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MADRAS LABOUR GAZETTE

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

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THE MADRAS LABOUR GAZETTE

Vol. VI]

JUNE 1964

[No. 6

SPECIAL ARTICLES

A CRITICAL ESTIMATE OF WORK-STUDY TECHNIQUES IN INDIAN CONDITIONS

By

Dr. BANSI DHAR, M.A. LLb., D.Litt., D.Phil., (Ald.) Ph.. (Edin.).
Efficiency Adviser to Labour Commissioner, U.P. Kanpur.

Work Study has been described as a term used to embrace the techniques of method study and work measurement which are employed to ensure the best possible use of human and material resources in carrying out a specified activity. These techniques are not so modern as their expounders would make out. As made out by an eminent writer in one of the latest number of *Time and Motion Study* the builders of sphinx in Egypt and those of the Pyramids, even though employing slave labour, did employ these techniques. Nearer home we have the technique of measurement in carpet weaving in Agra. The way the weaving of carpets of complicated designs is done will be an eye-opener to the students of Method Study. The formula employed to work out payment by result in Mirzapur & Bhadoi (District Varanasi) is quite ingenious even though the weavers by and large were and are illiterate. The formula is based on butans or two knots as unit and is in the form 5 (20) 20 butans. Here symbolically we could represent the figures thus X (20) Y where

X stands for warp knots in one yard

y stands for weft knots (in 9" or 1' stretch)

20 is constant.

Thus 5 (20) 20 would mean

$5 \times 20 = 100$ (butans) $\times 2 =$ Knots in one yard

$20 \times 2 = 40$ (butans) Knots in 9 yards or 160 Knots in one yard.

$\therefore$ In One square yard $200 \times 160 = 32,000$ Knots.

One may compare this illiterate device with a formula like circumference $= \pi \times$ diameter.

However, the present day developments came through Taylor. He is credited with originating the principles of Scientific Management in 1880. From these humble beginnings of "Good Performance" there developed a

variety of procedures with greater critical assessment after 1930, particularly after the Second World War. Alongside of Time Study Movement there developed Motion Study by Gilbreth and latter leavened Time Study movement in various ways. And now we hear of Industrial Engineering as a specialised study. Nadler defines it as the art of utilizing scientific principles, psychological data, and physiological information for designing, improving and integrating industrial, management and human operating procedures. And the very terminology has undergone rapid changes. For times and Motion Study, the usage would have Work Study as a comprehensive expression and now the vogue is for method Time Measurement. Whatever the historical prospective of the latter day emphasis on Method Time Measurement, the fact remains that the objective was to increase productivity in the interest of the capitalists or the state in a communist country, workmen and the consumer.

To measure a performance, now as even before, people have to take into account these genres of Time; Actual, Normal and Standard. In time gone by when the journey was made by coaches in Great Britain and by bullock carts in India we had the use of these expression in somewhat different form. The caravan consisted of a number of units, each unit has its own pace, the actual time taken by each would have been different, if each jogged along at its own pace. But caravan formation compelled each to keep to a normal pace with certain narrow limits of deviations as represented by the head and tail of the caravan. Curb was placed on the too fast and the too slow were urged to move faster. Studies in Industrial Psychology also go to show that the speed of bench workers tends to be gravitated to the centre, that is the fastest has to slow down and the slowest has to quicken his pace. Thus there is nothing novel about the expression "Normal". It was in actual practice most commonly used and understood in languages and climes so far apart.

Nor is the expression standard so very novel. The probable arrival hour of the caravan always took into account the relaxation needed for the animals and the passengers. In fact places were provided in the route specifically to this end. In the language of Phild Carroll such allowances are relax factors. In introducing the relax factors, or recognising the need for allowances to the normal for final determination of time to be allowed or estimated, the theory had to take into account practice. To quote Charles Kettering "the only difference between theory and practice is that in practice you cannot leave anything out." The two popularly accepted relaxed factors are "Personal" and "Fatigue." The former is considered to be 3.4% but is put generally at 5%. As for fatigue there are differences of opinion. Thus one writer gives the following percentages of working or normal time as allowance for normal conditions of heat :

Degree	Percent.
Minimum physical work	... 10
Night physical work	... 15
Moderate physical work	... 20
Heavy physical work	... 30

In the words of the author "They apply to such bench marks of normal pace as 3.0 miles per hour for walking and 12.5 shovelfuls (15 pounds) per minute for shovelling sand." Of course, these percentages will require modification so far as Indian conditions are concerned. The climate of India being so variable from one part to another the norms of one region may not be the norms for another.

In substance, what the Work Study claims to do is nothing new; it was there all the time. Its claims only relates to exactitude. Here is one of the claims. Mr. P. R. Bergson claims in February 1962 number of Time and Motion Study that "accurate performance time can be determined within *plus* or *minus* 10% of the Methods Time assessment when it is actually on the shop floor." These limits to accuracy, it is said, are possible only if the job is being time and motion studied simultaneously.

The psychologist, however, sounds a note of warning and this finds support from what I have seen of work measurement in Uttar Pradesh by professional industrial engineers. Thus C. J. Meyers wrote "Time and Movement Study as carried out by industrial psychologists and physiologists are totally different from Time Study and Movement Study carried out by one whose outlook is dominated by a training in engineering". In India where conditions for "good performance" of Taylor do not invariably obtain, the difference between the approach of the industrial psychologist and a mere engineer is often very great. The engineer is disposed to say from his comfortable place the workmen must earn the bread by the sweat of his brow and maintains that it is Gospel Truth. The psychologist says the workman will if he must but he must be motivated and relieved of the drudgery of intensification at the earliest. The psychologist agrees with Victor Smooth when the latter concedes "in the production field the many processes which are now automatically controlled as well as those which still depend on the operator emphasize the need to attain high operating efficiency by attention to mental demands." This aspect is called "mental loading of process operation." He is referring here to the parameters of a new science which is attempting to combine the mechanical, psychological, physiological and sociological factors of work; and these are so different in India from those of the West wherefrom the development in Industrial Engineering have come.

EXPERIENCES IN WORK STUDY

Work Study would broadly include Method Study and Time Study. Method Study is best done through Motion study but as the sequel would show there are many *but*s to it and I shall confine myself in this article to experience relating to Motion Study alone.

Gilbreth has been described as the father of Motion Study and fortunately for Gilbreth his wife, Lillian, was a psychologist. While Gilbreth drew upon his practical experience of the various movements involved in the performance of a job with speed and accuracy, his wife contributed by her understanding of human nature. Much water has flown under the bridge since Gilbreth died in 1924. Even in the U. S. A. the age of machine has given place to atomic age and travel in the space. While Motion Study has its own advantages there are certain factors which have unfortunately been ignored. While speed and precision are acquired by practice the fact remains that when the complexity of performance is increased, man has to use initiative which comes from insight. The greatest contribution of Gestalt Psychology has been emphasis on the factor of insight in any performance. No amount of psychological analysis, or for the matter of that analysis through motion study, can explain, completely 'the how' of a complicated performance.

True, human ingenuity has perfected organisation in many ways, as is illustrated by performance of computers and the attempt at refuelling of space vehicles in the outer space to reach the moon. Not only are the machines perfect in their automisation but human organism has also been perfected in a manner to adjust its circulatory and breathing system to the exigencies of the outer space. And yet the fact remains that it is not every human being that can attempt these flights, showing thereby that the cumulative capacity of the cells to adjust themselves to an environment where the gravitational pull of the earth does not obtain is not widely distributed. Similarly it is not everybody that has insight which enables the worker to shortcircuit the details of mechanical performance. The author came across a worker in the Tata Iron and Steel Co., Jamshedpur, who was entrusted with the job of inspection of railway tracks manufactured in the Tatas to find out if they were straight and free from structural defects. The rails used to be placed on an elevated platform and this man would view the whole length of the rail from one end and in no time could either approve or reject these rails. We learned, on enquiries, that the number of rejects for rails approved by this person on examination by railway inspectors was very very small. This man had received no general or technical education. But what he did defied the performance of those technically qualified. In short, the technical education could impart to the technicians the how and why of things, but when it came to actual performance through insight their knowledge failed to make the contribution which the insight of the untutored worker made possible.

It has, therefore to be borne in mind that Motion Study, as such tells us little about insight which enables workers to shortcircuit the many details of mechanical performance. It, therefore, stands to reason and experience justifies it that while Motion Study is good enough for analysis of Therbligs for initiating the novice in learning and making various movements correctly, the dovetailing of these into a complete performance, will differ from man

SPECIAL ARTICLES

to man. Statistically we shall have the average, above the average and below the average. Training would tend to reduce the deviation from the norm and this will be reflected in the quality and quantity of the output; yet there will be persons who are above the average whose output would defy attainment by the average, or those below the average. Hence one of the greatest drawbacks of motion study is its levelling up. One cannot force the pace of an ordinary worker beyond a certain limit without tiring him out. The best person to train workers in speedy and accurate performance is the foreman who can demonstrate how well a thing can be done and who can deliberately slow down his pace to enable the trainees to break up the many movements that go to constitute a unit of performance. What applies to methods in training teachers would apply to the foreman entrusted with training workers with the assistance of Motion Study. Thus the right place for motion study is not as much in the assessment of workload for a worker as in a training programme for workers. It will also enable us, when the trainees get adjusted to the job, to fix wage rates which should always be based on performance of those which are just the average, with a liberal fatigue allowance so that those below the average be able to earn the minimum for the average. Thus incentive is provided for the average and below the average.

Let it be remembered nothing is more powerful in improving the performance, qualitatively and quantitatively, than motivation. It was Cowper who wrote in the 18th Century,

" Give the dunce the place he desires,
And he will find the talents it requires"

For effective application of Motion Study, it is absolutely necessary to ensure full employment to save persons from frustration which unemployment and under employment create. Thus, being assured of a job and a living wage, men and women would tend to be gravitated to the jobs or family of jobs that suit them best, rather than accept and be content with whatever comes their way.

INDUSTRIAL SAFETY

Fatal Accident

There was a case of fatal accident in a factory in which the worker lost his life while inflating a tyre, due to the impact of the wheel ring that flew out with force.

How the accident occurred :

A worker was inflating the off side front wheel tyre on a vehicle holding the pipe connection leading from the air compressor. Usually the wheel ring is fitted over the wheel rim to keep the tyre in position after it is inflated. In this case the wheel rim came off from the tyre during inflation hitting him on the forehead with some force. The worker immediately fell down and died subsequently.

Cause of the accident :

This accident has occurred because the locking rim on the large tyre has been violently displaced during inflation. If the rim ring is not properly fitted or if the rim is bent or worn-out due to frequent use, there may be a gap in between the tyre and the rim and the seating will not be perfect. Then the ring becomes dislodged as air enters the tyre and flies out, usually with considerable force.

Measures to prevent the accident :

In order to safeguard persons inflating tyres on wheels attached to vehicle, a special type of guard of strong welded construction may be designed. A sketch of the guard is shown. It has a pair of spigots projecting from the base. These can be accommodated in holes arranged at convenient places in the garage or factory floor or yard thus ensuring sufficient rigidity to enable this portable guard to resist the blow from a flying rim. A vehicle can then be drawn up close to a convenient pair of holes and the guard, so enabling the tyres of a vehicle to be inflated in safety at a number of positions. When not in use the holes should be plugged to prevent them becoming choked and sockets are provided on the guard frame to hold the wooden plugs temporarily removed from the holes in the floor.

Accident occurred to a worker in a cotton mill while working on the winding machine :

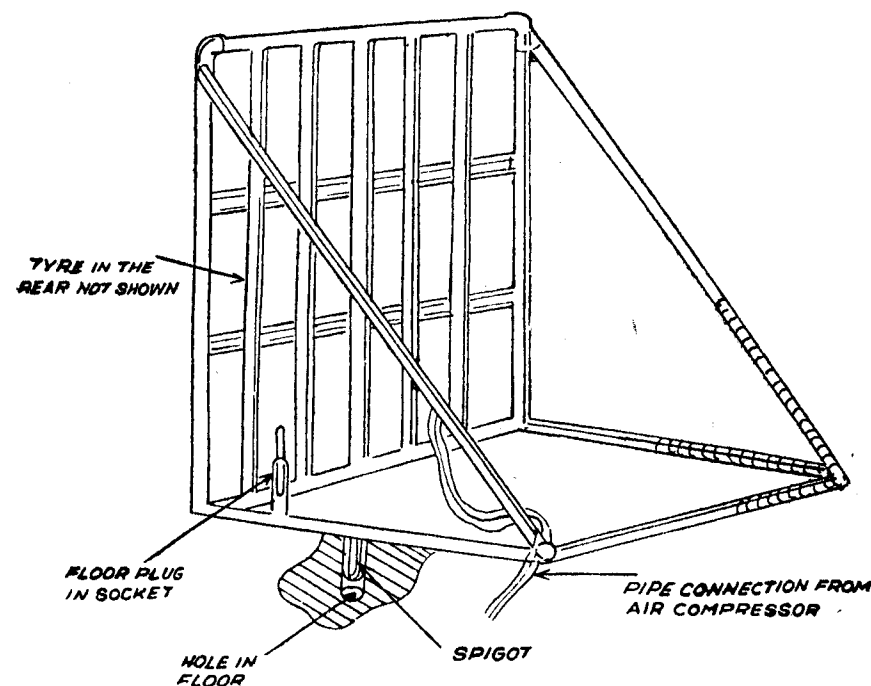
How the accident occurred :

While the worker was trying to remove the fluff sticking to the chain of the winding machine, his right finger was caught in between the nip of the chain and the chain wheel causing injury disabling him for 28 days. During the process, usually, cotton fluff gets accumulated in between the chain and the chain wheel. A sheet metal guard has been fixed to the drive of the chain and the chain wheel. But it is customary to air-clean the chain guard provided for the drive. After cleaning was done in this particular case, the guard for the drive has not been replaced in position, with the

result the chain and the chain wheel were exposed. Then the worker came for the job. He saw some fluff sticking to the chain and attempted to remove it with his finger and his finger was injured.

Preventive measure :

As air-cleaning is done twice a day, the guard is removed every time when the cleaning has to be done. Not replacing the guard in position is the reason for the accident. Supervision should ensure that the workers develop the habit of replacing the guards whenever they have to be removed for cleaning purposes. Alternately the feasibility of fixing the guard to the frame of the machine suitably hinged so that the guard can be opened for purposes of cleaning may be examined. Then the guard will always be on the machine. This will facilitate closing the guard in position then and there.



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

FUMES IN OPEN TOPPED VESSEL

A welder who had been carrying out welding in a large open-topped vessel by means of argon gas was found dead at the bottom of the vessel. Death had been due to the presence of argon gas and lack of oxygen.

It was assumed that the man had left the gas supply on when he finished work the previous day. By the time he returned the gas had accumulated and he was immediately affected by the fumes.

As the vessel was open-topped, it had not been considered necessary to follow the requirements of Section 30 of the Factories Act, which deals with dangerous fumes in confined spaces. However, this accident emphasized the importance of ensuring that the ventilation inside such vessels is adequate to both remove and harmlessly dispose of fumes arising from welding operations. Some form of mechanical ventilation should be provided to produce a current of fresh air in the immediate vicinity of the work, so arranged that the direction of the air movement is from the worker's face towards the work. Ventilation through the vessel is desirable if practicable.

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

HAIR CAUGHT IN PRINTING MACHINE

A girl in a printing shop stopped to talk to a colleague whose back was towards her. To make him hear she stooped forward, and in doing so hair became caught up by the inking roller on his machine. The operator attempted to stop the machine by means of the clutch lever, but could not reach it because of the position of the girl. By the time he had stopped it by switching off the motor, she had managed to pull her hair from the rollers. Fortunately, the amount of ink on the rollers reduced the grip on her hair, and she escaped with nothing worse than shock and a few bruises.

The operator concerned was known to be most careful in ensuring that the rollers were kept covered except when inking or cleaning was taking place, but on the occasion he had evidently left the cover in the raised position.

It is essential that covers are kept closed at all times when machines of this kind are in motion. Provision of simple interlocking switches fitted to the covers would ensure that this is carried out.

(Industrial Accident Prevention Bulletin, London, May 1963)

UNEXPECTED STARTING OF TRANSMISSION MACHINERY

A fitter was making some adjustments to the "fast" pulley associated with a staking machine used in the processing of leather. It was necessary for him to work through the spokes of the "loose" pulley from a position inside the fencing. No other person was working in the shop and power to the transmission shafting and the machine was switched off.

Meanwhile, a production chargehand had entered the shop with some samples which required working on a staking machine driven by the same line of shafting. Unaware that anyone else was on the premises, he started the motor from the switch located on the wall. Hearing the fitter's screams he immediately stopped the motor and went to aid the man, whose injuries consisted of a fractured arm and laceration of the back of the head.

All fitters and maintenance men at the factory concerned were supplied with metal labels reading: "Notice, Man working. Danger-do not start the motor" This label was intended for hanging on the motor starter switch whenever maintenance work was carried out. The injured man had kept his label in his pocket. Had he used it, and withdrawn the fuses as well, the accident would undoubtedly have been avoided. It is also unfortunate that a better liaison did not exist between the maintenance and production departments.

The best policy would have been to lock or secure the isolating switch in the "open" position.

(Accident-how they happen and how to prevent them, July 1962)

PRESSURE VESSEL COVER BLOWN OFF

In a knacker's yard was a digester used for rendering fat. It consisted of a horizontal cylinder surrounded by a steam jacket. The internal cylinder was heated by steam under pressure and generated its own pressure inside the cylinder while cooking. Normally, when the pressure rose to 35 lb. per sq. in., a valve was operated which reduced it to 25 lb. per sq. in., The digester was about 10 ft. long and between 3-4 dia., and was fed through a hole in the top from the floor above. The feed opening was covered by a cast iron cover clamped down by two bolts into the cylinder frame and hinged along a pillar.

It was found later that although one bolt on the cover had been screwed to a depth of 2 in. the thread had stripped. The sleeve had become jammed with fat and dried blood so that wear on the upright pillar had weakened and stripped the thread.

Pressure vessels are required by law to be inspected by the company insuring them, but this part of the equipment is not covered by that provision, and is, therefore the responsibility of the owner's own maintenance staff.

(Industrial Accident Prevention Bulletin, London, January, 1963)

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

INDUSTRIAL RELATIONS

May 1964

The labour situation in the State was satisfactory. There were 12 strikes in textile mills (including the one strike followed by a lockout, which was continuing at the end of the last month) and 15 strikes (including one strike followed by a lockout) in other industries during the month of May, 1964. Out of the 12 strikes and lockouts in textile mills, 2 strikes were continuing at the end of the month and out of the 15 strikes and lockout in other industries, 3 strikes were continuing at the end of the month. The number of workers affected by the strikes and lockouts in the textile mills was 2,752 and in other industries 3,655. 9,113 mandays were lost due to strikes in textile mills and 64,135 mandays were lost due to the strikes in other industries. (The particulars in respect of mandays lost in three strikes in other industries were not available.) The details of strikes are as follows:

TEXTILES

The strike by the workers of Yarn & Cloth Processing Centre, Erode referred to in the last month's issue was continuing at the end of this month also.

The strike by the workers of Coimbatore Cotton Mills Ltd., Singanallur, referred to in the last month's issue was called off and the workers resumed work voluntarily on 30-4-64 at 10 A.M.

About 32, out of 742 workers of Sri Kannapiran Mills Ltd., Sowripalayam, struck work on 28-4-64 at 11-30 A.M. over a dispute regarding permanency of certain workers. The workers resumed work voluntarily at 3-30 p.m. on 5-5-64. As a result of the strike, 612 workers were also indirectly affected.

About 722 out of 805 workers of Sree Meenakshi Mills Ltd., Paravai, struck work on 19-5-64 at 3-30 P.M. demanding bonus for the year 1963. The strike was called off and the workers resumed work on 20-5-64 at 3-45 P.M. on the intervention of the Labour Officer.

About 121 out of 13,115 workers of B & C Mills, Madras, 12, struck work on 13-5-64 at 12-30 P.M. demanding increase in wages. The workers resumed on 15-5-64 at 8-00 A.M. as a result of direct negotiation.

About 155 out of 348 workers of Palar Mills Ltd., Walajabad, struck work on 29-5-64 demanding extra wages for the day of Sri Nehru's death. The workers resumed work on the same day on the mediation by the Labour Officer.

About 130 out of 286 workers employed by the management of Krishnaveni Textiles Ltd., Uppilipalayam, struck work on 6-5-64 at 3-30 P.M. as a protest against the cut of 8 days wages. The workers resumed work on 8-5-64 at 12-30 P.M. as a result of direct negotiation. As a result of the strike, 58 workers were also indirectly affected.

About 58 out of 397 workers of Kadri Mills Ltd., Ondipudur, struck work on 18-5-64 at 8-00 P.M., following divergence of opinion between two rival unions over the issue of introduction of third shift. The workers resumed work on 25-5-1964 at 12.00 noon on the mediation by the Labour Officer.

About 59 out of 258 workers of Sri Gopalakrishna Mills (P) Ltd., Ganapathy, struck work at 12 noon on 18-5-64 demanding allotment of separate reels for undersized cops. The workers resumed work on 2-5-64 at 12 noon on the mediation by the Labour Officer. As a result of the strike, 104 workers were also indirectly affected.

About 145 out of 286 workers of Krishnaveni Textiles Ltd., Uppilipalayam struck work on 26-5-64 at 11-30 A.M. as a protest against the suspension of a worker. The strike was continuing at the end of the month, As a result of the strike about 48 workers were also indirectly affected.

About 62 out of 817 workers of Sivananda Mills Ltd., Ganapathy, struck work on 25-5-64 at 7-00 A.M. demanding the management to withdraw the mark "S. S." against three workers. The workers resumed work voluntarily on 29-5-64. As a result of the strike, 16 workers were also indirectly affected.

About 246 out of 450 workers of Thiagarajar Mills, Kappalur, went on a strike from 13-4-64 at 2-50 P.M. as a protest against the issue of show cause notice to 25 workers in reeling Dept. who refused to use scissors in cutting the extra portion of the reeling doffs as usual. The workers resumed work on the same day at 10-30 P.M. on the mediation by the Labour Officer.

OTHERS

The strike by the workers of Western India Match Co. Ltd., Madras, referred to in the last month's issue was called off on 12-5-64 and the workers resumed work voluntarily.

The strike by the workers of Hargo Industries, Madras 11, referred to in the last month's issue was continuing at the end of this month also.

The strike by the workers of Madras Machine Tools Manufactures Ltd., Coimbatore, referred to in the last month's issue was called off and the workers resumed work voluntarily on 10-5-64 at 1-30 A.M.

About 50 out of 67 workers of Meyyappa Skin Trading Co., Dindigul, launched a strike on 31-5-64 at 8-00 A.M. demanding arrears saloman

wages. The workers resumed work at 8-00 A. M. on 1-6-64 on intervention by the Labour Officer.

All the 102 workers of Ambur Municipality, Ambur, struck work on 29-5-64 protesting against the suspension of two workers. The workers resumed work on 21-5-64 voluntarily.

About 27 out of 38 workers of K. Abdul Jabbar & Co. Tannery, Amoor, struck work on 21-5-64 demanding payment of advance of wages. The workers resumed work on 23-5-64 on the advice of the Labour Officer. As a result of the strike, 11 workers were also indirectly affected.

All the 30 workers of Abdullageeb Sahib & Co. Tannery, Amoor, struck work on 21-5-64, demanding payment of advance of wages. The workers resumed work on 23-5-64 on the advice of the Labour Officer.

About 25 out of 34 workers of Syed Nizamudeen, Taj Mahal Beedies, Madras, 21, struck work on 14-5-64, at 8-00 A.M. agitating to send away the casual workers. The workers resumed work on 16-5-64 at 8 A. M. as a result of direct negotiation.

About 17 out of 20 workers of Mangaldos and Co., Madras 13, struck work on 25-5-64 at 8-30 A.M. protesting against the dismissal of a worker. The workers resumed work on 29-5-64 at 1-30 P. M. as a result of direct negotiation.

About 650 out of 1000 workers of Madras Rubber Factory, Madras 19, struck work on 29-5-64, demanding extra wages on the day of Sri Nehru's death. The strike was continuing at the end of the month. As a result of the strike, 200 workers were also indirectly affected.

About 71 out of 97 workers of the Indian Refrigeration Industries (Private) Ltd., Coimbatore, struck work on 10-5-64 at 8-30 A. M. protesting against the appointment of a maistry. The workers resumed work voluntarily on 12-5-64 at 7-30 A.M.

About 30 out of 115 workers of Blue Mount Switch Gears (Private) Ltd. Coimbatore, struck work on 13-5-64 at 1-30 P.M. as a protest against the assaulting of a worker by the management. The workers resumed work on 16-5-64 at 9-00 A.M. on the mediation by the Labour Officer.

About 415 out of 3,400 workers of Textool Co. Ltd., Ganapathy P.O., struck work on 7-5-64 at 7-00 A.M. protesting against the allotment of work to six fitters of ring frame assembly in Carding Engine. The workers resumed work on 8-5-64 at 8-30 A.M. voluntarily.

About 11 out of 15 workers of Vasantha Metal Industries, Madras, struck work on 8-5-64 as a protest against the dismissal of four workers. The strike was continuing at the end of the month. As a result of the strike, 4 workers were also indirectly affected.

About 40 out of 58 workers, Jayanth Packing Private Ltd., Madras, struck work on 9-5-64 protesting against the suspension of a worker. The strike was called off and the workers resumed work on 19-5-64 on the mediation by Labour Officer. As a result of the strike, 18 workers were also indirectly affected.

CENTRAL SPHERE

1. General :

Regional Labour Commissioner attended the Half-yearly meeting with the Chief Personnel Officer, Southern Railway, Madras on 7th May 1964. He also attended the Madras Dock Labour Board meeting on 25th May 1964.

2. Conciliation :

- (a) Regional Labour Commissioner held conciliation proceedings in the following disputes and brought about amicable settlements :—
 - (i) Between the Travancore Minerals Ltd. Plant No. III, Manavalakurichi and the Mineral Workers Union (UTUC) Manavalakurichi over charter of demands like revision of pay scales, enhancement of Dearness Allowance etc.
 - (ii) Between the Dalmia Cement (Bharat) Ltd., Dalmiapuram and the Dalmia Cement National Workers Union, Dalmiapuram over the amendments to certain items of settlement.
- (b) The Conciliation Officer (Central Madras held conciliation proceedings in the dispute between M/s. A. Arumugham Chettiar, Stevedores, Madras and the Madras Port & Dock Workers' Union, Madras over payment of compensation to Sri M. Murugan, casual foreman and brought about a settlement.
- (c) The dispute between M/s. Premier Insurance Co. Ltd., Madras and the South India Insurance Employees Association, Madras over non-payment of salary to Sri Sreenivasaraghavan, Inspector, was disposed of by the Conciliation Officer (C) Verification, Madras as unfit for intervention as the employee in respect of whom the dispute was raised is not a workman as defined under the Industrial Disputes Act.
- (d) The following disputes were settled otherwise than by conciliation :—
 - (i) Between M/s. Arumugham Chetty & Co., Stevedores, Madras and the Madras Port & Dock Workers Union, Madras, over payment of Bonus for the year 1962,

- (ii) Between M/s. A. Arumugham Chettiar. Stevedores, Madras and the Madras Port & Dock Workers Union, Madras, over payment of Bonus for 1963 in respect of Stevedoring staff.
 - (iii) Between the Central Leprosy Teaching and Research Institute, Tirumani, Chingleput and the Central Leprosy Teaching and Research Institute Farm Workers Union (INTUC) over alleged illegal transfer of Sri Hussain Bai, Peon from Surgical Ward to Agricultural Farm.
 - (iv) Between the Canara Banking Corporation Ltd., Mangalore and the Canara Banking Corporation Employees' Union, Madras over withholding of special allowance to Shri K. N. Ramachandran, Peon.
 - (e) The dispute between the State Bank of India, Madras and the State Bank of India Staff Union, Madras over alleged wrongful termination of services of Sri K. Raghavan, Cashier, Madurantakam Branch was ended in failure.
- | | |
|---|-----|
| 3. Number of strikes and lockouts : | 1 |
| 4. Number of threatened strikes and lockouts | 1 |
| 5. Particulars regarding disputes received : | |
| (a) Number of Industrial Disputes pending at the beginning of the month : | 10 |
| (b) Number of Industrial Disputes received during the month : | 7 |
| (c) Number of Industrial Disputes settled/ disposed of during the month : | 13 |
| (d) Number of threatened strikes : | 1 |
| (e) Number of which materialised : | Nil |
| (f) Number of Draft Standing Orders certified : | 2 |

STATES SPHERE

The Conciliation Officers enquired into and settled 613 disputes during the month of May, 1964. Of these, 60 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 25 industrial disputes (in which settlements could not be brought about by Conciliation) for adjudication by the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madras and Madurai, besides one dispute referred for arbitration to the Commissioner of Labour. The details of disputes referred for adjudication are

published in the Statistical part of the journal. 19 awards given by the Industrial Tribunal, Madras and Labour Courts on the industrial disputes referred for adjudication are published in the Fort St. George Gazette during the month of May, 1964.

WELFARE

The employment situation in the State during the month was favourable compared to April 1964. Though the placements remained more or less static (3,789), the number of vacancies notified was 7,633 (+2,062) and the number of registrations effected was 25,179 (-8,036). The employment ratio as measured by the number of registrations to vacancies notified in May was 7 : 3 as against 5 : 1 in the previous month. Similarly the ratio of registrations to placements for the two months was 7 : 1 and 9 : 1 respectively.

There was no change in the pattern of shortage and surpluses of manpower. Clerical and unskilled workers continued to be in excess of current demands for them. At the same time suitable and willing applicants were inadequate in the following occupations :

Sanitary Inspector, Language Teacher (Tamil/Sanskrit/Hindi/Telugu) Registered Medical Practitioner (Allopathic/indigenous Medicines), Pharmacists (Graduates/Diploma holders), Engineering Degree/ Diploma holder with experience, Typist (Tamil and English, Stenotypist, Physical Education Teacher (men and Women), Graduate School Assistant (Science/Mathematics), Secretarial Assistant, Tailoring and Embroidery Instructor, Grinder, Metal Sprayer, Manager (Catering), Town Planning and Building Inspector, Lino Mechanic, Lino Operator, Mono Key Board Operator, Mono Caster Operator, Ferro Printer, Fitter (Tool room), Veterinary Assistant Surgeon, Diploma Holder in Textile Technology, Wireman with 5 years experience.

The employment market enquiry for the quarter ended March 1964 has been completed and the data collected is being processed.

The Occupational Information Unit took up 7 occupations for original study. Detailed draft definitions together with the work schedules have been sent to the Director General of Employment and Training. During the study, 4 new occupations have been identified and the detailed draft definition; and work schedules forwarded to Government.

The salient features of the activities of Youth Employment Service Units at Madras, Vellore, Cuddalore, Tiruchirapalli, Coimbatore and Madurai during May, 1964 are given below :

Details.	Madras	Vel- lore	Cudd- alore	Tiru- chy	Coim- batore	Madu- rai.
1. No. of applicants given group guidance	5,167	105	400	252	937	938
2. No. of Youths and adults given individual guidance	24	...	20	41	18	6
3. No. of candidates provided with guidance information	659	130	178	208	666	961
4. No. of applicants placed in jobs as a result of individual guidance	9	...	9	5	...	16

The professional and executive Employment Office, Madras registered 122 (including 17 women) and placed 24 applicants during May, 1964. 1082 applicants including 127 women, remained on the Live Register at the end of the month.

The Special Employment Office for the Physically Handicapped, Madras registered 18 (4 blind, 6 deaf-mute and 8 orthopaedic) and placed 16 applicants (2 blind, 12 deaf-mute and 2 orthopaedically handicapped) during the month. At the end of May 1964 there were 336 applicants (114 blind, 73 deaf-mute and 149 orthopaedically handicapped) remained on the Live Register of this office.

The Employment Information and Assistance Bureau in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli, during the month under review, interviewed and counselled 1,093 and registered 88 applicants. The number of renewals effected were 280.

The Mobile Registration Units attached to District Employment Offices, Ramanathapuram and Salem Registered 459 applicants and effected 1,455 renewals.

Employees Provident Funds Act 1952.

(i) 30 factories/establishments were brought under the Employees' Provident Funds Act 1952 during the month of May, 1964, thus bringing the total number of covered factories/establishments to 3151 as at the close of the month.

(ii) A total sum of Rs. 42,49,095.62 (excluding the refund of loan) and previous accumulations etc. amounting to Rs. 2,22,896.39) was received as employees and employers's shares of contributions during April 1964.

(iii) The total number of employees covered under the Act in the Madras State at the end of April 1964 was 3,86,561.

COMMITTEES, CONFERENCES ETC.

State Labour Advisory Board.

The Adjourned Session of the 13th Meeting of the State Labour Advisory Board was held on 28th April 1964 under the Chairmanship of Sri M. Bhakthavatsalam, the Chief Minister who is in charge of Labour. The following are the decisions arrived at on various items of the Agenda.

Item 1:— Indian Trade Unions Act 1926, Amendment of Section 10(b) of the Act to empower the Registrar of Trade Unions to cancel the Registration of Trade Unions.

This subject which was discussed during the last meeting held on 16th January, 1962, was taken up again to elicit the views of the labour representatives and it was decided that the present arrangement may continue and difficulties dealt with on merits as and when they arise.

Item 2:— Setting up of Arbitration Machinery to resolve industrial disputes in terms of general directives of the Delhi Tripartite Resolution,

The Chairman informed the members that Arbitration cannot be imposed upon the parties, but breach of Industrial Truce Resolution by one party would not entitle the other to abdicate its responsibilities under the Resolution. He also indicated that if arbitration is not agreed to, Government would examine whether there is a case for adjudication and pass orders accordingly.

Item 3:— More frequent meetings of the State Labour Advisory Board (in order to follow up the implementation of the Delhi Tripartite Resolution).

It was decided that meetings would be held as and when there was a sufficient number of subjects for discussion. The Chairman suggested that the next meeting could be held in September at Ootacamund.

Item 4:— Opening of Fair Price Shops in Industrial Establishments by employers.

The progress of the scheme for setting up Fair Price Shops in industrial establishments and Plantations was reviewed. It was explained that wherever share capital was forthcoming, Fair Price shops could be converted into Consumer Co-operative Societies.

Item 5:— Industrial Employment (Standing Orders) Act 1946—Finalisation of Model Standing Orders.

The Board was informed that the draft Model Standing Orders have been published in the Fort St. George Gazette inviting objections and suggestions from the public (Vide G.O.Ms. No. 837 (Lab) Department of Industries, Labour and Co-operation dated 14-2-1964).

Item 6:— The problem of dislocation of production in factories due to the excessive leave being granted by the Employees' State Insurance Authorities.

The Assistant Director of Medical Services in charge of Employees' State Insurance, explained that the present workload of doctors was very heavy and that employers should ensure full production by having an adequate leave reserve.

Item 7:— Fixing a time limit for raising an industrial dispute.

The Board was informed of the present arrangement of screening disputes taken up even after 6 months by the Labour Department.

As there was no statutory limitation to raising of the disputes under the Industrial Disputes Act, it was however, agreed by employees' representatives that in respect of disciplinary cases of employees, generally three months' time should be the limit to raise a dispute with the employer, which was accepted by the Board.

Item 8:— Industrial Disputes Act 1947 and the Madras Industrial Disputes Rules-Amendment to provide for the date of commencement of conciliation proceedings in non-public utility service establishments (as provided in Section 22 of the Industrial Disputes Act in respect of Public Utility Undertakings).

It was clarified that preliminary talks on disputes in non-public utility establishments need not be deemed to be conciliation proceedings unless described as such.

Item 9:— Revision of time limit for payment of wages prescribed under Section 5 of the Payment of Wages Act, 1936.

It was decided that no change was considered necessary.

Item 10:— The Plantations Labour Act, 1951 Amendment of Section 2 (k) (ii) of the Act.

It was agreed that the wage limit might be increased to Rs. 500/- p.m. in the Plantations Labour Act.

Item 11:— The Madras Shops and Establishments Act, 1947-Repealing of Section 4 (1) (f) of the Act or to amend section 50 of the Act so that the more favourable rights or privileges not provided for under the Act may be made applicable to the workers.

It was decided that no amendment was considered necessary.

Item 12:— Denial of credit facilities and supply of provisions in Workers' co-operatives credit Societies and Stores to non-members of union.

It was clarified that membership of Co-operative Societies is open to all eligible persons and that the help of the Registrar of Co-operative Societies may be sought for getting the application forms for admission to the Society where workers find it difficult to get the forms from the societies directly.

Item 13:— Preparation of new series of cost of living index taking the base year 1960 instead of 1936.

It was decided that the committee constituted for the purpose, would continue its work and send its report by 31st May 1964 and the Board would discuss this subject at a special meeting to be held by about the 15th of June, 1964.

Second Meeting of the Heads of Departments in charge of Public Sector Undertakings.

The following is the Summary of proceedings of the Second Meeting of the Heads of Departments in charge of Public Sector undertakings held on 29-4-1964:

The Conference was presided over by Sri M. Bakthavatsalam, Chief Minister who is in charge of Labour.

He declared that it was the avowed policy of the Government that there should be uniform standard for enforcement of labour laws both in the Private and Public Sectors, and that on non-compliance with the statutory provisions of Labour laws, there should be no discrimination in favour of defaulting officers of the Public Sector enterprises.

The attainment of Plan projects, he said, would not be hampered by taking labour into confidence and associating them with the objectives of the organisations to which they belong. He appealed to the Public Sector undertakings to make fuller use of the machinery of conciliation and arbitration available to them.

Thereafter, the subjects of the agenda were discussed and the following conclusions were reached:

1. Representation of Workers on the Board of Managements of Industrial Co-operatives Like Co-operative Spinning Mills and Co-operative Sugar Mills:

Giving representation to workers on the Boards of managements of industrial concerns was agreed to in principle. However, the Chairman felt that representation in the Joint management Council should be done first, before giving representation in the Board of Directors.

2. Joint Management Council in the Public Sector Undertakings :

It was decided that Joint Management Councils should be set up at appropriate time in all Public Sector Undertakings wherever conditions to the success of the scheme exist specially where there are no inter-rivalry of unions.

Lack of Co-operation from the Public Sector Undertakings in Regard to the Workers Education Scheme :

The Chairman advised the Heads of Departments to extend their full co-operation in regard to the Workers' Education Scheme. With regard to the release of workers to the Worker-Teacher Training Course, the Additional Secretary requested the members to follow the procedure adopted in the private sector i. e. by requesting the concerned unions to give a panel of names and to select candidates from the given panel for nomination to the Worker-Teacher Training Course and also to release them. He also requested them to see that after the Worker-Teachers, have been trained, proper facilities are afforded to the Worker-Teachers, to start unit level classes in their respective undertakings. The Regional Director, Workers Education was requested to pursue the matter further with the individual Public Sector undertakings.

4. Functions of Welfare Officers in Public Sector Undertakings :

The duties of Welfare Officers enumerated in the memoranda was adopted to be followed by Public Sector Undertakings. It was also decided to issue a Circular in this regard to all Heads of Public Sector Undertakings.

The Chairman suggested that wherever the appointment of a Welfare Officer in the Public Sector undertaking is not statutorily required (Establishments employing less than 500 workers), the Heads of Departments may nominate, one of their officers as Welfare Officer and depute them for a period of training under the Labour Department to acquaint themselves with the Labour laws and its administration.

5. Constitution of Emergency Production Committee in Public Sector Undertakings :

This subject was generally discussed but no decision was arrived at.

AWARDS AND AGREEMENTS

Memorandum of Settlement Under Section 12 (3) of the Industrial Disputes Act, 1947

Before Sri A. K. NATARAJAN, M.A., B.L. Labour Officer, Madras III.

Name of the parties :

The Management of Messrs. Blue Mountain Estates and Industries Limited Fertiliser and Superphosphate Factory, Ennore and the workers represented by Blue Mountain Estates and Industries Limited Staff and Employee's Union, Madras-19.

The Employer was represented by Dr. S. Sahai, Principal Officer. Representing the workers, Mr. A. V. Kumar, President and Mr. T. Theagarajan, Secretary, Blue Mountain Estates and Industries Limited Staff and Employees' Union.

Number and broad description of categories of workmen covered by the settlement :—

120 Staff and Workers—Office staff, like Assistants and Clerks and workers consisting of Fitters, Boiler Attendants, Pay, Loader Driver, Electricians, Welders, Mechanics, Turners, Carpenters, Helpers, and other un-skilled workers etc.

Short Recital of the Case :

Whereas the Management had fixed the scales of pay of the categories of workmen at the time of their appointment and which scales of pay had been fixed taking into consideration the prevalent opinion regarding the advisability of a merger of a portion of the Dearness Allowance into basic salaries ;

And Whereas the workmen through their Union have now represented, amongst other demands, for fixation of scales with basic salaries as fixed in similar other concerns and for Dearness Allowance to be linked up with the Cost of Living Index ;

And Whereas the Management, despite the fact that the factory is a new undertaking and has yet to stabilise itself, agrees to consider the case of the workmen sympathetically ;

And Whereas the said Union is appreciative of the above considerations and has agreed for the adoption of basic salaries as per basic salaries fixed in similar other concerns and as set out hereunder and has also agreed for the payment of Dearness Allowance as set out hereunder ;

And Whereas the parties hereto have agreed to abide by the terms of this settlement for a period of three years from the date hereof ;

And Whereas the said workers' Union had presented a Charter of Demands under its letter dated 9th November, 1963 and Whereas after discussions between the Employer's representative and the representatives of the said workers' Union an agreement had been reached and which agreement is reproduced hereunder ;

And Whereas a copy of the Charter of Demands had been submitted to the Labour Officer, Government of Madras, and the said Officer had posted the matter for enquiry before him ;

And further whereas the parties hereto desire that the Agreement reached be recorded under Section 12 (3) of the Industrial Disputes Act, 1947 ;

Now it is Hereby Agreed as follows :—

(1) The terms and conditions set out hereunder are accepted by both parties as basic and essential to and in the interests of industrial peace.

(2) The terms and conditions embodied herein, under this agreement shall be binding upon both the parties for a period of three years commencing from 1st April 1964.

(3) This Agreement shall not be terminable for any reason whatsoever for the said period of three years ending with 31st March 1967 and will continue thereafter until the expiry of three months' notice given by either party.

(i) Classification of Workers and Scales of pay :

In consideration of the improvement effected in the total emolument receivable by the workmen as per this agreement, the parties hereto have agreed for the adoption of the basic scales of pay and categories as per Annexure 'A' instead of the present basic scales of pay.

(2) Permanency of Workmen :

(i) Such of those workmen as are entitled to be made permanent under the Standing Orders of the Company will be confirmed with effect from 1st of April 1964.

(ii) Such of those workmen as are now to be confirmed will be given one increment.

(3) Dearness Allowance :

The Dearness Allowance payable to the workmen will be as follows :—

17 naye Paise per point over 100 points based on the working class Madras City Cost of Living Index as published by the Government of Madras.

The increase in point will be calculated over an average period of once in every six months, i.e., on 1st October and 1st April.

(4) Night Shift Allowance :

The employer agrees to pay to such of those workmen as work in the night shifts, namely, the shift commencing with 12 midnight and ending with 8 a. m. the next day, a night shift allowance of 50 naye Paise.

(5) Amenities :

(1) The Employer agrees to supply protective garments to workers wherever it is necessary either by statute or by Rules.

(2) The employer also agrees to supply two cups of free tea to all employees whilst on duty.

Such of those demands as are not contained in this Agreement and have been represented in the Charter of Demands referred to above by the above Union have been either dropped or not pressed by the said workers' Union.

Dated at Madras, this first day of May, 1964.

ANNEXURE—"A"

Category.	Scale of pay
I. Office Staff :	
Head Clerk	Rs. 100-7½-175-EB-10-285
Assistants	Rs. 65-4-85-5-95-7-165
Clerks	Rs. 40-2½-60-EB-3-75-4-99-5-109
II. Skilled—Grade I :	
Boiler Attendants, Mechanics & Pay Loader Drivers.	Rs. 55-4-75-5-100-EB-7-135.
Skilled—Grade II :	
Electricians, Welders, Fitters, Bag Printers, Carpenters & Turners	Rs. 40-2½-60-EB-3-75-4-99-5-109.
III. Semi-Skilled—Grade I :	
Mechanical Helpers.	Rs. 35-2-55.
Semi-skilled—Grade II	
General Helpers	Rs. 30-1½-51
IV. Un-Skilled :	
Gardeners, Watchmen, Attenders, Peons, Masdoors and Sweepers	Rs. 29-1-50

Announcement of Settlement Under Sec. 12(3) of I. D. Act Dated 21-5-64.

Present : Sri Y. MANJUNATHAN,
Labour Officer, Tiruchi (In-charge)

Parties to the dispute : The workers and the Management
of Tiruchi Modern Hotel, West
Boulevard Road, Tiruchirapalli.

Representing Management : Sri Ranganathan, Proprietor
Tiruchy Modern Hotel,
Tiruchirapalli.

Representing Workers : Sri N. Kannan, President,
Tiruchirapalli Hotel Employees
Association, (R. No. 1763) Town
Hall Road, Tiruchirapalli.

No. of workers covered by the
settlement. 37 (Thirty seven)

Short Recital of the case :

The employees Association raised a dispute regarding the fixation of wages, the scale of pay and bonus for the year 1963-1964. In the above Industrial Dispute the following settlement is reached on the following terms during the conciliation.

AWARDS AND AGREEMENTS

Terms of the Settlement.

1. சம்பள நிர்ணயம் சம்பள உயர்வு.

மேற்படி ஹோட்டலில் பணியாற்றும் கீழ்க்கண்ட பல்வேறு தொழிலாளர்கட்கு கீழ்க்கண்டவாறு 1-4-64ம் தேதி முதல் சம்பள நிர்ணயம் செய்யப்படுகிறது. இவர்கள் 1-4-64ம் தேதி முதல் வேலை செய்யும் வேலைகளுக்கு கீழ்க்கண்டவாறு அடிப்படை சம்பளமும், ஒவ்வொரு ஆண்டிற்கும் ஏப்ரல் முதல் குறிப்பிட்ட சம்பள உயர்வு ஐந்தாண்டு களுக்கு நிர்ணயிக்கப்பட்டுள்ளது.

1-4-64 முதல் சம்பள உயர்வு சம்பள நிர்ணய விகிதம்.

வரிசை எண்.	தொழில் தன்மை.	1-4-64 முதல் அடிப் படை ஆரம்ப சம்பளம்.	ஒராண்டு சம்பள உயர்வு.	ஐந்தாண்டு களில் எதிர் பார்க்கும் சம்பளம்.
1.	சரக்கு மாஸ்டர்	105.00	7.50	142.50
2.	சமையல் மாஸ்டர்	75.00	5.00	100.00
3.	சின்னாடுப்பு	55.00	5.00	80.00
4.	தோசை மாஸ்டர்	55.00	5.00	80.00
5.	உதவி சமையல் மாஸ்டர்	45.00	5.00	70.00
6.	உதவி மாஸ்டர்	55.00	5.00	80.00
7.	சமையல் அடுப்படி சுத்து வேலை	45.00	5.00	70.00
8.	காப்பி ஸ்டால் மாஸ்டர்	45.00	5.00	70.00
9.	காப்பி உதவி ஆள்	25.00	3.00	40.00
10.	சப்ளையர்கள்	30.00	3.00	45.00
11.	அறவை	45.00	5.00	70.00
12.	ஸ்டோர் கீப்பர்	30.00	3.00	45.00
13.	கட்டர்	26.00	3.00	41.00
14.	கிளினர்	16.00	2.00	26.00
15.	பாத்திரம் தேய்ப்பு	20.00	3.00	35.00
16.	மிஷன் அறவை	30.00	3.00	45.00

2. அ. மேற்படி ஸ்தாபனத்தில் வேலை செய்யும் தொழிலாளர்கள் சிலர் இன்று மேற்படி சம்பள நிர்ணயத்தில் கண்டுள்ள ஆரம்ப சம்பளத் தைவிட அதிகமான சம்பளம் பெற்று வருவதால் அத்தகையவர்கட்கு 1-4-64ம் தேதி முதல் இன்றைய சம்பளம் குறைக்கப்படாமல் ஒராண்டுக்கு மேற்கண்ட சம்பள உயர்வு கொடுக்க வேண்டிய பணத்தைச் சேர்த்து அடுத்த ஸ்கேலில் நிர்ணயம் செய்து சம்பள உயர்வு அளிக்கப்படும். இப்படி இணைத்து சம்பள உயர்வு கொடுக்கப்படும் தொழிலாளர்கட்கு அதாவது உதாரணமாக 1-4-64ம் தேதி ரூ. 30-க்கு மேல் சம்பளம்

வாங்கும் சப்ளையர்கட்கும் மேற்படி தேதியில் ரூ. 30/-க்கு மேல் சம்பளம் வாங்கும் ஸ்டோர் கீப்பர்களும் மேற்படி தேதியில் ரூ. 20/-க்கு மேல் வாங்கும் பாத்திரம் தேய்ப்பவர்கட்கும் முதலியோருக்கும் 1-4-64-ம் வ. நிர்ணயிக்கப்படும் சம்பளப் பணத்துடன் தொடர்ந்து ஐந்தாண்டுகளுக்கு அவரவர் வேலைகட்குள்ள (கண்ட) சம்பள உயர்வு அளிக்கப்படும். ஆண்டு ஒன்றுக்கு ரூ. 3/- வீதம் சம்பள உயர்வு கொடுக்கப்படும்.

ஆ. குறிப்பாய் மற்றும் மேற்படி தொழிலாளர்களில் மேற்படி நிர்ணயிக்கப்பட்ட ஆரம்ப சம்பளத்தை தொழிலாளர் இன்று பெற்று வந்தால், உதாரணாய் ஸ்டோர் கீப்பரில் இன்றைய சம்பளம் ரூ. 30/- என்றால் சம்பள நிர்ணயத்திட்டப்படி ரூ. 30/- விருந்து அடுத்த இன்கிரிமெண்டான ரூ. 31/-ம் சேர்த்து 1-4-64ம் தேதி முதல் மேற்படியாருக்கு ரூ. 31/- என சம்பள நிர்ணயம் செய்யப்படும். இதுபோன்று ஏனைய சம்பந்தப்பட்ட தொழிலாளர்கட்கும் (பாத்திரம் தேய்ப்பவர் உட்பட) சம்பளம் நிர்ணயிக்கப்படும்.

இ. மேற்படி சம்பள நிர்ணயத்திட்டப்படி மேற்படி ஸ்தாபனத் தொழிலாளர்கள் அவைவருக்கும் அடுத்த சம்பள உயர்வு 1-4-65ம் தேதி வழங்கப்படும்.

போனஸ். போனஸ் 63-64, 64-65, 65-66 இந்த மூன்று ஆண்டு கட்கும் மேற்படி ஸ்தாபனத்தில் வேலை செய்யும் ஒவ்வொரு தொழிலாளர் களுக்கும் அவரவர்களின் அந்தந்த ஆண்டு சம்பள சர்வீஸ் விகிதாச சாரப்படி ஒவ்வொரு ஆண்டிற்கும் இரண்டு மாதச் சம்பளத்தை போன ஸாகக் கொடுக்கவும் மேனேஜ்மெண்டார் ஒப்புக்கொள்வதோடு, 240 நாள் வேலை செய்த ஒவ்வொரு தொழிலாளருக்கும் முழு ஆண்டாகப் பாவித்து முழு போனஸ் கொடுக்க ஒப்புக் கொள்கிறோம்.

இதனை மேற்படி ஆண்டுகளில் தீபாவளிப் பண்டிகைக்கு மூன்று வாரங்களுக்கு முன்னதாக ஒன்றரை மாத போனசும் அடுத்து பொங்கல் விழாவுக்கு பத்து நாட்கள் முன்னதாகவும் மீதியுள்ள போனஸ் பணத்தை கொடுக்கப்படும்.

மேலும் மேற்படி போனஸ் ஒப்பந்தத்தில் கண்டுள்ளபடி மேற்படி ஸ்தாபனத்தில் வேலை செய்து வரும் தொழிலாளி தானாக போனஸ் கொடுபட வேண்டிய காலத்திற்கு முன்னதாகவே விலகிக் கொள்வாரே யானால், அப்படி விலகிக் கொள்ளும் தொழிலாளிக்கு அவர் வேலை செய்துள்ள சம்பள, சர்வீஸ் வீதாசாரத்தைக் கணக்கிட்டு ஏற்படும் மேற்படி போனஸ் பணத்தை முன்னதாகவே அவருக்கு மானேஜ் மெண்டார் கொடுக்க சம்மதிக்கிறோம்.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. MORRIS (Budin).
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2. EARL (French. B.).
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3. ROBERT (Mac Donald, M.).
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A study of wage structure and competitive relations.
London. Yale University, 1963. pp. X + 410. \$ 8.50.
4. KEHAR SANGHA.
Productivity and economic growth.
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5. SACHS (Ignacy).
Patterns of public sector in under developed economies.
Asia publishing house. Rs. 18/-.
6. INTERNATIONAL LABOUR OFFICE.
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1. WAZKAR (K. R).
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2. HAUSER (Fritz).
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Asian trade unionist. Vol. I. No. 2. December, 1963.
3. MATHUR (V. S.).
Tasks for trade union education in Asia.
Asian trade unionist. Vol. I. No. 2. December, 1963.

4. SIVASANKARA REDDY.
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5. AGNIHOTRI (V).
Some aspects of industrial relations.
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6. LONDON.
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7. PETERSON (Esther).
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8. DUNAND (Georges).
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9. KRISHNA PILLAI (P. N.).
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10. DAVIDSON (A. G. B.).
Personnel function: Present and future.
Industrial relations. Vol. 16. No. 2. March - April, 1964.
11. SANJIVAYYA (D).
Social security.
Indian worker. Vol. 12. No. 39. June 29, 1964.
12. FLEISCHMAN (Harry).
Labour and civil rights.
Indian worker. Vol. 12. No. 39. June 29, 1964.

**Salient features of the Annual Report on the working of the
Workmen's Compensation Act, 1923 for the year 1963.**

The Commissioner of Labour continued to be the Commissioner for Workmen's Compensation and the Assistant Commissioner of Labour as Additional Commissioner for Workmen's Compensation under the Workmen's Compensation Act, 1923 during the year 1963.

2. During the year under review, the Commissioner for Workmen's Compensation awarded or and disbursed compensation in 230 cases of workers involved in fatal accidents, 133 cases of workers who had sustained permanent disability and 6 cases of workers who had sustained temporary disability. The corresponding figures for the previous year were 278, 76 and 6 respectively. Out of the total number of 369 accidents, 117 were in respect of workers earning Rs. 50/- per mensem or less; 180 in respect of workers earning between Rs. 51-100 per mensem; and 72 in respect of workers earning above Rs. 100/- per mensem. 218 claims for compensation were pending at the beginning of the year. During the year, 655 cases were filed; and 11 cases were transferred to this State by the Commissioner of other States. Of these 884 cases, 716 cases were disposed of during the year. The total amount of compensation deposited with the Commissioner for Workmen's Compensation was Rs. 7, 78, 712/- as against 5, 31, 837/- during the previous year. The compensation allotted to women and persons under legal disability was invested on their behalf in the Post Office Savings Bank for payment to them in instalments. 173 Post Office Savings Bank Accounts were opened during the year.

3. The total amount of compensation paid during the year was 5,02,943 out of which an amount of Rs. 1,89,835 was for death; Rs. 1,25,864 for permanent and Rs. 1,87,244 for temporary disability.

4. Factories and establishments are statutorily required to furnish annual returns to the Commissioner for Workmen's Compensation, under the Workmen's Compensation Act, giving particulars of accidents. Out of 6,014 factories and establishments, from which returns were called for 5,102 furnished the returns.

**Note on the Salient Points in the Annual Report of the Working of the
Industrial Disputes Act 1947 For the year 1963.**

While the Labour Policy of Government is guided by the objectives of the Third Five Year Plan, the implementation of the Industrial Truce Resolutions, following the declaration of the National Emergency, assumed special importance during the year. However, due care was taken of such basic needs as effective enforcement of Labour Laws; promotion of safety; health and welfare; settlement of Industrial Disputes; increased employment assistance; and publication of labour statistics.

The Employment Wing was separated from the Labour and Factories Department and constituted as a separate department under the control of an I. A. S. Officer during the year.

Industrial Relations :

The Industrial Relations Machinery provided under the Industrial Disputes Act, 1947, has been playing an effective role in the settlement of industrial disputes. The number of disputes received and settled by conciliation during the year was 7,362 and 1,123. Last year the number was 6,920 and 1,051 respectively.

The statement below indicates the number of disputes raised and settled by conciliation or mediation in the year under review as compared to the previous year.

	1962	1963
No. of complaints received	6920	7362
No. of disputes settled by conciliation.	1051	1123
No. of disputes settled by mediation	7662	6086
No. of disputes referred for adjudication.	221	174

Five disputes were referred for arbitration. Out of 174 disputes referred for adjudication during the year 1963, 83 disputes related to discharges and dismissals.

Important disputes settled during the year :

Among the important industrial disputes settled during the year, mention may be made of the following (1) a dispute arose in the Textile Mills in the State over the question of rationalisation based on the recommendations of the Central Wage Board for Cotton Textile Industries. In respect of 11 mills with modernised machinery in Coimbatore area, the parties agreed to refer the dispute to the Chief Minister for arbitration. The Chief Minister decided that piecers should be paid a minimum wage of Rs 82/- per mensem and doffing boys, a minimum wage of Rs. 50 - per mensem.

2. In the B & C Mills, Madras, a dispute arose over the question of rationalisation in the Engineering Department. The Commissioner of Labour held discussions and brought about a settlement on 30-5-1963. The settlement provides for fixation of scales of wages, which are slightly better than the scale fixed for similar categories of worker in the Textile Mills in Coimbatore by the Industrial Tribunal, Madras.

3. A dispute arose over the payment of bonus for 1962 for workers in Textile mills in Coimbatore area. The parties agreed to abide by the decision of the Chief Minister in regard to the quantum of bonus payable to workers by mills with a liability for super profits tax. Accordingly the Chief Minister gave his decision on 1st November, 1963 in respect of 32 mills. The bonus awarded ranged between 25% to 50% of the workers annual basic earnings in regard to 29 mills and in respect of remaining 3 mills, the bonus awarded was less than 20%.

4. A dispute arose between the plantation workers and the management of Plantations over the question of bonus for 1962. As a result of the good

offices of the Chief Minister, the dispute was settled and a Memorandum of Settlement was signed before the Commissioner of Labour on 8-8-1963. The workers employed in Tea Estates got a bonus of 10% of the total earnings, whereas the workers employed in Coffee Estates got a bonus of about 3½ to 4½%.

Strikes and Lockouts :

There were 232 stoppages of work involving 64, 626 workers which resulted in a loss of 4, 63, 644 mandays. Out of 232 stoppages, one related to lockout declared by the management consequent on the strike by the workers. Apart from this, there were 2 lockouts declared by the managements which affected 313 workers. 6309 mandays were lost on account of these 2 lockouts.

Prosecutions :

During the year under review, the Government sanctioned the prosecution of 11 managements for non-implementation of awards, settlements etc.,

Recoveries :

Recoveries under Section 33—C (I) of the Industrial Disputes Act, 1947 were ordered by Government in 76 cases.

Awards :

Awards relating to 247 cases were published by the Government.

Public Utility Service :

The following industries were declared as Public Utility Services for the purposes of the Industrial Disputes Act, 1947 from time to time :

(i) Iron and Steel, (2) Service in hospitals and dispensaries, (3) Fire Brigade Service (4) Dhall mills and mills producing flour used as Food stuff (5) Rice Mills and mills producing oil used as food-stuff. (6) Milk and Milk products, (7) Sugar (8) Cement, (9) Cotton Textiles (10) Motor Transport Services (11) Air Transport Services, (12) All Labour at Minor ports (13) Leather, Oxygen and Acetylene (14) Banking.

Evaluation and Implementation Committee :

The State Evaluation and Implementation Committee of which the Commissioner of Labour is the Chairman and Assistant Commissioner of Labour II, is the Secretary, met four times during the year to consider the subject relating to the breaches of Code of Discipline by managements as well as Trade Unions and other items.

Salient Features of the Report on the Working of Madras Shops and Establishments Act, 1947 for the year 1963.

The Madras Shops and Establishments Act 1947 was in force in the City of Madras; in the Municipal Areas and Class I Panchayats in this State; and also in six special areas notified by the Government. During the year 1963 the provisions of the Act were extended to certain town Panchayats and Township.

2. In 1963 there were 1,78,671 establishments covered by this Act in Madras State as against 1,70,353 during the previous year. of these 1,71,746 were shops, 6,446 commercial establishments 476 theatres and 3 places of public amusement. Out of the 1,71,746 shops, 1,23,838 shops were run by owners without employees. The total number of persons employed in the establishments was 2,06,302. During the year, the Government granted temporary exemption till 31st December to all the registered Co-operative societies from the provisions of the Act, subject to certain conditions.

3. Temporary exemption from the provisions of this Act relating to working hours, opening and closing hours and weekly holidays was granted by the Commissioner of Labour in the case of 21 fairs and festivals. The stalls situated in 6 exhibitions were also exempted from all the provisions of the Act.

4. The Inspectors appointed under the Act conducted 6,20,560 regular inspections, 4,296 surprise inspections, 14,102 holiday inspections and 4,812 special inspections of establishments in 1963. 404 prosecutions were sanctioned during the year for contraventions of the provisions of the Act as against 305 prosecutions launched during the previous year. During the year 381 cases ended in conviction, 3 in acquittal, and one case was withdrawn. 400, appeals under section 41 of the Act against alleged wrongful dismissal of employees and 3 applications under section 51 for ruling on the applicability of the Act were filed before the Commissioner of Labour during the year under review. Of the cases filed under section 41 of the Act 360 were disposed of during the year.

NOTIFICATIONS

Exemption of employers of all Plantations in respect of the hospital and medical staff, etc., from the provisions of certain sections under Plantations Labour Act.

G.O.Ms. No. 2378, Industries, Labour and Co-operation (Labour) 27th April 1964,

II. 1 No. 2401 of 1964.

In exercise of the powers conferred by section 42 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951) and with the previous approval of the Central Government, the Governor of Madras hereby exempts the employers of all plantations from the provisions of sections 19, 20, 21 and of the said Act in respect of the hospital and medical staff domestic servants, nurserymen, watchmen, cattle keepers, scavengers and sweepers employed by them subject to the following conditions, namely:—

- (i) Overtime payment at twice the ordinary rate of wages shall be paid to workers for the work done on their weekly holidays.
- (ii) A notice containing the following particulars shall be sent to the Inspector of Plantations concerned within one week whenever the exemption hereby granted is availed of:—
 1. Serial Number.
 2. Token Number.
 3. Names of workers who are requested to work overtime.
 4. Designation.
 5. Normal working hours of the workers.
 6. Hours of overtime work.
 7. Purpose.
 8. Date on which overtime work is done; and

(iii) The exemption hereby granted shall be force so long only as the exemption granted to the workers aforesaid from the provisions of sections 13 and 14 of the Minimum Wages Act, 1941 (Central Act VI of 1946) is in force,

Date notified for extension of medical benefits to families of insured persons in certain areas under Employees' State Insurance Act.

Fort. St. George, May 30, 1964.

II-I No. 2405 of 1964.

The following notification of the Employees' State Insurance Corporation, dated New Delhi, the 20th March 1964, is republished:—

No. INS I-22 (1)-2/64 (1) In pursuance of the powers conferred by section 46(2) of the Employees' State Insurance Act 1948 (34 of 1948), read with the Regulations 95-A, of the Employees' State Insurance (General) Regulations, 1950. I hereby notify the 16th April 1964 as the date from which the medical benefit as laid down in the said Regulation 95-A and the Madras Employees' State Insurance Medical Benefit Rules, 1954, shall be extended to the families of the insured persons in the following areas of Nagapattinam and Vellore-Katpadi in the State of Madras, namely:—

1. The area within the limits of the Nagapattinam revenue village in Nagapattinam taluk, in Thanjavur District.

1. The area within the limits of the revenue village of

North Vellore

South Vellore

Thorapadi and
Shunbakakkam

in vellore taluk and the areas within the limits of the revenue village of—

Darapadavedu

Kalinjur

Kangayanallore and

Virudampet

in Gudiyatham taluk of North Arcot District.

Appointment of Inspector of industries falling under the State sphere
in respect of Employee's Provident Funds Act.

G. O. R. No. 1211, Industries, Labour and Co-operation
18th May 1964)

II-1 No. 2406 of 1964.

In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (Central Act XIX of 1952) the Governor of Madras hereby appoints Sri P. Ethirajan, to be Inspector for the whole of the State of Madras for the purposes of the said Act and of any scheme framed thereunder in relation to establishments other than those specified in sub-clause (1) of clause (a) of section 2 of the said Act.

Permanent exemption of hostels and canteens, attached to and managed or run by the
Educational and Research Institutions from certain provisions of Madras Catering
Establishment Act.

(G. O. Ms. No. 2538, Industries, Labour and Co-operation (Labour),
5th May 1964)

II-1 No. 2407 of 1964.

In exercise of the powers conferred by sub-Section 3 of section 3 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958) and in supersession of the Industries, Labour and Co-operation Department Notification II. 1 No. 2161 of 1960, dated the 25th October 1960 published, at page 725 of Part II Section I of the Fort St. George Gazette, dated the 9th November 1960, the Governor of Madras hereby exempts permanently the hostels and canteens attached to and managed or run by the Educational and Research Institutions from all the provisions the said Act except sections 19 and 23 thereof.

Set up of Local Committee for (Employees' State Insurance Corporation),
Pudukkottai area under Employees' State Insurance (General Regulations).

AMENDMENT TO NOTIFICATION

Fort St. George May 4, 1964.

II-1. No. 2410 of 1964.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras dated 27th April 1964, is published:—

No. MR/Co. 3 (26)/63 (1). It is hereby notified that the Manager, Local Office, Pudukkottai, has been nominated as a member and Secretary of the Local Committee (Employees' State Insurance Corporation), Pudukkottai, under clause (f) of Regulation 10-A (1) of Employees, State Insurance (General) Regulations, 1950, with effect from 27th April 1964, vice the Manager, Local Office, Tiruchirappalli.

The following amendment shall accordingly be made to this office Notification No. MR/Co. 3 (5)/63 (2) dated 7th September 1963, namely for the existing words against serial No. 10, the following shall be substituted, respectively:—

"10 the Manager, Local Office, Employees' State Insurance Corporation, Pudukkottai—Secretary."

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

AMENDMENT TO NOTIFICATION-

Fort St. George May 18, 1964.

II-1/No. 2411 of 1964.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras dated 7th May 1964 is republished.

No. MR/Co. 3 (18) 60 (1). It is hereby notified that Shri A. Srinivasan, Adviser, Rajapalayam Motor and Lorry Workers' Union, 486/15, Duraisamipuram street Rajapalayam has been nominated as a member of the Local Committee (Employees' State Insurance Corporation) for Rajapalayam area under clause (1) (e) of Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950 with effect from 7th May 1964 in the vacant seat.

The following amendment shall accordingly be made to this Office Notification No. MR/Co. 3 (5)/62 dated 31st October 1963. Against serial No. 9, the following shall be substituted:—

"(9) Shri A. Srinivasan, (Adviser, Rajapalayam Motor and Lorry Workers Union) 486/15, Duraisamipuram street Rajapalayam."

Reconstitution of Local Committee (Employees' State Insurance Corporation)
Madras under Employees' State Insurance (General) Regulations.

AMENDMENT TO NOTIFICATION.

Fort. St. George, May 19, 1964.

II-1 No. 2412 of 1964.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 11th May 1964 is republished:—

No. MR/Co. 3 (5) 2/62 (1):—It is hereby notified that Shri R. Ramakrishnan, A.C.A. Secretary, Messrs, Easun Engineering Company, Limited Madras-1, has been nominated as a member of the Local Committee (Employees' State Insurance Corporation) Madras under clause 1(d) of Regulation 10-A of the Employees' State Insurance Corporation (General) Regulations, 1950 with effect from 11th May 1964 vice Shri S. Anandapadmanaban.

The following amendment shall accordingly be made to this office Notification No. MR/Co. 3 (5)/62 (1) dated 31st August 1962, namely for the existing name and address against Serial No. 7, the following shall be substituted:—

7. Shri R. Ramakrishnan, A. C. A., Secretary, Messrs, Easun Engineering Co. Ltd., 5/7, Second Line Beach, Madras-1."

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

AMENDMENT TO NOTIFICATION.

Fort. St. George, May 20, 1964.

II-1. No. 2413 of 1964.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras dated 8th May 1964 is published:—

No. MR./Co. 3 (27)/64 (1). It is hereby notified that Shri D. Nilamegha Iyengar Clerk, T. S. R. & Co. Manufacturing perfumers, Kumbakonam, has been nominated as a member of the Local Committee, Kumbakonam, Vice late V. Krishnamachari and Shri N. P. Dorairajan, President, Sri Rama Vilas Service Limited, Welfare Union, Kumbakonam, has also been nominated as a member of the said Committee in the seat left vacant under clauses (d) and (e) of Regulations 10-a (1) of Employees' State Insurance (General) Regulations, 1950, respectively.

The following amendment shall accordingly be made to this office Notification No. 3 (5)/63 (1) dated 7th January 1964 viz., for the existing words against serial Nos. (6) and (9) the following shall be substituted respectively:—

“(6) Shri D. Neelamegha Iyengar, Clerk, T.S.R. & Co., Manufacturing Perfumers, Kumbakonam.”

“(9) Shri N. P. Dorairajan, President, Sri Rama Vilas Service Ltd, Welfare Union, Kumbakonam.”

Date of Coming Into Force of Certain Provisions of Employees' State Insurance Act In Avadi And Pattabiram in Chingleput District.

AMENDMENTS TO NOTIFICATION.

Fort St. George, May 19, 1964.

II-1. No. 2516 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 17th February 1964 is republished :

S. O. 650—In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby makes the following amendments in the notification of the Government of India in the Ministry of Labour and Employment in S. O. 278, dated the 19th January 1963, namely,—

In the said notification in the entries against item 1.

- (i) in sub-item (a) the words 'Avadi, hamlet of' shall be omitted ;
- (ii) in sub-item (b) the words 'Pattabiram, hamlet of' shall be omitted ;
- (iii) in sub-item (d), for the entry 'Chornacheri' the entry "Soramjori" shall be substituted ;
- (iv) in sub-item (e), the word 'and' shall be added at the end ;
- (v) in sub-item (f), the word 'and occurring at the end shall be omitted ;
- (vi) Sub-item (g) shall be omitted.

AMENDMENT TO EMPLOYEES' PROVIDENT FUNDS SCHEME.

Fort St. George, May 26, 1964.

II-1 No. 2519 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, dated at New Delhi, the 21st April 1964, is republished :—

G. S. R. No. 688—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 (Ninth Amendment) Scheme, 1964.

2. In the Employees' Provident Funds Scheme 1952 (hereinafter referred to as the said Scheme), in paragraph 69 in clause (b) of sub-paragraph (1).

(i) after the first proviso, the following proviso shall be inserted, namely :—

“Provided further that where by mutual agreement of employers and workers, a Medical Board exists for any establishment or a group of establishments, a certificate issued by such Medical Board may also be accepted for the purposes of this paragraph.”

(ii) in the provisos after the words 'Civil Surgeon wherever they occur, the words 'or any doctor acting in his behalf' shall be inserted.

(iii) the existing Explanation shall be numbered as Explanation I, and after Explanation I as so numbered, the following further Explanation shall be inserted, namely :—

“Explanation II—For the purpose of this paragraph, it shall be the duty of every employer in case there is no Medical Officer in his own establishment, to designate a Registered Medical Practitioner stationed in the vicinity of the establishment. Where the establishment is covered by the Employees' State Insurance Scheme, the Medical Officer of the Employees' State Insurance Corporation Dispensary shall be so designated.”

Reconstitution of Local Committee (Employees' State Insurance Corporation) for Madurai Area Under Employees' State Insurance (General) Regulations.

AMENDMENTS TO NOTIFICATION.

Fort St. George, May 29, 1964

II-1 No. 2520 of 1964.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 20th May 1964 is published :—

No. MR/CO-3 (II)/61 (1)—It is hereby notified that the Dean, Government Erskine Hospital, Madurai, has been nominated as Chairman on the Local Committee (Employees' State Insurance Corporation) for Madurai area under clauses 1 (a) of Regulation 10-A of the Employees' State Insurance (General) Regulations, 1951, with effect from 20th May 1964 vice The Superintendent. The following amendment shall accordingly be made to this office notification No. MR/Co—3 (v/62-(2) dated 5th March 1963, namely for the existing words against serial No. 1, the following shall be substituted.

“The Dean,
Government Erskine Hospital,
Madurai.”

Constitution of Local Committee (Employees' State Insurance Corporation) for Tirunelveli Area under Employees' State Insurance (General) Regulations.

AMENDMENT TO NOTIFICATION.

(Memo No. 65265. MIII/64-1, Industries, Labour and Co-operation, 6th May 1964.)

II-1 No. of 2643 1964

No. MR/CO-3 (13)/61 (1)—It is hereby notified that the District Medical Officer, Tirunelveli has been nominated as the Chairman of the Local Committee (Employees' State Insurance Corporation), Tuticorin under clause (a) of Regulation 10-A (1) of Employees State Insurance (General) Regulations, 1950, vice The Labour Officer, Tirunelveli. The Labour Officer, Tirunelveli has been nominated as a member of the said Committee, vice the Medical Officer-in-charge, Government Hospital, Tuticorin under clause (b) of the aforesaid regulations. The Medical Officer-in-charge of the Government Hospital, Tuticorin is permitted to attend the meeting of the said Committee as a special invite without the power of voting.

The following amendment shall accordingly be made to this office Notification No. MR/CO-3 (5)/63 (1), dated 7th September 1963, namely for existing name and address against serial

Nos. (1) and (2), the following shall be substituted respectively

- “(1) The District Medical Officer, Tirunelveli.
- (2) The Labour Officer, Tirunelveli.”

Exemption of all Classes of Employees in any Plantations Provisions of Certain Certain Section of Minimum Wages Act.

(G. O. Ms. No. 2794, Industries, Labour and Co-operation, (Labour), 20th May 1964.)

II-1 No. 2644 of 1964.

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby directs that subject to the conditions specified in the schedule below and for a further period of six months on and from the 10th April 1964, the provisions of sections 13 and 14 of the said Act shall not apply to all classes of employees employed in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.

THE SCHEDULE

1. The consent in writing of the employees shall be obtained agreeing to work on any weekly holiday and to contribute the wages for that day to the National Defence Fund or to any Defence Savings Scheme approved by the State Government.

2. A notice shall be sent in advance to the Chief Inspector of Plantations in regard to Sunday work.

Amendment to Madras Factories Rules.

(G. O. Ms. No. 3067, Industries, Labour and Co-operation (Labour) 10th June 1964.

S. R. O. No. A-570 of 1964.

In exercise of the powers conferred by sub-section (1) of section 6 and section 11 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby makes the following amendment to the Madras Factories Rules, 1950, published with the late Development Department Notification, dated the 15th March 1950, at pages 10 to 178 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 25th April 1950, as subsequently amended, the same having been previously published as required by section 115 of the said Act.

The amendment hereby made shall come into force on the 1st July 1964.

Amendment.

For the Schedule under rule 4 of the said rules, the following Schedule shall be substituted namely:—

“ THE SCHEDULE.

Quantity of horse power installed (maximum h. p.)	Maximum number of persons to be employed on any day during the year.									
	20	50	100	250	500	750	1,000	1,500	2,000	above 2,000
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Nil	10	25	50	125	250	375	500	750	1,000	1,500
10	25	50	60	150	305	450	740	1,000	1,500	2,000
50	50	75	100	250	500	750	1,000	1,500	2,000	2,500
100	100	125	150	375	750	1,200	1,500	2,000	2,500	3,000
250	150	200	250	500	1,000	1,500	2,000	2,500	3,000	3,500
500	200	300	450	1,000	1,500	2,000	2,500	3,000	3,500	4,000
1,000	250	350	1,000	1,500	2,000	2,500	3,000	3,500	4,000	4,500
above 1,000	500	1,000	1,500	2,000	2,500	3,000	3,500	4,000	4,500	5,000

Appointment of Chief Inspector of Factories.

(G. O. Ms. No. 2811, Industries, Labour and Co-operation (Labour) 21st May 1964.

II-1 No. 2729 (a) of 1964.

In exercise of the powers conferred by sub-section (2) of section 8 of the Factories Act, 1948 (Central Act LXIII of 1948) and in supersession of the Industries, Labour and Co-operation Department Notification S. R. O. No. A. 2390 of 1958, dated the 29th March 1958, published at page 662 of Part I of the Fort St. George Gazette dated the 16th April 1958, the Governor of Madras hereby appoints Sri T. V. Lakshmanaswamy, B.E. M.I.E. to the Chief Inspector of Factories, Madras, under the said Act with effect on and from the 10th May 1963.

Appointment of Presiding Officer, Labour Court, Madurai.

Fort St. George, June, 6, 1964

II-1 No. 2729 (b) of 1964.

In exercise of the powers conferred by sub-section (2) of section 7 read with section 8 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby appoints Sri M. Abdul Azeez as Presiding Officer at the Labour Court, Madras, vice Sri P. Lakshmanan with effect on and from the date on which Sri M. Abdul Azeez joins duty as Presiding Officer of the said Labour Court.

Copy of G. O. Ms. No. 3292 (Lab) dated 21st June, 1964 of the Department of Industries, Labour and Co-operation, Madras.

Labour—Workmen's Compensation Act, 1923—Legal assistance to poor and deserving workmen for the conduct of cases under the Act—Scheme—Continuance—Sanctioned.

READ AGAIN :

G. O. Ms. No. 5372 (Lab) Industries, Labour and Co-operation, dated 13-11-1963.

READ ALSO :

From the Commissioner for Workmen's Compensation letter No. C4, 10468/64 dated 29-2-64.

ORDER :

In his letter cited, the Commissioner for Workmen's Compensation, Madras has requested that sanction may be accorded for incurring a recurring expenditure of Rs. 1,000/- per annum towards grant of legal assistance under the workmen's Compensation Act, 1923 last sanctioned in G. O. Ms. No. 5372 (Lab) Industries, Labour and Co-operation dated 13-11-1963, instead of extending the scheme year after year. The Government have examined the question and have decided to accord standing sanction for the above scheme for a period of three years, in the first instance.

2. Standing sanction is now accorded, for a period of three years, i.e. upto 28th February, 1967, to an expenditure not exceeding Rs. 1,000/- (Rupees One Thousand only) per annum, towards grant of legal assistance at State cost to deserving workmen or their dependants claiming compensation under the Workmen's Compensation Act, 1923. The Commissioner for Workmen's Compensation is permitted to utilise the above grant for giving legal aid, in deserving cases, to injured workers and dependants of deceased workmen for defending their cases before the High Court also, if any appeal should be preferred by the employers against the decision of the Commissioner for Workmen's Compensation provided such aid was given in respect of the same matter in the proceedings before the Commissioner for Workmen's Compensation, earlier.

3. The Additional Commissioner for Workmen's Compensation is authorised to sanction the payment of a sum of Rs. 10/- (Rupees ten only) for each day of hearing subject to a maximum of Rs. 50/- for each case to be heard before the Court of the Commissioner for Workmen's Compensation.

4. The Commissioner for Workmen's Compensation and the Additional Commissioner for Workmen's Compensation are empowered to engage counsel and sanction fees at the rate of Rs. 10/- per day subject to a maximum of Rs. 50/- for each case to be heard before the court of Commissioner for Workmen's Compensation and also to sanction fees at a flat rate of Rs. 100/- (Rupees one hundred only) to Advocates for the case under the Workmen's Compensation Act to be heard before the High Court, Madras.

5. The Commissioner for Workmen's Compensation is requested to publish the scheme in the Madras Labour Gazette and also give wide publicity to it. He is also requested to review the position at the end of three years and submit a report to Government for taking up the question of incorporating the standing sanction in the Madras Financial Code, Volume II.

6. The expenditure should be debited to “38. Labour and Employment—a. Labour—A. Direction 4 Office Contingencies”.

7. This order issues with the concurrence of the Finance Department—Vide its U. O. Note 67677/All. 1./64-1 dated 23-6-1964.

விளம்பரங்கள்

[1963-ம் ஆண்டு டிசம்பர் மாதம் 11ம் தேதியுள்ள 5780ம் எண் அரசாங்க ஆணை.

(இவ்விளம்பரத்தின் பின்னால் 1947ம் ஆண்டுச் சட்டம் எனச் சொல்லப்படுகிறது) 1947ம் ஆண்டு சென்னைக் கடைகளையும், நிறுவனங்களையும் குறித்த சட்டத்தின் (சென்னைச் சட்டம் 36/1947) 6வது பிரிவில் கொடுத்துள்ள அதிகாரங்களை கொண்டு, தமிழ்நாடு கவர்னர் அவர்கள், (இவ்விளம்பரத்தின் பின்னால் 1961ம் ஆண்டுச் சட்டம் எனச் சொல்லப்படுகிறது) 1961ம் ஆண்டுச் சென்னைக் கூட்டுறவுச் சங்கங்கள் சட்டத்தின் (சென்னைச் சட்டம் 53 1961) கீழ் பதிவு செய்யப்பட்டுள்ள அல்லது பதிவு செய்யப்பட்டிருப்பதாகக் கருதப்படுகிற ஒவ்வொரு சங்கத்திற்கும்—

(i) 1947ம் ஆண்டுச் சட்டத்தின் 34வது பிரிவின் (2) உட்பிரிவின் (ஏ) பகுதி, 35வது பிரிவு 41வது பிரிவு ஆகிய இவற்றின் ஷரத்துக்களினின்றும்

(ஏ) பிரஸ்தாப காலத்தில் அமலிலுள்ள பதிவான துணை விதிகள் அல்லது மேற்படி சங்கத் துணை விதிகளின் பதிவான திருத்தம் இவ்விளம்பரத்தில் இணைக்கப்பட்டுள்ள மாதிரித் துணை விதிகளில் அடங்கியிருந்தால் 1964ம் ஆண்டு ஜனவரி மாதம் 1ம் தேதியன்றும் அத்தேதி முதல் கொண்டும் :

(பி) மேற்படி சங்கத் துணை விதிகளின் மேலே சொல்லிய மாதிரித் துணை விதிகள் அடங்கியிராவிடின் மேற்படி சங்கத் துணை விதிகளில் மேற்படி மாதிரி துணை விதிகள் சேர்க்கப்பட்டு 1961ம் ஆண்டு 11வது சட்டத்தின்கீழ் பதிவாகிய தேதியன்றும் அத்தேதி முதற்கொண்டும் :

(ii) 1964ம் ஆண்டு ஜனவரி மாதம் 1ம் தேதியன்றும் அத்தேதி முதற்கொண்டும் 1947ம் ஆண்டுச் சட்டத்தின் மற்றெல்லா ஷரத்துக்களினின்றும் இதன் மூலம் நிரந்தரமாக விதிவிலக்கு அளிக்கிறார்கள்.

இணைப்பு

மாதிரி துணைவிதிகள்.

1. அபராதங்கள் சம்பந்தமான பிடிப்புகள் : (ஏ) வேலையிலமர்த்தப்பட்டுள்ள நபருடைய ஊதியம், அபராதங்களைத் தவிர வேறு எந்த வகையான பிடிப்புகளும் இன்றி அவருக்குக் கொடுக்கப்படவேண்டும். பின்வரும் துணை விதிகளில் கண்ட ஷரத்துக்களையொட்டி அத்தகைய பிடிப்புகளைச் செய்யவேண்டும்.

(பி) தொழிலதிபர், பதிவாளர் முன் அனுமதியுடன் (சி) பகுதியின் கீழ் அறிவிப்பு மூலம் குறிப்பிட்டு செய்த காரியங்கள் செய்யத் தவறிய காரியங்கள் நீங்கலாக மற்றப்படி வேலையிலமர்த்தியுள்ள நபர் எவருக்கும் அபராதத் தண்டனை எதுவும் விதிக்கப்படக்கூடாது.

(சி) (பி) பகுதியில் அனுமதித்துள்ள காரியங்களையும் செய்யத் தவறிய காரியங்களையும் கொண்ட பட்டியல் அடங்கிய ரெகுலேஷன்களை மேற்படி சங்கத்தில் பணியாற்றும் பெரும்பான்மை யோருக்குத் தெரிந்த மொழியில் மொழி பெயர்ப்புடன் ஆங்கிலத்தில் அறிவிப்பு ஒன்றையும் தொழிற்சாலையின் பிரதான வாயிலில் அல்லது அதற்கு அருகாமையில் மேற்படி சங்கம் காட்டி வைக்கவேண்டும்.

(டி) வேலையிலமர்ந்துள்ள யாதொரு நபருக்குத் தாம் விரும்பிய படி முறையீடு ஏதேனும் செய்துகொள்ள நியாயமான வாய்ப்பு அளிக்கப்பட்டாலன்றி மற்றப்படி அபராதம் எதுவும் விதிக்கப்படக்கூடாது. அவ்வாறு செய்துகொள்ளும் யாதொரு முறையீடு அபராதம் விதித்து ஆணை பிறப்பிக்கப்படுவதற்கு முன்பு ஆலோசனைக்கு எடுத்துக்கொள்ளப்பட வேண்டும்.

(ஈ) ஒரு நபர் மீது யாதொரு ஊதியக் கால அளவின் விதிக்கப் படும் மொத்த அபராதத் தொகை மேற்படி ஊதியக் கால அளவில் அவருக்குக் கொடுக்கத்தக்க ஊதியத்தில் ரூபாயில் மூன்று காலுக்குச் சமமான தொகைக்கு மேற்படக் கூடாது.

(எப்) பதினைந்து வயது பூர்த்தியாகாமல் வேலையிலமர்ந்துள்ள நபர் எவருக்கும் அபராதம் எதுவும் விதிக்கப்படமாட்டாது.

(ஜி) வேலையிலமர்ந்திருக்கிற ஒருவர் மீது விதிக்கப்பட்ட அபராதம், அபராதம் விதிக்கப்பட்ட தினத்திலிருந்து 60 தினங்கள் முடிவடைந்த பிறகு அவரிடமிருந்து வசூலிக்கப்படக்கூடாது.

(எச்) ஒவ்வொரு அபராதமும் எந்தக் காரியத்தைச் செய்ததாக அல்லது செய்யத் தவறியதாக அபராதம் விதிக்கப்பட்டதோ அந்தக் காரியத்தைச் செய்த அல்லது செய்யத் தவறிய நாளிலிருந்து விதிக்கப்படத்தக்கதாகுமெனக் கருதப்படவேண்டும்.

(ஐ) இதன்மூலம் வசூலிக்கப்படும் எல்லா அபராதங்களும் வசூல் களும் இந்தத் துணை விதியில் இணைத்துள்ள 'ஏ' நபருடைய படி மேற்படி சங்கத்தில் வைத்த வரப்படும் பதிவேட்டில் பதியப்படவேண்டும். அத்தகைய வசூலிப்புத் தொகைகள் பூராவும், மேற்படி நிறுவனத்தில் வேலையிலமர்ந்துள்ள நபர்கள் யாவருக்கும் பலனளிக்கக்கூடிய காரியங்களுக்காகப் பதிவாளர் அனுமதிப்படிச் செலவழிக்கப்படவேண்டும்.

(ஜே) (சி) பகுதியின்கீழ் எந்தக் காரியம் செய்ததற்காக அல்லது எந்தக் காரியம் செய்யத் தவறியதற்காக அபராதம் விதிக்கப்பட்டதோ அந்தக் காரியங்களை அல்லது செய்யத் தவறிய காரியங்களை ஒப்புக் கொள்வதற்கும், வசூலான அபராதத் தொகை எந்தக் காரியங்களுக்காகப் பயன்படுத்தப்படவேண்டும் என்பது குறித்தும் (சி) பகுதியின்கீழ் தீர்மானிக்கும் பொருத்தமான அதிகாரி பதிவாளர் ஆவார்.

(கே) வேலையிலமர்ந்துள்ள நபர்கள் செய்யும் எந்தக் காரியங்களுக்காகவும், செய்யத் தவறிய காரியங்களுக்காகவும் அபராதம் விதிக்க விரும்பும் ஒவ்வொரு சங்கமும் (ஏ), (சி) பகுதியின் கீழ் தயாரிக்கப்

பட்ட ரெகுலேஷன்கள் அடங்கிய நகல் ஒன்றை இரட்டைப் பிரதிகளில்—இதில் (பி) பகுதியில் சொல்லிய காரியங்களும் செய்யத் தவறிய காரியங்களும் அடங்கியுள்ளன—வேலையிலமர்த்தப்பட்ட நபர்கள் மீது அபராதம் விதிக்க அதிகாரம் பெற்ற நபர்கள் அடங்கிய பட்டியலுடன் சேர்த்தும் [பி] எந்தக் காரியத்துக்காக அபராதம் விதிக்கப்பட்டதோ அந்தக் காரியத்தைக் காட்டியுள்ள பட்டியல் ஒன்றையும் சேர்த்து பதிவாளருக்கு அனுப்பவேண்டும்.

[எல்] ரெகுலேஷன்களையும் [கே] பகுதியில் குறிப்பிட்ட பட்டியல்களையும் வரப்பெற்றுக் கொண்டிருக்கும் பதிவாளர் தாம் அவசியமெனக் கருதுகிற விசாரணையைச் செய்தபிறகும் பதிவாளர், ஆரம்ப நிலையிலோ அல்லது அதனைத் தாம் திருத்திய நிலையிலோ ரெகுலேஷன்களை நிராகரித்து அல்லது ஏற்று ஆணைகள் பிறப்பிக்கலாம். அத்தகைய சந்தர்ப்பத்தில் இந்த ரெகுலேஷன்கள் அனுமதிக்கப்பட்ட ரெகுலேஷன்களாகவே கருதப்படும்.

ஆனால் யாதொரு ஆணைமீது நேரடியாகவோ அல்லது எழுத்து மூலமாகவோ சொல்லவேண்டியதைச் சொல்லிக்கொள்ள மேற்படி சங்கத்துக்குப் போதிய வாய்ப்பு கொடுக்கப்பட்டாலன்றி மற்றப்படி எந்த ரெகுலேஷனையும் நிராகரித்து அல்லது திருத்தி ஆணை எதுவும் பிறப்பிக்கப்படலாகாது.

[எம்] பதிவாளர் அனுமதித்த அதிகாரி அல்லது அதிகார சபையைத் தவிர அதிகாரி எவரும் அபராதத் தண்டனை எதுவும் விதிக்கக் கூடாது.

[என்] வேலையிலமர்த்தப்பட்டுள்ள யாதொரு நபர்மீது அபராதத் தண்டனை விதிக்க விரும்பும் யாதொரு அதிகாரி, எந்தக் காரியத்துக்காக அல்லது செய்யத்தவறிய காரியத்துக்காக அபராதம் விதிக்கப்படுகிறதோ அது குறித்தும், அது குறித்து விதிக்கப்படக்கூடிய அபராதத் தொகையையுமோ சம்பந்தப்பட்ட நபரிடம் நேரடியாகக் கூறி அவரது விளக்கத்தைக் கேட்கவேண்டும். எது குறித்து அபராதம் விதிக்கப்பட்டதோ அது குறித்த குற்றச்சாட்டுகளையும் சம்பந்தப்பட்ட நபர் கொடுத்த விளக்கத்தினையும் எழுத்து மூலமாக எழுதிக்கொள்ளவேண்டும். சம்பந்தப்பட்ட நபர் கொடுத்த விளக்கத்திற்கு அவரிடமிருந்து கையெழுத்து வாங்கிக் கொள்ளவேண்டும்.

[ஓ] அபராதத் தொகைப் பதிவேட்டில் எந்தக் காரியமாக அல்லது காரியங்களுக்கு அபராதம் விதிக்கப்பட்டு வருவித்துச் செலவிட வேண்டியுள்ளதோ அவற்றைப் பதிந்துகொண்டு தொடரிலக்க மிட வேண்டும்.

[பி] அவ்வாறு வருவித்த அபராதங்களிலிருந்து தொகை கொடுக்கப்பட்டிருந்தால், அபராதத் தொகைப் பதிவேட்டில் அவ்வாறு செலவழித்துள்ள தொகை கழித்து பதிந்து கொள்ளவேண்டும். அவ்வாறு செலவழிக்கப்பட்ட தொகை குறித்து கைச்சாற்றுகளை அல்லது ரசீதுகளைத் தொடரிலக்கமிட்டுத் தனியாக வைத்து வரவேண்டும். ஒவ்வொரு கைச்சாற்று அல்லது ரசீதின் தொடர் எண்ணையும் அதற்குச் சம்பந்தப்பட்ட தொகையையும் பதிவேட்டின் குறிப்புகள் பத்தியில் குறிப்பிட

வேண்டும். ஒன்றுக்கு மேற்பட்ட காரியங்களுக்கு அனுமதி கொடுக்கப்பட்டிருந்தால், பட்டுவாடா குறித்த பதிவு, பட்டுவாடா செய்யப்பட்ட காரியத்தைக் காட்டவேண்டும்.

11. சேவை தேவையில்லையெனத் தள்ளிவிடுவது குறித்து ஷரத்துக்கள் :

[ஏ] ஆறு மாதத்துக்குக் குறையாமல் தொடர்ந்து வேலையிலுள்ள யாதொரு சங்க உறுப்பினரது சேவை, நியாயமான காரணமின்றியும் அந்த உறுப்பினருக்குக் குறைந்தது ஒரு மாத அறிவிப்பு அல்லது அறிவிப்புக்குப் பதிலாக ஊதியம் கொடுக்கப்படாமலின்றி மற்றபடியும் அவரை வேலையினின்றும் தள்ளிவிடலாகாது.

ஆனால் இது காரியமாக நடத்தப்பட்ட யாதொரு விசாரணையின் பேரில் திருப்திகரமான சாட்சியத்தைக்கொண்டு துர்நடத்தைக் குற்றம் சாட்டினால் உறுப்பினர் ஒருவரை வேலையிலிருந்து தள்ளிவிடுவதில் அவரது விஷயத்தில் அத்தகைய அறிவிப்பு அவசியமில்லை.

[பி] மேற்படி பணிமனையில் ஆறு மாதத்துக்குக் குறையாமல் தொடர்ந்து சேவை செய்துள்ளவரும், வேலையிலிருந்து தள்ளப்பட்ட வருமான சங்க உறுப்பினர், அவரை வேலையினின்றும் தள்ளுவதற்கு நியாயமான காரணம் எதுவும் இல்லையென்றே அல்லது அபராதம் விதித்த அதிகாரியின் கூற்றுப்படி துர்நடத்தைக் குற்றம் செய்யவில்லை யென்றே சொல்லிக்கொண்டு பதிவாளருக்கு அப்பீல் செய்து கொள்ளலாம். அத்தகைய அப்பீல் தம்மை வேலையிலிருந்து நீக்கிய அறிவிப்பு சார்வை செய்யப்பட்ட தேதியிலிருந்து 30 தினங்களுக்குள் செய்து கொள்ளப்படலாம். நேரிடையாகக் கொடுக்கப்படும் அறிவிப்பு சிறப்பானதாகக் கருதப்படும். அவ்வாறு அறிவிப்பு நேரிடையாகச் சேர்ப்பிக் கப்பட இயலாதபோது கடைசியாக அறிந்த முகவரிக்குப் பதிவுத் தபாலில் அனுப்பிவைக்கவேண்டும். தபால் மூலமாக அறிவிப்பு சார்வை செய்யப்படும் விஷயத்தில், சாதாரணமாகத் தபால் மூலம் கடிதம் வந்து சேரக்கூடிய தேதியே சார்வை செய்யப்பட்ட தேதியாகக் கருதப்படும்.

ஆனால் அப்பீல் வாதி, குறிப்பிட்ட கால அளவுக்குள் தான் அப்பீல் செய்து கொள்ளமுடியாததற்குத் தகுந்த போதிய காரணமிருப்பதாகப் பதிவாளருக்குச் சந்தேகமற்ற எண்பித்தால் 30 தினங்களுக்குப் பிறகும் அப்பீல் செய்துகொள்ளலாம்.

[சி] பதிவாளரின் தீர்ப்பு முடிவானதாகும். அவரது தீர்ப்பு, சங்கத்தையும் சங்க உறுப்பினரையும் கட்டுப்படுத்தும்.

[டி] மேலே [பி] பகுதியின்கீழ் தம்மிடம் வந்து சேரக்கூடிய அப்பீல்களை விசாரிக்கையில் பதிவாளர் அனுசரிக்கக்கூடிய நடைமுறை சுருக்கமாக இருக்கவேண்டும். அவர் தம்முன் எடுத்துச் சொல்லப்படும் சாட்சியங்களைச் சுருக்கமாகக் குறித்துக்கொண்டு தமது காரணங்களை எடுத்துச்சொல்லி ஆணை பிறப்பிக்கலாம். அப்பீல் முடிவை கூடியவிரைவில் கட்டிக்காரர்களுக்கு அறிவிக்கவேண்டும். ஆணைகளின் நகல்கள்

கட்சிக்காரர்கள் கேட்கையில் அனுப்பி வைக்கப்படவேண்டும். கட்சிக் காரர்களுக்கு அனுப்பிவைக்கப்படவேண்டிய நகல்கள் முத்திரைத் தாள் களில் எடுக்கப்படவேண்டும்.

[ஈ] [டி] பகுதியின் காரணமாக, ஒவ்வொரு 176 சொற்கள் அல் லது அதன் பின்னத்துக்கு பத்தொன்பது காசு மதிப்புடைய முத்திரைத் தாள் பயன்படுத்தப்படவேண்டும். முத்திரைத் தாளின் மறுபக்கம் எழு தப்பட்டிருந்தால் எழுதப்பட்ட சொற்கள் 176க்கு அதிகப்படாமலிருந் தால் பத்தொன்பது காசு மதிப்புள்ளதும், 176க்கு மேற்பட்டிருந்தால் இருபது காசு மதிப்புள்ளதுமான ஸ்டாம்பு தலைப்பில் வலதுபுற மூலையில் ஓட்டப்படவேண்டும்.

நமூனா 'ஏ'

அபராதங்களைக் குறிக்கும் பதிவேடு.

தொடர் எண்.	பெயர்.	தகப்பனாது பெயர் அல்லது வரது பெயர்.	கன
(1)	(2)	(3)	(4)
		எந்தக் காரியம் செய்ததற்காக அல் லது எந்தக் காரியம் செய்யத் தவிர வந்ததற்காக அபராதம் விதிக்கப்பட்டதோ அந்தக் காரியம் அல்லது செய்யத் தவறிய காரியம்	
(5)		தொழிலாளர், அபராதத்துக்கு எதி ராகக் காரணம் காட்டினால் காரணம் என்ன? ஆம் எனில் காரணம் காட் டிய தேதி.	
(6)		அபராதம் விதிக்கப்பட்ட கால அளவில் வாங்கும் ஊதியம்.	
(7)		அபராதத் தொகை, அபராதம் வீதிக் கப்பட்ட தேதி.	
(8)		அபராதம் வசூலான தேதி.	
(9)		குறிப்புகள்.	

(1964-ம் ஆண்டு மார்ச் மாதம் 23-ந் தேதியுள்ள 1689 எண் அரசாங்க ஆணை)

தொழில்-தொழிலாளர்-கூட்டுறவுத் துறையில் 1959ம் ஆண்டு மார்ச் 19ம் தேதியன்று பிறந்த எஸ். ஆர். ஓ. ஏ. 1931/1959 எண் விளம்பரத் துடன் 1959ம் ஆண்டு ஏப்ரல் 1ம் தேதியுள்ள செயின்ட் ஜார்ஜ் கோட்டை அரசிதழ் 1ம் பாகத்தின் விதிகள் அனுபந்தத்தைச் சேர்ந்த 219 முதல் 224 வரையிலுள்ள பக்கங்களிலே (ஆங்கிலத்தில்) வெளியாகிப் பின்னர்த் திருத்தப்பட்டுள்ள 1959ம் ஆண்டு சென்னைத் தொழில், நிறுவனங்கள்

[தேசிய பண்டிகை விடுமுறை நாட்கள்] விதிகளில் 1958ம் ஆண்டு சென்னை தொழில் நிறுவனங்கள் [தேசிய, பண்டிகை விடுமுறை நாட் கள்] சட்டத்தின் [சென்னைச் சட்டம் 33/1958] 12வது பிரிவில் கொடுத் துள்ள அதிகாரங்களைக் கொண்டு, சென்னை மாநிலக் கவர்னரவர்கள் அடியிற்கண்ட திருத்தத்தை இதனால் செய்கிறார்கள் :—

திருத்தம்.

மேற்படி விதிகளிலே 6வது விதிக்குப் பதிலாக அடியிற்கண்ட விதியை அமைத்துக்கொள்ள வேண்டும், அதாவது:—

“ 6. 5வது பிரிவின் [3] உட்பிரிவைச் சேர்ந்த [i] பகுதியின் காரியத்துக்காக அன்றாடச் சராசரிக் கூலியைக் கணக்கிடுதல்.

5வது பிரிவின் [3] உட்பிரிவைச் சேர்ந்த [i] பகுதியின் காரி யத்துக்காக அந்த உட்பிரிவில் சொல்லியுள்ள ஒரு ஊழியரின் அன்றாடச் சராசரிக் கூலியானது சம்பந்தப்பட்ட விடுமுறை நாளுக்கு அடுத்து முன்பு தொண்ணூறு நாட்கள் கொண்ட தொடர்ச்சியான காலத்திற்குள் பன்னி ரண்டு நாட்கள் கொண்ட யாதொரு கால அளவில் அவர் சம்பாதித்த மொத்தக்கூலியைப் பன்னிரண்டால் வகுத்துக் கணக்கிட வேண்டும்: அந்தப் பன்னிரண்டு நாட்களில் அந்த ஊழியர் வேலை செய்திருக்க வேண்டும்.

(1964ம் ஆண்டு ஏப்ரல் மாதம் 1ம் தேதியுள்ள 1907ம் எண் அரசாங்க ஆணை)

1948ம் ஆண்டு தொழிற்சாலைகள் சட்டத்தின் [மத்தியச் சட்டம் 63/1948] 31வது பிரிவைச் சேர்ந்த [2] உட்பிரிவிலும் 112வது பிரி விலும் கொடுத்துள்ள அதிகாரங்களைக் கொண்டு, முன்னாள் அபிவிருத்தித் துறையில் 1950 மார்ச் 15ம் தேதியன்று வெளியான விளம்பரத்துடன் 1950ம் ஆண்டு ஏப்ரல் மாதம் 25ம் தேதியுள்ள செயின்ட் ஜார்ஜ் கோட்டை கெஜெட் 1ம் பாகத்தைச் சேர்ந்த விதிகள் அனுபந்தத்தின் 103 முதல் 178 வரையுள்ள பக்கங்களில் [ஆங்கிலத்தில்] வெளியிட்டுப் பின்னர், திருத்தப்பட்டுள்ள ‘1950ம் ஆண்டு சென்னைத் தொழிற்சாலை விதிகளில்’ சென்னை மாநிலக் கவர்னர் அவர்கள் அடியிற்கண்ட திருத் தங்களை இதனால் செய்கிறார்கள். இத்திருத்தங்கள் மேற்படி சட்டத்தின் 115வது பிரிவில் சொல்லிய வண்ணம் ஏற்கெனவே வெளியாகியுள்ளன.

திருத்தங்கள்

மேற்படி விதிகளிலே,

[1] 56வது விதிக்குப் பிறகு, அடியிற்கண்ட விதியைச் சேர்த்துக் கொள்ளவேண்டும் :

“ 56-எ. வாட்டர் சீல் போட்ட வாயுகலன் :—[1] “ வாயுகலன் (Gas holder) என்னும் சொற்றொடர் 141.5 கன மீட்டருக்குக் [5000 கன அடி] குறையாத கொள்ளளவு கொண்ட வாட்டர் சீல் போட்ட வாயு கலன் எனப்பொருள்படும்.

[2] ஒவ்வொரு வாயுகலனும் சிறந்த உலோகத்தால் செய்யப் பட்டதாகவும் போதிய உறுதி வாய்ந்ததாகவும் கிரமமாக வைத்துவரப்படுவதாகவும் இருக்கவேண்டும்.

[3] ஒரு தொழிற்சாலையில் ஒன்றுக்கு மேற்பட்ட வாயுகலன் இருக்குமாயின் ஒவ்வொரு வாயு கலனிலும் எளிதில் தெரிந்துக்கொள்ளக் கூடிய வகையில் இலக்கமாவது எழுத்தாவது குறிக்கப்பட்டிருக்க வேண்டும்.

[4] ஒவ்வொரு வாயு கலனும் குறைந்தது 12 மாதத்துக்கு ஒரு முறையாவது தகுதிவாய்ந்த நபரால் வெளிப்புறம் பூராவும் பரிசோதனை செய்யப்படவேண்டும்.

[5] பத்து ஆண்டுகளுக்கு மேலாக விட்டு பயன்படுத்தப்பட்டு வருகிற வாயு கலன் விஷயமாக உட்புறத் தகட்டின் நிலை இந்த விதி அமலுக்கு வந்த ஓராண்டு கால அளவுக்குள்ளும் அதற்குப் பிறகு குறைந்தது நான்காண்டுகளுக்கு ஒரு முறையும் எலக்ட்ரானிக் அல்லது நுண் கருவிகளைக்கொண்டு தகுதி வாய்ந்த நபரால் பரிசோதனை செய்யப்பட வேண்டும்.

ஆனால் அத்தகைய எலக்ட்ரானிக் அல்லது நுண் கருவிகள் கிடைக்கவில்லையெனத் தலைமை இன்ஸ்பெக்டருக்குச் சந்தேகமறத் தெரிந்திருப்பின் அவர் கிரவுனிஸ்டிருந்தும், வாயு கலனின் பக்கங்களிலிருந்தும் மாதிரி களை வெட்டி எழுத்துக்கொள்ள அனுமதிக்கலாம் :

மேலும் அத்தகைய பரிசோதனை செய்ததில் ஏதேனும் சந்தேகம் எழும்பினால் உட்புறத்தைப் பார்வையிட்டுப் பரிசோதனை செய்யலாம்.

[6] வாயு கலனில் அசுத்தங்கள் உட்புகுவதைத் தடுக்கவோ அல்லது ஓரளவுக்குக் குறைக்கவோ சாத்தியமான நடவடிக்கைகள் யாவும் எடுத்துக் கொள்ளப்படவேண்டும்.

[7] நபர் ஒருவரது மேற்பார்வையின்கீழ் அன்றி மற்றப்படி, வாயு கலன் எதையும் செப்பனிடப்படக்கூடாது அல்லது பிரித்து அழிக்கக் கூடாது. அந்த நபர் தமது பயிற்சி, அனுபவம் மூலமாகவும், வெடிவிபத்தினால் ஏற்படும் அபாயங்களைக் குறித்து எடுக்கவேண்டிய அவசியமான நடவடிக்கைகளையும் வாயுவினால் பாதிக்கப்படும் நபர்களையும் அறிந்து வைத்திருப்பதாலும் அத்தகைய வேலையை மேற்பார்வையிடத் தகுதி வாய்ந்தவராவார்.

[8] [i] 5வது துணைவிதியின்கீழ் வெட்டி எடுக்கப்பட்ட மாதிரித் தகடுகள் யாவும் பரிசோதனைக்காகத் தயாராக எடுத்து வைக்கப்பட்டிருக்கவேண்டும்.

[ii] எஜமானர் அல்லது நிர்வாகி கையெழுத்திட்ட சாசுவதமான பதிவேடு ஒன்று அடியிற்கண்ட விவரங்கள் எழுதப்பட்டு வைத்திருக்கப்படவேண்டும்.

[ஏ] [3] துணை விதியின்கீழ்க் குறிப்பிட்ட வாயுகலனில் தெளிவாக எழுதிய இலக்கம் அல்லது எழுத்து, தயாரித்தவர் பெயர், தயாரித்த தேதி, கொள்ளளவு, வாயு நிறை அழுக்கம் இருக்கையிலே விட்டு

எண்ணிக்கை அழுக்கம் ஆகியவற்றைக் குறித்த தயாரிப்புவிவரங்கள் :

[பி] [4] [5] துணை விதிகளில் சொல்லிய வண்ணம் பரிசோதனை நடத்திய தேதிகள், பரிசோதனை நடத்தியவர் :

[சி] பரிசோதனை நடத்தப்பட்ட முறை :

[டி] வர்ணம் பூசிய தேதி, இதர விவரங்கள் :

[இ] மராமத்தின் தன்மை அத்தகைய மராமத்தினைச் செய்த நபர்களது பெயர்கள்.

[எப்] இதர குறிப்புகள் [எவையேனுமிருப்பின்]

[iii] [4] [5] துணை விதிகளின்படித் தகுதி வாய்ந்த நபர்கள் மேற்கொண்ட பரிசோதனைகளின் முடிவுகள் 8-ஏ நமூனாவில் கண்டிருக்க வேண்டும்.

[iv] 8-ஏ நமூனாப்படிக்கான அறிக்கையின் நகல் பதிவேட்டில் வைத்திருக்கப்பட வேண்டும். பதிவேடும் அறிக்கையும் இன்ஸ்பெக்டரின் பார்வைக்கு எளிதில் கிடைக்கும்படியாக வைத்திருக்க வேண்டும்.

[9] ஒவ்வொரு வாயுகலனும் [4] [5] துணை விதிகளில் சொல்லிய வாறு அவ்வப்போது பரிசோதிக்கப்படுகிறதாவென்று இன்ஸ்பெக்டர் கவனித்துக்கொள்ளவேண்டும்.

[2] 8ம் எண் நமூனாவுக்குப் பிறகு, அடியிற்கண்ட நமூனாவைச் சேர்த்துக்கொள்ளவேண்டும் : அதாவது :

8ஏ எண் நமூனா.

56-ஏ விதியின்கீழ் நிர்ணயிக்கப்பட்டது.

நீர் முத்திரையிட்ட வாயுகலன் பரிசோதனை அறிக்கை.

1. தொழிற்சாலை அனுபோகதா ர்பெயர் :
2. தொழிற்சாலை இருப்பிடம் முகவரி :
3. வாயுகலன் பெயர், விவரம், தெளிவாக எழுதப்படும் எண் அல்லது எழுத்து வாயுகலனின் வகை.
4. தயாரிப்பாளரின் பெயரும் முகவரியும்.
5. [எ] விட்டு எண்ணிக்கை. [பி] அதிக பட்ச கொள்ளளவு க. மீட்டரில் [கன அடிகளில்]. [கி] வாயுகலன் நிறையவாயு இருக்கும் நிலையில் அது கொடுக்கும் அழுத்தம்.
6. வாயு கலனில் சேமித்து வைக்கப்படும் வாயு விவரங்கள்.
7. [எ] கிரவுன்.

[பி] கிரிப்புகள், கப்புகள் உட்பட ஸைடு ஷீட்டிங்.

[சி] கைடிங் கருவி (ரோலர் காரேஜுகள் ரோலர்கள், பின்ஸ், கைடு ரெயில் அல்லது கயிறு) இவற்றின் நிலை பற்றிய விவரங்கள்.

[டி] தொட்டி.

[இ] மற்ற கட்டுக் கோப்பு [எதுவேனும்] [கலன்கள் பிரேமிங், பிரேஸிங்]

8. பரிசோதிக்கப் படுகையில் விப்டு நிலைபற்றிய விவரங்கள்

9. பாதுகாப்போடு வேலை செய்யும் நிலையில் போதிய மட்டத்தில் டாங்கும், விப்டுகளும் இருக்கின்றனவா வென்றும், இல்லையெனில் இந்தக் குறையைப் போக்க எடுத்துக் கொள்ளும் நடவடிக்கைகளுள்.

10. பரிசோதித்த தேதி, பரிசோதனை நடத்தியவர்.

11. கொப்பரையின் நிலை.

[எ] வெளிப்புறம்.

[பி] உட்புறம்.

12. பிட்டிங்குகள், சாதனங்கள் கிரமமாக வைத்துவரப்பட்டு நல்ல நிலையில் உள்ளனவா? மராமத்து தேவைப்படின அது செய்து முடிக்கப்படும் கால அளவுக்கு பரிசோதனை நடத்தும் நபர், இயந்திரம் பாதுகாப்புடன் வேலை செய்வதற்கு அவசியமெனக் கருதும் இதர வகையான மராமத்து.

13. இதர குறிப்புகள்.

.....தேதியில் மேலே விவரித்துள்ள வாயுகலன் முழுவதையும் சோதித்து அதே நாளில் அதற்கு அவசியமான வகையில் சோதனை செய்து பார்த்து, அவ்வாறு நான் பரிசோதித்துப் பார்த்துக் கொடுக்கும், அறிக்கை உண்மையானதென்று இதன்மூலம் உறுதி கூறுகிறேன்.

கையெழுத்து.....

தகுதி.....

முகவரி.....

தேதி.....

கம்பெனி அல்லது சங்கம் வேலைக்கமர்த்தியிருப்பின், அதன் பெயரையும் முகவரியையும் கொடுக்கவும்.

(1964ம் ஆண்டு பெப்ரவரி மாதம் 17ம் தேதியுள்ள 865ம் எண் அரசாங்க ஆணை)

1948ம் ஆண்டு குறைந்த அளவு கூலிச் சட்டத்தின் [மத்தியச் சட்டம் எண். 11/1948] 22-டி 30வது பிரிவுகளில் கொடுத்துள்ள அதி காரங்களைக்கொண்டு, தமிழ்நாடு கவர்னர் அவர்கள் கீழ்க்கண்ட விதி

களை இதனால் செய்கிறார்கள். இவை மேற்சொன்ன 30வது பிரிவின் [1] உட்பிரிவில் சொல்லியுள்ள வண்ணம், முன்னரே வெளியிடப்பட்டுள்ளன.

குறைந்த அளவுக்கூலி, கொடுபடாத தொகைகள் (சென்னை) விதிகள் 1963]

1. பெயர்ச் சுருக்கம்.—இந்த விதிகள், குறைந்த அளவுக்கூலி [கொடுபடாத தொகைகள்] [சென்னை] விதிகள் 1963 எனப் பெயர் பெறும்.

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

[ஏ] “சட்டம்” என்பது 1948ம் ஆண்டு குறைந்த அளவுக்கூலிச் சட்டம் [மத்தியச் சட்டம் எண் 11/1948] எனப் பொருள்படும்.

[பி] “நமூனா” என்பது இந்த விதிகளுடன் இணைக்கப்பட்டுள்ள நமூனா எனப் பொருள்படும்.

[சி] “நிர்ணய அதிகார சபை” என்பது 1947ம் ஆண்டு தொழில் தகராறுகள் சட்டத்தின் [மத்தியச் சட்டம் 14/1947] 7வது பிரிவின்கீழ் அமைக்கப்பட்டுள்ள, சந்தர்ப்பத்துக்கேற்ப, சென்னை மதுரை அல்லது கோயம்புத்தூரில் இருக்கும் தொழில் கோர்ட்டின் தலைமை அதிகாரி எனப் பொருள்படும்.

[டி] “பிரிவு” என்பது மேற்படி சட்டத்தின் யாதொரு பிரிவு எனப்பொருள்படும்.

[இ] “கஜானா” என்பது இந்திய ரிசர்வ் பாங்க் செயல்படும் இடங்களில் ரிசர்வ் பாங்க் என்றும் மற்ற இடங்களில் அரசாங்க கஜானா என்றும் பொருள்படும்.

3. கொடுபடாத தொகைகளைக் குறிப்பிட்ட கால அளவுக்குள் நிர்ணய அதிகார சபையிடம் டெபாசிட் செய்யவேண்டும் என்பது:— மேற்படி சட்டத்தின்கீழ் ஊழியர் ஒருவருக்கும் குறைந்த அளவுக்கூலி என்கிற துறையில் தொழிலதிபர் கொடுக்கவேண்டிய யாதொரு தொகை அல்லது மேற்படி சட்டத்தின்கீழ் அல்லது யாதொரு விதியின்கீழ் அல்லது அதன்கீழ் செய்யப்பட்ட யாதொரு ஆணையின்கீழ் வேறு விதமாக ஊழியருக்குச் சேரவேண்டிய யாதொரு தொகையை:—

[1] ஊழியர் இறந்துபோன காரணத்தினால் அல்லது அவரது இருப்பிடம் தெரியாத காரணத்தினால் ஊழியருக்குச் சேரவேண்டியத் தொகை கொடுபடாது நின்றால் அந்தத் தொகை சேர்த்த தேதியிலிருந்து மூன்று மாதங்கள் முடிவடைந்த பிறகு அல்லது இந்த விதிகள் அமுலுக்கு வரத்தொடங்கிய பிறகு ஆகிய இந்த இரண்டு தேதிகளுள் பிந்தியதாக உள்ள தேதிக்குப் பிறகு ஒரு மாதத்திற்குள் டெபாசிட் செய்து வைக்க வேண்டும்.

வேறு யாதொரு விஷயத்தில் அத்தொகை எந்தத் தேதியன்று கொடுக்கப்பட வேண்டுமோ அத்தேதியிலிருந்து மூன்று மாதங்கள் கழிந்த பிறகு அல்லது இந்த விதிகள் அமுலுக்கு வந்த தேதிக்குப் பிறகு ஆகிய இவ்விரண்டு தேதிகளுள் எது பிந்தியதாக இருக்கிறதோ அந்தத் தேதியிலிருந்து ஒரு மாதத்திற்குள் டெபாசிட் செய்து வைக்கவேண்டும்.

4. தொகையை டெபாசிட் செய்வதற்கான நடைமுறை—கொடுபடாத தொகையை 3வது விதியின்கீழ் டெபாசிட் செய்யவேண்டிய யாதொரு நபர் அதனை “1948ம் ஆண்டு குறைந்த அளவுக்கூவிச் சட்டத்தின் 22-டி பிரிவின் கீழ்க்கட்டப்படும் டிபாசிட்” என்னும் கணக்குத் தலைப்பின் கீழ் கஜானாவில் கட்டவேண்டும். மேலும் அவர், அவ்வாறு டெபாசிட் செய்ததைக் காட்டும் சலானின் பிரதியைப் பணம் கட்டிய தேதியிலிருந்து ஒருவாரத்திற்குள் நிர்ணய அதிகார சபைக்கு அனுப்ப வேண்டும். அன்றியும் அவர் அதனுடன் ‘ஏ’ நமூனாவில் ஓர் அறிக்கையை இரட்டைப் பிரதியில் அனுப்பவேண்டும்.

5. டெபாசிட் பற்றிய விளம்பரம்: நிர்ணய அதிகாரசபை ஆறு மாதங்களுக்கு ஒருமுறை ‘பி’ நமூனாவில் உள்ள அறிக்கை ஒன்றை வெளியிடவேண்டும். அதில் 3வது விதியின்கீழ், கொடுபடாது அதிகார சபையிடம் டெபாசிட் செய்யப்பட்டிருக்கும் மொத்தத் தொகை, அத்தகைய தொகைகளைப் பெற உரிமையுள்ள நபர்களின் பெயர்கள், அவர்கள் கடைசியாக குடியிருந்த முகவரி ஒவ்வொருவருக்கும் உரிய தொகை, அவரது கோரிக்கையின் தன்மை ஆகியவை அடங்கியிருக்கும். இந்த விளம்பரம் அடியிற்கண்ட இடங்களில் வெளியிடப்படும்.

(1) அதிகார சபையின் அலுவலக விளம்பரப் பலகையில்:

(2) இறந்துவிட்ட ஊழியர் அல்லது எந்த ஊழியரின் இருப்பிடம் யாவருக்கும் தெரியவில்லையோ அந்த ஊழியர் கடைசியாக வேலையில் இருந்த அலுவலகம் இடம் அல்லது நிறுவனத்தில்:

(3) சம்பந்தப்பட்ட மாவட்ட கெஜெட்டில்:

(4) மேற்சொன்ன அலுவலகம் இடம் அல்லது நிறுவனம் அமைந்துள்ள தாலுகாவில் உள்ள தாலுகா அலுவலகங்களில் விளம்பரப் பலகைகளில்.

6. காலாக்கள்: (1) நிர்ணய அதிகார சபையிடம் டெபாசிட் செய்து வைக்கப்பட்ட கொடுபடாத தொகையைக் கோரும் நபர் ஒருவர், அந்த அதிகார சபையிடம் தொகை டெபாசிட் செய்யப்பட்ட தேதியிலிருந்து மூன்று ஆண்டுகளுக்கும் (சி) நமூனாவில் அந்த அதிகார சபைக்குத் தமது விண்ணப்பத்தை அனுப்பவேண்டும்.

ஆனால் விண்ணப்பம் அனுப்பும் நபர் மேற்சொன்ன மூன்றாண்டுக் காலத்திற்குள் விண்ணப்பம் அனுப்பாதிருந்ததற்குத் தமக்குத் தகுந்த காரணம் இருந்ததென்று நிர்ணய அதிகார சபைக்குச் சந்தேகமற என்பித்தால் நிர்ணய அதிகார சபை மூன்றாண்டுக்கால அளவு முடிவடைந்த பிறகு கொடுத்துக்கொள்ளப்பட்ட விண்ணப்பத்தையும் ஏற்றுக்கொள்ளலாம்.

(2) கொடுபடாத தொகையைப் பெற உரிமையுள்ள ஊழியர் (1) துணை விதியின்கீழ் விண்ணப்பம் ஒன்றைக் கொடுத்துக்கொண்டிருந்தால் நிர்ணய அதிகார சபை விண்ணப்பத்தை தாம் தகுதியெனக் கருதக்கூடிய வகையில் பரிசீலித்த பிறகும் விண்ணப்பத்தாரர் உரிய நபர்தானா என்று சந்தேகமறத் தெரிந்துகொண்ட பின்பும் கூடியவரையில் விரைவில் அந்த தொகையை கொடுத்துவிடவேண்டும்.

(3) கொடுபடாத தொகையைப் பெற உரிமையுள்ள ஊழியர் இறந்திருந்து அவர் சார்பாக [1] துணை விதியின்கீழ் விண்ணப்பம் ஒன்று கொடுக்கப்பட்டிருந்தால் நிர்ணய அதிகார சபை கொடுபடாத தொகையை விண்ணப்பதாரருக்குக் கொடுப்பதில் அக்கறையுள்ளவர் அல்லது அதனால் பாதிக்கப்படுபவர் என்று தமக்குத் தோன்றக்கூடிய நபர்களுக்குப் பதிவுத்தபாவில் அறிவிப்பு அனுப்பிய பிறகும் அதற்குத் தகுதியெனத் தோன்றக்கூடிய விசாரணையைச் செய்த பிறகும் தம்முன் காட்டப்பட்ட சாட்சியத்தில் திருப்தியுற்று விண்ணப்பதாரர் அந்தத் தொகையைப் பெற சட்ட சம்மதமாய் உரிமை யுள்ளவர் எனச் சந்தேகமறத் தெரிந்துக் கொண்டால் அந்தத் தொகையை விண்ணப்பதாரருக்குக் கொடுக்கலாம். விண்ணப்பதாரரின் உரிமை செல்லுபடியாகுமா என்பதை குறித்துச் சந்தேகம் இருந்தாலும், அல்லது போட்டி மனுதாரர்கள் இருந்தாலும்தகுந்த நீதிமன்றம் வழங்கும் வாரிசுரிமைச் சான்றிதழ் மூலமாகத் தமது உரிமையை நிலைநாட்டும் நபருக்கே தொகையைக் கொடுக்கவேண்டும்.

[7] மூன்று ஆண்டுகள் வரை கோரிப் பெற்றுக் கொள்ளப்படாத தொகை மாநில அரசாங்கக் கணக்கில் வரவு வைக்கப்படவேண்டும் என்பது:—இறந்துவிட்ட ஊழியர் விஷயத்தில் அல்லது ஊழியர் இருக்குமிடம் தெரியாத விஷயத்தில் அவருக்குச் சேரவேண்டிய தொகை நிர்ணய அதிகார சபையிடம் டெபாசிட் செய்யப்பட்டிருந்து அதனை மேற்படி அதிகார சபையிடம் டெபாசிட் செய்த தேதியிலிருந்து அல்லது அந்தத் தொகையை அதிகார சபை பெற்றுக்கொண்ட தேதியிலிருந்து மூன்று ஆண்டுகளுக்குள் அதை எந்த நபரும் கோரிப் பெறாவிடின் அந்தத் தொகை “கேட்பாரற்ற டெபாசிட் தொகை” என்று கருதப்பட்டு சென்னை அக்கவுண்டன்ட்-ஜெனரலால் அத்தொகை புத்தகச் சரிக்கட்டல் மூலம் அரசாங்கக் கணக்கிற்கு வரவு வைக்கப்படும்.

8. கேட்பாரற்ற தொகைகளைக் குறித்து அதிகார சபையின் அலுவலகத்தில் விளம்பரம் செய்வது—ஒவ்வொரு ஆண்டும் ஜனவரி மாதத்தில் அந்த ஆண்டுக்கு அடுத்து முந்திய ஆண்டில் 7வது விதியின்கீழ் மாநில அரசாங்கக் கணக்கிற்கு வரவு வைக்கப்பட்ட யாதொரு தொகை நிர்ணய அதிகார சபையிடமிருந்து தமக்கு வந்து சேரவேண்டியதென்று கோரினால், அவர் சந்தர்ப்பத்துக்கேற்ப தமது பெயர், முகவரி எந்த ஊழியருக்குத் தொகை செலுத்தப்பட்டிருக்க வேண்டுமோ அந்த ஊழியரின் பெயர் அவரது முகவரி ஆகிய விவரங்கள் கொண்ட விண்ணப்பம் ஒன்றை நிர்ணய அதிகார சபைக்கு அனுப்பவேண்டும். நிர்ணய அதிகார சபை அந்த விண்ணப்பத்தைப் பெற்றுக்கொள்வதன்மேல் அந்தத் தொகை (முன்னதாகக் கொடுக்கப்படவில்லை என்று சந்தேகமறத் தெரிந்து கொண்ட பின்னர் அந்தத்தொகையை திருப்பப் பெறுவதற்காக சென்னை அக்கவுண்டன்ட்-ஜெனரலுக்கு சென்னைக் கஜானா விதிமுறைகளில்கண்ட 65வது நமூனாவில் விண்ணப்பம் செய்து கொள்ளவேண்டும். சென்னை அக்கவுண்டன்ட்-ஜெனரல் அந்தத்தொகை 7வது விதியின்கீழ் மாநில

நரசாங்கக் கணக்கில் வரவு வைக்கப்பட்டுள்ளதா என்று சரி பார்த்த பின் ரார் மேற்படி தொகையை அந்த அதிகார சபைக்குத் திரும்ப அனுப்புவண்டும்.

10. நிர்ணய அதிகார சபையிடம் டெபாசிட் செய்து வைக்கப்பட்டிருள்ள தொகை...22-டி பிரிவின்கீழ் நிர்ணய அதிகார சபையிடம் டெபாசிட் செய்யப்பட்ட தொகையை மாநிலக் கஜானாவில் டெபாசிட் செய்யப்பட்டேவண்டும். இது குறித்து நிர்ணய அதிகார சபையின் பெயரில் பரேட்டுக் கணக்கு ஒன்றைத் தொடங்கவேண்டும்.

11. ஏற்கெனவே டெபாசிட் செய்யப்பட்ட கொடுபடாத தொகைகளுக்குப் பயன்படத் தக்கவிதிகள்: இந்த விதிகளின் தொடக்கத்திற்கு முன்னர் டெபாசிட் செய்யப்பட்டதும் வேறு விதியில் குறிப்பிடப்பட்டுள்ள துமான யாதொரு தொகை இந்த விதிகளின்கீழ் டெபாசிட் செய்யப்பட்டதாகக் கருதப்படவேண்டியதுமன்றி அவ்வண்ணமே விவரிக்கப்பட்டேவண்டும்.

CODE OF DISCIPLINE IN INDUSTRY.

(Ratification by Unions Unaffiliated to any Central Organisation)

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

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

A list of trade Unions and Managements not affiliated to any central organisations which have ratified the code during the months of May 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 May 1964

1. Tamilnadu Daily Staff Union, Madurai.
2. Wahith Motor Transport Workers Union, Madurai.
3. Brakes India Employee Union, Padi.
4. Surgical Instruments Project Employee's Union, Madras-5.
5. Georfery Manners & Co. Limited Employees Union, Madras-18.
6. General Workers Union, Ramaswamy Asari Street, Manapparal, Tiruchirappalli District.
7. Tenkasi Vattara Vivasayigal Sangam, Market Bazaar, Tenkasi,
8. Mount Mettur Staff Union, 3, Greenways Road, Raja Annamalaipuram, Madras-28.
9. Tamilnad Mercantile Bank Employees Association, 51/15, Ammankoilpatty, South Street, Sivakasi.
10. Sankari India Cements Workers Union, Madras Calicut Road, Sankari West P.O., Salem District.
11. Kotagiri Panchayat Board Workers Union, Kotagiri P.O., Nilgiris.
12. Pollachi Achaga Thozhilalar Sangam, C/o. Natham Rubber Stamp Works, S. S. Koil Street, Pollachi.

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

1. Cuddalore Boat Owners Association, 2, Imperial Road, Cuddalore.

List of Standing Orders certified during the period from 1-4-64 to 30-6-64 in the Chingleput 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)
CHINGLEPUT DISTRICT		
1.	Coromandel Prodorite Private Limited, Madhavaram, Madras-51.	30-6-1964
COIMBATORE DISTRICT		
2.	Sri Lakshmi Narayan Saw Mill, Pollachi.	17-4-1964
3.	Mahalakshmi Wood Industries (P) Ltd., Automobiles Saw Mills, Pollachi.	17-4-1964
4.	Sarathy Printing Mills, Vendipalayam, Lakapuram Post, (via) Erode.	17-4-1964
5.	Jayalakshmi Textiles Warping and Sizing Factory, Erode.	17-4-1964
6.	Sri Dhanalakshmi Rice Mill, Erode.	17-4-1964
7.	Sri Andavar Rice Mill, Chennimalai.	19-4-1964
8.	Messrs. Subramaniam and Company, Powerloom Factory, Erode.	19-4-1964
9.	Mugambigai Rice Mill, Uthukuli.	19-4-1964
10.	Narayan Saw Mill, Pollachi.	19-4-1964
11.	Amarjothi Rice mill, Kolinjivadi Post, Dharapuram.	19-4-1964
12.	Palaniappa & Co., Soundaram (Rice) Mill, Sulur Post.	31-5-1964
13.	Sri Nataraja Rice Mill, Perumanallur.	31-5-1964
14.	Kondambal Ginning Factory, Perumanallur.	31-5-1964
15.	Sri Venkatesa Rice Mill, Somanur Post.	31-5-1964
16.	Sulochana Ginning Factory, Tiruppur.	31-5-1964
17.	Rukmani Ginning Factory, Sultanpet, Varappatty Village, (via) Palladam.	31-5-1964
18.	Mahalakshmi Knitting Mills, Tiruppur.	31-5-1964
19.	Sri Dhandapani Ginning Factory, Singanallur, Coimbatore.	31-5-1964
20.	Sri Lakshmi Rice Mill, Kalipalayam.	31-5-1964
21.	Vijayalakshmi Mills and Industries, Tiruppur.	31-5-1964
22.	K. R. Kandaswamy Mudaliar Knitting Co., Tiruppur.	31-5-1964
23.	K. T. K. Knitting Company, Tiruppur.	31-5-1964
24.	Sri Lakshmi Weaving Industries, Narayanapuram Post, (via) Palladam.	31-5-1964

(1)	(2)	(3)
25.	Vinayagar Rice and Oil Mills, Mandiripalayam.	31-5-1964
26.	Select Knitting Company, Tiruppur.	31-5-1964
27.	Saliq Hosieries, Tiruppur.	31-5-1964
28.	Kamadhenu Knitting Company, Tiruppur.	31-5-1964
29.	Diesel Engineers (India), Coimbatore.	31-5-1964
30.	Carbon products of India Private Ltd., Coimbatore	31-5-1964
31.	Captain Knitting Co., Lakshminagar, Tiruppur.	31-5-1964
32.	G. V. Lakshminarayanamsamy, Caltex Super Service Station, Coimbatore.	31-5-1964
MADRAS CITY		
33.	Laljee Godhoo & Company, Madras-1.	19-6-1964
34.	Venus Padmini Combines, Vadapalani, Madras-26.	30-6-1964
35.	Meghraj Metal Rolling Mills, Madras-21.	30-6-1964
36.	Moovar Trading Company, Madras-12.	30-6-1964
MADURAI DISTRICT		
37.	Bharath Board Works, Ayyanapuram, Madurai-3.	28-8-1964
38.	Lakshmi Press Button Industries (P) Ltd., Dindigul.	28-6-1964
39.	Ragu Metal Industries, Madurai-9.	28-6-1964
40.	R. M. T. S. Soundarapandian Tannery, Begampur Post, Dindigul.	28-6-1964
41.	Lakshmi Electricals, Industrial Colony, Madurai-7.	28-6-1964
42.	Shenbagam Industries, Industrial Colony, Madurai-7.	28-6-1964
43.	A. P. V. Sons, Tirumangalam, Madurai.	28-6-1964
44.	Balan Iron Works, Madurai-1.	30-6-1964
45.	Devi Saw Mills, Madurai.	30-6-1964
46.	Sakthi Vilas Rice Mills, Palani.	30-6-1964
47.	Lakshmi Vilas Rice Mill, Madurai-11.	30-6-1964
48.	Stanes Fertilizer Works, Avaniapuram, Madurai-10.	30-6-1964
RAMNAD DISTRICT		
49.	Varadhalakshmi Mills Ltd., Rajakambeeram.	28-6-1964
50.	Sivaji Mills, Ramanathapuram.	28-6-1964

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

Sl. No.	Name of the establishment.	Date of settlement.	Points in dispute.	Terms of Settlement.
(1)	(2)	(3)	(4)	(5)
1.	Devi Press, Madras-10.	16-5-64	Non-employment of binding workers.	The management agreed to pay to all the twenty-two workers ex-gratia amount of 15 days wages.
2.	Salem, Bangalore Sri Ranga Vilas Motors (P) Ltd., Krishnagiri.	7-5-64	Non-employment of Sri Ramiah, Driver.	The management agreed to pay to the driver a sum of Rs. 1,163.25 as per the settlement.
3.	Sultan Beedi Factory, Hosur.	8-5-64	Revision of rate of wages per 1,000 beedies.	The management agreed to pay Rs. 1.81 per thousand beedies rolled from 8-5-64.
4.	S. Mohammed' Elais Lorry Owner, Salem.	9-5-64	Non-employment of a driver.	The management agreed to pay to the driver a sum of Rs. 191.50 as per the settlement.
5.	Evershine Hotels, Salem.	16-5-64	Payment of balance of wages for February '64 payment of lay of compensation leave wages, bonus till date and the compensation of non-employment.	The management agreed to pay retrenchment compensation to the workers etc.
6.	Hallacarry Estate, Adderly P.O.	4-5-64	Certain grievances of workers.	The management agreed to pay bonus as per the settlement to issue wage slips from May 64 and to enroll bonafide dependants as per the settlement.

(1)	(2)	(3)	(4)	(5)
7.	Sultan Estate, Kullakambi, Nilgiris.	4-5-64	do	The management agreed to upgrade certain workers from Grade III to Grade II as per the settlement to pay gratuity to a worker, and both parties agreed to abide by the decision of the Commissioner of Labour Madras regarding dismissal of a Supervisor.
8.	Montire Estate, Addeyly P.O.	11-5-64	Certain demands of workers.	The management agreed to employ bonafide dependants temporarily and to appoint cattle grazer. The Union agreed to defer the issue for bonus for 63 for the time being.
9.	Sultan Estate, Kullakambi, Nilgiris.	19-5-64	Dismissal of supervisor.	Both the parties agreed to abide by the decision of the Commissioner of Labour, Madras
10.	Wahid Motor Service, Ramanathapuram.	25-5-64	Non-employment of a worker.	The management agreed to pay Rs. 90/- to the worker in full and final settlement of all his claims.
11.	Sri Venkatesar Motor Service Polur Taluk.	15-5-64	Certain Demands.	The management agreed to convert the existing daily rated workers into monthly rated to give bata of Rs. 2.50 and Rs. 2/- to the drivers and conductors respectively and to give bonus of 1½ months' wages for 63-64.
12.	Modern Mysore Cafe, Arkonam.	17-5-64	Non-employment of workers and closure of the establishment.	The management agreed to give compensation to the 18 workers as per the settlement.
13.	Madurai Mills Co. Ltd., Tuticorin.	5-5-64	Regarding wages, promotion confirmation etc.	The management agreed to give a commission of 25 nP. per day to take stitcher. Other demands were not pressed by the Union.
14.	Kallidaikurichy Panjayath Board, Kallidaikurichy.	do	Certain demands.	The union agreed to reinstate Smt. Mariyammal from 6-5-64 without wages for the period of non-employment.
15.	The Kalaimagal Corporation Ltd., Tuticorin.	12-5-64	Non-employment of a worker.	The management agreed to pay a sum of Rs. 200 in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
16.	Sri Balaguruswamy Lorry Service, Tuticorin.	do	Non-employment of a driver.	The management agreed to give a sum of Rs. 120/- in full and final settlement of all his claims.
17.	Dharangathara Chemical works, Ltd., Sagupuram.	15-5-64	Non-employment of a worker.	The management agreed to take the worker in employment in grade I with effect from 18-4-64.
18.	Ilanji Panchayat, Ilanji.	16-5-64	Leave facilities etc.	The management agreed to grant 10 days casual leave, earned leave at the rate of one day for every 22 days work sick leave as per rules to their workers. It has also been agreeing and to provide soap to the workers.
19.	A. & F. Harveys Ltd., Tuticorin.	20-5-64	Fixation of wage scales to fitters and pressmen.	The management agreed to pay the scales pay for fitters and pressman, as detailed in the settlement.
20.	Town Panchayat, Arumuganeri.	22-5-64	Leave facilities, supply of, Housing facilities etc.	The management agreed to give 12 days casual leave sick leave on production of medical certificate for 30 days in a year, and earned leave at the rate of 1 day for every 22 days of work and to provide one Life Bouy soap per month.
21.	Parthiban Printers, Tirunciveli Junction.	29-5-64	Non-employment of Sri S. Esaki.	The management agreed to pay a sum of Rs. 125/- in full and final settlement of the claims of the worker.
22.	Corrimony Estate, Nagercoil.	22-5-64	Deduction of wages to S. Ramaswamy.	Parties agreed to refer the dispute for arbitration by the Assistant Commissioner of Labour II, Madras.
23.	-do-	-do-	Demands enumerated in the strike notice.	It is agreed to refer the issue relating to payment of arrears of interim increase and permanency of workers for arbitration by the Assistant Commissioner of Labour II, Madras.
24.	Management of Pioneer Works (P) Ltd., Nagercoil.	6-5-64	Permanency of certain workers.	Management agreed to make the following workers permanent C. Paul (2) A, Esac and 3. N. Thankiah.
(1)	(2)	(3)	(4)	(5)
25.	Corrimony Estate, Nagercoil	5-5-64	Demands enumerated in the strike notice.	The management agreed that they would not transfer the employees as victimisation to issue cards to pluckers for green leaf and to appoint a compounder etc.
26.	Madura Mills, Madurai.	14-5-64	Increase in wages.	The management agreed to pay the scales of wages as detailed in the settlement.
27.	Asoka Printers, Madurai.	14-5-64	Grant of an Increment of Rs. 6/- to certain workers,	The management agreed to give an increase of Rs. 6/- to 8 workers.
28.	Rathod Trading Co., Madras	1-5-64	Payment of Dearness Allowance and conveyance allowance.	The management agreed to grant of Rs. 8/- as Dearness allowance and Rs. 12/- as conveyance allowance.
29.	Harichand Ratanchand Importers & Exporters, Madras-I.	4-5-64	Non employment of one worker.	The management agreed to take back the worker from 6-5-54.
30.	Bhuvanawari Theatre Madras-7	4-5-64	Certain demands of the workers.	The management have agreed to pay Dearness Allowances as stated in the settlement.
30.	Tiruchi Modern Hotel, Trichy	21-5-64	Fixation of wages scales of pay and bonus for 63-64.	The management agreed to raise the wages of the workers and agreed to pay bonus at the rate of 2 months' wages.
31.	Venkateswara Timber Depot., Madras-7.	4-5-64	Non employment of certain workers.	The parties agreed to refer the matter for arbitration by the Commissioner of Labour.
32.	N. J. O. Joint Office Staff Co-operative Canteen, Madras.	5-5-64	Fixation of wages food allowances etc.	The management agreed to pay Dearness Allowance of Rs. 15/-.
33.	South India Rubber Works, Madras-I.	7-5-64	Non-employment of certain workers.	The management agreed to reinstate Sri T. Duraikannu.

(1)	(2)	(3)	(4)	(5)
34.	The Progressive Printers Madras-1.	15-5-64	Introduction of gratuity scheme.	The management agreed to pay gratuity at the rate of 15 days wages for each year of service subject to certain conditions.
35.	The Co-optex Pattern Weaving Factory Madras-31.	27-5-64	Revision of wages bonus etc.	The management accepted to pay retrenchment compensation to the workers as detailed in the settlement.
36.	Blue Mountain Estates & Industries Ltd., Fertiliser & Super-Phosphate Factory, Ennore.	1-5-64	Revision of Dearness allowance, classification of workers and scales of pay permanency of workers.	The management agreed to pay dearness allowance at the rate of 17 nP. per print over 100 prints based on the working class Madras City Cost of Living index to fix scales of pay as per the settlement, to grant night shift allowance etc.
37.	National Roadways, Pallipet.	12-5-64	Non employment of a worker.	The management agreed to reinstate the worker.
38.	Sri Gopalakrishna Bus Service, Kalikurichi.	14-5-64	Non employment of a worker.	Management agreed to pay Rs. 200/- in full and final settlement.
39.	Mayuram Bavanam, Chidambaram.	15-5-64	Non employment of two workers.	Management agreed to reinstate these two workers with payment of Rs. 75/- and Rs. 50/- respectively.
40.	Sri Kumaran Rice Mills, Red Hills.	19-5-64	Non employment of D. Balakrishnan.	Management agreed to pay a sum of Rs. 175/- in full and final settlement of his claims.
41.	Sri Rama Machinery Corporation, (P) Ltd., Madras-19	20-5-64	Sudden stoppage of work during the day shift of 20-5-64.	It is agreed that work will be resumed from the night shift of 20-5-64 and all the day shift workers will not be eligible for wages for the period of work stoppage.
42.	Amco Studios & Laboratory Madras-26.	19-5-64	Provision of uniforms, shoes etc.	Management agreed to provide 2 sets of uniforms per annum.
43.	Management Kapur Engineering Corporation, Neiveli.	29-5-64	Non employment of Syed Alavi & others.	The Management agreed to allow the worker to resume work.

(1)	(2)	(3)	(4)	(5)
44.	Bharat Pulversing Mills (P) Ltd., Madras-19.	29-5-64	Non employment of two workers.	The management agreed to take back one worker.
45.	Khivraj Motors (P) Ltd., Madras-5.	1-5-64	Non employment of three workers.	The management agreed to reinstate N. Loganathan and month's wages to P. Ganesan and pay a sum of Rs. 100/- to Sri B. Mohan.
46.	The Management of Annamalai Oil Mills, Madras-15.	2-5-64	Non employment of G. Dhanapal.	Management agreed to reinstate the worker.
47.	The Management of Ajay Engineering Works, Madras-32.	7-5-64	Non employment of A. Sanullah, V. S. Arunachalam.	Management agreed to take back the two workers.
48.	The Management of Odeon Cinema Sahni Cin. a Stalls, Madras-2 and Madras-17.	14-5-64	Non employment of 10 workers.	Managements agreed to take back these ten workers.
49.	Management of Mc. Rennet & Co. Madras-6.	14-5-64	Non employment of Sri M. Ramaswamy	Parties agreed for the informal arbitration before Commissioner of Labour, Madras.
50.	Management P. M. Subramanian & Co., Madras.	16-5-64	Non employment of a worker.	Management agreed to pay Rs. 250/- to the worker in full and final settlement of all his claims.
51.	M.B.D. Transports Service, Madras-1.	18-5-64	Charter of demands.	Management agreed for the gratuity scheme at the rate of 15 days wages for every completed year of service.
52.	Associated Pharmaceuticals Industries (P) Ltd., Madras-17.	20-5-64	Charter of demands.	Management agreed to give an increase of Rs. 13/- in their salaries to all workers and annual increment of Rs. 5/- to all employees.
53.	Officers Laundry, Madras-5.	29-5-64	Non employment of a worker.	Management agreed to reinstate the worker.
54.	Ramakrishna Industrials (P) Ltd., Avanasi.	13-5-64	Wages and other conditions of service.	Management agreed to raise the daily wages from 1-25 to Rs. 2/- and for Rs. 1.50 to 2.12 nP. per day.

(1)	(2)	(3)	(4)	(5)
55.	Tiruppur Cotton Spinning Weaving Mills Ltd., Tiruppur.	14-5-64	Occupational wages.	The Management agreed to pay occupational wages to the workers.
56.	Sri Lakshminarayana Textiles Ltd., Palladam.	15-5-64	Charter of demands.	The parties agreed for arbitration by the Commissioner of Labour of the issues mentioned in the strike notices and the dismissal of a worker.
57.	The General Engineering Co., Coimbatore.	19-5-64	Increase in wages.	The Management agreed to pay increased wages to the workers detailed in the settlement.
58.	Vetrivel Foundry, Coimbatore.	25-5-64	Increase in wages.	The management agreed to pay an increment of 50 nP. per day from 1-3-64.
59.	The Rajalakshmi Mills Ltd., Singanailur.	26-5-64	Non employment of Subramaniyam.	The management agreed to take back the worker with effect from 27-5-64.
60.	Madumalai Estate Valparai,	27-5-64	Non employment of Ramaswamy.	Parties agreed for the informal arbitration of the issue by the Commissioner of Labour, Madras.

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

Serial No. (1)	Name of the parties. (2)	Date of Agreements. (3)	No. of workers involved. (4)	Important terms of Settlement. (5)
1.	Madras Hotel, Oppanakara Street, Coimbatore.	30-4-64	—	Regarding closure of the establishment and payment of compensation to the workers.
2.	New Leader Restaurant, Coimbatore.	3-5-64	—	-do-
3.	Madura Mill Co. Limited, Madurai.	30-4-64	—	Increase in wages of the cleaning gang workers in the ring Frame Department.
4.	Raja Mills Limited, Madurai.	22-4-64	—	Bonus for 1963-64.
5.	Madurai Mills Co. Limited, Madurai.	14-5-64	—	Revision of working hours to clerical staff.
6.	Bagalam Oil Mills Madurai.	9-5-64	—	Non-employment, of a worker.
7.	Sri Vilas Hotel, Avaniapuram,	11-5-64	—	Compensation paid to workers consequent on closure.
8.	Cafe Delux, Madurai.	16-5-64	—	Non-employment of a worker.
9.	Sri Meenakshi Mills Madurai.	18-5-64	—	Bonus for 1963-64.
10.	Sri Sivakami Mills Thenur.	18-5-64	—	Bonus for 1963.
11.	Soundararaja Mills Dindigul.	17-5-64	—	-do-
12.	Thiyagarajar Mills Kappalur.	18-5-64	—	-do-
13.	Balakrishna Mills Madurai.	21-5-64	—	Bonus for 1963.
14.	Sivakami Mills Thenur.	19-5-64	—	Revision of efficiency of Roto Corner & winding Department.

(1)	(2)	(3)	(4)	(5)
15.	Gowri House Metal Works Rajapalayam and the workers represented by National Engineering workers Union, Rajapalayam.	30-4-64	..	The Management agreed to revise the net wages of permanent men workers and to fit them in the revised net wages in the grades mentioned in the settlement.
16.	Sударасанам Spinning Mills Rajapalayam.	1-5-64	108	The Management agreed to confirm the services of certain temporary workers and to revise the wages of their settlement.
17.	Rukmani Mills and Salaiman and their workers represented by National Textile workers Union.	18-5-64	500	The Management agreed to pay 18% of his total earnings of 1963-64 made up of only (1) Basic wages (2) Wages board Increase and (3) Dearness Allowance or 50% of his only (1) Basic wages and (2) Wages Board increase only whichever works out higher in full and final settlement of his claims for Bonus for the year.
18.	The Ramaraju Surgical Cotton Mills Ltd. Rajapalayam.	8-5-64	125	The Management agreed to pay the workers 30% of their earned basic wages during 1962-63 in full and final settlement of their Bonus claim for the year 1962-63.
19.	Madura Mills Co. Limited, Ambasamudram and Harvey Employees Union Ambasamudram.		300	Revision of working hours
20.	Madura Mills Co. Ltd. Tuticorin and Harvey Staff Union, Tuticorin.		90	-do-

3 Statement showing the list of 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 May, 1964.

S. No.	Name of the concern in which the dispute has arisen.	Issues	G. O. No. and Date of reference.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1.	Madras Gymkhana Club, Madras.	Whether the demand of the workers for payment of bonus for the year 1962, is justified and if so, to fix the quantum.	G. O.R. No. 1031, I.L. & C. (Lab) dated 21-4-64.
2.	The Western India Match Company Limited, Madras.	1. Whether the demand for the revision of the grades of artisans is justified and if so to fix the revised grades and prescribe the basis of the fitment into the revised grades.	G.O. Ms. No. 2510 I. L. & C. (Lab) dated 2-5-64.
<i>Salem District</i>			
	Mettur Industries, Limited, Mettur Dam.	1. What is the normal work-load of Mixing Department workers; Whether the workmen concerned are entitled to extra-wages, for workdone at present with reference to the 1957 agreement and if so, what extra amount is to be paid, if any, and to define the duties.	G. O. Ms. No. 2575, I. L. & C. (Lab) dated 6-5-64.
Labour Court,			
Labour Court, Coimbatore.			
<i>Coimbatore District</i>			
4.	Raja Theatre, Coimbatore.	Whether the demands for revision of scales of wages for the various categories of workmen and (b) for revision of dearness allowance are justified and if so, to fix the revised scales of wages and or the revised rate of dearness allowance to be paid to them.	G. O. Ms. No. 2170 I. L. & C. (Lab) dated 15-4-64.
		Whether the demand for payment of batta for extra shows is justified and if so, to fix the rate.	

(1)	(2)	(3)	(4)
5. Brooke Bond India (Private) Limited, Coimbatore.	Whether the non-employment of Sri S. Venkataraman (Supervisor) is justified and to what relief he would be entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 2172, I. L. & C. (Lab) dated 15-4-64.	
6. Hotel De People, Coimbatore.	Whether the demand of workers for bonus for the year 1962-63 is justified, and if so, to fix the quantum.	G. O. Ms. No. 2234 I.L. & C. (Lab) dated 18-4-64.	
7. Manian Theatres, Coimbatore.	Whether the non-employment of Sri Sankaranarayanan and Sri Gopalakrishnan is justified and to what relief each would be entitled; To compute the relief, if any, awarded in terms of money if it can be so computed for each.	G.O. Ms. No. 2039 J.L. & C. (Lab) dated 8-4-64.	
8. Electric Printing, Works and Jaffar, Coimbatore.	1. Whether the demand of the workers, for increase in wages is justified, and if so, to fix the revised rates; 2. Whether the demand of the workers for increase in dearness allowance is justified, and if so, to fix the revised rates. 3. Whether the demand of the workers for introduction of a gratuity scheme is justified, and if so, to formulate a scheme and 4. Whether the demand of the workers for fixation of stipend apprentices is justified, and if so, to fix the rate.	G.O.Ms. No. 2042, I.L. & C. (Lab) dated 8-4-64.	
9. Saraswathi Printers, Coimbatore,	Whether the non-employment of (1) Sri Sakthivel, (2) Sri Govindaraj and (3) Sri Syed Azeed Mohamed is justified and to what relief each would be entitled.	G.O.Ms. No. 2431, I.L. & C. (Lab) dated 29-4-64.	

(1)	(2)	(3)	(4)
			To compute the relief if any, awarded in terms of money, if it can be so computed for each.
10. L. M. S. Bus Service, Coimbatore.	Whether the non-employment of Sri P. Ponnuswamy (Diver) is justified, and to what relief he would be entitled.	G.O.Ms. No. 2433 I.L. & C. (Lab) dated 29-4-64	
			To compute the relief if any awarded in terms of money, if it can be so computed.
11. Sri Venkateswara Warping Factory, Brode.	Whether the non-employment of the following workers is justified and to what relief, each would be entitled. 1. Sri D. Subramaniam, 1. Sri N. Ramaswamy, 3. Sri P. Angamuthu, 4. Sri K. Ramaswamy, 5. Sri K. Palaniswamy,	G.O.Ms. No. 2542 I. L. & C. (Lab) dated 5-4-64.	
			To compute the relief if any, awarded in terms of money, if it can be so computed for each.
			<i>Salem District</i>
12. Evershine Metals, Salem.	Whether the non-employment of Sri G. Pushpanathan is justified and to what relief he would be entitled.	G.O.Ms.No. 2453 I. L. & C. (Lab) dated 30-4-64.	
			To compute the relief, if any, in terms of money, if it can be so computed.
13. Sri Mohamed Elias, Lorry Owner, Salem.	Whether the non-employment of Sri M. Yusuf (Cleaner) is justified and to what relief he would be entitled.	G.O.Ms. No. 2454 I. L. & C. (Lab) dated 30-4-64.	
			To compute the relief if any, awarded in terms of money, if it can be so computed.

(1)	(2)	(3)	(4)
14. M/s. K. Hussain Motor Service, Salem.	Whether the non-employment of Sri V. Rangaswamy, Naidu (Driver) is justified, and to what relief, he would be entitled.	G.O.Ms. No. 2542 I.L. C. (Lab) dated 5-4-64.	
	To compute the relief, if any awarded in terms of money, if it can be so computed.		
	Labour Court, Madras.		
	Madras District.		
15. K. P. V. Shaik. Mohamed Rowther and Company, Madras.	Whether the non-employment of Sri Jayaraman is justified and to what relief he is entitled?	G. O. Rs. No. 1020 Industries, Labour & Co-operation, dated 20-4-64.	
	To compute the relief, if any awarded in terms of money, if it can be so computed.		
16. Albert David, Limited, Madras.	1. Whether the demand of the workers for the revision of rate of dearness allowance is justified, and if so to fix the revised rates.	G. O. R. No. 1092 I. L. C. (Lab) dated 30-4-64.	
	2. Whether the withholding of the annual increments to the workers, due in November 1961 is justified and to what relief the workers are entitled?		
	To compute the relief; if any awarded in terms of money, if it can be so computed.		
	3. Whether the demand for the introduction of a gratuity scheme is justified, and if so, to formulate a scheme.		
17. Mysindia Tiles and Engineering Company, Madras.	1. Whether the demand for the revision of the scale of wages is justified, and if so, to fix revised scales for the various categories of workers and fit the present incumbents in the revised scales?		

(1)	(2)	(3)	(4)
	2. Whether the demand of the workers for the revision of the rate of dearness allowance is justified and if so, to fix a revised rate?	G.O. Rt. No. 1094 I. L. & C. (Lab) dated 30-4-64	
	3. Whether the demand for confirmation of the following workers is justified and to what relief each is entitled?		
	1. T. Gopal Mudaliar,		
	2. Mahadevan,		
	3. D. Varadhan,		
	4. M. Selvaraj,		
	5. C. Elumalai,		
	6. D. Balan.		
	South Arcot District		
18. Kaliaperumal Bus Service, Chidambaram.	Whether the non-employment of the following workers is justified and to what relief each is entitled.	G. O. R. No. 954, Industries, Labour and Co-operation (L a b) dated 14-4-64.	
	1. Sri B. Khader Hussain,		
	2. Sri K. Thangavelu,		
	3. Sri G. Vaithilingam.		
	To compute the relief if any awarded in terms of money, if it can be so computed in respect of each.		
	Labour Court Madurai		
	Kanyakumari District.		
19. Kanyakumari Medical Mission Leprosy Hospital, Colachel.	Whether the demand for placing Sri R. George in the scale of pay of a nurse is justified and to what relief he would be entitled.	G. O. Ms. No. 2201, I.L. & C. (Lab) dated 16-4-64.	
	Madurai District.		
20. Andavar Vilas Scented Betelnut and Tobacco Company, Dindigul.	1. Whether the demand of the workers for revision of wages and fixation of dearness allowance is justified and if so, to fix the rates.	G. O. R. No. 1088 I. L. & C. (Lab) dated 30-4-64.	
	2. Whether the demand of the workers for the bonus for 62-63 is justified and if so, to fix the quantum.		

(1)	(2)	(3)	(4)
21. Raja Peas Frying Factory, Dindigul.	Whether the demand for revision of wages and dearness Allowance is justified, and if so, to fix the revised rates.	G. O. R. No. 1090, I. L. & C. (Lab) dated 30-4-64.	
<i>Ramanathapuram District</i>			
22. Ananda Transport, Tirupatthur.	Whether the non-employment of N.A. Noor Mohamed and R. Kannappan is justified and to what relief each is entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G. O. R. No. 1087, I.L. & C. (Lab) dated 30-4-64.	
<i>Tiruchirappalli District</i>			
23. Popular Automobiles Limited, Tiruchinappalli.	Whether the non-employment of Sri V. N. Ramalingam is justified and to what relief he would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 1119, Industries Labour & Co-operation (Lab) dated 2-5-64.	
<i>Tirunelveli District</i>			
24. Nellai Cotton Mills, Talayuthu.	1. Whether the demand for the promotion of Sri Asirvatham Pillai, as Maistry in the Roving Department is justified and to what relief he would be entitled. 2. Whether the demand for promotion of Sri Stanis as doffing Maistry in the Roving Department is justified and to what relief he would be entitled. 3. Whether the non-employment of Sri V. Shanmugham, Reeler is justified and to what relief, he would be entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G.O.R. No. 1103 I. & C. dated 1-5-64. L.	

(1)	(2)	(3)	(4)
25. M. R. Gopalan Motor Service, Tirunelveli.	Whether the non-employment of Sri Muthiah, Conductor is justified, and to what relief he would be entitled. To compute the relief, if any, in terms of money, if it can be so computed.	G. O. R. No. 1121, I. L. & C. (Lab) dated 2-5-64.	
(Arbitration Agreement)			
To refer the dispute to the arbitration of the Commissioner of Labour, Madras under Section 10-A of the Industrial Disputes Act, 1947.			
1. Sri N. Giriappa Gowder's portion of Hardathorai Estate, Kotagiri P.O.	Whether the workmen of N. Giriappa Gowder's portion of Hardathorai Estate, Kotagiri P.O. are entitled to the payment of Interim Wage increase as recommended by the Tea Wage Board or not?"	G. O. Ms. No. 2667, Industries, Labour & Co-operation (Lab) dated 11-5-64.	

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 May 1964.

S. No. (1)	Name of the concern. (2)	Page and date of the Gazette. (3)	G.O. No. and date in which the award is Published. (4)
Industrial Tribunal, Madras.			
<i>Madras District</i>			
1.	Vavilla Ramaswamy, Sastrulu & Sons., Madras.	15-18 6-5-64	G. O. R. No. 1065, I. L. & C. dated 27-4-64.
2.	Associated Transports Madras (P) Ltd., Madras.	5-6 13-5-64	G. O. R. No. 1131, I. L. & C. (Lab) dated 5-5-64.
3.	Enfield India Ltd., Madras.	6-8 13-5-64	G. O. R. No. 1137, I. L. & C. dated 5-5-64.
<i>Tanjore District</i>			
4.	Lalitha Lodge Thanjavur and others,	4-5 20-5-64	G. O. R. No. 1157, I. L. & C. dated 6-5-64.
5.	do	5-6 20-5-64	G. O. R. No. 1158, I. L. & C. dated 6-5-64.
Labour Court, Coimbatore			
<i>Coimbatore District</i>			
6.	Shanmugam Theatres, Coimbatore.	11-13 6-5-64	G. O. Ms. No. 2365, I. L. & C. (Lab) dated 25-5-64.
7.	Paralai Estate, Iyerpadi	2-3 27-5-64	G. O. Ms. No. 2756, I. L. & C. (Lab) dated 16-5-64.
8.	do	3-4 27-5-64	G. O. Ms. No. 2757, I. L. & C. (Lab) dated 15-5-64.
<i>Salem District</i>			
9.	Raja Rajeswari Coffee Club and Sakunthala Lunch Home, Salem.	1-2 6-5-64	G. O. R. No. 1062, I. L. & C. dated 25-4-64.
10.	Karur Transport, Mettur Dam.	13-15 6-5-64	G. O. Ms. No. 2366, I. L. & C. (Lab) dated 25-4-64.
Labour Court, Madras.			
<i>Madras District</i>			
† 11.	Annapoorna Cafeteria, Madras.	1-2 20-5-64	G. O. R. No. 1165, I. L. & C. dated 7-5-64.

(1)	(2)	(3)	(4)
12.	Hotel Oceanic, Madras.	2-3 20-5-64	G. O. R. No. 1172, I. L. & C. dated 8-5-64.
13.	Syamala Studios, Madras.	3-4 20-5-64	G. O. R. No. 1187 I. L. & C. dated 12-5-64.
14.	Hivelum Industries (P) Ltd., Madras.	1-2 27-5-64	G. O. No. 1221, I. L. & C. (Lab) dated 19-5-64.
Labour Court, Madurai.			
15.	Sri Meenakshi Mills, Madurai.	1-5 13-5-64	G. O. R. No. 1120 I. L. & C. dated 2-6-64.
<i>Ramnad District</i>			
16.	Royal Industries, Rajapalayam.	2-4 6-5-64	G. O. R. No. 1071, I. L. & C. dated 27-4-64.
17.	The Palaniappa Transport, Karaikudi.	8-10 6-5-64	G. O. R. No. 1073, I. L. & C. dated 27-4-64.
18.	Radha Krishna Motor Service, Paramakudi.	11 6-5-64	G. O. R. No. 1075, I. L. & C. dated 27-4-64.
<i>Tiruchy District</i>			
19.	Bharat Roadways, Pudukottai.	4-8 6-5-64	G. O. R. No. 1072, I. L. & C. dated 27-4-64.

† 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 May 1964.

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closures.		Causes.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Dalmia Magnesite Corporation Ltd., Vellakkalpatti, Salem.	Cement Manufactures.	238	1-4-64	5-4-64	Cleaning of kiln	—
2.	-do-	-do-	238	27-4-64	30-4-64	do	—
3.	The Yercaud Coffee Curing Works Ltd., Kannankurichi, Salem Taluk.	Coffee	180	7-4-64	9-4-64	Want of raw material	—
4.	Bharat Sandal Oil Distilleries, Salem.	Oil Distillery	16	10-5-64	31-5-64	do	—
5.	Pioneer Works (P) Ltd., Work shop, Nagercoil.	Transport	80	18-5-64	Continuing	Financial difficulties	One month's notice wages and compensation as per proviso to section 25 FFF
6.	Velayutham & Co. Virudhunagar.	Commission Mundy	2	22-5-64	—	—	—
7.	S. G. Jayaraj Nadar & Sons. Virudhunagar.	Tyre Retreading	1	22-5-64	—	—	—
8.	S. M. K. Lorry Service Virudhunagar.	Lorry Booking office	1	27-5-64	—	—	—
9.	Meyappa Skin Trading Co., Dindignl.	Tannery	67	Permanent closure	3-6-64	Due to separation among the partners Rs. 4,812-12	—

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
10.	Mohana Cafe, Madras-1.	Hotel	10	10-1-64	—		The matter was settled amicably between the parties.
11.	Udipi Krishna Cafe, Madras-1.	-do-	19	7-5-64	—		-do-
12.	Co-optex Pattern Weaving Factory, Madras-21.	Textile	72	16-5-64	—		The matter was settled by conciliation (Total Rs. 16,074-30).
13.	P. R. Vadivelu Mudaliar & Sons., Madras.	-do-	46	14-4-64	—		On advice the union agreed to file claim petition under section 33 (c) 2 of the Industrial Disputes Act.

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

Sl. No.	Labour Officers.	No. of complaints received.										No. of complaints pending at the beginning of the month	No. of complaints pending at the end of the month cols. 3+11-12					
		1	2	3	4	Wages and allowances	Bonus	Personnel (dismissal suspension etc.,)	Retrenchment	Leave facilities and hours of work.	Others (Not classified.)			Causes not known	Total	No. of complaints investigated and settled, including those previously pending.		
1																		
1.	Coimbatore-I.			340	19		4	5	6	7	8	9	44	—	10	11	12	13
2.	Coimbatore-II.			36	2		3	3	5	—	—	9	—	—	—	—	183	277
3.	Coonoor.			52	—		—	—	10	—	—	—	3	—	—	13	16	33
4.	Madras-I.			90	3		1	1	15	—	—	—	8	—	—	18	36	34
5.	Madras-II.			98	35		3	3	4	2	—	—	6	—	—	25	34	81
6.	Madras-III.			76	4		1	1	26	2	—	—	19	—	—	63	61	100
7.	Madurai.			123	9		1	1	17	2	—	—	24	—	—	57	49	84
8.	Nagercoil.			36	2		2	2	5	1	—	—	12	—	—	41	36	128
9.	Pollachi.			25	3		—	—	8	—	—	—	6	—	—	16	21	31
10.	Virudhunagar.			35	5		—	—	6	—	—	—	7	—	—	18	15	28
11.	Salem.			50	8		1	1	24	—	2	—	3	—	—	14	13	36
12.	Tiruchirappalli.			34	1		1	1	4	—	—	—	14	—	—	49	57	42
13.	Tirunelveli.			65	11		—	—	8	—	1	—	9	—	—	15	5	44
14.	Vellore.			70	5		6	6	5	—	1	—	7	—	—	27	43	49
													8	—	—	25	44	51
TOTAL		1,130	107	23	181	7	13	170	—	501	613	1,018						

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

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

1. Number of Standing Orders certified as on 1-5-1964.	...	4,166
2. Number of Standing Orders certified during the month.	...	32
Total	...	4198
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 May, 1964.

	Number of accidents.	** Amount of compensation.
		Rs. nP.
(a) Death	11	73,228-75
(b) Temporary disablement	67	1,998-83
(c) Permanent disablement		
Total	78	75,227-58

**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 1-5-'64 to 31-5-'64.

S. No.	Nature of claims	Number previously pending.	Number received.	Total.	Disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Application under Section 10 :						
(a) Fatal	...	43	15	52	6	52
(b) Non-fatal:-						
(i) Permanent	...	40	8	48	1	47
(ii) Temporary	...	2	1	3	—	3
2. Deposits under Section 8 (1)						
(a) Fatal	...	75	29	104	8	96
(b) Persons under legal disability...	...	2	4	6	4	2
3. Deposits under Section 8 (2)						
...	...	7	2	9	2	7

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4	Memorandum of Agreements:—					
(i)	Permanent disablement	...	...	35	35	24 11
(ii)	Temporary disablement	...	...	3	3	2 1
5.	Recovery under Section 31.	...	...	...	...	...
6	Indemnification under Section 12	...	4	...	4	...
	Total	...	173	97	270	47 223

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

1.	Pending as on 1-5-'64	...	328
2	Received during the month	...	85
3.	Disposed of during the month	...	30
4.	Pending as on 31-5-'64	...	383

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 May, 1964.

12. (a) Appeals under Section 41 :—

Pending as on 1-5-1964	...	205
Received during the month	...	40
Disposed of during the month	...	22
Pending as on 31-5-1964	...	224

12. (b) Appeals under Section 51 :—

Pending as on 1-5-1964	...	1
Received during the month	...	Nil
Disposed of during the month	...	Nil
Pending as on 31-5-1964	...	1

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

Pending as on 1-5-1964	...	63
Received during the month	...	26
Disposed of during the month	...	22
Pending as on 31-5-1964	...	67

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

Sl. No. (1)	R. No. (2)	Date of registration (3)	Industry (4)	Name and address of the Union. (5)
1.	3683	4-5-64	Miscellaneous	... General Workers' Union, Ramaswamy Asari St., Manapparai, Trichy Dist
2.	3684	12-5-64	Agriculture	... Tenkasi Vattara Vivasayigal Sangam, Market Bazaar, Tenkasi.
3.	3685	25-5-64	Miscellaneous	... Mount Mettur Staff Union, 3. Greenways Road, Raja Annamalai-puram, Madras-28.
4.	3686	30-5-64	Transport	... Wahith Motor Transport Workers' Union, 24. Ramnad Road, Madurai.
5.	3687	..	Banking	... Tamilnad Mercantile Bank Employees' Association 51-15 Ammankoil-patty. South Street, Sivakasi.
6.	3688	..	Cement	... Sankari India Cements Workers' Union Madras Calicut Road, Sankari West P. O., Salem District.
7.	3689	..	Sanitary Service	... Kotagiri Panchayat Board Workers' Union, Kotagiri P. O., Nilgiris.
8.	3690	..	Press	... Tamil Nadu Daily Staff Union INTUC Building, Sundarara japuram, Madurai-11.
9.	3691	..	..	... Pollachi Achaga Thozhilalar Sangam C/o. Natham Rubber Stamp works, S. S. Koil St. Pollachi.
10.	3692	30-5-64	Water Transport	... Cuddalore Boat Owners' Association, 2. Imperial Road, Cuddalore. O.T.

13. (b) List of Unions, whose registration was cancelled during the month of May 1964.

Sl. No. (1)	R. No. (2)	Date of Registration (3)	Industry (4)	Name and address of the Union (5)
1.	2523	24-5-64	Miscellaneous	... Modern Agencies Workers' Union, Madras-15
2.	2707	..	Matches	... Meenakshi Match Workers Union, Kovilpatti.
3.	3006	..	Transport	... Aruppukottai Bus Lorry Thozhillar Sangam, Aruppukottai.
4.	3095	..	Miscellaneous	... Madras State General Employees Union, Madras-19.
5.	3099	..	Textiles	... National Khadi and Handloom Weavers, Union, Kandampalayam, Salem Dt.
6.	3202	..	Miscellaneous	... Thatchu Thozhilalar Sangam, Singampunari.
7.	3440	24-5-64	Transport	... Sattur Motor Thozhilalar Sangam, Sattur.
8.	1172	26-5-64	Textiles	... Coimbatore Handloom Weavers' Union, Coimbatore-2.
9.	1319	26-5-64	Cement	... Cement Workers' Union, Sankara nagar.
10.	1733	..	Sanitary Service	... Municipal Workers' Union Erode.
11.	2368	..	Tannery	... Tannery Labourers' Union, Erode.
12.	2820	..	Miscellaneous	... Madras Government Poultry and General Workers' Union, Madras-30
13.	3007	..	Construction	... Thanjaizilla Kattida Thozhilalar Sangam, Pattukottai.

(1)	(2)	(3)	(4)	(5)
14.	3018	26-5-64	Quarry	... Thenkulam Vattara Quarry Workers' Union Tirunelveli-1.
15.	3177	..	Foot-wear	... Madurai City National Foot wear Labourers' Munnetra Sangam, Madurai.
16.	3190	..	Sugar	... Kattur Sugar Company, National Workers' Union, Kattur.
17.	3209	..	Miscellaneous	... Hotel Workers' Union, Pollachi.
18.	3381	..	..	... Desiya Uzhaippalar Sangam, Pettavaithalai.

ABSTRACT

1. Total No. of registered trade unions as on 1-5-64	... 1224
2. Total No. of trade unions registered during the month	... 10
3. Total No. of trade unions cancelled during the month	... 18
4. Total No. of registered trade unions as on 31-5-64	... 1216

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

Sl. No.	Particulars.	The Factories Act, 1948.	The Payment of Wages Act.36	The Madras Maternity Benefit Act.	The Madras Shops and Establishments Act, 1947.	The Madras Catering Establishments Act, 1958.	The Minimum Wages Act.	The Madras Industrial Premises (Regulation of Conditions of Work) Act, 1958.	The Madras Industrial Establishments (National Festival Holidays) Act, 1958.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1390	3950	459	48,500	4,128	1669	604	4253
2.	No. of irregularities noticed.*	369	342	78	539	348	109	18	238
3.	No. of cases warned.	32	81	...	441	257	17	4	4
4.	No. of prosecutions launched.	31	6	...	57	72	5	3	2
5.	No. of convictions obtained.	77	5	...	51	53	8	18	...
6.	Amount of fines levied (in Rupees.)	1580	90	...	990	840	195	255	...

* 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 May, 1964.

District.	AT THE BEGINNING.				REGISTERED.			REMOVED.			TOTAL.			REMARKS.
	(1)	Section 2 (m) (i)		Section 2 (m) (ii)	Notified	Section 2 (m) (i)		Section 2 (m) (ii)	Notified	Section 2 (m) (i)		Section 2 (m) (ii)	Notified	
		(2)	(3)			(4)	(5)			(6)	(7)			
1. North Arcot	156	125	183	...	4	3	...	2	...	157	126	181	464	
2. South Arcot	124	9	50	...	...	1	...	...	...	123	10	50	183	
3. Chingleput	247	24	60	...	...	...	...	...	...	247	24	60	331	
4. Coimbatore	997	12	97	...	10	...	...	...	...	1007	12	97	1116	
5. Kanyakumari	58	10	32	...	...	...	...	...	...	58	10	32	100	
6. Madras	776	40	131	...	1	2	...	...	...	775	40	131	946	
7. Madurai	437	38	51	...	4	...	...	...	...	441	39	51	531	
8. The Nilgiris	125	...	8	...	...	...	...	...	...	125	...	8	133	
9. Ramanathapuram	239	67	207	...	2	3	...	4	...	238	65	203	506	
10. Salem	509	14	159	...	1	...	...	...	...	510	14	159	683	
11. Thanjavur	283	10	199	...	2	...	...	1	...	285	9	198	492	
12. Tiruchirappalli	260	13	181	...	2	...	...	...	...	262	13	181	456	
13. Tirunelveli	285	82	266	...	3	...	...	...	...	288	82	266	636	
Total	4496	444	1624	...	29	9	...	6	...	4516	444	1617	6577	

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

Sl. No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee	--	139	26,539.96	1	...	...	...	140	26,539.96
2. Tea	--	129	62,146.62	...	...	...	...	129	62,148.62
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	--	292	1,10,095.35	1	...	...	...	293	1,10,097.35

Note: A. Number of Plantations

B. Acreage under cultivation.

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

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	1
20.	Food Except Beverages	...	42
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	253
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	4
27.	Paper and paper products	...	8
28.	Printing, Publishing and allied industries	...	10
29.	Leather and Leather products (except foot-wear).	...	8
30.	Rubber and rubber products	...	30
31.	Chemicals and Chemical products	...	107
32.	Products of petroleum and coal	...	10
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	30
34.	Basic Metal industries	...	48
35.	Metal Products (except machinery and transport equipments).	...	78
36.	Machinery (except electrical machinery)	...	238
37.	Electrical Machinery, apparatus, appliances and supplies.	...	58
38.	Transport equipment	...	402
39.	Miscellaneous Industries	...	27
51.	Electricity, Gas and Steam	...	4
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	1
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		4	1359

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

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	5	...	...	...	...	...
2.	Card Room Machinery	21	...	...	...	...	...
3.	Drawing Frames	5	...	...	...	...	...
4.	Speed Frames	10	...	...	...	...	...
5.	Spinning Machinery	60	1	...	...	...	...
6.	Weaving Machinery	20	...	...	...	...	...
7.	Finishing Machinery	...	...	...	...	...	...
8.	Flying Shuttles	8	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	22	4	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	95	2	...	...	...	...
	Total	246	7	...	...	...	...
JUTE MACHINERY							
		...	Nil	...	...	...	...

'A'—Fatal

'B'—Non-Fatal

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

Sl. No.	Name of the establishment	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)	(5)
1.	Tube and Malleable Ltd., Madras-1.	From all the provision of the said scheme.	From 1—5—62	C.O.Ms. No.2167 I.L. & C. (Lab) Dated: 15-4-64.
2.	Binny & Co., Ltd., Madras.	do.	do	G.O.Ms.No. 2168 I.L. & C. (Lab) Dated 15-4-64.
3.	Hackbridge Hewettic and Easun Ltd., Madras.	do.	1—5—59	G.O.Ms.No. 2174 I.L. & C. (Lab) Dated: 15-4-64.
4.	Efficient Publicities (P) Ltd., Madras.	do	1—5—62	G.O.Ms.No. 2175 I.L. & C. (Lab) Dated 15-4-64.
5.	Ram Mohan & Co. (P) Ltd., Madras-1.	do.	1—7—62	G.O.Ms.No. 2536 I.L. & C. (Lab) Dated 5-5-64.
6.	Sri Rama Machinery Corporation (P) Ltd. Madras-1.	From all the Provisions of the said scheme.	1—8—62	G. O. Ms. No. 2202 I.L. & C. (Lab) Dated 16-4-64.

EMPLOYEES STATE INSURANCE ACT

7.	Pattiveeranpatti Co-operative Coffee Curing Industrial Society, Pattiveeranpatti.	From Operation of the said Act except V-A.	From 5—9—63 to 4—6—64.	G.O.Ms.No. 2532 I.L. & C (Lab) Dt. 5-5-64.
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FACTORIES ACT

8.	Indian Steel Rolling Mills Ltd., Nagapatnam.	From Sec. 85 (1) and 54 of the said act.	For a period of 3 months from 11—2—64.	G.O.Ms.No. 2139 I.L. & C. (Lab) Dt. 14-4-64.
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MADRAS CATERING ESTABLISHMENTS ACT.

9.	Y.W.C.A. Canteen Attached to C.M.C. Hospital, Vellore.	From Sec. 10 of the said Act.	For a further period of one year on and from 30—1—64	G.O.Ms.No. 2197 I.L. & C. (Lab) Dt. 16-4-64.
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MADRAS CATERING ESTABLISHMENTS RULES

10.	Y.W.C.A. Canteen of C.M.C. Hospital, Vellore.	From Provision of sub-rule (3) of Rule 24.	For a further period of one year from 1—5—64	G.O.Ms.No.2197 I.L. & C.(Lab) Dt. 16-4-64.
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MINIMUM WAGES ACT

11.	Hospital and Medical Staff domestic Servants, nursery Men, Watchmen, cattle keepers, scavengers and Sweepers employed in Plantation Estates growing cinchona, rubber, tea or coffee.	From Sec. 13 and 14 of the said Act.	Upto and inclusive of 26—12—64	G.O.Ms.No. 2380 I.L. & C. (Lab) Dt. 27-4-64.
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18. Consolidated Statement of Prices of Cotton and Yarn for the month of May, 1964.

For the Week ending.	Prices of Cotton per quintal of 100 Kilograms	
	Cambodia.	Karungannu
	Rs.	Rs.
2-5-'64	Rs. 230 / 350	Rs. 295 / 310.
9-5-'64	-do-	-do-
16-5-'64	-do-	-do-
23-5-'64	-do-	-do-
30-5-'64	-do-	-do-

For the Week ending	Prices of Yarn per bundle of 20 lbs.
	10 lbs.
	Rs. nP.
2-5-'64	22.75
9-5-'64	-do-
16-5-'64	-do-
23-5-'64	-do-
30-5-'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 May 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 ...	566.4	625.9	484.8	359.8	484.5(a)	525.9
2.	Cuddalore ...	546.0	618.0	396.0	371.0	599.0	524.0
3.	Tiruchirapalli ...	561.0	501.0	431.0	321.0	369.0	494.0
4.	Madurai ...	584.0	457.0	505.0	347.0	380.0	507.0
5.	Coimbatore ...	590.0	575.0	518.0	573.0	314.0	563.0
(Base: August, 1939: 100).							
6.	Nagercoil ...	626.0	475.0	625.0	377.0		565.0

(a) 484.48 to two decimal places.

* 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 April and May 1964.

S. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			April 1964	May 1964.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	514.1	525.9	+ 11.8
2.	North Arcot and South Arcot Dists.	Cuddalore ...	508.0	524.0	+ 16.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	472.0	494.0	+ 22.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	494.0	507.0	+ 13.0
5.	Coimbatore and Salem Dists.	Coimbatore ...	564.0	564.0	—
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil.	555.0	565.0	+ 10.0

The cost of living index number for working classes in Madras City for May 1964 rose by twelve points to 526.

The index for the food group rose by seven points to 566 due mainly to a rise in the prices of dhall, vegetables, coriander seeds and gingelly oil.

The index for the miscellaneous group rose by sixty points to 485 due to a rise in the price of betel leaves and increase in dhobi charges.

The group index numbers in respect of fuel and lighting, clothing and house rent remained unchanged at 626, 485 and 360 points respectively.

S. No.	Group.	Weight proportional to the total expenditure.	Group Index numbers.	
			April 1964	May 1964.
(1)	(2)	(3)	(4)	(5)
1.	Food	...	559.2	566.4
2.	Fuel and lighting	...	625.9	625.9
3.	Clothing	...	484.8	484.8
4.	House-rent	...	319.8	359.8
5.	Miscellaneous	...	424.3	484.5(a)
	Total	100.00		
Cost of living Index Number.			514.1	525.9

(a) 484.48 to two decimal places.

CUDDALORE

The cost of living index numbers for Cuddalore rose by sixteen points to 524.

The index for the food group rose by twenty three points to 546 due mainly to a rise in the prices of rice, dhall and vegetables.

The index for the house rent group rose by seven points to 371 due to the revision of the house rent figure.

The index for the miscellaneous group rose by ten points to 599 due to a rise in the price of betel leaves and shaving charges.

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

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by twenty two points to 494.

The index for the food group rose by thirty three points to 561 due mainly to a rise in the prices of rice, vegetables, meat and gingelly oil.

The index for the miscellaneous group rose by fourteen points to 369 due to a rise in the price of betel leaves and shaving and travelling charges.

The group index numbers in respect of fuel and lighting clothing and house rent remained unchanged at 501, 431 and 321 points respectively.

MADURAI

The cost of living index number for Madurai rose by thirteen points to 507.

The index for the food group rose by twenty two points to 584 due mainly to a rise in the prices of rice and vegetables.

The index for the fuel and lighting group rose by two points to 457 due to a rise in the price of firewood.

The index for the clothing group rose by one point to 505 due to a rise in the prices of sarees and petticoat cloth.

The index for the miscellaneous group rose by fifteen points to 380 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 fell slightly from 564.5 (564.48) to 564.2 points.

The index for the food group fell by two points to 592 due mainly to a fall in the prices of vegetables and chillies.

The index for the clothing group rose by two points to 518 due to a rise in the price of shirting cloth.

The index for the miscellaneous group rose by six points to 314 due 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 ten points to 565.

The index for the food group rose by sixteen points to 626 due mainly to a rise in the prices of rice, condiments and vegetables.

The index for the clothing group rose by nine points to 625 due to a rise in the prices of thorthu and mundu.

The index for the miscellaneous group fell by five points to 377 due to a fall in the prices of betel leaves and Arecanuts.

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

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MADRAS LABOUR GAZETTE

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 March	130	129
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

* 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 April, 1964 was 198.72.

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 May, 1964

The Employees' State Insurance Scheme applies to 29 centres in the state of Madras and provides protection to 2,68,465 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 May 1964, 1,660 Insured Persons received Rs. 77,039-05 nP. by way of cash benefits due to Employment Injury. This includes 315 persons who were in receipt of pensions for permanent disablement benefit and also 103 dependants of deceased Insured Persons.

During the month of May 1964, 1,635 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need cash benefits in the event of Sickness. During May 1964, 44,560 claims were received and an amount of Rs. 4,78,279-60 nP. was paid out as sickness benefit involving abstention for 1,85,120 days.

During the month 242 Insured women claimed Rs. 48,025-60 nP. by way of maternity benefit.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 5 cases against defaulting employers for recovery of Rs. 10,82-00 nP.

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

Sl. No.	Particulars.	For the month of May '64
1. Total number of Attendance :		
	New 63,521	2,76,033
	Old 2,12,512	
2. No. of Medical certificates issued		88,629
3. No. of Domiciliary visits made		133
4. No. of Injections administered		92,107
5. No. of X-Ray examinations		1,448
6. No. of Laboratory examinations		4,444
7. No. of Specialist Investigations		4,229
8. No. of Persons admitted to Hospitals		1,836
9. No. of bed days occupied during the month		15,384

Additional data for Panel System.

1. No. of attendance: New 17,778	49,965
Old 32,187	
Diagnostic Centres	—
2. No. of Prescriptions issued	16,767
3. Payments made to :—	
1. Chemists	—
2. Insurance Medical Practitioners.	Rs. 944.40
	(Coimbatore area)

21. Statement showing changes in the level of Employment, by Major Industry Groups between 30th September 1963 and 31st December 1963 (In Thousands.)
(Figures in brackets indicate percentage of change over previous quarter (i.e.) 30-9-63)

Sl. No.	Area	Manufacturing	Transport	Services	Others	Total	Remarks
		Emp- loyment as on 31-12-63	Emp- loyment as on 31-12-63	Emp- loyment as on 31-12-63	Emp- loyment as on 31-12-63	Emp- loyment Index 1961=100 (Base March 1961=100)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1. Arcot, North		12.4 (+3.0)	5.2 (- .2)	35.1 (- .2)	8.3 (-3.0)	61.0 (- .4)	113.6 M=Increase in Sugar Industry. O=Decrease under Electricity.
2. Arcot, South		5.7 (-5.0)	3.6 (+ .8)	32.5 (+ .4)	28.6 (-17.0)	70.4 (-20.8)	108.9 O=Decrease in the Neyveli Lignite Corporation. M=Decrease in Fertiliser Industry.
3. Chingleput		39.8 (+3.0)	3.6 (+ .2)	35.3 (+ .2)	5.5 (- .2)	84.2 (+ .5)	140.6 M=Increase in Defence Establishments
4. Coimbatore		91.7 (-6.4)	7.4 (+ .3)	48.5 (+ .7)	55.9 (+1.4)	203.5 (+2.0)	105.6 O=Increase due to recruitment of casuals in public sector projects.
5. Kanyakumari		3.0 (+3.5)	1.9 (+11.0)	15.6 (+1.2)	7.2 (-4.2)	27.7 (+11.5)	106.2 O-M-T-S=Increase under Rubber plantations, Salt manufacture, State Transport & Educational Services.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
6. Madras		59.4 (-0.1)	78.0 (-6.9)	78.9 (-0.0)	57.0 (- .8)	273.3 (-7.8)	112.5	T=Retrenchment of casuals under rail- ways.
7. Madurai		38.8 (-0.3)	19.3 (- .1)	44.3 (- .4)	19.7 (-9.7)	122.1 (-10.5)	103.7	M=Retrenchment in paddy hulling. O=Decrease under construction and electricity and Banking. T=Decrease under transport. S=Decrease under catering service.
8. Nilgiris		10.2 (+1.0)	0.7 (- .9)	8.3 (+1.4)	47.6 (+2.5)	66.8 (+4.0)	107.8	M=Increase under Chemical Industry. O=Increase under Power Project.
9. Ramanathapuram		14.6 (-10.0)	2.1 (-5.0)	29.5 (+ .5)	4.5 (-2.4)	50.7 (-16.9)	92.3	T=Decrease under Transport. S=Expansion under Educational Services.
10. Salem		19.4 (-0.4)	4.6 (+1.7)	38.1 (-1.9)	24.0 (+6.5)	86.1 (+5.9)	125.0	
11. Thanjavur		7.4 (-3.1)	5.1 (- .3)	37.9 (+ .2)	9.1 (-6.0)	59.5 (-9.2)	99.9	M=Seasonal decrease under Common & Chemical Salt in- dustry.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
12. Tiruchirappalli		21.0 (+1.5)	34.0 (-1.9)	41.5 (+ .6)	18.1 (-0.0)	114.6 (+ .2)	118.9	M=Increase under heavy Electricals. O=Increase under P & T & Electricity. S=Expansion of Edu- cation and Medical Services.
13. Tirunelveli		26.4 (-2.4)	4.0 (+ .3)	36.3 (+ .4)	12.1 (-2.1)	78.8 (-3.8)	112.0	M=Decrease under Printing Matches Industries,
Total		349.8 (+8.9)	169.5 (-3.6)	481.8 (+0.3)	297.6 (+1.5)	1,301.5 (+1.4)	111.5	

EXPLANATORY NOTES :

1. The data presented in the above table are collected from establishments in the private and Public Sectors at quarterly intervals. Employment in the public sector relates to all establishments in Central Government, State Government, Quasi-Government, and Local Bodies, in the Employment Market Area. Employment in the Private Sector relates to establishments employing not less than 10 persons. In the this table, figures of employment in private and public sectors in each area, have been combined.
2. An employment market area coincides with the revenue district.
3. "Others" (col. 5) includes Plantation, Mining and Quarrying, Construction, Electricity and Trade & Commerce.
4. Employment particulars are based on 15,269 establishments.
5. Employment under construction in the private sector has been omitted in compiling total employment index as the coverage under this industry is restricted only to contractors engaged on public accounts.

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

Sl. No.	Districts	Total No. of registrations effected during May 1964.	Total No. of applicants placed in employment during May 1964.	Total No. of applicants on the Live Register at the end of May 1964.	No. of employers used the Employment Offices during May 1964.	No. of vacancies notified during May 1964.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	1,337	257	12,391	89	254
2.	Arcot, South	1,603	269	12,915	91	878
3.	Chingleput.	3,492	257	24,563	105	841
4.	Coimbatore.	1,803	215	10,786	158	1,098
5.	Kanyakumari.	931	140	14,407	56	115
6.	Madras.	4,366	1,223	30,142	402	1,462
7.	Madurai.	2,176	30	16,641	116	477
8.	The Nilgiris.	546	103	8,613	47	266
9.	Ramanathapuram.	1,349	70	9,164	66	207
10.	Salem.	2,606	322	15,722	79	903
11.	Thanjavur.	1,349	221	13,702	196	318
12.	Tiruchirappalli.	1,882	199	14,043	106	463
13.	Tirunelveli.	1,739	212	13,868	89	295
Total: May. 1964		25,179	3,789	1,96,957	1,600	7,633
.. April. 1964		33,215	3,813	1,94,111	1,180	5,571
.. May. 1963		27,369	4,485	1,98,341	1,268	9,322
Average for 1963		25,861	4,554	1,96,317	1,353	5,988

21 (b) Analysis of the applicants on the Live Register as on 31-3-1964 by broad occupational groups.

Name of the Dist. Employment Offices	Professional technical and related workers	Administrative executive and managerial	Clerical and related workers	Crafts men	Other Skilled workers	Unskilled office workers	Unskilled workers (Others)	Persons with cutwork experience	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Arcot, North	1,431	1	155	226	373	64	298	8,790	11,338
2. Arcot, South	1,881	5	66	581	570	—	509	9,120	12,732
3. Neyveli	261	1	15	304	191	—	432	1,386	2,590
4. Chingleput (at Saldapet)	864	—	233	5,952	461	64	2,035	16,233	25,842
5. Coimbatore	936	9	74	560	511	—	351	8,235	10,676
6. Kanyakumari	2,106	25	305	1,555	1,495	—	1,240	9,613	16,339
7. Madras-14	501	4	499	2,293	3,155	3	4	9,411	15,870
8. Madras North	*	*	—	—	—	—	—	—	—
9. Professional & Executive Employment Office.	*	*	—	—	—	—	—	—	—
10. Employment office for the physically handicapped.	29	—	18	171	1	3	4	178	404
11. The Nilgiris	471	—	15	258	317	—	147	7,928	9,136
12. Ramanathapuram	1,681	—	47	177	331	—	195	6,027	8,458
13. Salem	2,517	28	39	351	852	—	264	11,117	15,168
14. Thanjavur	1,713	87	214	570	798	2	321	10,295	14,001
15. Tiruchirappalli	1,925	11	304	675	811	142	1,058	9,796	14,722
16. Tirunelveli	2,588	7	85	745	755	—	192	8,704	13,076
17. Madurai	2,987	16	98	756	985	—	633	11,186	16,661
Total	21,891	194	2,167	15,174	11,606	278	7,684	1,28,019	1,87,013

* Figures not available.

21 (c) Analysis of applicants on the Live Register as on 31-12-1963 by age groups in each District.

Districts	Upto 19 years	20 years or more & upto 24 years	25 years or more & upto 34 years	35 years or more & upto 44 years	45 years or more & upto 54 years	55 years or more	Total
1. Arcot North	2,244	4,981	2,225	587	91	48	10,176
2. Arcot South	1,703	4,666	1,915	1,775	797	136	10,492
3. Chinglepet	2,845	14,068	6,729	2,293	371	62	26,368
4. Coimbatore	2,289	4,609	1,745	384	93	28	9,148
5. Kanyakumari	1,015	9,193	2,209	247	90	13	12,767
6. Madras *	5,638	17,745	11,362	1,907	987	243	37,882
7. Madurai	3,640	7,046	2,506	649	197	25	14,463
8. The Nilgiris	1,254	5,243	3,155	159	32	2	9,845
9. Ramanathapuram	1,428	4,985	1,733	274	52	13	8,455
10. Salem	2,940	6,458	3,692	713	138	22	13,963
11. Thanjavur	1,290	9,331	1,781	244	63	33	12,742
12. Tiruchirapalli	6,526	4,826	2,699	1,243	205	132	15,631
13. Tirunelveli	3,636	6,453	1,073	611	102	38	11,913
Total	35,948	99,604	43,224	11,066	3,218	795	1,93,875

* Does not include figures in respect of Employment Office for the physically handicapped, Madras.

21 (d) Analysis of Educated applicants on the Live Register as on 31-12-1963 in each District.

Districts	Matriculates	Under graduates	No. of graduates	Total
Arcot North	2,083	2	87	2,172
Arcot South	2,191	6	120	2,317
Chingleput	2,117	114	122	2,353
Coimbatore	2,814	324	204	3,342
Kanyakumari	2,953	90	205	3,248
Madras *	5,199	565	1,103	6,867
Madurai	3,561	172	128	3,861
Nilgiris	798	94	79	971
Ramanathapuram	2,370	114	88	2,572
Salem	2,479	292	85	2,856
Thanjavur	3,420	190	175	3,785
Tiruchirapalli	4,084	109	117	4,310
Tirunelveli	4,445	294	158	4,897
Total	38,514	2,366	2,671	43,551

* This does not include figures in respect of Special Employment Office for the Physically Handicapped, Madras.

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