

Madras Labor Gazette

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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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SPECIAL ARTICLES

WELFARE IN INDUSTRY

Shri K. SRINIVASAN
Director SITRA

Industrial Welfare as a specific subject is of recent growth. But labour welfare—in its widest sense is not new either in our country or in other countries. In the village, agricultural economy that existed before the industrial revolution and which still exists in many parts of India, the welfare of all the workers in the village was the responsibility of the leading agriculturist. It was his responsibility as a leader of the community to look after the personal welfare of everyone in the community, including members of the families of workers. He advised them on all matters—what to do in emergencies, whom to approach for their various needs, etc. Even marriages were arranged with his knowledge and approval. He was responsible for settling disputes between workers and or families of workers. Though he did not keep any personnel records, nevertheless, he was aware of the character and ability of all those under him. This was because he was personally involved in their life and problems and took an interest in them as individuals. The leading agriculturist was considered the father of the community. He enforced discipline just as a father would, among his children. No argument was allowed. His word was law. People who worked under him were loyal to him because of this paternalistic relationship that existed between them.

The workers recognised him as their leader; looked upto him for everything and expected him to be fair and just in his dealings with them.

Paternalism involved two things; first, the employer looked upon the well-being of those under him as his personal responsibility; second, he enforced discipline without fear or favour and saw to it that they observed the customs and conventions of the society in which they lived.

The growth of industrialisation has brought about many changes in the social and economic relationships between the employer and the workers. It is as well to remember that industrialisation did not come about—at least in the early stages—in a planned or orderly manner. The major effects of such industrialisation may be summed up as follows:

1. The workers were uprooted from their traditional occupations and ancestral villages and homes and placed in a completely strange and alien environment. The conventions and loyalties of an agricultural

economy were disrupted and there were no established or cherished conventions to take their place. Further, they had to observe the stricter disciplines of the factory as opposed to rather easy going life of an agricultural community. Under these circumstances, the compelling, motivating force was a purely economic one.

2. The early industrialists who started new factories were by and large not influenced by sentimental or humanitarian considerations. They had invested money in new and unusual ventures and their only consideration was how to make a profit. The number of company failures in those days is an indication of the considerable risk these early pioneers ran in starting industries. Thus in this case also, the motivating force was an economic one.
3. Because of the large number of people involved in an industrial undertaking, personal contact between the worker and the employer was completely lost. The paternalistic approach was replaced by group behaviour because, the worker found in his group, the safety, security and the social cohesion which he had lost as a result of losing his ancestral occupation. Where there are two groups with apparently opposing economic motives, conflict becomes inevitable.

Because of the conflict and the increasing demands of workers through their unions for better wages and conditions of work and because of a change in the conception of the state in economic and sociological matters, legislation was enacted by the Governments to regulate conditions of work and bring about some sort of order in industrial relations. There were of course some employers who had a humane attitude towards their workers from the very beginning and they had always provided amenities to their workers in excess of what the legislation prescribed. Gradually, it was realised that improvement in working conditions and provisions of amenities and the integration of workers into the group would not only improve the condition of the workers, but help to increase productivity as well. The sociologists and psychologists who began to study industrial problems have contributed considerably to an understanding of workers motivation and morale.

The paternalistic attitude of the employer which is a feature of village economy has been transferred in many cases to industry. Employers who have provided many welfare amenities to their workers and take a genuine interest in them expect in return, implicit obedience to the rules and regulations of the factory. Sometimes they also expect the workers to be grateful to them and not join trade Unions. Because of this approach to welfare by the employers, welfare measures are generally suspected by the workers and employers are often disappointed to find that workers are not very enthusiastic about them.

The one country where paternalism has been transferred more or less completely from an agricultural society to an industrial society is Japan. The Japanese industrial employers have been able to conserve the ideas of paternalism in spite of the economic and sociological changes that took place as a result of industrialisation. One of the major reasons for this has been the importance that the employers in that country attached to welfare activities from the very beginning. Where factories were started, workers

were provided with clean, decent houses or dormitories within the factory. The idea that all the workers in a factory belonged to one large family, that their fortunes were bound with the fortunes of the company were inculcated in them. Provision of various social and cultural amenities under the direct supervision of managements helped to mould them into social groups and kept their discontent at a minimum. The success of these schemes can be measured by the loyalty of the workers to their managements and the feeling of oneness with the management exhibited by most of the workers.

While industrial welfare is one of the important problems for managements, a paternalistic approach to it has no place in the present day situation in our country.

With the above analysis as a background, we can consider what we mean by Industrial Welfare in its broadest sense. I would suggest that it can be defined as good human relations policy in action. Provision of welfare amenities by themselves do not constitute industrial welfare. These amenities must be part of an overall policy of good human relations and must reflect that policy. If the objective of the management is the building up of morale among the employees, it can only be done by a consistent policy aimed at promoting mutual confidence, understanding and good-will. If for example, a worker is wrongly dismissed, or if the grievance of workers are not promptly attended to, no amount of welfare amenities will promote confidence or good will among the workers. If the working conditions inside the factory are bad, it does not matter how good the canteen is, it will not be appreciated by the workers. Therefore welfare in its widest sense embraces all activities of management that has any relationship with the employees.

A good human relations policy should be aimed at enabling every employee to contribute his share of effort towards objective of the undertaking and secondly to derive a certain amount of satisfaction from his work. The word 'satisfaction' refers not so much to economic satisfaction but rather to social and emotional satisfaction. The economic satisfaction in the form of wages, Dearness allowance, bonus, etc., is generally decided by agreements with Unions or as a result of awards and when once decided, there is little that the individual worker can do about it. But his relationship with his co-workers and his supervisors, satisfactory working conditions, someone to listen to his grievances and a feeling of confidence that the management would be fair in their dealings with him are matters of considerable importance to the worker and the degree of satisfaction he derives depends largely on these factors.

Not only should a good human relations policy be established, but it should be consistently followed. If for example, certain amenities provided for the workers are withdrawn because of a strike, the policy cannot be said to be consistent. This would be in the nature of vindictiveness and would not contribute to a betterment of good relations. It does not mean that workers should be allowed to do what they like. But it does mean that offences should be punished consistent with maintenance of good discipline and credit should be given for outstanding performance. It has sometimes been said about certain managements that in times of prosperity, they are very lenient with their workers and turn a blind eye for even major acts of indiscipline because they do not want to face the possibility of a strike. On

the other hand, the same managements, in a period of depression, become very strict and even the minor infringement of a rule is met with punishment, because they do not mind facing a strike. This again is not conducive to the promotion of confidence. The policy of management should at all times be based on broad principles of industrial relations and not on expediency.

The implementation of such a policy is generally the responsibility of the personnel department. But in many of our industries, there is no personnel department as such and only a Labour Welfare Officer is employed. The idea of having a personnel department is of recent origin and many managements have not realised as yet the need for developing this function on a specialised basis. But as time goes on and as many of the small industries become large, the need for this would be felt more and more. Briefly, the role and functions of the personnel department may be summarised as follows :—

1. Be responsible for recruitment, promotion and general planning of human resources.
2. Keep all personnel records.
3. Handle grievances, complaints, disciplinary action, etc.
4. Be responsible for proper induction and training.
5. Negotiate with workers and unions on disputes.
6. Advise management about their obligations under various enactments concerning labour and ensure that they are carried out.
7. Install and operate various welfare amenities and ensure workers co-operation for them.
8. Take the initiative for the formation of various committees, such as, Works Committee, Joint Production Committee, etc., and ensure their smooth functioning.
9. Promote a spirit of co-operation between management and workers by explaining to the workers the various policies of the managements.
- 10 Give guidance and counselling to individual workers where necessary.

One of the major responsibilities of the personnel department is that of negotiations with the unions. Managements should ensure that the person who is deputed to negotiate is fully posted with all the information pertaining to that negotiation. If any technical problems are involved, the necessary technical assistance should also be given to that person. The management

should also ensure that the negotiator has the necessary powers to arrive at a settlement. All negotiations are futile if a decision cannot be arrived at, at the right moment.

Coming now to the specific amenities that should be provided by the managements to their workers, there is no doubt that housing should receive high priority. There are some employers who hold the view that housing is not their responsibility but that of the Government or the local authority. But many employers have voluntarily come forward to construct houses for their workers even before the Government's scheme of subsidy and loans for industrial housing was announced. Those employers are of the view that workers living in decent quarters and partaking in various amenities provided by the management are better workers and more co-operative. Therefore, wherever possible, employers should provide houses for their workers.

In addition to housing, various types of recreational and cultural activities are provided by many managements. These may include games and sports with periodic contests, reading rooms and libraries, picnics and sightseeing trips, facilities for cultivation of hobbies, etc. These have the effect of enabling the workers to co-operate with each other, fulfilling their emotional and intellectual needs and in building their morale. In providing these amenities, the managements should keep the following broad considerations in view:—

1. The services should be provided taking into consideration the needs and desires of the workers.
2. They should be purely in the nature of services and no return should be expected from them.
3. When once they are started, the workers should have a say in their running, the Welfare Officer acting in the capacity of a guide and adviser.

To summarise, welfare in its larger sense is good human relations in action. Such a policy should be carefully decided taking into consideration, the needs of an existing situation. The amenities provided should be part of that larger policy and should not be treated as separate from it. The paternalistic approach should be avoided. It is the responsibility of Labour and Welfare Officers to implement such a policy and to ensure the harmonious co-operation of management and workers.

INDUSTRIAL SAFETY

Fatal Accident In A Sugar Factory

A boiler Mazdoor in a sugar factory was caught between the nib of the Sprocket Wheel and chain of the bagasse return carrier and severed into pieces.

Description of the Bagasse Carrier System

Wooden planks (approximate size 40" x 15") at distances of approximately 12" are attached to roller chains by means of steel plates. The chains resting on rails are driven by sprocket wheels. Sprocket wheels are also provided where there is a change of direction of the steel channels containing the wooden planks. Bagasse in between two planks is pushed along the channel when the carrier is in motion.

In the boiler house of the factory bagasse from the mill house is elevated to a height of about 35' by the bagasse carrier. After feeding the boiler through suitable openings in the steel channel containing the bagasse, the carrier moves out to a distance of about 60', in the open space through suitable openings in the factory wall. Bagasse in excess of the requirements of the boilers is discharged through chutes outside. Boiler mazdoors are engaged to spread out the bagasse so discharged and to feed the return carrier if bagasse from the mill house is not sufficient for the boilers or in the case of starting the boilers when there is no crushing.

The feeding point of the return carrier is at ground level and extends to a distance of approximately 15 feet. Excess bagasse discharged by the chutes is spread on the ground at this point.

How the Accident Occurred.

One of the co-workers of the deceased said that a few minutes after the commencement of the second period in the shift (2 a.m. to 10 a.m.) he heard cries of pain and saw that his companion was caught between the sprocket wheel and the chain at the point where the carrier raises at an angle from the ground level. He immediately ran into the boiler house and asked the boiler attender to stop the bagasse carrier. But already the deceased person's body had been cut into two pieces along his abdomen and loss of life was instantaneous. There was no question of giving first-aid or taking the injured to the hospital. The Co-worker of the deceased who was present during the investigation said that he saw his companion moving by the side of the carrier at ground level whereas he himself was spreading the bagasse discharged from the chute at a height of about 5 feet. while moving in the vicinity of the carrier the deceased perhaps slipped and fell in between the sprocket wheel and chain.

Dangers of the Bagasse Carrier

The bagasse carrier described above is not only dangerous at places where the sprocket wheels are installed. If a person falls down between the wooden planks of the carrier he will be dragged along and dashed against structures and other parts of the carrier assembly and will sustain very severe injuries.

How to Prevent such Accidents.

Bagasse carrier channels shall be provided with effective and efficient fencing at least to a height of 3 feet. The nips of the sprocket wheels and chain shall be covered with sheet metals and made completely inaccessible.

Boiler mazdoors shall be provided with wooden baskets or suitable containers to feed the return carrier.

INDUSTRIAL RELATIONS

July '64

The Labour situation in the State was satisfactory. There were 10 strikes in textile Mills (including 2 Strikes followed by lockout which were continuing at the end of the last month) and 8 strikes in other industries during the month of July 1964. Out of 10 strikes and lockouts in textile mills, 2 strikes were continuing at the end of the month and out of the 8 strikes and lockouts in other industries 2 strikes are continuing at the end of the month. The number of workers affected by the strikes and lockouts in the textile mills was 2,295 and in other industries, it was 2,774. 15,925 mandays were lost due to strikes in textile mills and 11,078 mandays were lost due to strikes in other industries. The details of the workstoppages were as follows:-

TEXTILES

The strike by the workers of the Krishnaveni Textiles Limited, Upplipalayam and the lockout declared by the management following the strike referred to in the last months issue came to a close on 7/7/64 at 1-30 p.m. as a result of direct negotiation.

The strike by the workers of Om Parasakthi Mills Limited, Ganapathy Post, Coimbatore and the lockout declared by the management following the strike referred to in the last months issue terminated on 9/7/64 on mediation by the Assistant Commissioner of Labour II, Madras.

About 11 out of 148 workers of Sri Vasudeva Industries Limited, Periyanaickanpalayam struck work on 9/7/64 at 6 p.m. as a protest by the staff against the action of the workers. The strike was called off and the workers resumed work on 11/7/64 at 1-30 p.m. as a result of direct negotiation.

About 82 out of 261 workers of the Prakash Mills Limited, Peelamedu struck work on 19/7/64 at 7-05 a.m. as a protest against the alleged assault of a worker. The workers voluntarily resumed work on the same day at 11-30 a.m.

About 24 out of 702 workers of the Karthikeya Spinning and weaving Mills (Private) Limited, Singanallur struck work on 11/7/64 at 1 a.m. as the temporary workers stayed away from work. The strike was continuing at the end of the month. About 68 workers were also affected indirectly by the strike.

About 192 out of 1616 workers of the Combodia Mills Limited, Ondipudur struck work on 24/7/64 at 10-15 a.m. as a protest against the layoff of certain workers. The workers resumed work on 27/7/1964 as a result of direct negotiation. About 245 workers were also indirectly affected by the strike.

About 406 out of 1616 workers of the Combodia Mills Limited Ondipudur struck work on 28/7/64 at 1 p.m. as a protest against the settlement of the Coimbatore District Textile workers Union. The strike was continuing at the end of the month. About 681 workers were also affected indirectly by the strike.

All the 113 workers of Indra and Jaya vilas Handloom Factory, Sivagiri struck on 6/7/64 demanding increase in wages. The workers resumed work on 7/7/64 to the intervention by the Labour Officer.

About 57 out of 190 workers of Sri Rajendra "B" Mills Limited, Salem struck on 13/7/64 at 4 p.m. protesting against the employment of workers to wind 5 sides in spinning section in preference to permanent, temporary and badli workers. The workers resumed work on 14/7/64 at 10-15 p.m. on mediation by the Labour Officer. As a result of the strike 78 workers were also indirectly affected.

About 56 out of 60 workers of Vijaya Weaving Factory Salem struck work on 29/7/64 at 8 a.m. as a protest against the change of the workers to different looms. The workers resumed work on 31/7/64 at 1 p.m. on the intervention of the Labour Officer.

Others

About 94 out of 112 workers of Parembur Chrome Tannery Madras, 11 struck work on 17/7/64 at 7-30 a.m. as a protest against the retirement of a worker. The strike was called off on 18/7/64 at 7-30 a.m. as a result of direct negotiation.

About 75 out of 103 workers of Spencer and Co. Limited Cigar Factory Dindigul struck work on 15/7/64 demanding increase in wages and Dearness Allowance. The workers resumed work on 21/7/64 on the intervention of the Labour Officer.

All the 500 workers of Machando Brothers, Railway handling contractors, Tuticorin struck work on 9/7/64 demanding increase in wages. The workers resumed work on 13/7/64 on mediation by the Labour Officer.

About 53 out of 59 workers of H.H. Nacem's & Co. Tannery, Perumugal struck work on 1/7/64 as a protest against the non-employment of a worker. Subsequently the management declared a lockout. The work stoppage came to an end and the workers resumed work on 3/7/64 on the mediation by the Labour Officer.

All the 696 workers of the Indian Steel Rolling Mills Limited, Nagapattinam struck work on 19/7/64 as a protest against the suspension of certain workers. The strike was called off and the workers resumed work on 25/7/64 on the mediation by the Assistant Commissioner of Labour II, Madras.

About 61 out of 95 workers of Dralle Private Limited, Madras struck work on 1/7/64 due to non-consideration of their demands. The strike was continuing at the end of the month.

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About 1082 out of 1305 workers of Southern Structurals Limited, ttabiram struck work on 17/7/64 protesting against the non-employment certain workers. The workers resumed work on 18/7/64 on the mediation the Labour Officer. As a result of the strike 102 workers were also directly affected.

All the 111 workers of Radio and Electricals Limited, Madras 19 struck ork on 30/7/64 protesting against the non-employment of a worker. The rike was continuing at the end of the month.

Note:- It has since been reported that the strike by the workers of Guptas State Hotel, Madras-4. referred to in the last months issue ceased exist on 18/6/64 as the management refused employment to all the orkers, who had participated in the strike.

2. It has since been reported that the strike by the workers of Hotel alace, Amjikarai, Madras referred to in the last month's issue ceased xist from 22/6/64 as the workers, who struck work were taken by the Police nd kept under their custody.

Central Spehere

1. General Nil
2. Conciliation :-

(a) On 8/7/1964 the Regional Labour Commissioner (Central) Madras held conciliation proceedings in the dispute between the Madras Dock Labour, Board Madras and the Madras Port & Dockworkers Congress Madras over a charter of demands such as revision of wages of tally clerks of the Board etc, which ended in failure.

(b) On 9/7/1964 the Conciliation Officer (Central) Madras held conciliation proceedings in the dispute between the Madras Dock Labour Board and the Madras Dock Labour Board Staff Association, Madras, over a charter of demands such as payment of night allowance, payment of holiday wages, etc, which ended in failure.

- | | |
|---|-----|
| 3. Number of strikes and lockouts — | Nil |
| 4. Number of threatened strick and lockouts | 1 |
| 5. Particulares regarding disputes received : | |
| (a) Number of industrial disputes pending at the begining the of month | 3 |
| (b) Number of industrial distiputes received during the month | 8 |
| (c) Number of industrial disputes settled or disposed of during the month | 3 |

LABOUR NEWS

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- | | |
|--|-----|
| (d) Number of threatened strikes | 1 |
| (e) Number of which materialised | Nil |
| (f) Number of draft Standing Order Certified | Nil |

STATE SPHERE

The concifiation officers enquired into and settled 559 disputes during the month of July' 64. Of these 94 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 22 industrial disputes (in which the settlements could not be brought about by conciliation) for adjudication by the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madras and Madurai. The details of disputes referred for adjudication are published in the statistical part of the journal. 22 awards given by the Industrial Tribunal and Labour Courts on the Industrial disputes referred for adjudication are published in the Fort St. George Gaztte in the month of July, 1964.

WELFARE

The overall employment situation improved during July, 1960. The radio of registrations to vacancies notified, which is an index of unemployment, was 3.7 : 1 in July as against 4:1 in the previous month.

During July 1964, the number of vacancies notified was 9278 (+813) and the number placed in employment 5,112 (+565). The number registered was 34,284 (+443). The number oh the Live Register at the end of the month was 2,09,629 (+2005).

The pattern of manpower surpluses and shortages remained unchanged Clerical and unskilled occupations continued to be far in excess of demands for them. Shortage of manpower was experienced in the following occupations during the month.

Town Planning and Building Inspector, Engineering Degree/Diploma holders with 3 years experience, Electrical Superintendent, Doctors (Allopathic/Indigeneous), Maternity Assistant, Pharmacist (Gradutes & Diploma holders), Sanitary Inspector, Lecturer in English, Graduate Assistant (Male and female) Language Teacher (Tamil, Telugu, Sanskrit, Malayalam and Hindi) Secondary Grade Teacher, Laboratory Technician, Librarian, Catering Manager, Steno-typist, Typist (English and Tamil) Typist (Tamil) Fitter, Mechanic (Air Compressor) Mechanic (Refrigerator) Spray Painter, Mono Key Operator, Mono Caster Operator, Automatic Machinemen, (Printing) Lino Operator, Line Mechanic, Photogrphic Technician, Engine Driver (Steam), Physical Education Teacher (Male and Female).

The Employment market enquiry for the quarter ended June '64 is in progress. The Occupational Information unit took up the new occupations for verification and the comments received from the employers have been forwarded to the Govenment.

The salient features of the activities of the six Vocational Guidance Units at North Arcot, South Arcot, Coimbatore Madras Madurai and Tirunelveli are given below.

Details.	Arcot North	Arcot South	Coimbatore	Madras	Madurai	Tirunelveli	Total
1. No. of applicants given group guidance	368	392	983	3,647	1,647	311	7,348
2. No. of youths and adults given individual guidance	—	22	5	17	51	43	138
3. No. of candidates provided guidance information	315	236	871	753	1,243	366	3,784
4. No. of applicants placed in jobs as a result of individual guidance	—	5	—	8	—	11	24

The Professional & Executive Employment Office, Madras registered 364 applicants (including 52 women) and placed 27 (including 2 women) in employment during the month. At the end of the month, 1,172 (including 138 women) applicants remained on the Live Register.

The Special Employment Office for the physically handicapped, Madras-14 registered 35 applicants (6 blind, 5 deaf mute and 24 orthopaedic) and placed 14 (4 deaf-mute and 10 orthopaedic) in employment during the month. At the end of the month, 363 remained on the Live Register comprising of 122 blind, 56 deafdumb and 175 orthopaedics.

The Employment Information Assistance Bureaux in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli interviewed 694 applicants, registered 643 and effected 301 renewals during July, 1964.

The mobile Registration Units attached to District Employment Officers, Ramanathapuram and Salem registered 318 applicants and effected 1,551 renewals during the month.

EMPLOYERS PROVIDENT FUND ACT, 1952

(i) 42 Establishments/Factories were brought under the Employee's Provident Fund Act '52 during the month of July '64 thus bringing the total No. of covered establishments/factories to 3227.

(ii) A total sum of Rs. 44,77,183-42 (excluding the refund of loans and previous accumulations etc. amounting to Rs. 6,42,065-14) was received as employees and employer's shares of contributions during June '64.

(iii) The Total No. of employees covered under the Act in the Madras State at the end of June '64 was 3,91,801.

CURRENT NOTES

INDIAN LABOUR CONFERENCE

The following is the text of the speech of the Union Labour Minister at the meeting of the 22nd Indian Labour Conference held at Bangalore on 29th and 30th July 1964.

I welcome you to this 22nd session of the Indian Labour Conference. We are grateful to the Government of Mysore, particularly, to the Chief Minister, Shri Nijalingappa and the Labour Minister, Shri Devraj Urs for the kind hospitality extended to us.

Bangalore is known for its scenic beauty and bracing climate. It has also won its pride of place on the industrial map of India. Much that is new and special in our industrial endeavour is taking shape in Bangalore. Let us hope that something of the equability of Bangalore's climate will pass into the deliberations of our conference.

A Stunning Bereavement

A year has passed since the last session of the Indian Labour Conference—a year that has brought us many difficulties and a stunning bereavement. The menace of Chinese aggression remains and the double burden of defence and development which we have been bearing has started having its visible impact on the economy. Shortfalls in production have resulted in a disturbing rise in prices. But more than any other misery, the nation has lost the leader who inspired and guided it through all these years. It is impossible to escape a depressing sense of void. But it would be a poor tribute to our great departed leader if in our grief we gave in to despair. His spirit should continue to inspire us and it should be our endeavour to follow the path he has shown to us. We are smaller men, but we have a great inheritance to nurse and a great trust to safeguard. As you all know, to perpetuate the memory of our beloved departed leader a national memorial fund has been opened, and I am sure generous contributions will be made to the fund by one and all.

Distinctive System of Planning

Building up a socialist order of society through planned development of the economy is part of this inheritance. Shri Jawaharlal Nehru envisaged a society where men were free from want and where there were fair shares for all. He was also keen that the industrial revolution which he had initiated should proceed with the minimum of social dislocation. So, our system of planning evolved under his inspiration is distinctive. It operates on a democratic base. The people, the representatives of industry and labour in particular, participate in the planning process in full measure. The Indian Labour Conference is one of the many forums in which aspects of India's economic development—so far as they affect labour and employers are freely and frankly discussed.

* Basic Function of ILC

It is necessary to remind ourselves of this in order to grasp the significance of the basic function of a body like the Indian Labour Conference. It has never been its tradition to discuss labour questions in isolation. The work of this conference has always been related to the interest of the nation as a whole. The distractions of the moment should not prevent us from seeing problems in context and not merely in terms of immediate gain or loss of one group or the other. It has been the privilege of this conference to do every thing to sustain the nation's efforts towards economic progress. Whatever the difficulties we may be facing to day, we should not, in any way, be deflected from this course.

Rising Prices

I am saying all this because the present is a time when some people might be tempted to take a shortsighted view of things. The rising prices are putting everyday life of the worker to a severe strain. In his anxiety he may lend his ears to any advice of despair and there may be people to give such advice. But desperate remedies do not solve a problem. Acting in panic or in anger will certainly not take us out of our troubles. The price situation is undoubtedly exercising the minds of all. It is the one problem on the solution of which the Government is concentrating its efforts. But then, the problem has its many ramifications. It cannot be solved at a stroke or by any single measure.

Dearness Allowance

Some friends have suggested automatic adjustment of dearness allowance with the cost of living index and a hundred per cent neutralisation of rise in the cost of living. I am not an economist; but I feel that unless we have more of the things we need mere pouring in of more money will not help us. In fact such a remedy might prove worse than the disease. It might very well accelerate the spiral of rising prices which it is our purpose to prevent. There is, of course, every point in suggesting that dearness allowance should be adjusted in a suitable manner to the cost of living index. In fact, this is being done by the Industrial tribunals and the wage boards. But to issue a fiat on the subject, I believe may not take us anywhere.

Cost of Living Indices

Allied to this question of adjustment is the technical one of ensuring the correctness of the cost of living indices. Some defects have been discovered in the old series and the committees appointed by Gujarat and Maharashtra have already made their recommendations. These have also been acted upon. A similar committee is already at work in Rajasthan and one is being set up in Delhi. Meanwhile, every effort is being made to construct and publish the all-India new series of index numbers with 1960 base which will give full satisfaction to everybody.

Threats of Direct Action

Some other friends are coming out with threats of what they call "direct action". I suggest that "direct action" in the sense of stoppage of work is absolutely illogical in the situation in which we are placed.

What we need to-day and now is an ampler flow of goods and I cannot for a moment understand how prices can be brought down by stopping the wheels of production. Direct action, if any, should be action to produce more. Holding up production will not only cause great hard-ship and suffering to workers but also to all other sections of the community. This is an advice of despair which we should not entertain.

Decline in Loss of Man-Days

Our industrial relations system remains based on the Code of Discipline evolved by this conference and the Industrial Truce Resolution which it endorsed. The emphasis in both is on avoidance of work stoppages and mutual settlement of disputes. Where disputes cannot be settled mutually both enjoin recourse to arbitration. The year 1963 witnessed a welcome decline in the number of mandays lost. Against 61 lakhs in 1962 the figure for 1963 was only 32.68 lakhs. About 42 per cent of the disputes in the central sphere were also settled through arbitration since the adoption of the Industrial Truce Resolution in November 1962 till May 1964.

A Reversal

Unfortunately, however, there has been a reversal of this happy trend. Even the incomplete returns received so far show that during the first five months of 1964 the number of man-days lost was already of the order of 25.91 lakhs. I would plead with my friends in the labour field that in spite of the stress and strain that labour is passing through along with the test of the people, resort to work stoppages should be avoided by all means. Trade Union leaders showed a commendable sense of responsibility and forbearance during 1963. It will only hurt their own causes as well as the community at large if they act differently today. We are undoubtedly passing through difficult times but let us not add to these difficulties by creating situations which can only make them worse. I would plead with equal earnestness with my employer friends to see that they always give a fair deal to labour and always act in the true spirit of the Code of Discipline.

Tendency to Hoard

In the present system of distribution of essential commodities there is certainly a tendency to hoard. The greed of the profiteers is adding to the miseries of the common man. I can assure you that the Government is fully conscious of this problem and will come out with adequate measures so that whatever we have is fairly distributed. But we must remember that the surest way to defeat greed and profit-making is to make hoarding and profiteering pointless. The question of increased production is basic and any action that injures production goes only to add to our misery.

Consumers' Cooperatives

Even before we were caught in the vicious circles of rising prices, this conference had given its blessings to a scheme for setting up consumers' co-operatives in all sizable industrial undertakings so that the workers may be assured of the supply of essential goods at reasonable prices. You have before you a separate paper showing the extent to which consumers' co-operative and fair price shops have been set up in industrial undertakings

employing 300 or more workers. I would not say that all that was necessary has been done nor that these consumers' cooperatives or fair price shops are always able to cope with the problem of rising prices as effectively as one would wish. But this is one direction in which we have made some headway. It is not claimed that this is the final answer to the problem of rising prices and I said so in my very first speech in Parliament but certainly this is one of the steps in the right direction. As I said then measures of a more fundamental nature are also called for. It is in devising such measures that the Government is currently engaged.

Bonus Commission

There has been a demand that the recommendations of the Bonus Commission should be accepted by Government and immediately acted upon. I fully appreciate the anxiety on the part of friends on the labour side to see something final about the bonus question. But as this is a matter which affects many aspects of the economy, a decision cannot be taken in a hurry. I can assure you that Government's decision on the recommendations of the Bonus Commission will not be long delayed.

Wage Fixation

There has also been a demand for the setting up of Wage Boards for various industries. The wage board is the chosen instrument for wage fixation evolved by this conference at its 15th session held in 1957. A tentative list of industries for which such boards should be set up was also suggested by workers' side at that session. But the decision regarding each individual industry was left to the discretion of the Government. During the years that have passed wage boards have been set up for a large number of industries. A new wage board has recently been set up for the working journalists and another for non-journalists employees of newspaper establishments.

More Wage Boards

A second wage board for cotton textiles and another for cement are also being set up. We have also decided to set up a wage board for ports and docks and consideration is being given to the setting up of wage boards for the engineering industry and chemicals and fertilizers. In each case the Government has gone into the position in the particular industry and come to a decision. Let us, therefore, not approach the question from an agitational point of view. The Government stands by the wage-board method of settling the wage question in organised industries and will proceed to appoint such boards where necessary after a careful study of each case.

If I have spoken mostly on matters which are not directly on the agenda of the conference, the reason is simple. I know that these are exercising the minds of the workers. The specific items on the agenda are not very controversial and I hope it will not be difficult for you to come to some agreement on most of them.

The Punjab Bill

A proposal before you relates to the legislation for granting of sick leave and casual leave to factory workers. It was one of decisions of Indian Labour Conference that important questions of Labour policy should be

brought up before they are acted upon. It is in pursuance of this decision that the proposal made by the Punjab Government has been placed before you. Sick leave is a matter on which the employers and workers might agree to give a definite direction to Government.

Pay Roll Savings Scheme

Another item on your agenda relates to the working of the Pay Roll Savings Scheme. As you will recall this scheme was approved by the conference at its 17th session. The paper before you relates to some problems that have arisen in the actual working of the Scheme. I have no doubt that you will give your support to the scheme and ensure its smooth working.

The views expressed in this conference by responsible leaders on both sides have always received the highest consideration. They have influenced Government policy. Let us not speak in anger or despair but suggest practical measures which will see us through these trying and troubled times through which we are passing.

Shri Nehru's Last Message

Our late Prime Minister in his last message to labour signed three days before his death said, "India is facing difficult problems to day and it is very necessary that the organized labour movement should react to them properly. A merely agitational approach is not helpful in the circumstances. We have to consider every problem in its larger context". I would appeal to labour and to employers to ponder over these words and keep the larger national interest always in mind while discussing the immediate problems before us.

Before I conclude, I would like to thank the Government of Mysore for the excellent arrangements made for holding this conference. Thanking you, "Jai Hind".

Main Conclusion

The following is the main conclusions arrived at the Indian Labour Conference.

General

(i) *Price Situation*—The conference discussed in detail the current price situation and came to the following conclusions :

"Considering the hardship caused by the high prices of essential commodities; and recognising the imperative need for ensuring the supply of these commodities to the industrial workers at reasonable prices; the Indian Labour Conference agrees, in principle, that a part of their wages may be made payable in kind if necessary, by legislation. The payment in kind should consist of the supply of rice, wheat or wheat substitutes, sugar, pulses, one or two popular varieties of cloth and cooking medium. Government should supply to the employers rice, wheat or wheat substitutes and sugar at controlled prices for distribution to the industrial workers through Fair

Price Shops. The employers should distribute the other three commodities, namely, textiles pulses and cooking medium at prices equivalent to the wholesale prices, the cost of distribution being borne by the employers. The Standing Committee on the Industrial Truce Resolution should work out the details of the Scheme."

(ii) *Setting up of Fair Price Shops*—The Conference reviewed the position concerning the setting up of Fair Price Shops and Consumer Stores. It was considered that the progress in this regard had not been quite satisfactory. Establishments which had not yet set up such stores/fair price shops should do so without further delay. The Chairman concluded that legislation as already agreed to at the meeting of the Standing Labour Committee in December 1963 was now inevitable.

(iii) *Linking of D.A. with C.P.I.*—The Conference reiterated the decision reached at the Standing Committee on Industrial Truce Resolution that dearness allowance should be suitably linked with the cost of living index.

(iv) *Report of the Bonus Commission*—The Conference recommended that Government should take a quick decision on the Report of the Bonus Commission.

(v) *Labour Policies and Programmes for the Fourth Plan*—Organisations of workers and employers should send to the Ministry of Labour and Employment and Planning Commission their proposals concerning labour policies and programmes for consideration for inclusion in the 4th Five Year Plan.

Item 1: Action taken on the conclusions of the 21st Session of the Indian Labour conference held at New Delhi on the 13th July 1963.

Representatives of the workers referred to voluntary arbitration and pointed out that hesitation on the part of some of the employers still remained. The employers' representatives pointed out that they had been doing their best to persuade their affiliates to accept voluntary arbitration as a means for settlement of Industrial disputes. It was explained that difficulties, if any standing in the way of employers in this regard would be gone into in detail at the next meeting of the Central Implementation and Evaluation Committee.

Item 2: The Punjab Industrial Establishments (National and Festival Holidays and casual and sick leave) Bill.

It was agreed that this legislation was a matter for the State Government.

Item 3: Introduction of the Pay Roll Savings Scheme.

Employers and Trade Unions should give wider publicity to the Scheme and extend their fullest cooperation to ensure satisfactory working of the Scheme.

Item 4: Classification of misconduct like 'go slow' 'Malingering' and 'sleeping on duty' as minor misconduct by some Tribunals.

Item 5: Suggestions for staggering of weekly holidays and for 54 hour week in the textile industry.

The above two items were earlier deleted from the Agenda.

Item 6: Recognition of category wise or department-wise unions in an establishment/ industry under the Code of Discipline and the Rights of unrecognised unions.

The consensus of opinion was that the recognition of category wise/ department wise unions should not be encouraged. Unions not recognised under the Code of Discipline should however have the right to represent individual grievances relating to dismissal and discharge or other disciplinary matters affecting their members. The question of other rights of unrecognised unions was deferred for future consideration.

Item 7: Review of the progress of the Scheme for setting up cooperative societies/Fair Price Shops in Industrial establishments.

This item was considered in the general discussion on the question of prices. The conclusions on this subject have been set out under the item 'General'.

Second Wage Board For Cotton Textile Industry

The Government of India have constituted a Second Wage Board for Cotton Textile Industry with the following members to consider further revision of the wage structure with head-quarters at Hyderabad.

Sri K. Bhimasankaran,
Retired Judge of Andhra Pradesh High Court.
Chairman.

Employers' Representatives:

Sri D. C. Kothari and Sri Surottam P. Hutheesingh.

Employees Representative:

Sri G. Ramanujam and Sri A. N. Buch.

Independent Members:

Sri Tulasidas Jadhav M.P. and Prof. M. B. Desai.

Advisory Committee For Employees' State Insurance Hospital

The Government have constituted a Hospital Advisory Committee for the Employees' State Insurance Hospital, Madras with the following persons:

Chairman:

Commissioner of Labour.

Ex-Officio Members:

- (1) Superintendent, Employees' State Insurance Hospital, Madras.
- (2) Resident Medical Officer of the Employees State Insurance Hospital, Madras. (*Secretary of the Committee.*)
- (3) Nursing Superintendent, E. S. I. Hospital, Madras.
- (4) Medical Referee, Employees State Insurance Corporation Madras.

Non-Official Members:

Two each from among the Employers and Employees representing two interests on the local committee for Madras area.

BONUS FOR PLANTATION WORKERS

All the unions of plantation workers and the managements of Plantation, represented by Association of Planters of the State of Madras entered into an agreement on the 4th August 1964 in Madras before the Commissioner of Labour, after availing themselves of the good offices of the Chief Minister, regarding the bonus payable to the plantation workers for 1963. According to the agreement entered into by the Association of Planters of the State of Madras and the Union in the State (except the coffee estates in Shevaroy's) the Tea Estates will pay 10% of the earnings, coffee estates with 150 acres and above will pay 4½% of the earnings, coffee estates below 150 acres will pay 3½% of the earnings and Mixed estates with 25% of acreage under tea will pay at the rate applicable to tea estates. The bonus amount has to be disbursed on or before 10th September, 1964. The agreement included a clause that in the event of Government of India accepting the payment of minimum bonus as recommended by the Bonus Commission, there will be a tripartite conference to consider the question of payment of Minimum bonus.

REABILITATION OF RETURNED INDIANS FROM BURMA

According to the Government orders the normal method of recruitment through Employment Exchanges will be dispensed with in favour of unskilled returned Indians from Burma. The Director of Employment and Training will make arrangements to screen the skilled workmen from the transfer camps so as to provide them with suitable employment opportunities on priority basis. The age and educational qualifications necessary for undergoing the training in the programme sponsored by the Director of Employment and Training will be relaxed in favour of the returned Burma Indians.

PRIORITY IN EMPLOYMENT

With a view to improve the morale of military personnel, the Government have decided to give preference to ex-servicemen and dependants of serving military personnel in the matter of appointment through Employment Exchanges. The order of priority has been revised as follows:

- (1) War-service candidates.

- (2) Gold smiths thrown out of employment on account of Gold Control Rules and their sons and unmarried daughters; Ex-servicemen and the wives, son and unmarried daughters of serving military personnel.
- (3) Discharged Government Employees as defined in G.O. M.s. No. 1100 Public (Services) dated 24-10-1951.
- (4) Ex-employees of State Government with less than six months service.
- (5) Persons who have served in the Territorial Army or Lok Sahayak Sena for more than six months and on their discharge revert to part-time employment in Territorial Army or in Lok Sahayak Sena.
- (6) Others.

HAIR-CUTTING SALOON WORKERS

On the recommendation of the Minimum Wages Advisory Board the Government have decided to appoint for period of 3 months, a Special Officer in the Grade of Labour Officer, to enquire into the conditions of work of Hair-cutting saloon workers.

INCENTIVE SCHEME FOR BOMBAY DOCK LABOUR

With a view to accelerate the unloading of foodgrains in the Bombay Port, a new incentive plan for payment of wages to food grain workers at Bombay Port has come into effect from 1st August 1964. The plan provides for a basic increase of 15 per cent in the rate for output above the level of 1000 bags per gang per shift. It also provides for higher earnings to individual workers at a graduated scale at outputs levels ranging from 1300 to 2500 bags per gang per shift. In addition individual workers will receive a fixed allowance of Rs. 1-25 in each of the two night shifts.

AWARDS AND AGREEMENTS

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Writ Appeal No. 163 of 1963 dated 29th October 1963).

Present :

The Honourable Mr. S. Ramachandra Iyer	Chief Justice.
The Honourable Mr. Justice Ramakrishnan.	
Management of Vijayakumar Mills Ltd., Palani	Appellant
<i>Versus</i>	
Secretary, Vijayakumar Mills National Workers' Union, A. Kalayamputhur and another.	Respondents.

JUDGEMENT

Kumaraswami, employed as a time-keeper in the Vijayakumar Mills Limited, Palani, was dismissed by the management on 29-3-1958 as a result of an enquiry into his alleged misconduct. The propriety of order of the dismissal subsequently formed the Subject-matter of an industrial dispute and was referred by the State Government for determination by the Labour Court, Madurai. The Jurisdiction of that Court to enter upon that reference was contested by the Management on the ground that the Vijayakumar Mills National Workers' Union which sponsored the dispute was not competent to do so, as Kumaraswami was only a member of the staff and had no community of interest with the industrial workers employed by the management. It is conceded, though nothing turns upon such a concession, that Kumaraswami was a member of that Union.

The Labour Court was of the opinion that the grievance of the dismissed employee, a member of the staff, could not be taken up by the Union which represented the industrial workers, as there was no community of interest between him and others. It consequently rejected the reference. The award of the Labour Court formed the subject-matter of proceedings under Article 226 of the Constitution before Veeraswami J. who disagreeing with the Labour Court, held that there was sufficient community of interest between the dismissed employee and the members of the Union to convert what was an individual dispute, so far as Kumaraswami was concerned, into an industrial dispute. The learned Judge took the view that for the purpose of ascertaining whether there was a community of interest between a dismissed employee and the rest of the workers who sponsored his case, it was not necessary that there should be an identity or similarity of the conditions of service under which they were respectively employed. The result of this finding, was that the award of the Labour Court was quashed and the Court, was directed to dispose of the reference on its merits. The management now appeals.

AWARDS AND AGREEMENTS

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(2) It is not disputed that Kumaraswami though employed only in a supervisory capacity will be a workman as defined in S.2 (s) of the Industrial Disputes Act. Prior to the amendment of that definition by Act XXXVI of 1956 the term "workman" did not include a person employed to do supervisory work. Under the terms of the definition as amended by that Act, a "workman" means any person employed in any industry to do any skilled or unskilled manual, supervisory, technical or clerical work. But a person employed in a supervisory capacity who draws wages exceeding Rs. 500 per month, will not be regarded as a workman. The salary of Kumaraswami in the present case was less than Rs. 500 per month; he was therefore a workman under the Act.

(3) The only question that falls for consideration in this appeal is, whether there has been an industrial dispute to justify the reference. The contention on behalf of the management is that as the conditions of service of Kumaraswami, the dismissed employee, were different from those applicable to the industrial workers, the latter who were members of the Vijayakumar Mills National Workers' Union, could not validly sponsor the dispute and convert thereby what is an individual dispute into an industrial one. Section 2 (k) of the Act, which defines what an "Industrial dispute" is says that it means "any dispute or difference between employers and employers or between employers and workmen or between workmen and workmen, which is connected with the employment or non-employment or the terms of employment or with the conditions of labour, of any person."

(4) The dispute regarding the discharge or dismissal of an individual workman without more, can only be an individual dispute. But it is settled law that such a dispute can become the subject-matter of an industrial dispute, if the workman in general or a section of them forming an appreciable number take up his cause. It is not a matter in controversy that the dispute in the present case is between the employer and the workmen, and that it relates to the non-employment of Kumaraswami. But what is contended is that there is no community of interest between the other workers and Kumaraswami which would alter the character of an individual dispute into an industrial one.

(5) Under the terms of the definition, it will be open to the workman of an employer to raise a dispute in regard to the non-employment of any person and thereby give the character of a collective dispute to it. But the term "any person," cannot obviously include an outsider. The construction of the definition came up for consideration before the Supreme Court in Workmen of Dimakuchi Tea Estate, V. Management of Dimakuchi Tea Estate, A. I. R. 1958 S.C. 353. That case arose before the amendment of the definition of the term "workman" was introduced into the Act. There, one Banerjee, who was employed as a Medical Officer of the Tea Estate, was dismissed from service. The legality of the dismissal was put in question and the cause of the medical officer was espoused by the workers union of the tea estate, which raised a dispute. A question arose as to whether the dispute could be regarded as an industrial dispute.

Their Lordships of the Supreme Court after a detailed analysis of the provisions and purpose of the Industrial Disputes Act. came to the conclusion that the expression 'any person' occurring in S. 2 (k) of the Act

could not be given its ordinary meaning but must be construed consistently with the intent and purpose of the Act. So construing, they held that the Medical Officer, who under the then existing definition of workman would not come within it could not be held to have any community of interest with the other members of the Union to justify an industrial dispute being raised in regard to his non-employment. Summing up the position, S. K. Das J. who delivered the judgement of the majority of the court, observed that "the expression 'any person' in S. 2 (k) of the Act, must be read subject to two crucial limitations, namely (1) the dispute must be a real dispute between the parties to the dispute so as to be capable of settlement or adjudication of one party to the dispute giving necessary relief to the other, and (2) the Person regarding whom the dispute is raised must be one in whose employment, non-employment terms of employments, or conditions of labour, as the case may be, the parties to the dispute have a direct or substantial interest. In the absence of such interest, the dispute cannot be said to be a real dispute between the parties."

(6) But it must not be omitted to be noticed that in that case the Medical Officer belonged to a different category of employees from the workmen and it was held that the workmen had no direct or substantial interest in his employment or non-employment, even though the former might be a member of the same Trade Union.

(7) In the present case, we are concerned only with the second of the tests mentioned above, as there is no dispute in regard to the first. The question whether the other workers have not a direct or substantial interest in the non-employment of Kumaraswami will depend on the facts and circumstances of the case. Apart from the fact that he is a "Workman" within the meaning of S. 2 (s) of the Act, his services in the matter of time-keeping is so intimately connected with the work of the industrial workers that one can easily say that the workers as a class are directly and substantially interested in the non-employment or employment of Kumaraswami.

(8) But Mr. Rajah Aiyar appearing for the appellant has invited our attention to that part of the judgement of the Supreme Court where the learned judge has cited with approval the following passage from the judgement in *George Hudson Ltd. v. Australian Timber Workers' Union*, 32 CLR 413. where *Iascs J.* setting out the characteristics of collective dispute, observed:

"If, therefore, the dispute, is a collective dispute, the party raising the dispute must have either a direct interest in the subject-matter of the dispute or a substantial interest therein in the sense that the class to which the aggrieved party belongs is substantially affected thereby. It is the community of interest of the class as a whole class of employers or class of workmen which furnished the real nexus between the dispute and the parties to the dispute."

In an earlier passage the Supreme Court observed :

"We recognise that solidarity of labour or general interest of labour welfare may furnish, in some cases, the necessary nexus of direct or substan-

tial interest in a dispute between employers and workmen, but the principle of solidarity of the labour movement or general welfare of labour must be based on or correlated to the principle of community of interest; the workmen can raise a dispute in respect of those persons only in the employment or non-employment of the terms of employment or the conditions of labour of whom they have a direct or substantial interest."

As we pointed out earlier, the Supreme Court was then concerned, only with a case where the workmen raised a dispute in regard to a non-workman employee of the same management. There could obviously be no sufficient community of interest in that case to justify the general body of workmen to raise a dispute in regard to a person who was not a workman. The Supreme Court itself has recognised in the same judgment that after the amendment of the definition "workmen" introduced in the year 1956, the position might perhaps be different.

(9) In *Bombay Union of Journalists v. "Hindu" Bombay-I*, 1961-2 Lab L J 436: (AIR 1963 SC 318), a dispute was raised by a Trade Union on behalf of a dismissed employee of a news-paper. There were only three journalists who could be said to be "workmen" in the employ of the newspaper office in that place. The dismissed employee was a member of a Trade Union which consisted of other journalists working in different establishments as well. Evidence showed that of the three employees of the newspaper in question two did not support the dispute. What the dismissed employee, therefore got was the support of outsiders who happened to be members of the Union. There could be therefore no community of interest between the aggrieved worker and those that espoused his cause as there were workmen under different employees. The Supreme Court held that the dispute was only an individual dispute, as it was not supported by the Union of the workmen of the employer against whom the dispute was raised or by an appreciable number of such workmen. That was a case where it was held that a dismissed employee could not by getting the support of outsiders convert his individual dispute with the management into an industrial one.

(10) Mr. Rajah Aiyar, has, however, contended that as Kumaraswamy in the present case was a member of the staff, the proper persons who could sponsor his case would be the other members of the Mills supervision staff and not the workmen with whom he could be said to have no community of interest. In support of that contention, the learned counsel referred to the decision of Balakrishna Aiyar J. in *Buckingham and Carnatic Company Ltd., v. Buckingham and Carnatic Mills staff Union*, 1959-2 Lab L J 338: (AIR 1960 Mad 102), where the learned judge held that there could be an organisation of workers on the basis of crafts in an establishment and if one such union sponsored a dispute relating to a dismissed employee it could be an industrial dispute. This judgment was affirmed in *B and C.C.C. Limited v. B and C Mills Staff Union*, 1LR 1960 Mad 60: (AIR 1960 Mad 106), where it was observed that there could be more than one Union of workmen employed in an establishment and a dispute espoused by an Union different from the one which had the largest membership within the establishment, could, nevertheless, be an industrial dispute. We are unable to see how these decisions can have any bearing on the case now before us. These cases only laid down the application of the general principle that an individual dispute sponsored by a section of the workers of an establishment could be regarded as an industrial dispute. An Union formed by a department of a large establishment was therefore held competent to espouse the cause of the workers.

The question before us however, is, whether it will be obligatory upon any worker who has got a grievance against the management, to have his cause espoused by the employees of the very department in which he works, or whether a larger Union of workers from other departments could support his case. Learned counsel for the appellant has relied strongly on the decision of the Mysore High Court in *M.S.K. Mills Company Limited v. Vittal Kamath*, 1959-2 Lab L J 196: (AIR 1959 Mys 180) to show that only workers whose service conditions under the same employee are identical, could sponsor the dispute. The dispute in that case related to the dismissal of an assistant spinning master of a company, who was among the supervisory staff. But his emoluments were such that he satisfied the terms of the definition of "workmen" after the amendment of S. 2 (s) of the Act. The learned judges of the Mysore High Court held that as the conditions of service of the dismissed employee were different from the conditions of service of the workers who sponsored his case, there could be no community of interest which was capable of converting the individual dispute into an industrial dispute. They observed:

"The nature of duties of Kembhavi, who was admittedly working in the manufacturing department of the mills, cannot be the same as the nature of duties of clerks, who are members of the respondent 2 union. His conditions of service will, therefore, be different from the conditions of service of the clerks. He is not even a member of the clerks' union. The Union cannot, therefore, be interested in his conditions of service unless a substantial majority of the workmen of the class to which Kembhavi belongs are among the members of the Union. Nothing has been pointed out to show how and in what manner the clerks' union has any direct or substantial interest in the employment, non-employment or conditions of employment of Kembhavi..." With great respect to the learned judges, we are unable to subscribe to the proposition stated in such wide terms. In an industrial dispute between workmen and the employer, there are and can be only two parties namely, workmen on the one hand and the employer on the other. Such a dispute is a collective dispute. So long as the person in respect of whose employment or non-employment the dispute is raised is a workman, it can reasonably be said that the other workers under the same employer whatever the nature of their work or the conditions of their service might be, will be substantially interested in that question. In this regard we are unable to attach any importance to the conditions of service which the various employees may have, for a due consideration of a question of this sort.

The matter is put beyond doubt by the observations of Gajendragadkar J. in a recent unreported judgment of the Supreme Court in C.A. Nos. 480 and 481 of 1962 *M/s. J. K. Cotton Spinning and Weaving Mills Company Limited v. Labour Appellate Tribunal of India* (now reported in AIR 1964 SC 741). The case before the Supreme Court related to the validity of the dismissal of certain Malis employed for the maintenance of gardens attached to the bungalows of some officers of the mills situate in the compound of the mills. It was argued that the Malis would not be "workmen" within the meaning of S. 2 (s) of the Act, as it was not shown that they were employed in the industry of the employer. The contention was, however, rejected and it was held that the term, "employed in any industry" occurring in S. 2 (s) would include even employees engaged in connection with the operation incidental to the main industry. The learned judge observed:

"In our opinion, an employee who is engaged in any work or operation which is incidentally connected with the main industry of the employer would be a workman provided the other requirements of S. 2 (s) are satisfied. In this connection, it is hardly necessary to emphasise that in the modern world industrial operations have become complex and complicated and for the efficient and successful functioning of any industry, several incidental operations are called in aid and it is the totality of all these operations that ultimately constitute the industry as a whole, wherever it is shown that the industry has employed an employee to assist one or the other operation incidental to the main industrial operation, it would be unreasonable to deny such an employee the status of a workman on the ground that his work is not directly concerned with the main work or operation of the industry."

There was no argument in that case that the difference in the nature of the work and in the conditions of service between the Malis and other workers affected the question.

(11) The work of a time-keeper can undoubtedly be said to be incidentally connected with the main industry and therefore he would be a workman. Once he is a workman there must exist sufficient community of interest between him and the industrial workers of the Mill, creating in the latter a substantial interest in his employment or non-employment. We need not here consider the case of a large establishment having branches over several parts of the country or several industries. Here we have a case of single employer in one place employing for his business both supervisory staff and industrial worker, both of them satisfying the definition of the word workmen under the Act. Although their functions are different and the conditions of employment are also not the same they would still be workmen interested in the non-employment of each other.

(12) We would, therefore, agree with the learned judge and hold that the reference by the Government to the Labour Court was valid and that the dispute which the latter was asked to adjudicate was an industrial dispute; The appeal fails and is dismissed with costs.

(All India Reporter, September '64 Pages Mad 395-398)

**Memorandum of Settlement under Section 12 (3) of the
Industrial Disputes Act, 1947.**

*Present: Sri D. K. Purushotham, B. A.,
Assistant Commissioner of, Labour II*

<i>Names of the Parties to the dispute</i>	The workers and the management of "Angu vilas M. V. Muthiah Pillai" (Firm) Scented Tobacco and Cigar Factory, Dindigul.
<i>Representing the management</i>	Sri C. Gopalakrishnan, Manager "Angu vilas M.V. Muthiah Pillai" (Firm) Dindigul.
<i>Representing the workers</i>	Sri K. A. Vasimalai, President, Sri M. Velu pillai, Vice-President and Sri M. Jarayaman, Secretary Dindigul National Angu Vilas Labourers Union, R. V. Nagar, Dindigul.

Short recital of the case.

In the Industrial dispute over the charter of demands raised by the Union in its letter dated 26/6/63, a settlement is arrived at on the following terms in conciliation before the Assistant Commissioner of Labour II. Although Government have passed orders on the dispute in G. O. Rt. No. 1574, Department of Industries, Labour and Co-operation dated 9th July 1964, the parties held further discussions with a view to augment production and hence this settlement.

TERMS OF SETTLEMENT

1. *Production*: The workers agree to increase the production from 3500 to 4000 (No. 1 and No2) packets for every group of 3 workers in the scented Tobacco section and from 3 Edus (30tubs) to 4 Edus (40 tubs) in the morning (11 workers) besides the usual 3 Edus in the evening (30 tubs). The present loose tin packing (1½Edus per head) will continue. Plantain bark cutters will step up production from 16 to 19 (Surunai) in No. 1 and from 18 to 21 in No. 2.

2. *Basic wages and annual increment*: Basic wages per month will be increased by Rs. 2/- and the minimum basic wages will be revised from Rs. 34/- to Rs. 36/- p.m. and the annual increment will continue at the existing rate of Rs. 2/-

3. *Dearness Allowance*: The Dearness allowance will be revised from Rs. 30/- to Rs. 40/- per month.

4. *Bonus*: 3½ months' wages (including dearness allowance) at the revised rate will be paid as bonus for each of the 3 years from 1964-65

to 1966-67. One month's wages will be paid at the time of Adi 18, 1½ months wages for Deepavali and one month's wages for Pongal.

5. *Leave*: Not Pressed.

6. *House Rent Allowance*: Not Pressed.

7. *Gratuity*: The existing gratuity will continue subject to the provision that in case of workers with not less than 10 years of service the rate will be ¾ of a month's basic wages for every year of service instead of half-a-month as at Present.

8. *Provident Fund Scheme*: The contribution of the management and the workers will be increased from 6 np. to 8 np. in the Rupee subject to an approval of the Commissioner of Income-Tax.

9. *Cases relating to accidents*: Not Pressed.

10. *Co-operative Stores*: Co-operative Stores or Credit Society will be run only by the workers themselves but if the Commissioner of Income-Tax approves, the workers will be allowed to withdraw Rs. 50/- each from the Provident Fund accumulation towards share capital of such Society.

11. *Working Hours*: Not Pressed. Workers will work for the full 8 hours according to the present timings.

12. *Recognition of the Union*: Not pressed.

The Settlement will be in force for 3 years from 1/8/64.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. MACIVER (R. M.) and CHARLES. (H Page).
Society : An introductory analysis.
London. Macmillan & Co Ltd., 1961. pp. XIII + 697.
Rs. 33.60/-.
2. ROBIN (Marris).
Economics of capital utilisation : A report on multiple-Shift work.
London. Cambridge University, 1964. pp. XVIII + 267.
45 s.
3. INTERNATIONAL LABOUR OFFICE.
Manual of industrial radiation : Guide on protection against ionising radiations in the application of luminous compounds.
I. L. O. Geneva, 1964. pp. 45. \$ 45 ; 7s.
4. INTERNATIONAL LABOUR OFFICE.
Declaration concerning the policy of 'Apartheid' of the republic of South Africa and I. L. O. programme for the elimination of 'Apartheid' in labour matters in the Republic of South Africa.
I. L. O. Geneva, 1964. pp. 45. 50 cents.

IMPORTANT ARTICLES

1. GEORGE (C. M.).
Labours' response to technological change.
Indian worker. Vol. 12. No. 51. September, 21, 1964.
2. MALVIYA (R. L.).
Industrial training of foreign students in India.
Indian worker. Vol. 12. No. 50. September, 14, 1964.
3. LAXMINARAYANAN (D).
Factory administration in Australia.
Andhra pradesh labour bulletin. Vol. 5. No. 5.
May, 1964.

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4. ELIA (Moujid).
Upgrading training of skilled workers in the UAR.
International labour review. Vol. 90. No. 1.
July, 1964.
5. MERANI (S. T.).
EPC movement in India ; Labour management collaboration at the enterprise level.
International labour review. Vol. 90.
No. 1. July, 1964.
6. BEHREND (Hilde).
Field of industrial relations.
British journal of industrial relations.
Vol. 1. No. 3. October, 1963.
7. BROCKLEHURST (G. J.).
New Zealand social security scheme : An appraisal.
Indian journal of social work.
Vol. 25. No. 2. July, 1964.
8. MURTHY (Y. V. S. S.).
Safety in fertilizer industry.
The punjab labour journal for the quarter ending June, 1964.
9. WELLENS (John).
Trainind revolution.
Productivity journal. Vol. 5. No. 2. April-June, 1964.
10. PENNATHUR (Brig. K.).
Training and work study.
Productivity journal. Vol. 5. No. 2. April-June, 1964.
11. HAYES (A. J.).
Why labour unions.
American labour review. Vol. 17. No. 9. September, 1964.

Salient features of the report on the working of the Minimum Wages Act 1948 for the year ended 31-12-1963.

During the year 1963, no new employment was added to the schedule to the Minimum Wages Act by the State Government and minimum rates of wages have not also been fixed in respect of any employment for the first time during the year.

2. The minimum rates of wages fixed for the employment in Woollen Carpet Weaving or Shawl Weaving Establishments were revised during the year 1963 by adopting the notification method, contemplated under Section 5 (1) (b) of the Minimum Wages Act 1948.

3. In 1963, the number of establishments and the total number of workers covered by the Act were 22, 185 and 7,82,188 respectively as against 18,317 establishments and 2,87,756 workers during the previous year. The total wages paid in 6150 establishments that have furnished the returns in 1963 amounted to Rs. 10,61,41,677. 44 P. as against Rs. 12,19,83,516-40 P. paid by 6386 establishments during the year 1962. As in 1962, the largest payment was made in the plantations in 1963 also.

4. The Officers of the Labour and Factories Department continued to enforce the provisions of the Act in these employments. During the year, they inspected 9008 establishments as against 7917 establishments in 1962. Prosecutions were launched against 28 establishments as against 10 establishments in 1962. Out of 28 establishments which were prosecuted 27 were convicted to pay fines amounting to Rs. 875/- as against 10 cases in 1962. Instructions have been issued to the Inspectors under the Act to take penal action against defaulters for non-submission of returns.

5. The Labour Courts continued to function as the Claims Authorities under the Act to hear and decide cases about non-payment of minimum wages etc. 19 cases were pending in these Courts at the beginning of the year and 63 claims were preferred before them during the course of the 'year'. Of these, 66 cases were disposed of and the total sum directed to be paid by the employers amounted to Rs. 3353-27 P. The total amount of compensation awarded by the Courts amounted to Rs. 1,847-50 P.

NOTIFICATIONS

Certain officers Specified as authority to whom Intimation of any lockout or Strike should be sent by an Employer in Respect of disputes in Central Sphere.

Fort. St. George, July 9, 1964.

II-I No. 3336 of 1964.

The following notification No. 1/16/64-LBI-II issued by the Government of India, Ministry of Labour and Employment, dated New Delhi the 2nd April 1964, is republished:—

S. O. In pursuance of sub-section (3) of section 22 of the Industrial Disputes Act, 1947 (14 of 1947), and in supersession of the notification of the Government of India in the Ministry of Labour and Employment No. S. O. 3178 dated the 15th October 1962, the Central Government hereby specifies each of the officers mentioned in column (2) of the Table hereto annexed as the authority for the respective area mentioned in the corresponding entries in column (3) thereof to whom intimation by the employer of any Lockout or Strike referred to in the said sub-section shall be sent.

THE TABLE

Serial number and designation of officer 1	Territorial Jurisdiction 2
1. Conciliation Officer (Central) Kanpur	The State of Uttar Pradesh.
2. Conciliation Officer (Central) Delhi-I.	The State of Punjab and the union territories of Delhi and Himachal Pradesh and the State of Jammu and Kashmir in relation to Industrial Disputes concerning workmen employed under the Government of India
3. Conciliation Officer (Central) Delhi-II.	
4. Conciliation Officer (Central) Jalalpur.	The State of Madhya Pradesh.
5. Conciliation Officer (Central) Ajmer.	The State of Rajasthan.
6. Conciliation Officer (Central) Bombay-1.	The States of Maharashtra and Gujarat.
7. Conciliation Officer (Central) Nagpur.	The State of Maharashtra.
8. Conciliation Officer, (Central), Vasco-da-Gama	The Union Territory of Goa, Daman and Diu.
9. Conciliation Officer (Central) Madras-1.	The State of Madras and the Union territory of Pondicherry.
10. Conciliation Officer (Central) Ernakulam.	The State of Kerala.
11. Conciliation Officer (Central) Secunderabad.	The State of Andhra Pradesh.
12. Conciliation Officer (Central) Visakhapatnam.	
13. Conciliation Officer (Central) Kolar Gold Field.	The State of Mysore.

14. Conciliation Officer (Central) Calcutta-I.	The State of West Bengal.
15. Conciliation Officer (Central) Asansol.	
16. Conciliation Officer (Central) Shillong.	The States of Asam and Nagaland and the Union territories of Tirupura and Manipur.
17. Conciliation Officer (Central) Jharsuguda	The State of Orissa.
18. Conciliation Officer (Central) Dhanbad	The State of Bihar.
19. Conciliation Officer (Central) Hazaribagh.	

**Appointment of Certain officers as Conciliation Officers Under
Industrial Disputes Act.**

Fort. St. George, July 9, 1964.

II-1. No. 3337 of 1964.

The following notification of the Government of India' Ministry of Labour, and Employment, dated New Delhi-1, the Second April 1964 is republished :—

S. O. in exercise of the powers conferred by section 4 of the Industrial Disputes Act 1947 (14 of 1947), read with the notifications made by the State Governments under Article 258 A of the constitution, delegating the powers of the appropriate Government in respect of the Employees' State Insurance Corporation for the Central Government and in supersession of the notification of the Government of India in the Ministry of Labour and Employment S. O. No. 2254, dated the 17th October 1962, the Central Government hereby appoints each of the Officers mentioned in column (2) of the table annexed hereto as conciliation officers for

(i) all industries carried on by or under the authority of the Central Government;

(ii) all railways.

(iii) all controlled industries specified by the Central Government under Item (I) of clause (a) of section 2 of the Industrial Disputes Act, 1947.

(iv) the Agricultural Re-Finance Corporation ;

(v) the Deposit Insurance Corporation ;

(vi) all banking and Insurance Companies ;

(vii) all mines, oil fields and major ports; and

(viii) the Employees' State Insurance Corporation, in the respective areas specified in corresponding entries in column (3) of the said Table.

THE TABLE

<i>Sl. No.</i>	<i>Designation of officers</i>	<i>Territorial jurisdiction</i>
1.	Chief Labour Commissioner (Central) New Delhi.	Whole of India— but with regard to the State of Jammu and Kashmir the jurisdiction extends only in relation to industrial disputes concerning workmen employed under the Government of India.
2.	Deputy Chief Labour Commissioner (Central) New Delhi.	—do—

3. Deputy Chief Labour Commissioner (Central Training) New Delhi.	Whole of India but with regard to the State of Jammu and Kashmir the jurisdiction extends only in relation to industrial disputes concerning workmen employed under the Government of India.
4. Regional Labour Commissioner (Central) Verification), New Delhi.	—do—
5. Welfare Adviser to the Chief Labour Commissioner (Central), New Delhi.	—do—
6. Regional Labour Commissioner (Implementation) Central (Dhanbad)	—do—
7. Regional Labour Commissioner (Central) New Delhi.	—do—
8. Conciliation Officers (Central) (Training) New Delhi.	—do—
9. Regional Labour Commissioner (Central) Kanpur	—do—
10. Regional Labour Commissioner (Central) Jabalpur,	—do—
11. Regional Labour Commissioner (Central) Bombay.	—do—
12. Regional Labour Commissioner (Central) Madras.	—do—
13. Regional Labour Commissioner (Central) Hyderabad.	Whole of India but with regard to the State of Jammu and Kashmir the jurisdiction extends only in relation to industrial disputes concerning workmen employed under the Government of India.
14. Regional Labour Commissioner (Central), Calcutta.	—do—
15. Regional Labour Commissioner (Central) Dhanbad.	—do—
16. Conciliation Officer (Central) Kanpur.	The State of Punjab and Uttar Pradesh and the Union Territories of Delhi and Himachal Pradesh and the State of Jammu and Kashmir in relation to industrial disputes concerning workmen employed under the Government of India.
17. Conciliation Officer (Central) (Verification), Kanpur.	
18. Conciliation Officer (Central) Delhi-I.	
19. Conciliation Officer (Central) Delhi-II.	The States of Madhya Pradesh and Rajasthan.
20. Conciliation Officer (Central) Jabalpur.	
21. Conciliation Officer, (Central) Ajmer	

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| 22. Conciliation Officer (Central)
Bombay-I. | The States of Gujarat and Maharashtra
and the Union Territory of Goa Daman
and Diu. |
| 23. Conciliation Officer (Central)
Bombay-II. | |
| 24. Conciliation Officer (Central)
(Verification), Bombay. | |
| 25. Conciliation Officer (Central) | |
| 26. Conciliation Officer (Central)
Vasco-da-Gama. | |
| 27. Conciliation Officer (Central)
Madras-I. | The State of Madras and Kerala and
the Union Territory of Pondicherry |
| 28. Conciliation Officer (Central)
Madras-II. | |
| 29. Conciliation Officer (Central)
(Verification) Madras. | |
| 30. Conciliation Officer (Central)
Ernakulam. | |
| 31. Conciliation Officer (Central)
Visakapatnam. | |
| 32. Conciliation Officer (Central)
Secunderabad | The States of Andhra Pradesh
and Mysore. |
| 33. Conciliation Officer (Central)
Kolar Gold Fields. | |
| 34. Conciliation Officer (Central)
Calcutta-I. | The States of West Bengal Assam, Orissa
and Nagaland and the Union Territories
Manipur and Tripura. |
| 35. Conciliation Officer (Central)
Calcutta-II. | |
| 36. Conciliation Officer (Central)
(Verification) Calcutta. | |
| 37. Conciliation Officer (Central)
Shillong. | |
| 38. Conciliation Officer (Central)
Raniganj | |
| 39. Conciliation Officers (Central)
Asansol | |
| 40. Conciliation Officer (Central)
Jarsugudah | |
| 41. Conciliation Officer (Central)
Calcutta (Headquarters) | |
| 42. Conciliation Officer (Central)
Dhanbad I. | |
| 43. Conciliation Officer (Central)
Dhanbad-II. | |
| 44. Conciliation Officer (Central)
Dhanbad (Head Quarters) | The State of Bihar. |
| 45. Conciliation Officer (Central)
(Verification) Dhanbad. | |
| 46. Conciliation Officer (Central)
Hazaribagh. | |

NOTIFICATIONS

Set up of Local Committee for Erode area under Employee's State Insurance
(General) Regulations.

Fort St. George, July 18, 1964.

II-I No. 3346 of 1964.

The following notification of the Regional Director, Employee's State Insurance Corporation, Madras dated 9th July 1964 is published :—

No. MR/Co. 3 (32)/64-1 :— It is hereby notified that Local Committee consisting of the following members has been set up for Erode area (where Chapter IV and V of the Employees' State Insurance Act are in force) under Regulation 10-A, of the Employees' State Insurance (General) Regulations, 1950, with effect from the 9th July 1964.

CHAIRMAN

Under Regulation 10-A (I) (a)

1. The District Medical Officer, Coimbatore.

MEMBERS

Under Regulation 10-A (I) (b)

2. The Labour Officer I, Coimbatore.

Under Regulation 10-A (I) (c)

3. The Medical Officer in-charge, Employees' State Insurance Dispensary, Erode

Under Regulation 10-A (I) (d)

4. Shri K. S. Ramalingam, Accountant, Sri Natesar Spinning and Weaving Mills Private, Limited Post Box No. 6. Erode.

5. Shri E. M. Ismail Mohideen, C/o, E. K. Hajee Mohamed Meera Sahib and Sons Tannery, Peria Agraharam P. O., Erode.

Under Regulation 10-A (I) (e)

6. Shri G. Ganapathy, The Coimbatore District Textile Workers' Union Branch, Erode.

7. Shri M. Nagappan, General Secretary, The Tannery Labour, Union, Erode

Reconstitution of Advisory Board for Plantation Labour Housing

AMENDMENT TO NOTIFICATION

(G. O. Ms. No. 3690) Industries, Labour and Co-operation Labour
23rd July 1964)

III No. 297 of 1964

In exercise of the powers conferred by rule 53 and clause (iv) of sub rule (1) of rule 54 of the Madras Plantations Labour Rules 1955 the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification III No. 38 of 1964, dated the 2nd January 1964 published at pages 159—160 of part III of the Fort St. George Gazette, dated the 23rd January 1964 :—

AMENDMENT

In the Said notification, under the heading "Representatives of employers" for item "4 Sri J. R. Hensaw, Mudis Group, Mudis P. O., Pollachi. Coimbatore District" the following item shall be substituted namely :—

"4. Sri N. H. Sethna, Bombay Burmah Trading Corporation Limited. Mudis Group, Mudis P. O., Pollachi, Coimbatore District.

Madras Payment of Wages Deductions for National Defence Fund and Defence Scheme Rules.

G.O.Ms. No. 3389, Industries, Labour and Co-operation (Labour) 2nd July 1964,

S. R. O. No. A. 771 of 1964.

In exercise of the powers conferred by clause (ii) of sub section (2) of the section 7 read with sub-section (2) section 26 of Payment of wages Act, 1936 (Central Act IV of 1936), the Governor of Madras hereby makes the following rules, the same having previously published as required by sub-section (5) of the said section 26 :—

RULES

1. **Short title :—** These rules may be called the Madras Payment of Wages Deductions for National Defence Fund and Defence Savings Scheme) Rules, 1964.
2. **Definitions :—** In these rules, unless the context otherwise require:—
 - (a) "Act" means the payment wages Act, 1936 (Central Act IV of 1936)
 - (b) "Section means a section of the Act.
3. **Deductions for payments towards contribution to the national Defence fund or any Defence Savings Scheme :—** The Conditions for making deductions in pursuance of clause (ii) of sub section (2) of section 7, from the wages of the employed persons for contribution to the National Defence Fund or to any Defence Savings Scheme approved by the state Government with the written authorisation of the president or Secretary of the Registered trade union of which the employed person is a member shall be as follows :—
 - a, The president or, in his absence, the Secretary of such trade union shall forward,—
 - (i) in duplicate to the employer, a copy of the list of employed persons who are members of such trade union indicating therein the amount or extent of deductions which are to be made from the wages of each employed person and a copy of the resolution adopted at a meeting of such trade union authorising such deductions; and
 - (ii) a copy of the said list and resolution to the person who acts as an Inspector for purposes of the Act.,
 - (b) that employer shall display in a conspicuous place of the establishment the two copies of the said list and resolution received from the president or secretary, as the case may be, of the trade union, for at least a period of three consecutive days immediately preceding the day on which the deductions are to be made from the wages of the employed persons; and
 - (c) If an employed person objects in writing to deduction, being made from his wages up to the amount or extent of deductions indicated in the list displayed by employer no deductions shall be made from his wages except in accordance with the written authorisation of such employed person.

Amendment to Madras Factories Rules.

(G.O. MS. No. 3534 Industries, Labour and Co-operation (Labour) 13th July 1964)

S. R. O. No. A. 772 of 1964.

In exercise of the powers conferred by section 112 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 15th March 1950, at pages 103 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.

AMENDMENT

In the said rules, in sub-rule (4) of rule 12-B, after Item (v), the following item shall be added, namely:—

"v. A fellow Member or Associate Member of the Indian Institute of Architects."

Amendment to Payment of Wages (Mines) Rules,

Fort St. George. July 20, 1964.

S. R. O. No. A. 790 of 1964.

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

S. O. 2147/PWA/Mines/Rules/Am.- In exercise of the powers conferred by sub-sections (2); (3) and (4) of section 26, read with section 24 of the Payment of Wages Act, 1936 (4 of 1936) the Central Government hereby makes the following amendment to the Payment of Wages (Mines) Rules, 1956, the same having been previously published as required by sub-section (5) of section 26' namely :

AMENDMENT

(1) These Rules may be called the Payment of Wages (Mines) Amendment Rules.

(2) In the Payment of Wages (Mines) Rules, 1956—

in rule 17, after sub-rule (1) in the following proviso shall be inserted, namely :

"Provided that where the Chief Labour Commissioner (Central), is satisfied that the register or records maintained by an employer will serve the purpose, he may permit such employer to continue to maintain such register or records in lieu of the register required to be maintained in form IV A."

Appointment of Presiding officer to Labour Court, Madras.

(G. O. R. No. 1755, Industries, Labour and Co-operation, 25th July 1964.)

I-1 No. 3532 of 1964

In exercise of the powers conferred by sub-section (2) of section 7 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby appoints Sri T. A. Ramakrishna Mudaliar as Presiding Officer of the Additional Labour Court, Madras, constituted in the Industries, Labour and Co-operation Department Notification No. II-1 No. 3219 of 1964, dated the 4th July 1964 published at page 333 of Part II-Section 1 of the Fort St. George Gazette, dated the 22nd July 1964. The appointment will be with effect from the date on which Sri T. A. Ramakrishna Mudaliar joins duty as Presiding Officer of the said Labour Court.

Appointment of Inspectors for whole of the State of Madras under Employees' Provident Funds Act.

Fort St. George July 27-1964.

I-1 No. 3533 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 V. Mahalingam and Sri S. Sundaram to be Inspectors 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.

**Appointment of Central Provident Fund Commissioner For Certain Territories
Under Employees' Provident Funds Act.**

Fort St. George, July 31, 1964.

II-1. No. 3534 of 1964.

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

S. O. 2054 - In exercise of the powers conferred by section 5 D of the Employees' Provident Funds Act, 1952 (19 of 1952), and in supersession of the Notification of the Government of India in the Ministry of Labour and Employment No. S. O. 1507, dated the 24th April, 1964 published in Part II, section 3, sub-section (ii) of the Gazette of India, dated the 2nd May 1964, the Central Government hereby appoints Shri E. V. Ram Reddi as the Central Provident Fund Commissioner with effect from the afternoon of the 29th May 1964 for the territories to which the said Act extends.

Constitution of Regional Committee for State of Madras.

AMENDMENT TO NOTIFICATION,

Fort. St. George, July 31, 1964.

II-1 No. 3538 of 1964.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 27th May 1964, is republished:—

S. O. 1971 - In pursuance of clause (c) of sub-paragraph (1) of paragraph 4 of the Employees' Provident Funds Scheme, 1952, the Central Government hereby nominates Shri A. E. L. Collins of Messrs. Ashok Leyland, Limited, 377, Netaji Subhas Chandra Bose Road, Madras, as a member of the Regional Committee for the State of Madras to represent employers in the vacancy caused by the resignation of Shri A. D. Galloway and makes the following further amendment in the notification of the Government of India in the late Ministry of Labour, No. S. R. O. 3381, dated the 2nd November 1954, namely:—

In the said Notifications in item (6), for the entry "Shri A. D. Galloway, C/o Messrs. Parry and Company, Limited, Dare House, Madras", the following entry shall be substituted, namely:— "Shri A. E. L. Collins, c/o messrs. Ashok Leyland Limited, 377, Netaji Subhas Chandra Bose Road, Madras."

**Appointment of Inspector For whole of Madras State Under Employees'
Provident Funds Act.**

II-I No. 3782 of 1964.

The following notification of the Government of India Ministry of Labour and Employment, dated New Delhi, the 30th May 1964, is republished:

S. O. 1954 - In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints Shri P. Ethirajan to be an Inspector for the whole of the State of Madras for the purposes of the said Act or of any scheme framed thereunder, in relation to any establishment belonging to, or under the control of the Central Government, or in relation to any establishment connected with a railway company, a major port, a mine or an oil field or a controlled industry.

**Constitution of Local Committee for Pollachi Area Under Employees'
State Insurance Scheme**

II-1 No. 3788 of 1964.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 29th July 1964, is published:—

No. MR/60-3 (34) 64 (1) - It is hereby notified that a Local Committee consisting of the following members has been set up for Pollachi area in Madras State (Where chapters IV and V of the Employees' State Insurance Act are in force) under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, with effect from the 29th July 1964:—

Chairman,

(Under Regulation 10-A (I) (a).)

1. The District Medical Officer, Coimbatore.

Members.

(Under Regulation 10-A (I) (b).)

2. The Labour Officer, Pollachi.

(Under Regulation 10-A (I) (c).)

3. The Medical Officer - in-charge, Employees' State Insurance Dispensary, Pollachi.

(Under Regulation 10-A (I) (d).)

4. Shri S. A. Ramachandran, B. A., L. L. B., Director Sri Sakthi Textiles, Private Limited, Post Box No. 36, Pollachi.

5. Shri S. R. Krishnamoorthy, Industrial Relations Officer, Southern India Mill Owners' Association, Coimbatore (Representative of Vijayewari Textiles, Limited, Pullampatti (Via) Pollachi).

(Under Regulation 10-A (I) (e).)

6. Shri R. Ramalingam, Secretary, The Mills Workers' Union, Raja Mills Road, Pollachi.

7. Shri G. Venkiduswamy, Coimbatore District Dravida Panchalai Thozhilalar Munnetra Sangam Branch, Pullampatti (Via) Pollachi.

Secretary.

(Under Regulation 10-A (I) (f).)

8. The Managr, Local Office, Employees' State Insurance Corporation, Udumalpet.

The Medical Officer-in-charge of the Government Hospital, Pollachi, will attend the meeting of the Local Committee as a special invitee, without the power of voting.

**Appointment of District and Sessions, Judge, South Arcot, as Presiding
Officer of Labour Court, Madras, Under Industrial disputes Act.**

II-I No. 3789 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 T. A. Ramakrishna Mudaliar, District and Sessions Judge, South Arcot, as the Presiding Officer of the Labour Court, Madras, during the absence on leave of Sri M. Abdul Azeez from 3rd August to 11th September 1964.)

**Amendment to Notification Relating to Constitution of Regional
Committee for Madras State.**

II-I No. 3791 of 1964.

The following notifications of the Government of India, Ministry of Labour and Employment, dated New Delhi, the May 7th and 25th June 1964 are republished:

S. O. 1666 - In pursuance of clause (b) of sub-paragraph (1) of paragraph 1 of the Employees' Provident Funds Scheme, 1952, the Central Government on the recommendation of the Government of Madras hereby, nominates Shri R. Balasubramanian, Commissioner of Labour, Madras, as a member of the Regional Committee for the State of Madras in the vacancy caused by the resignation of Shri T. N. Lakshminarayanan and makes the following further amendment in the notification of the Government of India in the late Ministry of Labour No. S. R. O. 3381, dated the 2nd November 1954, namely:—

In the said notification, in item (2), for the entry "Shri T. N. Lakshminarayanan, A. S., Commissioner of Labour, Madras", the following entry shall be substituted, namely:—

"Shri R. Balasubramanian, I. A. S Commissioner of Labour, Madras."

S. O. 2327 - In pursuance of clause (b) of sub-paragraph (1) of paragraph 4 of the Employees' Provident Funds Scheme, 1952 the Central Government, on the recommendation of the Government of Madras, hereby makes the following further amendment in the notification of the Government of India in the late Ministry of Labour, No. S. R. O. 3381, dated the 2nd November 1954, namely:—

In the said notification, in item (2) the entry "Shri R. Balasubramanian," shall be omitted,

Amendment to Madras Factories Rules.

(G. O. Ms. No. 3878, Industries, Labour and Co-operation, (Labour),
5th July 1964.)

S. R. O. No. A-837 of 1964.

In exercise of the powers conferred by sections 83 and 112 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 103 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.

AMENDMENT

In sub-rule (1) of rule 88 of the said rules, for the words "the subsequent calendar year." the words "that year" shall be substituted.

1964-ம் ஆண்டு ஜனவரி மாதம் 21-ம் தேதியுள்ள 314-ம் எண் அரசாங்க ஆணை.

1948-ம் ஆண்டு தொழிலாளர் அரசாங்க இன்சூரன்ஸ் சட்டத்தின் (மத்தியச் சட்டம் 34/1948) 74-வது பிரிவில் வழங்கப்பட்டுள்ள அதிகாரங்களைக் கொண்டு தமிழ் நாடு கவர்னர் அவர்கள், 1961-ம் ஆண்டு ஜனவரி மாதம் 9-ம் தேதியன்று தொழில்-தொழிலாளர்-கூட்டுறவுத் துறையில் பிறந்து 1961-ம் ஆண்டு ஜனவரி மாதம் 25-ம் தேதியிட்ட முனிவர் ஜார்ஜ் கோட்டை அரசிதழ் பாகம் II பிரிவு I-ன் 126-ம் பக்கத்தில் (ஆங்கிலத்தில்) வெளியான II-I-355/1961-ம் எண் விளம்பரத்தில் அடியிற்கண்ட திருத்தத்தை இதனால் செய்கிறார்கள்:—

திருத்தம்

மேற்சொன்ன விளம்பரத்தில், III-ம் இனத்திற்குப் பதிலாக அடியிற்கண்ட இனங்களை அமைத்துக் கொள்ள வேண்டும். அவையாவன:—

III வட ஆர்க்காடு மாவட்டம், வேலூர் தாலுகாவைச் சேர்ந்த அடியிற்கண்ட ரெவின்யூ-கிராமங்கள்:—

- (ஏ) வடக்கு வேலூர்.
- (பி) தெற்கு வேலூர்.
- (சி) அல்லாவரம்.
- (டி) தொரப்பாடி.
- (இ) சேன்பாக்கம்.
- (எப்) மின்னூர்.

வட ஆர்க்காடு மாவட்டம், குடியாத்தம் தாலுக்காவைச் சேர்ந்த அடியிற்கண்ட ரெவின்யூக் கிராமங்கள்.

- (ஏ) தாரபடவேடு.
- (பி) களிஞ்சூர்.
- (சி) காங்கய நல்லூர்.
- (டி) விருதம்பட்டு.

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

Sl. No. (1)	Name of the concern. (2)	Date of settlement. (3)	Points in dispute. (4)	Terms of Settlement. (5)
1.	Pioneer Motors, Thoduvatty Br.	9-7-64	Designation of a worker as a stand agent.	The management agreed to designate the worker as a stand Agent and to pay him accordingly.
2.	K. R. M. S. (Sri A. Jayathilakam and S. D. U. M. D. (P) Limited, Dharmapuri.	2-7-64	Non-employment of two workers.	The management agree to take back a worker.
3.	The Annamapet Handloom Weavers Co-operative Production & sales Society, (Dyeing Factory) Annamapet, Salem	3-7-64	Payment of arrears and to increase the wages and dearness Allowance.	The management agree to sanction increase in wages, Dearness allowance etc.
4.	The Ramajayam Transports, Nammakkal	4-7-64	Non-employment of a worker	Both parties agreed to abide the informal arbitration by the Asst. Commissioner of Labour II Madras.
5.	Kannikaparameswari Rice Mills, Attur	8-7-64	Non-employment of six members.	The management agreed to pay the amounts as stated in the settlement in full settlement of all the claims of the workers.
6.	V. K. Oil Mills, Suramangalam Road, Salem	9-7-64	Increase in Wages and Dearness Allowance	The management agreed to pay wages and dearness allowance as detailed in the settlement.
7.	The Kamatchiamman Motor works, Salem	9-7-64	Non-employment of a worker	The management agreed to pay the amount of Rs. 160/- in full settlement of the claim of the worker.

(1)	(2)	(3)	(4)	(5)
8.	Narayanan chettiar's Industries, Salem	13-7-64	Non-employment of a worker	The management agreed to pay the sum of Rs. 225/- in full and final settlement of the claims of the worker.
9.	Sri K. P. M. Thangal, Building Contractor, Sheshasayee Paper & Boards Limited, Cauvery R. S.	14-7-64	Non-employment of a employer	The contractor agreed to pay 45-50 in full and final settlement of the claim of the worker.
10.	do	do	Demands for increase in wages	The contractor agreed to pay increased wages with effect from 18-7-64 as detailed in the settlement.
11.	Vasu Oil Mills, Shevapet, Salem	15-7-64	Non-employment of 3 workers	The management agreed to pay compensation to the workers in the settlement.
12.	E. S. Hajee Abdul Kareem & Sons Narayanan Chettiars Industries and E. S. Kuppusamy Chettiar Tannery Salem	31-7-64	Payment of Bonus. etc.	The management agreed to grant 2 months wages as bonus.
13.	A. T. C. Transport (P) Limited, Ootacamund. P. O.	2-7-64	Dismissal of one employee	The management agreed to pay Rs. 450/- to the worker in full and final settlement of his claim.
14.	Wentworth Estate, Cherambadi	6-7-64	Discharge of two workmen.	The management agreed to reinstate the workers.
15.	Crofton Estate, Kotagiri The Nilgiris.	25-7-64	The refusal of work to one employee	The management agreed to reinstate the worker.
16.	Glysdale Estate, Coonoor	27-7-64	Dismissal of 3 workers.	The management agreed to pay the gratuity of Kanagammal.
17.	Nanjundeswar Estate, Sholur Post, The Nilgiris.	do	Discharge of a worker	The management agreed to give work to the worker.
18.	N. Kempa Gowder's Portion of Hardthorai Estate, Kotagiri Post, The Nilgiris.	30-7-64	Grant of bonus for the year 1963, non-employment of a worker etc.	The management agreed to pay the bonus of Rs. 10/- to each worker to continue the worker in service etc, as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
19.	Basavaraj Estate; (Formerly part of the Hardthorai Estate) Kotagiri Post, The Nilgiris.	do	Grievances of the workers	The management agreed to give bonus to abide by the decision of the Commissioner of Labour in the matter, of grant of interim wage increase etc. as detailed in the settlement.
20.	Giri Gowder's Portion of Hardthorai Estate, Kotagiri The Nilgiris.	30-7-64	do	do
21.	N. Puttan's portion of Hardthorai Estate, Kotagiri Post, The Nilgiris.	30-7-64	do	do
22.	N. Nanjundaih Gowder's Portion of Hardthorai Estate, Kotagiri, The Nilgiris.	30-7-64	Grievances of the workers.	The management agreed to give bonus to abide by the decision of the Commissioner of Labour in the matter of grant of interim wage increase etc., as detailed in the settlement.
23.	Nanjundeswara Estate (Formerly Part of Hardthorai Estate,) Kotagiri Post.	30-7-64	do	do
24.	Balu Estate, Kotagiri Post	do	do	do
25.	K. Krishappa's Portion of Hardthorai Estate, kotagiri Post, The Nilgiris.	do	do	do
26.	Sembada Estate, (Formerly Part of Hardthorai Estate) Kotagiri Post. The Nilgiris.	do	do	do
27.	Dr. Basuvaiah's Portion of Hardthorai Estate, Katogiri Post, The Nilgiris.	do	do	do

(1)	(2)	(3)	(4)	(5)
28.	Halgunda Estate, (Formerly Part of Hardathora Estate) Kotagiri Post, The Nilgiris.	do	do	The management agreed to give bonus to abide by the decision of the Commissioner of Labour in the matter of grant of interim wage increase etc., as detailed in the settlement.
29.	Manjula Estate (Formerly Part of Hardathora Estate) Kotagiri, The Nilgiris.	do	do	do
30.	Hardathora Estate, Kotagiri Post, The Nilgiris.	30-7-64	Grievance of the workers.	do
31.	The Tamilnad Tannaries. No. 3 Trichirapalli	15-7-64	Non-employment of an employee	Both the parties agreed to abide by the decision of the Labour Officer, Tiruchirapalli.
32.	Sri Sakthi Press, Kumbakonam	17-7-64	Non-employment of a worker	The management agreed to reinstate the worker with back wages of Rs. 20/-
33.	Ramalingam Lorry Service, Karur	20-7-64	do	The management agreed to pay Rs. 650/- as compensation to the worker.
34.	Vensangu Lorry Service, Thanjavur.	22-7-64	Non-employment of certain workers.	The management agreed to pay Rs. 70/- each in full settlement of their claims.
35.	Trichy Everest Automobiles, (Private) Limited, Trichy	28-7-64	Non-employment of a worker	The management agreed to pay Rs. 150/- in full settlement of claims of the worker.
36.	The Madura Manufacturing Limited, "Gem" Till works, Manamadurai.	3-7-64	Closure of the Factory.	The management agreed to pay compensation to the workers as laid down in the settlement.
37.	Sri Krishna Iron Works, Madurai.	1-7-64	Demanding Bonus for the Tamil Year 1963-64 (Sobagiruthu).	The management agreed to pay the 21% of the wages earned as bonus.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
38.	Nagu Vilas snuff Company, Dindigul.	8-7-64	Demand for increase of wages.	The management agreed to grant increase in wages as detailed in the settlement.			
39.	Saktivel Cigar Factory, (Mayil mark) Dindigul.	10-7-64	Demand for increase of wages and introduction of Provident Fund Scheme etc.	The management agreed to grant increase in wages as detailed in the settlement.			
40.	Bagavathy Vilas Cigar Factory, Dindigul.	-do-	-do-	-do-			
41.	B. R. Kothandaram Iron Works, Madurai.	15-7-64	Demand for increase in wages.	The management agreed to grant increase in wages as detailed in the settlement.			
42.	Palani Sri Murugan Textiles Limited, Palani.	18-7-64	Non-employment of a worker.	Both parties agreed for informal arbitration by the Commissioner of Labour, Madras, or the Assistant Commissioner of Labour II.			
43.	Rajammal Tannaries, Nagal Nagar, Dindigul.	20-7-64	-do-	The management agreed to reinstate the worker with continuity of service.			
44.	Dhanalakshmi Iron Works, Madurai.	27-7-64	Grant of bonus for the year 1963-64 and increase of wages.	The management agreed to pay 20% of total wages earned as bonus and to grant increase in wages as detailed in the settlement.			
45.	Chidambaram and Balusamy Roving and Spinning Factory, Dindigul.	20-7-64	Non-employment of three workers.	The management agreed to pay a lump sum of Rs. 117/- to each of the workers as compensation.			
46.	Lakshmi Rice Mills, Madurai.	30-7-64	Non-employment of one worker.	The management agreed to pay the sum of Rs. 80/- as compensation.			
47.	Madurai Mills Co. Limited, (Pandyam Mill) Madurai.	-do-	Grant of increase in wage for of two workers.	The management agreed to increase the wages of two workers.			
48.	M/s-Italy Bakery, Madras-11.	29-6-64	Demands regarding scale of pay, lay off compensation etc.,	The management agreed to pay compensation in full and final settlement of the claim of the worker.			

(1)	(2)	(3)	(4)	(5)
49.	C. A. Gallikotwala & Co. Madras-1.	1-7-64	Non-employment of one worker.	The management agreed to pay the sum of Rs. 200/- in full and final settlement of the claims of the worker.
50.	S. R. Thirupathy & Bros. Dried Gram Merchants, Madras-21.	7-7-61	Non-employment of six workers and increase in wages.	The management agreed to pay increase of 25 np. per bag in wages and take back 3 workers.
51.	New Ratna Cafe, Madras-1.	8-7-64	Proposal to close the hotel.	The management agreed to continue the business.
52.	Beehive Foundry Engineering works, Broadway, Madras-1.	10-7-64	Bonus for the year 1963-64.	The management agreed to pay the bonus at 25% of the basic salary as bonus for the year 1963-64.
53.	M/s. Cheotetal Agarwala, Madras-11.	16-7-64	Charter of demands.	The management agreed to pay 15 days wages as bonus for the year 1963-64 and grant 7 days casual leave and 7 days sick leave to workers from 1965 and 8 days national and festival holidays.
54.	J. J. Trading Corporation, Madras-10.	16-7-64	Lockout of the establishment.	The management agreed to pay a lump sum of Rs. 1,500/- to the 4 workers in full and final settlement of all their claims.
55.	Shimda Glass and Flask Factory Madras-23.	-do-	Payment of arrears of increment.	The management agreed to pay the arrears in instalments as detailed in the settlement.
56.	Mangal Doss & Co. Madras.	17-7-64	Demands and non-employment of one worker	The management agreed to grant increment bonus to convert daily rates workers into monthly rate and to pay Rs. 55/- to the discharged worker as compensation as stated in the Settlement.
57.	M/s. Chitram & Co. Madras.	17-7-64	Supply of dresses to the watchmen.	The management agreed to supply three sets of dresses, once in 1½ year.. and an allowance of Rs. 2/- for washing the dresses per month.
58.	Thompson & Co. Limited, Broadway, Madras-1.	21-7-64	Change of working hours of the management.	The management agreed to change of hours of duty with effect from 23-7-64 as stated in the settlement.

(1)	(2)	(3)	(4)	(5)
59.	Universal Hardware Mart, Madras-1	-do-	Bonus for the Deepavali 1963.	The management agreed to pay three months wage as bonus.
60.	Standard Machine tools, Madras-21.	22-7-64	Non-employment of a worker.	Management agreed to re-instate the worker with continuity of service.
61.	Meenakshi Engineering Works Madras-7.	do	Demands for revision of wages, Dearness Allowances etc, and non-employment of some workers.	The management agreed to pay a sum of Rs. 7,300/- in full and final settlement of all the claims of the workers.
62.	Rashikial & Co. Madras-1	27-7-64	Non-employment of a worker.	Parties agreed for the informal arbitration of the Commissioner of Labour, Madras or his nominee.
63.	The Perambur Chrome Tannery, Madras-11.	28-7-64	Retirement of a few worker.	The management agreed to pay to ex-gratia payments to the workers.
64.	Lakshmi Paper & Boards Mill Arinchevakkam (near) Madras.	1-7-64	Lay off compensation to the workers.	The management agreed to give lay off compensation according to the provisions to the Industrial Disputes Act and to give work to the workers according to the availability of work.
65.	Chemical Engineering Corporation Private Limited, Tirutani.	2-7-64	Increased rates of pay	The management agreed to pay ad-hoc increment of Rs. 3/- p.m.
66.	Marshall Sons & Co. (P) Limited, Industrial Estate, Ambatur.	9-7-64	Retirement of workers	The management agreed to grant compensation to the workers and to re-employ them as stated in the settlement.
67.	Pradhiba Glass Works, Kaladipet, Madras-19.	10-7-64	Payment of compensation to the temporary workers and to the watchman.	The management agreed to pay compensation to the workers as detailed to the settlement.
68.	Sri Kamatchi Amman Motor Service Virudhachalam.	11-6-64	Charter of demands.	The management agreed to pay the bonus for the period ending 31-3-64 in accordance with usual practice.

1	2	3	4	5
69.	Mohammad Pervay & Co. Tannery Chrompet, Chingleput	17-7-64	Closure of the Establishment.	The management agreed to pay a lump sum compensation to the workers as detailed in the settlement.
70.	Geo Industries & Insecticides (India) Private Limited, Madras.	25-7-64	Introduction of shift timings and payment of night shift allowance.	The management agreed to fix the shift timings and to grant night shift allowance of 60 nP. as stated in the settlement.
71.	Sivajee Stores, Tirunelveli Jn.	4-7-64	Non-employment of a worker.	The management agreed to give work to the worker in a sister concern with continuity of service.
72.	Town Panchayat, Kulasekaran-pattinam.	10-7-64	Non-payment of wages to sanitary workers.	The town panchayat agreed to pay wages to the workers for the months of May June '64.
73.	M/s. Iyanar Coffee & Tea Company Tuticorin.	10-7-64	Non-employment of a worker.	The management agreed to reinstate the worker with back wages as detailed in the settlement.
74.	Fibre manufactures & Merchants Tuticorin.	do	The charter of demands.	The management agreed to provide 5 days holiday with pay as detailed in the settlement.
75.	Hoogli Ink Company, Vepery Madras-7.	3-7-64	Charter of demands.	The management agreed to pay bonus of 18% of the basic salary and dearness Allowance, earned in 1962 as bonus for that year.
76.	Key Corporation, Madras-6.	7-7-64	Non-employment of a worker.	The management agreed to pay the sum of Rs. 350/- to the worker in full settlement of his claims.
77.	Sri N. Manundi Pillai Auto-Rikshaw owner, Madras-24.	9-7-64	Non-employment of a worker.	The management agreed to reinstate the worker with continuity of service.
78.	Madurai Industrial Engineering Company, Madras-2.	11-7-64	do	The management agreed to pay Rs. 600/- to the worker in full settlement of all his claims.
79.	Madras Club, Madras-28.	15-7-64	do	The management agreed to reinstate the worker with continuity of service.

(1)	(2)	(3)	(4)	(5)
80.	Southern Conduits Industrial Estate, Guindy, Madras.	do	Non-employment of two workers.	The management agreed to cancel the orders of the termination of the services of the workers.
81.	Hope & Co. Madras.	22-7-64	Closure of one branch.	The management agreed to pay compensation to the workers as detailed in the settlement.
82.	Golden & Co., Madras-7	24-7-64	Charter of Demands.	The management agreed to give an increase of 7 rupees to grant bonus and to introduce gratuity scheme as detailed in the settlement.
83.	Jayagopal oil Mills, Madras.	25-7-64	Allotment of work to the loadmen.	The management agreed to pay compensation as detailed in the settlement.
84.	N. K. Ahmad Timber Merchants, Madras.	28-7-64	Non-employment of a worker.	The management agreed to re-instate the worker with continuity of service.
85.	Chesney Hall, Madras-8	29-7-64	do	The management agreed to re-instate the worker 50% of back wages.
86.	M/s. Ramachandra Printing Works Madras.	do	Non-employment of two workers.	The management agreed to pay the amounts as stated in the settlement in full settlement of all their claims.
87.	Teppo, Industrial Estate, Madras 32.	30-7-64	do	The management agreed to re-instate one worker with continuity of service.
88.	Mohammad Yusuf Nawab, Taxi owner, Madras-12.	31-7-64	Non-employment of a driver.	The management agreed to pay Rs. 200/- to the worker in full settlement of his claims.
89.	"Angu vilas M. V. Muthiah Pillai" Scented tobacco and cigar Factory Dindigul.	22-7-64	Charter of demands.	The management agreed to increase the wages and dearness Allowance to grant bonus and to revise the gratuity and Provident Fund schemes as detailed in the settlement.
90.	24 Tanneries in Dindigul.	30-7-64	Fixation of wages for "Salman"	The management agreed to pay Salman Rs. 53-40 nP. per mensem.

(1)	(2)	(3)	(4)	(5)
91.	Sivananda Mills Limited, Ganapathy Post, Coimbatore	14-7-64	Non-employment of a worker.	Both parties agreed to the arbitration by the Commissioner of Labour.
92.	Sri Rani Lakshmi Spinning and Weaving Mills (P) Limited, Coimbatore.	10-7-64	Demand for increase of wages.	The management agreed to increase the wages of the workers as detailed in the settlement.
93.	Sri Rani Lakshmi Spinning and Weaving Mills (Private) Limited, Coimbatore.	14-7-64	Demand for increased rates of wages.	The management agreed to increase the wages of the workers as detailed in the settlement.
94.	Sri Gopalakrishna Mills (P) Limited, Coimbatore.	29-7-64	Filling up of the permanent and the temporary vacancies.	The management agreed to fill up of the vacancies as detailed in the settlement.

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

Serial No. (1)	Name of the concern. (2)	Date of Agreements. (3)	No. of workers involved. (4)	Important terms of Settlement. (5)
1.	Ramajayam Transports, Namakkal.	9-7-64	...	Payment of daily batta.
2.	Mettur Industries Limited, Mettur Dam.	14-7-64	...	Payment of revised scale of wages.
3.	Pulliccar Mills Limited, Tiruchengode.	19-7-64	...	Certain demands of workers.
4.	Pioneer-Press, Coimbatore.	...	13	Revision of wages, Dear- ness Allowance and gratuity scheme.
5.	Pierce Leslie and Company, Coimbatore.	...	...	Leave facilities to 9 watchmen.
6.	Fenner Cockill Limited, Madurai.	11-7-64	...	Bonus for 1963.
7.	Hotel Captain, Madurai.	14-7-64	24	Payment of compensation, Consequent on closure.
8.	Mysore Sweets Stall, Madurai.	15-7-64	9	-do-
9.	Tuticorin Spinning Mills Limited, Tuticorin.	28-7-64	800	Payment of bonus for 1963-64 increment to maistries etc.
10.	Krishnaveni Textiles Limited, Coimbatore.	7-7-64	...	Duties of oilers, scutcher tenter and Bale atten- dant.
11.	V. R. Textiles (Private) Limited, Puliampatti.	14-7-64	...	Implementation of ration- alisation work load and wages.
12.	Southern Textiles Limited, Sulur	17-7-64	...	Bonus for 1962 and deduc- tion of 8 days wages.
13.	Cambodia Mills Limited, Ondipudur.	27-7-64	...	Lay off of workers.

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

1. Ashok Leyland Co-operative Canteen, Ennore, Madras.
1. Whether the demand of the workmen for the revision of scales of wages for the various categories of workmen is justified and if so, to revise the scales of wages and fit the present incumbents in the scales so revised.
- G. O. R. No. 1372, Industries, Labour & Co-operation, dated 11-6-1964.

2. Whether the demand for payment of separate dearness allowance is justified and if so, to fix the rate.

3. Whether the demand for enhancement of night shift allowance is justified, and if so, What the enhanced rate should be.

Thanjavur District

2. Lalithambiga Lodge, etc., Hotels. Thanjavur.
- Whether the demand of the workers employed in the following hotels for bonus for 1962-63 is justified and if so, to fix the quantum thereof:-
- G. O. R. No. 1381, Industries, Labour & Co-operation, dated 12-6-1964.

Thanjavur.

1. Lalithambiga Lodge "
2. Ananda Lodge, "
3. Rajendra Bhavan, "
4. Sri Mangalamiga Lodge "
5. Central Cafe, "
6. Sri Vinnyaga Lodge, "
7. New Saravana Bhavan, "
8. Lakshmi Vilas, "
9. Sri Devi Vilas, "
10. Bhava Tea Hotel "
11. Bhaskara Vilas tea Hotel, "
12. Saraswathi Vilas Hotel "

(1)	(2)	(3)	(4)
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Tirunelveli District.

3. Loyal Textile Mills Ltd., Kovilattil.
1. Whether the non-employment of Sri Maniakam, T. No. is justified and to what relief he is entitled.
- G. O. R. No. 1575, Industries, Labour & Co-operation, dated 9-7-64.

To compute the relief if any awarded in terms of money if it can be so computed.

2. Whether the management's insistence that workers should produce a medical certificate only from their company's Medical Officer for leave purpose is justified and if not, to what relief the workers are entitled.

3. Whether the demand of the workers for posting Additional Maistries in 'B' Mills is justified and if so, fix the number of maistries to be appointed in each shift.

4. Whether the demand for payment of oiler wages to the following three workers is justified and to what relief each would be entitled.
- (1) Gopalan, (2) Gomathy and 3) Mahalingam.

5. Whether the demand of the workers for payment of night shift allowance in 'B' Mills is justified and if so to fix the quantum.

Labour Court,

Labour Court, Coimbatore.

Coimbatore District

- Sizing Materials Company Ltd., Coimbatore.

- Whether the demand of the workers for bonus for the year ended 1962 is justified and if so, to fix the quantum.
- G. O. R. No. 3086, Industries, Labour & Co-operation, (Lab) dated 10-6-1964.

- M/s. Ideal Lodge, R. S. Puram, Coimbatore.

1. Whether the demand of the workers for categories and fixation of scales of wages is justified and if so to categorise the workers and fix the wage scales for various categories and fit the present incumbents in the scales of pay so fixed.
- G. O. R. No. 3213, Industries, Labour & Co-operation, (Lab) dated 23-6-1964.

(1)	(2)	(3)	(4)
		2. Whether the demand of the workers for introduction of gratuity scheme is justified and if so, to formulate a scheme.	
6. Jewel Press, Coimbatore.	"Whether the demand of the workers for bonus for 1962-63 is justified and if so, to fix the quantum.	G.O.Ms. No. 3483 I.L. & C. (Lab) dated 8-7-64.	
7. Electric Printing works, Coimbatore.	Whether the demand of the workers for bonus for 1962-63 is justified and if so, to fix the quantum.	G.O.Ms. No. 3482 I.L. C. (Lab) dated 8-7-64.	
	Labour Court, Madras Madras District		
8. Avery Company of India (Private) Ltd., Madras.	Whether the demand of the Union for promotion of three workers, M/s. P. V. Krishnan, M. Subramaniam and J.W. Pereira, for the higher grades is justified, if so to what relief they are entitled.	G. O. Rt. No. 1359, Industries, Labour & Co-operation, dated 11-6-64.	
9. Technical Engineering products company Madras.	Whether demand of the workers for bonus for 1962-63 is justified, if so to fix the quantum of bonus.	G.O. R. No. 1373, I.L. & C. (Lab) dated 11-6-64.	
10. Masseys, Madras.	1. Whether the employees are entitled for the supply of uniforms by the management; if so, to fix the number of sets per year. 2. Whether the demand of the workmen for confirmation of the following workers is justified, and if so, to what benefits they are entitled:— Name of workers: 1. Delhi, 2. P. T. Elumalai, 3. M. Arumugam, 4. L. Srinivasan, 5. S. Perumal 6. P. Sundaram, 7. C. Natesan, 8. N. Govindarajan, 9. Kannappan, 10. Thirunavukarasu, 11. Periaswamy.	G. O. R. No. 1561, I. L. & C. (Lab) dated 8-7-64.	

(1)	(2)	(3)	(4)
		3. Whether the demand of the workmen for the introduction of gratuity is justified and if so, to formulate a scheme.	
11. Eletro Lighting Company, Madras.	Whether the non-employment of Sri M. K. Varadhan 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. 1555 I. L. & C. (Lab) dated 8-7-64.	
12. Certain Utensils Sheps in Madras.	Whether the demand for fixation of scales of wages for various categories of workmen is justified and, if so, to fix the scales of wages and fitment of present incumbents in the scales so fixed. 2. Whether the demand for payment of separate Dearness Allowance is justified and if so to fix the rate. 3. Whether the demand for bonus for Tamil New Year (1963) is justified & if so, to fix the quantum.	G. O. R. No. 1556, I.L. & C dated 8-7-64.	
13. Polo Ene General Industries, Madras.	Whether the non-employment of K. Shanmugam is justified, and to what relief he would be entitled. To compute the relief if and awarded in terms of money if it can be so computed,	G.O. R. No. 1558 I. L. & C. dated 8-7-64	
14. High Grade Mobile ser-1. vice station Madras.	Whether the demand of the workmen for fixation of scales of wages is justified and if so to fix the scales of wages and fit the present incumbents in the scales so fixed. 2. Whether the demand of the workmen for payment of separate Dearness Allowance is justified and if so to fix the rate of dear-ness allowance. 3. Whether the demand of the workmen for the introduction of a gratuity scheme is justified and if	G. O. R. No. 1579, I.L. & Co-operation dated 9-7-64.	

(1)	(2)	(3)	(4)
		4. Whether the demand of the workmen for bonus for the year 1962-63 is justified and if so to fix the quantum.	
		<i>Chingleput District.</i>	
15. Ekambra Villas Rice Mills Red Hills, Chingleput Dist.	Whether the non-employment of Sundaram and Kannappan is justified and to what relief each is entitled.	G. O. R. No. 1360, I.L. & C. dated 11-6-64.	
	To compute the relief, if any awarded in terms of money if it can be so computed in respect of each worker.		
	<i>North Arcot District</i>		
16. Ambli's Cafe Tiffin Section Vellore,	Whether the demand for payment of bonus for the year 1962-63 is justified and if so, to fix the quantum.	G. O. R. No. 1329, I.L. & C. dated 9-6-64	
	<i>South Arcot District</i>		
17. Sri Meenakshi Amman Motor Service, Chidambaram.	Whether the non-employment of Sarvashri G. K. Thillai Govindan, R. Narayanan & A. R. Krishnamoorthy is justified, and to what relief each is entitled.	G. O. R. No. 1352, I.L. & C. dated 10-6-1964	
	To compute the relief, if any, awarded in terms of money if it can be so computed.		
	<i>Labour Court Madurai</i>		
	<i>Kanyakumari District.</i>		
18. Lakshmi Talkies, Nagercoil.	"Whether the worker Sri P. Ramachandran is entitled for any back wages for the period from 24th July, 1963 to 27th February, 1964 (both days inclusive) and if so, at what rate.	G. O. Ms. No. 3 84, I. L. & C. dated 8-7-1964.	
	<i>Madurai District.</i>		
19. Sri Manicka Villas Rice Mills, Madurai.	Whether the non-employment of Smt. Pachaiyammal (Kalam worker) is justified and to what relief she is entitled.	G. O. R. No. 1577, I.L. & C. dated 9-7-1964.	
	To compute the relief, if any, awarded in terms of money if it can be so computed.		

(1)	(2)	(3)	(4)
20. Visafakshi Achakam Ma-dural.	1. To fix the quantum of bonus for the year 1962-63. 2. Whether the demand of the workers for introduction of gratuity scheme is justified and if so to formulate a scheme. 3. Whether the demand of the workers for increase in wages with effect from 1st April, 1963 is justified if so to fix the quantum of increment in monthly wages.	G. O. 1584, I. L. & C. dated 9-7-1964,	
	<i>Ramanathapuram District</i>		
21. Shanmugam Motors Ltd., Aruppukottai.	(P) Whether the non-employment of Sri K. G. Thangamatchi is justified & to what relief he is entitled.	G. O. R. No. 1339, I.L. & C. dated 9-6-1964	
	To compute the relief, if any, awarded in terms of money if it can be computed.		
	<i>Tiruchirappalli District</i>		
22. Karur Transports Private Limited, Karur.	Whether the non-employment of Sri R. Rasappan, conductor is justified and to what relief he is entitled.	G. O. R. No. 1411, I.L. & C. dated 17-6-1964.	
	To compute the relief, if any awarded in terms of money, if it can be so computed.		

1. 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 July 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.	A. L. S. Productions, Madras	10—11 8—7—64	G. O. R. No. 1462, Industries, Labour and Co-operation dated, 24—6—64.
2.	Western India Match Company, Limited, Madras.	6—7 29—7—64	G.O.Ms.No. 3656, (Lab) I. L. & C. dated 21—7—64
<i>Chingleput District</i>			
3.	Sri Venkatesa Mills Limited, Redhills, Chingleput District.	5—8 22—7—64	G. O. R. No. 1608 I. L. & C. dated 10—7—64
<i>Salem District</i>			
4.	Jawahar Mills Limited, Salem.	11—12 8—7—64	G. O. R. No. 1477, I. L. & C. dated 29—6—64.
LABOUR COURTS			
Labour Court, Madras.			
<i>Madras District</i>			
5.	Sri Radhakrishna Srvce, Madras.	1—2 15—7—64	G. O. R. No. 1514, I. L. & C. dated 3—7—64
6.	Andhra Mahila Preess, Madras.	1—2 22—7—64	G. O. R. No. 1613, I. L. & C. dated 10—7—64
7.	Bharathi Press, Madras.	1—2 29—7—64	G. O. R. No. 1661, I. L. & C. dated 20—7—64
8.	M. B. D. Transport Service, Madras.	2—3 29—7—64	G. O. R. No. 1662, I. L. & C. dated 20—7—64
9.	Nishat Industries, Madras.	3—4 29—7—64	G. O. R. No. 1664, I. L. & C. dated 20—7—64
Labour Court, Coimbatore.			
<i>Coimbatore District</i>			
10.	Coimbatore Murugan Mills, Coimbatore.	4—6 1—7—64	G. O. Ms. No. 3217, I. L. & C. (Lab) dated 22—6—64
11.	Pelrce Leslie and Compaay, Coimbatore.	6—8 1—7—64	G. O. Ms. No. 3254, I. L. & C. (Lab) dated 24—6—64

(1)	(2)	(3)	(4)
12.	Raja Theatre, Coimbatore.	1—3 8—7—64	G. O. R. No. 1478, I. L. & C. (Lab) dated 29—6—64
13.	Gajam Mudi Estate, Mudis P. O., Coimbatore.	3—4 8—7—64	G. O. R. No. 1482, I. L. & C. dated 29—6—64
14.	Saraswathi Printers, Coimbatore.	8 8—7—64	G. O. R. No. 1501, I. L. & C. dated 1—7—64
15.	V. C. K. Bus Service Private. Coimbatore.	2—3 22—7—64	G. O. Ms. No. 3532, I. L. & C. (Lab) dated 13—7—64
16.	Hotel De people, Coimbatore.	4—5 22—7—64	G. O. Ms. No. 3533, I. L. & C. (Lab) dated 13—7—64
<i>North Arcot District</i>			
17.	Carnatika Knitting Company, Tiruppur and Sri Madhavan Contractor, Carnataka Knitting Company, Tiruppur.	4—6 29—7—64	G. O. Ms. No. 3655, I. L. & C. (Lab) dated 21—7—64
<i>Labour Court, Madurai.</i>			
<i>Madurai District</i>			
18.	Central Cinema, Dindigul.	7—8 8—7—64	G. O. R. No. 1498, I. L. & C. dated 1—7—64
19.	Devl Transports, Dindigul.	8—10 8—7—64	G. O. R. No. 1504, I. L. & C. dated 1—7—64
<i>Tiruchirappalli District</i>			
20.	Air Ceylon Limited, Tiruchirappalli.	1—4 1—7—64	G. O. R. No. 1452, I. L. & C. dated 24—6—64
<i>Ramnad District</i>			
21.	Andavan Transport, Devakottai.	4—7 8—7—64	G. O. R. No. 1491, I. L. & C. dated 30—6—64
<i>Arbitration Award</i>			
<i>Coimbatore District.</i>			
22.	V. C. K. Bus Service Private Limited, Coimbatore.	8—9 1—7—64	G. O. Ms. No. 3208, I. L. & C. (Lab) dated 20—6—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 July 1964.

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closures.		Cause.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	M. S. Abdul Majeed Tea Stall, Pollachi.	Restaurant	4	...	...	Loss in business.	
2.	Mysore Sweets Stall, Madurai.	Hotel	9	24-7-64	Permanent closure	do	Rs. 927.21
3.	Hotel Captain, Madurai.	"	24	15-7-64	"	do	Rs. 1,221/-
4.	Gordhandas Khinji, Madras-7.	Timber Merchant	7	29-6-64	...	do	Pending Conciliation.
5.	Woodlands Tea Factory, Kolakkombal.	Tea Factory	50	1-7-64	after 2 months	Maintenance of machinery.	Alternative employment has been given to those affected workers.
6.	Mukkottai Mudi Tea Factory, Mudis Post.	"	58	6-7-64	after 1 month	Machinery repairs.	...

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received.										No. of complaints investigated and settled, including those previously pending.	No. of complaints pending at the end of the month cols. 3+11-12.
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.				
1	2	3	4	5	6	7	8	9	10	11	12	13		
1.	Coimbatore-I.	272	16	3	20	—	10	44	—	93	75	290		
2.	Coimbatore-II.	42	2	1	3	—	—	4	—	10	14	38		
3.	Coonoor.	39	—	3	16	1	6	20	—	46	39	46		
4.	Madras-I.	89	9	4	13	—	—	5	—	31	41	79		
5.	Madras-II.	87	12	5	21	—	—	26	—	64	75	76		
6.	Madras-III.	73	4	1	9	—	—	38	—	52	57	68		
7.	Madurai.	145	9	4	25	—	1	13	—	52	69	128		
8.	Nagercoil.	39	9	1	5	—	—	5	—	20	19	40		
9.	Pollachi.	43	1	—	8	—	—	6	—	15	15	43		
10.	Salem.	35	6	2	18	—	—	32	—	58	55	38		
11.	Tirunelveli.	51	20	2	11	—	—	13	—	46	37	60		
12.	Tiruchirappalli.	49	2	1	9	1	—	12	—	25	19	55		
13.	Vellore.	48	14	2	19	—	1	7	—	43	22	69		
14.	Virudhunagar.	36	6	—	6	—	—	4	—	16	22	30		
Total		1,048	110	29	183	2	18	229	—	571	559	1,060		

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

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

1. Number of Standing Orders certified as on 1-7-1964.	...	4,225
2. Number of Standing Orders certified during the month.	...	26
Total	...	4,251
3. Amendments to Standing Orders certified during the month.		1

9. Workmen's Compensation Act 1923. :—

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

	Number of accidents.	** Amount of compensation.
		Rs. nP.
(a) Death	15	78,100-00
(b) Temporary disablement	78	2,838-00
(c) Permanent disablement		
Total	93	80,938-00

**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 1-7-'64 to 31-7-'64.

S. No.	Nature of claims	Number previously pending.	Number received.	Total.	Disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Application under Section 10 :						
(a) Fatal	...	52	1	53	1	52
(b) Non-fatal:-						
(i) Permanent	...	49	6	55	1	54
(ii) Temporary	...	3	...	3	...	3
2. Deposits under Section 8 (1)						
(a) Fatal	...	86	9	95	17	78
(b) Persons under legal disability...	...	1	...	1	...	1
3. Deposits under Section 8 (2)	...	7	4	11	5	6

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4. Memorandum of Agreements:—						
(i) Permanent disablement	...	6	13	19	15	4
(ii) Temporary disablement	...	...	8	8	7	1
5. Recovery under Section 31.	...	...	...	...	...	...
6. Indemnification under Section 12	...	4	...	4	...	4
Total	...	208	41	249	46	203

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

1. Pending as on 1-7-'64	...	460
2. Received during the month	...	63
3. Disposed of during the month	...	24
4. Pending as on 31-7-'64	...	499

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 July, 1964.

12. (a) Appeals under Section 41 :—

Pending as on 1-7-1964	...	224
Received during the month	...	40
Disposed of during the month	...	25
Pending as on 31-7-1964	...	239

12. (b) Appeals under Section 51 :—

Pending as on 1-7-1964	...	5
Received during the month	...	Nil
Disposed of during the month	...	Nil
Pending as on 31-7-1964	...	5

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

Pending as on 1-7-1964	...	53
Received during the month	...	26
Disposed of during the month	...	14
Pending as on 31-7-1964	...	65

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

Sl. No. (1)	R. No. (2)	Date of registration (3)	Industry (4)	Name and address of the Union. (5)
1.	3707	11-7-64	Scented Tobacco	... Madurai District National Scented Tobacco General Workers' Union, No. 93, N. V. C. B. Road, Nagal Nagar, Dindigal.
2.	3708	11-7-64	Textiles	... Thirumazhisai Nesavu Thozhilalar Munnetra Sangam, No. 76, South Mada St, Tirumazhisal.
3.	3709	do	Miscellaneous	... Geo Industries & Insecticides (India) Pvt. Ltd., Workers' Union, T3/3, Erathkull St., Madras 21.
4.	3710	do	do	... Modern Agencies Workers' Union, 47-A, Mount Rd, Madras-15.
5.	3711	22-7-64	Oil Mills	... The Oil Mills & General Workers' Union, 21-C, T. B. Rd, Tindivanam.
6.	3712	22-7-64	Beedi	... The Vanliyambadi Beedi Workers' Union, Vanliyambadi.
7.	3713	do	Miscellaneous	... Integral Coach Factory Workers' Union, 9-A, Vellala St., Madras-28.
8.	3714	do	do	... Resa Employees' Union, 8, Narasingapuram St., Madras-2.
9.	3715	do	do	... Srirangam Municipal Thozhilalar Sangam, 160, South Chitra St., Srirangam.
10.	3716	23-7-64	Bank	... Srirangam Janopakara Bank Employees' Union, 100, South Chitra St., Srirangam.
11.	3717	25-7-64	Miscellaneous	... Vivekananda Industrial Engineers Workers' Union, 13, Venugopal-samy Koil Street, Madras-11.

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

Sl. No. (1)	R. No. (2)	Date of Cancellation (3)	Industry (4)	Name and address of the Union (5)
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NIL

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

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

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

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

ABSTRACT

1. Total No. of registered trade unions as on 1-7-64	... 1216
2. Total No. of trade unions registered during the month	... 11
3. Total No. of trade unions cancelled during the month	... Nil
4. Total No. of trade unions Amalgamated during the month	... Nil
5. Total No. of trade unions Dissolved during the month	... Nil
6. Total No. of registered trade unions as on 31-7-64	... 1227

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

Sl. No.	Particulars.	The Factories Act, 1948.	The Payment of Wages Act, 1936.	The Madras Shops and Establishments Act, 1947.	The Madras Catering Establishments Act, 1958.	The Madras Minimum Wages Act, 1958.	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)
1.	No. of establishments inspected.	1,255	3,654	514	48,896	3,872	1,616	391
2.	No. of irregularities noticed.*	418	430	110	868	820	139	29
3.	No. of cases warned.	75	43	3	525	256	69	18
4.	No. of prosecutions launched.	47	23	..	44	152	9	12
5.	No. of convictions obtained.	16	11	..	42	111	9	10
6.	Amount of fines levied (in Rupees.)	1,020	203	..	895	1,832	320	440

* 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 July, 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)	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	
1. North Arcot	168	118	182	..	1	..	..	..	1	169	118	181	468
2. South Arcot	123	10	50	..	4	..	..	..	2	127	10	48	185
3. Chingleput	253	24	60	..	1	..	..	..	..	254	24	60	338
4. Coimbatore	1,015	9	97	..	15	..	2	1	..	1028	8	97	1133
5. Kanyakumari	58	11	32	..	..	..	..	..	..	58	11	32	101
6. Madras	775	40	131	..	14	1	..	..	..	789	41	131	961
7. Madurai	442	39	51	..	1	1	..	1	..	443	39	49	531
8. The Nilgiris	125	..	8	..	..	..	..	..	..	125	..	8	133
9. Ramanathapuram	241	64	203	..	..	..	1	..	3	240	64	200	504
10. Salem	514	14	159	..	6	..	..	..	..	520	14	159	693
11. Thanjavur	290	9	198	..	5	..	..	..	..	295	9	198	502
12. Tiruchirappalli	262	13	181	..	2	..	..	..	..	264	13	181	458
13. Tirunelveli	288	83	266	..	1	1	1	1	..	288	83	266	637
Total	4,554	434	1,618	..	50	3	4	3	8	4600	434	1610	6644

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

Sl. No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee		139	26,471.96	...	...	...	...	139	26,471.96
2. Tea		130*	62,214.62	...	...	...	87-21	129*	62,127.41
3. Rubber		17	9,079.57	...	...	...	...	17	9,079.57
4. Cinchona		2	9,406.00	...	...	...	...	2	9,406.00
5. Cardamom		5	2,923.20	...	...	...	...	5	2,923.20
	Total	293	1,10,095.35	...	...	...	87-21	292	1,10,008.14

* Removal of one Coffee Estate in July, 1963 was wrongly shown under Tea Plantation. The discrepancy has since been rectified.

16. (a) Statement of Accidents for the month of July, 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).	...	2
20.	Food Except Beverages	...	36
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	255
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	1
25.	Wood and cork except furniture	...	2
26.	Furniture and fixtures	...	1
27.	Paper and paper products	...	4
28.	Printing, Publishing and allied industries	...	24
29.	Leather and Leather products (except foot-wear).	...	6
30.	Rubber and rubber products	...	32
31.	Chemicals and Chemical products	...	152
32.	Products of petroleum and coal	...	10
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	1	48
34.	Basic Metal Industries	...	66
35.	Metal Products (except machinery and transport equipments).	...	76
36.	Machinery (except electrical machinery)	...	295
37.	Electrical Machinery, apparatus, appliances and supplies.	...	110
38.	Transport equipment	...	419
39.	Miscellaneous Industries	...	37
51.	Electricity, Gas and Steam	...	10
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	13
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		1	1,596

16. (b) Statement of Accidents in Cotton and Jute Mills for the month of July, 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	18	...	...	...	...	...
3.	Drawing Frames	5	...	...	...	...	...
4.	Speed Frames	6	...	...	...	...	...
5.	Spinning Machinery	41	...	...	...	...	...
6.	Weaving Machinery	22	...	...	...	...	...
7.	Finishing Machinery	...	...	...	...	...	...
8.	Flying Shuttles	9	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	30	3	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	110	6	...	...	...	...
	Total	246	9	...	...	...	...
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 July 1964.

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

EMPLOYEES' PROVIDENT FUNDS ACT, 1952.

1.	Victoria Technical Institute, 151-B, Mount Road, Madras-2.	From all the provisions of Employees Provident Fund Scheme.	Permanent.	G. O. Ms. No. 3083, Industries, Labour and Co-operation (Lab) dated 10-6-64
2.	Sout India Saiva Siddhanta Works Publishing Society Tirunelveli Ltd., Sales Office at 1/140, Broadway, Madras-1 and its head office at Tirunelveli-6.	All provisions of Employees Provident Fund Scheme.	Permanent.	G. O. Ms. No. 3160 I. L. & C. (Lab) dated 17-6-64
3.	Such class of Establishment as are factories in the Lac including Shhallac Industry.	All the provisions of the Act	31-12-61 to 31-12-66	Notification No. II-1 No. 3151 of 1964 dated 1-7-64 of I. L. C. Department.
4.	Crompton Engineering Company (Madras) Limited Madras-1.	All the provisions of the Employees Provident Fund Scheme.	Permanent.	G. O. Ms. No. 3493 I. L. & C. (Lab) dated 9-7-64.

EMPLOYEES STATE INSURANCE ACT, 1948.

5.	State Transport Workshops at Meenakshipuram and Rani Thottem of Kanyakumari Branch, Madras State Transport Department.	All the provisions except chapter VA of the Act.	One year from 29-7-64	Notification No. II-1, No. 3327 of 1964, dated 29-7-64
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FACTORIES ACT.

6.	Lucas TVS Ltd., Madras-50.	Provisions of section 51, 54, 55, and 56 of the Act.	3 months from 1-5-64	G. O. Ms. No. 3659 I. L. & C. (Lab) dated 21-7-64.
7.	Electricity System and Circle Offices under Madras State Electricity Board.	Rule 4 of the Madras Factories Welfare Officers Rule.	During the period of tenure of Sri P. Ramachandran and Sri D. A. Jesudasan as Labour Welfare Officers.	G. O. Ms. No. 3571 I. L. & C. (Lab) dated 14-7-64.

(1)	(2)	(3)	(4)	(5)
MADRAS INDUSTRIAL ESTABLISHMENTS (NATIONAL FESTIVAL HOLIDAYS) ACT.				
8. All Beedti Industrial establishments.	All the provisions of the Act.	Till 31-7-66	G. O. Ms. No. 344 I. L. & C. (Lab) date 6-7-64.	
MADRAS SHOPS AND ESTABLISHMENTS ACT.				
9. All Stalls, in National Industrial Exhibition, Tuticorin.	Suspension of all the provisions of the Act.	From the date of publication of the Notification to 16-8-64	Notification No. II-I No. 3326 of 1964 date 29-7-64	
10. Crompton Engineering Company (Madras) Limited, Madras-1.	Section 25 of the Act.	31-7-64 to 30-6-65	G. O. Ms. No. 3624 I. L. & C. (Lab) date 18-7-64	
11. All Shops and Establishments in Sankarankoil (Municipality) area in view of Adi Thapasu festival.	Section 11 (1) of the Act.	14-7-64 to 25-7-64	Notification of the Commissioner of Labour dated 4-7-64	
12. All Shops and Establishment in Tuticorin (Municipality) area for Matha Festival at Tuticorin.	Section 11 (1)	2-8-64	Notification of the Commissioner of Labour dated 10-7-64	

B. Consolidated Statement of Prices of Cotton and Yarn for the month of July, 1964.

For the Week ending.	Prices of Cotton per quintal of 100 Kilograms	
	Cambodia.	Karungannu.
	Rs.	Rs.
4-7-'64	Rs. 230 / 350	Rs. 295 / 310.
11-7-'64	-do-	-do-
18-7-'64	-do-	-do-
25-7-'64	-do-	-do-
For the Week ending	Prices of Yarn per bundle of	
	10. lbs.	20 lbs.
	Rs. nP.	
4-7-'64	22. 75	
11-7-'64	-do-	
18-7-'64	-do-	
25-7-'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 July 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 ...	621.2	645.7	496.3	359.8	491.1	561.1
2.	Cuddalore ...	596.0	659.0	401.0	371.0	711.0	571.0
3.	Tiruchirapalli ...	606.0	513.0	499.0	321.0	409.0	533.0
4.	Madurai ...	622.0	456.0	510.0	347.0	412.0	532.0
5.	Coimbatore ...	647.0	575.0	570.0	573.0	346.0	605.0
		Food.	Housing.	Clothing.	Miscel- laneous.	Cost of Living Index.	
(Base: August, 1939: 100).							
6.	Nagercoil ...	657.0	475.0	666.0	360.0		385.0

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

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

S. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			June 1964	July 1964.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	546.2	561.1	+ 14.9
2.	North Arcot and South Arcot Dists.	Cuddalore ...	557.0	571.0	+ 14.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	518.0	533.0	+ 15.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	529.0	532.0	+ 3.0
5.	Coimbatore and Salem Dists.	Coimbatore ...	599.0	605.0	+ 6.0
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil.	579.0	585.0	+ 6.0

MADRAS

The cost of living index number for working classes in Madras City for July 1964 rose by fifteen points to 561.

The index for the food group rose by twenty-five points to 621 due mainly to a rise in the prices of rice, vegetables and gingelly oil.

The index for the fuel and lighting group rose by twenty points to 646 due to a rise in the prices of firewood and charcoal.

The index for the clothing group rose by two points to 496 due to a rise in the prices of dhoties, upper cloth and petticoat cloth.

The index for the miscellaneous group fell by thirteen points to 491 due to a fall in the prices of betel leaves.

The index for the house rent group remained unchanged at 360 points.

S. No.	Group.	Weight proportional to the total expenditure.	Group Index numbers.	
			June 1964	July 1964.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	596.0	621.2
2.	Fuel and lighting	8.42	625.9	645.7
3.	Clothing	6.10	493.6	496.3
4.	House-rent	14.57	359.8	359.8
5.	Miscellaneous	12.68	503.8	491.1
Total		100.00		
Cost of living Index Number.			546.2	561.1

CUDDALORE

The cost of living index numbers for Cuddalore rose by fourteen points to 571.

The index for the food group rose by eight points to 596 due mainly to a rise in the prices of vegetables, milk and coffee seeds.

The index for the fuel and lighting group rose by thirty points to 659 due to a rise in the prices of firewood and charcoal.

The index for the clothing group rose by four points to 401 due to a rise in the price of dhoties.

The index for the miscellaneous group rose by sixty three points to 711 due mainly to a rise in the prices of betel leaves and tobacco for chewing.

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

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by fifteen points to 533.

The index for the food group rose by ten points to 606 due mainly to a rise in the prices of vegetables and garlic.

The index for the fuel and lighting group rose by nineteen points to 513 due to a rise in the prices of firewood and charcoal.

The index for the clothing group rose by fifty points to 499 due to a rise in the prices of all the articles included in the group.

The index for the miscellaneous group rose by thirty points to 409 due mainly to rise in the prices of dhobi and shaving charges.

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

MADURAI

The cost of living index number for Madurai rose by three points to 532.

The index for the food group rose by five points to 622 due mainly to a rise in the prices of vegetables and meat.

The index for the fuel and lighting group fell by seven points to 456 due to a fall in the price of firewood.

The index for the clothing group rose by three points to 510 due to a rise in the price of shirting cloth and sarees.

The index for the miscellaneous group rose by thirteen points to 412 due to a rise in the expenditure on education and amusement charges.

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

COIMBATORE

The cost of living index numbers for Coimbatore rose by six points to 605.

The index for the food group rose by three points to 647 due mainly to a rise in the prices of vegetables and coconut oil.

The index for the clothing group rose by forty one points to 570 due mainly to a rise in the prices of all the items included in the group.

The index for the miscellaneous group rose by twenty points to 346 due mainly to a rise in the dhobi charges.

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 six points to 585.

The index for the food group rose by thirteen points to 657 due mainly to a rise in the prices of rice vegetables and coconuts.

The index for the clothing group rose by three points to 666 due to a rise in the prices of thorthu and mundu.

The index for the miscellaneous group fell by eighteen points to 360 due to a fall in the prices of betel leaves and arecanuts.

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

OTHER CONSUMER PRICE INDEX NUMBERS

22. (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 (1)	All India* Original base 1949	
	General Index (2)	Food Index (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 May	132	132
June	134	134
July	135	137
August	136	137
September	137	139
October	138	140
November	138	140
December	140	140
1964:-		
January	140	140
February	142	141
March	143	143
April	144	145
May	147	147
June	150	152

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the All-India index on base 1944=100 during the month of May, 1964 was 207.00.

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 July, 1964

The Employees' State Insurance Scheme applies to 29 centres in the State of Madras and provides protection to 2,69,990 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 July 1964, 1,623 Insured Persons received Rs. 74,931-22 nP. by way of cash benefits due to Employment Injury. This included 254 persons who were in receipt of pensions for permanent disablement benefit and also 105 dependants of deceased Insured Persons.

During the month of July 1964, 1,664 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need cash benefits in the event of Sickness. During July 1964, 38,517 claims were received and an amount of Rs. 4,49,077-63 nP. was paid out as sickness benefit involving abstention for 1,81,290 days.

During the month 225 Insured women claimed Rs. 39,323-10nP. by way of maternity benefit.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 10 cases against defaulting employers for recovery of Rs. 4,481-06 nP.

Penal action was taken against the following :

One employer in two cases was convicted for non-payment of contributions and non-submission of returns and was fined Rs. 50/- in each case, the total fine being Rs. 100/-

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

Sl. No.	Particulars.	For the month of July '64
1.	Total number of Attendance :	
	New 62,860	... 2,62,184
	Old 1,99,324	
2.	No. of Medical certificates issued	... 72,046
3.	No. of Domiciliary visits made	... 213
4.	No. of Injections administered	... 80,104
5.	No. of X-Ray examinations	... 1,498
6.	No. of Laboratory examinations	... 4,409
7.	No. of Specialist Investigations	... 4,230
8.	No. of Persons admitted to Hospitals	... 1,776
9.	No. of bed days occupied during the month	... 14,995
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 14,324	... 39,938
	Old 25,614	
	Diagnostic Centres	... ---
2.	No. of Prescriptions issued	... 12,555
3.	Payments made to :—	
	1. Chemists	... ---
	2. Insurance Medical Practitioners.	... Particulars will be furnished separately.

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

	Total No. of registrations effected during July 1964.	Total No. of applicants placed in employment during July 1964.	Total No. of applicants on the Live Register at the end of July 1964.	No. of employers used the Employment Offices during July 1964.	No. of vacancies notified during July 1964.
	(3)	(4)	(5)	(6)	(7)
1. Arcot, North	2,238	487	14,222	139	805
2. Arcot, South	2,300	462	14,945	133	1,720
3. Chingleput	3,259	259	24,881	116	761
4. Coimbatore	3,094	243	13,843	183	601
5. Kanyakumari	1,525	180	15,589	75	177
6. Madras	7,000	870	32,789	136	1,483
7. Madurai	2,609	421	17,468	133	903
8. The Nilgiris	x	x	x	x	x
9. Ramanathapuram	1,762	203	10,369	108	554
10. Salem	2,789	684	17,306	74	617
11. Thanjavur	2,450	449	15,317	263	535
12. Tiruchirappalli	3,412	385	17,722	133	790
13. Tirunelveli	1,846	169	15,178	105	332
Total: July, 1964	34,284	5,112	2,09,629	1,859	9,278
" June, 1964	33,808	4,547	2,07,624	1,785	8,465
" July, 1964	33,517	5,550	2,16,745	1,542	6,835

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