

MADRAS LABOUR GAZETTE

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

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CONTENTS

ARTICLES	PAGE
Coherent Planning of Industrial Relations	... 659
Industrial Safety	... 663
LABOUR NEWS	... 667
CURRENT NOTES	... 673
AWARDS AND AGREEMENTS	... 674
CURRENT LABOUR LITERATURE	... 688
Salient features of the Annual Report on the working of the Plantations Labour Act, 1951 for the year 1963.	... 690
NOTIFICATIONS	... 691
STATISTICAL SUPPLEMENT	
1. Statement showing the details of agreements brought about by the Conciliation Officers under Sec. 12(3) of the Industrial Disputes Act, 1947, during the month of June, 1964	... 704
2. Statement showing the Bipartite Settlements under Section 18 (1) of the Industrial Disputes Act, 1947 for the month of June, 1964.	... 716
3. Statement showing the list of industrial disputes referred for adjudication to the Industrial Tribunal Madras and the Labour Courts published in Part II of Section I of the Fort St. George Gazette during the month of June, 1964.	... 717
4. Statement showing the list of awards of the Industrial Tribunal Madras and the Labour Courts and published in the Supplement to Part II of Section I of the Fort St. George Gazette during the month of June, 1964.	... 721
5. Monthly review of work stoppages (strikes and lock-outs) for the month of June, 1964	... 721(a)
6. Statement showing the closures and stoppages of work in Factories and Mills for reasons other than strikes and lock-outs in the State of Madras, for the month of June, 1964.	... 722

7. Particulars of complaints received and investigated and settled by the Labour Officers during the month of June, 1964. ...
8. Statement showing the number of Standing Orders certified during the month of June, 1964. ...
9. Workmen's Compensation Act, Statement of accidents reported and amounts of Compensation paid for the month of June, 1964. ...
10. Workmen's Compensation Act,—Statement showing the number of cases filed and disposed of during the period from 1-6-1964 to 30-6-1964. ...
11. Payment of Wages Act, 1936—Statement for the month of June, 1964. ...
12. Madras Shops and Establishments Act, 1947—Appeals under Sections 41, 51, and 19 pending, received and disposed of during the month of June, 1964. ...
13. List of Trade Unions Registered under the Indian Trade Unions Act, 1926, and Cancelled during the month of June, 1964. ...
14. Particulars about the Labour administration and statistics for the month of June, 1964. ...
15. Numerical list of Factories and Plantations covered by the Plantations Labour Act, 1951 for the month of June, 1964. ...
16. Statement of Accidents for the month of June, 1964. ...
17. Exemption granted to the factories and establishments from the provisions of Acts and Rules as indicated during the month of June, 1964. ...
18. Consolidated statement of cotton and yarn prices in the State of Madras for the month of June, 1964. ...
19. Comparative statement of the cost of living index numbers for the months of May, 1964 & June, 1964. ...
20. Monthly Press Report under the Employees State Insurance Scheme Medical Benefit, for the month of June, 1964. ...
21. Employment Statistics for June 1964. ...

THE MADRAS LABOUR GAZETTE

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SPECIAL ARTICLES

COHERENT PLANNING OF INDUSTRIAL RELATIONS

by

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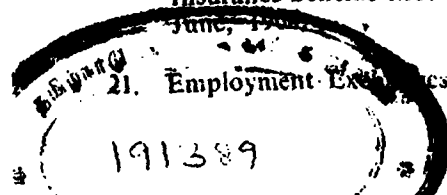
Introduction

The idea of a Socialistic Pattern of Society, advocated by the architects of the Second Five Year Plan, has taken root in this country now and has come to stay in the minds of the people. Holidays with pay have become fairly well established, the right which might have been spread over a century to (a week's) notice on either side is accepted and many other changes have been compressed into a few years. Even so, as the pace of industrialization in India forges ahead, there are innumerable developments which point to the need for rethinking the current pattern of industrial relations, and for working out a coherent plan, which will serve as an aid to the maintenance of industrial peace in the future. This will be evident from the fact that the number of people seeking industrial employment is rapidly increasing year by year. It has been estimated that in 1964, as many as 25% more people are employed in industry, as compared with what used to be the size of the labour force about a decade earlier. This proportion will be even greater during the next two decades. The pace of technological change is showing a marked upward acceleration, and standards of education have correspondingly risen. This will be evident from the establishment of Institutes of Technology which are attracting large numbers of young people every where in India. When these trends are projected into the future, one may picture a phenomenal change in the industrial world of tomorrow. What difference is all this going to make to the pattern of industrial relations in the country?

The need to work out a coherent plan of industrial relations within each individual firm is coming to be realised more and more today. It is realised also that in planning for the future, one should bear in mind the various needs which are likely to arise during the next five or ten years. It is quite evident that conditions of industrial employment are going to change in the foreseeable future. It is therefore appropriate that one should consider some of the areas in which changes are imminent.

Termination of Employment:

The most thorny questions in the industrial problems would arise in connection with the "hiring and firing" of industrial workers. In the



normal course of things, an employee with a minimum period of five years continuous service has a right to at least a month's notice. Some firms insist that their employees cannot quit until they have found a substitute. In France, there is a statutory right to a month's notice after six months employment. In the Netherlands long service workers have a right by law to 13 weeks notice. The frequent problem confronting industrial managements in India is that workers leave with hardly any notice of quitting. The management has no holdover them, and are therefore left in the lurch. As against this, there are certain managements which provide no security of tenure to their worker, and who extend temporary employment for indefinite periods. It is not to be wondered at, then, that employees should sometimes treat the concerns where they work as stepping stones for more satisfying occupations. It is high time that conventions and established practices should govern the relations between employer and employee in the matter of security of tenure.

The law concedes to employer and employee alike, the right to terminate a contract of employment without giving any reasons, provided due notice is given. Where the employer and employee agree that the termination of the contract is desirable, no need for any further dispute will arise. When, however, one of the parties is not agreeable to the termination of the employment contract, the ground for a dispute will be prepared, and merely serving notice will not bring the dispute to an end. This is particularly so when long service employees make claims which are quite reasonable, and even more so when the social implications of the dismissal are likely to be serious. At almost every level, the employee is mindful of his prestige, and would strongly resent any reflection on his competence, however well justified it may be. In Sweden, under a collective agreement negotiated between the Central Employers' and Workers Organisations, a dismissed worker can appeal to his union, which if it backs up his case, can take it up with the employer. If no agreement is reached, the case will go for a settlement to the Joint Labour Market Board. West Germany has, likewise, provided protection against socially unwarranted dismissal. In France, employers have to obtain permission to dismiss, from the State Manpower Service. Similar provisions are being contemplated in England as well. India should also make similar provision.

Problem of Redundant Individuals :

It is becoming more and more clearly evident that redundancy in industry is an unavoidable phenomenon. The ranks of redundant individuals are likely to swell as the years go by. At present, this problem is largely one which concerns ex-service personnel and civil servants who attain the age of superannuation. Some of these persons have been accommodated in certain managerial occupations. Fortunately, at the present moment, the demand for greater manpower potential, created by the national emergency, has drawn large numbers of people into the different ranks of the Defence Services; but when the emergency is over, the country will be confronted with the problem of a large mass of redundant people, who will demand accommodation in industry, on account of the national Service they rendered during the emergency. There is, further, the possibility of redundancy due to 'take-over' bids and mergers within industry, particularly in the private sector; but this does not pose any serious problems at present. It is true that, by and large, most

employers have been more than generous to redundant individuals, but they have failed to provide the one thing which a redundant person needs. All the compensation in the world will not take the place of a job which enables a man to retain his self-respect.

Some employers have tried to solve the problem of redundancy by finding the redundant individual a smaller job, change of designation and the like, without any reduction in salary. All too often, these changes make the position of the redundant individual rather awkward, creating dissatisfaction, and giving rise to misgivings and suspicions, particularly in the minds of junior staff. Sometimes it is not possible to effect a change without a reduction in salary. When this occurs, there is invariably a grievous feeling of frustration in the mind of the demoted individuals. He complains bitterly against the 'raw deal' he has received from his employer, and spreads disaffection in the minds of the other staff as well. Situations of this type become quite serious when they concern people who have no desire to leave their employment, and employers who have no good reason to terminate that employment.

Anyone undertaking the difficult job of rehabilitating redundant individuals will find that it calls for considerable insight and understanding, combined with a capacity to locate situations into which people will satisfactorily fit. This is a thankless task, beset with many difficulties. There usually are some individuals who will fit in straight-away to an alternative post. Some, on the other hand, cannot easily get set to a new job, even if it is within the framework of their previous experience. The 'crusty' individual, who has got accustomed to certain fixed ways of doing things might possibly find a new job, with all the flexibility that it demands, to be a veritable nightmare. What is sought, however, is that the new job should give the redundant individual a new lease of life. As a rule, an alternative job secured on merit, not offered out of sympathy or compassion, tends to be held more successfully and with comparatively greater job satisfaction.

In rapidly developing countries like India, with their vast manpower resources and steadily increasing number of technically trained people, redundancy will soon become a very serious problem in industry. The young man with technical training and upto date knowledge of scientific techniques will inevitably be preferred to the old man who may have grown wise with years of mature experience. It is therefore essential that some thought should be given to the problem of helping old hands to find new things to do. Not only is it necessary to provide alternative occupations for them, but it is also important that they should receive the necessary training. More important still is the financial support which an individual might need during the period intervening between two jobs, since as a rule, a time lag of the order of six to twelve months might have to be covered. Managements usually offer handsome compensations to their redundant personnel before taking leave of them — *the golden handshake*, as it is jocularly described. It may be that this expedient helps an individual to keep going for a while, but it is indeed a problem for anyone advanced in age to find a suitable alternative occupation. With regard to the future of Industrial Relations in India, the problem of redundancy is most certainly going to raise the question of rethinking our present notion of apprenticeship, which is thought to fit a person for life, and to pave the way for an assured career in the industrial

field. In the face of far reaching technological change occurring in industry today, old skills are increasingly being replaced by new ones, and new methods are abolishing the traditional distinctions between skills. This is certainly the case in the U. S. A. now. In Aero Space Technology, for instance, employment is nearly always on the basis of short term contracts. This makes it necessary even for highly qualified and experienced scientists and technicians to look out for new jobs every three or five years, not to expect Space Technology to offer them any long term career prospects. Much the same is likely to become the practice even in the industrial field.

Productivity Commitments and Sickness Absence :

Managements of industrial concerns everywhere feel concerned regarding the considerable loss of man hours and the consequent low quantum of production resulting from sickness absence. In fact, there have been bitter complaints in certain quarters that the present ESI scheme makes it dreadfully easy for the worker to obtain leave on medical grounds. Those who work on incentive schemes do of course stand to lose if they should absent themselves for long periods. Employees who fall sick may normally be able to draw sickness benefit; but for any but the lowest paid workers, this alone is not enough to prevent a severe drop in income. The incidence of sickness among industrial workers is high partly as the result of the tropical climate of India, and the consequent level of cumulative fatigue. All this does not, however, solve the problem of the management which is committed to certain targets of production. When a worker is absent, for whatever reason, work suffers, and production is delayed. This delay might sometimes be very embarrassing to the industrial concern, since the interest of the buyer is involved. The provision of leave reserves may be one way of overcoming this difficulty; but this has financial implications apart from the technical complications which may arise. It is certainly useful to examine the question of the desirable optimum hours of work per week. Would the shortening of the work-week necessarily result in a fall in production? This is not a question which has so far been systematically explored in this country.

In the United Kingdom a recent study revealed that two out of every five workers in the engineering and allied trades are covered by health insurance schemes. Not more than 25% of those in the metal manufacturing and construction industries are so covered. In Belgium, employers have to pay wage earners 80% of their normal wages for the first week of sickness. Salaried personnel are entitled to full salary for a month. The USA has a well developed private sick pay scheme included in collective agreements. The position in India is not fully stabilized. Theoretically, a lot has been conceded to labour. In practice, it tends to be very much less. The vagaries of the law are subtle and intriguing.

Conclusion :

All in all, it would not be unfair to say that non-manual workers enjoy better terms than manual workers. The gap between staff and operatives continues to remain wide. In some industrial concerns, of course, this has been bridged by many practices calculated to improve the pattern of industrial relations. Nevertheless, if cooperation and goodwill are to be the operative principles of industrial relations in the future, there can be no doubt that this can come only as the result of patient and honest heart searching.

INDUSTRIAL SAFETY

A Serious Accident That Occurred in a Textile Mill

How The Accident Occurred :

While the worker was cleaning the twist wheel cover, his fingers were caught in between the twist wheel and the carrier wheel causing injury. He was disabled for 63 days. The wheels, the twist wheel and the carrier wheel are meshing with each other and his finger was trapped in between the nip. The twist wheel and the carrier wheel have been encased by a sheet metal cover which has been kept in position by a catch. The worker was cleaning the outside of the cover with cotton waste when the catch came off with the result the cover door opened. Followed by the impact of the opening of the door his hand moved and got entangled in between the nip of the carrier wheel and the twist wheel.

Preventive Measures :

This accident points to the pressing need for keeping the guards in position properly secured. As the catch has come off due to the motion of the hand and the cotton waste, it becomes essential that the cover for the twist wheel and the carrier wheel should be screwed up to the body of the machine secured so that any unwitting movement of the hand will not throw open the cover. Alternately, the cover to the exposed parts of machine is bolted or screwed to the machine in such a manner that a special type of spanner or tool is required to open the cover.

ACCIDENT IN TEXTILE MILL

A worker received injury due to his hand being caught in between liker-in and the mote knife which disabled him for 39 days. How the accident occurred :

On reporting by the worker that the card web was not coming off properly the Maistry was attending to the defect. Meanwhile the worker opened the liker-in door in order to remove some cotton sticking to the liker-in wire, he inserted his hand and while so doing his hand was caught in between the liker-in and the mote knife. Seeing this, the Maistry pushed off the belt and stopped the liker-in immediately. The worker suffered severe injury in his right hand.

Preventive Measure :

Whenever an attempt is made to pull over waste handling from the grid or moto-knives of the liker-in there is always the risk of the finger being injured. There is a clear case for providing a guard to the approach of the liker-in. It is done either by a plate so fixed that it is impossible to reach round it to the dangerous parts or by a hinged flap so fixed that when the back plate is opened to give access for clearing the waste, the flap swings under the tacker-in barring all access.

2. Another worker while trying to lift the partition door to remove the cylinder droppings his hand was caught by the revolving liker-in causing injury to his left middle, ring and index finger.

Preventive Measures :

The method of prevention is identically the same by providing a plateguard to the underside of the tacker-in.

EXPLOSION DURING FRACTIONATION

An explosion occurred in the bottom of an eight-foot diameter fractionation tower which handles hydrocarbons in the normal butane boiling range. The incident occurred while the tower was undergoing an overhaul started some two weeks previously. One man was in the tower at the time. He survived the explosion, but died in the hospital ten days after the incident.

The tower was prepared for overhaul by steaming out and blanking off all in let and out let lines. The sudden occurrence of gas in the bottom section of the tower after two weeks down-time was completely unanticipated.

The tower was equipped with two reboilers which are heated by 15-lb. steam with the hydrocarbons on the shell side. Either reboiler could be isolated by a 10-in. valve and a 12-in. outlet valve. There had been a fouling problem with these reboilers and the valves were installed originally so that either tube bundle could be removed while the tower was in operation.

Sometime before the shutdown and while the tower was in operation, reboiler bundle "A" was prepared for pulling out of the shell by closing the inlet and outlet valves and blanking off on the shell side of the valved. Hydrocarbons in the shell were vented off and the shell side filled with water and drained. After unheading, the bundle was pulled out and prepared for cleaning. Later the tower was shut down and prepared for entry as previously described. During the overhaul "B" reboiler bundle was also pulled out for cleaning. Both bundles, after cleaning, were reinstalled in the shells and pressure tested with water by inserting additional blanks on the shell side of the valves in the "B" reboiler. After testing, the blanks were pulled.

On the morning of the incident and before the start of the shift, the tower was checked for explosive gases, and none was found. Later, the water was drained from "A" reboiler by removing the spool piece. Although there was a small drain valve available above the block valve, it is the normal practice to examine this spool piece in case there are rubbery deposits.

The explosion occurred shortly after water had been drained from the "A" reboiler. The bottom manhead was open at the time of the

explosion. The severity of the explosion was such that a number of trays in the bottom section of the tower were lifted. Investigation showed that the water from the reboiler contained gas so that the foreman went up to the manway to check the condition of the tower. As he looked into the manway, the explosion occurred. The foreman was burned about the face, but not critically. The man in the tower managed to reach the manway and was pulled out. The source of ignition was created when the man in the tower broke the safety electric light. It was of the type with an outer protective cover. This was an approved fixture, vapour-tight, with a heat-treated vapour globe and metal guard. Investigation was started immediately to determine the source of the gas. It was reasonably certain that gases were trapped in the "A" reboiler and piping as a pocket or absorbed in rubber deposits in the piping or minor deposits in the shell of the reboiler. Close scrutiny of the events just before the explosion led to the following conclusions.

When "A" bundle was pulled while the tower was operated, and the block valves closed, liquid hydrocarbons remained trapped in the bonnets of the gate valves. As standard shutdown procedure, the tower and piping were completely filled with water. Thus, the piping above "A" and "B" reboilers and above the outlet block valves were completely free of gas. When the operator drained "A" reboiler, he opened the block valve above the reboiler as a vent so that the water drainage was facilitated. When this valve was opened, the residual hydrocarbons in the bonnet were vaporized and entered the tower through the 18-in. line between reboiler outlet valve and the tower.

EXPLOSION IN BITUMEN TANK

A new tank for the storage of bitumen of 300 m³ capacity was filled for the first time with blown bitumen, having a flash point of 300°C. open cup. The bitumen was taken from another tank at a temperature of 180°C. and was pumped through a tube furnace with direct oil heating to be raised to a temperature of 200°C. The high pressure pipe from the pump to the furnace was divided on entry into two leads which were combined again at the exit. At this point a mercury thermometer was inserted in the pipe. The pipe connection for filling the tank was 200mm. below the top and the bitumen poured freely from it into the tank. On the same level near this pipe was a reserve pipe connection which was to be closed by a mechanic with a blank flange. The mechanic was standing on the roof of the tank waiting for his assistant when an explosion took place in the tank which tore off the roof and hurled it to a distance of 75m. The mechanic was killed. At the time of explosion the tank was about one-third filled and, in the empty space above the bitumen, there must have been an explosive mixture, the origin of which can only be explained by over-heating in the tube-furnace. If none of the bitumen had reached a higher temperature than 200°C. this should not occur because the blown bitumen concerned was the residue of a vacuum distillation carried out at 300°C. which was later heated once again to 270°C. when air was blown through. Such overheating, however, could occur unnoticed because the thermometer was placed after the two pipe leads in the tube furnace had been rejoined, so that an excessive temperature in one pipe could not be immediately detected. The presence of decomposition products is confirmed by the statement of the man on

duty that at times he could not see the falling steam of bitumen in the tank owing to the formation of dense smoke. As regards the probable cause of the explosion, the use of an open fire, pyrophoric iron and the formations of sparks can be excluded, leaving as possibilities electrostatic charges or oxidation reactions. In connection with the latter, it is noted that the oxidation of bitumen begins at temperatures around 200°C. and is an exothermic reaction so that although oxidation to the point of ignition is possible, it is not clear which of these was the cause of the explosion.

(Quarterly Safety Summery of the Association, *British Chemical Manufactures, January-March '63*)

Source : *Industrial Safety & Health Bulletin October-December 1963.*

ERRATUM

On page 493 of the Madras Labour Gazette Volume VI No. 5, May 1964 for the figure Rs. 4/- occurring in the second line under the heading "(b) Mazdoors, Carpenters, Packers and Exide Mechanics" read the figure as Rs. 3/-.

LABOUR NEWS

INDUSTRIAL RELATIONS

June 1964.

The Labour situation in the State was satisfactory. There were 5 strikes in textile mills (including 2 strikes followed by lockouts which were continuing at the end of the last month) and 12 strikes (including 3 strikes which were continuing at the end of the last month) in other industries during the month of June, 1964. Out of 5 strikes and lockouts in Textile mills 2 strikes were continuing at the end of the month and out of the 12 strikes and lockouts in other industries 2 strikes were continuing at the end of the month. The number of workers affected by the strikes and lockouts in the textile mills was 1895 and in other industries 4981. 27,043 mandays were lost due to strikes in textile mills and 19,126 mandays were lost due to the strikes in other industries. The details of the work stoppages are as follows :

TEXTILES

The strike by the workers of yarn and cloth Processing Centre, Erode from 11-2-64 which was followed by lockout by the management from 15-2-64 ended on 22-6-64 on the intervention of Labour Officer.

The strike by the workers of Krishnaveni Textiles Limited, Uppilpalayam, from 26-5-64 was continuing at the end of this month also. The management declared a lockout from 9-6-64 which was also continuing.

About 89 out of 263 workers employed by the management of Om Parasakthi Mills Limited, Ganapathi struck work at 7.30 A.M. on 1-6-64 as a protest against the suspension of two workers. The management have subsequently declared lockout from 11-6-64 at 7.30 A.M. The strike and the consequential lockout were continuing at the end of the month.

About 150 out of 215 workers employed by the management of Ganga Textiles Limited, Coimbatore, struck work at 9.00 A.M. on 2-6-64 as a protest against the proposed deductions of wages from the workers. The strike was called off and the workers resumed work at 9.00 P.M. on 3-6-64 on the advice of the Labour Officer.

About 18 out of 1795 workers employed by the management of Cambodia Mills Limited, Ondipudur, struck work at 7.00 A.M. on 10-6-64 as a protest against the reduction of workers. The strike was called off and the workers resumed work on 26-6-64 on the intervention of the Labour Officer. About 1,380 workers were also indirectly affected by the strike.

OTHERS

The strike by the workers of Hargo industries, Madras, which began on 24-4-64 was called off and the workers resumed work on 3-6-64 on the mediation by the Labour Officer.

The strike by the workers of Madras Rubber Factory, Madras which began on 29-5-64 was called off on 6-6-64 on the advice of the Labour Officer.

It has since been reported that the strike by the workers of Vasantha Metal Industries, Madras, which began on 8-5-64 ceased to exist after 31-5-64 as the management refused employment to the workers, who went on strike.

About 190 out of 213 workers of Shimada Glass and Flask Factory, Madras, struck work at 9.50 A.M. on 16-6-64 as a protest against the recruitment of new workers in the factory. The strike was called off and the workers resumed work at 8.00 A.M. on 17-6-64 on the advice of the Labour Officer.

About 73 out of 92 workers of P.S.S. Transports (Private) Limited, Madurai, struck work at 4.30 A.M. on 17-6-64 as a protest against the action of the management in lodging a complaint with the police about the misappropriation of fares by a conductor. The workers resumed work at 9.30 A.M. on the same day by direct negotiation.

About 2,000 workers engaged in Tuticorin Port struck work from the midnight of 23-6-64 demanding increased rates of wages. The strike was called off on 26-6-64 forenoon on the intervention of the Labour Officer.

About 42 out of 62 workers of Gupta's Hotel, Madras, struck work on 18-6-64 as a protest against the alleged action of the management in having beaten a worker. The strike was continuing at the end of the month.

About 28 out of 39 workers of Hotel Palace, Aminjikarai, Madras, struck work on 22-6-64 demanding to enter, all the names of workers in the muster roll and to enter correct wages etc., in the registers. The strike was continuing at the end of the month.

All the 54 workers of S. Mohamed Samiullah Sahib and Company, Tannery, Tiruvalam, struck work on 5-6-64 demanding issue of wage slips to the workers. The workers resumed work voluntarily on 6-6-64.

About 8 out of 15 workers of M/s. Ghani Rasheed and Company Tannery, Katpadi, struck work on 20-6-64 demanding advance of wages. The workers resumed work on 21-6-64 on the advice of the Labour Officer.

About 72 out of 1700 workers of Western India Match Company, Madras, struck work on 2-6-64 as a protest against the assignment of different work to a worker. The workers resumed work on 3-6-64 on the advice of the Labour Officer. About 707 workers were also indirectly affected by the strike. Again about 149 out of 1574 workers of the above concern struck work on 9-6-64. The reason for the strike is the refusal of the workers to carryout the orders of the superiors. The strike was called off and the workers resumed work on 16-6-64 on the mediation of the Assistant Commissioner of Labour.

1. General:

Regional Labour Commissioner attended the High Power Committee meeting on 6-6-1964 and the Registration Sub-Committee meeting of the Madras Dock Labour Board on 11-6-64.

2. Conciliation:

(a) The Conciliation Officer (C) Verification, Madras held conciliation proceedings in the dispute between the State Bank of India, Madras and the State Bank of India Staff Union, Madras Circle over termination of Sri S. Swaminathan, Probationary Clerk at Tanjavore Branch of the Bank and brought about an amicable settlement on 15-6-1964.

(b) The following disputes were settled otherwise than in conciliation:—

(i) Between the life Insurance Corporation of India, Madras and the South Zone Insurance Employees' Federation, Madras, over the demand for withdrawal of the punishment inflicted on certain members of the staff.

(ii) Between the Canara Banking Corporation, Mangalore and the Canara Banking Corporation Employees' Union, Madras over payment of cash drawn allowance to Sri K. N. Ramachandran of the G. T. Branch of the Bank.

(iii) Between Sarvashri Vellayan and Raman Contractors, M/s. Burn and Company Limited, Salem and the Magnesite Workers Union, Salem over termination of services of the workers employed by two contractors.

(c) In the following disputes, the parties agreed for voluntary arbitration under paragraph 11 (iv) of the Code of Discipline:—

(i) Between Sri A. R. Balasubramaniam, Contractor, Dalmia Magnesite Corporation, Salem and the Magnesite Workers Union, Salem, over alleged wrongful dismissal of a worker by name Sri Poonuswamy Periannan.

(ii) Between Sri Palani Raja Gounder, Contractor M/s. Burn and Company Limited, and the Magnesite Workers' Union, Salem over alleged unjust dismissal of Sri Arumugam, and 11 other workers. In both these cases, the Regional Labour Commissioner (C), Madras, is the Arbitrator.

3. Number of Strikes and Lockouts—Nil.

4. Number of threatend strikes and lockouts—Nil.

670

MADRAS LABOUR GAZETTE

5. Particulars regarding disputes received :

(a) Number of industrial disputes pending at the beginning of the month	...	4
(b) Number of Industrial disputes received during the month	...	5
(c) Number of industrial disputes settled/disposed of during the month	...	6
(d) Number of threatened strikes		Nil.
(e) Number of which materialised		Nil
(f) Number of Draft Standing Orders certified	...	Nil

STATE SPHERE

The Conciliation Officers enquired into and settled 549 disputes during the month of June 1964. Of these, 91 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 12 industrial disputes (in which the settlements could not be brought about by Conciliation) for adjudication by the Industrial Tribunal, Madras and Labour Courts, Coimbatore, Madras and Madurai. The details of disputes referred for adjudication are published in the statistical part of the Journal. 12 awards given by the Industrial Tribunal, Madras and Labour Courts on the Industrial Disputes referred for adjudication are published in the Fort Saint George Gazette during the month of June 1964.

WELFARE.

The general employment situation in the State during June 1964 showed no significant improvement compared with the previous month.

The number of vacancies notified was 8465 (+ 832) and the Number placed in employment 4547 (+ 758). The Number registered was 33841 (+ 8,662) and the Number on the Live Register at the end of the month was 2,07,624 (+ 10,667).

The employment ratio of registrations to vacancies notified in June 1964 was 4 : 1 as against 7 : 3 in the previous month. Similarly the ratio of registrations to placements in May and June was 7.4 : 1 and 7 : 1 respectively.

The pattern of manpower surpluses and shortages remained unchanged. Clerical and unskilled categories continued to exceed the demands. Shortage of qualified candidates was felt in the following trades:—

Experienced Technical Sales Officer, Engineering Instructor Experienced Mines Manager, Town Planning and Building Inspector, Registered Medical Practitioner (Allopathic and Indigenous) Maternity Assistant, Pharmacist Sanitary Inspector, Lecturer in Physiology (woman), Graduate Assistants (Science and Mathematics) (Men and Women) Secondary Grade Teacher (English Medium), Secondary Grade Teacher (Urdu Medium), Language Teacher (Tamil, Telugu and Sanskrit) Nursery Teacher, Music Teacher, Craft Instructor in needle work and dress making, Wood working Instructor, Laboratory Technician, Librarian, Steno-typist, Typist (English and Tamil), Typist (Tamil) Storekeeper with 3 years experience, Agricultural Graduates, Fitter, Plumber, Machanist, Grinder, Welders, Electrician (Auto), Meter Reader, Meter Mechanic, Mono Key Board Operator (Printing), Mono Caster Operator (Printing), Machine Man (Automatic), Lino Mechanic, Lino Operator.

The Employment Market enquiry for the quarter ended March 1964 has been completed and the data collected is being compiled. The questionnaire for the next round of enquiry have been issued by the Employment Officers to all the establishments during the month.

The Occupational Information Unit took up one occupation (Mechanic Maintenance, Chemical Plant) for original study and the work schedule together with the draft definitions sent to Directorate General of Employment and Training through the State Government.

The salient features of the activities of the six vocational guidance units at North Arcot, South Arcot, Coimbatore, Madras, Madurai and Tiruchirappalli are given below :—

Details.	Arcot North.	Arcot South	Coimbatore.	Madras.	Madurai.	Tiruchi.	Total.
1. Number of applicants given Group guidance	304	768	1,107	5,443	813	325	8,760
2. Number of youths and adults given individual guidance	...	17	7	16	19	...	59
3. Number of candidates provided with guidance information	352	260	1,007	736	1,206	240	3,801
4. Number of applicants placed in jobs as a result of individual guidance	...	6	...	11	2	15	34

The Professional and Executive Employment Office, Madras registered 262 applications (incl. 22 women) during the month and placed 22 during the month. 1083 applications including 128 women, remained on the Live Register at the end of the month.

The Special Employment Office for the physically handicapped, Madras registered 33 (11 blind, 2 deaf mute and 20 Orthopaedic) applications during the month and placed 16 (6 blind and 10 Orthopaedic.) At the end of the Month 349 (117 blind, 68 deafmute and dumb and 164 orthopaedic) remained on the Live Register.

The Employment Information and Assistance Bureau in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli during the month interviewed and counselled 1,394 applicants, registered 982 and renewed 342 registrations.

The Mobile Registration Units attached to District Employment Offices, Ramanathapuram, and Salem registered 242 applications and effected 1,482 renewals.

EMPLOYEES PROVIDENT FUNDS ACT 1952.

(i) During the month of June 1964 the Employees' Provident Funds Act was extended to the pickers industry and China clay mines with effect from 30-6-64.

(ii) 34 factories/establishments were brought under the Employees Provident Funds Act 1952 during the month of June 1964 thus bringing the total Number of covered establishments/factories to 3185.

(iii) A total sum of Rs 43, 23, 174.16 excluding the refund of loans and previous accumulations etc., amounting to Rs. 1,47,037.65 was received as employees and employers' share of contributions during June 1964.

(iv) The total number of employees covered under the Act in the Madras State at the end of May 1964 was 3,89,413.

CURRENT NOTES

INTERNATIONAL LABOUR ORGANISATION CONFERENCE

The Indian Delegation for the 48th Session of the International Labour Conference held in Geneva in June 1964, was led by the Union Minister for Labour Sri D. Sanjivayya. Besides, the leader, the delegation consisted of two Government delegates, two alternative delegates, and three representatives of employers and employees each.

New Law in Briton

Contract of Employment Act, 1963 a new law defending employer-worker relations came into force in Briton on 6th 1964. It will affect employers and workers in two ways :

1. The Act lays down minimum periods of notice of termination of employment which both employers and employees are required to give. If the worker has been with the employer continuously for 26 weeks or more, then he must be given atleast one week notice. If the worker has two years service or more he is entitled to atleast two weeks notice and if he has five years service or more he is entitled to atleast four weeks notice. The worker is obliged to give only one week's notice to the employer, if he has been with the employer for 26 weeks or more.

2. The Act also lays on the employers a duty to give their employees written particulars of the main terms of employment.

Dispute in Air India Ltd

The Government of India have referred the dispute between the management of Air India and its Branches in all States and their workmen to a National Tribunal with headquarters in Delhi. Shri G. D. Khosla has been appointed as the Presiding Officer of the National Tribunal. The issues to be adjudicated relate to the scales and grades of pay, dearness allowance House Rent Allowance, Duty allowance etc.

Plantation Workers in Assam

It is reported that about 5,00,000 workers employed in Assam tea gardens will soon be covered by a pension scheme initiated by the Government of Assam. The Scheme is claimed to be the first of this kind to be introduced in this country. It will be financed from out of tea garden labourer's provident fund of which the quantum of contribution has been raised from 6½% to 8½% to be contributed equally by workers and managements.

SUPREME COURT DECISION IN THE DISPUTE BETWEEN CERTAIN HOTELS IN DELHI AND ITS WORKMEN.

Two interesting questions came up for decision by the Supreme Court in the case of Management of Wenger & Co. Vs workmen, on appeal against the order of the Industrial Tribunal in Delhi.

(1) Whether the tips received by waiters in hotels can be taken account of in fixing dearness allowance and (2) whether both provident fund and gratuity schemes can be introduced in establishments and if so the considerations for framing gratuity schemes.

The Tribunal had taken the view that the tips earned by the waiters must be excluded from the consideration in dealing with the question of Dearness allowance and has fixed a flat Dearness allowance of Rs. 35/- per mensem and has provided for appropriate deductions from the said amount for amnities like food residence etc.

The Supreme Court has observed that the waiters working in hotels and restaurants invariably get some amount of tips from the customers and that it would not be right to treat the tips received by the waiters as being wholly irrelevant to the decision of the question about the matter of Dearness allowance. Similarly it would not be right to make a calculation about the tips received and treat the said amount as a substitute either whole or partial for the Dearness allowance itself. All that can be done is to bear in mind the fact that tips are received and make some suitable adjustment in that behalf. The court is of the opinion that a reasonable deduction may be made in respect of waiters in fixing Dearness Allowance. Accordingly, the Court has directed a deduction of Rs. 10/- from Rs. 35/- awarded as Dearness allowance to waiters. In the case of waiters who receive food, tea and accommodation from the employers, as Rs. 27/- has already been deducted from the Dearness allowance, the Court has ordered deduction of Rs. 8/- only.

On the question of introduction of Gratuity Scheme, the Industrial Tribunal had rejected the employers' cases that in view of the fact that a Provident Fund Scheme has been introduced, no the Gratuity Scheme should be framed and the introduction of Gratuity Scheme. The Supreme Court has held that the object intended to be achieved by Provident Fund Scheme is not the same as the object of Gratuity Scheme and in any case where the financial position of the employee justifies the introduction of both benefits, there is no reason why the employees should not get benefits of both the Provident Fund Scheme and the Gratuity Scheme. The Court has observed that there are two ways of looking at the problem of the burden imposed by the Gratuity Scheme. One is to capitalise the burden on actuarial basis and that would naturally show theoretically that the burden would be very heavy; the other is to look at the scheme in its practical aspect and this would show that speaking

broadly, no more than 3 to 4 per cent of the employees retire every year. The Court has observed that it is desirable that in assessing the impact of the gratuity scheme on the financial position of the employer, this practical approach should be taken into account.

(AIR JUNE 64 PAGES SC 865-874)

Memorandum of Settlement under Section 18 (1) of the Industrial Disputes Act, 1947 Dated 1 st July 1964.

- | | |
|---|--|
| I. Names of the Parties : | Workers and the management of
AVM Studios, Madras-26. |
| II. Representing Employer : | Sri A. V. Meiyappan, Proprietor,
AVM Studios, Madras-26 |
| III. Representing Employees : | Sri G. Balaram, General Secretary,
Madras Cinema Studio Workers'
Union Madras--12. |
| iv. Number of workers covered
by this settlement | About 231 |

Short recital of the case :

As a sequel to the demands for fixation of wage scales, increment in salary, annual increments, holidays, bonus, gratuity, etc., by the workers of the AVM Studios on the management and as a result of negotiations, a detailed settlement in respect of all the demands of the workers who are members of the Union at present, was arrived at on the following terms :

TERMS

WHEREAS with a view to secure industrial peace and harmony between the employees of AVM Studios and the management thereof, certain discussions took place between the representatives of the Union and the management :

IT IS HEREBY AGREED that the parties to the agreement will abide strictly by the terms and conditions set out hereunder in order to secure the main objective of industrial harmony as aforesaid.

1. It is expressly and specifically understood and undertaken by both the parties that nothing shall be done which would detract in any manner from the main objective outlined above.

2. In token of the acceptance of this Agreement the General Secretary of the Madras Cinema Studio Workers' Union Sri G. Balaram, General Secretary, thereof will affix his signature and the Proprietor of AVM Studios, Sri A. V. Meiyappan will affix his signature hereto.

3. This Agreement covers all the points in dispute raised by the Union in their letter dated 2nd March 1964 to the management and precludes any dispute being raised for the currency of the Agreement i. e., for a period of three years from 1-4-1964 to 31-3-1967 in regard to all the matters covered by this settlement and if any fresh items are to be discussed, the same will be first discussed only at the management level.

4. The Union shall not countenance undesirable practices on the part of the workers such as Go-slow, absenting themselves without authority or leave, misconduct of any kind, attitude of disobedience and insubordinations and it is expressly made clear that if, in spite of this undertaking, any such practice is resorted to by the workers, the management shall be at liberty to enforce the relevant clause in the Standing Orders, and the appropriate law then in force.

5. It is also agreed that the management shall be at liberty to discharge from service with immediate effect those who are diseased and those who are unfit to discharge their duties, if they are certified by the E. S. I. Medical officer as such.

6. This Agreement does not preclude the management from employing or retrenching or laying off of workers according to law.

7. It is agreed that revised scales of pay for employees shall be as per annexure to the agreement and shall become effective from 1-4-1964.

8. It is also agreed by the management to fix the present workers on the following basis, effective from 1-4-1964, that each worker will be given two increments in the appropriate grade and then he should be brought on to the minimum of the said scale if he is not in the minimum. If his current wage after adding two increments in the appropriate grade is not a step in the revised scale, it should be brought on to the next higher step in the scale.

9. It is agreed that the management is at liberty to grant extra increments for special merits. Normal annual increment will be given on 1st April of each year including April 1965.

10. It is agreed to by both the parties that the superannuation age for workers shall be 58 years (fifty eight).

11. It is agreed that the management shall allow the following leave days and festival holidays with wages each year :

1. National and festival holidays	12 days
2. Sick leave with E. S. I. C. or a Certificate from qualified Medical Practitioner	15 ..
3. Casual leave for proper reasons	10 ..
4. Privilege leave (Inclusive of Factories Act leave)	15 ..
Total	52 days

The workers shall avail themselves of the casual and privileges leave suiting to the convenience of the management and as per conditions mentioned in the Standing Orders of the Studios.

12. Conversion of membets from daily rated basis to monthly salary basis :

(a) The members of staff on a daily rated basis in the various departments shall be converted to monthly salary basis as and when the following conditions are fulfilled :

- (i) the members have been in the service of the employer for one year and
- (ii) have worked for at least 240 days within a consecutive period of 12 months.

On conversion to monthly salary basis, the member shall be fitted on to the minimum salary of the grade in that Department, if he had not already reached the minimum of the scale.

13. *Gratuity* ; It is agreed that Gratuity shall be paid to the workmen as follows :

That a Gratuity shall be paid to workmen at the rate of 15 days' wages for each year of service (six months and more being treated as one year for purpose of calculating the Gratuity) for their service up to 31-7-1961 and at the rate of 10 days' wages for each year of service for the service rendered from 1-8-1961 (the date of the Provident Fund Scheme coming into effect.)

Those who have left service already shall not have any claim for the Gratuity.

The Gratuity shall be payable to workmen under the following circumstances :

(a) (1) If he is discharged as medically unfit ;

or

(2) If he retires ;

or

(3) If he should resign after 10 years' of service ;

or

(4) If the employer should terminate his services for any reason subject to the provisions of sub-section (b) below ;

or

(5) If he should die ; and

or

(6) If he should become insane.

In the last two circumstances, the Gratuity due to the worker shall be paid to the nominee or the heirs of the worker.

Explanation : "Wages" for the purpose of calculation of Gratuity shall mean one month's wages that will be payable to the worker for that month during which the employer and employee relationship is broken.

(b) This Gratuity shall not be paid by the management to the workers in the following cases :—

(1) If the worker's service is terminated by reason of the management's closing down their business either wholly or partially ;

(2) In the case of retrenchment or discharge of any workers or worker, If he had not completed 3 (three) years' of continuous service ; if he had completed three years of continuous service, he will be entitled as per the abovesaid terms as Gratuity for the whole period of such service besides the retrenchment compensation, if any ;

(3) In the case of those workers who are drawing more than Rs. 350/- as their monthly salary ; and,

(4) In the case of those workers, who, while receiving salary from the management, get earnings from outside parties also.

14. *Bonus* ; It has been agreed that during the currency of this agreement, viz., till 31-3-1967, a minimum bonus as per the scheme outlined below, shall be paid every year to all the members of the staff, one week prior to Deepavali :

The scheme of bonus is as follows :

(a) **For monthly salaried members :**

To those who are drawing a salary of Rs. 200/- and less than Rs. 200/- per month—one full month's salary ;

To those who are drawing above Rs. 200/-, as salary and up to and including Rs. 400/-, Rs. 200/- plus 50% of the excess of their salary over Rs. 200/-.

To those who are drawing above Rs. 400/- as salary : Rs. 300/- plus 25% of the excess of their salary over Rs 400/-.

AWARDS AND AGREEMENTS

(b) **For daily-rated members :**

For those who have put in a service of one year prior to the date of Deepavali, amount equal to their 30 days' wages.
For those who have put in a service of six months and more but less than one year prior to the date of Deepavali, amount equal to their 15 days' wages.

For those who have put in a service of three months and more but less than six months :

$$\frac{\text{their daily rate of wages} \times 90}{4}$$

For those who have put in a service of less than three months it shall be left to the discretion of the management.
In the same way, for those on monthly salary basis with less than one year's service, it shall be left to the discretion of the management.

15. It is agreed that the present daily rated workers will be given increase of 25 nP. per day over their present daily rate wage with retrospective effect from 1-4-1964.

The Management agrees to provide 2 sets of uniforms free of cost to the workers as they were giving hitherto in January each year.

16. All the provisions of the Labour Laws, Factories, Act and other Acts governing labour problems and conditions of the existing Standing Orders shall become appropriately applicable.

ANNEXURE

The revised scales of wages are as follows :

Carpenter Set Maistries Wood working Machineman and Mechanic Wood Turner	} Rs. 200-15-305
Carpenter Maistries	Rs. 150-12½-237½
Blacksmith	Rs. 150-12½-237½
Carpenter I Grade	Rs. 125-12½-212½
Carpenter II Grade Light Plank Crew	} Rs. 100-10-170
Carpenter Helpers	Rs. 75-6-117
Assistant Machineman	Rs. 125-12½-212½

Art.

Background Artist Grade I Painting-in-charge	Rs. 200-15-305
Spray Painters Art Dept. Asst. Polisher	Rs. 125-12½-212½
Painters	Rs. 80-7½-132½

Electric Department

Electrician Grade I	Rs. 150-12½-237½
Electrician Grade II	Rs. 110-12½-197½
Electrician Grade III	Rs. 85-7½-137½

Moulding :

Chief Moulder	Rs. 150-12½-237½
Assistant Moulders	Rs. 80-7½-132½
Moulding Boys	Rs. 75-6-117

Lighting :

Shift-in-charge	Rs. 100-10-170
Assistant Shift-in-charge	Rs. 95-10-165
Lightmen	Rs. 90-10-160

Make-up Department

First Assistant	Rs. 200-20-300
Second Assistant	Rs. 125-12½-212½
Set Attender I Grade	
Store Attenders	Rs. 90-7½-132½
Boss Attenders	
Set Attenders II Grade	Rs. 75-6-117

Camera Department

First Assistant	Rs. 175-20-315
Second Assistants	Rs. 125-15-230
Third Assistants	Rs. 100-12½-187½

Sound Department

First Assistants	Rs. 175-20-315
Second Assistants	Rs. 100-12½-187½

AWARDS AND AGREEMENTS

Projection :

Chief Operators	Rs. 175-16-280
Operators First Grade	Rs. 125-10-195
Operators Second Grade	Rs. 100-10-170

Transport :

Car Maintainer-cum-driver	
Driver—First Grade	Rs. 125-10-195
Driver—Second Grade	Rs. 100-7½-152½
Driver—Third Grade	Rs. 90-6-132
Cleaners	Rs. 75-6-117
Production Boys	
Office Boys	
Helpers in all Departments	Rs. 75-6-117
Watchmen	

Garden :

Chief Gardener	Rs. 90-7½-132½
Gardeners	Rs. 75-6-117
Female Gardeners	Rs. 50-6-92

Up-keep :

First Grade (Males)	Rs. 75-6-117
Second Grade (Females)	Rs. 50-5-85

Laboratory Department :

Unit Supervisors	
Developing Head (Neg. & Pos.)	Rs. 250-15-325
Printers (Seniors) B & H & Debrle	Rs. 175-12½-262½
Developing First Assistants	Rs. 160-10-225
Printers B & H—Picture	Rs. 150-12½-225
Sound Printers—B & H	Rs. 125-10-195
Assistant printers	Rs. 80-7½-155
Drying Chamberman—Chemical Mixer Assistants	Rs. 80-7½-155
Negative Checker and Cleaners	Rs. 125-10-195
Helpers—Attenders	Rs. 75-6-117

Clerks	Rs. 90-10-150
Mechanic Assistants—I Grade	Rs. 100-10-175
Mechanic Assistants—II Grade	Rs. 80-7½-155
Developing Second Assistant	Rs. 100-10-175

Settlement Arrived at by Agreement Between the Management of V. R. Textiles Private Limited and the National Textile Workers' Union, Coimbatore Representing the Workers, Under Sctin 18 (1) Of the Industrial Disputes Act.

<i>Name of Parties</i>	The Management and the workers of V. R. Textiles Private Limited Pulliam-patti.
<i>Representing the employer</i>	Sri N. Varadarajan, Manager and Sri T. Govindarajan, V. R. Textiles Private Limited, Pulliam-patti.
<i>Representing the employees</i>	Sri P. L. Subbian, National Textile Workers' Union, (I. N. T. U. C.), Coimbatore.
<i>Number of workers covered by the settlement</i>	57 (Fifty-seven).

Short recital of the Case :

The Union made representations for the implementation of rationalised work assignments and wages on the pattern of the settlement dated 26-12-1962. As a result of discussions, the parties reached a settlement.

Terms of Settlement :

I. This settlement will apply to the workers in the Spinning Department.

II. In modification of the existing spindle assignments and wages rates in the spinning department, the following revised spindle assignments and wages therefor are agreed to :

Spinners—Piecers.

A. Spinning :

Group	CountGroup	WorkAssignment	Basic Wages.
			Rs
I.	10s and below	150 spindles	67.00
II.	Over 10s to 17s	200 spindles	67.00

AWARDS AND AGREEMENTS

III.	Over 17s to 29s	300 spindles	67.00
IV.	Over 29s to 44s	400 spindles	67.00
	Over 44s	600 spindles	67.00
V.	Over 29s to 44s (On O. M. Drafting Frames)	600 spindles	82.0-

In respect of groups of 400 and above, i.e., for counts 30 and above, there shall be no reduction in the basic wages for allocation of lesser spindles to the extent of 20 ; but beyond the 20 spindles, the rate of reduction will be pro-rata at 12 nP. or 8 nP. according to the count groups.

(f) The modified work assignment under this settlement are applicable only in respect of cotton yarn and not for special types of cotton yarn including yarn spun for a special process and products or staple fibre,

B. Doffings Boys :

The following shall be the revised work assignments for Doffing Boys :

	5" & 6" Lift	7" Lift and above	Basic Wages
Upto and including 20s.	2200 spindles doffs	2000 spindles doffs.	
Over 20s to 44s	2000 „	1800 „	
Over 44s to 60s	1800 „	1600 „	Rs. 45.75 (Maximum)
Over 60s	1400 „	1400 „	

(a) The duties of the doffing boys will include gaiting and assistance to spinners in piecing and also all other duties which are in force in individual units.

(b) The wages fixed above for the doffing boys are payable for corresponding doffs, where the work assignment for spinners is implemented in part or in whole.

C. Reserve Piecers .

The reserve piecer shall be paid at the same rate at the highest paid piecer, in the shed.

III. The Basic wages detailed above include all components of

VI.	Over 44s	800 spindles	82.00
VII.	80s and above	800 spindles	82.00

V Group (i. e. 40s)

a) In respect of counts only WILLING WORKERS be asked to attend 600 spindles in O. M. Drafting Frames.

b) In respect of counts over 44s, only WILLING WORKERS be asked to attend 800 spindles.

c) Once the worker has consented to work on the work assignments stipulated in clause (a) and (b) above he shall continue to do so.

d) It is agreed that if a piecer working on 600 spindles (Group V) (29s to 44s) on O. M. Drafting Frames or 800 spindles as above and receiving basic wages of Rs. 82.00 is assigned a lesser spindleage prescribed in this settlement for the same or other count groups, he shall be paid only the basic wages prescribed under this settlement for such lesser work assignments.

e) Adjustment in basic Wages Rates for Extra or Less Spindles :

Extra wages for the additional spindleage over and above those work assignments in groups I to VII should be paid as follows :

	Rs. nP.	
1) Up to 29s	0.15	per spindle
2) 30s to 44s	0.12	per spindle
3) Above 44s	0.08	per spindle

In respect of groups of 300 spindles and below i.e. in counts upto 29s for lesser allotment of spindles than those prescribed under this settlement the basic wages rates will be reduced pro rata at 15nP. per spindle. The wage (Basic Wage, the Wage Board Increase etc.) except D.A. IV. It will be open to the employer to absorb permanent workers rendered surplus as a result of implementation of this settlement in any other occupations in the mill ; but where he is transferred to a lower-rated occupation he will be entitled to a guarantee of the wage paid to him immediately prior to the implementation of this settlement. It is also agreed that if a spinner regularly employed as such on the new work assignment after the implementation of this agreement is transferred to a lower-rated occupation, he shall be continued to be paid the wage of a spinner under this settlement except in cases where such transfer is due to inefficiency on the part of the worker.

V. The duties which are being looked after by the workers covered by this settlement shall be continued to be attended to after this settlement also and no demand will be made for creation of categories that do not exist on the date of this settlement.

VI. This settlement shall be given effect to as and from April, 1964 and shall remain in operation for a period of three years after which the parties are free to seek revision of this agreement after giving three months' notice.

Dated this 14th day of July 1964.

Memorandum of Settlement under Section 12 (3) of the Industrial Disputes Act, 1947 arrived at before the Commissioner of Labour, Madras on 4-8-1964.

Present :

Sri M. G. Balasubramanian, I. A.S. .

Parties to the dispute :

The workers and the managements of Plantation Estates who are members of the Association of Planters for the State of Madras, Coonoor.

Representing Employers :

Sri M. R. M. punja, Chairman, Association of Planters of the State of Madras and Sri C. S. Krishnaswamy, Secretary, Association of Planters of the State of Madras and Sarvashri C. V. Subbu and M. M. Muthiah, Members, APM, Executive Committee.

Representing Workmen :

1. Sri A. Ramanathan, Tamilnad Plantations Workers' Union, Valparai.
2. Sri P. L. Perumal, President, Neelamalai Plantation workers' Union, Coonoor.
3. Sri R. Raman Nair, President, Nilagiri District Estate Workers' Union, Coonoor.
4. Sri K. R. Bellie, General Secretary, Nilagiri District Estate Workers' Union, Coonoor.
5. Sri S. M. Narayanan, INTUC, Madras.
6. Sri P. Vridhagiri, Tamilnad Plantation Workers' Union, Valparai.
7. Sri R. Muthuswamy, General Secretary, Thozhilalar Munnetra Sangam, Vellonic, Valparai.
8. Sri M. Malli Chettiar, General Secretary, Annamalai National Estate Workers' Union, Valparai.
9. Sri M. Manickam, Working President, Nilagiri Estate Workers' Progressive Union, Coonoor. 2.

10. Sri M. Chinnian, President, Nilgiri Estate Workers' Progressive Union, Coonoor. 2.
11. Sri C. Mathuram, Working President, Annamalais Plantations Workers Congress, INTUC, Valparai.
12. Sri S. Krishnan, Madurai Dt. National Plantation Workers' Union, Madurai.
13. Sri M. P. Rajan, General Secretary, South Indian Estate Supervisors' Union, Valparai
14. P. M. Sheriff, South Indian Plantation Workers' Union, Valparai.
15. Sri P. Hussian Meer & Sri S. K. Subramaniam, President & Secretary respectively of Periakulam Taluk Thozhialalar Union, Uthamapalayam, Madurai District.
16. Sri R. Raman Nair, President, Nilgiri Dt, Estate Maistries & Supervisors' Union, Coonoor.

Short recital of the case :

An Industrial Dispute arose regarding payment of bonus to the plantation workers for the year 1963. The dispute is settled on the following terms in conciliation by the Commissioner of Labour, Madras with the good offices of the Chief Minister of Madras. The question of payment of bonus for coffee Estates in Shevaray has been left out of this settlement and it will be considered separately.

Terms of the Settlement :

1. The managements of Estates who are members of the Association of Planters of the State of Madras agree to pay bonus for the year 1963 to all the workers employed in their estates at the following rates which shall be final:

- (a) **Tea Estates:** 10% (Ten percent) of the earnings during the year, 1963.
- (b) **Coffee Estates:** Coffee Estates with 150 acres and above in the Madras State except those in Shevaroy, at the rate of 4½% (Four and a half percent) of the earnings during the year, 1963.

- (c) **Coffee Estates** other than in the Shevaroy and whose extent is less than 150 acres, a bonus at rate of 3½% (Three and a half percent) of their earnings during the year 1963.
 - (d) **Mixed Estates:** Mixed estates who are members of the Association of the Planters of the State of Madras having an acreage of 25% of tea will pay the same bonus for the year 1963 as is applicable to tea estates.
2. The earnings for the purposes of calculation of bonus would include wages, incentive wages, wages for National and Festival holidays and leave wages and exclusive of any amount already paid towards bonus.
 3. The above settlement is, however, subject to the condition that in the event of the Government of India accepting the recommendations of the Bonus Commission in regard to minimum bonus for the Plantation Industry in the South, there will be a tripartite meeting for going into the question of minimum bonus in the light of the final decision of the Government on the recommendations of the Bonus Commission on minimum bonus. The employers' representatives agree to this condition without prejudice to their contentions on the question of minimum bonus and other recommendations of the Bonus Commission about which they have already made representations to the Government.
 4. This settlement will not form a precedent and will be without prejudice to the stand of the parties to seek a new basis for the future, particularly with regard to mixed estates.
 5. The payment of bonus under this agreement shall be made on or before 10th September 1964.

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. MORRIS (Budin).
Statistical measurement for economics and administration.
Bombay. Asia publishing house, 1962. pp. 404. Rs. 25.50.
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**Salient features of Annual Report on the working of
Plantations Labour Act, 1951 for the year 1963.**

The Plantations Labour Act, 1951 regulates the working conditions of workers in plantations and provides for the provision of drinking water, canteens, creches adequate medical facilities, housing accommodation recreational and educational facilities to the workers in plantations. The Act applies to the tea, coffee, rubber, cinchona and cardamom plantations measuring 10,117 hectares or more, and in which 30 or more persons may be employed.

About 289 plantations, covering 11,44,79 acres, and employing 74,738 workers came under the scope of the Act during 1963. The provisions of the Act are enforced by the Commissioner of Labour who is assisted by the Chief Inspector of Plantation, Madras and five Inspectors of Plantations. All these plantations were inspected by the Plantation Inspectors during the year.

Provision of Health and Medical Facilities :

Adequate drinking water facilities to the workers have been provided in all these plantations. During the year under report the Government approved one medical scheme in respect of 4 plantations.

Housing Accommodation :

3 housing schemes including the schemes proposed in the previous year were approved by the Government during the year 1963. During the year, no amount was however disbursed to planters, since the Planters to whom loans were already sanctioned have not completed construction of houses.

Leave with wages :

29,719 men 35,059 women, 1,473 adolescents and 224 children were granted leave with wages during the year.

Sickness and maternity Benefit :

A sum of Rs. 3,65,857.33 nP. was paid as Maternity benefit in respect of 6,870 claims during the year under report as against Rs. 3,58,235.24 nP. in respect of 6,049 claims in the year 1962.

Annual Returns :

87% of the plantations covered by the Act submitted annual returns in time during the year. Action is being taken against those who did not.

NOTIFICATIONS

Amendment to Employees Provident Funds Schemes

Fort St. George, June 17, 1964.

II-1 No 2971 of 1964.

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

G. S. R. 821—In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme, 1952, namely :—

1. This Scheme may be called the Employees' Provident Funds (Eleventh Amendment) Scheme, 1964.

2. In the Employees' Provident Funds Scheme, 1952, in clause (d) of sub-paragraph (1) of paragraph 69, after the proviso, the following further proviso shall be inserted, namely :—

“Provided further that in the case of an individual retrenchment, pending final withdrawal, the member may, at his option, be paid for the period during which the member is out of employment, monthly withdrawals, not exceeding six, of a non-refundable advance from the Fund of an amount equal to—

(i) the pay (including dearness, cash value of any food concession and retaining allowance) drawn by him in the month immediately preceding the month in which he was retrenched, or

(ii) one-sixth of the amount standing to his credit (including interest) in the fund, whichever is less, and on the expiry of the period of six months referred to in the fore-going proviso, the balance amount, if any, shall—

(i) in any case where the member secures employment in any establishment to which the Act applies be transferred to the new provident fund account of that establishment;

(ii) in any case where the member secures employment in an establishment not covered by the Act, be paid in cash to him after the expiration of the said period of six months or be transferred under section 17-A to the credit of the account of such member in the provident fund of the establishment in which he is re-employed, provided that it shall be so done only if the member so desires and such transfer is permissible under the rules of that provident fund;

(iii) in any case where the member does not secure employment, be paid in cash.”

Extension of Employees' Provident Funds Act, to Pickers Industry and China Clay Mines

Fort St. George, June 18, 1964.

II-I No. 2995 of 1964.

The following notifications of the Government of India Ministry of Labour and Employment, New Delhi, dated 22nd May 1964 is republished :—

G. S. R. 822—Whereas the Central Government is of opinion that a Provident Fund Scheme should be framed under the Employees' Provident Funds Act, 1952 (19 of 1952) in respect of the employees of the Pickers industry;

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

G. S. R. 823—In exercise of the powers conferred by clause (b) of sub-section (3) of section 1 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central

Government hereby specifies every China-clay mine employing twenty or more persons as the class of establishment to which the said Act shall apply with effect from the 30th June 1964.

Amendment to Employees' Provident Funds Scheme.

Fort St. George, June 17, 1964.

II-1 No. 2997 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 13th May 1964, is republished :—

G. S. R. 766-In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely :—

1. This Scheme may be called the Employees' Provident Funds (Tenth Amendment) Scheme, 1964.
2. In the Employees' Provident Funds Scheme, 1952 in clause (ii) of the proviso to sub-paragraph (i) of paragraph 14A for the word "fifteen", the word "seven" shall be substituted.

Set up of Local Committee, Kumbakonam Area Under Employees' State Insurance (General) Regulations.

Amendment to Notification.

For St. George, June 5, 1964.

Corrigendum—The following corrigendum of the Regional Director, Employees' State Insurance Corporation, Madras, dated 1st June 1964, is published :—

In the Notification No. MR/CO 3 (27) 64 (1), dated 8th May 1964, published at page 986 of Part II-Section 1 of the Fort St. George Gazette, dated 10th June 1964, for the words "D. Nilamegha Iyengar" appearing in line 2 and against Serial No. (6), read "V. Nilamegha Iyengar" and for the words "V. Krishnamachary" appearing in line 4, read "D. Krishnamachary".

Reconstitution Employees' State Insurance Corporation to Under Employees' State Insurance Act.

AMENDMENT TO NOTIFICATION,

Fort St. George, June 24, 1964.

II-1 No. 2998 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 4th May 1964, is republished :—

No. F. 1. (11) 64-HI-S. O. - Whereas the Government of the State of Madras has in pursuance of the powers conferred by clause (d) of section 4 of the Employees' State Insurance Act, 1948 (34 of 1948), nominated Shri R. Balasubramanian, Additional Secretary to the Government of Madras, Industries, Labour and Co-operation Department, as a member of the Employees' State Insurance Corporation to represent that Government.

2. Now, therefore, in pursuance of the provisions of section 4 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby makes the following further amendment in the notification of the Government of India in the Ministry of Labour and Employment No. S. O. 1879, dated the 11th June 1962, namely.

3. In the said notification, under the heading "Members" under the sub-heading "(Nominated by the State Government under clause (d) of section 4)", in item 14, for the entries "Shri R. Tirumalai" the entries "Shri R. Balasubramanian" shall be substituted.

Reconstitution of Regional Board, Madras Region, Under Employees' State Insurance Act.

Fort St. George, June 24, 1964.

II-1 No. 2999 of 1964.

The following notification of the Director-General, Employees' State Insurance Corporation, Madras, dated the 16th June 1964, is republished :

No. 3 (2)-3/60 Estt. II - In pursuance of section 25 of the Employees' State Insurance Act, 1948 (34 of 1948) read with regulation 10 of the Employees' State Insurance (General) Regulations, 1950, and in supersession of the previous notifications of the Corporation on the subject, the Chairman, Employees' State Insurance Corporation hereby constitutes the Regional Board, Madras Region, consisting of the following members, namely :

Chairman,

(Under Regulation 10 (1) (a).)

1. The Minister for Labour, Madras State, Madras-Ex-officio,
Vice-Chairman

(Under Regulation 10 (1) (b).)

2. The Minister for Public Health, Madras State, Madras-Ex-officio.

Members.

(Under Regulation 10 (1) (c).)

3. The Labour Commissioner, Madras State, Madras-Ex-officio.

(Under Regulation 10 (1) (d).)

4. The Director of Medical Services, Madras-State, Madras-Ex-officio.

(Under Regulation 10 (1) (e).)

5. Shri S. R. P. Ponnuswamy Chettiar, Managing Agent, Messrs. Sivananda Mills, Limited. Ganapathy Post, Coimbatore.

6. Shri R. Rengasamy, General Secretary, Tamilnad I. N. T. U. C., 4. Sunkurama Chetty Street, Madras-1

(Under Regulation 10 (1) (f).)

7. Shri R. Balasubramanian, Additional Secretary to the Government of Madras, Industries, Labour and Co-operation Department, Madras-Ex-officio.

8. Shrimathi Paravathi Krishnan. 10/21. Periasami Road, R. S. Puram, Coimbatore-Ex-officio.

(Under Proviso to Regulation 10 (1).)

9. Shri C. W. Stephenson, Messrs. Spencer and Co. Ltd., Madras.

10. Shri N. K. Krishnan, vice-President, Tamil Nad Trade Union Congress, Periasami Road, R. S. Puram Coimbatore.

Reconstitution of Local Committee For Tiruppur Area under Employees State Insurance (General) Regulations.

AMENDMENT TO NOTIFICATION-

Fort St. George June 16, 1964.

II-1 No. 3000 of 1964.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 9th June 1964 is published.

No. MR/Co-3 (16)/59 (i) - It is hereby notified that Shri K. S. Vanchailingam, Assistant Secretary, Coimbatore District Textile Workers' Union, Tiruppur has been nominated as a member of the Local Committee (ESI Corporation), Tiruppur, under clause (e) of Regulation 10-A (1) of Employees' State Insurance (General) Regulations, 1950 with effect from 9th June 1964 vice Shri P. Velusamy.

The following amendment shall accordingly be made to this office Notification No. MR/Co-3 (5)/62 (2) dated 17th November 1962, namely for the existing name and address against Serial No. 9, the following shall be substituted:

"9. Shri K. S. Vanchilingam, Assistant Secretary Coimbatore District Textile Workers' Union, 12/14, Srinivasapuram.

Assignment of Local Limits within the Jurisdiction of Assistant Inspectors of Labour Under Madras Shops and Establishment Act.

AMENDMENT TO NOTIFICATION.

In exercise of the powers conferred by section - 42 of the Madras Shops and Establishments Act 1947 (Madras Act XXXVI of 1947) read with G. O. Ms No. 2197 (Labour) Department of Industries Labour and Co-operation, dated 26th April 1960, the Deputy Commissioner of Labour Madras hereby makes the following amendments to the notification already issued in the proceedings No. L. 5409/63, dated 8th November 1963 assigning local limits to the Assistant Inspectors of Labour in the State of Madras.

AMENDMENT.

In the Appendix appended to the said notification, for column (3) against the serial number 3, 18 and 19 the following shall be substituted viz:

Serial number headquarter and circle of the Assistant Inspector of Labour.	Jurisdiction for the purpose of the Madras Shops and Establishments Act, 1947.
(1)	(2)
CHINGLEPUT DISTRICT.	
3 Kancheepuram II Circle, Kancheepuram.	Kancheepuram (M) Municipal Electricity Wards Nos. 15 to 29 of the Municipality and Sriperumbudur, Poona-mallee, Kundrathur, Thirumazhisai, and Avadi (Town Panchayats).
TIRUCHIRAPALLI DISTRICT.	
18 Kulithalai; kulithalai	Kulithalai; Manapparai, Pallapatti, Mangavaram, Punjaipugalur and Uppidamangalam (Town Panchayats),
19. Karur, karur	Karur (M).

This amendment shall come into force from the date of the order.

Madras
24th June 1964.

K. V. PARTHASARATHY,
Deputy Commissioner of Labour.

Amendments of Employees' Provident Funds Scheme

Fort. St. George, July 1, 1964.

II-1 No. 3150 of 1964.

The following notifications of the Government of India Ministry of Labour and Employment, dated New Delhi the 6th June 1964, are republished:

G. S. R. 863-In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952 namely:

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

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

"(Xi) as respects pickers industry come into force on the 30th day of June 1964;"

G. S. R. 864-In exercise of the powers conferred by section 5 read with sub-section (1) of Section 7 of the Employees' Provident Funds Act 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely:

1. This Scheme may be called the Employees' Provident Funds (Twelfth Amendment) Scheme 1964

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

"(XXXIX) as respects China-clay mines come into force on the 30th day of June 1964."

Appointments of Commissioner for Employees' Provident Fund and Central Provident Fund Commissioner.

Fort St. George July 3, 1964.

II-1 No. 3218 of 1964

The following notifications of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 10th and 24th April 1964, are republished:

S. O. In pursuance of the provisions of sub-paragraph (1) of paragraph 19 of the Employees' Provident Funds Scheme, 1952 made under section 5 of the Employees' Provident Funds Act, 1952 (19 of 1952) and in supersession of the notification of the Government of India in the Ministry of Labour and Employment No. S. O. 327 dated the 20th January 1964, published in Part II section 3 (ii) of the Gazette of India, dated the 25th January 1964, the Central Government hereby appoints Shri B K Bhattacharaya, as the Commissioner for the Employees' Provident Fund with effect from the forenoon of the 1st April 1964, for the territories to which the said Act extends.

S. O. In exercise of the powers conferred by section 5 D of the Employees' Provident Funds Act, 1952 (19 of 1952) and in supersession of the notification of the Government of India in the Ministry of Labour and Employment No. S. O. 1370 dated the 10th April 1964, published in Part II-Section 3 (ii) of the Gazette of India, dated the 18th April 1964 the Central Government hereby appoints Shri A. P. Veera Raghavan as the Central Provident Fund Commissioner with effect from the forenoon of the 16th April 1964, for the territories to which the said Act extends.

Constitutions of an Additional Labour Court at Madras.

G. O. Ms. No. 3428, I. L. C. (Lab) dt. 4-7-64

II-1. No. 3219 of 1964.

In exercise of the powers conferred by sub-section (1) of section 7 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947) the Governor of Madras hereby constituted an Additional Labour Court at Madras. The Labour Court shall have jurisdiction over the districts of Madras, Chingleput, South Arcot, North Arcot and Thanjavur.

DEPARTMENT OF INDUSTRIES, LABOUR AND CO-OPERATION

Exemption of Electricity Systems and Circle offices under Madras State Electricity Board from operation of rule 4 of Madras Factories (Welfare Officers) Rules.

(G. O. Ms. No. 3571 Industries, Labour and Co-operation, (Labour),
14th July 1964.)

II-1 No. 3233 of 1964.

In exercise of the powers conferred by rule 8 of the Madras Factories (Welfare Officers) Rules, 1953 published with the Industries, Labour and Co-operation Department Notification dated the 4th December 1953, at pages 17-19 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 27th January 1954, as subsequently amended, the Governor of Madras hereby exempts the Electricity Systems and Circle Offices under the Madras State Electricity Board from the operation of rule 4 of the said

rules, in order that Shri P. Ramachandran and Sri D. A. Jesudasan may be appointed as Labour welfare officers in the said Electricity systems and Circle Offices with effect from the date of their joining and so long as they continue to hold the post of Labour Welfare Officers in the said Electricity Systems and Circle Offices.

List of Employees Co-operative Societies in Madras State as on 31-12-1963.

Type of employees Cooperative Societies	No. of Societies.	No. of members	Paid up Share capital	Business turnover
1	2	3	4	5
			Rs.	Rs.
1. Employees Cooperative credit Societies.	234	98,821	59,03,459	1,17,32,660
2. Employees Co-operative Stores.	181	1,25,974	20,28,876	2,51,69,407
3. Employees Cooperative Canteens.	25	9,847	48,906	12,12,894
4. Employees Cooperative Housing Societies.	62	6,326	17,78,840	5,65,252
5. Employees Cooperative Milk Supply Societies.	1	32	1,020	—

தொழில் - தொழிலாளர் - கூட்டுறவுத் துறை விளம்பரங்கள்

(1964 ஆண்டு பெப்ரவரி மாதம் 12-ம் தேதியுள்ள 800-ம் எண் அரசாங்க ஆணை).

குறைந்த அளவுக் கூலி (சென்னை) விதிகள், 1953-ஐச் சேர்ந்த 21-வது விதியின் (2) துணைவிதியைச் சேர்ந்த 11 பகுதியின்படி சென்னை மாநிலக் கவர்னர் அவர்கள் தேசியப் பாதுகாப்பு நிதிக்காக அல்லது மத்திய அல்லது மாநில அரசாங்கம் அங்கீகரித்துள்ள யாதொரு பாதுகாப்புச் சேமிப்புத் திட்டத்திற்காக அட்டவணை வேலையிலுள்ள (Scheduled Employments) தொழிலாளர்களின் ஊதியத்திலிருந்து யாதொரு தொகை பிடித்துக் கொள்ள கீழ்க்கண்ட நிபந்தனைகளை இதனால் விதிக்கிறார்கள்; அவையாவன:—

(எ) பதிவான ஒரு தொழிற்சங்கத்தின் தலைவர் அல்லது தலைவர் இல்லாத சந்தர்ப்பங்களில், அதன் செயலாளர் :—

(1) தொழிலாளர்களின் ஊதியத்திலிருந்து மேற்படி தொகைகளைப் பிடித்துக் கொள்ள அனுமதி வழங்கி தொழிலதிபருக்கு எழுத்து மூலமான அதிகாரம் வழங்க வேண்டும்.

(2) தொழிற்சங்கத்தில் அங்கத்தினராக உள்ள தொழிலாளர்களின் பெயர்களையும் விவரங்களையும், அத்துடன் அவர்கள் ஊதியத்திலிருந்து பிடித்துக் கொள்ள வேண்டிய தொகை அல்லது தொழிலில் உள்ள ஒவ்வொருவரின் ஊதியத்தில் எவ்வளவு தொகை பிடிக்கலாம் என்பது பற்றிய விவரங்களையும் காட்டுகின்ற ஒரு பட்டியலைத் தொழிலதிபருக்கு இரட்டைப் பிரதிகளில் அனுப்ப வேண்டும்; இத்துடன் இவ்வாறு தொகை பிடித்துக் கொள்ள அதிகாரம் அளித்தது சம்பந்தமாக மேற்படி தொழிற் சங்கத்தின் ஒரு கூட்டத்தில் நிறைவேறிய தீர்மானத்தின் நகலையும் சேர்த்து அனுப்ப வேண்டும்.

(3) 1948-ம் ஆண்டு குறைந்த அளவுக் கூலிச் சட்டத்தின் (மத்தியச் சட்டம் 11/1948) 19-வது பிரிவின் காரியங்களுக்காக இன்ஸ் பெக்டராகப் பணியாற்றும் நபருக்கு மேற்சொன்ன பட்டியலில் நகல் ஒன்றையும் தீர்மானத்தின் நகல் ஒன்றையும் அனுப்ப வேண்டும்.

(பி) சந்தர்ப்பத்திற்கேற்ப தொழிற்சங்க தலைவர் அல்லது செயலாளர் அனுப்புகிற அத்தகைய பட்டியலில் தீர்மானத்தின் இரண்டு நகல்களில் ஒன்றைத் தொழிலதிபர் தமது தொழில் நிறுவனத்தின் அல்லது அதன் அலுவலகத்தின் தலைமையாலில் பிரதான இடத்தில், தொழிலாளர்களின் ஊதியத்திலிருந்து மேற்படி தொகை பிடிக்கப்படும் தேதிக்கு முன்னதாக தொடர்ந்து மூன்று தினங்களுக்காவது எல்லோருக்கும் தெரியும்படி ஒட்டி வைக்க வேண்டும்.

(சி) யாதொரு தொழிலாளர் தமது ஊதியத்திலிருந்து தொகை பிடித்துக்கொள்ளப்பட எழுத்து மூலமாக ஆட்சேபித்தால், அல்லது தொழிலதிபர் ஒட்டிவைத்துள்ள பட்டியலில் குறிப்பிட்டுள்ள அளவுக்கு தொகை

செலுத்த ஆட்சேபித்தால், அத்தொழிலாளரின் எழுத்து மூலமான அனுமதிபெறாமல் அவரது ஊதியத்திற்குத் தொகை எதுவும் பிடிக்கக் கூடாது.

1964-ம் ஆண்டு ஏப்ரல் மாதம் 18-ம் தேதியுள்ள 2239 ம் என். அரசாங்க ஆணை)

1958-ம் ஆண்டு சென்னை பீடித் தொழிற்சாலை வளவுகள் (வேலை நிலைமையை முறைப்படுத்தல்) சட்டத்தித் (சென்னை சட்டம் 32/1,958) 6-வது பிரிவைச் சேர்ந்த (1) உட்பிரிவில் கொடுத்துள்ள அதிகாரங்களைக் கொண்டும் 1964-ம் ஆண்டு பிப்ரவரி மாதம் 20-ம் தேதியன்று தொழில் தொழிலாளர் கூட்டுறவு துறையில் பிறந்து, 1964-ம் ஆண்டு மார்ச் மாதம் 25-ம் தேதியுள்ள தமிழ் நாடு அரசாங்க இதழ் 11-ம் பாகத்தின் 1-வது பிரிவின் 507/508-ம் பக்கங்களிலே (ஆங்கிலத்தில்) வெளியான 1318/1964-ம் என் விளம்பரத்தை ரத்து செய்து அதற்கு பதிலாகவும், சென்னை மாநிலக் கவர்னர் அவர்கள் கீழ்க்கண்ட அட்டவணை யின் (1) பத்தியில் குறிப்பிட்டுள்ள நபர்களை மேற்படி சட்டத்தின் காரியங்களுக்காக அவ்வட்டவணையின் (2) பத்தியின் நிகரான பதிவுகளில் குறிப்பிடப்பட்டுள்ள தல எல்லைகளில் இன்ஸ்பெக்டர்களாக இதனால் நியமிக்கிறார்கள்.

அட்டவணை

நபர்கள்	தல எல்லைகள்
(1)	(2)
(அ) தொழில் துறை ஆலையாளர் (ஆ) தொழில் துறை துணை ஆலையாளர்	தமிழ் நாடு முழுமைக்கும்
(இ) தொழில்துறை இன்ஸ்பெக்டர் I சென்னை	சென்னை மாநகராட்சி வட்டங்கள் 1 முதல் 50 வரை செங்கற்பட்டு மாவட்டத்தின் பொன்னேரி, திருத்தணி, திருவள்ளூர் தாலுக்காக்கள்
(ஈ) தொழில்துறை இன்ஸ்பெக்டர் II சென்னை	சென்னை மாநகராட்சி வட்டங்கள் 51 முதல் 100 வரை, செங்கற்பட்டு மாவட்டத்தின் சைதாப் பேட்டை, காஞ்சிபுரம், நீடு பெரும்புதூர், செங்கற்பட்டு தாலுக்காக்கள்.
(உ) தொழில்துறை இன்ஸ்பெக்டர், கோயம்புத்தூர்.	கோயம்புத்தூர், நீலகிரி மாவட்டங்கள்
(ஊ) தொழில்துறை இன்ஸ்பெக்டர் திருச்சிராப்பள்ளி	திருச்சிராப்பள்ளி

- (எ) தொழில் துறை இன்ஸ்பெக்டர் தஞ்சாவூர் தென் ஆர்க்காடு மாவட்டங்கள்
தஞ்சாவூர்.
- (ஏ) தொழில் துறை இன்ஸ்பெக்டர் மதுரை மாவட்டம், சிவகாசி டிவிஷன்
மதுரை ஷண் நீங்கலாக ராமநாதபுரம் மாவட்டம்
- (ஐ) தொழில் துறை இன்ஸ்பெக்டர், திருநெல்வேலி கன்யாகுமரி மாவட்டங்கள், ராமநாதபுரம் மாவட்டத்தின் சிவகாசி டிவிஷன்
திருநெல்வேலி
- (ஓ) தொழில் துறை இன்ஸ்பெக்டர் வட ஆர்க்காடு, சேலம் மாவட்டங்கள்
வேலூர்.
- (ஔ) தொழில் துறை துணை, இன்ஸ்பெக்டர்கள் 1958-ம் ஆண்டு சென்னைத் தொழில் நிறுவனங்கள் (தேசிய பண்டிகை விடுமுறை நாட்கள்) சட்டத்தின் (சென்னைச் சட்டம் 33/1958 கீழ் அவர்களிடம் ஒப்படைக்கப் பட்டுள்ள தல எல்லைகள்.

(1964-ம் ஆண்டு ஏப்ரல் 27ம் தேதியுள்ள 2378-ம் என். அரசாங்க ஆணை.)

1951-ம் ஆண்டுத் தோட்டத் தொழிலாளர் சட்டத்தின் (மத்தியச் சட்டம் 69/1951) 42வது பிரிவில் வழங்கப்பட்டுள்ள அதிகாரங்களைக் கொண்டும், மத்திய அரசாங்கத்தின் முன் அனுமதி பெற்றும், தமிழ் நாடு கவர்னர் அவர்கள் மேற்படி சட்டத்தின் 19, 20, 21, 22-வது பிரிவுகளின் உஷரத்துக்களினின்றும் எல்லாத் தோட்டத் தொழிலதிபர்களுக்கும் அவர்கள் வேலைக்கார்த்தியுள்ள மருத்துவமனைப் பணியாளர்கள், வீட்டு வேலையாட்கள், செடிப்பண்ணையாட்கள், காவலாளிகள், கால்நடை பராமரிப்பவர்கள், தோட்டிகள், துப்புரவாளர்கள் சம்பந்தமாய் இதனால் விதிவிலக்கு அளிக்கின்றனர். இவ்விதி விலக்கு கீழ்க்கண்ட நிபந்தனைகளுக்கு உட்பட்டதாகும்; அவையாவன:—

(1) வாரந்தர விடுமுறைகளில் அவர்கள் செய்யும் வேலைக்காக அவர்களுக்கு சாதாரண ஊதியத்தைப் போல் இருமடங்கு ஊதியம் கொடுக்கப் படவேண்டும்.

(2) இதன் மூலம் கொடுக்கப்படும் விதிவிளக்கைப் பயன்படுத்திக் கொண்டதினான ஒரு வார காலத்திற்குள் சம்பந்தப்பட்ட மலைத் தோட்ட ஆய்வாளருக்கு கீழ்க்கண்ட தகவல்கள் அடங்கிய அறிக்கை ஒன்றை அனுப்பிவைக்க வேண்டும்.

(1) தொடர் என்,

(2) டோக்கன் நம்பர்

(3) மிகை நேர வேலை செய்ய வேண்டுமெனக் கோட்கப்பட்ட வேலையாட்களின் பெயர்.

(4) பதவிப் பெயர்

(5) வேலையாட்களின் சாதாரண வேலை மணி நேரங்கள்

(6) மிகை நேர வேலை மணி நேரங்கள்.

(7) (மிகை நேர வேலையின்) காரணம்.

(8) மிகை நேர வேலை செய்த தேதி.

(3) இதன் மூலம் கொடுக்கப்பட்ட விதிவிலக்கு, மேற் சொல்லிய வேலையாட்களுக்கு 1948-ம் ஆண்டு குறைந்த அளவு கூலிச் சட்டத்தின் (மத்திய சட்டம் 11/1948) 13, 14-வது பிரிவுகளின் ஷரத்துக்களினின்றும் கொடுக்கப்பட்ட விதிவிலக்கு எதுவரையில் அமுலில் உள்ளதோ அதுவரையில் மட்டுமே அமுலில் இருக்கும்.

(1964-ம் வருஷம் மே மாதம் 5-ம் தேதியுள்ள 2538-ம் எண் அரசாங்க ஆணை)

1958-ம் ஆண்டு தமிழ் நாடு ஹோட்டல்கள் சட்டத்தின் (தமிழ் நாடு சட்டம் 13/1958) 3-வது பிரிவைச் சேர்ந்த (3) உட்பிரிவில் வழங்கப் பட்டுள்ள அதிகாரங்களைக் கொண்டும், தொழில்-தொழிலாளர்-கூட்டுறவுத் துறையில் 1960 அக்டோபர் 25-ம் தேதியன்று பிறந்து 1960 நவம்பர் 9-ம் தேதியுள்ள தமிழ்நாடு அரசாங்க இதழ் (Fort St George Gazette) 11-ம் பாகம் 1-ம் பிரிவைச் சேர்ந்த 725-ம் பக்கத்தில் (ஆங்கிலத்தில் வெளியான 11-1, 2161/1960 எண் விளம்பரத்துடன் வெளியிடப்பட்டு பின்னர் திருத்தப் பட்டுள்ள 1955-ம் ஆண்டு தமிழ் நாடு தோட்டத் தொழிலாளர் விதிகளிலே கீழ்க்கண்ட திருத்தங்களை இதனால் செய்கிறார்கள். இத்திருத்தங்கள் மேற்சொன்ன 43-வது பிரிவின் (1) உட்பிரிவில் சொல்லியுள்ள வண்ணம் ஏற்கனவே வெளியிடப்பட்டுள்ளன.

(1964 ம் ஆண்டு ஏப்ரல் மாதம் 22-ம் தேதியுள்ள 2328-ம் எண் அரசாங்க ஆணை)

(1951-ம் ஆண்டு தோட்டத் தொழிலாளர்கள் சட்டத்தின் (மத்தியச் சட்டம் 69 1951) 43வது பிரிவைச் சேர்ந்த (2) உட்பிரிவின் (1) பகுதியிலும் (1) உட்பிரிவிலும் கொடுத்துள்ள அதிகாரங்களைக் கொண்டு, தமிழ் நாடு கவர்னர் அவர்கள், தொழில்-தொழிலாளர்-கூட்டுறவுத் துறையில் பிறந்து 1964-ம் ஆண்டு ஜனவரி மாதம் 1-ம் தேதியுள்ள தமிழ் நாடு அரசாங்க இதழில் V-ம் பாகத்தின் 4-ம் பக்கத்திலே (ஆங்கிலத்தில்) வெளியான ஏ2/1964-ம் எண் விளம்பரத்துடன் வெளியிடப்பட்டு பின்னர் திருத்தப் பட்டுள்ள 1955-ம் ஆண்டு தமிழ் நாடு தோட்டத் தொழிலாளர் விதிகளிலே கீழ்க்கண்ட திருத்தங்களை இதனால் செய்கிறார்கள். இத்திருத்தங்கள் மேற்சொன்ன 43-வது பிரிவின் (1) உட்பிரிவில் சொல்லியுள்ள வண்ணம் ஏற்கனவே வெளியிடப்பட்டுள்ளன.

திருத்தங்கள்

மேற்சொன்ன விதிகளில்

(1) 55-வது விதிக்குப் பதிலாக, கீழ்க்கண்ட விதியை அமைத்துக் கொள்ள வேண்டும்.

“55. அங்கத்தினர்களின் பதவிக்காலம்:—

(1) நியமிக்கப்பட்ட ஓர் அங்கத்தினர் தம் பதவியை ராஜினாமா செய்தாலொழிய அல்லது இறந்து போனாலொழிய, 58-வது விதியைச் சேர்ந்த (1) உபவிதியின் கீழ் பதவியிலிருந்து நின்று போனாலொழிய அவர் போர்டு அங்கத்தினராக நியமிக்கப்பட்ட அறிக்கையின் தேதியிலிருந்து மூன்றாண்டுக் காலத்திற்குப் பதவி வகிக்க வேண்டும்; மேலும் அவர், மறு நியமனத்திற்கு தகுதி பெறுவார்.

ஆனால், பதவியை விட்டு வெளியே செல்லும் அங்கத்தினர் தமது பதவிக்கு அடுத்த நபர் நியமிக்கப்படும் வரையில் பதவியில் இருக்க வேண்டும்.

(2) காலி ஸ்தானத்திற்கு நியமிக்கப்படும் அங்கத்தினர் உடனே பதவி வகிக்கவேண்டும். ஆனால், அவர் எந்த அங்கத்தினருடைய இடத்தில் நியமிக்கப்பட்டுள்ளாரோ அந்த அங்கத்தினர் காலி ஸ்தானம் ஏற்படாமல் இருந்தால் எவ்வளவு காலத்துக்கு அப்பதவியில் இருந்திருப்பாரோ அந்தக் கால அளவுக்கு மட்டுமே பதவி வகிக்க வேண்டும்.

(3) மாநில அரசினர் விரும்பும் கால அளவுக்கு போர்டின் உத்தியோகப் பூர்வமான அங்கத்தினர்கள் பதவி வகிக்கவேண்டும்.

(2) 58-வது விதிக்குப் பதிலாக, கீழ்க்கண்ட விதியை அமைத்துக் கொள்ள வேண்டும். அதாவது:—

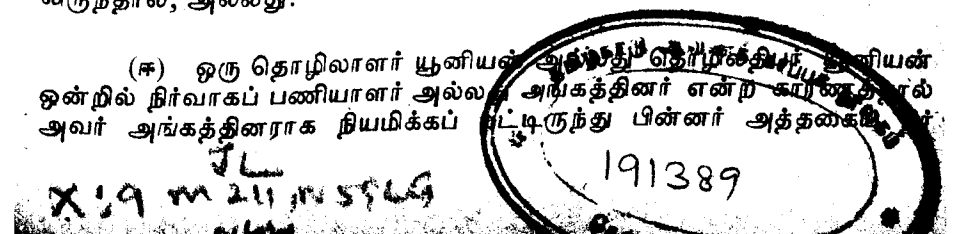
58. பதவியை காலி செய்தல் - (1) நியமிக்கப்பட்ட ஓர் அங்கத்தினர் கீழ்க்கண்ட சந்தர்ப்பங்களில் பதவியை விட்டு விலக வேண்டும்:—

(அ) அவர் கடனிற்கும் சக்தியற்றவராய் விட்டால்; அல்லது

(ஆ) ஒழுக்கக் கேடான குற்றமென்று மாநில அரசாங்கம் கருதும் ஒரு குற்றத்துக்காக அவர் தண்டனை பெற்றிருந்தால்; அல்லது

(இ) ஆலோசனை சபையின் (Advisory Board) தொடர்ச்சியான மூன்று கூட்டங்களுக்கு அவர் சபைத் தலைவர் அனுமதி பெறாமல் வராமலிருந்தால்; அல்லது.

(ஈ) ஒரு தொழிலாளர் யூனியன் அல்லது தொழிலாளர் யூனியன் ஒன்றில் நிர்வாகப் பணியாளர் அல்லது அங்கத்தினர் என்ற காரணத்தால் அவர் அங்கத்தினராக நியமிக்கப் பட்டிருந்து பின்னர் அத்தகைய



வாகப் பணியாளராக அல்லது அங்கத்தினராக இருப்பது அற்றுப் போய் விட்டால்; அல்லது.

(எ) தகுதி வாய்ந்த நீதிமன்றம் அல்லது புத்தி சுவாதீனமற்றவர் எனத் தீர்மானித்தால்,

(2) (1) துணை விதியின் கீழ் பதவியிலிருந்து விலகிய ஓர் அங்கத்தினரின் இடத்தில் மாநில அரசாங்கம் மற்றொருவரை நியமிக்கலாம். அவ்வாறு நியமிக்கப்பட்டவர், எந்த அங்கத்தினரின் இடத்தில் நியமிக்கப்பட்டுள்ளாரோ அந்த அங்கத்தினர், மேற்படி காலிஸ்தானம் ஏற்படாமல் இருந்தால் எவ்வளவு காலத்துக்குப் பதவி வகித்திருப்பாரோ அக்கால வுக்கு மட்டுமே பதவி வகிக்கலாம்."

(3) 82-வது விதிக்குப் பிறகு, கீழ்க்கண்ட விதியைச் சேர்த்துக் கொள்ள வேண்டும்; அதாவது:—

82-ஏ, பதிவேடுகளையும், அறிவிப்புகளையும் நிகார்களுக்கும் பரிசீலனைகளைக்காக்கக்கொண்டு வந்து காட்டுதல் இவ்விதிகளின் கீழ் வைத்து வரப்படும் பதிவேடுகளையும், நிகார்களுக்கும் அறிவிப்புகளையும் அதிகார வரம்புள்ள எந்த இன்ஸ்பெக்டராவது பரிசீலனைக்காக வேலை நேரங்களில் கேட்கும்போது தோட்டத் தொழில் அலுவலகத்தில் கொண்டு வந்து காட்ட வேண்டும் அல்லது காண்பிக்கச் செய்ய வேண்டும்."

CODE OF DISCIPLINE IN INDUSTRY.

(Ratification by Unions Unaffiliated to any Central Organisation)

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

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

A list of trade Unions and Managements not affiliated to any central organisations which have ratified the code during the months of June 1964 as observed from the reports of the Labour Officers of this State is given below.

List of Employees Unions which have Ratified the Code of Discipline during the month of June 1964

1. Chandra Transport (firm) Thozhilalar Sangam, 25, Virudhunagar Main Road, Aruppukotai.
2. Madras Commercial and General Workers Union, 1/73, Broadway, Madras. 1.
3. Madras Beedi Workers Union, No. 4 Stringer's Street, Madras. 1.
4. Integral Coach Factory Workers Union, 9-A Vellala Street, Ayanavaram, Madras. 23.
5. Geo Industries and Insecticides (India) Private Limited, Workers Union, 13/3, Erathakuli Street, Madras. 21.
6. Modern Agencies Workers Union, 47-A, Mount Road, Madras. 15.
7. Vellore Lorry Drivers' and Workers Union, 9-A Bangalore Road, Vellore, North Arcot District.
8. Vaniambadi Beedi Workers Union, Jinnah Road, Khaderpet, Vaniambadi.
9. Motor Transport Labour Union, 48, Yadava (Kda) Street, Chidambaram.
10. Oil Mill and General Workers Union, 21-C, T. B. Road, Tindivanam.
11. Tirumazhisai Nesavu Thozhilalar Munavara Sangam, 76, South Mada Street Thirumazhisai.
12. E. I. D. Parry Employees Union, 124/D, Sonegar Street, Cuddalore-3.
13. T. I. Cycles Employees Union, 12/13, Angappa Naiken Street, Madras-1.
14. National and General workers Union, 54, Nageswaran North Street, Kumbakonam.
15. Nagammi Cotton Mills Labour Union, Bazar Street, Vikravandi Post, South Arcot District.
16. United Beedi Labour Union, No. 12 Kumalammal Koil Street, Madras. 21.
17. Nilgiris District Hotel and General Workers Union, Cash Bazar, Coonoor-2.
18. Town Bank Employees' Union, Pudukkotai.

List of Standing Orders certified during the period from 1-4-64 to 30-6-64 in the Chinleput District, Coimbatore District, Madras City, Madurai District, and Ramanathapuram District

List of industrial establishments in respect of which the standing orders have been certified are being published in batches in successive issues of the Madras Labour Gazette

S. No (1)	Name of the Industrial Establishments (2)	Date of Certification (3)
TANJORE DISTRICT		
51.	Sri Krishna Rice Mill, Athaloor, Peravurani Post	28-6-1964
52.	Pattukkottai Match Workers' Co-operative Cottage Industries Society Ltd., Pattukkottai	28-6-1964
53.	V. R. K. Mills, Pattukkottai	28-6-1964
54.	Ramakrishna Metal Works, Nachiarkoil P. O.	28-6-1964
55.	Visalakshi Rice Mill, Arantangi.	28-6-1964

TIRUCHIRAPALLI DISTRICT:

56.	Shaw Wallace Fertilizer Mixing Works, Pudukkottai Road, Tiruchirapalli.	19-4-1964
57.	United Binders, Tiruchirapalli.	19-4-1964
58.	Selva Stainless Steel Works, Tiruchirapalli.	19-4-1964
59.	The Co-operative Metal Rolling Mills, Industrial Colony, Ariyamangalam, Tiruchi.	19-4-1964
60.	G. K. Industries, Mannarpuram Tiruchi I.	19-4-1964
61.	Lakshmi Steel Industries, Industrial Colony, Ariyamangalam, Tiruchirapalli.	19-4-1964
62.	Krishna Metal Products, Tiruchirapalli-10.	19-4-1964
63.	South Madras Agencies Ltd., Industrial Estate, Ariyamangalam, Tiruchirapalli.	19-4-1964
64.	Espee Industries, Ariyamangalam, Tiruchi.	31-5-1964
65.	Modern Industries, Pudukkottai.	31-5-1964
66.	Sundara Vilas Rice Mill, Karur.	28-6-1964
67.	S. Noor & Sons, Tiruchirapalli.	28-6-1964
68.	P. M. R. Srinivasaperumal Konar Rice Mills, Karur.	28-6-1964
69.	The National Nail Industry, Ariyamangalam, Tiruchirapalli.	28-6-1964

SALEM DISTRICT:

70.	Sri Jayalakshmi & Co. Sago Factory Bodinaikkanpatti Post.	31-5-1964
71.	Baladandayudham Sago Factory, Karaikurichipudur Post.	31-5-1964
72.	Sakthivel Sago Factory, Parapathi Post.	31-5-1964
73.	Sri Venkateswara Sago Factory, Pudupatti.	31-5-1964

(1)	(2)	(3)
74.	Ganesa Sago Factory, Vettukadu Village, Malavappankuttai Post.	31-5-1964
75.	Court Press Job Branch, Salem-1.	31-5-1964
76.	G. P. Nallappa Gounder and Company, Textile Manufacturers, Pallipalayam	31-5-1964
77.	S. Muthuswami & Co., Sree Ganesha Murugan Sago Factory, Thulukkanur.	31-5-1964
78.	Pushpasekara and Vivekanandah Starch Factory, Ramanathapuram, Alanganatham Post.	31-5-1964

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 June, 1964.

Sl. No. (1)	Name of the concern. (2)	Date of settlement. (3)	Points in dispute. (4)	Terms of Settlement. (5)
1.	The South India Glass & Enamel Works Ltd., Salem-5.	10-6-64	Non-employment of a worker.	Both parties agreed to refer the issue to the informal arbitration of the Assistant Commissioner Labour II, Madras.
2.	Sri T. A. Ramachandran, Boiler Contractor (coal) of M/s. Seshasayee Paper & Boards Ltd., Cauvery R. S.	11-6-64	Demand for increase in wages.	Both parties agreed to raise the rates of wages of the men and women workers.
3.	Narayanan Chettiar Industries, Salem.	18-6-64	Non-employment of a worker.	The management agreed to pay a sum of Rs. 60/- in full and final settlement of all the claims of the workers.
4.	Sri Ramajayam Transports Namakkal.	22-6-64	Non-employment of a driver.	The management agreed to pay the driver a sum of Rs. 500/- in full and final settlement of all his claims.
5.	Bharathi Soap Works, Salem.	27-6-64	Non-employment of 7 workers.	The management agreed to pay lump sum amount to the workers in full and final settlement of all their claims.
6.	The South India Glass & Enamel Works Ltd., Salem.	30-6-64	Non-employment of a worker.	The management agreed to take back the worker into service.
7.	Richmond Park Estate, Nihung P.O.	2-6-64	Dismissal of a worker.	Both parties agreed to abide by the decision by the Commissioner of Labour, Madras as final.
8.	Sutton Estate, Kullakamby P.O.	2-6-64	do	do

1	2	3	4	5
9.	Pachaikadu Estate, Coonoor.	15-6-64	Demand for payment of gratuity to two workers.	The management agreed to pay gratuity to the workers as per the settlement.
10.	Dodabetta Tea Plantation, Ootacamund.	15-6-64	Certain grievances of workers.	The management agreed to give temporary work to certain workers as and when work is available and to give them bonus and cumbly, and to pay plucking incentive at 7 nP. per Kilo over and above 13 kg. of leaves plucked.
11.	Devan Estate, Devarshola.	18-6-64	Dismissal of ten workers.	The workers apologised for their misbehaviour and the management agreed to reinstate the workers.
12.	Kotada Estate, Kotagiri P.O.	19-6-64	Suspension of three workers and dismissal of a worker.	The management agreed to reinstate the workers.
13.	Peirce Leslie Co. Ltd., Coimbatore.	26-6-64	Bonus for 1962-63 to workmen.	Management agreed to pay an amount equivalent to 8-1/3% of the workman's wages during 1962-63 as bonus.
14.	Indian Bag Industries, Tiruppur.	3-6-64	do	The management agreed to pay 5 1/2 weeks wages as bonus in full and final settlement.
15.	Jeama Industries.	15-6-64	Bonus for 1963-64.	The management agreed to pay the following amounts noted against the names of workers in full and final settlement of their claims for bonus. V. Gopi—Rs. 75/-. Sri R. Krishna—Rs. 50/-.
16.	Karur Transports (P) Ltd., Karur.	15-6-64	Non-employment of G. Abdul Wahab.	The management agreed to pay Rs. 1800/- as compensation in full and final settlement of all his claims against the management including reinstatement.
17.	Cauvery Sugars & Chemicals Ltd., Pattiveerampatti.	15-6-64	Final bonus to be paid to workmen for financial year 1962-63.	The management agreed to declare for the year 1962-63 as total bonus of 12 1/2% of the basic salary as bonus.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
18.	Thiakesar Alai, Manaparai.	25-6-64	Increase in wages in full.	The management agreed to revise the rates of wages and dearness allowance in respect of the six non-factory workers.			
19.	Sankar Cafe, Coffee and Meals Hotel, Tiruchirapalli.	29-6-64	Fixation of wages, scales of pay and bonus for 1963-64.	The management agreed to revise the rates of wages and to pay bonus, at the rate of 2 months wages for each of the years 1963-64, 1964-65, 1965-66, 1966-67 and 1967-68.			
20.	Virudhunagar Industrial Works, Virudhunagar.	5-6-64	Non-employment of the worker S. Chinnaswami.	Management agreed to pay a compensation of Rs. 350/- in full and final settlement of all his claims against the management.			
21.	Chandra Transports, Aruppukottai.	6-6-64	Non-employment of M. Durai Pandi and P. Guruswamy and other General demands.	The management agreed to reinstate Sri. Durai pandi and the union agreed to drop all other demands.			
22.	Sri Dhanalakshmi Lorry Service, Ramanathapuram.	9-6-64	Non-employment of Sri Chellam and Narayanan.	The management agreed to pay Rs. 60/- to Chellam in full and final settlement of all his claims and the union agreed to drop the case of Sri Narayanan.			
23.	Ashok Match Industries, Sivakasi.	26-6-64	Non-employment of S. M. Sabur Mytheen.	The management agreed to pay Rs. 75/- in full and final settlement of all his claims.			
24.	Wahibh Motor Service, Madurai.	3-6-64	Non-employment of J. Gopalakrishnan, V. Ramasami and M. Subbiah and fixation of scales of wages.	Management agreed to pay compensation.			
25.	do	3-6-64	Non-employment of S. Nagoor Ganl.	Parties agreed to refer the matter for arbitration before the Commissioner of Labour.			
(1)	(2)	(3)	(4)	(5)			
26.	Meyyappa Skin Trading Co., Co., Dindigul.	5-6-64	Payment of compensation to the workers consequent on the closure of the Tannery.	Management agreed to pay compensation to the worker in full.			
27.	Nadar Transports, Madurai.	17-6-64	Non-employment of a worker.	Parties agreed to refer the issue for arbitration before the Assistant Commissioner of Labour II, Madras.			
28.	M. P. S. Lorry Service, Madurai.	20-6-64	Non-employment of S. S. Ibrahim cancellation of transfers.	The management agreed to pay a sum of Rs. 280/- in full and final settlement of claims.			
29.	Husairya Rice and Flour Mills, Madurai.	29-6-64	Non-employment of Gnammal, Annamavathi and Lakshmi.	Management agreed to take back all the three workers into employment.			
30.	S. Kurusamy Nadar, Salt Pan, Tuticorin.	11-6-64	Non-employment of a worker.	Management agreed to pay Rs. 72/- in full and final settlement of all the claims.			
31.	Chrales Missier Sons, Tuticorin.	11-6-64	Payment of wages to workers.	Management agreed to pay 7 unit wages at the existing rate of wages to workers who were engaged for the steamers, Jalapanthi on 17-3-64, Jalaputra on 5-4-64 and Jalapalatha 3-4-64.			
32.	Ratnam Food Stuff Supply Co., Tuticorin.	15-6-64	Bonus for 1962-63.	Management agreed to pay 20 days wages as bonus over and above one month's wages already paid to the workers.			
33.	Nurjahan Tea Supplying Co., Tuticorin.	15-6-64	do	The management agreed to pay 9 days wages as bonus over and above one month's wages already paid to the workers.			
34.	Sivaji Stores, Tirunelveli.	17-5-64	Increase in wages, bonus for 1963.	The management agreed to pay 1½ months wages as bonus for 1963.			
35.	Hotel India, Tirunelveli.	18-6-64	Increase in wages, dearness allowance bonus for 1963 etc.	The management agreed to pay 15 days wages as bonus for 1963 and the union has dropped all other demands.			

(1)	(2)	(3)	(4)	(5)
36.	Gomathi Mills Ltd., Viravanallur.	17-6-64	Wages and workload.	The management agreed that the work load on N. F. 2/17 will be 21 doffs on 8" lift and not 22 doffs as stipulated in the 18 (1) settlement dated 12-3-64.
37.	The Master Weavers Association, Puliangudi.	23-6-64	Increase in wages.	The management agreed to increase the existing wages on each warp of 8 yards by Rs. 2 50 for Weaving Fibre variety.
38.	The Shippers of Tuticorin.	25-6-64	do	The management agrees to pay the revised rates of wages as agreed by the parties before the Port Trust Board on 18-5-64. The revised rates of wages will be paid on 7-7-64.
39.	Parthiban Printers, Tirunelveli.	29-6-64	Increase in wages, dearness allowance and bonus for 1963 etc.	The Management agreed to pay each worker 3 weeks wages as bonus for 1963. The union has dropped all other demands.
40.	Sri Ram Popular Service (P) Ltd., Palayamkottal.	29-6-64	Gratuity, increase in wages, increment bonus, footwear, House rent allowance etc.	The management agreed to pay increased wages, dearness allowance, annual increments, bonus etc. also agreed to supply footwear, uniform dresses, pens and pencils and to provide medical facilities to workers as per the settlement.
41.	Retort Laboratories, Madras-31.	3-6-64	Grant of increments introduce gratuity scheme, payment of additional bonus, grant of casual leave etc.	The management agreed to grant increments, introduce gratuity Scheme, pay additional bonus and to grant 10 days casual leave to workers.
42.	Jayabharatham & Co., Madras-14.	10-6-64	Closure of the concern.	The management agreed to retain 26 workers and to pay retrenchment compensation, leave wages, arrears of wages to other workers.
43.	Provincial Transports, Madras-2.	10-6-64	Non-employment of two workers.	The management agreed to reinstate one worker and to pay a sum of Rs. 400/- to the other in full and final settlement of all his claims.
44.	Afred Berg & Co. India, Ltd., Madras-29.	3-6-64	Revision of rates of wages and dearness allowance, payment of bonus and introduction of gratuity scheme.	The management agreed to revise the rates of wages and dearness allowance, also agreed to pay bonus and to introduce gratuity scheme.
45.	Hotel Ramana, Madras-18.	11-6-64	Demand for increased rates of wages.	The management agreed to increase the rates of wages.
46.	Kumaravel Oil Mills, Madras-15.	12-6-64	Non-employment of a worker.	The management agreed to pay a sum of Rs. 50/- in full and final settlement of all the claims of the workers.
47.	Rainbow Dyeing and Printing Works, Madras-5.	15-6-64	Demand for revision of the rates of dearness allowance of workers.	The management agreed to pay dearness allowance at Rs. 20/- per mensem.
48.	Krishna Brass Foundry, Madras-29	16-6-64	Demand for bonus.	Both the parties agreed to refer the dispute to the informal arbitration of the Commissioner of Labour, Madras.
49.	New Madras Cafe, Madras-14.	16-6-64	Closure of the concern.	The management agreed to pay a lump amount of Rs. 2,400/- in full and final settlement of all the claims of the workers.
50.	Baliapatam Timber Depot, Madras-5.	17-6-64	Non-employment of a worker.	The management agreed to take back the worker into service.
51.	S. P. Shanmugam & Sons, Madras-2.	18-6-64	Demand for revision of the rates of wages and certain demands in respect of two workers.	The management agreed to revise the rates of wages and dearness allowance and to pay a sum of Rs. 1,050/- each of the two workers.
52.	Bengal Bakery, Madras.	18-6-64	Demands for increased wages.	Management agreed to give an increase of 25 nP. per day to the Maistry and Rs. 3/- per mensem to delivery man.
53.	Dhakshin Bharat Hindi Prachara Sabha, Madras-17.	22-6-64	Introduction of gratuity scheme.	The management agreed to introduce gratuity scheme to all workers.

(1)	(2)	(3)	(4)	(5)
54.	India Type Foundry, Madras-7.	23-6-64	Demand for introduction of gratuity scheme.	The management agreed to introduce a gratuity scheme to all workers under certain conditions.
55.	Muthu Oil Mills, Madras-26.	23-6-64	Non-employment of a worker.	The Management agreed to pay a sum of Rs. 100/- to the worker in full and final settlement of all his claims.
56.	K. M. Parthasarathy Chettiar Oil Mills, Madras-21.	25-6-64	Charter of demands.	The management agreed to pay Rs. 140/- to a worker as compensation including earned wages, leave wages in full and final settlement of all his claims.
57.	Balashanmuga Oil Mills, Madras-2	30-6-64	Non-employment of two workers.	Both parties agreed to refer the dispute to the informal arbitration of the Commissioner of Labour, Madras-5 or his nominee.
58.	Verghesan Bakery, Madras-2.	29-6-64	Demand for bonus.	The management agreed to pay bonus as per the settlement.
59.	Lakshmana Chettiar & Co. Chromepet.	1-6-64	Non-employment of a worker.	The management agreed to reinstate the worker.
60.	Hargo Industries, Madras-11.	2-6-64	Non-employment of a worker and stoppage of work.	The management agreed to reinstate the worker and to resume work on 3-6-64.
61.	Gee Industries and Insecticides (India) (P) Ltd., Madras-19.	5-6-64	Permanency of workers.	The management agreed to make permanent the workers as per the settlement.
62.	Madras Rubber Factory Ltd., Madras-19.	5-6-64	Stoppage of work.	The management agreed to resume work from 6-6-64.
63.	Lakshmana Chettiar & Co., Chromepet.	9-6-64	Retrenchment of a worker.	The management agreed to pay Rs. 50/- in full quit of all the claims of the worker.
64.	Thennamara Mark Cigar Factory, Cuddalore O.T.	11-6-64	Non-employment of workers.	The management took the workers back into employment.

80

(1)	(2)	(3)	(4)	(5)
65.	The Indian Standard Metal Co. Ltd., Madras-19.	15-6-64	Demand for revised rates of wages and dearness allowance.	The management agreed to revise the rates of wages and dearness allowance of the workers.
66.	Ganga Oil Mills, Koyambadu.	16-6-64	Non-employment of the workers.	The management agreed to pay Rs. 225/- to both the workers in full and final settlement of all their claims.
67.	The Central Scientific Supplies Co. Ltd., Tambaram.	17-6-64	Non-employment of a worker.	The management agreed to pay Rs. 1,450/- to the worker in full and final settlement of all his claims.
68.	Prathibha Glass Works, Madras-19.	22-6-64	Closure of the factory.	The management agreed to pay to workers a month's wages in lieu of notice and retrenchment compensation as per the Industrial Disputes Act and other lawful dues.
69.	Ruby Rubber Works (Madras) Ltd., Madras-19.	25-6-64	Demand for implementation of terms of previous settlements regarding provision of uniforms and increase of wages.	The management agreed to provide uniforms to workers and to increase the wages as per the settlement.
70.	Ganapathy Engineering Manufactures Ltd., Ganapathy, Coimbatore.	9-6-64	Dismissal of a worker.	Both the parties agreed to refer the dispute to the informal arbitration of the Commissioner of Labour, Madras.
71.	L. C. T. Industries, Coimbatore-5.	4-6-64	Demand for fixation of grades of basic wages, increments & dearness allowance.	The management agreed to fix the grades of wages, increments and dearness allowance as per the settlement.
72.	Tiruppur Cotton Spinning and Weaving Mills Ltd., Tiruppur.	3-6-64	Dismissal of a worker.	Both the parties agreed to refer the matter to the arbitration of the Commissioner of Labour, Madras.

(1)	(2)	(3)	(4)	(5)
73.	Sivananda Mills, Ganapathy P.O. Coimbatore.	22-6-64	Demand for payment of occupational wages to three workers, grant of leave as per the Factories Act and to give Provident Fund benefit to five workers etc.	The management agreed to pay occupational wages to three workers, grant leave as per the Factories Act and to give Provident Fund benefit to five workers etc.
74.	Sri Varadaraja Textiles (P) Ltd., Coimbatore.	22-6-64	Grant of leave and payment of occupational wages.	The management agreed to grant the workers leave with wages as per the Factories Act and to pay occupational wages to workers as per the settlement.
75.	Cambodia Mills Ltd., Ondipudur.	26-6-64	Workload of workers.	The management agreed to reduce the workload of the workers as per the settlement.
76.	Venkatesa Colour Works, Tiruppur.	29-6-64	Demand for increased wages.	The management agreed to increase wages as per the settle ment.
77.	A. K. Ponnuswamy & Co. Coimbatore.	30-6-64	Demand for increased wages and grant of Festival Holidays etc.	The management agreed to increase the rates of wages and to increase the Festival Holidays.
78.	Yarn and Cloth Processing Centre, Erode.	16-6-64	Dismissal of three workers, revision of wages and dearness allowance.	Both the parties agreed to refer the dispute to the informal arbitration of the Commissioner of Labour, Madras.
79.	Prakash Mills (P) Ltd., Coimbatore.	5-6-64	Demand for permanency of a worker etc.	The management agreed to make the worker permanent as per the settlement.
80.	Navamani & Co., Coimbatore.	29-6-64	Demand for increased wages, payment of dearness allowance and non-employment of two workers.	The management agreed to increase wages of the workers. The union agreed not to press the remaining other demands.
81.	National Tobacco Co. of India Ltd., Madras-1.	5-6-64	Retrenchment of workers.	The management agreed to pay compensation to the effected workers and to give preference when opportunity for re-employment arises.
82.	Navinchandra & Co., Madras-21.	9-6-64	Non-employment of a worker.	The management agreed to pay Rs. 401/- to the worker in full settlement of his claim except bonus.
83.	T. A. Ammar Batcha, Madras-1.	11-6-64	do	The management agreed to pay Rs. 600/- to the worker in full and final settlement of all his claims.
84.	K. Dakshinamoorthy & Co. Madras-1	17-6-64	do	The management agreed to reinstate the worker with back wages.
85.	Nevatia (P) Ltd., Madras-1.	19-6-64	Fixation of wages at increased rates.	The management agreed to fix wages at increased rates as per the settlements.
86.	Jambulinga Mudaliar & Sons, Madras-1.	19-6-64	Non-employment of two workers.	The management agreed to pay Rs. 410/- to the workers in full and final settlement of all their claims.
87.	Seamen's Institute, Madras-1.	23-6-64	Demand for increase in wages, dearness allowance, bonus and House rent allowance.	The management agreed to grant annual increment of Rs. 3/- and to enhance the rate of dearness allowance. In consideration of these increases, the union dropped the other demands.
88.	Navinchandra & Co., Madras-1.	25-6-64	Non-employment of a worker.	Both the parties agreed to refer the dispute to the arbitration of the Commissioner of Labour, Madras or his nominees.
89.	C. S. Kasi Mudaliar, Madras-13.	26-6-64	do	The management agreed to reinstate the worker with continuity of service and to pay him Rs. 50/- as back wages.
90.	Akkammalai Estate, Valparai Post.	24-6-64	do	Both the parties agreed to refer the dispute to the arbitration of the Commissioner of Labour, Madras.

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

Serial No. (1)	Name of the parties. (2)	Date of Agreements. (3)	No. of workers involved. (4)	Important terms of Settlement. (5)
1.	Mettur Industries Ltd., Mettur Dam.	6-6-64	...	Regarding High Speed Wrapping Cleaners, High Speed Wrapping Helpers and High Speed Wrapping cup cleaners.
2.	Lokshanmuga Perumal Oil Mills, Salem.	6-6-64	...	Demand for higher wages.
3.	The Indian Textile Paper Tube Co., Ltd., Virudhunagar.	26-6-64	216	The Management agreed to raise the rates of the workers.
4.	Kaka Indian Foundry, Thiruthangal.	14-6-64	50	The management agreed to revise the rates of wages of workers.
5.	Rukmini Mills Ltd., Silaiman.	10-6-64	500	Both the parties agreed for the payment of full Dearness Allowance for the six hour shift.
6.	Raja Brand Appala Co. Madurai.	15-6-64	—	Increase in wages and Batta.
7.	Janatha Appala Co. Madurai.	16-6-64	—	do
8.	N. S. M. S. Malliah Chettiar Rice Mills, Madurai.	16-6-64	—	Payment of compensation consequent on the closure.
9.	Sree Meenakshi Mills Ltd., Paravai.	5-6-64	—	Payment of full basic wages & D.A. and Wage Board increase in full for 5½ hours work.
10.	Visalakshi Mills Ltd., Vilangudi.	6-6-64	—	Bonus for 1963-64.
11.	Visalakshi Mills Ltd., Vilangudi.	10-6-64	—	Payment of full D.A. to workers working for less than 8 hours.
12.	Sree Sivagami Mills, Thenur.	10-6-64	—	Payment of full D.A. for shorter shifts.
13.	Thiagarar Mills, Kappalur.	10-6-64	—	Payment of full D.A. for shorter hours shift.

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 June, 1964.

S. No. (1)	Name of the concern in which the dispute has arisen. (2)	Issues (3)	G. O. No and Date of reference. (4)
Industrial Tribunal, Madras			
<i>Thanjavur District</i>			
1.	Indian Steel Rolling Mills Limited, Nagapattinam.	1. Whether the demand of the employees for revision of wages structure including dearness allowance is justified, and if so, to fix the scales of wages and rates of dearness allowance; 2. Whether the proposal of employer to revise the present work-load is justified, and if so, to fix the quantum. 3. Whether the proposal of the employer to change the basis of fixation of production bonus is justified, and if so, to refix the production bonus on a scientific basis.	G.O. Ms No.2719 I. L. & C, (Lab) dated 13-5-64.
LABOUR COURTS			
Labour Court, Coimbatore			
<i>Coimbatore District</i>			
2.	Gajam Mudi Estate, Mudis Post.	"Whether the non-employment of Sri Manickam, No. 958, is justified and to what relief he is entitled" "To compute the relief, if any awarded in terms of money if it can be so computed."	G. O. Ms. No. 2685, I. L. & C. (Lab) dated 12-5-64.
3.	Appan Automatic Saw Mills, Pollachi.	1. Whether the demand of the workmen for a revision of the rates of wages, paid to the various categories of workers is justified, and if so, to fix the revised rates. 2. Whether the demand for additional bonus for 1962-63 is justified and if so, to fix the quantum.	G. O. Ms. No. 2924, I. L. & C (Lab) dated 30-5-64.

(1)	(2)	(3)	(4)
4. Bharath Automatic Saw Mills, Pollachi.	Whether the demand of the workmen for additional bonus for the year 1962-63 is justified and if so, to fix the quantum.	G.O. Ms No. 2893 I.L. & C. (Lab) dated 29-5-64.	
5. Saraswathi Painters, Coimbatore.	Whether Sri K. Rangi Chetty is entitled for any bonus for the year 1961-62 and if so, to fix the quantum.	G.O. Ms. No. 2891 I.L. C. (Lab) dated 29-5-64.	
6. Tamil Nad Transport (Coimbatore) Private Limited, Coimbatore.	Whether the Non-employment of the following workers is justified and to what relief each would be entitled. 1. Sri N. Senthoorvel. 2. Sri N. Lakshmanan. 3. Sri M. Karuppasami. 4. Sri N. Mariappan. 5. Sri C. K. Krishnaswamy. 6. Sri V. Ramaswamy. 7. Sri K. Veluswamy. 8. Sri K. R. Perumal and 9. Sri K. Guruswamy. To compute the relief, if any awarded in terms of money, if it can be so computed for each.	G.O. Ms No. 3029 I.L. & C. (Lab) dated 6-6-64.	
7. Shyamla Studio, Madras.	Whether the non-employment of the following eight workers is justified and to what relief each would be entitled. 1. Sri T. S. Ganesan. 2. Sri M. Doraikannu. 3. Sri N. Karthikeyan. 4. Sri N. Sundararaj. 5. Sri Doraiswami. 6. Sri Chinnakaruppan. 7. Sri Subramani 8. Sri Perumal To compute the relief if any awarded in terms of money, if it can be so computed in respect of each worker.	G. O. Rt. No. 1248, Industries, Labour & Co-operation, dated 27-5-64.	

Labour Court, Madras.

Madras District.

(1)	(2)	(3)	(4)
8. Sri Rama Vilas Bus Service, Madras-2.	1. (i) Whether the suspension of Sri K. Palani for 5 days from 6th June '63 is justified and to what relief he is entitled. (ii) To compute the relief, if any, awarded in terms of money, if it can be so computed. 2. Whether the demand for increase in batta is justified and if so, to fix the revised rate of batta	G.O. Rt. No. 1247, I.L. & C. dated 27-5-64.	
9. V. T. C. Transport Company, Madras.	Whether the demand for confirmation of the following workers is justified and to what relief the workers would be entitled ; 1. Sri Raman Nair, Driver 2. „ Velayudham, do 3. „ P. Perumal, do 4. „ S. Natarajan, do 5. „ C. Sithapathy, do 6. „ Duraiswamy, do 7. „ T. S. Ragurathiah, do 8. „ p. M. Mani, do 9. „ Govindan, do 10. „ Ramachandran do 11. „ Mohamed Ali do 12. „ Kuthpudin do 13. „ K. Raman Cleaner 14. „ V. Muthu, do 15. „ M. Subbiah do 16. „ V. Dhanapal do 17. „ Chandrababu do 18. „ R. Narryanaswami do 19. „ Janakiraman do 20. „ A. V. Raja do 21. „ Krishnan do 22. „ Paramasivam do 23. „ p. Natarajan do Labour Court Madurai Madurai District.	G. O. Rt.. No. 1250 I. L. & C. dated 27-5-64.	
10. Wilson Soda Factory, Madurai.	Whether the demand of the workmen for additional bonus for the year 1962-63 is justified and if so, to fix the quantum.	G. O. R. No. 1160, I.L. & C. dated 6-5-64.	

(1)	(2)	(3)	(4)
		<i>Kanyakumari District.</i>	
11. Lakshmi Talkies, Nagercoil.	Whether the non-employment of Sri Y. Jose Thampi Raj, Chief Operator, from 18th September 1963 is justifiable and to what relief, he would be entitled.	G.O.Ms.No. 2894 I. L. & C. (Lab) dated 29-5-64.	
	To compute the relief in any awarded in terms of money if it can be so computed.		
		<i>Thanjavur District.</i>	
12. Sri Ambal Press, Sirkali.	Whether the non-employment of the following workers is justified and to what relief each is entitled? 1. Sri V. Raghavan 2. „ R. Thiagarajan 3. „ S. Ramachandran 4. „ G. Venkatesan 5. „ C. David 6. „ P. Govindan	D.O. Rt. No, 1236 I. L. & C. dated 22-5-64	
	To compute the relief if any awarded in terms of money, if it can be so computed in respect of each worker.		

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 June 1964.

S. No.	Name of the concern.	Page and date of the Gazette.	G.O. No. and date in which the award is Published.
(1)	(2)	(3)	(4)
<i>Industrial Tribunal, Madras</i>			
<i>Ramnad District</i>			
1. Gowri Tile Works, Manamadurai		6-8 10-6-64	G. O. R. No. 1296, Industries, Labour and Co-operation dated, 3-6-64.
<i>LABOUR COURTS</i>			
<i>Labour Court, Coimbatore.</i>			
<i>Coimbatore District.</i>			
2. L. M. S. Bus Service, Coimbatore		4-5 10-6-64	G.O.Ms.No. 2979, (Lab) I. L. & C. dated 3-6-64
3. V. C. K. Bus Service, Coimbatore		5-6 17-6-64	G. O. R. No. 1323, I. L. & C. dated 6-6-64.
4. L. M. S. Bus Service, Coimbatore		3-4 24-6-64	G. O. R. No. 1408 I. L. & C. dated 17-6-64
<i>Labour Court, Madurai.</i>			
5. A. S. A. Rice and Oil Mills, Pichathanpatti		1-3 10-5-64	G. O. R. No. 1295, I. L. & C. dated 3-6-64
6. Central Cinema, Dindigul		3-5 17-6-64	G. O. R. No. 1332, I. L. & C. dated 6-6-64
<i>Kanyakumari District</i>			
7. Sri Ganapathy, Motor Service,		3-4 10-6-64	G. O. R. No. 1299, I. L. & C. dated 4-6-64
8. -do-		4 10-6-64	G. O. R. No. 1301, I. L. & C. dated 4-6-64
<i>Trichy District</i>			
9. N. M. Tannery, Trichy		1-2 17-6-64	G. O. R. No. 1321, I. L. & C. dated 6-6-64
<i>Labour Court, Madras.</i>			
<i>Madras District</i>			
10. Jaya Vilas Hotel, Madras		1-2 24-6-64	G. O. R. No. 1376, I. L. & C. dated 11-6-64
11. Jammi Pharmaceutical Factory, Madras		2-3 24-6-64	G. O. R. No. 1375, I. L. & C. dated 11-6-64
<i>Arbitration Agreement</i>			
<i>Madras District</i>			
12. Madras Standard Engineering Works, Madras		Page 1 3-6-64	G. O. Ms. No. 2845, I. L. & C. (Lab) dated 25-5-64

† Represents the award under Section 33A of the Industrial Disputes Act 1947.

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 June 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.	Salem Pattern Weaving Factory, Salem-3.	Weaving	21	1-6-64	Permanent closure	Due to loss in business.	Rs. 4,400-19 nP.
2.	Palani Sri Murugan Textile Ltd. Kalayamputhur, Palani Taluk.	Textiles	68	15-6-64	Continued	Power cut.	Particulars not received.
3.	The Rajaratna Mills (P) Ltd., Neickarapatti, Periakalamputhur P.O. Palani Taluk.	"	177	13-6-64	"	"	"
4.	Pandian Mills Ltd., Madurai.	"	1343	15-6-64	"	"	"
5.	Madura Metal & Co. Products., Madurai-2.	Metal Containers	86	19-6-64	"	"	"
6.	The Madura Manufactories Limited, "Gem" Tile Works, Manamadurai.	Tile Works	67	15-6-64	"	Continued	About Rs. 11,405-17 nP.
7.	The Pattern Weaving Factory (Co-optex) Tirunelveli-6	Weaving	35	31-5-64	Permanently closed	Slump in trade & loss in business.	Rs. 1,895-95 nP.
8.	Gajamudi Tea Factory, Mudis P. O.	Tea Factory	46	18-6-64	18-6-64	Current failure	...
9.	Arya Bhavan Hotel, Madras-1.	Hotel	43	1-6-64	...	Due to loss	The workers settled their accounts with the management.
10.	Sri Radhika Mills Ltd., Uppilipalayam.	23/231, (a) Textiles	220	15-6-64	...	Continues	...
11.	Madras Machine Tools Manufacturers Ltd., Singanailur.	"	100	19-6-64	...	"	...

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received.										No. of complaints investigated and settled, including those previously pending.	No. of complaints pending at the end of the month cols. 3+11-12
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.,)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.				
1	2	3	4	5	6	7	8	9	10	11	12	13		
1.	Coimbatore-I.	277	23	9	24	—	8	45	—	109	114	272		
2.	Coimbatore-II.	33	3	2	6	—	1	4	—	16	7	42		
3.	Coonoor.	34	1	14	12	—	—	10	—	37	32	39		
4.	Madras-I.	81	11	2	15	2	—	8	—	38	30	89		
5.	Madras-II.	100	20	8	12	—	—	27	—	67	80	87		
6.	Madras-III.	84	3	2	29	3	—	30	—	67	78	73		
7.	Madurai.	128	8	1	33	—	1	12	—	55	38	145		
8.	Nagercoil.	31	6	—	15	—	—	4	—	25	17	39		
9.	Pollachi.	28	9	—	18	—	—	4	—	31	16	43		
10.	Virudhunagar.	36	7	1	5	—	—	6	—	19	19	36		
11.	Salem.	42	4	—	12	—	—	9	—	25	32	35		
12.	Tiruchirappalli.	44	1	—	10	—	—	10	—	21	16	49		
13.	Tirunelveli.	49	14	2	17	—	2	6	—	41	39	51		
14.	Vellore.	51	10	2	13	—	—	3	—	28	31	48		
TOTAL		1,018	120	43	221	5	12	178	—	579	549	1,048		

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

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

1. Number of Standing Orders certified as on 1-6-1964.	...	4,198
2. Number of Standing Orders certified during the month.	...	27
Total	...	4,225
3. Amendments to Standing Orders certified during the month.	...	Nil

9. Workmen's Compensation Act 1923:—

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

	Number of accidents.	** Amount of compensation.
		Rs. nP.
(a) Death	23	51,090-87
(b) Temporary disablement	71	602-00
(c) Permanent disablement		
Total	94	51,692-87

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

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed & disposed of during the period from 1-6-'64 to 30-6-'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	...	52	2	54	2	52
(b) Non-fatal:-						
(i) Permanent	...	47	4	51	2	49
(ii) Temporary	...	3	...	3	...	3
2. Deposits under Section 8 (1)						
(a) Fatal	...	96	9	105	19	86
(b) Persons under legal disability...	...	2	...	2	1	1
3. Deposits under Section 8 (2)	...	7	...	7	...	7

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4. Memorandum of Agreements:—						
(i) Permanent disablement	...	11	22	33	27	6
(ii) Temporary disablement	...	1	6	7	7	...
5. Recovery under Section 31.	...	...	...	...	...	...
6. Indemnification under Section 12	...	4	...	4	...	4
Total	...	223	43	266	58	208

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

1. Pending as on 1-6-'64	...	383
2. Received during the month	...	91
3. Disposed of during the month	...	14
4. Pending as on 30-6-'64	...	460

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

Statement showing the number of applications received and disposed of etc., under Sections 41 and 51 of the Act for the month of June, 1964.

12. (a) Appeals under Section 41:—

Pending as on 1-6-1964	...	224
Received during the month	...	25
Disposed of during the month	...	20
Pending as on 30-6-1964	...	229

12. (b) Appeals under Section 51:—

Pending as on 1-6-1964	...	1
Received during the month	...	4
Disposed of during the month	...	Nil
Pending as on 30-6-1964	...	5

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

Pending as on 1-6-1964	...	67
Received during the month	...	29
Disposed of during the month	...	43
Pending as on 30-6-1964	...	53

13. (a) List of Trade Unions registered under the Indian Trade Unions Act, 1926, during the month of June 1964.

Sl. No. (1)	R. No. (2)	Date of registration (3)	Industry (4)	Name and address of the Union (5)
1.	3693	3-6-64	Miscellaneous	... T. I. Cycles Employees' Union, 12/13, Angappa Naicken Street, Madras-1.
2.	3694	9-6-64	do	... National General Workers' Union, 54, Nageswaran North Street, Kumbakonam.
3.	3695	9-6-64	do	... Brakes India Employees' Union, Padi, Madras-50.
4.	3696	11-6-64	do	... Surgical Instrument Project Employees Union, 37, South Tank Square Street, Triplicane, Madras-5.
5.	3697	11-6-64	do	... Geoffrey Manners and Co. Ltd., Employees' Union, 9, IVth Street, Abirampuram, Madras-18.
6.	3698	16-6-64	Textiles	... Nagammai Cotton Mills Labour Union, Bazaar St., Vikravandi P. O. South Arcot District.
7.	3699	do	Transport	... Vellore Lorry Drivers & Cleaners' Union, 9-A, Bangalore Rd, Vellore, North Arcot District.
8.	3700	do	do	... Chandra Transport(Firm) Thozhilalar Sangam, 225, Virudunagar Main Road, Aruppukottai.
9.	3701	17-6-64	Beedi	... Madras Beedi Workers' Union, 4, Stringers St., Madras-1.
10.	3702	20-6-64	do	... United Beedi Labour Union, 12, Kummajamman Koil Street, Madras-21.
11.	3703	23-6-64	Transport	... Motor Transport Labour Union, 48, Yadava (Eda) St., Chidambaram.

(1)	(2)	(3)	(4)	(5)
12.	3704	do	Miscellaneous	... E.I.D. Parry Employees' Union, 12-1/A, Sonagar Street, Cuddalore-3.
13.	3705	do	Miscellaneous	... Nilgiris District Hotel & General Workers' Union, Cash Bazaar, Coonoor-2.
14.	3706	30-6-64	Banking	... Town Bank Employees' Union, Pudukkottai.

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

Sl. No. (1)	R. No. (2)	Date of Cancellation (3)	Industry (4)	Name and address of the Union (5)
1.	1062	3-6-64	Plantation	... Madras Provincial Plantation Workers' Union, Valparai.
2.	3039	"	Miscellaneous	... Bharathi Kaithari Kooli Thozhilalar Seva Sangam, Coimbatore.
3.	890	9-6-64	Sanitary service	... Municipal Sippanthigal Sangam, Tuticorin.
4.	2495	"	Miscellaneous	... Tenkasi Taluk Salavari Thozhilalar Sangam, Kottarakulam.
5.	2908	"	Miscellaneous	... Pachayappas Employees' Union, Madras.
6.	2956	"	Banking	... Tanjore Permanent Bank Staff Union, Tanjore.
7.	3220	9-6-64	Textiles	... Panappakkam Handloom Weavers' Union Panappakkam, North Arcot District.
8.	3367	"	Miscellaneous	... Sayapattarai Thozhilalar Sangam, Ettayapuram.
9.	2750	26-6-64	do	... Research Chemical Laboratories Workers' Union, Madras.
10.	2816	"	do	... Cine Musicians Union, Madras.
11.	3417	"	do	... Kaivandi Thozhilalar Sangam, Tuticorin.

(iii) List of Trade Unions amalgamated during the month of June 1964

Sl. No.	R. No.	Industry	Name and Address of the Union.
1.	3366	Miscellaneous	T. I. Cycles Employees' Union, Madras.
2.	3490	do	T. I. Cycles Staff Union, Madras.

(iv) List of Trade Unions dissolved during the month of June 1964.

Sl. No.	R. No.	Date of Amalgamation	Industry	Name and Address of the Union.
1.	2730	18-6-64	Textiles	Harvey Staff Association Madurai.

ABSTRACT

1.	Total No. of registered trade unions as on 1-6-64	...	1216
2.	Total No. of trade unions registered during the month	...	14
3.	Total No. of trade unions cancelled during the month	...	11
4.	Total No. of trade unions Amalgamated during the month	...	2
5.	Total No. of trade unions Dissolved during the month	...	1
6.	Total No. of registered trade unions as on 30-6-64	...	1216

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

Sl. No.	Particulars.	The Factories Act, 1948.	The Payment of Wages Act, 1947.	The Madras Maternity Benefit Act.	The Madras Shops and Establishments Act, 1947.	The Madras Catering Establishments Act, 1958.	The Madras Minimum Wages Act.	The Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958.	The Madras Industrial Establishments (Regulation of Festivals & Holidays) Act, 1958.	(10)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
1.	No. of establishments inspected.	1,819	5,778	707	55,005	6,299	2,595	711	11,994	
2.	No. of irregularities noticed.*	190	484	13	750	1,167	111	92	124	
3.	No. of cases warned.	76	110	...	466	385	57	41	79	
4.	No. of prosecutions launched.	29	4	...	48	71	15	4	2	
5.	No. of convictions obtained.	24	3	...	35	66	7	4	2	
6.	Amount of fines levied (in Rupees.)	855	25	...	726	1,335	285	90	10	

* 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 June, 1964.

District.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			REMARKS	
	(1)	Section 2 (m) (i)		(3)	Section 2 (m) (ii)		(7)	Section 2 (m) (i)		(9)	Section 2 (m) (ii)			(13)
		(2)	(4)		(5)	(6)		(8)	(10)		(11)	(12)		
1. North Arcot	157	126	181	11	...	...	1*	...	8	...	168	118	182	468
2. South Arcot	123	10	50	...	...	...	...	...	...	...	123	10	50	183
3. Chingleput	247	24	60	6	...	...	...	...	...	...	253	24	60	317
4. Coimbatore	1,007	12	97	8	...	...	...	...	3	...	1015	9	97	1121
5. Kanyakumari	58	10	32	...	...	1	...	...	...	...	58	11	32	101
6. Madras	775	40	131	...	...	...	...	...	...	...	775	40	131	946
7. Madurai	441	39	51	1	...	...	...	...	...	...	442	39	51	532
8. The Nilgiris	125	...	8	...	...	...	...	...	...	...	125	...	8	133
9. Ramanathapuram	238	65	203	3	...	...	...	...	1	...	241	64	203	508
10. Salem	510	14	159	4	...	...	...	...	...	...	514	14	159	687
11. Thanjavur	285	9	198	5	...	...	...	...	...	...	290	9	198	497
12. Tiruchirappalli	262	13	181	...	...	...	...	...	...	...	262	13	181	457
13. Tirunelveli	288	82	266	1	...	1	...	...	...	...	288	83	266	637
Total	4,516	444	1,617	39	...	2	1	1	12	...	4554	434	1618	606

15 (b). Numerical Lists of Plantations covered by the Plantations Labour Act 1951, for the month of June 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	...	140	26,539.96	...	...	...	...	140	26,539.96
2. Tea	...	129	62,146.62	...	...	...	...	129	62,146.62
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	...	293	1,10,095.35	...	...	...	...	293	1,10,095.35

Note : A. Number of Plantations

B. Acreage under cultivation.

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.	2	...	...	...	...	...
2.	Card Room Machinery	16	...	...	...	...	...
3.	Drawing Frames	8	...	...	...	...	...
4.	Speed Frames	2	...	...	...	...	...
5.	Spinning Machinery	26	...	...	...	...	...
6.	Weaving Machinery	8	...	...	...	...	...
7.	Finishing Machinery	1	...	...	...	...	...
8.	Flying Shuttles	6	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	17	1	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	93	2	...	...	...	...
	Total	179	3	...	...	...	...
JUTE MACHINERY ... Nil							

MADRAS LABOUR GAZETTE

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 June 1964.

Name of the establishment (2)	Section from which exempted (3)	Duration of exemption (4)	Authority (5)
EMPLOYEES STATE INSURANCE ACT.			
Central Jail Factory Vellore.	Chapter V-A of Employees State Insurance Act.	One year from 24-6-64	H-1 No. 2732 of 1964 dated 22-6-64 of Industries, Labour and Co-operation Department.
Factories Act.			
Ashok Leyland Limited, Ennore, Madras.	Sections 51, 52, 54, 55, and 56 of the Factories Act.	Three months from 16-5-64	G. O. Ms. No. 2534 I. L. & C. (Lab) dated 5-5-64.
The English Electric Company of India (Private) Limited, Madras-27	Section 51	Three months from 4-4-64	G. O. Ms. No. 2704 I. L. & C. (Lab) dated 13-5-64.
1. Cordite Factory, Aravancadu. 2. Army Clothing Factory, Avadi. 3. Base Ordnance Depot, Avadi and its branches. 4. Vehicle Depot, Avadi and its branches.	Sections 51, 52, 53, 54, 56, and sub-section from section (10) 25-4-64 of Section 79.	Three months from 25-4-64	G. O. Ms. No. 2984 I. L. & C. (Lab) dated 3-6-64.
MADRAS CATERING ESTABLISHMENTS ACT.			
Hotels and Canteens attached to and managed or run by the Educational and Research Institutions-	All the provisions of the Act except Sections 19 and 23	Permanently	G. O. Ms. No. 2538 I. L. & C. (Lab) dated 5-5-64.
MADRAS SHOPS AND ESTABLISHMENTS ACT.			
Godown of Messrs. Voltas Limited, Located at 33 Moore Street, Madras-1.	Sub-sections (1) and (2) of Section 9 and Section 31	Upto 31-12-64	G. O. Ms. No. 2557 I. L. & C. (Lab) dated 5-5-64.
PLANTATIONS LABOUR ACT.			
All Plantations in respect of the Hospital and Medical Staff etc.	Sections 19, 20, 21, and 22	So long as the exemptions granted to the workers from the provisions of Sections 13 and 14 of the Minimum Wages Act is in force.	G. O. Ms. No. 2378 I. L. & C. (Lab) dated 27-4-64.
MINIMUM WAGES ACT.			
All classes of employees in any Plantations.	Section 13 and 14	Six months from 10-4-64	G. O. Ms. No. 2794 Industries, Labour and Co-operation dated 20-5-64

18. Consolidated Statement of Prices of Cotton and Yarn for the month of June, 1964.

For the Week ending.	Prices of Cotton per quintal of 100 Kilograms	
	Cambodia. Rs.	Karungannu. Rs.
7-6-'64	Rs. 230 / 350	Rs. 295 / 310.
15-6-'64	-do-	-do-
22-6-'64	-do-	-do-
29-6-'64	-do-	-do-
Prices of Yarn per bundle of		
For the Week ending	10 lbs.	20 lbs.
	Rs. nP.	
7-6-'64	22. 75	
15-6-'64	-do-	
22-6-'64	-do-	
29-6-'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 June 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 ...	596.0	625.9	493.6	359.8	503.8	546.2
2.	Cuddalore ...	588.0	629.0	397.0	371.0	648.0	557.0
3.	Tiruchirapalli ...	596.0	494.0	449.0	321.0	379.0	518.0
4.	Madurai ...	617.0	463.0	507.0	347.0	399.0	529.0
5.	Coimbatore ...	644.0	575.0	529.0	573.0	326.0	599.0
(Base: August, 1939: 100).							
6.	Nagercoil ...	644.0	475.0	663.0	378.0		579.0

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

Comparative statement of the cost of living index numbers for the months of May and June 1964.

S. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			May 1964	June 1964.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	525.9	546.2	+ 20.3
2.	North Arcot and South Arcot Dists.	Cuddalore ...	524.0	557.0	+ 33.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	494.0	518.0	+ 24.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	507.0	529.0	+ 22.0
5.	Coimbatore and Salem Dists.	Coimbatore ...	564.0	599.0	+ 35.0
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil.	565.0	579.0	+ 14.0

MADRAS

The cost of living index number for working classes in Madras City for June 1964 rose by twenty points to 546.

The index for the food group rose by thirty points to 596 due mainly to a rise in the prices of rice, vegetables and gingelly oil.

The index for the clothing group rose by nine points to 494 due to a rise in the prices of dhoties, upper cloth and petticoat cloth.

The index for the miscellaneous group rose by twenty points to 504 due to a rise in the prices of betel-nuts, betel leaves and tobacco for chewing.

The group index numbers in respect of fuel and lighting, and house rent remained unchanged at 626 and 360 points respectively.

S. No.	Group.	Weight proportional to the total expenditure.	Group Index numbers.	
			May 1964	June 1964.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	566.4	596.0
2.	Fuel and lighting	8.42	625.9	625.9
3.	Clothing	6.10	484.8	493.6
4.	House-rent	14.57	359.8	359.8
5.	Miscellaneous	12.68	484.5(a)	503.8
Total		100.00		
Cost of living Index Number.			525.9	546.2

(a) 484.48 to two decimal places.

CUDDALORE

The cost of living index numbers for Cuddalore rose by thirty three points to 557.

The index for the food group rose by forty two points to 588 due mainly to a rise in the prices of rice, dhall, vegetables and gingelly oil.

The index for the fuel and lighting group rose by eleven points to 629 due to a rise in the prices of firewood and charcoal.

The index for the clothing group rose by one point to 397 due to a rise in the prices of dhoties.

The index for the miscellaneous group rose by forty nine points to 648 due mainly to a rise in the prices of betel leaves, shaving and travelling charges.

The index for the house rent group remained unchanged at 371 points.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by twenty four points to 518.

The index for the food group rose by thirty five points to 595 due mainly to a rise in the prices of rice, vegetables and gingelly oil.

The index for the fuel and lighting group fell by seven points to 494 due to a fall in the prices of firewood.

The index for the clothing group rose by eighteen points to 449 due mainly to a rise in the prices of dhoties and sarees.

The index for the miscellaneous group rose by ten points to 379 due mainly to a rise in the prices of dhobi and travelling charges.

The index for the house-rent group remained unchanged at 321 points.

MADURAI

The cost of living index number for Madurai rose by twenty two points to 529.

The index for the food group rose by thirty three points to 617 due mainly to a rise in the prices of rice, vegetables, meat and gingelly oil.

The index for the fuel and lighting group rose by six points to 463 due to a rise in the prices of firewood and charcoal.

The index for the clothing group rose by two points to 507 due to a rise in the prices of sarees and petticoat cloth.

The index for the miscellaneous group rose by nineteen points to 399 due to a rise in the prices of betel nuts, betel leaves and dhobi charges.

The index for the house rent group remained unchanged at 347 points.

COIMBATORE

The cost of living index numbers for Coimbatore rose by thirty five points to 599.

The index for the food group rose by fifty two points to 644 due mainly to a rise in the prices of rice, dhall and vegetables and gingelly oil.

The index for the clothing group rose by eleven points to 529 due mainly to a rise in the prices of shirting cloth sarees and petticoat cloth.

The index for the miscellaneous group rose by twelve points to 326 due mainly to a rise in the prices of betelnuts and betel leaves.

The group index numbers in respect of fuel and lighting and house rent remained unchanged at 575 and 573 points respectively.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil rose by fourteen points to 579.

The index for the food group rose by eighteen points to 644 due mainly to a rise in the prices of rice condiments and meat.

The index for the clothing group rose by thirty eight points to 663 due to a rise in the prices of thorthu and mundu.

The index for the miscellaneous group rose by one point to 378 due to a rise in the prices of betel leaves.

The index for the housing group remained unchanged at 475 points.

OTHER CONSUMER PRICE INDEX NUMBERS

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

(Base : Shifted to 1949=100)

Year.	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 April	131	130
May	132	132
June	134	134
July	135	137
August	136	137
September	137	139
October	138	140
November	138	140
December	140	140
1964:-		
January	140	140
February	142	141
March	143	143
April	144	145
May	147	147

* 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 May, 1964 was 202.86.

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 June, 1964

The Employees' State Insurance Scheme applies to 29 centres in the state of Madras and provides protection to 2,65,493 industrial workers in the event of Employment Injury, Sickness and Maternity. This protection is made available in two ways viz., by provision of cash benefits and by providing medical care when needed. There are 52 offices of the Corporation in the state for disbursement of cash benefits.

During the month of June 1964, 1,668 Insured Persons received Rs. 77,791-02 nP. by way of cash benefits due to Employment Injury. This includes 294 persons who were in receipt of pensions for permanent disablement benefit and also 106 dependants of deceased Insured Persons.

During the month of June 1964, 1,341 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need cash benefits in the event of Sickness. During June 1964, 45,931 claims were received and an amount of Rs. 5,42,817-78 nP. was paid out as sickness benefit involving abstention for 2,13,733 days.

During the month 279 insured women claimed Rs. 27,699-30nP. by way of maternity benefit.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 9 cases against defaulting employers for recovery of Rs. 6,062-88 nP.

Penal action was taken against the following :

One employer in four cases was convicted for non-payment of contributions and non submission of returns and was fined Rs. 40/- in each case, the total fine being Rs. 160/-

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

Sl. No.	Particulars	For the month of May '64
1.	Total number of Attendance :	
	New 63,341 } Old 2,12,074 }	2,75,415
2.	No. of Medical certificates issued	81,477
3.	No. of Domicillary visits made	206
4.	No. of Injections administered	81,071
5.	No. of X-Ray examinations	1,517
6.	No. of Laboratory examinations	4,208
7.	No. of Specialist Investigations	4,484
8.	No. of Persons admitted to Hospitals	1,871
9.	No. of bed days occupied during the month	13,443
Additional data for Panel System.		
1.	No. of attendance: New 16,959 } Old 32,124 }	49,083
	Diagnostic Centres	...
2.	No. of Prescriptions issued	16,196
3.	Payments made to :—	
	1. Chemists	...
	2 Insurance Medical Practitioners.	Rs. 51,678.21
		(Coimbatore area)

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

Sl. No	Districts	Total No. of registrations effected during June 1964.	Total No. of applicants placed in employment during June 1964.	Total No. of applicants on the Live Register at the end of June 1964.	No. of employers used the Employment Offices during June 1964.	No. of vacancies notified during June 1964.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	1,927	263	13,432	101	354
2.	Arcot, South	2,598	395	13,905	95	600
3.	Chingleput	3,418	152	24,507	129	913
4.	Coimbatore.	2,763	252	12,530	227	955
5.	Kanyakumari.	1,613	169	14,982	95	191
6.	Madras.	5,734	1,204	30,937	306	1,791
7.	Madurai.	2,782	429	16,44	134	620
8.	The Nilgiris.	765	62	8,618	46	189
9.	Ramanathapuram	1,603	268	9,488	79	437
10.	Salem.	3,120	596	17,300	84	925
11.	Thanjavur.	2,174	273	14,494	221	445
12.	Tiruchirappalli.	3,127	223	15,927	97	552
13.	Tirunelveli.	2,217	261	14,570	111	493
Total: June 1964		33,841	4,547	2,07,624	1,685	8,465
.. May 1964		25,179	3,789	1,96,957	1,600	7,633
.. April 1963		33,215	3,813	1,94,111	1,180	5,571

21 (b) Analysis of the applicants on the Live Register as on 30—6—1964 by broad occupational groups.

Name of the Dist. Employment Offices	Professional technical and related workers	Administrative and managerial workers	Clerical and related workers	Crafts-men	Other Skilled workers	Unskilled office workers	Unskilled workers (Others)	Persons with outwork experience	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Arcot, North	2,482	3	123	344	377	72	243	9,788	13,432
2. Arcot, South	2,431	8	53	683	460	—	579	9,691	13,905
3. Neyveli	251	2	32	470	121	—	529	1,750	3,155
4. Chingleput	1,650	1	118	5,925	432	78	1,860	14,372	24,507
5. Coimbatore	2,630	11	65	480	523	—	243	8,578	12,530
6. Kanyakumari	2,300	28	163	1,637	1,291	—	543	9,020	14,182
7. Madras-14	1,747	377	354	3,918	1,715	4	609	18,284	27,008
8. Madras North	—	—	—	—	392	4	508	13,854	14,758
9. Employment office for the physically handicapped.	*	*	*	*	*	*	*	*	*
10. Professional & Executive Employment Office.	581	374	—	—	—	—	—	—	955
11. Madurai	1,747	377	354	3,918	1,715	4	609	18,284	27,008
12. The Nilgiris	464	—	12	243	283	—	91	7,515	8,608
13. Ramanathapuram	2,662	—	35	186	350	—	186	6,069	9,488
14. Salem	3,510	41	58	247	784	—	401	12,259	17,300
15. Thanjavur	2,193	30	140	560	807	—	245	10,519	14,494
16. Tiruchirappalli	2,997	13	251	775	749	126	1,119	9,897	15,927
17. Tirunelveli	3,221	—	59	425	788	—	206	9,871	14,570
Total	30,866	1,265	1,887	19,811	10,787	288	7,972	1,59,751	2,32,627

* Figures not available.

21 (c) Analysis of Educated Applicants on the Live Register As on 30-6-64 in Each District

Employment Office Area (1)	Matriculates (2)	Passed Higher Secondary including under graduates (3)	Graduates			Total (7)
			Engineering (4)	Medical (5)	Others (6)	
Arcot, North	3,131	449	8	—	141	3,729
Arcot, South	3,049	153	2	—	200	3,404
Neyveli	517	40	9	—	37	603
Chingleput	1,571	50	4	—	70	1,695
Coimbatore	4,459	253	14	6	267	4,949
Kanyakumari	3,766	247	5	—	237	4,255
Madras-14	4,869	179	—	—	814	5,862
Madras North	18	—	—	—	—	18
Professional & Executive Employment Office	—	—	142	2	582	726
Employment Office for the physically handicapped	*	*	*	*	*	*
Madurai	5,314	118	22	1	278	5,733
Nilgiris	804	72	8	—	111	995
Ramanathapuram	3,132	132	5	—	225	3,494
Salem	4,095	325	12	—	305	4,737
Thanjavur	4,453	223	12	—	204	4,892
Tiruchirappalli	4,862	240	22	—	238	5,362
Tirunelveli	4,989	313	4	—	58	5,894
Total	49,029	2,784	269	9	4,297	56,398

* Figures not available

21. (d) Analysis of educated applicants registered during the half year ended June, 64 in each District.

Employment Office Area	Matriculates	Passed higher Secondary including under graduates	Graduates			Total
			Engineering	Medical	Others	
Arcot, North	2,339	653	7	—	178	2,977
Arcot, South	2,627	108	2	—	203	2,940
Neyveli	351	30	5	—	19	405
Chingleput	1,987	—	3	—	90	2,080
Coimbatore	3,438	227	14	5	294	3,978
Kanyakumari	2,352	103	5	—	280	2,740
Madras-14	5,433	531	—	—	532	6,496
Madras North	33	—	—	—	—	33
Professional & Executive Employment Office	—	—	90	2	330	422
Employment Office for the physically handicapped	*	*	*	*	*	*
Madurai	4,059	37	28	1	482	4,607
Nilgiris	709	36	8	—	120	873
Ramanathapuram	2,987	137	9	—	269	3,402
Salem	3,477	306	16	—	350	4,149
Thanjavur	2,234	211	15	—	187	2,647
Tiruchirappalli	3,034	210	21	1	262	3,528
Tirunelveli	3,187	159	4	—	373	3,723
Total	38,047	2,748	227	9	3,969	45,000

(c) Analysis of Educated Applicants Placed in Employment During The Half Year Ended 30th June, 1964.

	Employment Office	Matriculates	Passed Higher Secondary including under graduates	Graduates			Total
				Engineering	Medical	Others	
		571	70	1	—	88	730
	Arcoot, North	610	23	—	—	54	687
	Arcoot, South	47	—	—	—	—	47
	Neyveli	236	1	—	—	6	243
	Chingelput	594	35	—	1	49	679
	Coimbatore	333	3	—	—	32	368
	Kanyakumari	1,556	94	—	—	97	1,747
	Madras-14	13	—	—	—	—	13
	Madras (N)	—	—	4	—	—	4
	Professional & Executive Employment Office	—	—	—	—	—	—
	Employment Office for the Physically handicapped	—	—	—	—	—	—
	Madurai	787	7	4	—	425	1,223
	Nilgiris	164	11	—	—	30	205
	Ramanathapuram	298	—	—	—	134	432
	Salem	778	37	3	—	89	907
	Thanjavur	574	39	1	—	82	696
	Tiruchirapalli	526	15	—	1	78	620
	Tirunelveli	361	35	—	—	143	539
	Total	7,453	370	13	2	1,396	9,234

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