted working time.

It was recommended that, in future, two men should always be on duty at night.

(Industrial Accidents Prevention Bulletin, London, March 1963.)

Three Men overcome by Fumes in Bunker

Three scientists were carrying out experimental work on the efficiency of fuel pulverization. A manhole cover at the top of a 25 ft. deep bunker had to be removed at intervals in the course of their work, and on one of these occasions a portable electric lamp cage was accidentally dropped into the material in the bunker. A little later one of the men decided to retrieve it. He removed the manhole cover and climbed down the ladder into the bunker where he was immediately overcome by carbon monoxide fumes. The two other men went down in turn to find him, each being overcome in the same way. Although the men were rescued and recovered from the gassing, one of them lost three fingers in a small fire which had ignited spontaneously among the material at the bottom of the bunker. It was this fire which had produced the fumes.

The men, two of whom were graduates, must have been well aware of the dangers of entering confined spaces where toxic fumes were liable to be present. It was suggested that, in addition to wearing a breathing apparatus

and carrying a safety line, as required by the Factories Act, warning notices should be erected at all points of entry to enclosed spaces. The risk of falling into pulverized fuel and thereby being suffocated should also be taken into account.

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

In an engineering works a bundle of 19 steel tubes was being lifted from a lorry by means of an electric hoist. Each tube about 2½ ft. long, 4½ in. in diameter and weighed about 30 lb. The tubes were secured by two metal bands and a 3-strand fibre rope was passed through the centre tube of the bundle by the makers and knotted at the top for lifting purposes.

As the bundle was being lifted, one of the metal bands snapped and the load dipped. A worker tried to re-adjust it, but the fibre rope parted and the tubes fell, striking the lorry driver on the neck as he leaned out of his cab.

The failure of the rope was ascribed to the sharp edge of the tube and cutting it. Since wire ropes were not practicable because they would damage the tubes, the use of pallets was suggested as a safer alternative.

(Industrial Accident Prevention Bulletin, London August, 1963)

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

LABOUR NEWS

INDUSTRIAL RELATIONS

OCTOBER 1964

The Labour situation in the State was satisfactory. There were 11 strikes and lockouts in textile Mills and 24 strikes and lockouts in other industries (including the one strike that was continuing at the end of the last month) during the month of October 1964. Out of the 11 strikes in textile mills 3 strikes were continuing at the end of the month and out of the 24 strikes in other industries 10 strikes were continuing at the end of the month. The number of workers affected by the strikes in textile mills was 4840 and in other industries it was 10,377. 30,706 mandays were lost due to strikes in textile mills and 31,045 mandays were lost due to strikes in other industries. The details of work stoppages were as follows:—

TEXTILES

About 511 out of 547 workers of South India Cooperative Spinning Mills Ltd., Pettai, struck work on 8—10—64 demanding bonus for the year 1963 and requesting to concede certain other demands. The workers resumed work on 26—10—64 on the mediation by the Commissioner of Labour, Madras.

About 175 out of 1322 workers of Rajalakshmi Mills Ltd., Singanallur struck work on 6—10—64 demanding higher wages. The strike was called off and the workers resumed work on 13—10—64 on intervention by the Labour Officer. As a result of the strike 1147 workers were also indirectly affected.

About 43 out of 143 workers of Sri Vasudeva Industrials Periyanaickenpalayam, struck work on 23—9—64 protesting against the dismissal of two workers. Following the strike the management declared a lockout on 30—9—64. The strike and the lockout were continuing at the end of the month.

About 26 out of 600 workers of Sri Karthikeya Spinning and Weaving Mills Ltd., Singanallur, struck work on 10—10—64. The reason for the strike was that the doffers refused to take doffs. The workers resumed work on 26—10—64 on the advice of the Commissioner of Labour, Madras. As a result of the strike 574 workers were also indirectly affected.

About 206 out of 404 workers of Bhavani Mills Ltd., Podanur, struck work on 19—10—64 at 12 noon demanding supply of rice. The workers resumed work on 20—10—64 at 12-45 P. M. on intervention by the Labour Officer.

About 1552 out of 1834 workers of Kaleeswarar Mills Ltd., Coimbatore struck work on 21—10—64 at 12 noon demanding bonus for 1963-64. The workers resumed work on 22—10—64 at 5-30 P. M. on intervention by the Labour Officer.

About 100 out of 145 workers of Sri Padma Mills Ltd., Kalapatty struck work on 22—10—64 at 4 P. M. demanding bonus for 1963-64. The workers resumed work on 24—10—64 at 8-30 P. M. on intervention by Labour Officer. As a result of the strike 45 workers were also indirectly affected.

About 44 out of 142 workers of Sri Padma Mills Ltd., Kalapatty struck work on 30—10—64 at noon protesting against the proposed deduction of wages for the period of strike from 22—10—64 to 24—10—64. The strike was continuing at the end of the month.

About 20 out of 177 workers of Sri Ranilakshmi Mills Ltd., Arasur struck work on 29—10—64 demanding wages in the Winding Department. The strike was continuing at the end of the month.

About 71 out of 220 workers of Gobald Textiles, Ammapalayam struck work on 24—10—64 at 7 A. M. demanding supply of rice. The workers resumed work on the same day at 11 A. M. as a result of direct negotiation.

About 27 out of 58 workers of Tamilnadu Cottage Industries Ltd., T. M. Pundi P. O. struck work on 14—9—64 as a protest against the non-employment of certain workers. The workers voluntarily resumed work on 26—9—64.

OTHERS

The strike by the workers of Madras Enamel Works Ltd., Madras referred to in the last month issue was called off on 30—10—64 on mediation by the Labour Officer.

All the 8 workers of Ramakrishna Printing Press, Coimbatore struck work on 31—10—64 at 8-30 A. M. demanding bonus. The workers resumed work on the same day at 12-30 P. M. as a result of direct negotiation.

All the 45 workers of Premier Printers, Coimbatore struck work on 26—10—64 demanding bonus. The workers resumed work on 27—10—64 as a result of direct negotiation.

About 65 out of 76 workers of Nirmala Industries, Coimbatore struck work on 26—10—64 at 1 P. M. demanding bonus for 1963-64. The workers resumed work on 28—10—64 at 8 A. M. on intervention by the Labour Officer.

About 203 out of 295 workers of Ganapathy Engineering Manufacturers (P) Ltd., Ganapathy struck work on 25—10—64 demanding bonus for 1963-64. The workers resumed work on the same day at 12-30 P. M. on intervention by the Labour officer. As a result of the strike 41 workers were also indirectly affected.

About 29 out of 36 workers of Ganapathy Engineering Manufacturers (P) Ltd., Porcelain and plastic Section, Ganapathy, struck work on 25—10—64 demanding bonus for 1963-64. The workers resumed work on the same day at 12-30 P. M. on intervention by the Labour Officer. As a result of the strike 4 workers were also indirectly affected.

About 36 out of 45 workers of Kamala Industries, Kunnamuthur struck work on 26—10—64 at 8 A. M. demanding bonus for 1963-64. The workers resumed work on 28—10—64 at 1 P. M. on intervention by the Labour Officer. As a result of the strike 9 workers were also indirectly affected.

All the 79 workers of Navamani & Co., Pappanaickenpalayam struck work on 26—10—64 at 8 A. M. demanding bonus for 1963-64. Following the strike the management declared a lockout on 29—10—64 at 8 A. M. The strike and lockout were continuing at the end of the month.

About 43 out of 63 workers of Govarthana Engineering Industries, Coimbatore, struck work on 30—10—64 at 1 P. M. demanding bonus for 1963-64. The strike was continuing at the end of the month.

About 130 out of 162 workers of Blue Mount Switchgear Association, Coimbatore struck work on 24—10—64 at 8 A. M. demanding bonus for 1963-64. The strike was continuing at the end of the month.

About 160 out of 246 workers of Coimbatore Premier Corporation (P) Ltd., Coimbatore struck work on 28—10—64 at 1 P. M. demanding bonus for 1963-64. The strike was continuing at the end of the month.

About 308 out of 347 workers of Textool Co. Ltd., Branch III Coimbatore struck work on 26—10—64 at 7 A. M. demanding bonus for 1963-64. The workers resumed work on 29—10—64 at 7 A. M. on the advice of the Commissioner of Labour.

All the 3543 workers of Textool Co. Ltd., Ganapathy struck work on 26—10—64 at 7 A. M. demanding bonus for 1963-64. The workers resumed work on 29—10—64 at 7 A. M. on the advice of the Commissioner of Labour.

About 208 out of 342 workers of Textool Co. Ltd., Branch I Pappanaickenpalayam, struck work on 26—10—64 at 7 A. M. demanding bonus for 1963-64. The workers resumed work on 29—10—64 at 7 A. M. on the advice of the Commissioner of Labour.

About 851 out of 1234 workers of Textool Co. Ltd., Branch III, Singanailur struck work on 23—10—64 at 7 A. M. demanding bonus for 1963-64. The workers resumed work on 29—10—64 at 7 A. M. on the advice of the Commissioner of Labour. As a result of the strike 113 workers were also indirectly affected.

About 125 out of 155 workers of Bagavathi Vilas Cigar Factory, Dindigul struck work on 31—10—64 at 8-30 A. M. demanding bonus for 1963-64. The strike was continuing at the end of the month.

About 34 out of 100 workers of Sakthivel Cigar Factory, Dindigul struck work on 31—10—64 at 8-30 A. M. demanding bonus for 1963-64. The strike was continuing at the end of the month.

About 59 out of 89 workers of Natesar Press, Dindigul struck work on 30—10—64 at 9 A. M. demanding bonus for 1963-64. The workers resumed work on 31—10—64 at 9 A. M. as a result of direct negotiation.

About 4000 workers of Tanneries in Ranipet, Pernampet and Vaniambadi struck work on 16—10—64 as a protest against the non-implementation of certain demands of workers by the management. The workers resumed work on 18—10—64 on mediation by the Labour Officer.

About 62 out of 100 workers of Ramakrishna Kulwantra Steel Rolling Mills, Madras, struck work on 30—9—64 as a protest against the non consideration of demands by the management. The strike was continuing at the end of the month.

About 103 out of 150 workers of Blue Mountain Estates and Industries Ltd., Ennore, struck work on 24—10—64 demanding Deepavali advance. The workers resumed work on 28—10—64 on mediation by the Labour Officer.

About 9 workers of Navin Industries, Madras, struck work on 19—10—64 protesting against the non-employment of two workers. The strike was continuing at the end of the month.

About 12 workers of English Cycle and Motor Importing Co, Madras struck work on 30—10—64 demanding Deepavali bonus. The strike was continuing at the end of the month.

About 21 workers of Royal Cycle and Motor Co., Madras-1, struck work on 30—10—64 demanding Deepavali bonus. The strike was continuing at the end of the month.

Besides the strikes mentioned above 584 out of 1011 workers of Coimbatore Murugan Mills Ltd., Coimbatore observed hartal on 14—8—64 requesting the Government to take necessary steps to arrest the soaring prices of essential commodities etc.

CENTRAL SPHERE

1. General:

The Regional Labour Commissioner (C) Madras attended the Madras Dock Labour Board meeting on 28. 10. 1964.

2. Conciliation:

(a) The Regional Labour Commissioner (C) Madras held Conciliation proceedings in the dispute between M/s. Burn & Co. Ltd., Salem and the Magnesite Syndicate Employee's Association, Salem, over the demand for bonus for 1963 and brought about a settlement on 9. 10. 1964.

(b) The Conciliation Officer (C), Madras held conciliation proceedings in the following disputes and brought about settlements:

- (i) Between the Home Insurance Co., Madras and the General Insurance Employees' Union, Southern Zone, Madras over charter of demands like, revision of scales of pay, enhancement of Dearness Allowance, special increments, Bonus etc.
- (ii) Between five contractors of M/s. Dalmia Magnesite Corporation Ltd., Salem and the Magnesite Workers Union, Salem over non-payment of overtime to workers.
- (iii) Between M/s. Salem Magnesite Private Ltd., Salem and Salem Magnesite Employees' Union, Salem over revision of Dearness Allowance to monthly rated employees.
- (c) Twenty five disputes were settled/disposed of at the intervention of the officers of this Machinery but without holding any formal conciliation proceedings:

3. Number of strikes and lockouts:	1
4. Number of threatened strikes and lockouts	2
5. Particulars regarding disputes received:	
(a) Number of industrial disputes pending at the beginning of the month.	15
(b) Number of industrial disputes received during the month.	25
(c) Number of industrial disputes settled/disposed of during the month.	29
(d) Number of threatened strikes.	2
(e) Number of which materialised.	Nil
(f) Number of Draft Standing Orders certified	Nil

STATE SPHERE

The Conciliation Officers enquired into and settled 713 disputes during the month of October, 1964. Of these 233 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 7 industrial disputes in which settlements could not be brought about by conciliation, for adjudication by the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madras and Madurai. The details of disputes referred for adjudication are published in the statis-

tical part of the journal. 16 awards given by the Industrial Tribunal, Madras and Labour Courts on the industrial disputes referred for adjudication are published in the Fort St. George Gazette during the month of October, 1964.

WELFARE

The employment situation during the month showed a decline compared to previous month. There was a fall in registrations vacancy notification, placement and the No. of employers using the exchange.

The Live Register also showed a decrease of 9457 or 4.4% over last month. The ratio of registration to vacancies notified which was 2.8:1 during September 1964 however remained static.

The number of vacancies notified and placements made stood at 6,474/- (-1653) and 5,673 (-505) respectively.

The number of registrations effected during the month was 18,341, a decrease of 4,593 over previous month. At the end of the month, 2,05,406 applicants remained on the Live Register of the Employment Offices, a decrease of 9,457 over previous month.

The pattern of manpower shortages and surpluses remained static. Applicants in the clerical and unskilled occupations continued to be far in excess of demand. Shortage of manpower was felt in the following occupations during the month:—

Engineers (Degrees/Diploma holders) with experience, Doctors, maternity Assistant, Sanitary Inspectors, Lecturer in English/Chemistry/Economics, Graduate Assistant (Men and Women), language teachers (Tamil/Malayalam/Telugu/Hindi/Sanskrit), Secondary Grade Teacher (Tamil, Urdu), Librarian, Pharmacist, Operators with 3 years experience in Refrigeration Plant/Airconditioning Plant/Compressor/Boiler/water treatment plant, Experienced (10 years) Fitter and Turner, Electrician, Switch Board Attendant, Grinder with 5 years experience, Pipe Line Fitter, Rivetter, Workshop instructor in Smithy/Welding/Sheet metal, Motor mechanic, Telegraphic Mechanic, Laboratory Technician, Steno-typist, (English/English and Tamil) Typist, (Tamil/Tamil and English) persons with cooperative training warping and Sizing Jobber Monokey Board Operator, Gestetner Operator, Monocaster Operator, Lino mechanic, Lino operator, Automatic machineman and Physical Education Teacher (Male and Female).

The Collection of EMI is in progress. The Occupational Information Unit took up 13 occupations for original study and one for verification work.

The six Vocational Guidance Units attached to the District Employment Officers North Arcot, Cuddalore N. T., Coimbatore, Madras, Madurai and Tiruchirappalli gave group guidance to 5,568 and individually guided 90 applic-

ants. They also gave guidance information to 3,698 persons during the month. The number of applicants placed in employment as a result of individual guidance was 29.

The Professional & Executive Employment Office, Madras registered 125 applicants and placed 25 in employment. At the end of the month, 1,025 remained on the Live Register.

The Employment Office for the physically handicapped at Madras-14 registered 14 applicants and placed 12 (3 blind, 5 deaf and dumb and 4 orthopaedics) during the month. The number on the Live Register at the end of the month was 326, comprising of 117 blind, 63 deaf and 146 orthopaedics.

The Employment Information and Assistant Bureaux in the Districts of Coimbatore, Ramanthapuram, Salem & Tirunelveli interviewed and Counsellor 488 applicants and effected 347 registrations, besides renewing 297 registrations.

The Mobile Registration Unit attached to District Employment Office Ramanathapuram and Salem registered 221 applicants and effected 938 renewals during the month.

Employees' Provident Funds Act 1952.

i. During the month of October, 1964 the Employees' Provident Funds Act was extended to the establishment of attorneys, chartered and registered accountants, cost and works accountants, Engineers and Engineering Contractors, Architects and medical practitioners and specialists with effect from 31-10-64.

ii. 31 establishments / factories were brought under the Employees' Provident Funds Act, 1952 during the month of October 1964, thus bringing the total Number of covered establishments/factories to 3317.

iii. A total sum of Rs. 48,00,578-16 (excluding the refund of loans, and previous accumulations etc. amounting to Rs. 4,94,894-65) was received as Employee's and Employer' Shares of contributions during September '64.

iv. The total Number of employees covered under the Employees' Provident Funds Act 1952 in the Madras State at the end of September 1964 was 3,97,192.

SEMINAR ON INDUSTRIAL RELATIONS.

A Seminar on 'Industrial Relations' was inaugurated by Sri D. Sanjivayya, Union Minister for Labour and Employment at Guntur on 7th November, 1964. Speaking on the occasion the Union Minister said that if the country was to lead itself out of its present poverty it could hardly have work stoppages, but at the same time there was no question of stifling of action by workers. Referring to the Seminar he said that industrial relations should be discussed at the Seminar in the context of the present social situation. He added that perhaps the country's system needed modifications here and there but it had stood the test of time and any radical change will lead the country into a quandary.

Central Institute of Training for Industrial Relations.

The Central institute for Training in Industrial Relations, New Delhi was inaugurated by the Union Minister for Labour and Employment on the 24th November, 1964. The Institute imparts training to the Officers of the Central Relations Machinery and Officers deputed by State Governments and Union Territories. The training is intended to improve their efficiency in the field of Industrial Relations and enforcement of labour laws in the interest of increased production and welfare of the working class. The first training course commenced on 1st September 1964.

Interim Relief for Working Journalists.

The Central Government in consultation with the Wage Board for Working Journalists has fixed interim relief equal to 8% of the basic pay which a working journalists was drawing on 30th April, 1964. Subject to a minimum of Rs. 15/- per month and a maximum of Rs. 25/- per month. The interim relief will be payable with effect from 1st May, 1964 and is applicable only to those working journalists who are drawing a basic salary upto Rs. 750/- per month.

Wage Board for Port and Dock Workers.

The Central Government have constituted a Wage Board for Port and Dock workers employed at the major ports in the country under the Chairmanship of Sri L. P. Dave. The headquarters of the Board is at Bombay. The Board will submit its recommendations regarding the labourer's demands for interim relief pending submission of the final report.

Revision of Minimum Wages.

The Government have decided to constitute a Committee under Section 5 of the Minimum Wages Act for the review and revision of minimum rates of wages for the employment in tobacco (including beedi making) manufactory.

Extension of Employees' State Insurance Scheme.

Employees' State Insurance Scheme was extended to Vedapatti and Othakkalmandapam villages in Coimbatore District, Tirunagar area in Madurai District with effect from 29th November 1964 bringing about 1,250 workers under the Scheme. About 2,71,500 workers are receiving benefit under the Scheme at present in this State.

Industrial Committee on Plantations—Main Conclusions.

The main conclusions arrived at the 11th session of the Industrial Committee on Plantations held at New Delhi on 30th-31st October, 1964 are given below:

1. Action taken on the main conclusions/recommendations of the 10th session of the Industrial Committee on Plantations held at New Delhi on 21st September 1961.

Wage fixation in minor plantations:

It was agreed that the Ministry of Labour and Employment would request the State Governments to expedite action in the matter.

2. To provide for compulsory registration of plantations in the Plantations Labour Act and Rules:

The proposal for registration of Plantations under the Plantations Labour Act was agreed to. It was also agreed that the definition of "plantation" should include the whole land grant or leased area. The Act should be amended to provide that, after registration, the employers would have to furnish revised particulars in the prescribed proforma whenever there was any change in the ownership (including the terms under which the transfer of ownership took place) acreage etc.

3. To make provision in the Act that the Court in addition to awarding punishment for breach of the law may, by order in writing, require the convicted employers within a specified period to take such measures as may be specified for remedying matters in respect of which the offence was committed:

It was agreed that penalty for continuing offences should be on the lines of S. 102 of the Factories Act, 1948.

4. To empower the State Government to appoint such public officers as it deems fit as Inspectors for all or any of the purposes of the Act:

The proposal was agreed to.

5. To provide for deterrent punishment to employers for construction of defective houses for workers:

Compensation should be paid for death or injuries caused to the worker or his family by the collapse of houses except where such collapse is caused by natural calamities. The rate of compensation should be as in the Workmen's Compensation Act. Injuries or death caused to non-working members of the family should be compensated on the same basis as death or injuries caused to the workers.

6. Amendment of the Punjab Plantations Labour Rules to provide for a certain length of service for acquiring eligibility for sickness benefits :

(i) The proposal of the Punjab Government was not agreed to :

(ii) It was agreed that 14 days' sick leave should be available to workers with wages at the rate of two-thirds of their earnings subject to a minimum of Re. 1 per day.

(iii) The question whether sick leave could be accumulated would be considered by a Sub-committee of the Industrial Committee.

7. Amendment of the Tea Districts Emigrant Labour Act, 1932 : problem of illicit emigration, etc :

The Ministry of Labour and Employment would consult the Ministry of Law further and take such action as it considered appropriate.

8. To discuss Recommendations of the Working Group on Plantations Labour Housing :

The Committee recommended that Government should accept the Recommendations of the Working Group on Plantation Labour Housing.

9. Review of the employment position in plantations :

After some discussion, it was agreed that a senior officer of the Ministry of Labour and Employment would constitute a one-man fact-finding committee to go into all aspects of the question and make a report to the Government within a period of six months. Meanwhile the agreement reached at the 9th session of the Industrial Committee (October, 1959) would be fully observed subject to any agreed decision of the Wage Board.

10. Grant of relaxation to small plantations in the matter of provision of medical facilities, as prescribed in the Madras Plantations Labour Rules :

The proposals made by the Madras Government were agreed to. It was further agreed that these would apply also to Mysore and Kerala.

11. Appointment of Welfare Officers in Plantations :

It was agreed that the provisions of the Plantations Labour Act should be fully implemented. The duties of Welfare Officers should be clearly defined in the Rules.

12. To amend the Act to provide for submission of notices of accidents by planters to the Inspectors of Plantations in respect of accidents arising in plantations and maintenance of a register of accidents :

The proposal for amendment was agreed to.

13. To amend the Act to provide that the workers who wish to reside in plantations should also be provided with housing accommodation :

The amendment proposed by the Government of Kerala was agreed to subject to the proviso that non-resident workers wishing to reside in the plantations would be entitled to housing accommodation only after six months of continuous service. This condition of six months' of continuous service would not, however, apply to the member of a deceased workers' family who is a resident worker.

14. Amendment of Section 16 of the Act to provide for expeditious procedure for eviction of workers from accommodation after termination of employment :

The Committee was of the view that the amendment of Section 16 of the Act was necessary. It was also agreed that rule 52 (iv) of the Central Model Rules framed under the Plantations Labour Act, 1951 should be amended to read as follows :-

(iv) In the case where discharge or dismissal of a worker results in an industrial dispute, for so long as the case is not finally disposed of.

It was further agreed to frame rules for eviction in cases where no member of the family was still working.

15. Amenities for the protection of workers against weather :

The proposal made in the Memorandum was not agreed to. The question of framing rule for the supply of protective equipment should be referred to Assam and West Bengal Government also.

16. Question of grant of exemption to the needy planters from the provisions relating to Housing :

It was agreed that no exemption from provisions relating to housing should be granted except on the basis recommended by the Working Group on Plantations Labour Housing.

17. Retirement benefits :

The workers representatives pressed for the adoption of a gratuity scheme as also for the introduction of a uniform rate of provident fund.

contribution. It was agreed that the views expressed at the meeting would be conveyed to the Department of Social Security and the question taken up with them by the Ministry of Labour and Employment.

18. Protection of workers engaged in spraying pesticides :

It was agreed that an enquiry should be conducted to assess the situation and suggest protective measures, if any.

19. Opening of subsidised fair price shops in all plantations employing more than 300 workmen.

It was noted that the entire question would be discussed at the forthcoming meeting of the Standing Tripartite Committee on the Industrial Truce Resolution.

20. "Hatta-bahar"—Discharge or eviction of the entire family of a plantation worker for misconduct of one member of a family—Discontinuance of the policy by legislation :

The Committee reiterated its earlier decision against the system of "Hatta-bahar". The new situation created by the judgment of the Calcutta High Court would be examined and if, necessary, suitable changes would be made in the Plantations Labour Rules to ensure that no disruption of family took place owing to the dismissal of one member of the family for offence not involving violence.

AWARDS AND AGREEMENTS

BEFORE THE INDUSTRIAL TRIBUNAL MADRAS

Tuesday, the thirteen day of October one thousand nine hundred and sixty four.

(21st day of Asvina 1885-Saka)

Present

Sri S. Ganapathia Pillai B. A. B. L.

Industrial Tribunal, Madras.

Industrial Dispute No. 21. of 1964.

(Workmen and the management of Western India Match Company Tiruvotiyur, Madras)

Between

The Secretary, Western India Match Factory Workers Union, Thiruvotiyur, Madras 19.

and

The management of Western India Match Company Limited, Thiruvotiyur, Madras 19.

Reference: G. O. Ms. No. 2510 (Labour) dated 2nd May 1964
Department of Industries, Labour and Co-operation, Government of Madras.

(Issues (1) Whether the demand for the revision of the grades of artisans is justified, and if so, to fix the revised grades and prescribe the basis of fitment into the revised grades.

(2) Whether since production bonus being paid in other factories of Western India Match Company and taking into account the entire wages structure in those factories and the Madras Factory and making due allowance for regional disparities and other relevant factors the demand for the introduction of a production bonus Scheme in the Madras Factory is justified, and if so, to formulate a scheme).

This dispute coming on for final hearing on Monday, the 28th September 1964, upon perusing the claim and counter-statements and other material papers on record and upon hearing the arguments of Messrs. V. G. Row and N. G. R. Prasad, Advocates for the workers, and Mr. C. Doraisami as Officer of the employers' Federation, for the management and having stood over for construction till this day, the Tribunal passed the following :

AWARD

This reference by the Government of Madras, Department of Industries, Labour and Co-operation, concerns the dispute between the workmen and the management of the Western India Match Company, Tiruvotthiyur, Madras. The two questions referred for adjudication as listed in the annexure to the Government Order mentioned above are the following:

(1) Whether the demand for the revision of the grades of artisans is justified; and if so, to fix the revised grades and prescribe the basis of fitment into the revised grades.

(2) Whether since production bonus being paid in other factories of Western India Match Company and taking into account the entire wage structure in those factories and the Madras factory and making due allowance for regional disparities and other relevant factors the demand for the introduction of a production bonus scheme in the Madras factory is justified and if so to formulate a scheme.

On the second issue for decision, namely, introduction of production bonus scheme in the Madras factory, a preliminary objection was raised by the management based upon want of jurisdiction of this tribunal to impose such a scheme upon the management. The argument was that production bonus being in the nature of a special bonus for rewarding production above the normal, it is the function of the management alone to introduce such a scheme and the tribunal has no jurisdiction to compel the management to introduce that scheme where the management feel for reasons of their own that no production bonus scheme need be introduced in their factory. The main ground alleged by the representative of the labour union for putting forward this demand for production bonus is that such a scheme is in force in the three other factories of the company, viz., the factory at Ambarnath near Bombay, the factory at Calcutta and the factory at Bareilly in Uttar Pradesh. It is said that the wage structure of these four factories differ entirely and the non-introduction of production bonus scheme in the Madras factory discriminates against Madras workers. All the four factories are owned by the same company and it is common ground that the common accounts and balance-sheet of the company are based upon the working results of all the four factories.

In the claim statement made by the workers it is stated that the existing incentive wage scale paid to the workers on piece-rate jobs is not satisfactory and cannot really, be considered an incentive wage for two reasons, firstly the incentive wage for piece-rated workmen does not apply to monthly-rated workmen or other staff and secondly the incentive wage structure provides for two rates. "A" rate and "B" rate, the first rate applicable to the first 6 hours of 8½ hours shift and the higher "B" rate applicable to the remaining 2½ hours of 8½ hours shift. Subsequently the management altered this and the workers are now paid at the average rate, taking into account the first 6 hours at "A" rate and the remaining 2½ hours at "B" rate and finding the average for 8½ hours. It is said that this could not be considered an incentive wage at all; nor is it a satisfactory method of providing incentive wage to the workers. This very reason is stressed by the management as a ground for urging that the present incentive wages is not a production bonus to the entire workmen of the factory and there-

fore the introduction of production bonus applicable to all workmen of the factory would be new departure altering the present wage structure of the workmen and it can only be done by the management on their own initiative and could not be imposed upon the management by the tribunal as it has no jurisdiction to do so. In support of their contention the management rely upon the following decisions:

- (1) Titaghur Paper Mills, Company, Limited, V. Its workmen, reported in 1959 II L. L. J. 9.
- (2) Burn and Company (Howrah Iron Works) V. Their employees reported in 1960 II. L. L. J. 261.
- (3) National Iron and Steel Company V. Their Workmen, reported in 1962 II. L. L. J. 752 and
- (4) Western India Match Company V. Their workmen, reported in 1963 II. L. L. J. 459.

In the first case the question whether an industrial tribunal had jurisdiction to introduce production bonus scheme where there was none was not decided by the Supreme Court because the question before them was whether the tribunal constituted under the Industrial Disputes Act will have jurisdiction to alter a production bonus scheme in a concern where it has already been introduced. This decision was followed and interpreted in the next case (1960 II. L. L. J. 261) There the Supreme Court observed thus at page 262 :-

"It is also urged on behalf of the company that the introduction of incentive bonus is a management function and the tribunal should not impose it on the management and reference in this connection has been made to Titaghur Paper Mills Company Limited V Their Workmen (1959 II. L. L. J. 9). In the present case, however, the incentive bonus scheme has already been introduced by the company for the major part of its workmen and all that is now asked for is that the benefit of the scheme should be extended to the remainder of the workmen."

The Supreme Court therefore observed that was not a case where the production bonus scheme was sought to be introduced for the first time. This decision also did not decide the question although the matter was raised and left open.

But in the next case (1962 II. L. L. J. 752) the Supreme Court has observed thus at page 756 :-

It has been held by this Court in Titaghur Paper Mills Company, Limited V Its workmen (1959 II. L. L. J. 9) that while it is the function of the management whether or not to introduce a scheme of incentive bonus, once such a scheme is introduced, the right to claim such bonus becomes a condition of service of workmen and therefore the industrial tribunal has jurisdiction to vary the scheme enforced by the employer including the rates of bonus."

This observation proceeds, on the footing that the earlier case reported in 1959 II. L. L. J. 9 decided the point and the opinion expressed by the Supreme Court in this case (1962 II L. L. J 752) is the authority for the contention of the management that the tribunal has no jurisdiction to introduce a production bonus scheme for the first time.

In the last case reported in 1963 II. L. L. J. 459, the Supreme Court has observed thus at page 462 :-

"Whether or not an incentive scheme for better production should be introduced in any industry is essentially a matter for the management to decide. This position has been recognized by this Court in *Titagur Paper Mills Company Limited V. Their workmen* (1959 II L. L. J 9) and again in *Burn and Company Limited V. Their employees* (1960 II. L. L. J. 261) While in view of the importance of industrial adjudication not interfering with what is purely management functions, the Court felt that industrial adjudication should not impose an incentive bonus on the management for the first time. The Court pointed out that the position would be different were an incentive bonus already in force for the majority of the workmen".

These observations are clear and it is possible to infer from these observations that the supreme Court viewed with disfavour the jurisdiction of an industrial tribunal for introducing a production bonus scheme where already there is none in force in any concern or factory.

It is argued by Mr. V. G. Row on the other side that in this case there is no introduction of the production bonus scheme for the first time, as the incentive wage already in force is in one form of a production bonus and the other three factory worker of this company are enjoying the benefits of production bonus schemes. This argument is unsound for the following reasons. In the claim statement the union has stated that the incentive wage is not a production bonus scheme at all. Further it applies only to piece-rated workers who are a small minority of the workmen employed in the Madras Factory. Therefore it could not be said even if the incentive wage is considered as production bonus that this scheme applies to all the workmen in the factory or a majority of the workmen. The argument that in other factories of this company production bonus scheme is in force and therefore the non-introduction of such a scheme in the Madras Factory would amount to discrimination has really no logic behind it because the wage structures of all the factories of this company differ in many respects. A concern can only mean a unit or a factory owned by a Company and it is possible that in various concerns owned by the same company different wage structures may prevail. Such items as House Rent Allowance, Attendance bonus and incremental wage scale to daily rated workmen which apply to Madras Factory workers do not apply to the workers in the three other factories owned by the company. During the course of arguments it was suggested by me that if these special concessions enjoyed by the workmen of the Madras Factory were given up, the company would be in a position to consider the introduction of production bonus scheme as it applies to the other factories. But the labour union was not in a position to give up these special concessions. Disparities between these wage structure prevailing in Madras Factory and the wage structure prevailing in the

three other factories is made much of to show that the Madras Factory workers are paid really less than the workers in the other factories, owned by this company. But this is not a decisive point since the management replied by pointing out that the productivity of the Madras workers is less than the productivity of the worker of the Bombay and Calcutta factories and it was argued, based on the cost of production per case of match boxes, that the Madras workers is paid more wages than his counter-part in the other factories of this company. Various statistical tables have been prepared by the management to show this vide Exhibit M-1 series. But I do not propose to deal with them at any length because the demand for the introduction of production bonus is in my view unjustified having regard to the differences in wage structure between the various factories of this company. Regional disparities have to be taken note of and if production bonus scheme is introduced in Madras Factory it would certainly be an advantage for Madras Workers without equalising the differences which exist between Madras Workers and the workers in the three other factories in the matter of special allowances like house rent allowance, attendance, bonus and incremental wage scale. It will also certainly lead to dissatisfaction on the part of Madras workers if the special allowances enjoyed by them now are to be replaced by the production bonus scheme which is the demand made by the labour union. Any way, on the question of law as to the jurisdiction of this tribunal I am satisfied on the authority of the Supreme Court decisions mentioned above that where no production scheme is operative in a factory, the tribunal will have no jurisdiction to impose such a scheme as it is purely a management function.

I therefore, answer issue No. 2, in the negative by saying that the demand for introduction of a production bonus scheme is not justified.

The demand under issue 1 raises two points. The first is that the existing artisans should be graded into four groups, viz, semi-skilled, skilled B, skilled A, and highly skilled. At present there are only three categories of artisans in this factory namely, semiskilled, skilled B and skilled A. The next demand is that the existing rates of wages of the artisans who are daily rated should be increased since their present wage was fixed in 1958. The 1958 agreement provided for the following scales of wages :-

- | | |
|------------------|------------------|
| (1) Semi-skilled | Rs. 1-25 to 2-65 |
| (2) Skilled "B" | Rs. 1-86 to 4-31 |
| (3) Skilled "A" | Rs. 2-40 to 5-50 |

It is said that it was only in 1958 that incremental scales were fixed providing for annual increments and before that no annual increments were given. In this factory these time-rated artisans work for 8½ hours every day from Monday to Friday and 5 hours on Saturday. The main reason why the demand for increase in wages for these workers is now asked for is that similar work done by the monthly rated workers in this factory is paid for at higher rates for which it is said there is no justification. Since the daily rated workers for whom this demand is made are not paid for Sundays and holidays, it is said that the total monthly wages for these daily rated workers

should be calculated on an average of 23½ days per month. Besides, the present scales of pay are said to be inadequate and fall short of the wages paid to similar workers employed in other engineering works in Tiruvotthiyur. It is not denied that the monthly rated artisans doing the same job are paid higher wages than the daily rated artisans in the Wimco Factory at Tiruvotthiyur. The scales for the monthly rated workers now existing in the company are:-

- | | |
|------------------|-------------------------|
| (1) Semi-skilled | Rs. 40-2-60-5-90. |
| (2) Skilled "B" | Rs. 60-3-75-4-95-5-150. |
| (3) Skilled "A" | Rs. 70-4-110-5-160. |

The agreement under which the above scales were fixed has been terminated and it is said a dispute has been raised for an upwards revision of these wages now paid to monthly rated workmen. The demand of the union is as follows:-

- | | |
|--------------------|---|
| (1) Semi skilled — | Rs. 2-00 9P-2.45-12P-3.05-15P-3.80 19P-4.75. |
| (2) Skilled "B" | Rs. 2.50-13P-3.15-16P-5.95-19P-4.90-22P-6.00. |
| (3) Skilled "A" | Rs. 3.00-16P-3.80-19P-4.75-22P-5.85-25P-7.10. |

I leave out of account the suggested scale for the High skilled workers.

The introduction of a highly skilled grade of artisans in this factory seems to be unnecessary. Skilled "A" sufficiently compensates the efficiency which the artisan acquires by long service. These artisans are doing the work of carpenters, oil men, turners, welders, fitters and moulders and therefore there is no scope for classifying anybody in these categories over skilled "A". I therefore, reject that demand. There will therefore be only three grades, viz' Semi-skilled, skilled "B" and skilled "A".

As regards revision of wages both sides have filed lists showing the wages prevailing in similar factories in the neighbourhood, i.e. Tiruvotthiyur. Exhibit W-1 is the memorandum of settlement showing the wage scale prevailing in M/s. Carporandum Universal Limited, Tiruvotthiyur where wages are paid at hourly rate. Converting hourly rate of wages into wages for a day of 8½ hours, a semi-skilled worker in Carborandum Universal starts on Rs. 1.70; a skilled "B" worker starts on Rs. 2.12, and a skilled "A" worker starts on Rs. 2.97 with increments upto 10 years. The management have filed a list of wages in 9 concerns including the wages in their own factory at Madras (see page 10 of Exhibit M-1 series). This list gives only the minimum and the maximum monthly wage and not the daily wage. Taking the statemen for semi-skilled workers given at page 12 of Exhibits M-1 series, it is found that while the minimum earned by a semi-skilled worker in the Wimco factory is Rs. 32.50 in Metal Box, in Carborandum Universal, in Dunlop and Madras Rubber Factory, the minimum is more than the minimum earned by a Wimco worker. Similarly in the case of maximum wage also,

the Metal Box. Corborandum Universal Dunlop and Madras Rubber Factory as regards Grade "B" semi-skilled workers, pay more than the wages paid by Wimco. The same will also apply to skilled "B" and skilled "A" grades also except in the case of maximum wages. If we look at the statement at pages 10 and 11 of Exhibit M-1 series it will be seen that only some companies pay higher wages to their artisans than the Wimco. This is sought to be countered by the management on the ground that other allowances not paid by the other companies like attendance bonus and house rent allowance are paid to Wimco workers. But production bonus is in force in certain other companies while no such production bonus is in force in the Wimco. It is also said that the dearness allowance paid to Wimco workers is higher than the dearness allowance paid to the workers of other companies. In my opinion dearness allowance and house rent allowance should not enter into the picture because they are subject of special negotiations and awards by tribunals and it is not fair to compare the earnings of a worker like a time rated artisan in Wimco with the earnings of similar workers in other companies taking not of minor variations in special allowances. By and large the daily rate for piece rated workers in Wimco is slightly lower than what I would call the average rate for such workers in the locality in leading companies. The claim for increase in wages is therefore justified to some extent not only on this ground but also on the ground that the wages have not been increased for the past six years when the conditions of living have become very hard for the daily rated artisans as compared with monthly rated artisans both of whom perform almost similar jobs.

I would therefore adopt the rates applicable to the workers in Carborandum Universal for the workers of this factory with suitable modifications; I award the following rates for the three grades of workers:-

- | | |
|------------------|--|
| (1) Semi-skilled | Rs. 1.50-6P-1.80-8P-2.20-10P-2.70-12P-3.30. |
| (2) Skilled "B" | Rs. 2.10-9P-2.55-12P-3.15-15P-3.90-18P-4.80. |
| (3) Skilled "A" | Rs. 2.75-12P-3.35-15P-4.10-18P-5.00-20P-5.60 |

Regarding fitment, the workers will be fitted into the new scales in their respective grades at a corresponding stage, if there is such a stage and if there is no such stage they will be fitted at the next higher stage. As regards weightage I award one increment for every five years of service subject to a maximum of two increments.

The above scales of wages will come into effect from 1st May 1964.

I find accordingly under issue 1.

There will be an award accordingly and there will be no order as to costs.

MEMORANDUM OF SETTLEMENT

(Under Section 18 (1) of the Industrial Disputes Act, 1947 and Rules 25 (1) of the Madras Industrial Disputes Rules 1958)

Names of Parties:-

Representing Employers;

1. Mr. R. C. Aitka, Constituted Attorney, Messrs. Parry & Company, Limited Secretaries & Treasurers, Cauvery Sugars & Chemicals Limited.
2. Mr. R. Ramanujam Departmental Manager, Messrs. Parry & Company Limited, Secretaries & Treasurers, Cauvery Sugars & Chemicals Limited.
3. Mr. B. Viswanathan, Personnel Officer, Messrs. Parry & Company Limited, Secretaries and Treasures Cauvery Sugars & Chemicals Limited.

Representing Workmen

1. Sri V. Lakshmipathi, Secretary, Cauvery Sugars & Chemicals Limited Staff Union, Pettavayatalai.
2. Sri K. Narasimhan Assistant Secretary, Cauvery Sugars & Chemicals Limited Staff union, Pettavayatalai.

Number of workmen covered by the Settlement.

Approximately 180.

Short Recital of the case:

Whereas the Cauvery Sugars & Chemicals Limited Staff Union (herein after referred to as the "Union") submitted a Charter of Demands, in their letter dated 30th March 1964, to The Cauvery Sugars & Chemicals Limited, Pettavayatalai (herein after referred to as the "Company")

And Whereas direct negotiations have been carried on between the Union and the Company on the 24th and 25th August 1964, 26th September 1964, 20th October 1964 and 25th November 1964, the following Settlement was reached between the parties.

Terms of Settlement:

I. Demand No. 1-Bonus for 1962/63.

This has already been settled by an Agreement signed before the Government Labour Officer, Trichy, on 15th June 1964.

II. Demand No. 2. Promotion.

- (a) The Company's policy will continue to be to promote employees on seniority-cum-efficiency basis.
- (b) Should any complaints arising out of promotion be taken up by the Union directly with the General Manager at Pettivayatalai Factory, such representation will be considered on merits.

III. Demand No. 4- Increase in Factory Cane crushing Capacity - Workload.

IV. Demand No. 5. Pan-in-charge

It has been agreed to take up these subjects separately.

V. Demand No. 6. Dearness Allowance;

The Company has published a Notice on 20/10/1964 revising the Dearness Allowance rates as per Sugar Wage Board's recommendations.

VI. Demand No. 8- Vacancy of a Manufacturing Supervisor and a Boiler Supervisor:

While the Union agreed there is no justification for an additional Manufacturing Supervisor, the Management will fill up the vacancy by promotion of a suitable qualified candidate for the Boiler Supervisor's post, as per the Boiler Attendants Act and Rules there under, and if no such candidate is available, the Company will recruit an outsider.

VII. Demand No. 9. Factory Expansion Scheme.

The Company agreed to give the Union details in regard to the Factory Expansion scheme.

VIII. Demand No. 10- Motor Cycle Allowance to Cane Inspectors and Asst. Cane Inspectors

The Company agreed to pay an allowance of Rs. 10/- per month to such of those Cane Inspectors and Asst. Cane Inspectors who have been provided with motor cycles for use in connection with the Company's work. This allowance will take effect from 1st September 1964.

IX. Demand No. 11- Agreement dated 18/10/63-Promotions.

The Company agreed to review the cases under reference. This will be done at the discretion of the General Manager and will be taken up at the time of annual increments.

X. Demand No. 12- Night shift allowance .

In cancellation of free supply of tea, staff members working in the third shift will be given an allowance of 35 paise per day. The payment of night shift allowance will take effect from 1/9/64.

(As, however, the Staff have been supplied tea free of cost so far, the Company agreed not to make any adjustment in the night shift allowance up to the time of signing this Agreement). The supply of tea will be discontinued with effect from the date of signing this agreement.

XI. Demand No. 14. Field Staff-Cycle Allowance.

The Company agreed to increase the present cycle allowance to Rs. 7/- per month with effect from 1-9-64.

XII. Demand No. 15- Dining House and Rest Shed.

As a separate enclosure has been provided for staff in the Canteen, and a rest shed is being constructed, the Union agreed to drop this demand.

XIII. Demand No. 16- Batta.

- (a) The present daily rate of batta will be revised as follows with effect from 1-9-1964.

Basic salary upto and inclusive of Rs. 150/-
per month Rs. 5/-

Basic salary of Rs. 151/- to Rs. 250/-
per month Rs. 6/-

Basic salary of Rs. 251/- and above Rs. 7/-

- (b) The Company will increase the lunch allowance paid to Car Drivers from 75 paise to Re. 1/- with effect from the date of signing this Agreement.

(c) Overtime Wages to Drivers :

The Company has agreed to the following scale of allowance for Transport Drivers on outdoor duty with effect from the date of signing this Agreement :

- (i) For work before 6-30 a. m. Re. 1/- flat
(ii) For work after 6-30 p. m. and upto 10-00 p. m. Re. 1/-

- (iii) For work after 6-30 p. m. and upto midnight Rs. 1-50

- (iv) For work extending beyond midnight and upto 5-00 a. m. Rs. 2/-

XIV. Demand No. 17 - Confirmation of certain Staff members.

The Management has already taken action in this regard.

XV. Demand No. 18- Promotion of Writers to Clerical Grade :

In respect of Writers who were recruited as Writers during the period 1/7/1958, 30/6/1959, as the Union claimed that in the early stages of recruitment the employees were not aware of the Company's rules that only such of those employees who have passed S. S. L. C. with eligibility for college course, will qualify for recruitment to clerical Grade, in this instance only, without precedent, the company agreed to select suitable writers under reference for promotion in the clerical Grade, as and when vacancies arise, subject to tests and standards laid down by a Personnel Officer who will visit the factory for such purpose. Confirmation or promotion will be subject to the period of trial of six months as usual. It has been agreed that the minimum qualifying marks will be 40%.

XVI Demand No. 19- Festival Advance.

The Company will have no objection to pay half a month's basic salary as Festival Advance, subject to a maximum of Rs. 60/ in any individual case as Festival Advance Recoverable in three instalments. (The Festival Advance will be limited to one advance per calendar year in the case of each community - Hindus, Muslims, or Christians, as the case may be).

XVII. Demand No. 20 Provision of water taps and latrines in "C" type quarters.

Provision of amenities in houses provided by the Company will be left to the discretion of the Management.

XVIII. Demand No. 21. Separate latrine for works staff.

The Company has already agreed to provide separate latrine for works staff.

- XIX In view of the concessions recorded above, the Union agreed to drop all other demands mentioned in their letter dated 30th March 1964.

XX. DURATION OF THE AGREEMENT

This Agreement will be in force upto 30th November 1967 for certain. The Agreement shall continue to be in force there after until terminated by two month's notice given in writing by either party to the other. During this period, the Union agreed not to raise any dispute in regard to any of the subjects covered by this Agreement,

Dated at Madras this the Twentyfifth day of November one thousand Ninehundred and sixtyfour.

SOME OF THE BOOKS AND ARTICLES PUBLISHED**IMPORTANT BOOKS**

1. METHA (Vaikunth. L.).
Decentralised economic development.
Bombay. Khadi and village industries commission.
2. INTERNATIONAL LABOUR OFFICE.
Quality of labour and economic development in
certain countries.
Geneva, 1964. pp. 116. \$. 1. 50.
3. WOMEN'S BUREAU. LABOUR (Department of -).
Job training for the mature women entering or
re-entering the labour force.
Ottawa, 1964. pp. 44.
4. HAROLD (Koontz) Ed.
Toward a unified theory of management.
London. McGraw hill book company, 1964. pp. xiv+273.
5. CHARRON (K. C.).
Health services health insurance and their inter-
relationship,
Ottawa, 1963. pp. iv+311.
6. ORGANISATION FOR ECONOMIC CO-OPERATION
AND DEVELOPMENT.
Evaluation of supervisory and management training
methods.
Co-ordination of research. Paris, 1963. pp. 159.
7. COIMBATORE. SOUTH INDIA TEXTILE RESEARCH
ASSOCIATION.
Sixth human relations conference. 1964. Proceedings.
Sitra, 1964. pp. 129. Rs. 11/-.

IMPORTANT ARTICLES

1. ARDANT (Gabriel).
Automation in developing countries.
International labour review. Vol. 90. No. 5.
November, 1964.
2. TUNA (Orhan).
Trade union in Turkey.
International labour review. Vol. 90. No. 5.
November 1964.
3. NICOL (A).
Productivity comparisons and economic growth.
Productivity journal. Vol. 5. No. 3. July-September, 1964.
4. RAJAN (V. N.).
Symbol of social security for industrial workers.
Indian worker. Vol. 13. No. 12. December 23, 1964.
5. KULKARNI (Raja).
Bonus: A peculiar problem of industrial relations.
Industrial times. Vol. 6. No. 21. November 1, 1964.
6. TAFT (Philip).
Reflections on the state of the labour movement.
American labour review. Vol. 18. No. 1. January, 1965.

Salient Features of the Annual Report on the working of the Madras Catering Establishments Act, 1958 For the Year 1963-64.

GENERAL :

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

During the year under report, the provisions of the Act were extended to the added territories specified in the second Schedule to the Andhra Pradesh and Madras (Alteration of boundaries) Act, 1959.

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

At the beginning of the year there were 9,611 catering establishments with employees and 8,092 without employees. During the year 2,214 catering establishments with employees and 1,706 catering establishments without employees were brought on the registers and 1,949 catering establishments with employees and 1,121 catering establishments without employees were removed from the registers. At the end of the year 9,876 catering establishments with employees and 8,677 catering establishments without employees were covered by the Act. A sum of Rs. 1,44,789 was realised as registration fees during the year.

3. Hours of Work :

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

4. Rest Interval, Weekly and Festival Holidays :

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

5. Inspections :

Out of 9,876 catering establishments with employees which were on the registers during the year. 853 catering establishments were inspected once, 746 catering establishments twice, 1,883 catering establishments thrice and 6,224 catering establishments more than three times during the year. 170 catering establishments with employees could not be inspected during the year. Out of 8,677 catering establishments without employees, 638 catering establishments were inspected once, 582 catering establishments twice, 1,456 catering establishments thrice and 5,901 catering establishments more than three times during the year. 100 establishments could not be inspected.

6. Notices and Registers :

Nearly 70% of the working catering establishments have submitted the annual returns in time. The prescribed registers and notices under the Act and rules were generally maintained and exhibited. In a few cases, prosecutions were launched for non-maintenance of Registers and notices also.

7. Exemption :

During the year ended 31-3-1964 exemptions from the provisions of the Act and Rules were granted in 4 cases as against 5 cases during the year ended 31-3-1963.

8. Health of the Workers Employed :

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

NOTIFICATIONS

Amendments to Employees Provident Fund Scheme

II-I No. 4875 of 1964.

The following notification of the Government of India Ministry of Labour and Employment, dated New Delhi the 18th September 1964 is re-published :—

G. S. R. 1399 — In exercise of the powers conferred by Section 5 read with sub-section (1) of section 7 of the Employees Provident Fund Act 1952 (19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme, 1952 namely :—

1. (1) This scheme may be called the Employees' Provident Fund (sixteenth Amendment) Scheme 1964.

(2) This scheme shall come into force on the 1st October 1964.

2. In the Employees' Provident Funds Scheme, 1952 (1) in paragraph 30.

(a) in sub-paragraph (2) the words "on the total amount of such contributions" shall be omitted.

(b) In sub-paragraph (3) the words "at such percentage of the total employer's and employees' contributions as may be fixed by the Central Government from time to time shall be omitted.

(c) the following explanation shall be added at the end namely :—

"Explanation—For the purposes of the paragraph the expression 'administrative charges' means such percentage of the pay (basic wages, dearness allowance retaining allowance if any, and cash value of food concessions admissible thereon) for the time being payable to the employees other than an excluded employee, as the Central Government may, in consultation with the Central Board and having regard to the resources of the Fund for meeting its normal administrative expenses, fix."

(2) in sub-section (1) of paragraph 38, for the words 'of the total employer's and employees' contributions as may be fixed by the Central Government, he shall within fifteen days of the close of every month pay to the Fund by separate bank drafts or Cheques on account of contributions and administrative charge' the words "of the pay (basic wages, dearness allowance, retaining allowance, if any, and cash value of food concessions admissible thereon) for the time being payable to the employees other than an excluded employee, as the Central Government may fix. He shall within fifteen days of the close of every month pay the same to the Fund by separate bank drafts or cheques on account of contributions and administrative charge" shall be substituted.

II I No. 4876 of 1964.

The following notification of the Government of India Ministry of Labour and Employment, dated New Delhi, the 18th September 1964, is republished :—

S. O. 3449 :—In exercise of the powers conferred by the explanation to paragraph 30, and by paragraph 39, of the Employees' Provident Funds Scheme, 1952 and in supersession of the notifications of the Government of India, in the late Ministry of Labour No. S R.O 1859, dated the 31st October 1952 and in the Ministry of Labour and Employment No. S. O. 226, dated the 15th January, 1963 the Central Government, after consulting the Central Board and having regard to the resources of the Employees' Provident Fund available for meeting its normal administrative expenses, hereby fixes the administrative charges for the purpose of paragraph 30 and sub-paragraph (1) of paragraph 38 of the said Scheme, with effect from the 1st October 1964, at 0.37 per cent (zero point three seven per cent) of the pay as referred to in the said paragraph.

2. For the removal of doubts it is hereby notified that nothing contained in this notification shall affect the administrative charges payable in respect of the period upto and inclusive of the 30th September 1964, in respect of which the notifications referred to in paragraph 1 herein shall continue to apply as if the same had not been superseded.

NOTIFICATIONS

1051

II I No. 4877 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 18th September 1964, is republished :—

S O. 3450 :—In pursuance of clause (a) of sub-section (3) of section 17 of the Employees' Provident Funds Act, 1952 (19 of 1952) and in supersession of the notifications of the Government of India in the Ministry of Labour and Employment Nos :—

I. S. O. 1460 dated the 16th June 1961.

II. S. O. 1363, dated the 6th May 1963,

III. S. O. 1521, dated the 24th May 1963.

and of all other orders issued on the subject, the Central Government hereby directs that the employers in relation to and establishment or any person or class of persons exempted under section 17 of the said Act, shall be required to pay to the Employees' Provident Fund with effect from the 1st October 1964, inspection charges at the rate of Zero point zero nine per cent (0.09 per cent) of the pay (basic wages, dearness allowance, retaining allowance, if any, and cash value of food concessions admissible thereon) for the time being payable to the employees of the establishment or receivable by the persons or class of persons, as the case may be, in respect of which contributions would have been payable but for such exemption, within fifteen days of the close of every month.

2. For the removal of doubts it is hereby notified that nothing contained in paragraph I shall apply to the inspection charges already accrued in accordance with the notifications and orders referred to in the said paragraph and for the said purpose the notifications and order shall continue to apply as if they had not been superseded.

Appointment of Presiding Officer of Additional Labour Court, Madras.

II-I No. 5108 of 1964.

In exercise of the powers conferred by sub-Section (2) of Section 7 read with section 8 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947) the Governor of Madras hereby appoints Sri H. Ahmed Ibrahim, Sub-Judge, Tirunelveli as Presiding Officer of the Additional Labour Court Madras with effect on and from the date on which Sri H. Ahmed Ibrahim joins duty as Presiding Officer of the said Labour Court.

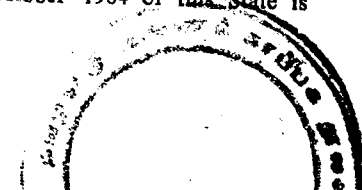
CODE OF DISCIPLINE IN INDUSTRY.

(Ratification by Unions Unaffiliated to any Central Organisation)

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

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

A list of Trade Unions and Managements not affiliated to any central organisations which have ratified the code during the month of October 1964 of this State is given below.



List of Trade Unions Registered during the month.

Sl. No. (1)	R. No. (2)	Date of registration (3)	Industry (4)	Name and address of the Union (5)
1.	3737	6-10-64	Agriculture	Vivasayigal Munnetra Sangam, Anyanapuram, Samusigapuram P. O. (Via) Rajapalayam.
2.	3738	"	Textile	Karichipalayam Firka Kaithari Nesavu Thozhilalar Congress Sangam, Karichipalayam.
3.	3739	19-10-64	"	Salem District Mill Workers Union, Arisipalayam
4.	3740	23-10-64	Chemical & Chemical Products	D. C. W. Staff Union, Autoor Tiruchendur Taluk, Tirunelveli District.
5.	3741	"	Transport	Lorry Thozhilalar Munnetra Sangam, Tiruvannamalai.
6.	3742	"	Manufacturing of Metal Products	Rajapalayam Firka Ornaments Manufacturing Workers Sangam Bhupalrajapatti, Rajapalayam.
7.	3743	"	Services	Government Industries Department Workers' Union, Madras-1.
8.	3744	"	Transport	Tirunelveli Taxi Drivers Sangam, Tirunelveli-1.
9.	3745	"	Beedi	Thimiri Beedi Workers' Union Thimiri.
10.	3746	"	Sanitary Services	Arcot Municipal Lower Grade Employees' Union, Arcot.
11.	3747	"	Miscellaneous	Thatchu and Karumar Thozhilalar Munnetra Sangam, Pettai, Tirunelveli-4.
12.	3748	"	Glass and Glass Products	Madras Sheet Glass Works Employees Union, Thiruvotaiyur, Madras-19.
13.	3749	28-10-64	Miscellaneous	Nellai Mavatta Pothu Thozhilalar Munnetra Sangam Thirunelveli-6.
14.	3750	"	Sanitary Services	Dharapuram Taluk Thuppuravu Workers' Union, Dharapuram
15.	3751	"	Bank	Kumbakonam Co-operative Central Bank Employees' Union, Kumbakonam.
16.	3752	"	Recreation Service	Cine Musicians Union, Madras.
17.	3753	"	Commerce	Madras Wholesale Piece Goods Merchants Employees Association, Madras.
18.	3754	"	Manufacture of Transport Equipment	Enfield Spares Godown and Service Promotion Employees Union, Madras-15.
19.	3755	"	Clay and Clay Products	S. I. L. National Workers' Union, Serukuppam, Vadalur Post, South Arcot District.
20.	3756	"	Transport	Arni Taluk Motor Transport Workers Union, Arni.

STATISTICAL SUPPLEMENT

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

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of disputes. (4)	Terms of Settlement. (5)
1.	Iyanar Roadways, Virudhunagar	6-10-64	Non-employment of a worker.	The management agreed to reinstate the worker with continuity of service without backwages.
2.	Southern Transport (P) Ltd., Kilakarai	6-10-64	Introduction of revised gratuity scheme.	The management and the Union agreed for the introduction of the revised gratuity scheme with certain conditions.
3.	Jeya Jothi Metal works, Devakottai.	21-10-64	Bonus for the year 1963-64.	The management agreed to pay bonus for the year 1963-64 as per the settlement.
4.	Vysiamitran Press, Devakottai.	21-10-64	Bonus for the year 1964.	The management agreed to grant bonus for year 1964 as per the settlement.
5.	Vysiamitran Press, Devakottai.	21-10-64	Non-employment of a worker.	The management agreed to pay compensation of Rs. 40/- to the worker in full and final settlement of all his claims and to pay a sum of Rs. 50/- as bonus for the year 1964.
6.	Irulappa Transport Srivilliputhur.	26-10-64	Demand for Deepavali Bonus for 1964 and some other general demands.	The management agreed and the Union agreed to receive one month's total wages plus Rs. 5/- to all workers as Deepavali Bonus for 1964.
7.	Southern Transport (P) Ltd., Kilakarai.	26-10-64	Payment of bonus for 1963.	The management agreed to pay an amount of Rs. 100/- to each driver and Rs. 80/- to each conductor towards bonus and Rs. 10/- to all other workers.

8. Ananda Transport, Tirupattur.	26-10-64	Payment of bonus for 1963-64.	The management agreed to pay a consolidated amount of Rs. 115/- to the drivers and Rs. 95/- to the conductors as bonus and to pay proportionate bonus on the basis of bonus to be paid to the drivers in respect of the other category of workers.
9. Paramakudi Bus Transports (P) Ltd., Paramakudi.	27-10-64	Payment of bonus for the year 1964.	The management agreed to pay two months basic wages (wages last drawn) to all the workers as bonus for the year 1964.
10. Anjinaya Vilas Coffee Hotel, Virudhunagar.	29-10-64	Demand for bonus for 1963-64.	The management agreed to pay bonus to the workers for 1963-64 as detailed in the settlement.
11. New Udipi Coffee Hotel, Virudhunagar.	29-10-64	Payment of bonus for 1963-64.	The management agreed to pay one months wages (wages last drawn) as bonus.
12. Tiruvalar Spinning Mills, L. N. Samudram.	3-10-64	Non-employment of one worker and suspension of a worker.	The management agreed to reinstate the worker.
13. Everest dry Cleaners, Tiruchirapalli.	8-10-64	Fixation of pay increment and the bonus for 1962-63 and 1963-64.	The management agreed to pay two months wages as bonus for Deepavali.
14. Gnana Vilas Tea Stall, Tiruchirapalli.	22-10-64	Fixation of pay and the bonus for 1963-64 and 1964-65.	The management agreed to pay two months wages as bonus for Deepavali.
15. Madras Ribbon Press, Pudukottai.	22-10-64	Non-employment of one worker.	The management agreed to pay Rs. 600/- as compensation.
16. Lakshmi Printing works, Pudukottai.	22-10-64	Demand for bonus.	The management agreed to pay one month's wages as bonus for ensuing Deepavali and 7½ days wages an additional bonus for Pongal.
17. Popular automobiles Ltd., Tiruchirapalli.	22-10-64	Demand for bonus for 1963-64.	The management agreed to pay bonus for 1963-64 four per cent of annual earned wages of Rs. 40/- whichever is higher to each worker.

(1)	(2)	(3)	(4)	(5)
18.	Certain Tobacco Companies. Pudukottai.	13-10-64	Demand for bonus for 1963-64.	The management agreed to pay bonus for 1963-64 as detailed in the settlement.
19.	Sri Ananda Nataraja Lunch Home, Cuddalore.	16-10-64	Against the notice of closure given to the workers.	The management agreed to pay bonus and retrenchment compensation etc. as per the settlement.
20.	Ramamirtham Press and Gitanjali Press, Pudukottai.	19-10-64	Demand for Deepavali bonus.	Both the management agreed to pay bonus as per the settlement.
21.	N. M. Tannery, Trichi.	24-10-64	Demand for bonus for 1963-64.	The management agreed to pay one months wages as advanced towards bonus.
22.	Kumara Bhavan, Tiruchi	28-10-64	Fixation of wages, bonus and non-employment of one worker.	The management agreed to pay the usual bonus of 1½ months wages and pay Rs. 85/- as compensation to the worker.
23.	Cauvery Sugars & Chemicals Ltd., Petaivaithalai.	30-10-64	Demand for increase of the quantum of bonus of 4% of annual basic pay and Dearness Allowance, announced by the management.	The management agreed to increase the interim bonus to 6% of the basic pay and Dearness Allowance.
24.	Meenakshi Bhavan, Tiruchi	30-10-64	Demands for bonus for 63-64.	The management agreed to pay one month wages as bonus.
25.	N. M. Tannery, Trichy.	31-10-64	Modification to settlement made on 24-10-64.	The management agreed to make some changes.
26.	Went worth Estate, Charambadi.	5-10-64	Deduction of wages.	The management agreed to pay the 4 days wages with certain conditions laid down in the settlement.
27.	Tourist Lodge, Coonoor	8-10-64	Bonus for 1964.	The Management agreed to pay 2½ months basic pay to the workers as bonus for 1964.
28.	Glenavans Estate, New Hope P. O N D. E. W. N. Coonoor.	21-10-64	Non-employment of one worker.	On production of Medical certificate the management agreed to reinstate the worker with effect from 22-10-64 with continuity of services without back wages.

(1)	(2)	(3)	(4)	(5)
29.	Brindhavan Properties (P) Ltd., Wellington Bazaar, Nilgiris.	30-10-64	A long term 5 year agreement.	A long term 5 year agreement between the Management and the workmen to maintain and establish orderly and cordial relations between the company and the workmen so as to promote the interests of the workmen and to secure efficiency and uninterrupted operation of the Companies plant, to secure industrial peace, etc.
30.	Tanneries in North Arcot District.	19-10-64	Charter of demands.	The Union has agreed to call off their strike and resumed work and the management have agreed to open the tanneries and provide work.
31.	M/s. T. B. N. (P) Ltd., Tiruvannamalai.	22-10-64	-do-	The management raised the scale of wages of the workers with effect from 1-10-64 and agreed to pay two months' bonus from 1964.
32.	B. S. S. Motor Service Tenkasi.	6-10-64	Supply of dress, Pen, leave with wages Chapals and other demands.	The management agreed to provide dress, chapals etc. to the workers.
33.	Balasaraswathi (P) Ltd., Tuticorin Branch.	22-10-64	Bonus for 1963-64.	The management agreed to pay 1½ months wages as an advance towards bonus for 1963-64 on the terms mentioned in the settlement.
34.	Sri Balasaraswathi Transport, Palyamkottai.	26-10-64	Bonus for 1963.	The management agreed to pay 2 months basic wages as bonus for 1963.
35.	M. R. Gopalan Motor Service, Tirunelveli.	22-10-64	Bonus for 1963-64.	The management agreed to pay one month consolidated wages as advance towards bonus.
36.	C. S. S. Motor Service, Tenkasi.	26-10-64	-do-	The management agreed to pay 50 percents of total wages as advance subject to the minimum of Rs. 20/- only to those workers who are put in more than 2 months' service.
(1)	(2)	(3)	(4)	(5)
37.	Udipi Bhavan, Tirunelveli.	27-10-64	Certain demands including Bonus.	The management agreed to pay one month's basic wages as bonus each year.
38.	Valiyur Pillai Hotel Tirunelveli.	28-10-64	Bonus for 1963-64 and increase in wages and Dearness Allowance.	The management agreed to pay one month's basic wages as bonus for the year 1963-64.
39.	Parvathi Bhavan, Tirunelveli.	28-10-64	Bonus for 1963-64 and increase in wages and Dearness Allowance.	The management agreed to pay one month's basic wages as bonus for 1963-64.
40.	Sri Palaniandavar Ginning Factory, Kannathur.	17-10-64	Discharge of a worker.	The management agreed to pay Rs. 250/- to the workman in full and final settlement of all his claims including reinstatement.
41.	M/s. Maniam Theatre, Ramanathapuram, Coimbatore.	19-10-64	Bonus for 1963-64.	The management agreed to pay 15 days wages as bonus and 15 days wages as advance against bonus for 1963-64, pending scrutiny of the Balance Sheet.
42.	The Nanco Rubber and Plastics, Ltd., Coimbatore.	20-10-64	-do-	The management agreed to pay bonus for 1963-64 equivalent 10% of the total annual basic wages and Dearness Allowance.
43.	The Skins and Leathers (P) Ltd., Perianaickenpalayam.	22-10-64	6 months consolidated wages as bonus for 1963-64.	The management agreed to pay 1½ months consolidated wages to the workers as advance towards bonus for 1964.
44.	Kesavardhani Products, Jail Road, Coimbatore.	24-10-64	6 months bonus for 1963-64.	The Management agreed to pay 3½ months consolidated wages as bonus for 1963-64.
45.	Krishna Mills, Coimbatore.	26-10-64	Demands for 3½ months wages as bonus for 1963-64.	The management agreed to pay bonus at the rate of Rs. 35.50 for all male workers and Rs. 30/- for the female Miscellaneous workers as per the terms of the settlement.
46.	Lakshmi Cotton Press (P) Ltd., Coimbatore.	26-10-64	Demands for 3½ months wages as bonus for 1963-64.	-do-

(1)	(2)	(3)	(4)	(5)
47.	Vijayakumar Cotton Press, Coimbatore.	26-10-64	Demand for 2 months wages as bonus for 1963-64.	The management agreed to pay Rs. 1370/- as bonus to all workers.
48.	Hotel Tip Top, Kalam-palayam Road, Tirupur.	27-10-64	Demand for 4 months wages (with food allowance) as bonus for 1963-64.	The management agreed to pay 2 months wages as bonus for the year 1963-64.
49.	P. C. H. (Catering establishment) Kumaran Road, Tirupur.	27-10-64	Demand for 4 months wages (with food allowance) as bonus for 1963-64.	The management agreed to pay 2 months wages as bonus for 1963-64.
50.	Nambiyar Tea Club, Tirupur.	27-10-64	Demand for 4 months wages (with food allowance) as bonus for 1963-64.	The management agreed to pay 1½ months wages as bonus for 1963-64.
51.	Mohan Briyani Hotel, Avanashi Road, Tirupur.	27-10-64	Demand for 4 months' wages (with food allowance) as bonus for 1963-64.	The management agreed to pay 1½ months wages as bonus for 1963-64.
52.	Managements of 21 Rice Mills at Tirupur.	27-10-64	Bonus for 1963-64.	The managements agreed to pay all the male and female workers who have put in a service of more than 3 months Rs. 60/- and Rs. 40/- respectively.
53.	M/s. Rajah Theatre, Coimbatore.	28-10-64	-do-	The management agreed to pay 2½ months wages including Dearness Allowance as bonus.
54.	M/s. Radha Theatres, Diamond Talkies, Avanashi Road, Coimbatore.	28-10-64	-do-	The management agreed to pay 2 months wages including Dearness Allowance as bonus but the workers agree to accept this as advance towards bonus and the quantum of bonus to be decided after scrutiny of audited accounts.

(1)	(2)	(3)	(4)	(5)
55.	Prushotham Morarjee, 22, Ramachandran Road, Coimbatore-2.	28-10-64	Deepavali bonus for 1963-64.	The management agreed to pay to the female workers who have put in a service of 40 days, or more at the rate of 14 paise per day for the days actually worked by them during the year as bonus.
56.	Sarada Trading Corporation Coimbatore.	28-10-64	Deepavali bonus.	The management agreed to pay to the female workers a bonus of 14 paise per day for the days actually worked by them during the year.
57.	Mehta & Company Coimbatore-2	28-10-64	-do-	The management agreed to pay 14 paise per day to the female workers as bonus for the days actually worked by them during the year.
58.	Satyanarayana & Company Coimbatore-2	28-10-64	-do-	-do-
59.	Thulasidas Morarjee & Co., Coimbatore.	28-10-64	-do-	-do-
60.	Pandya & Co., Coimbatore.	28-10-64	-do-	The management agreed to pay 14 paise per day to the workers as bonus for the days actually worked by them during the year.
61.	Ramaswamy Mudaliar & Sons Mettupalayam.	29-10-64	Demanding 4 months wages as bonus for 1963-64.	The management agreed to pay 2 months wages as bonus.
62.	Sri A. Sembanna, Transport Contractor, Shaw Wallace & Co, Ltd Karamadi P. O.	29-10-64	Demand for 3 months consolidated wages as bonus for 1963-64.	The management agreed to pay a sum of Rs. 65/- each to all the 10 workers as bonus for 1963-64.
63.	Titan Paint & Varnish Co. Ltd., Podanur	29-10-64	-do-	The management agreed to pay 55 days basic wages excluding all allowances to all the workers as bonus subject to certain conditions set out in the settlement.
64.	Chempakela and Brothers (P) Ltd., Coimbatore.	30-10-64	Demand for 3½ months wages as bonus for 1963-64.	The management agreed to pay to female workers working under them as bonus of 14 paise per day for the days actually worked during the year.

(1)	(2)	(3)	(4)	(5)
65.	Sri M. Ramalingam Contractor Rallies India Ltd., Mettupalayam.	30-10-64	Demand for 4 months wages as bonus for 1963-64.	The management agreed to pay Rs. 63/- to all workers as bonus.
66.	N. N. M. Narayanan Mudaliar & Sons., Mettupalayam.	30-10-64	Demand for 3 months wages as bonus for 1963-64.	The management agreed to pay 36 days wages as bonus.
67.	Jagannathan Ginning and Oil Mills P. N. Palam Coimbatore-1	31-10-64	-do-	The management agreed to pay bonus at the followings rates : 1. Kappas picking..... Rs. 8/- 2. Gin Feeders and Kappas Carriers. Rs. 13/- 3. Kalas workers and seed removers Rs. 16/- -do-
68.	Sri Ranga Vilas Ginning and Oil Mills, Coimbatore.	31-10-64	-do-	-do-
69.	Lakshmi Ginning Factory Naravanapuaam Coimbatore.	31-10-64	-do-	-do-
70.	Manoramjeetha Vilas Krishnagiri	10-10-64	Charter of demands	The management agreed to pay two months basic wages as bonus (1½ months' before Deepavali and ½ months' before Pongal) for 1963-64.
71.	Bharat Cafe, Krishnagiri.	10-10-64	-do-	The management agreed to pay 1½ months basic wages as a bonus for 1963-64 and to give increment as detailed in the settlement.
72.	Ambur Ponnuswamy Military Hotel, Krishnagiri.	10-10-64	-do-	The management agreed to pay 1½ months basic wages as bonus for 1963-64 (1 month's before Deepavali and half month's before Pongal) and to grant increment as detailed in the settlement.
73.	Udipi Vasanthavihar Coffee club, Krishnagiri.	10-10-64	-do-	The management agreed to pay one months' basic wages as bonus for 1963-64 and to grant increment as detailed in the settlement.
74.	South India Glass Enamel Works Ltd. Salem.	20-10-64	-do-	Settlement about the enhancement of the existing minimum wages and 10 other demands as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
75.	K. R. M. S. (Mohan Bros) Dharmapuri. S. D. U. M. S. (P) Ltd., A. Vimalan. K. R. M. S. Bus Company, Dharmapuri. Rama Works, Dharmapuri. Sri A. Jayathilakam, K. R. M. S. Bus Company, Dharmapuri and S. D. U. M. S. Works, Dharmapuri.	23-10-64	-do-	The management agreed to pay bonus for 1963-64 as detailed in the settlement.
76.	Pullicar Mills Ltd., Tiruchengode.	26-10-64	Bonus for 1963.	The management agreed that the quantum of bonus for the year 1963 shall be 25% of annual basic earnings.
77.	Southern Transports, Namakkal.	27-10-64	Charter of demands.	The management agreed to pay 5 months' basic wages as bonus for 1963-64 and 1964-65 and to settle the other demands as detailed in the settlement.
78.	The South India Glass and Enamel Works Ltd., Salem.	30-10-64	Bonus for 1963.	The management agreed to pay 1/6th of the wages earned for the year 1963 as bonus for 1963
79.	Vasavi Cafe, Dowlatabad, Krishnagiri.	30-10-64	Charter of demands.	The management agreed to pay 1½ months' wages as bonus.
80.	M/s. K. Venkatarama Chetty & Co., Dyeing Factory, Gugai, Salem.	31-10-64	-do-	The management agreed to pay 1½ months' wages as bonus.
81.	K. P. Arumugam Chettiar Dyeing Factory, Rasipuram.	31-10-64	Bonus for 1963-64.	The management agreed to pay Rs. 40/- to the workers as bonus for 1963-64.
82.	M/s. O. S. Subramania Chettiar & Brothers, Dyeing Factory, Gugai, Salem.	31-10-64	Charter of demands.	The management agreed to pay 1½ months wages as bonus for the year 1963-64.

(1)	(2)	(3)	(4)	(5)
83.	M/s. Ragnatha Chetty & Sons, Dyeing Factory, Gagai Salem.	31-10-64	Charter of demands.	The management agreed to pay one month's wages as bonus for 1963-64.
84.	M/s. V. K. R. Ramalinga Chettiar & Bros., Dyeing Factory, Gagai, Salem.	31-10-64	-do-	The management agreed to pay 1½ months wages as bonus for the year 1963-64.
85.	Sri Lakshmi Sava Salai, Shavapet, Salem.	31-10-64	-do-	The management have agreed to pay 1½ months' wages as bonus for the year 63-54.
86.	M/s P. K. Dasappa Chettiar & Co., Dyeing Factory, Gagai, Salem.	31-10-64	-do-	The management agreed to pay 1½ months' wages as bonus for the year 1963-64.
87.	M/s. P. S. S. Bommana Chettiar & Sons, Sri Bala Ramakrishna Dyeing Factory, Salem.	31-10-64	-do-	The management agreed to pay 1½ months wages for 1963-64.
88.	Sri Murugapuranam Dyeing Factory, Gagai, Salem.	31-10-64	-do-	The management have agreed to pay 1/12 of the total wages of the workers as bonus for the year 1963-64.
89.	M/s. R. K. K. Nagaraju, Chetty, Gagai, Salem.	31-10-64	-do-	The management agreed to pay 1½ month wages as bonus for the year 1963-64.
90.	K. N. O. Damodaran Dyeing Factory, Ammapet, Salem.	31-10-64	Bonus for 1963-64.	The management agreed to pay one month's wages as bonus for 1963-64.
91.	Dhanalakshmi Mills Ltd., Tirupur.	1-10-64	Charater of demands.	The demands of the workers were settled with the terms as detailed in the settlement.
92.	Tamilnad Cottage Industries Tirumuruganpoondi P. O.	5-10-64	Non employment of four workers.	The management agreed to reinstate the four workers with effect from 17-10-64 with continuity of service.

(1)	(2)	(3)	(4)	(5)
93.	Vijaya Foundry Papanackalpalam.	5-10-64	Non employment of 29 workers.	In pursuance of decision of the Tripartite conference held on 14-11-62 both parties agreed for the informal arbitration of the issue in dispute by the Deputy Commissioner of Labour, Coimbatore and abide by his decision.
94.	Mathusamy Coumder Bleaching Company, Tirupur.	5-10-64	Non employment of one worker.	-do-
95.	Sri Lakshmi & Co., Waring Factory, Chittode P. O.	5-10-64	Payment of night allowances	The management agreed to pay night allowance to workers required to work during night shifts at the rate of 25 paise per day with effect from 1-10-64.
96.	Venkateswara Waring Factory, Erode.	5-10-64	Payment of bonus.	The management agreed to grant six weeks wages as bonus for 1962-63 with certain conditions set out in the settlement.
97.	N. V. Industries, Sulur.	16-10-64	Bonus for 1963-64.	The management agreed to pay an advance of one months wages towards bonus for 1963-64 with certain conditions.
98.	Ramakrishna Industries (P) Ltd., Peelamedu, Coimbatore.	16-10-64	-do-	The management agreed to pay 3 months' average earned basic wages as bonus for the permanent workers and 12% of the total earnings as bonus to temporary piece rate workers, and to all other workers bonus as detailed in the settlement.
99.	Sri Ramakrishna Mission Vidyalaya Industrial Section, Perianaickenpalayam.	17-10-64	-do-	The management agreed to pay a bonus equivalent to 18½% of the total annual basic earnings earned by the individual during that year.
100.	M/s. Subbiah Foundry, Papanackalpalam,	17-10-64	-do-	The management agreed to pay 5½ months average basic earnings as bonus for the year ended 31-3-64.
101.	M/s. Dhandayuthapani Foundry (P) Ltd., Perianaickenpalayam.	17-10-64	-do-	The management agreed to pay bonus for 1963-64 as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
102.	Sri Natesar Spinning & Weaving Mills (P) Ltd., Erode.	19-10-64	Bonus for 1963-64	The management agreed to pay every worker 1/12th of his total earnings during the year 1963-64 subjects to a minimum of Rs. 50.00 as advance against bonus.
103.	11 Bleaching & 4 Dyeing Factories, Tirupur.	20-10-64	-do-	The management agreed to pay bonus to the workers for 1963-64 as detailed in the settlement.
104.	Lakshmi & Company Warping and Sizing Factory, Chittoor.	20-10-64	-do-	The management agreed to pay 2 1/2 months consolidated wages as bonus for 1963-64.
105.	A. K. Ponnuswamy & Co., Avarampalayam, Coimbatore.	22-10-64	-do-	The management agreed to pay bonus to the workers at the rate of 3 1/2 days wages calculated at the present rate of wages as bonus for 1963-64.
106.	Nirmala Engineering Works, Coimbatore.	23-10-64	-do-	The management agreed to pay 7 weeks average total earnings as advance towards bonus.
107.	M/s. Sreevatsa Engineering & Trading Company, Coimbatore.	23-10-64	Demand for 6 months wages as bonus	The management agreed to pay 3 months average earnings calculated on the yearly earnings of 12 months (1-10-63 to 30-9-64).
108.	M/s Southern Engineering Industries, Pappanaickenpalayam.	26-10-64	Bonus for 1963-64.	The management agreed to pay 25% of the average total earnings as bonus.
109.	Sathappa Textiles (P) Ltd., Tirupur.	24-10-64	-do-	The management agreed to pay 1/12 of the total earnings for the year 1963-64 as advance towards bonus.
110.	Sri Padma Mills, Kalappatti.	24-10-64	-do-	The management agreed to pay 1/12th of the total earnings for the year 1963-64 subject to a minimum of Rs. 50.00 as against bonus for 1963-64.
111.	Everest Engineering Works, Crosscut Road, Coimbatore.	26-10-64	-do-	The management agreed to pay 1/12th of the total annual earnings as advance towards bonus.

(1)	(2)	(3)	(4)	(5)
112.	V. R. T Transport, Coimbatore.	26-10-64	-do-	The management agreed to pay five months basic wages as bonus for 1963-64.
113.	M/s Measureall Engineering Company (P) Ltd., Singanailur.	26-10-64	Bonus for 1963-64.	The management agreed to pay one months' average consolidated wages as advance to be adjusted against the bonus for 1963-64.
114.	M/s. Indian Refrigeration Industries (P) Ltd., Singanailur.	26-10-64	Bonus for 1963.	The management agreed to pay 2 1/8th of the earned total wages as bonus for 1963-64.
115.	M/s. Nirmala Industries, Mettupalayam Road, Coimbatore.	27-10-64	Bonus for 1963-64.	The management agreed to pay 4 weeks earned wages as advance towards bonus for the year 1963-64.
116.	Thondamuthu Trading Company, Coimbatore.	28-10-64	-do-	The management agreed to pay 4 months' basic wages as bonus for 1963-64 (three months' basic wages to be paid on 28-10-64 and one months' basic wages to be paid on 8-1-65).
117.	Ramakrishna Misson Vidyalaya Industrial Section, Perianackenpalayam.	17-10-64	8 days wages cut.	The management agreed to deduct Rs. 0.50 in token of punishment and pay the remaining wages to the workers.
118.	Shunmuga Cloth Printing Mill, Palladam	28-10-64	Bonus for 1963-64.	The management agreed to pay 4 weeks wages as advance towards bonus for 1963-64 to the workers.
119.	Excel Industries, Velandipalayam.	29-10-64	-do-	The management agreed to pay 10 5/12% of the total annual earnings to each worker as bonus (3 1/2 % to be paid before Deepavali and 2 1/12% to be paid before Pongal).
120.	Standard Engineering Corporation, Coimbatore.	29-10-64	-do-	The management agreed to pay one month's average pay as advance towards bonus.
121.	Texted Company Ltd., Ganapathy, Coimbatore.	31-10-64	-do-	The management agreed to pay an interim bonus to the workers as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
122.	Kamala Industries Kuniamuhur, Coimbatore.	31-10-64	Bonus for 1963.	The management agreed to pay 3 1/4 days wages calculated on the wages paid in December 1963 as bonus for 1963.
123.	Naga Vilas Snuff works Dindigul.	6-10-64	Bonus for 1963-64.	The management agreed to pay one month's wages as bonus for 1963-64 to monthly rated workers and bonus to the daily rated, workers as detailed in the settlement.
124.	Muthuvel Industries, Dindigul.	7-10-64	Bonus for 1963-64 and increase in wages.	The management agreed to pay 2 1/2 months wages as bonus for 1963-64.
125.	S. R. V. & Co., Scented Tobacco Company, Dindigul.	7-10-64	Non employment of one worker.	The management agreed to take back the worker in service with effect from 8-10-64 with continuity of service.
126.	Delhi Wala Sweet, West Tower Street, Madurai	16-10-64	Bonus for 1964-65.	The management agreed to pay 1 1/2 months basic wages as bonus for 1964-65.
127.	Arya Bhavan Hotel, South Masi Street, Madurai.	16-10-64	-do-	The management agreed to pay 1 1/2 months basic wages as bonus for 1964-65.
128.	Madurai Rice & Oil Mills Owners Association, Madurai (Rice Mills in Madurai).	16-10-64	Bonus for 1964.	The management of Rice and Oil Mills in Madurai agreed to pay bonus to the workers for 1964 as detailed in the settlement.
129.	Mani's Lunch Home, Madurai.	17-10-64	Bonus for 1963-64.	The management agreed to pay one month's basic wages as bonus for 1963-64.
130.	Sivasakthi Bhavan, North Masi Street, Madurai.	17-10-64	-do-	The management agreed to pay one month's basic wages as bonus for 1963-64.
131.	Askola Printers, Madurai.	19-10-64	Bonus for 1963-64.	The management agreed to pay 1 1/2 months wages as bonus for 1963-64.
132.	Natarajan Lodge Meals & Briyani Hotel, 68, West Tower Street, Madurai.	20-10-64	Bonus for 1964 and increase in wages.	The management agreed to pay 2 months wages as bonus for 1963-64 to those who are put in more than six months service and to the other workers bonus as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
133.	-do-	20-10-64	Bonus for 1964 and increase in wages.	The management agreed to pay 1 1/2 months wages to the workers who have put in above six months service and to the other workers bonus for 1964 as detailed in the settlement.
134.	C. M. V. Press, Madurai.	20-10-64	Bonus for 1963-64.	The management agreed to pay 1 1/2 months wages as bonus for 1963-64 and an additional amount of Rs. 10 to those who are getting a salary of Rs. 51/- and above and to others Rs. 2/- as a special case for this year alone.
135.	Natarajan Lodge Meals Briyani Hotel, Madurai.	20-10-64	Bonus for 1963-64 and increase in wages.	The management agreed to pay 2 months wages to the workers as bonus for 1963-64 as detailed in the settlement.
136.	Excelsior Power Press, Madurai.	21-10-64	Bonus for 1963-64.	The management agreed to pay bonus 1 1/2 months wages to their employees for the year 1963-64 and in addition to an ex-gratia amount of Rs. 3/- to each worker.
137.	Charley & Co., Biscuits & Sweets Manufacturing, Usilampatti.	21-10-64	Bonus for 1964-65 and supply of uniforms etc.	The management agreed to pay a sum of 4 months wages as bonus for 1964-65 (three months before Deepavali and one month before Pongal).
138.	Meenakshi Metal Industries, Madurai.	22-10-64	Bonus for 1963-64 and non-employment of a worker.	The management agreed to pay a sum of Rs. 90/- to each worker as bonus for 1963-64 and also to take back the worker with certain conditions laid down in the settlement.
139.	Voxmen Photo Mount Company, 43, Lakshmiapuram, 1st Lane, Madurai	22-10-64	Bonus for 1964 and increase in wages.	The management agreed to pay bonus for 1964 and the increase in wages as detailed in the settlement.
140.	National Photo Mount Company, Madurai	22-10-64	-do-	-do-
141.	Vivakananda Press, West Main Street, Madurai.	22-10-64	Bonus for 1963-64.	The management agreed to pay 1 1/2 months wages as bonus for 1963-64 (one month's wages before 23-10-64 and 1/2 months' wages/ before Pongal).

(1)	(2)	(3)	(4)	(5)
142.	Sri Lakshmi Vilas Press, Dindigul.	27-10-64	Bonus for 1963-64	The management agreed to pay to their workers who have put in more than one year service $1\frac{1}{2}$ months' wages as bonus for 1963-64 and an ex-gratia amount of Rs. 6/- to each worker. Those who have put in less than one year of service will be paid on pro rate basis.
143.	Ajantha Hotel, Dindigul.	27-10-64	-do-	The management agreed to pay bonus for 1963-64 as detailed in the settlement.
144.	Santhi Press, Dindigul.	27-10-64	Bonus for 1963-64.	The management agreed to pay $1\frac{1}{2}$ months wages as bonus for 1963-64.
145.	Nayagam Press, Dindigul	27-10-64	Bonus for 1963-64.	The management agreed to pay $1\frac{1}{2}$ months' wages as bonus for 1963-64 and an ex-gratia amount of Rs. 4/- to each worker put in more than one year's service and to those without than one year service on prorata basis.
146.	S. V. A. Transports, Madurai.	28-10-64	-do-	The management agreed to grant $3\frac{1}{2}$ month's basic wages as bonus for 1963-64.
147.	Sri Krishna Photo Mount Service, Madurai.	28-10-64	-do-	The management agreed to pay $1\frac{1}{2}$ months wages as bonus for 1963-64 and an ex-gratia amount of Rs. 5/- in addition to the bonus to each worker.
148.	Ananda Bhavan Briyani & Meals Hotel, West Tower Street, Madurai.	29-10-64	-do-	The management agreed to pay 2½ months basic wages as bonus for 1963-64.
149.	Harisameya Divakeram Press, Madurai.	30-10-64	Bonus for 1964.	The management agreed to pay one month's wages as bonus for 1964 and an ex-gratia amount of Rs. 5/- in addition to the bonus.
150.	Raja Ramachandran Press, Nallathambi Mudali Street, Triplicane, Madras.	1-10-64	Non - employment of a worker.	The management agreed to pay a sum of Rs. 300/- to the worker in respect of notice pay, compensation, arrears of wages, leave wages etc., in full and final settlement.

(1)	(2)	(3)	(4)	(5)
151.	Babuji Press, 187, Mount Road, Madras.	5-10-64	Termination of six workers	The management agreed to reinstate all the six workers on such conditions laid down in the settlement.
152.	Vijaya Cafe, Bazaar Road, Mylapore.	8-10-64	Non employment of certain workers.	The management agreed to pay Rs. 1,500/- to the 7 workers in full and final settlement of all their claims.
153.	Dhakshinabharat Hindi Pracher Sabha, Madras-17.	9-10-64	Charter of demands.	Management agreed to raise the scale of pay as detailed in the settlement.
154.	Raj Brothers Agencies, Madras-2.	12-10-64	Non employment of 2 workmen.	Both parties agreed to refer the matter to informal arbitration of the Deputy Commissioner of Labour and accept his decision as final and binding.
155.	S. B. Sathiyamurthy Taxi Operator Madras-31	13-10-64	Non employment of a worker.	The management agreed to reinstate the worker from 17-10-64 with continuity of service.
156.	Hind Press, Private Ltd., Madras-28.	16-10-64	Demand for bonus for 1963-64.	The management agreed to pay a sum of Rs. 60/- as bonus for 1963-64.
157.	Giri Press, Madras-5	17-10-64	-do-	The management agreed to pay 30 days wages as bonus for the year 1963-64, 20 days wages to be given before Deepavali and the balance for Pongal.
158.	Iron & Brass, Industries, Madras-14.	17-10-64	Charter of demands.	The management agreed to pay 35 days wages as bonus to the workers for the year 1963-64,
159.	Guindy Industrial Estate Canteen, Madras-32.	19-10-64	Bonus for 1963-64.	The management agreed to pay 25 days wages as bonus to the workers for 1963-64.
160.	Sathya Cafe, Madras-14.	19-10-64	Bonus for 1963-64.	The management agreed to pay one months wages to the workers as bonus for 1963-64.
161.	Easwari Bhavan, Madras-8	19-10-64	-do-	The management agreed to pay 40 days wages to the workers for the year 1963-64 as bonus.

(1)	(2)	(3)	(4)	(5)
162.	Sri Krishna Bhavan, Madras-2.	19-10-64	Bonus for 1963-64	The management agreed to pay 30 days wages or Rs. 20/- whichever is higher as bonus for 1963-64.
163.	Jayalakshmi Vilas, Madras-4.	19-10-64	-do-	The management agreed to pay one month's wages or Rs. 20/- whichever is higher, as bonus for 1963-64.
164.	Central Co-operative Printing works, Madras-2	20-10-64	Charter of demands.	The management agreed to pay 1½ months basic pay as advance for Deepavali to be deducted in 12 instalments.
165.	Geetha Cafe, Madras-2	20-10-64	Bonus for 1963-64.	The management agreed to pay bonus for 63-64 as detailed in the settlement.
166.	Parasakthi Hotel, Madras-3	20-10-64	Bonus for 1963-64.	The management agreed to pay 45 days wages as bonus for 1963-64.
167.	Udipi Lunch Home, Madras-26.	24-10-64	-do-	The management agreed to pay 45 days wages as bonus for 1963-64.
168.	New Modern Lodge, Madras-14.	24-10-64	-do-	The management agreed to pay one month's wages subject to a minimum of Rs. 20/- as bonus for 1963-64.
169.	Bharathi Vijayam Press, Madras-5.	24-10-64	-do-	The management agreed to pay 40 days basic wages as bonus for 1963-64.
170.	Solar Printers, Madras-2	24-10-64	-do-	The management agreed to pay one month's wages as advance towards bonus for 1963-64.
171.	Udipi Durga Prakash, Madras-16.	26-10-64	-do-	The management agreed to pay 40 days wages as bonus for 1963-64.
172.	Sri Devi Vilas, Madras-14	26-10-64	-do-	The management agreed to pay half-a-month's wages as bonus for 1963-64.
173.	Tourist Home, Madras-8	26-10-64	-do-	The management agreed to pay half-month's wages as bonus for the year 63-64 at the time of Deepavali and ½ months wages at the time of Pongal.
(1)	(2)	(3)	(4)	(5)
174.	Jaya Vilas Hotel, Madras-3	26-10-64	-do-	The management agreed to pay 2½ months wages as bonus for the year 1963-64.
175.	National Art Press, Madras-18	26-10-64	Charter of demands.	The management agreed to pay one month's wages as compensation to all the workmen irrespective of the number of years of service and retrenchment compensation at the rate of 15 days of wages for every year of service and arrears of salary, leave wages if any.
176.	Jaya & Co. (Paramount Press) Madras-5	26-10-64	Demand for bonus for the years 1962-63 and 1963-64	The management agreed to pay one month's basic wages or Rs. 40/- whichever is higher to all the workmen as bonus for the year 1963-64.
177.	Associated Pharmaceuticals Industries, Madras-17.	27-10-64	Demand for bonus for 1963-64.	The management agreed to pay 1½ months basic wages as advance towards bonus for 1963-64.
178.	Dandani Oil Mills, Madras-5	28-10-64	Demand for bonus for 1963-64.	The management agreed to pay Rs. 100/- as bonus for 1963-64.
179.	Jayadevi Oil Mills, Madras-2	28-10-64	-do-	-do-
180.	Balashanmuga Oil Mills, Madras-2	28-10-64	-do-	-do-
181.	Mysindia Tiles & Engineering Company, Madras-3.	28-10-64	-do-	The management agreed to pay 2½ months wages (basic) as bonus for 1963-64 and also for 1964-65 and 1965-66.
182.	Mangala Cafe, Madras-1	30-10-64	-do-	The management agreed to pay one month and 25 days wages as bonus for the year 1963-64.
183.	A. P. Rathinam Chettiar & Sons, Madras-29.	30-10-64	-do-	The management agreed to pay Rs. 100/- as bonus for the year 1963-64 to all their workmen.
184.	Sahni's Cinema, Madras-17.	31-10-64	Demand for bonus for the years 1962-63 and 1963-64	The management agreed to pay 3 weeks wages as advance towards bonus for the year 1963-64.

(1)	(2)	(3)	(4)	(5)
185.	Majestic Studio, Madras 26.	1-10-64	Closure of Studios.	The management agreed to pay notice pay, compensation leave salary arrears of wages bonus gratuity etc. to all the workers as detailed in the settlement.
186.	Vadapalani Refractory Works, Madras-26.	1-10-64	Non employment of a worker.	The management agreed to pay Rs 125/- to the worker in full and final settlement of all his claims.
187.	India Radiators Ltd., Red Hills, Madras-52.	7-10-64	Certain demands of the workers including bonus for 1963-64.	The management agreed to pay 25% of the annual earned basic wages for 1963-64 as bonus for 1963-64 as to settle the other claims of the workers as detailed in the settlement.
188.	Shaw Wallace & Co. Ltd., Glue Factory and Sulphuric Acid Plant, Kaduvetti, Chingleput.	9-10-64	Demand for revision of Dearness Allowance gratuity etc.	The management agreed to settle the demands as detailed in the settlement.
189.	Shaw Wallace & Co. Ltd., Fertiliser and Superphosphate Factory Avadi.	9-10-64	-do-	-do-
190.	Pilot Pen Company of (India) (P) Ltd., Chingleput.	16-10-64	Demand relating to bonus etc.	The management agreed to pay 4 months basic wages to the workers as bonus for the year 1962-63 and also agreed to pay uniforms, gratuity and other demands to the workers as detailed in the settlement.
191.	Ruby Rubber Works (M) Ltd., Madras-19.	19-10-64	Suspension of a worker	The management agreed to pay 50% of the wages applicable to the worker for the period he was placed under suspension.
192.	Gen Industries and Insecticides, (I) Private Ltd., Kaladipet, Madras-19	21-10-64	Advance for Deepavali 1964 and Pongal 1965.	The management agreed to pay advance equivalent to one month's wages for Deepavali 1964 and Pongal 1965. as detailed in the settlement.
193.	Sri Kanikaparameswari Oil Mills, Pady, Chingleput.	21-10-64	Non employment of a worker.	The management agreed to reinstate the workman with continuity of service and without back wages.

(1)	(2)	(3)	(4)	(5)
194.	Sri Krishna Tiles and Potteries (M) Private Ltd., Tirumangalam.	22-10-64	Bonus for 63-64 and certain other demands.	The management agreed to pay 60 days consolidated wages i.e. 120 days basic wages as bonus to the permanent workers who have worked for a continuous period of not less than 240 days during the period from July 1963 to June 1964. 2 months basic wages to permanent staff who have worked for a continuous period of not less than 240 days during the period from July 1963-64 and to the other workers as bonus as detailed in the settlement.
195.	Palar Mills, Watajabad, Chingleput.	26-10-64	Bonus for 1963-64.	The management agreed to pay an advance equivalent to one month's basic salary to all the workers Recoverable in three instalments and to take up the issue of bonus for 63-64 on finalisation of the financial accounts.
196.	Amco Studios and Laboratories, Madras-26.	29-10-64	Bonus for 1963-64.	The management agreed to pay 15% of the total annual earnings drawn by the workmen during the financial year exclusive of the overtime wages as bonus for 1963-64 out of the above 15% an amount equivalent to a month's wages will be paid for Deepavali and the balance before Pongal.
197.	Blue Mountain Estate and Industries Ltd (Fertilizer Department) Madras-1.	29-10-64	Strike and Lockout.	The strike and lockout ended on the terms of the settlement.
198.	Bharat Pulverising Mills (P) Ltd., Madras-10.	29-10-64	Charter of demands.	The parties agreed to settle the demands as detailed in the settlement.
199.	Shaw Wallace Industries, Kaduvetti, Chingleput.	30-10-64	Revision of Dearness Allowance, gratuity etc.	The parties agreed to settle the demands as detailed in the settlement.
200.	Shanmugam Chettair Tannery, Pammal, Pallavaram.	30-10-64	Non employment of a worker.	The management agreed to reinstate the worker with continuity of service.
201.	Southern Alloy Foundries, (P) Ltd., Madhavaram.	31-10-64	Demands.	The parties agreed to settle the demands as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
202.	Mount Stuart Estate, Attakatti P. O.	19-10-64	Suspension of Karuppa- swamy.	The worker Karuppuswamy apologies to the Manager for his alleged rude behaviour on the 12th March 1964. In view of the above the management agreed to reduce the suspension inflicted on the worker by one day.
203.	Vellamalai Estate, Valparai Post.	20-10-64	Discharge of M/s. Ram Prasad and Jabial.	The management agreed to give the workmen to work in the field as watches with effect from 26-10-64 with continuity of service.
204.	Pioneer Motors, Thuckalay & Thoduvatty Branches, Nagercoil.	1-10-64	Permanency of certain drivers and conductors.	The parties agreed to settle the demands as detailed in the settlement.
205.	Palkulam Estate (P) Ltd., Nagercoil.	5-10-64	Non inclusion of leave with wages and holiday wages for calculating bonus for 6-63 and 63-64.	The management agreed to include leave with wages and holiday wages in computing total earnings for purpose of calculating bonus for the year 1963-54.
206.	Palkulam Estate (P) Ltd. Nagercoil.	5-10-64	Additional remuneration for tapping the extra half block.	The management agreed that the amount earned by the workers by tapping the extra half-block will be taken into account for computing annual leave with wages holiday wages and bonus.
207.	Nagammal Mills Ltd., Nagercoil.	13-10-64	Demands of workers.	The parties agreed to settle the demands as detailed in the settlement.
208.	Executive Authority of Puthalam Panchayat Board.	17-10-64	Non payment of wages to one sweeper for 2 days.	The executive Authority agreed to pay the worker the wages due for him for the days on 4-6-64 and 6-6-64.
209.	Management of Palkulam (P) Ltd., Varyoor P. O.	17-10-64	Charter of demands.	The management agreed to provide cooling glass from 1-1-1965.
210.	Management of Thamaravalley Estate, Kaliyal P. O.	20-10-64	Certain demands.	The management agreed to make permanent and to settle the other claims as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
211.	Pioneer Nelayappan Sons, Krishna Talkies, Nagercoil.	21-10-64	Dismissal of one worker	The management agreed to pay Rs 100/- one hundred only to the worker as exgratia Payment in full and final settlement of all his claims.
212.	Assisi Press, Nagercoil.	22-10-64	Fixation of Pay scale and dearness allowance.	The management agreed to refix the scale of pay and dearness allowance.
213.	Marshall Sons & Company (India) Ltd. Madras-1.	8-10-64	Bonus for 1963-64 and certain other demands	The management agreed to pay one month's Basic wages and Dearness Allowance as bonus for 1963-64.
214.	Uma Printers, Madras-1.	16-10-64	Bonus for 1963-64.	The management agreed to pay one month's basic wages plus Rs. 10/- subject to a minimum of Rs. 40/- as bonus for 1963-64.
215.	Shanmugam Printing Works, Madras-1.	16-10-64	Bonus, gratuity and Dear ness allowance.	The management agreed to pay 1½ months wages as bonus for the year 1963-64 and for the year 1964-65.
216.	Madras Pencil Factory, Madras-21.	17-10-64	Demands.	Both the parties agreed to refer the issues to the informal arbitration of the Commissioner of Labour Madras or his nominee.
217.	Bhavan De Joshi Tea shop Madras-1.	19-10-64	Bonus for 1963-64.	The management agreed to pay 40 days wages as bonus for the year 1963-64.
218.	Rama Bhavan, Thambu Chetty Street, Madras-1.	19-10-64	Bonus for 1963-64.	The management agreed to pay one month's basic wages as bonus for 1963-64.
219.	Broadway Cafe, Madras-1	19-10-64	Bonus for 1963-64.	The management agreed to pay 1½ month's wages as bonus for the year 1963-64.
220.	Sankar Cafe, Madras-1	19-10-64	Bonus for 1963-64.	The management agreed to pay one month's wages as bonus for the year 1963-64.
221.	Bhagavathi Vilas, Madras-3.	19-10-64	Bonus for 1963-64.	The management agreed to pay 2 months wages as bonus for 1963-64.
222.	Ninan's Restaurant, Y. M. C. A. Building, Madras-1.	19-10-64	Bonus for 1963-64.	The management agreed to pay 1½ months wages as bonus for 1963-64.

(1)	(2)	(3)	(4)	(5)
223.	New Ratna Cafe, Madras-1.	19-10-64	Bonus for 1962-63.	The management agreed to pay one months wages as bonus for the year 1962-63.
224.	Ambuja Lunch Home, Madras.	19-10-64	Bonus for 62-63.	The management agreed to pay 40 days wages as bonus for the year 1962-63.
225.	Jayalakshmi Vilas, Madras-1.	20-10-64	Notice of closures.	The management agreed to pay a lump sum compensation of Rs. 1250/- to the workers in full and final settlement of all their claims.
226.	J. P. Sanghrajika Branch Manager, Jeevanlal (1929) Ltd., Madras.	21-10-64	Demands relating to classification of workers and revision of wages etc.	The parties agreed to settle the demands as detailed in the settlement.
227.	J. P. Sanghrajika Branch Manager, Jeevanlal (1929) Ltd., Madras.	21-10-64	Quantum of bonus for 1963.	The management agreed to pay 1/7 of the basic earnings to the workers as bonus for 1963.
228.	Ambi's Cafe, Madras-1.	22-10-64	Bonus for 63-64.	The management agreed to pay 2½ months wages to the workers as bonus for the year 1963-64.
229.	Annapoorneswari Cafe, Madras.	27-10-64	Bonus for 63-64.	The management agreed to pay 40 days wages to the workers as bonus for 1963-64.
230.	Bharani Cafe, Madras-1 and Bharani Home, Madras-12.	27-10-64	Bonus for 63-64.	The management agreed to pay one month's wages as bonus for 1963-64.
231.	Central Glass Factory, Madras-21.	29-10-64	Bonus for 63-64.	The management agreed to pay 17 days wages or Rs. 40/- whichever is higher as bonus for 1963-64.
232.	Richardson & Crudoas Ltd., Madras.	30-10-64	Certain demands.	The management agreed to revise the scale of wages for monthly and daily paid workers and to consider their demands such as Dearness Allowance, gratuity, casual leave, duty leave etc.
233.	Sri Krishna Bhavan, Madras-1.	30-10-64	Bonus for 1963-64.	The management agreed to pay one month's wages to the workers as bonus for the year 1963-64.

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

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Important terms of Settlement (5)
1.	Jayaram Mills Ltd. Rajapalayam and their workers represented by the National Textile Workers Union, Rajapalayam.	1-10-64	112	The management agreed to grant bonus to the workers for the year 63-64 at the rate of 25% of the total earned wages and to pay Rs. 25/- only to the temporary workers.
2.	Rajapalayam Mills Ltd., Rajapalayam and their Workers represented by the National Textile workers' Union, Rajapalayam.	29-9-64	1230	The management agreed to pay a bonus to all workers equivalent to 50% of the earned basic wages during the year 1963 or 1964 or 13% of the total earnings of basic wages D. A. and wages board increase whichever is advantageous to the workers concerned with certain conditions mentioned in the settlement.
3.	Rukmani Mills Ltd., Silatman and their workers represented by the National Textile workers Union, Madurai.	8-10-64	5	The management agreed to revise the rate of wages of 5 workers as mentioned in the settlement.
4.	Gowri House Metal Works, Rajapalayam and their workers represented by the National Engineering workers' Union, Rajapalayam.	15-10-64	102	The management agreed to grant 6½% of the total wages earned by the workers during 1963 as bonus for the year 1963 (worked out to the nearest rupee) in full and final settlement of their bonus claims.
5.	Sree Karpagambal Mills Ltd., Solapuram and their workers represented by the National Textile workers' Union, Rajapalayam.	17-10-64	450	The management agreed to pay bonus and the workers agreed to receive in full and final settlement of the demand 42% of their earned basic wages of all the workers employed in the mills including temporary workers during the year 1963-64
6.	Sree Karpagambal Mills Ltd., Solapuram and their workers represented by the National Textile workers' Union, Rajapalayam.	17-10-64	450	The management agreed to change the shift timings, to confirm temporary workers in the Reeling Dept., cone

(1)	(2)	(3)	(4)	(5)
				winding department & doubling department and to take up the question of revision of wages and workload in January 1966.
7.	Sudarsanam Spinning Mills Ltd. Rajapalayam and their workers represented by the National Textile workers' Union, Rajapalayam.	18-10-64	275	The management agreed to pay all the workers bonus equal to 7% of their annual basic earnings in the year 1962-63.
8.	Chandra Transport, Aruppukottai and their workers represented by the Chandra Transport (Firm) Thozhilalar Sangam, Aruppukottai	24-10-64	59	The management agreed to pay 4 months basic wages as bonus for the year 1963-64. to all workers and to pay proportionate bonus to the workers who have put in less than 1 year of service.
9.	Sri Bharathi Cotton Mills Ltd. Rajapalayam and their workers represented by the National Textile workers' Union, Rajapalayam.	11-10-64	210	The management agreed to pay the worker 35% of the earned basic wages of the workers during the year 1963 as bonus for the year 1963.
10.	Madurai Mills Co. Ltd., Madurai.	13-10-64	185	Wages and production commission were increased.
11.	Loyal Textile Mills Ltd., Kovilpatti.	17-10-64	1200	One month wages paid as advance.
12.	Gitanjali Mills Ltd., Sankarankoil.	17-10-64	270	One month wages paid as advance.
13.	Dharangadhra Chemical works Ltd., Sahupuram.	20-10-64	About 500	2½ months consolidated wages paid as bonus.
14.	The Jawahar Mills Ltd., Salem National Textile Mill workers' Union (Branch) Jawahar Mills, Salem-5.	28-9-64	—	Revision of D. A. to canteen workers.
15.	Mettur Industries Ltd., Mettur Dam.*	3-10-64	—	Gratuity scheme in Jobbers Section.
16.	Mettur Industries Ltd. Mettur Dam National Textile Employees' Union, (Branch) Supervisory and Clerical Sections, Mettur Dam. Mettur Textile Mill Jobbers, Union, Mettur Dam. Mettur Mill National Textile Workers' Union Mettur Dam Salem District Mill workers' Union, Mettur Branch, Mettur Dam.	3-10-64	—	Payment of bonus for 1963-64.

* Mettur Textile Mill Jobbers Union, Mettur Dam.

(1)	(2)	(3)	(4)	(5)
17.	Mettur Industries Ltd., Mettur Dam. National Textile Employees' Union, (Branch) Supervisory And Chemical Section, Mettur Dam.	3-10-64	—	Gratuity Scheme to supervisory and Clerical Staff
18.	Mettur Industries Ltd. Mettur Dam. Mettur Mill Workers' Union, Salem Camp Mettur Dam.	7-10-64	—	Payment of wages to the Drawers and Reachers under Section "Drawing in"
19.	M/s. M. K. A. Rathnavel Gounder & Sons. Khaderkodi Beedi Factory, Salem. The United Beedi Workers' Union, Salem.	10-10-64	—	Revision of wages to the workers.
20.	Ramajayam Transports, Namakkal. Motor Workers' Union, Namakkal.	11-10-64	—	Payment of bonus for 1963-64.
21.	Sundaram Spinning Mills, Komarapalayam. Salem District Mill Workers Union, Komarapalayam Branch.	13-10-64	—	—do—
22.	Sundaram Spinning Mills Komarapalayam. National Textile Workers Union, Komarapalayam.	13-10-64	—	Payment of bonus for five years viz., 1963-64, 1964-65, 1965-66, 1966-67 and 1967-68.
23.	Sundaram Spinning Mills, Komarapalayam. Sundaram Spinning Mills Workers Union, Komarapalayam.	14-10-64	—	—do—
24.	Mettur Industries Ltd., Mettur Dam. Mettur Mill National Textile Workers' Union, Mettur Dam. Salem District Mill Workers Union, Mettur Branch.	17-10-64	—	Demands of the workers regarding piece-rate wage scheme and grade classification for the Bleaching section.
25.	M. S. M. P. Salamath Transports (P) Ltd., Salem-7. Sri. A. Ghouse Mohideen & Others Workers' representatives.	19-10-64	—	Payment of bonus for 1963-64.
26.	Pullicar Mills Ltd., Tiruchengode National Textile workers' Union, Tiruchengode.	19-10-64	—	—do—
27.	V. M. P. Metals & Alloys Co., Salem-4. Sri K. S. Arumugam and 6 others.	24-10-64	—	—do—

(1)	(2)	(3)	(4)	(5)
28.	Sree Rajendra Mills Ltd., Salem. National Textile Mill Workers Union, Salem.	26-10-64	—	Certain grievances of the workers in reeling Department regarding shift working.
29.	Sree Rajendra Mills Ltd., Salem. Salem District Mill Workers' Union, Salem.	21-10-64	—	Demands for increase in wages in the Roving Department of 'B' Mills
30.	Coimbatore Cotton Jubilee Mills Singanailur and Coimbatore District Textile Workers' Union (HMS) National Textile Workers' Union, (INTUC) Coimbatore District Dravida Panchalai Thozhilalar Munnetra Sangam, (DMK)	25-9-64	432	Implementation of Ration- alisation settlement.
31.	Management of 79 Textile Mills and Coimbatore District Textile Workers' Union (HMS) Coimbatore District Mill Workers' Union (AITUC) Coimbatore District Mill Workers' Union AITUC Coimbatore District Dravida Panchalai Thozhilalar Munnetra Sangam, (DMK) National Textile Workers' Union (INTUC)	24-9-64	...	Bonus for 1963-64.
32.	Cambodia Mills Ltd., Ondipudur and National Textile Workers' Union (INTUC) Coimbatore District Textile workers' Union (HMS) Coimbatore District Mill workers' Union (AITUC)	25-9-64	1938	Bonus for 1962.
33.	Sri Ramalinga Choodambigai Mills Ltd., Tirupur and Coimbatore District Textile Workers' Union (HMS)	7-10-64	27	Non employment of two workers.
34.	Sugana Mills (P) Ltd., and National Textile workers' Union, (INTUC)	6-10-64	138	Wages to Spinners and Reserve Piecers.
35.	Sugana Mills (P) Ltd., and National Textile workers' Union, (INTUC)	13-10-64	138	Bonus for 1963
36.	V. R Textiles (P) Ltd., Puliampatti and National Textile Workers' Union, (INTUC)	16-10-64	81	Bonus for 1963

(1)	(2)	(3)	(4)	(5)
37.	M. C. S. (P) Ltd., Mettupalayam M. C. S. (City Service) Coimbatore and Mettupalayam Nilgiris Motor workers' Union, Mettupalayam	23-10-64	About 400	Bonus for 1963
38.	M. C. S. (P) Ltd., Mettupalayam M. C. S. (City Service) Coimbatore and Tamilnad Transport workers' Union, Coimbatore	23-10-64	-do-	Bonus for 1963
39.	Ramakrishna Transports (P) Ltd., Coimbatore and workers.	24-10-64	20	Bonus for 1963
40.	Balasubramania Foundry Coimbatore and Coimbatore District General workers' Progressive Union, Coimbatore.	27-10-64	About 150	Bonus for 1963
41.	M/s. The General Engineering Co., Coimbatore and Coimbatore District General Engineering and Mechanical workers' Union, Ganapathy,	14-10-64	About 112	Bonus for 1963-64.
42.	P. Raju Naidu & Co., Ganapathy and Coimbatore District General workers' Progressive Union, Coimbatore.	5-10-64	About 100	Bonus for 1963-64.
43.	Palace Cafe, Madurai and Madurai General workers' Union, Madurai.	10-10-64	36	Bonus for 1963-64,
44.	Sri Shanmuga Lunch Home and Madurai General workers' Union, Madurai.	14-10-64	24	-do-
45.	Peri & Co., Usilampatti and Peris Biscuit & Co workers Union, Usilampatti.	16-10-64	69	Bonus for 1963-64 and 1964-65.
46.	Sithalakshmi Mills Tirunagar vs-National Textile workers' Union, Madurai.	16-10-64	450	Bonus for 1963-64.
47.	Sivaprasath Powerloom Factory, Madurai -vs- Madurai Textile workers' Union, Madurai	19-10-64	34	Advance for Deepavali.

(1)	(2)	(3)	(4)	(5)
48.	Sivakami Mills, Thenur -vs- National Textile workers Union, Madurai	21-10-64	3	Revision of wages to Canteen workers.
49.	Subramaniam Powerloom Factory, Madurai -vs- Their workers.	21-10-64	27	Advance for Deepavali.
50.	Gopinath Powerloom Factory Madurai -v- their workers.	21-10-64	42	-do-
51.	Jawharlal Powerloom Factory Madurai, -vs- their workers	21-10-64	28	Advance for Deepavali.
52.	Pioneer Board Works Madurai Madurai General workers Union, Madurai.	21-10-64	16	Payment of compensation to 16 workers.
53.	Southern Rajamoney Transports, Madurai and Madurai General workers Union, Madurai.	26-10-64	89	Bonus for 1963-64.
54.	Wahith Motor Service, Madurai and Wahith Motor Labourers Union, Madurai	27-10-64	90	Bonus for 1963-64.
55.	Thiagarajar Mills, Kappalur vs. National Textile workers' Union, Kappalur.	30-10-64	5	Revision of wages to Canteen workers.
56.	The Empire Vermicelli Co., Madras.	14-10-64	35	Bonus for 1963-64.
57.	M/s. V. Arunachalam Chettiar Waste Paper Co., Madras.	19-10-64	13	-do-
58.	B & C Mills Madras.	21-10-64	1	Demotion of one worker.
59.	Best & Co., Madras-1.	24-10-64	214	Change of weekly holiday
60.	Best & Co., Madras-1.	3-9-64	214	Increase in D. A.
61.	Empire Vermicelli Co.,	24-10-64	33	-do-
62.	B & C Mills, Madras-12.	22-10-64	1	Transfer.

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

Sl. No.	Name of the concern in which the dispute has arisen.	Issues	G. O. No and Date of reference.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
Madras District			
1.	Transformer and Switchgear Ltd, Madras.	1. Whether the demand of the workers for customary or festival bonus for the year 1959-60, 1960-61, 1961-62 and 1962-63 is justified and if so to fix the quantum of bonus to be paid for each worker.	G. O. R. No. 2202 Industries, Labour & Co-operation, dated 19-9-1964.
Salem District			
2.	Mettur Industries Ltd., Mettur Dam.	1. Whether the terms of settlement dated 14-3-1964 entered into between the management and the Mettur Mill Workers' Union Salem Camp Mettur Dam are justified and whether they require any modifications. 2. Whether the workers are entitled to payment of wages for the period of cessation of work (i. e.) from 17th to 23rd August 1964 inclusive.	G. O. Ms. No. 4655, (Labour) Industries, Labour & Co-operation dated 6-10-1964
Labour Court, Madras.			
Madras District.			
1.	Management of Messrs. N. M. Ali Motor Service (Private) Ltd., Madras-4.	1. Whether the demand for bonus for 1962-63 is justified and if so to fix the quantum.	G. O. R. No. 2137. Industries, Labour & Co-operation, dated 10-9-64.
2.	Sri C. R. Krishnamurthy Chettiar, 41, Bajanai Koil St., Red Hills Chinglput Dt.,	2. Whether the demand for fixation of wage scale is justified and if so to fix the scales of wages and fit the present incumbents in the scales so fixed.	
3.	Sri M. Govindaswamy Chettiar, Proprietor Ekambara Vilas Rice Mills, Madvaram Road, Red Hills.		
4.	Sri S. R. S. Ekambaram Chettiar, Proprietor Radhakrishna Bus Service, Bazaar Street, Red Hills.		

(2)	(3)	(4)
Sri Amed Baig Sahib, Wandiwash, N. Arcot Dt. The Management, V. M. Bus Service, 78, General Patters Rd, Mount Road Madras-2.	1. Whether the non-employ- ment of the following four workers is justified and to what relief each is entitled. 1. Supthan Hussain, 2. R. M. Periaswami 3. Mohideen and 4. V. Varadhan To compute the relief if any awarded in terms of money if it can be so computed. 2. Whether the demand of the workers for bonus for the year 1962-53 is justifi- ed and if so to fix the quantum.	G. O. R. No. 2204, Industries, Labour & Co-operation, dated 19-9-1964.
Natarajan Engineering Works, Madras.	1. Whether the demand of the workers for revision of the rates of dearness allowance is justified and if so to fix revised rates. 2. Whether the demand of the workers for additional bonus for the year 1962- 63 is justified and if so to fix the quantum. 3. Whether the demand of the workers for additional leave facilities is justified and if so to fix the number of days of casual leave and sick leave with wages.	G. O. R. No. 2304, Industries, Labour & Co-operation, dated 6-10-64.
Labour Court, Madurai. Tiruchirapalli District.		
6. Chummary Canteen, Southern Railway, Tiruchirapalli.	1. Whether the demand for a scale of pay is justified, if so to fix a scale of pay.	G. O. Ms. No. 4651, Industries, Labour & Co-operation, dated 29-6-64.

(1)	(2)	(3)	(4)
		2. Whether the demand for bonus for the year 1962- 63 and 1963-64 is justifi- ed. If so to fix the quantum of bonus pay- able to the workers.	
		3. Whether the non-employ- ment of Sri. K. N. Damodaran and K. Raghavan Pillai is justifi- ed or not and to deter- mine the relief to which they are entitled.	
7. St. Joseph's Industrial School, Tiruchirapalli	1. Whether the demand of the union for revision of dearness allowance on index basis is justified. If so to decide the quantum of dearness allowance.	G. O. Ms. No. 4769, Industries, Labour & Co-operation, dated 9-10-64.	
	2. Whether the demand of the union for introduction of gratuity scheme is justifi- ed and if so to formulate, a gratuity scheme.		

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 October 1964.

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>Madras District</i>			
1.	Transformer and switchgear Ltd., Madras.	13 28-10-64	G. O. R. No. 2404, I. L. & C. dated 23-10-64.
2.	Ashok Leyland Co-operative Canteen Ltd., Ennore.	11-12 28-10-64	G. O. R. No. 2346, I. L. & C. dated 16-10-64.
<i>South Arcot District</i>			
3.	Veerappa Transports, Tindivanam.	6 to 9 24-10-64	G. O. R. No. 2306, I. L. & C. dated 6-10-64
Labour Court, Coimbatore.			
<i>Coimbatore District</i>			
4.	Sri Ramakrishna Transports Ltd., Coimbatore.	2 7-10-64	G. O. R. No. 2264, I. L. & C. dated 28-9-64
5.	Appun Automatic Saw Mills, Pollachi.	2-4 7-10-64	G. O. R. No. 2265, I. L. & C. dated 28-9-64
<i>Salem District</i>			
6.	Kenganapuram Transports, Salem.	4-7 28-10-64	G. O. Ms. No. 4906, I. L. & C. (Lab) dated 22-10-64
<i>Madurai District</i>			
7.	Andavar Vilas Scented Betelnut and Tobacco Company, Dindigul.	3-4 21-10-64	G. O. R. No. 2233, I. L. & C. dated 1-10-64
8.	Devi Transports, Madurai.	1-2 28-10-64	G. O. R. No. 2332, I. L. & C. dated 12-10-64.
<i>Ramnad District.</i>			
9.	Ananda Transports, Tiruppathur.	1-2 21-10-64	G. O. R. No. 2268, I. L. & C. dated 29-9-64.
<i>Tirunelveli District.</i>			
10.	Bavanish Metal Rolling Mills, Tachanallur, Tirunelveli.	1-2 7-10-64	G. O. R. No. 2234, I. L. & C. dated 23-9-64

(1)	(2)	(3)	(4)
11.	Pioneer Motors' Tirunelveli.	4-5 21-10-64	G. O. R. No. 2318, I. L. & C. dated 8-10-64
<i>Kanyakumari Dist.</i>			
12.	Pioneer Picture Palace, Nagercoil.	4-6 7-10-64	G. O. Ms. No. 4578 I. L. & C. dated (Lab) 25-9-64
13.	Lakshmi Talkies, Nagercoil.	2-3 28-10-64	G. O. Ms. No. 4796, I. L. & C. (Lab) dated 12-10-64
14.	M. N. P. Transport, Nagercoil.	7-11 28-10-64	G. O. Ms. No. 4807 I. L. & C. dated 22-10-64
<i>Tiruchirapalli District</i>			
15.	Chinniah Pillai Coronation Choultry, Srinivasanallur.	5-6 21-10-64	G. O. R. No. 2324, I. L. & C. dated 9-10-64
16.	Namamirtham Press, Pudukottai.	2 28-10-64	G. O. R. 2381, I. L. & C. dated 21-10-64

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

Sl. No.	Name of the concern	Industry.	No of workers involved.	Closures		Cause.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Seshayee Industries Ltd., Vadalur	...	...	26-10-64	26-10-64	Particulars awaited	—
2.	Ramakrishna Press, Coimbatore.	Press	8	31-10-64	31-10-64		
3.	Premier Printers, Coimbatore.	"	45	8-30 A.M.	12-30 P.M.	Bonus demand	—
4.	Sri Gopalakrishna Mills (P) Ltd., Ganapathy.	23/231 (a) Textiles	10	26-10-64	27-10-64		
			10	8-30 A.M.	4 P.M.	-do-	
			10	4-9-64	4-9-64		
			10	6-9-64	6-9-64		
			10	18-9-64	18-9-64		
			10	21-9-64	21-9-64		
			10	8-9-64	8-9-64		
			5	19-9-64	19-9-64		
			8	7-9-64	7-9-64		
			10	14-9-64	14-9-64		
			9	21-9-64	21-9-64		
			9	22-9-64	22-9-64		
			9	24-9-64	24-9-64		
			8	25-9-64	25-9-64		
5.	The Kumaran Mills Ltd., Narasimbanakkenpalayam.	-do-	6	29-9-64	29-9-64	Surplus processed Materials at carding stage.	Rs. 9.87
6.	Asher Textiles Ltd., Tiruppur.	-do-	26	1-9-64	1-9-64		
			64	2-9-64	2-9-64		
			44	4-9-64	4-9-64		
			34	5-9-64	5-9-64		
			40	6-9-64	6-9-64		

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
7.	Clenvans Tea Factory New Hope Post, Nilgiris.	20/209 (c)					
			33	7-9-64	7-9-64	Due to Shortage of cops.	Rs, 2032-10
			34	8-9-64	8-9-64		
			40	9-9-64	9-9-64		
			10	11-9-64	11-9-64		
			8	13-9-64	13-9-64		
			37	14-9-64	14-9-64		
			26	15-9-64	15-9-64		
			25	16-9-64	16-9-64		
			34	10-10-64	10-10-64	Sufficient quantity of green tea leaves are not available.	Alternative work has been given.
			1	6-10-64	—	Loss in Trade	Whereabouts of the Employees are not known.
			1	August 64	—	"	"
			19	16-7-64	—	"	"
			3	—	—	"	"
			18	—	—	Loss in trade	Whereabouts of the employees are not known.
			5	—	—	"	"
			—	18-10-64	—	For the special season 1963-64	...
			—	5-20 P. M.	—		
8.	K. Kunchukanam, Vasantha Tea Stall, 40, Kanakarajan Road, Udumalpet.	Restaurant.					
9.	R. Subba Naidu, Tea Stall, Erdram Road, Ondipudur.	"					
10.	R. Chinnakannu, Beedi Factory 2/6, Railway Station Road, Thudialur.	Beedi					
11.	Raja Coffee, 21-25, Chathu Madai, Valaikaran Puthur.	Restaurant.					
12.	Abin Photomark Beedi Factory, 43/45 Kovil Street, Pollachi	Beedi					
13.	Jammuna Tea Stall, 53, Udumalpet Street, Pollachi.	Restaurant.					
14.	The Amaravathi Cooperative Sugar Mills, Ltd., Krishnapuram.	—					

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received.								Total.	No. of complaints investigated and otherwise disposed of including those previously pending.	No. of complaints pending at the end of the month
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known				
1	2	3	4	5	6	7	8	9	10	11	12	13	
1.	Coimbatore-I.	305	20	36	25	1	8	60	—	150	158	297	
2.	Coimbatore-II.	51	—	95	8	—	—	4	—	107	62	96	
3.	Coonoor.	43	3	6	21	—	4	9	—	43	38	48	
4.	Madras-I.	78	10	23	20	—	—	18	—	71	48	101	
5.	Madras-II.	87	18	48	13	—	8	31	—	121	70	138	
6.	Madras-III.	80	11	7	18	—	—	56	—	92	81	91	
7.	Madurai.	121	6	28	21	—	—	13	—	68	52	137	
8.	Nagercoil.	40	1	1	11	—	—	19	—	32	25	47	
9.	Pollachi.	55	1	13	12	—	—	7	—	33	26	62	
10.	Virudhunagar.	40	8	8	14	—	—	7	—	37	38	39	
11.	Salem.	47	4	17	10	—	—	21	—	52	15	84	
12.	Tiruchirappalli.	55	6	11	20	—	—	35	—	72	41	86	
13.	Tirunelveli.	67	3	12	16	—	1	9	—	41	51	57	
14.	Vellore.	76	1	—	19	2	—	7	—	29	8	97	
TOTAL		1,145	92	305	231	3	21	296	—	918	713	1,380	

STATISTICAL SUPPLEMENT

8. Industrial Employment (Standing Orders) Act 1946:—

Statement showing the number of Standing Orders certified during the month of October, 1964.

1. Number of Standing Orders certified as on 1-10-1964.	...	4,255
2. Number of Standing Orders certified during the month.	...	7
Total	...	4,262
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 October, 1964.

	Number of accidents.	Amount of compensation.
(a) Death	1	Rs. nP. 44,998.00
(b) Temporary disablement	20	Nil
(c) Permanent disablement		
Total	21	*44,998.00

* Represent the amount deposited under sec. 8 (1) and 8 (2) of the Workmen's Compensation Act.

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed & disposed of during the period from 1-10-'64 to 31-10-'64.

S. No.	Nature of claims	Number previously pending.	Number received.	Total.	Disposed of	Balance
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Application under Section 10:						
(a) Fatal	...	67	5	72	...	72
(b) Non-fatal:-						
(i) Permanent	...	60	13	73	...	73
(ii) Temporary	...	11	1	12	...	12
2. Deposits under Section 8 (1)						
(a) Fatal	...	85	...	85	...	85
(b) Persons under legal disability...	...	...	...	...	...	...
3. Deposits under Section 8 (2)						
...	...	1	...	1	...	1

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4 Memorandum of Agreements:—						
(i) Permanent disablement	...	74	25	99	9	90
(ii) Temporary disablement	...	27	12	39	...	39
5. Recovery under Section 31.	...	10	...	10	...	10
6. Indemnification under Section 12	...	5	...	5	...	5
Total	...	<u>340</u>	<u>56</u>	<u>396</u>	<u>9</u>	<u>387</u>

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

1. Pending as on 1-10-'64	...	348
2. Received during the month	...	41
3. Disposed of during the month	...	...
4. Pending as on 31-10-'64	...	389

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

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

12. (a) Appeals under Section 41 :—

Pending as on 1-10-1964	...	232
Received during the month	...	46
Disposed of during the month	...	4
Pending as on 31-10-1964	...	274

12. (b) Appeals under Section 51 :—

Pending as on 1-10-1964	...	3
Received during the month	...	1
Disposed of during the month	...	Nll
Pending as on 31-10-1964	...	4

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

Pending as on 1-10-1964	...	...
Received during the month	...	...
Disposed of during the month	...	...
Pending as on 31-10-1964	...	...

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

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	3737	6-10-64	Agriculture	Vivasayigal Munnetra Sangam, Ayyanapuram Samusigapuram P. O. (Via) Rajapalayam.
2.	3738	"	Textile	Karichipalayam Firka Kaithari Nesavu Thozhilalar Congress Sangam, Karichipalayam.
3.	3739	19-10-64	"	Salem District Mill Workers Union, Arisipalayam.
4.	3740	23-10-64	Chemical & Chemical Products.	D. C. W. Staff Union, Autoor, Tiruchendur Taluk, Tirunelveli District.
5.	3741	"	Transport.	Lorry Thozhilalar Munnetra Sangam, Thiruvannamalai.
6.	3742	"	Manufacturing of Metal Products.	Rajapalayam Firka Ornaments Manufacturing workers Sangam, Bhupalrajapatti, Rajapalayam.
7.	3743	"	Services.	Government Industries Department Workers Union, Madras-1.
8.	3744	"	Transport.	Tirunelveli Taxi Drivers Sangam. Tirunelveli-1.
9.	3745	"	Beedi	Thimiri Beedi workers Union, Thimiri.
10.	3746	"	Sanitary Services.	Arcot Municipal Lower Grade Employees Union, Arcot.
11.	3747	"	Miscellaneous.	Thatchu and Karumar Thozhilalar Munnetra Sangam, Pettai, Tirunelveli-4.

(1)	(2)	(3)	(4)	(5)
12.	3748	23—10—64	Glass and Glass Products	Madras Sheet Glass Works Employees Union, Thiruvottiyur Madras-19.
13.	3749	28—10—64	Miscellaneous.	Nellai Mavatta Pothu Thozhilala Munnetra Sangam, Tirunelveli-6
14.	3750	"	Sanitary Services.	Dharapuram Taluk Thuppuravu Workers Union Dharapuram.
15.	3751	"	Bank	Kumbakonam Cooperative Central Bank Employees Union, Kumbakonam.
16.	3752	"	Recreation Service.	Cine Musicians Union, Madras.
17.	3753	"	Commerce	Madras Wholesale Piece Goods Merchants Employees Association, Madras.
18.	3754	"	Manufacture of Transport Equipment.	Enfield Spares Godown and Service Promotion Employees Union, Madras-15.
19.	3755	"	Clay and Clay Products	S. I. L. National Workers Union, Serukuppam, Vadalur Post, South Arcot District.
20.	3756	"	Transport.	Arni Taluk Motor Transport Workers Union, Arni-

13. (b) List of Trade Unions cancelled during the month of October 1964.

Sl. No.	R. No.	Date of Cancellation	Industry	Name and address of the Union.
(1)	(2)	(3)	(4)	(5)
1.	700	26—10—64	Theatres and Related Service.	Madras State Cinema and Studios Employees Union, Madras.
2.	1240	"	Construction	Madras District Road and Building Engineering Department Workers Union, Madras.
3.	1260	"	Engineering	Automobile and General Engineering Labour Union, Kovilpatti.
4.	1390	"	Commerce	Larsen and Toubro Ltd., Employees Union, Madras.
5.	1944	"	Miscellaneous.	Kadul Thozhilalar Sangam, Tharuvaikulam Kovilpatti Taluk.
6.	1978	"	Food	Madras Cooperative Milk Supply Employees Union, Madras.
7.	2028	"	Chemical Product.	Shaw Wallace Co., Ltd. Glue Factory Workers Union, Pallavaram.
8.	2282	"	Matches.	National Match Workers Union, Sattur.
9.	2305	"	Miscellaneous.	Srivilliputtur General Workers Union, Srivilliputhur.
10.	2354	"	Commerce	Kanyakumari Gunny shop Workers Union, Kottur, Nagercoil.
11.	2465	"	Beedi	United Beedi Workers Union, Palladam.
12.	2494	"	Laundry Service	Salavai Thozhilalar Sangam, Shencottah.
13.	2520	"	Metal Products.	Bharat Brass Vessel Workers Union, Thatchanallur.
14.	2554	"	Laundry Service.	Kanyakumari District Salavai Thozhilalar Sangam, Nagercoil.
15.	2556	"	Hotel	Pudukkottai Hotel Labourers Union, Pudukkottai.

(1)	(2)	(3)	(4)	(5)
16	2865	„	Metal Products.	Mettur Metal and Metallurgical Corporation Workers Union Mettur Dam.
17.	2876	„	Bank	Pandian Bank Employees Union, Madras.
18.	2916	„	Laundry Service.	Tenkasi Salavai Thozhilalar Sangam, Tenkasi.
19.	2917	24-10-64	Commerce	Bhavookasinath Workers Union, Madras.
20.	2920	„	Manufacturing of Metal Products	Alarana Thozhilalar Sangam, Coimbatore.
21.	2938	„	Grain Mill Products.	Oil, rice and general Workers Union, Attur, Salem District.
22.	2954	„	Laundry Service.	Thiruvettanallur Salavai Thozhilalar Sangam, Thiruvettanallur.
23.	3076	„	Manufacturing of Clothing.	Kovai Thaiyal Thozhilalar Sangam Coimbatore.
24.	3101	„	Commerce	T. M. Radhakrishna Chetty & Co. Workers Union, Madras.
25.	3104	„	Miscellaneous	Kadalai Pori Thozhilalar Sangam Coimbatore.
26.	3108	„	„	General Workers Union, Shencottah.
27.	3110	„	Chemical Products,	Nilgiri District Eucalyptas oil Distillery Employees' Union, Coonoor.
28.	3121	„	Hotel	Tamilnad Hotel Workers Union, Madras.
29.	3126	„	Chemical Products.	Salt Labour Union, Adiramapattinam.
30.	3129	„	Transport Equipments.	Tube Investment of India Ltd., Employees Union, Madras.
31.	3139	„	Leather & Leather Products.	Chingleput District Tannery Workers Progressive Union, Chromepet.
32.	3146	„	Agriculture	Chidambarapuram Agricultural and other Labourers Union, Chidambarapuram.

(1)	(2)	(3)	(4)	(5)
33.	3153	„	Services.	Thirumani Central Leprosy Teaching and Research Institute workers Union, Big Melamuyar P. O.
34.	3198	„	Motor Transport	National Motor Transport workers Union, Madras.
35.	3221	„	Commerce	N. T. C. & V. T. C. Workers Union Madras.
36.	3234	„	Grain Mill Products.	Coimbatore Rice Mill and General workers. Union, Coimbatore.
37.	3266	„	Motor Transport.	Salem District Lorry Bus Transport, and General workers Union, Salem.

(iii) List of Trade Unions Amalgamated

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

(iv) List of Trade Unions dissolved

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

ABSTRACT

1.	List of Trade Unions as on 1-10-64	...	1,232
2.	List of Trade Unions registered during the month	...	20
3.	List of Trade Unions cancelled during the month	...	37
4.	List of Trade Unions amalgamated during the month	...	Nil
5.	List of Trade Unions dissolved during the month	...	Nil
6.	List of Trade Unions as on 31-10-1964	...	1,215

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

Sl. No.	Particulars.	The Factories Act, 1948.	The Payment of Wages Act, 1936	The Madras Maternity Benefit Act, 1934	The Madras Shops and Establishments Act, 1947.	The Madras Catering Establishments Act, 1958.	The Madras Minimum Wages Act, 1948	The Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958.	The Madras Industrial Establishments (Notional & Festival Holidays) Act, 1958.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1,229	3,734	427	53,224	5,330	1,750	560	4,601
2.	No. of irregularities noticed.*	409	466	113	1,021	903	130	14	275
3.	No. of cases warned.	50	29	..	374	205	41	10	69
4.	No. of prosecutions launched.	179	1	..	66	136	7	34	10
5.	No. of convictions obtained.	63	2	..	74	95	3	8	4
6.	Amount of fines imposed (in Rupees.)	1,580	30	..	1,797	1,975	120	370	65

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

15 (a) Numerical List of Factories for the month of October, 1964

District.	AT THE BEGINNING.				REGISTERED.			REMOVED.			TOTAL.			REMARKS.
	Section 2 (m) (i)		Section 2 (m) (ii)		Notified		Section 2 (m) (i)		Section 2 (m) (ii)		Notified			
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	
1. North Arcot	169	114	181	..	5	1	..	..	2	..	174	113	181	468
2. South Arcot	127	10	48	..	..	..	..	..	..	..	127	10	48	185
3. Chingleput	255	24	60	..	4	..	..	1	..	..	258	24	60	342
4. Coimbatore	1,028	8	92	..	..	1	..	4	..	..	104	9	92	1125
5. Kanyakumari	58	11	31	..	1	..	..	1	..	..	58	11	31	100
6. Madras	794	35	129	..	12	1	..	..	..	..	806	36	129	971
7. Madurai	444	39	48	..	7	..	..	3	1	..	448	38	48	534
8. The Nilgiris	125	..	8	..	..	..	..	1	..	..	124	..	8	132
9. Ramanathapuram	247	62	192	..	1	2	..	2	..	16	246	64	176	486
10. Salem	526	14	159	..	4	..	..	..	..	..	530	14	159	703
11. Thanjavur	300	11	198	..	..	..	..	1	..	..	299	11	198	508
12. Tiruchirappalli	273	13	181	..	1	..	..	..	..	..	274	13	181	468
13. Tirunelveli	285	87	260	..	2	1	..	3	1	..	284	87	260	631
Total	4,631	428	1,587	..	37	6	..	16	4	16	4,652	430	1,571	6,653

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

Sl. No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee	..	139	26,471.96	..	..	2*	..	137	26,471.96
2. Tea	..	129	62,127.41	..	..	..	..	129	62,127.41
3. Rubber	..	17	9,079.57	..	..	..	..	17	9,079.57
4. Cinchona	..	2	9,406.00	..	..	..	..	2	9,406.00
5. Cardamom	..	5	2,923.20	..	..	..	..	5	2,923.20
Total	..	292	1,10,008.14	..	..	2	..	290	1,10,008.14

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

* The removal is due to amalgamation of estates.

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

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	1
20.	Food Except Beverages	...	33
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	190
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	1
25.	Wood and cork except furniture	...	1
26.	Furniture and fixtures	...	1
27.	Paper and paper products	...	5
28.	Printing, Publishing and allied industries	...	14
29.	Leather and Leather products (except foot-wear).	...	7
30.	Rubber and rubber products	...	25
31.	Chemicals and Chemical products	1	106
32.	Products of petroleum and coal	...	2
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	1	45
34.	Basic Metal Industries	...	64
35.	Metal Products (except machinery and transport equipments).	...	56
36.	Machinery (except electrical machinery)	...	202
37.	Electrical Machinery, apparatus, appliances and supplies.	...	120
38.	Transport equipment	1	377
39.	Miscellaneous Industries	...	24
51.	Electricity, Gas and Steam	...	9
62.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	1
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		3	1,284

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

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	4	..	..	..	..	..
2.	Card Room Machinery	15	..	..	1	..	..
3.	Drawing Frames	1	..	..	..	..	..
4.	Speed Frames	2	..	..	..	..	..
5.	Spinning Machinery	44	..	..	..	..	..
6.	Weaving Machinery	19	..	..	..	..	..
7.	Finishing Machinery	..	..	..	..	..	..
8.	Flying Shuttles	6	..	..	..	..	..
9.	Other Miscellaneous Textile Machinery.	15	1	..	..	..	..
10.	Miscellaneous non-machinery Accidents.	80	2	..	..	..	..
	Total	186	3	1	..	..	..
JUTE MACHINERY							
		..	Nil	..	..	..	..

'A'—Fatal

'B'—Non-Fatal

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

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

EMPLOYEES' PROVIDENT FUNDS ACT.

1.	Madras Pencil Factory, 12, old Kathiwalkam High Road, Madras-21 and office at Madras-1.	From all the provisions of the Employees Provident Fund Scheme subject to certain conditions.	With effect from 1-5-63	G. O. Ms. No. 4465 I. L. & C. (Lab) dated 17-9-64
2.	Tamilnad Sarvodaya Sangh Central Khadi Vastalaya Gandhi Nagar, Tirupur.	From all the provisions of Employees Provident Fund Scheme subject to certain conditions.	With effect from (1) 1-5-62 (2) 1-11-62 (3) 1-11-62	G. O. Ms. No. 4585 I. L. & C. (Lab) dated 25-9-64.
	2. Ambur charka Karyalaya Veerapandy, Tirupur and			
	3. Charka Works, Gandhi Nagar, Tirupur.			
3.	Best & Co (P) Ltd., (Faag Department, 10/15, North Beach Road, Madras-1 and Branch Offices at Tiruchy Road, Coimbatore and 98, Sandapettai Street, P. B. No. 36, Madurai.	-do-	With effect from 1-4-62	G. O. Ms. No. 4667 I. L. & C. (Lab) dated 30-9-64

EMPLOYEES STATE INSURANCE ACT.

4.	Certain person employed as Manager in Salem Co-operative Printing Works Ltd, Salem.	From the operation of Employees State Insurance Act except Chapter VA	From 7-10-64 upto 21-10-64	G. O. Ms. No. 4691 (Lab) I. L. & C. dated 5-10-64
5.	Transport Section and Korratu Sub-station belonging to Madras State Electricity Board.	From the operation of the Act except Chapter VA.	For a period of one year with effect from 23-10-64	G. O. Ms. No. 4934 I. L. & C. (Lab) dated 23-10-64

MADRAS SHOPS AND ESTABLISHMENTS ACT.

6.	All Khadi and Village Industries work Centres in the State of Madras.	All the provisions of the Act except section 31, 41, 43, 50 and 51 subject to certain conditions.	Further period of one year from 18-12-64	G. O. Ms. No. 4453 I. L. & C. (Lab) dated 16-9-64.
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18. Consolidated Statement of Prices of Cotton and Yarn for the month of October, 1964.

For the Week ending.	Prices of Cotton per quintal of 100 Kilograms	
	Cambodia. Rs.	Karunganni. Rs.
3-10-'64	Rs. 230 / 350	Rs. 295 / 310.
10-10-'64	-do-	-do-
17-10-'64	-do-	-do-
24-10-'64	-do-	-do-
31-10-'64	-do-	-do-

For the Week ending	Prices of Yarn per bundle of	
	10. lbs.	20 lbs.
3-10-'64	...	Rs. nP.
10-10-'64	...	22. 75
17-10-'64	...	-do-
24-10-'64	...	-do-
31-10-'64	...	-do-

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

Sl. No.	Centre.	Food.	Fuel and Lighting.	Cloth- ing.	House Rent.	Miscel- laneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base : Year ended June, 1936 : 100).							
1.	Madras City ...	631.8	654.6	508.4	379.2	482.9	570.5
2.	Cuddalore ...	596.0	647.0	401.0	371.0	689.0	568.0
3.	Tiruchirappalli ...	620.0	525.0	504.0	321.0	409.0	542.0
4.	Madurai ...	618.0	455.0	519.0	347.0	425.0	526.0
5.	Coimbatore ...	639.0	576.0	666.0	573.0	371.0	610.0
(Base : August, 1939 : 100).							
6.	Nagercoil ...	698.0	475.0	678.0	358.0		611.0

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

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

S. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			September, 1964	October, 1964.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base : Year ended June, 1936 : 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	562.8	570.5	+ 7.7
2.	North Arcot and South Arcot Dists.	Cuddalore ...	568.0	568.0	—
3.	Tiruchirappalli & Thanjavur Dists.	Tiruchirappalli ...	535.0	542.0	+ 7.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	519.0	526.0	+ 7.0
5.	Coimbatore and Salem Dists.	Coimbatore ...	603.0	610.0	+ 7.0
(Base : August 1939 : 100)					
6.	Kanyakumari Dist.	Nagercoil.	585.0	611.0	+26.0

MADRAS

The cost of living index numbers for working classes in Madras City for October 1964 rose by eight points to 571.

The index for the food group rose by twelve points to 632 due mainly to an increase in the prices of ragi, dhali and vegetables.

The index for the fuel and lighting group rose by two points to 655 due to a rise in the prices of charcoal and kerosene oil.

The index for the clothing group rose by three points to 508 due mainly to an increase in the prices of dhoties and sarees.

The index for miscellaneous group rose by five points to 483 due to a rise in the prices of betel leaves and tobacco for chewing.

The group index number for house rent remains unchanged at 379 points.

S. No.	Group.	Weight proportional to the total expenditure.	Group Index numbers.	
			September 1964	October 1964.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	620.1	631.8
2.	Fuel and lighting	8.42	653.4	754.6
3.	Clothing	6.10	504.6	508.4
4.	House-rent	14.57	379.2	379.2
5.	Miscellaneous	12.68	478.2	482.9
	Total	100.00		
Cost of living Index Number.			562.8	570.5

CUDDALORE

The cost of living index numbers for Cuddalore rose slightly from points 567.6 to 568.2.

The index for the food group rose by two points to 596 due mainly to an increase in the prices of dhall and vegetables.

The index for the miscellaneous group fell by eight points to 689 due to a fall in the prices of betel leaves.

The group index numbers in respect of fuel and lighting, clothing and house rent remained unchanged at 647, 401 and 371 points respectively.

TIRUCHIRAPALLI

The cost of living index numbers for Tiruchirapalli rose by seven points to 542.

The index for the food group rose by twelve points to 620 due mainly to an increase in the prices of vegetables and coconut.

The index for the miscellaneous group fell by two points to 409 due to a fall in the prices of betel leaves.

The group index numbers in respect of fuel and lighting, clothing and house rent remained unchanged at 525, 504 and 321 points respectively.

MADURAI

The cost of living index number for Madurai rose by seven points to 526.

The index for the food group rose by twelve points to 608 due mainly to a rise in the prices of vegetables, chillies and gingelly oil.

The index for the clothing group rose by seven points to 519 due mainly to a rise in the prices of dhoties and sarees.

The group index numbers in respect of fuel and lighting, house-rent and miscellaneous remained unchanged at 455, 347 and 423 points respectively.

COIMBATORE

The cost of living index numbers for Coimbatore rose by seven points to 610.

The index for the food group rose by eleven points to 609 due mainly to an increase in the prices of cholam, dhall and vegetables.

The group index numbers in respect of fuel and lighting clothing, house rent and miscellaneous remained unchanged at 576, 666, 573 and 371 points respectively.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil rose by twenty six points to 611.

The index for the food group rose by forty two points to 698 due mainly to an increase in the prices of condiments, pulses, vegetables and coconuts.

The index for the clothing group rose by twelve points to 678 due to a rise in the prices of thorthu.

The index for the miscellaneous group fell by eleven points to 358 due to a fall in the prices of pan and tobacco.

The index for the housing group remained unchanged at 475.

OTHER CONSUMER PRICE INDEX NUMBERS

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

(Base: Shifted to 1949=100)

Year	All India* Original base 1949	
	General Index	Food Index
(1)	(2)	(3)
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1962	130	130
1963	134	135
1963:-		
August	136	137
September	137	139
October	138	140
November	138	140
December	140	140
1964:-		
January	140	140
February	142	141
March	143	143
April	144	145
May	147	147
June	150	152
July	154	158
August	156	161
September	159	...

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the All-India index on base 1944=100 during the month of September, 1964 was 219.42.

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

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

The Employees' State Insurance Scheme applies to 29 centres in the State of Madras and provides protection to 2,70,158 industrial workers in the event of Employment Injury, sickness and maternity. This protection is made available in two ways viz., by provision of cash benefits and by providing medical care when needed. There are 32 offices of the Corporation in the State for disbursement of Cash Benefits.

During the month of October 1964, 1,424 Insured Persons received Rs. 63,477-79 P. by way of cash benefits due to Employment Injury. This included 252 persons who were in receipt of pensions for permanent disablement benefit and also 134 dependants of deceased Insured Persons.

During the month of October 1964, 1,355 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need cash benefits in the event of Sickness. During October 1964, 43,158 claims were received and an amount of Rs. 4,99,635-66 P. was paid out as sickness benefit involving abstention for 1,94,084 days.

During the month 243 Insured women claimed Rs. 44,752-79 P. by way of maternity benefit.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 19 cases against defaulting employers for recovery of Rs. 16,368-21 P.

Penal action was taken against the following :

One employer in one case, was convicted for non-submission of returns and was admonished. One employer in one case was convicted for non-submission of returns and was fined Rs. 20/-

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

Sl. No.	Particulars.	For the month of October '64
1.	Total number of Attendance :	
	New 66,263 }	
	Old 2,13,802 }	2,80,065
2.	No. of Medical certificates issued	82,829
3.	No. of Domiciliary visits made	240
4.	No. of Injections administered	83,640
5.	No. of X-Ray examinations	1,187
6.	No. of Laboratory examinations	3,056
7.	No. of Specialist Investigations	3,342
8.	No. of Persons admitted to Hospitals	1,777
9.	No. of bed days occupied during the month	14,619
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 18,540 }	
	Old 30,153 }	48,693
	Diagnostic Centres	-
2.	No. of Prescriptions Issued	13,970
3.	Payment made to :-	
	1. Chemists	-
	2. Insurance Medical Practitioners	-
		Rs. 22,689-00 P. (Coimbatore area)

STATISTICAL SUPPLEMENT

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

Sl. No.	Districts	Total No. of registrations effected during October 1964.	Total No. of applicants placed in employment during October 1964.	Total No. of applicants on the Live Register at the end of October 1964.	No. of employers used the Exchange during October 1964.	No. of vacancies notified during October 1964.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	1,217	591	13,517	71	504
2.	Arcot, South	1,351	613	14,943	100	482
3.	Chingleput.	1,769	189	24,253	98	636
4.	Coimbatore.	1,529	326	12,308	124	527
5.	Kanyakumari.	733	143	15,322	51	129
6.	Madras.	3,820	1,346	30,953	409	1,599
7.	Madurai.	1,428	412	14,977	147	496
8.	The Nilgiris.	433	105	7,520	33	96
9.	Ramanathapuram.	839	181	8,937	82	222
10.	Salem.	1,586	662	17,377	75	668
11.	Thanjavur.	1,102	458	14,858	214	382
12.	Tiruchirappalli.	1,433	320	17,242	114	370
13.	Tirunelveli.	1,087	310	13,199	95	363
Total: October 1964		18,324	5,673	2,05,406	1,613	6,474
" September 1964		22,681	6,178	2,14,863	1,748	8,137
" October 1963		22,176	4,820	2,07,095	1,367	6,013

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Phone: 24492.

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