

Journal Labor Gazette

VI

No. 9

Septembre, 1964.

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THE MADRAS LABOUR GAZETTE

Vol. VI]

SEPTEMBER 1964

[No. 9

SPECIAL ARTICLES

SOME THOUGHTS ON MANAGEMENT AND LABOUR

Sri K. N. Subbaraman, *Chairman,*
Neyveli Lignite Corporation Ltd., Neyveli.

In a recent conference on the changing patterns of management, the inherent conflicts between individual inclinations and organisational objectives were brilliantly expounded by one of the faculty members. Born passive, the individual grows into an active adult. In the process the utter dependence on the mother to start with changes to independent mischief. General responses become more specific and the urge for self satisfaction and pleasure, with no thought of the palpitating concerns over costly breakages, rules the nursery. There is a strong desire for assertion, a passion to grow out of a state of subordination to one of ruling. Self awareness grows to egotism, vision gathers range and a burning desire to be a master underlines his thinking throughout his education. And he succeeds in having his way through the fond indulgence at home and at the school, by the codes that preach the nurturing of the spirit and look dimly on excessive discipline which makes it stoop. If this approach of his is pursued, the shock must come when the vistas of promise are replaced by the hard facts of struggle at landing a job, and keeping it. The compromises with his earlier unclouded individualism that the latter demands makes those first contacts with the new world in the quest for an earning position mercifully tolerable. As he settles down to be a member of a team driven to a goal, he is told that his individuality and importance must be subordinated to social contracts. The group objectives, full of promise of the land of gold, seem too distant to believe, the crushing of cherished flights of energy and disposition immediate and continuing. There is hardly anyone who cannot remember the terrific conflicts that afflicted him in the first few days or weeks of his employment; who cannot recall many who succumbed to them and went pursuing the mirage of freedom from the tyranny of collective will.

2. There seems to be a malice of the supernatural powers running through the very concept of organised society to be built of such crushed individuals, an irony in getting success measured through the conformity achieved. Nature is getting even with man for his ruthless exploitation which in the last analysis is making its creations serve his needs rather than letting them grow as they will. To argue that unless harnessed that way, the generated energies and potentials are wasted, is arrogance and smacks of the man made theory of the creation of wants for

subsequent production to satisfy. Nature waits to be fulfilled by man. That way of thinking, spiritualists and naturalists hold, makes man burn the candle at both ends, frittering away resources benevolently bequeathed by a Creator, with no ability to replace. How can man put back the billions of tonnes of coal or oil he extracts and burns for his materials comforts fondly deluding himself that other forms of energies will replace these, yet not sure that these themselves are not inexhaustible?

3. This particularly depressing line of thought is antidoted by an equally sustainable epicurean approach. Nature abhors waste and likes man. Its flowers and fruits are for enjoyment — unless used, its bounties are an abortive waste, unfulfilling. Nature's riches challenge man to turn them to better use. The striving of God incarnations has been to lift man to their levels; the father's greatest joy is in seeing his children grow to be parents themselves and better all round. Nature likes to be exploited if that ends not in vandalisam but in the betterment of man as he understands it. Not material advancement alone could be meant, but also spiritual as a crown and a check to cruelty into which exploitations soon degenerate. Escapism or not, the world is in an era of glorified material progress and we in this country are seeking to enter the charmed circle. The various conflicts and contradictions between man and nature, individual and society, employee and enterprise or labour and management to use the fashionable phrase—all underline the importance of a deep comprehension that must thread through an organisation. Opposites are inherited, they are identified not for reconciliation alone, but even for reversal for added strength to move forward. We assume that progress must mean to us what it has meant historically to civilisation, and so must strive for more, and faster and faster for ever hereafter.

4. The individual desires to preserve his independence and identity, but he is also ambitious through Nature's challenge to forge ahead of others. These urges are capitalised to advance a group objective. He is reminded that marching abreast is strength and invulnerability and stability. His ambition is almost turned against his individualism. Too big a lead takes him to a rarefied area that cannot respond to his genius. He should in enlightened self-interest, develop also the medium through which he can act, concentrate it for self satisfying performance all the way up. For that every one depends on others within his sweep. The leader must get them to carry out his wishes these should be acceptable. The followers must react to expectations and must not by themselves be in one another's way. Both parties represent a broad consensus of collective opinion, moving towards the same general goal. The ability to work out this synthesis is not given to everyone. He who has it is the Manager.

5. There has been much discussion about managers being made and born. They are both in one. The same opportunities do not develop different people equally; the ultimate benefit reaped in enhancement of knowledge or ability depends on initial attainments or inherent intelligence. For lessons to register, a certain understanding is necessary. Only stretched cords can vibrate to an external touch. If the aspirations of his employees have to sing in his ears, the facilities for meeting

them reasonably are to appear available, their blending to seem the best for the total well being of his organisation, there must be some responsive cords in him for experience to tune sharper and purer. Such a Manager seeks out those with similar or duller responses to build a base at different levels each strong enough first to support what has to come on it. His search for potential never ends, for the load never lightens. It is his mission to see that enterprise grows, the organisation strengthens.

6. This quest demands both discernment and discrimination. Consolidation is even more difficult. The balance between inherent conflicts of interests is ever on the verge of being upset. Too frequently, a state of unthinking comes about and fancied grievances haunt like first hand tragedies. A touch of partiality sparks off an agitation; when in many, a defiance, even a rebellion. The reconciliation to once limitations, the acceptance of a superiority in some others all get shaken. Yet it is with these essentially unstable compounds that the manager must work to get aggressive individuality submerged in collective action. A growing feeling of limitation reduces, when one feels as good as some erstwhile superiors. For that the Manager arranges special training. He shows he is earnest to help by an active interest in the progress of the trainees, and in an enlargement of the areas of application wherever possible, or at least by offering a new area to try in. Such a course demonstrates that a limitation is not unsurmountable when there is a matching will. A few instances of betterment convince many that the methods are not a cloak to deceive, but earnest attempts to promote their welfare. Enlightenment that the resulting gains to the employer or name to the manager are the necessary back ground for further measures for betterment, that the rewards are really shared, can result.

7. If managers understand that a dis-satisfaction with an existing order of things is a characteristic of human nature, despairing postures may not too frequently inhibit counteracting measures. When it rains, people grumble; when it does not, they do so. Whatever happens must infringe on something one expects at the time. The other side of the medal is, there are others who welcome the rain. What is expected to increase satisfaction must get done. What will satisfy is not a mere guess, but a careful study where knowledge and intuition both have a part. Job rotation removes the monotony of tasks; but there are limits to this. Job enlargements follow, made possible through earlier special training. Here too the possibilities are not infinite and a multi-channel proficiency in the individual is needed to make it even possible, leave alone profit. Rotations with other enterprises then help, but are more difficult. An orderly exchange or shedding can be helped by Managers' informal understanding. The demand may soon outgrow that small area — it may be very small indeed as it is not easy to find many thinking that expansively with a self denying zeal.

8. It is all very well to set down the test of management as the good response it evokes in the managed. Managerial progressiveness must snowball only on their appreciative reactions. This is oft withheld. Talent spotting, ability promotion through training and tests, merit rating, a code of conduct that ennobles deference to authority and consideration

for colleagues are branded as self enhancing managerial measures flowing from old bureaucratic thoughts. Amity with employees is suspected as a means to strengthen a master-servant approach and not as an end synthesising the inner desires for promoting the wellbeing of the organisation with which individual well-being is so inextricably woven. A tendency to discredit becomes a habit of thinking. The sensitive managers feel hurt; the reflex is retraction.

9. Honesty is the best policy, because ultimately it turns out the simplest; there are no slipped up untruths or unmoral practices that raise their awkward heads later and have to be chopped off. A partnership between employees and employer, or labour and management, has to result, not as a convenience, but as a sacred bond. A posture of condescension on one side or of forced necessity on the other must disappear. A little thinking will show that any strain must divert energies from the common task of successfully running the show—in that alone hope of prosperity lying. The Management, being the stronger partner must assume the first task of putting labour at ease the role of a host to his guest. The good guest has also a very responsibility—of not embarrassing the host at the function. Management should not give an impression of withholding necessary facts in a dispute for resolving it; that amounts to dainty dishes being held back. Data supplied has to be complete and correct. No doubt each will interpret these to suit his argument. But there being no suppression of facts and the ultimate goals being the same, a fair judgement is not mostly assured. The results would vindicate the process and convince managers that there is no reason to deny full data and the labour that it can rely on the Manager's judgement in most matters of its interests.

10. Where a greater understanding on the part of both a little more on the labour side is necessary now is in the area of deployment and training of labour. Labour's permanent gain would come only through a mastery of more skills following that of one. It is their irritation at the monotony of a job that lies at the bottom of all mischief. They soon master it and thereafter the performance is a mechanical process, and the mind wanders loose. The intellectual faculties have nothing to bite on, and straggle into areas of seeming familiarity. A hunch becomes a dogma, a spot a shadow. A change to a new job keeps one engrossed in its demands. He may need assistance through training or apprenticeship. Management should readily provide it. Through a synthesis of the activities of several specialised groups, each group can take charge of a whole sector. A division by area embracing all activities yields place to a division by functions running through a vaster area. When many activities and responsibilities are combined, the resulting problems are not an arithmetic addition of these in each but vastly more at the points of impact, which in the earlier arrangement was left to an extraneous authority to detect and solve. The exhilaration of avoiding them is now for the group of men in that sector itself to enjoy. This process, inevitably renders some surplus at a place. That could be regarded only as a prize paid for the satisfaction of many and should not be resented. This approach labour must cultivate. Homogenous and polyvalent teams then develop. The rewards of training may not be immediate, nor necessarily in the trainer enterprises. Organised labour must accept these limitations,

understanding the value of the skills learnt for cashing some time somewhere. Any agitational approach for immediate benefit could kill the schemes. An indirect method of job enlargement is job rotation. Though the benefits are not so deep rooted and hence not as lasting, it has the merit of being capable of being operated more easily and quickly as little training is involved. But unions seek to discover in this a victimisation of their active agents, and, create unnecessary difficulties—of course, it needs no reiteration that management should not make this a ruse for any such unfair practice.

11. Job rotation and job enlargement must themselves increase productivity through removing monotony, kindling creative tendencies and what is even more important, the elimination of possible subtractive activities through a lack of understanding of the inter-dependence of various areas of performance. All these are improved by training. Not to have anything but a helpful attitude to these various means of improving is roundly condemnable in any union, be it of employees or employers. Often from one side the charge is levelled that an inequitable share of the gains of productivity is the cause for depressing it—like most general statements that is only partly true. There is first a confusion in determining what is that gain. Productivity is not self sustaining, nor is a stagnant level gainful in the long run. The means to sustain a level of production first and then improve it quantitatively and qualitatively even for the same output need continuing research and expenditure both on market studies and technological improvements and diversifications. In a world where technology is changing so fast and necessities are suggested by advertisements, one has to run hard just to be in the same place. The needed funds have to be taken off the immediate gains of improved production and invested for a prospering future. The incentive of the owner or financier has also to be kept alive by a higher return. Often labour claims too much out of a sub-conscious vindictiveness towards the owner, and an inappreciation of the imperativeness of additional charges to ensure preparedness prosperity and progress over a long period.

12. It is hard some times to understand the motives behind certain agitational calls from organised labour or other employees. The demands spring from comparisons in different industries; recently from a discontentment against an existing order of things. These, it is forgotten, is in part created by them who now seek to stand apart an accusing finger pointing out somewhere, gropingly moving to fix a convincing object. With a greater effort they are really capable of more production or service; similar drive could accelerate the completion of the means of production. Petty sectional interests are lowering outputs, be it through an unannounced go slow or cat strikes. An attraction to these approaches develops and productivity helplessly drops. It is very well to find targets for public attacks. Partly they may be well deserved. Planning might have given the wrong emphasis to certain subjects. Balances expected may with hind sight be well criticised. When all that is conceded, it is worth a thought, whether, good can result by recalcitrant acts, refusal to understand that errors were not deliberate, to concede that positive efforts are being made to avoid such, or by helping with the better nature in all to surmount the situation by a comprehending tolerance and a fullness of effort. Any other philosophy of action now is anti social and anti national. Organised employees or labour is in industry. They are a fraction of other

workers, a smaller fraction of the people as a whole. To use organised strength to bolster up the demands for their betterment when that can really come only out of the just dues of the rest of the people is unfair to all. That is the mildest possible verdict. That collective strength is far better used in creating more goods which is the only answer to soaring prices. The example in one sector of the economy has tempted the agricultural employees too to work less so that they may demand more. The motto has to be, let all prosper that I too may. The paramount task of all thinkers and leaders is to drive this tenet home. Managers can do better then.

13. Trade unionism to play an effective role in a developing economy should follow a strict code of conduct of its own. Sowing of ill will against the management by uttering half truths, robbing the conduct of the management of its grace or initiative should be completely eschewed. An untanable course should not be sought to be propped up by imaginary facts. Dialogues with managements should be referred to in their proper contexts. These outside sympathisers should realise that they do not serve the best interest of all concerned, if they strive to preserve the image of trade unions even at the cost of some distortion of the image of Management. Managements on the other hand should not look down upon the Trade Union movement as an unnecessary nuisance, that has been given a legal status. It would be more helpful, if each (Management and labour) is built up as a picture on the other as background. Depending on contexts, each is the painting and the canvas, in turn.

14. Labour's response at this point in the development of the country should be wholehearted for it is the bridge to plenty that they are building. Managers should be able to motivate them. The present national aspirations should condition employees to respond. We have read in epics how a supreme concern for the welfare of others, a stern sense of obligation to discharge inherited commitments that underlined an unswerving loyalty and subservience to larger moral codes, a pursuit of justice at all odds transmuted even the unarticulated wishes of the leader into crusades by his followers. No man now can attain that exaltation; but all may set these as their ideals. The just and benevolent, the unselfish and unvindictive command without being thought so, the others obey as though responding only to an inner urge. Employer and employee blend into one impelled by a common purpose, enrichment of their enterprise, and the ennoblement of their gainful pursuits through service to the Country.

MIDDLE CLASS LIVING SURVEY 1958-59

An Extract from the summary of the report on the middle class family living survey undertaken during 1958-59 by the Central Statistical organisation, the Indian Statistical Institute and the National Sample survey is given below.

Employment And Service Conditions

Roughly, 1 in 4 of the members of a middle class family was an employee. The two most important avenues of employment for urban employees were public service and teaching. In terms of occupational terminology, clerks and teachers accounted for a large proportion, of the employees.

Data on unemployment were collected from those members of the selected middle class families who worked as employees at any time during the 12 months preceding the date of visit. On an average, 3 per cent of the employees were unemployed at one time or the other during the preceding year, but this proportion varied from nil at some centres to as much as 12 per cent at some other centres. A Majority of those experiencing some unemployment were, however, fresh entrants to the Labour force. The reasons for unemployment in other cases were mainly retrenchment, dismissal or termination of contract. The average duration of unemployment worked out to 21 weeks per unemployed person. Among the individual centres, the average period of unemployment was found to vary from less than a month at Hyderabad, Poona, Ranchi and Kanpur to more than 8 months in a year at Muzaffarpur. The incidence was comparatively high among the clerical workers and low among the administrators, directors, executives and managers. It was comparatively high in the services sector and less in the others. Only one-sixth of the unemployed persons appeared to register themselves with the employment exchanges.

The average length of service of a middle class employee varied from 8 to 16 years, most of which was confined to one establishment. The middle class employees apparently stay stable in their chosen career once they settle down.

On an average, the middle class employees worked for 6 to 7 hours per day; teachers worked fewer hours and salesman longer hours than the average. A large proportion of employees did not get rest interval while on work. Among those who got rest intervals, a majority appeared to be entitled to an interval of half an hour. A majority of the employees were entitled to casual leave, mostly of 15 days, or earned leave of 30 days or both. Most of them were apparently not entitled to any sick leave in addition. A substantial proportion of employees in some of the centres, however, did not appear entitled to casual or earned leave. Conditions of service in centres in which commercial employees predominate seemed to be less satisfactory on the whole than the conditions in centres where public services predominate.

(Source: Reserve Bank of India Bulletin, August 1964)

INDUSTRIAL SAFETY

1. Explosion of Acetylene Gas Holder

A worker died as a result of an explosion which occurred in an acetylene gas holder. The acetylene installation comprised of an acetylene generator, a floating gas holder, and a purifier. The generator was constructed upon the non-automatic water-to-carbide principle i. e. water was admitted to the carbide by the operator from time to time. The gas holder was placed just above the generator and the acetylene was collected in it. Acetylene required for welding was allowed to pass through the purifier and then the gas was branched off to a number of blowpipes.

The installation was badly damaged and specially the shell of the gas holder gave way into many pieces and they flew in all directions.

There was some coir in the purifier, but no water. It appeared that the explosion was caused by "back fire" due to the obstruction of the blowpipe nozzle, which caused the oxygen (under greater pressure than acetylene) to flow into the acetylene supply pipe, and communicated ignition from blowpipe-tip, back towards the gas holder. The condition of the coir in the purifier and presence of soot in the gas-bell suggested that the flame did travel back.

The following precautionary measures are suggested in order to prevent accidents of this type:

It is of the utmost importance that "back-fires" should be prevented from reaching the gas holder and for this purpose a properly designed and charged hydraulic back pressure valve should be placed between the holder and the gas supply tube to each blowpipe as near to the blowpipe as possible. A separate hydraulic valve should be used for each blowpipe and the same should be periodically cleaned. The valve should be placed on a wall in a vertical position, the bottom being about 4 ft. from the ground. The water level should be examined every morning before work is commenced to ensure that the valve is charged to the correct level. It should also be refilled and tested on every occasion after a "backfire" or "Flash-back". The valve is no safe-guard if empty.

As a precaution against explosions from this cause the operators should be instructed to take care that the blowpipe-tip is not dipped into molten pool or into any mud, paint, etc. Accumulation of slag on a blowpipe-tip should be frequently removed. Only hard wood sticks or soft brass should be used to clean the blowpipe-tip.

No person should be allowed to do work of this kind unless he has been properly instructed and trained.

(Information sent by the Chief Inspector of Factories West Bengal)

2. Thumb Caught in Unfenced Gears

In a Gur manufacturing factory, the oiler was greasing the gears at low level which were driving the crushers while in motion. The cover guard provided over them had been removed and thus the gears together with their in-going nip were completely exposed and accessible from below where the oiler was greasing them. While greasing, the thumb of the right hand of the oiler was caught, and severely crushed in the nip of the gears. The thumb had to be amputated subsequently.

To avoid recurrence of such accidents in future, it has been recommended that the practice of greasing the gears while they are in motion is absolutely unsafe and should be discontinued. Further all gears and other dangerous parts of machinery shall be provided with guards, while in motion.

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

3. Electric Shock from a Drilling Machine

In a coach building factory, a worker was engaged on drilling holes on the chassis of a bus by means of a portable electric drilling machine. While doing so, he received severe electric shock and fell down. He was removed to hospital where he was declared dead.

Investigation revealed that the drilling machine was not connected to earth and due to insulation fault its body had got charged and hence the worker got the electric shock.

In order to avoid similar accidents in future, it is recommended that all portable electrical tools should be efficiently earthed and they should also be periodically tested by qualified electricians to ensure their safe maintenance.

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

4. Accident on a Hydraulic Press Brake

In an engineering workshop, a mechanic with the help of two workers was adjusting the brake plates of a 60-ton hydraulic press brake.

The two workers were helping the mechanic in levelling the brake plates of the press with a crow bar. While the mechanic was putting packing in between the platen and its seat in the body of the press, the balance of the platen weighing about 350 Kg. was disturbed and it fell on the crow bar which was held by one of the workers. Due to the impact, the crow bar was lifted and hit the worker who was holding it. As a result he fell on the ground and was removed to the hospital where he died.

To prevent similar accidents in future, it is suggested that in the handling of such heavy parts, chain pulley blocks should be used. The pulley blocks should be of adequate capacity and properly examined before use.

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

(Source : Industrial safety and Health Bulletin, January-March 64)

INDUSTRIAL RELATIONS

AUGUST, 1964.

The Labour situation in the State was satisfactory. There were 11 strikes in Textile Mills (including the two strikes that were continuing at the end of the last month) and eight strikes and lockouts in other industries (including the two strikes that were continuing at the end of the last month) during the month of August, 1964. Out of 11 strikes in Textile Mills, 2 strikes were continuing at the end of the month and out of the 8 strikes and lockout in other industries 2 strikes were continuing at the end of the month. The number of workers affected by the strikes in the Textile Mills, was 3986 and in other industries it was 899. 27373 mandays were lost due to strikes in Textile Mills and 1906 mandays were lost to due strikes in other industries. The details of work stoppages were as follows:

TEXTILES

The strike by the workers of Sri Karthikeya Spinning and Weaving Mills (P) Ltd., Singanallur referred to in the last month issue was still continuing at the end of the month.

The strike by the workers of Cambodia Mills (P) Ltd., Ondipur referred to in the last month issue was terminated on 19-8-64 at 1-00 A.M. on mediation of the Commissioner of Labour, Madras.

About 124 out of 719 workers of the Kadiri Mills (Coimbatore) Ltd., Ondipur struck work on 5-8-64 at 7-00 A.M. as a protest against the transfer of a worker from 'C' to 'A' shift. The workers resumed work on 7-8-64 at 4 P. M. as a result of the direct negotiation. 218 workers were also indirectly affected by the strike,

About 185 out of 808 workers of the Jayalakshmi Mills Ltd., Singanallur struck work on 7-8-64 at 9-45 A.M. as a protest against the lay-off of certain workers. The workers resumed work on 25-8-64 at 7-00 A.M. on the mediation by the Commissioner of Labour, Madras.

About 7 out of 800 workers of the Lotus Mills Ltd., Sundarapuram, Pudanoor struck work on 10-8-64 at 8-15 P.M. protesting against the procedure of sending spinning doffers from 'A' to 'B' Mills. The workers resumed work on 17-8-64 at 4-00 P.M. on the mediation of the Labour Officer. As the result of the strike 81 workers were also indirectly affected.

About 181 out of 718 workers of the Kadiri Mills Ltd., Ondiputhur struck work on 16-8-64 at 12 noon as a protest against the marking of letters 'R. W.' in respect of workers who refuse to do normal

work and against the objection on the part of the management to allot usual work to a cleaning gang. The workers resumed work on 17-8-64 at 5-00 P.M. as a result of direct negotiation. 67 workers were also indirectly affected by the strike.

About 19 out of 910 workers of Janardhana Mills Ltd., Upplipalayam struck work on 12-8-64 at 9-00 A.M. by refusing to mark doffs for distinguishing counts. The workers voluntarily resumed work on 18-8-64 at 1-00 A.M. As the result of the strike 155 workers were also indirectly affected.

About 112 out of 817 workers of Sivanandha Mills Ltd., Saravanampatty Ganapathy struck work on 18-8-64 at 11-30 A.M. protesting against the non-payment of wages to comber as per agreement. The workers voluntarily resumed work on 18-8-1964 at 8-00 P.M. As the result of the strike 25 workers were also indirectly affected.

About 53 out of 318 workers of Anandakumar Mills Coimbatore struck work on 25-8-64 at 12-00 noon as a protest against the suspension of two workers. The strike was called off and the workers resumed work on 29-8-64 at 4-00 P.M. on mediation by the Labour Officer. As the result of the strike 265 workers also indirectly affected,

About 79 out of 1800 workers of Mettur Industries Ltd., Mettur Dam struck work on 17-8-64 protesting against the non-implementation of the agreement of the management. The workers resumed work on 22-8-64 on mediation by the Commissioner of Labour, Madras. As the result of the strike 956 workers were also indirectly affected.

About 225 out of 280 workers of Indira Cotton Mills, Chrompet struck work on 27-8-64 protesting against the suspension of certain workers. The strike was continuing at the end of the month.

OTHERS

The Strike by the workers of the Dralle (P) Ltd., Madras referred to in the last month issue came to a close on 5-8-64 on mediation by the Labour Officer.

The strike by the workers of Radio and Electricals Ltd., Madras referred to in the last month issue came to a close on 4-8-64 on mediation by the Labour Officer.

All the 485 workers of Dharangadhara Chemical works Ltd., Arumughaneri P. O., struck work on 10-8-64 at 6-00 A.M. demanding increase in Dearness Allowance. The workers resumed work on 16-8-64 at 6-00 A.M. on mediation by the Commissioner of Labour, Madras.

All the 29 workers of Brindavan Cafe, Singanallur struck work on 16-8-64 at 3-30 P.M. protesting against the non-employment of

2 workers. Following the strike the management declared a lockout on 17-8-64 at 8-00 A. M. The workers resumed work on 25-8-64 at 8-00 A. M. as a result of the direct negotiation.

All the 140 workers of Transformer and switchgear Ltd., Madras struck work on 31-8-64 demanding bonus for the year 1963. The strike was continuing at the end of the month.

All the 25 workers of Hansa Taxi Company, Madras struck work on 27-8-64 as a protest against the dismissal of 4 workers. The workers resumed work on 29-8-64 on mediation by the Labour Officer.

About 18 out of 20 workers of Mangal Dass and Company, Madras struck work on 17-8-64 protesting against the termination of the services of a worker. The workers resumed work on 18-8-64 on mediation by the Labour Officer.

All the 24 workers of M. V. S. Gramani and Company, Madras struck work on 19-8-64 protesting against the suspension of 4 workers. The strike was continuing at the end of the month.

Besides the 11 strikes in Textile Mills and 8 strikes in other Industries mentioned above the workers of 49 industrial establishments observed hartal requesting the Government to take necessary steps to arrest the soaring prices of essential commodities etc.

CENTRAL SPHERE

1. GENERAL: Regional Labour Commissioner (Central) attended Dock workers Advisory Committee meeting at New Delhi on 17-8-1964.

2. CONCILIATION.

(i) On 19-8-1964 the Conciliation Officer (Central) Madras held conciliation proceedings in the dispute between Sri P. Elumalai, Contractor of M/s. Dalmia Magnesite Corporation Salem and the Magnesite Workers' Union Salem, over the question of non-payment of overtime allowance to Sri Ayyavoo Palaniappan and 2 other workers and brought about a settlement.

(ii) Fourteen other disputes were settled/disposed of at the intervention of the officers of this machinery but without holding any formal conciliation proceedings.

3. Number of strikes and lockouts—4.

4. Number of threatened strikes and lockouts—Nil

5. Particulars regarding disputes received:—

(a) Number of industrial disputes pending at the beginning of the month:

8

(b) Number of industrial disputes received during the month.	12
(c) Number of industrial disputes settled/disposed of during the month.	15
(d) Number of threatened strikes:	Nil
(e) Number of which materialised:	Nil
(f) Number of draft Standing Orders certified.	Nil

STATE SPHERE

The Conciliation Officers enquired into and settled 626 disputes during the month of August 64, of these 93 were industrial disputes in which settlements were recorded under section 12 (3) of Industrial Disputes Act, 1947.

Adjudication Under The Industrial Disputes Act, 1947

The Government referred 13 industrial disputes in which settlements could not be brought about by Conciliations by adjudication by Industrial Tribunal, Madras and Labour Courts, Coimbatore, Madras, and Madurai. The details of disputes referred for adjudication are published in the Statistical part of the Journal. 16 Awards given by the Industrial Tribunal, Madras and Labour Courts on the industrial disputes referred for adjudication are published in the Fort St. George Gazette during the month of August, 1964.

WELFARE

Slight improvement in the Employment situation was noticed during August, 1964. The ratio of registration to vacancies notified which is an index of unemployment improved to 3.3:1 during August as against 3.7:1 during the previous month.

In August, 1964, the number of vacancies notified was 7,995 (—1,660) and the No. placed in Employment 6,013 (+719). The number registered was 25,688 (—9,437). The number on the Live Register at the end of the month was 2,17,876 (—260).

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

Typists (both higher in English and Tamil), Stenographer, Trained High School Teachers in Maths and Science, Trained senior Tamil teacher, Language teacher (Telugu, Urdu, Hindi and Malayalam) Laboratory technician, Pharmacists (graduates/diploma holders), diploma holder in Engineering with 5 years experience, Lecturer in Engineering (Civil, Auto-Engineering, Mechanical engineering, electrical) Assistant Lecturer Chemistry, Instructor in

Moulding/Fitting/Casting/Turning with 5 years experience, Assistant Supervisor in Textiles, Plumber, Bore well mechanic, meter reader, sizer, glass blower, crank shaft grinder, mono-key board operator, mono caster operator, Field Assistant (marine) Road roller driver, Tractor Driver, Overhead crane operator, mechanic (Telephone) Artisan Maistry, Statistical Assistant.

The Employment Market information Quarterly survey for the quarter ended 30—6—64 was completed during the month.

The occupational Information Unit completed verification of 8 occupations.

The salient features of the activities of the six vocational guidance Units at North Arcot, South Arcot, Coimbatore, Madras, Madurai and Tiruchirapalli are furnished below:

Details	North Arcot.	South Arcot.	Colmbatore.	Madras.	Madurai.	Tiruchirapalli	Total.
1. No. of applicants given group guidance	251	149	1,151	3,805	1,070	368	6,794
2. No. of youths/adults given individual guidance.	—	13	1	22	51	47	134
3. No. of candidates provided guidance information	260	156	996	760	772	445	3,589
4. No. of applicants placed in jobs as a result of individual guidance.	—	7	—	3	3	6	19

The Professional and Executive Employment Office, Madras registered 231 applicants (including 19 women) and placed 32 applicants (including women) during the month. At the end of the month, 1,136 (including 133 women applicants remained on the Live Register.

The Special Employment Officer for the physically handicapped, Madras registered 34 (5 blind, 8 deaf-mute and 21 orthopaedic) and placed 1 (5 deaf-mute and 9 orthopaedic) in employment during the month. At the end of the month, 351 remained on the Live Register comprising 118 blind, 69 deaf-mute and 164 orthopaedic applicants.

The Employment Information Assistant Bureau in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli interviewed 548 applicants, registered 513 and effected 321 renewals during August, 1964.

The Mobile Registration Units attached to the District Employment Offices, Ramanathapuram and Salem registered 325 applicants and effected 1,128 renewals.

Employees Provident Funds Act, 1952.

i. 30 Establishments/Factories were brought under the Employees Provident Funds Act, 1952 during the month of August, 1964, thus bringing the total number of covered Establishments/Factories to 3257.

ii. A total sum of Rs. 38,31,357.27 (excluding the refund of loans and previous Accumulation etc. amounting to Rs. 13,57,642.18) was received as Employees' and Employers' shares of contributions during July, 1964.

iii. The total number of Employees covered under the Employees Provident Funds Act, 1952 in the Madras State at the end of July 1964 was 3,93,322.

STATE LABOUR ADVISORY BOARD

The 14th meeting of the State Labour Advisory Board was held on 14th and 15th September 1964 at Ootacamund under the Chairmanship of Sri M. Bhakthavatsalam, Chief Minister. The meeting discussed the report of the sub-committee constituted for studying the calculation of cost of living index, formation of Works Committees in certain establishments, amendment to the Industrial Disputes Act, etc. The text of the speech of the Chief Minister at the above meeting is given below :-

I have great pleasure in welcoming you to the 14th meeting of the State Labour Advisory Board. This is the first time the meeting of the Board is being held outside the City of Madras. We are meeting at Ooty as per the desire of the members. I am sure the cool and salubrious climate of Ooty will provide the proper atmosphere for this important meeting of the Advisory Board.

I would like to refer to certain important happenings that have taken place since we last met.

A major industry-wise settlement under the Industrial Disputes Act, which I would like to refer appropriately at Ooty is the one relating to payment of bonus for the year 1963 to the Plantation workers in this State.

Among the legislative changes that have taken place is the repeal of the Madras Maternity Benefit Act by the Central Maternity Benefit Act and the amendment of the Industrial Establishments (National and Festival Holidays) Act, 1958. The State Government have also framed rules under the Central Maternity Benefit Act, which will be coming into force in the near future. The amendment to the Madras Industrial Establishments (National and Festival Holidays) Act would enable a worker to get a compensatory holiday in lieu of a national or festival holiday on which he is required to work, either 3 days before or after the national or festival holiday on which he is so required to work.

An important development that has taken place on the administrative side of the Labour Department is the division of the State into 3 regions, each region in charge of a Deputy Commissioner of Labour with headquarters at Madras, Coimbatore and Madurai. The revised set up has come into force with effect from the 10th of this month. Each Deputy Commissioner will effectively function as a Deputy Commissioner in his region, both on the administrative side and on the industrial relations side. With the positioning of these senior and experienced Officers at important industrial centres, I expect that the Labour Department which has been rendering quick service, will be enabled to render speedier service.

I would like to take this occasion to mention that during the Indian Labour Conference held at Bangalore recently, the readiness with which the informal arbitration has been resorted to in this State was referred to in most appreciative terms. The credit for the good name earned by this State in this regard is entirely due to the co-operation extended by both the Managements and Unions. I attach great importance to this method of settling the disputes for the reason that industrial peace can be long-standing only if both managements and labour develop a proper attitude of mind in dealing with problems of mutual interest. I am firmly convinced that informal arbitration in an atmosphere of mutual trust and co-operation enables both parties to view the dispute in the proper perspective. There is no victor or vanquished as in a Court proceedings.

I would appeal to all those present here and through them to all the employers and workers that in the present phase of our development nothing that can affect production should be encouraged. The good industrial relations that prevailed soon after emergency was declared should be fostered with greater vigilance and willing consent of all concerned.

On the advice of the State Labour Advisory Board, the Government constituted a special Committee to examine and report on the various aspects of the calculations of the cost of living indices, method of price collection, etc. The Committee was also required to consider the views expressed by the members in consultation with the representatives of employers and workers. The Committee has since submitted its report, a copy of which has already been circulated to you.

As the subject of cost of living index has been exercising your mind for sometime, today's sitting will be entirely devoted to this subject and discussion on the remaining subjects will be taken up to-morrow.

May I request you to give us the benefit of your practical experience and constructive approach in discussing the subjects of this meeting.

Regional Board Employees, State Insurance Corporation.

The eighth meeting of the Regional Board, Employees' State Insurance Corporation, Madras Region was held at Madras on 2nd September 1964 under the Chairmanship of the Chief Minister. Complaints about the non-availability of the medicines to insured workers, extension of the scheme to the families of workers in the Madras City, Coimbatore and Madurai, establishment of local offices of the Corporation at Katpadi, Tambaram etc. were some of the subjects discussed at the meeting.

Annual Conference of UPASI

At the 71st Annual Conference of the United Planters Association of Southern India held on 1st September 1964 at Coonoor Sri C. Subramaniam, Union Minister for Food and Agriculture, referring to labour welfare said that the expenditure incurred on labour welfare would be a good

investment in the long run. He also said "efficiency of labour can be increased only when they are treated as human beings and they are given opportunities to develop as human beings and become efficient labour. Unfortunately till now labour has been an expendable material; they are available in numbers as much as we want. We put them through the mill as long as they are good enough and after being through with them- recruit new labour. That attitude will not pay hereafter. Our aim should be to train them well to make them more efficient so that they would be in a position to earn more. That can come only when they are better fed, when they got better facilities and that in turn can only happen when you pay higher wages. I am quite confident that as long as you would not find the cost of labour too great a burden and on the other hand you find that the labour is quite satisfactory having regard to the cost you have to pay, you will have to give better facilities and better wages. That we have got to achieve not only in plantations, but in the various other industrial fields also. Greater production can take place only by increased productivity. That can happen only on the basis of more efficient labour and more efficient labour can come up only when they are better human beings. While we may face initial difficulties, I hope and trust that we will get over this problem at a latter stage"

Workers Education Scheme

A function for distribution of certificates to worker-teachers was arranged on 4-9-1964 at Childrens' Theatre by the Workers' Education Centre, Madras. Due to the unavoidable absence of Sri D. Sanjivayya, Union Minister of Labour and Employment, Sri M. Bhakthavatsalam, Chief Minister, who presided over the function also distributed the certificates.

In his welcome speech the Regional Director, Madras, tracing the progress of the Madras Centre observed that till August 1964 eleven Worker Teacher courses have been conducted and 252 worker-teachers trained. These worker-teachers in turn have trained 8539 workers.

Sri M. Bhakthavatsalam in his presidential address commended the Workers' Education Scheme launched by the Government of India as enlightened labour is always an asset and complimented the Madras Centre on its rapid progress in a short period. He also recalled his address to the last State Labour Advisory Board meeting and exhorted employers to extend to the worker trainees some amenities for their useful participation in the education programme. He also requested all the trained worker teachers to sincerely take up the work of educating fellow workers in the right spirit of service.

Second Wage Board for Cement Industry

The Government of India have appointed a Second Wage Board for the Cement Industry with the following members to consider the question of further revision of wage structure for the workers:

Chairman :—

Sri M. Srirama Murthy, Retired District Judge.

Independent Members :—

Sri Balakrishna Wasmik, M. P.
Prof. V. V. Ramanathan.

Employees, Representatives :—

Shri H. N. Trivedi and Shri Brig
Sundar Sharma.

Employers' Representatives :—

Shri S. V. Uttamsingh,
Shri S. C. Aggarwal,

The headquarters of the Board is at Madras.

MAN-POWER PROBLEMS

Planning Commission has estimated that the total back log of un-employment at the beginning of the Fourth Five Year Plan will be 12 millions. During the Fourth Five Year Plan additional labour force requiring further employment opportunities will be 23 millions. The total number of persons for whom employment would be required by the end of 1970-71 will therefore be 35 millions. It has been estimated that it will be possible to provide additional employment to about 25 million people.

The Directorate of Manpower has estimated that during the Fourth Plan period 1,06,000 more graduate engineers, 1,93,000 more technicians with diplomas 40,000 more trained managers 35,000 more doctors, 5,620 veterinary doctors will be required.

SIXTH CONFERENCE ON HUMANS RELATION IN INDUSTRY

SITRA'S Sixth Conference on Human Relations in Industry was inaugurated by His Highness Sri Jayachamaraja Wadiyar, Governor of Madras, on 24th August 1964 at Coimbatore.

Three hundred and eighty three delegates from 142 organisations attended the two day conference. Among the organisations represented were the various Ministries of the Government of Madras, the Departments of Labour from the States of Andhra, Mysore and Kerala, a number of Universities, Institutes of Management, National Productivity Council and Local Productivity Councils, besides member mills of SITRA. Trade Unions and Employers' Associations as well as the sister organisations ATIRA and BTRA were also represented at the Conference.

Inaugural Address

Inaugurating the Conference the Governor observed "I am happy to note that the Association has been serving during the last nine years of its existence, management, technicians, workers, industry, and consumers. This institution has reason to be proud of the role it plays.

It is a matter of satisfaction that SITRA is recognised by all concerned as an objective and non-partisan organisation and its services have been widely welcomed and appreciated. The fact that besides member

mills who go for SITRA for advice and guidance in the solution of their problems, its counsel is sought also by the Government of India, Planning Commission and other bodies, is a recognition in itself of the importance of the work done here. I would like to congratulate the management and staff of SITRA on the worthy contribution they have made to the development of textile industry in particular."

Referring to the importance of Human Relations in Industry, His Highness observed "while every industry has to keep pace with advance in technology, it is essential that the aspect of human element should not be lost sight of. It is a matter for gratification that these annual conference discuss the problems from all angles in order to help all concerned in tackling the sociological problems that arise out of introduction of technological changes in industry and consequent changes in human relations in the factory. The setting up of an Industrial Psychology Division by SITRA is therefore to be welcomed as a step in the right direction."

Welcome Speech

Welcoming the Governor and the delegates to the Conference Shri K. Sreenivasan Director, SITRA said that "during the past nine years of its existence, It has made useful contribution to productivity in South Indian Textile Industry as well as to a better understanding of machines and processes involved."

Continuing he said "application of research to industry largely involves the bringing about of technological changes. Introduction of technological changes necessarily involve sociological changes also and unless these technological changes are introduced with due consideration to sociological changes involved, the full benefit of these technological changes may not be available to the industry. What we are attempting to do in SITRA is to ensure that technological changes are introduced smoothly and an understanding of the social problems involved helps to bring this about."

Referring to the major areas covered in the Conference he said "The various aspects are being explored not only through talks by specialists but also by study groups who have been working on some of the problems for the past few months. Their conclusions are practical and relevant to the situation in which the industry finds itself."

President's Address

Shri G. K. Devarajulu, Chairman, Council of Administration, SITRA in his presidential address, reviewing some of the reports presented in the earlier conferences said "the suggestions offered by some of the reports at the previous conferences have been appropriated not only by the textile industry but by others and Government as well. For example, it is understood that some of the suggestions made in the report on "Employees' State Insurance Scheme" have been implemented by the Madras Government wherever possible. I also understand that these reports are referred to in

International publications. The value of the Conference and the reports in particular lie in the fact that they are objective and scientific in their outlook and practical and realistic in approach."

Technology and Social Change

Dr. Shrimali, Vice-Chancellor, Mysore University, in his talk on "Technology and Social Change", made a plea for establishing an inter relationship between the scientific thought and human values if the human being has to escape from the crisis created by the advancement of technology. Through out the history of human civilisation, man has been struggling hard to subdue the forces of nature and has hit upon many inventions in his efforts to acquire mastery over nature. And, everytime new tools and techniques are developed, they bring about far reaching changes in human relationship social organisations and political institutions. For the survival of human civilisation it is therefore essential that man should concentrate more on development of the qualities which enable him to acquire mastery over his passions so that he may not misuse the powers which he had obtained by conquering nature. The human being in the modern world should be active and willing partner in the economic and social transformation which is taking place all over the world. This is one of the most important problems on the solution of which depends the happiness of man and preservation of his human values.

The inaugural session came to a close with a vote of thanks by Shri P. V. Veeraraghavan, SITRA.

Reports Presented At The Conference

After the inaugural session, there were three more sessions at which the following were the participants:

Session on "Motivation and Morale"

President: Sri G. R. Mathison, Sales Manager, J & P. Coats (India) Private Ltd.,

Papers Presented:

- (i) "Job satisfaction in Textile Mills" by Dr. K. N. Sharma, Senior Psychologist Bombay Textile Research Association,
- (ii) "Motivation for Management" by Sri K. Sreenivasan Director, SITRA, Coimbatore.
- (iii) "Motivation for Productivity" specialist talk by Dr. H.G. Maule I. L. O. Expert, Central Labour Institute, New Delhi.
- (iv) Study group report on "Productivity and Job Satisfaction" by Sri K. Rajagopal, Managing Agent, Lakshmi Mills Ltd.

Session on "Problems of Social Change"

President: Sri M. G. Balasubramanian, Commissioner of Labour, Madras.

Papers Presented:

- (i) "Problems of Social change" by Dr. S. P. Adinarayanan, Dean Faculty of Arts, Annamalai University.
- (ii) "The Rural Worker in Industry-Adjustment to Urban Environment" by Sri P. V. Veeraraghan of SITRA..
- (iii) "Social effects of Rural Industrialisation" by Sri M. Venkatasubbyya, Manager, Tirupathi Cotton Mills Ltd., Renigunta.
- (iv) "Metric System and Adaptation to Change" by Sri V. Rudraswamy of SITRA.

Session on Welfare in industry

Presented: Sri T. K. Sivasamban, Executive Director, Madura Mills Co., Ltd.,

Papers Presented:

- (i) "Role and Functions of Welfare Officers in Industry" by Sri B. T. Sambath. Senior Labour Officer, B & C Mills Ltd.
- (ii) Welfare in Industry by Sri N. Keshava, President, Indian National Trade Union Congress Union, Mysore.
- (iii) "Industrial Housing Schemes for Employees" by Sri P.C. Jayachandran, Administrative Officer, A. C. C. Madukkarai.

The Conference concluded with the summing up of the deliberations by Sri K. Raman, Labour Officer, Madurai Mills Company, Ltd., Madurai and Sri G. P. Asthana, Thiagarajar Institute of Management Studies, Madurai.

Bonus Commission's Recommendations-Decision of the Government of India Statement Made by the Union Minister for Labour and Employment on 18th September, 1964 in Parliament.

The decisions of the Central Government on the Bonus Commission were announced in a Government Resolution dated the 2nd September, 1964. Copies of the Resolution were also placed on the table of the Lok Sabha on 7th September Rajya Sabha on 8th September. As mentioned in the Resolution, Government had decided to accept the Commission's recommendations subject to the following:

- (i) All direct taxes for the time being in force should be deducted as prior charges in the calculation of "available surplus" for purposes of bonus.
- (ii) In addition, tax concessions given to industry to provide resources for future development should not be utilised for payment of larger bonuses to employees; on the other hand, it should be ensured by law if the existing tax law and regulations do not sufficiently safeguard this, that amounts

involved in such tax concessions are in fact used only for the purposes for which the tax concessions are given. Further, subsidies paid by Government to certain concerns like the Hindustan Shipyard should not be taken into account in working out the gross profits for the purpose of payment of bonus.

(iii) As regards return on capital that would be deductible as prior charges before calculating "available surplus" for purposes of bonus, the actual rate payable on preferential share capital, 8.5 per cent (Taxable) on paid up equity capital and 6 per cent (taxable) on reserves should be allowed in respect of establishments other than banks; in the case of banks, corresponding rates to be allowed should be the actual rate payable on preferential share capital, 7.5 per cent (taxable) on paid-up equity capital, and 5 per cent (taxable) on reserves.

(iv) As regards the retrospective effect of the recommendations of the Bonus Commission as amended by the foregoing decisions, they should apply to all bonus matters, other than those cases in which settlements have been reached or decisions have been given already, relating to the accounting year ending on any day in the calendar year 1962, in respect of which dispute is pending.

Government considered it desirable that bonus beyond a certain level should be paid in the form of saving certificates or other suitable investments. It was accordingly proposed to convene a meeting with the representatives of the parties concerned so as to reach agreement on the level beyond which bonus payment in cash would not be desirable and the various forms of savings in which bonus beyond that level might be invested.

In the light of above decisions Government propose to undertake legislation to embody the principles by which Tribunals or other judicial bodies should be guided if and when disputes relating to bonus come up before them. Government, however, expect that the parties would voluntarily give effect to the above decisions, in settling the question of bonus till the proposed legislation is enacted.

Since the publication of the Resolution containing the decisions mentioned above, a large number of representations have been received from various labour organisations. It has been pointed out that according to the decisions of the Government, in the case of certain industries or establishments, the bonus payable would be actually less than what the workers have been getting in the past. The decisions taken by Government on the Bonus Commission's Report will provide for the payment of bonus to a large number of workers who were not getting any bonus previously and also give enhanced to bonus many others who were getting less in the past. At the same time, it was not Government's intention that benefits which labour may have been enjoying in the matter of bonus in any establishment or industry should in any way be curtailed by the adoption of a new formula for the payment of bonus. In the circumstances, Government desire to clarify that in the legislation to be promoted to give effect to the recommendations of the Bonus Commission as accepted by Government suitable provisions would be included so as to safeguard that labour would get in respect of bonus the benefits on the existing basis or on the basis of the new formula, whichever be higher.

B-9-425
6-7-65
11-10-65
X-9-65

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Special original Jurisdiction)

Tuesday the eighth day of September

One thousand nine hundred and sixty four

(17th day of Bhadra 1886 Saka)

Present :

The Honourable Mr. Justice VEERASAMI.

Writ Petition No. 113 of 62.

Merla Jagannayakalu

Petitioner

Versus

1. The presiding Officer,
Labour Court, Madras.
2. The State of Madras,
represented by the Secretary,
Department of Industries,
Labour and Co-operation, Madras.
3. The Collector of Madras.
4. A Venkateswara Rao.
5. The management of Thirumala
pictures by Partner Chandra Mouli
vide order dated 30—9—63 in
C. M. P. No. 4881/63.

Respondents

Petition under Article 226 of the Constitution of India, praying that in the circumstances stated in the affidavit filed therewith the High Court will be pleased to issue a writ of certiorari calling for the records in claim petition No. 588 of 1960 on the file of the Labour Court, Madras, the 1st respondent herein respecting the petitioner and quash the order dated 31—5—61 and made therein.

ORDER

This writ petition coming on for hearing on Monday the seventh day of September 1964 and this day, upon perusing the petition and the affidavit filed in support thereof the order of the High Court dated 3—10—62 and made herein, and the records relating to the order in claim petition No. 588

of 1960 dated 31—5—61 on the file of the Labour Court, Madras, the 1st Respondent herein and comprised in the return of respondents 1 to 3 to the writ made by the High Court and upon hearing the arguments of Mr. K. N. Subramaniam, Advocate for the petitioner and Mr. K. Venkataswami for the additional Government Pleader on behalf of the Respondents 1 to 3 and the other respondents not appearing in persons or by advocate the Court made the following :—

ORDER

The fourth respondent, on the ground that he had been retrenched from the service of the fifth respondent of which the petitioner was a partner, applied to the Labour Court, Madras, under section 33—C (2) of the Industrial Disputes Act, for computation of the benefits of retrenchment compensation, notice pay and arrears of wages. The fifth respondent was a firm of partnership constituted on or about September 25, 1958. On September 12, 1959, the petitioner went out of the firm and ceased to be a partner, as he claims. The firm was engaged in production of a picture by name 'Samajam' in Telugu. The fourth respondent claimed that he was employed in the firm from April 1958 to December 1959, and, on December 31, 1959 the management terminated his service without any reason any without any notice. He claimed Rs. 200/- as retrenchment compensation, another sum of Rs. 200/- in lieu of notice, the sum being his salary for a month, and Rs. 4200/- as arrears of salary from April 1958 to December, 1959. The Labour Court allowed the entire claim. The petitioner states that he having gone out of the partnership as early as September 1959, knew nothing about the proceedings under section 33—C (2) and he had no notice of them. The first notice that he had was in or about August 1962, when the order of the Labour Court was sought to be executed against him under the provisions of the Revenue Recovery Act by the Collector of East Godavari, on a request for the purpose from the Collector of Madras. He has therefore, applied to this Court to quash the order of the Labour Court.

It is argued for the petitioner that, nowhere in its order, the Labour Court has directed its mind to find whether this was a case of retrenchment at all. It has not found that the services of the fourth respondent were dispensed with on the ground of surplus labour. It is only in such a case, according to the petitioner, the termination could be called as retrenchment.

I think this contention is well-founded. In *Murugesu Naicker co. Vs. Presiding Officer, Labour Court* (1) this Court held that termination of services in order to be retrenchment should be of surplus labour and in an industry which was continuing and not closed or transferred. *Rathinaswami Nadar Vs. Presiding Officer, Labour Court Madurai* (2) also took the same view. In this case, as in the first of those cases, the Labour Court assumed that it automatically followed from its finding that the services of the workman had been terminated that he was retrenched from service. That is a misdirection, and the Labour Court's order in so far as it related to notice pay and retrenchment compensation, should be quashed.

The further contention for the petitioner is that the lower court had no jurisdiction to compute arrears of salary. In *Daniel Dorairaj Vs. Management, Buckingham & Carnatic Co., Ltd.*, (3), this Court, dealing with the scope of section 33—C, expressed the view that there was no

special reason why sub-section (2) of section 33-C should be read *de hors* the purpose of the section, namely to provide a machinery for speedy execution and as comprehending any benefit whatever awarded outside the provisions of the Industrial Disputes Act. I held that the words 'any benefit' in section 33-C (2) meant only that which flowed from a settlement or an award or under the provisions of Chapter VA of the Industrial Disputes Act. But *Daniel Dorairaj Vs. Management of Buckingham & Carnatic Co Ltd* (4) which was an appeal from *Daniel Dorairaj Vs. Management Buckingham & Carnatic Co. Ltd.* (3) took a different view following *Central Bank of India Vs. Rajagopalan* (5). The learned Judges referring to the view in *Daniel Dorairaj Vs. Management. Buckingham & Carnatic Co. Ltd.* (3) observed :

"The view taken by the learned Judge can no longer be supported having regard to the decision in *Central Bank of India Vs. Rajagopalan* (5). Their lordships of the Supreme Court after exhaustively dealing with the scope of the section held that sub-section (2) of section 33-C was wider in scope than sub-section (1)"

Daniel Dorairaj Vs. Management. Buckingham & Carnatic & Co. Ltd., (3) was a case in which section 33-C (2) was invoked for computing the benefit arising from a private arbitration award. It has, therefore, to be taken that sub-section (2) of section 33-C is wider in scope than sub-section (1) and not confined to computation of the benefits arising out of an award, settlement or under the provisions of Chapter VA of the Industrial Disputes Act. But how wider is sub-section (2) and what classes of cases will fall within its ambit is a matter which has to be decided in each case, and it is not possible to comprehensively lay down the classes of cases which may fall within its ambit. In fact, in *Central Bank of India, Ltd, Vs. Rajagopalan* (5), the Supreme Court considered such an attempt to be not desirable. This is what the Supreme Court observed.

"Thus, our conclusion is that the scope of section 33-C (2) is wider than Section 33-C (1) and cannot be wholly assimilated with it, though for obvious reasons, we do not propose to decide or indicate what additional cases would fall under section 33-C (2) which may not fall under sec. 33-C (1)"

But, their Lordships, at the same time, indicated :— "If an employee is dismissed or demoted and it is his case that the dismissal or demotion is wrongful, it would not be open to him to make a claim for the recovery of his salary or wages under sec. 33-C (2). His demotion or dismissal may give rise to an industrial dispute which may be appropriately tried, but once it is shown that the employer has dismissed or demoted him, a claim that the dismissal or demotion is unlawful and, therefore, the employee continues to be the workman of the employer and is entitled to the benefits due to him under a pre-existing contract, cannot be made under section 33-C (2)"

This, no doubt, is a case where the fourth respondent claimed to have been retrenched from service. I have already held that. In the absence of a finding that his termination of service was consequent upon the fact that he became a surplus, his claim did not fall within Chapter VA. He is no longer an employee of the firm; but he could have raised an industrial

dispute on his non-employment. He is re-lying on his former contract of employment. He will have other remedies to realise his arrears of salary. In my opinion, to such a case, section 33-C (2) will not be applicable for computation of arrears of salary. In fact, there appears to have been no dispute as to the quantum of salary per month which the fourth respondent was receiving, and hardly any problem can arise which could justifiably be brought under sub-section (2) of section-33 (C). No computation of any benefit in terms of money would arise in this case.

On that view, the petition is allowed, and the order of the Labour Court is quashed. There will be no order as to costs.

(1) 1963 I MLJ 158 (2) 1964 I MLJ 303 (3) 1962 II MLJ 47 (4) 1963 II MLJ 557 (3) 1962 II MLJ 57 (5) 1963 2 LLJ 89 (S. C.) 6. 1964 II S. C. J. 176.

AWARD OF THE INDUSTRIAL TRIBUNAL, MADRAS.

The question whether the Madras Gymkhana Club or the Catering Section run by it was an industry as defined in Section 2 (j) of the Industrial Disputes Act, 1947 was decided by the Industrial Tribunal, Madras in its Award dated 2nd September 1964 in Industrial Dispute No. 19 of 1964.

The Government of Madras have referred the dispute between the Madras Gymkhana Club and its workmen relating to the demand of the workers for payment of bonus for the year 1962 to the Industrial Tribunal, Madras for adjudication. The Tribunal in its Award has stated that the Club is a non-proprietary Club and it was established to promote all sports and games, besides affording to its members a centre for social activities and recreation. The Tribunal has held that it could not be said with any justification that a social, recreational and Sports Club like the Madras Gymkhana Club is engaged in production or distribution of goods or the rendering of material services to the community at large with the help of its employees. It has pointed out that the essential requisite of co-operation of employees which is a pre-requisite for deciding an undertaking as an industry is absent in this institution. The volume of catering that the club undertakes is incidental to the activity of the club which is mainly sporting.

In view of the above facts and applying the test laid down by decided cases the Tribunal has held that the Club is not an 'Industry'. (Source LLJ. pages 335-339-September, 1964.)

Settlement Under section 18 (1) of the Industrial Disputes Act 1947.

The Management of A V M studios versus all employees.

Representing management	Sri A. V. Meiyappan	
Representing the employees :—	all the signatories	
Number and broad description of the category of workmen covered by the settlement	Office Routine	30
	Enquiry	3
	Printing, Processing, Editing etc.	34
	Carpentry	67
	Set & flat Cleaning	6
	Wood Machinery	2
	Smithy	1
	Light Planks	5
	Painting	13
	Moulding & Flower making	3
	Watchmen	7
	Work in connection with shooting of pictures	60
	Total	231

Short description :

A question arose over the service conditions, emoluments and other privileges for the workmen. A discussion took place between the management and the workmen and the workmen agreed to the following :

1. All the signatories to the settlement agree to abide by and treat the terms of the settlement dated 1-7-1964 arrived at between the management of AVM Studios and the Madras Cinema Studio Workers' Union as one to which they are parties.

2. The terms and conditions of service contained there in are satisfactory and as such the workmen agree that there need be no further negotiation on all the issues covered by that settlement.

3. The signatories whole heartedly agree and express that all the terms in the settlement are beneficial and in their interest and consider the same as one arrived at to the entire satisfaction of each of the signatories.

4. Annexure 'A' to the settlement shall be treated as the Settlement referred to in all the three terms above and as one arrived at between the management of A V M Studios and the Madras Cinema Studio Workers' Union, dated 1-7-1964.

ANNEXURE 'A'

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

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

Short recital of the case.

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

TERMS

WHEREAS with a view to secure industrial peace and harmony between the employees of A V M Studios and the management thereof, certain discussions took place between the representative of the Union and the management.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

12. Conversion of members from daily rated basis to monthly salary basis.

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

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

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

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

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

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

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

- (a) (1) If he is discharged as medically unfit;
or
- (2) If he retires;
or
- (3) If he should resign after 10 years' of service;
or
- (4) If the employer should terminate his services for any reason, subject to the provisions of sub-section (b) below :
or
- (5) If he should die; and.
- (6) If he should become insane.

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

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

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

- (1) If the worker's service is terminated by reason of the management's closing down their business either wholly or partially.
- (2) In the case of retrenchment or discharge of any workers or worker, if he had not completed 3 (three) year's of continuous service ; if he had completed three years of continuous service, he will be entitled as per the abovesaid terms as Gratuity for the whole period of such service besides the retrenchment compensation ; if any.
- (3) In the case of those workers who are drawing more than Rs. 350/- as their monthly salary ; and.
- (4) In the case of those workers, who, while receiving salary from the management, get earnings from outside parties also.

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

The scheme of bonus is as follows.

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

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

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

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

(b) **For daily rated members.**

For those who have put in a service of one year prior to the date of Deepavali, amount equal to their 30 day's wages.

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

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

their daily rate of wages X 304.

For those who have put in a service of less than three months' it shall be left to the discretion of the management.

In the same way, for those on monthly salary basis with less than one year's service, it shall be left to the discretion of the management.

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

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

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

ANNEXURE

The Revised Scales of Wages are as Follows :

Carpenter Set Maistries Wood working Machineman and Machanic	} Rs. 204 15-305
Wood Turner	
Carpenter Maistries	Rs. 150-124-237½
Blacksmith	Rs. 150-124-237½
Carpenter I Grade	Rs. 125-124-212½
Carpenter II Grade	Rs. 100-10-170
Light Plank Crew	Rs. 75-6-117
Carpenter Helpers	Rs. 125-124-212½
Assistant Machineman	

RT :

Background Artist Grade I	Rs. 200-15-305
Painting in charge	
Spray Painters :	
Art Dept. Asst.	Rs. 125-124-212½
Polishers.	
Painters	Rs. 80-74-132½

Electric Department

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

Moulding :

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

Lighting :

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

Make-up Department :

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

Camera Dept :

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

Sound Dept.

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

Projection :

Chief Operators	Rs. 175-15-280
Operators First Grade	Rs. 125-10-195
Operators Second Grade	Rs. 100-10-170

Transport :

Car maintainer-cum-driver	} Rs. 125-10-195
Driver-First Grade	
Driver-Second-Grade	Rs. 100-7½-152½
Driver-Third Grade	Rs. 90-6-132

Cleaners

Rs. 75-6-117

Production BoysOffice boys
Helpers in all Depts
Watchman

} Rs. 75-6-117

Garden :

Chief Gardener	Rs. 90-7½-132½
Gardners	Rs. 75-6-117
Famele Gardners	Rs. 50-6-92

Upkeep :

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

Laboratory Department :

Unit Supervisors	} Rs. 250-15-325
Developing Head (Neg. & Pos.)	
Printers (Seniors B & H and Debric)	} Rs. 175-12½-262½
Developing First Assistants	
Printers B & H-Picture	Rs. 150-12½-225
Sound Printers-B & H	Rs. 125-10-195
Asst. Printers	Rs. 80-7½-155
Dryink Chamberman	} Rs. 80-7½-155
Chemical Mixer Assts.	
Negative Checker & Cleaners	Rs. 125-10-195
Helpers	} Rs. 75-6-117
Attenders	
Clerks	Rs. 90-10-150 No OT
Mechanic Assts. - I Grade	Rs. 100-10-175
Mechanic Assts - II Grade	Rs. 80-7½-155
Developing Second Assistants	Rs. 100-10-175

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. MEHTA (Vaikunth. L.).
Decentralised economic development.
Bombay. pp. 439, Rs. 12/-.
2. PARANJPE (H. K.).
Planning commission : A descriptive account.
New Delhi. Indian institute of public administration.
pp. 216. Rs. 5/-.
3. MUNSON (Fred. C.).
Labour relations in litho graphic industry.
Cambridge. Harvad University press, 1963.
pp. XVI + 272, \$. 6.50.
4. LEON (Weaver. H.) Ed.
Industrial personnel security.
Springfield, 1964. pp. XIV + 636. \$ 17.50.
5. ANNE (Crichton).
Personnel management and working groups.
London. Institute of personnel management, 1962.
pp. 62. 15s. 6d.
6. ARBOR (Ann).
Technician education yearbook, 1963-1964.
Michigan. Prakken publications, 1963.
pp. X + 180. \$. 10.

IMPORTANT ARTICLES

1. BHALLA (B. K.).
Industrial disputes : Their causes and cure.
Indian worker. Vol. 13. No. 1. October 5, 1964.

KULKARNI (Raja).
Development trends in the trade union movement.
Indian worker. Vol. 13. No. 1. October 5, 1964.

RAMACHANDRAN (V).
Some thoughts on workers' education.
Indian worker. Vol. 13. No. 1. October 5, 1964.

MEHTA (Asoka).
Productivity the key to survival.
Productivity journal. Vol. 5. No. 3.
July-September, 1964.

SEQUEIRA (CE).
Productivity and job satisfaction.
Productivity journal. Vol. 5. No. 3.
July-September, 1964.

DATAR (B. N.).
Bonus decision.
Yojana. Vol. 8. No. 19. September 27, 1964.

BARBASH (Jack).
Elements in industrial relations-1.
American labour review. Vol. 17. No. 10. October, 1964.

WOODCOCK (George).
World trade is a trade union issue.
AFL-CIO Free trade union news, Vol. 19.
No. 8. August, 1964.

NOTIFICATIONS

An Act further to amend the Madras Industrial Establishments (National and Festival Holidays) Act, 1958.

Act No. 17 of 1964.

Be it enacted by the Legislature of the State of Madras in the fifteenth year of the Republic of India as follows :—

1. Short title :— This Act may be called the Madras Industrial Establishments (National and Festival Holidays) Amendment Act, 1964.

2. Amendment of section 5, Madras Act XXXIII of 1958 :—

In sub-clause (ii) of clause (b) of sub-section (2) and in clause (ii) of sub-section (3) of section 5 of the Madras Industrial Establishments (National and Festival Holidays) Act, 1958 (Madras Act XXXIII of 1958) for the words “on any other day”, the words “on one of the three days immediately before or after the day on which he so works” shall be substituted.

(By order of the Governor)

Amendment to Madras Employees' Insurance Courts Rules.

(G. O. Ms. No. 4349, Industries, Labour and Co-operation (Labour)
7th September 1964)

S. R. O. No. A. 904 of 1964.

In exercise of the powers conferred by section 96 of the Employees' State Insurance Act, 1948, (Central Act XXXIV of 1948), the Governor of Madras hereby makes the following amendment to the Madras Employees Insurance Courts Rules, 1951 published with the late Development Department Notification, dated the 9th July 1951, at pages 421-432 of the Rules Supplement to part I of the Fort St. George Gazette, dated the 24th July 1951, as subsequently amended, the same having been previously published, as required by sub-section (1) of the said section.

Amendment

For the proviso to rule 4 of the said rules, the following proviso shall be substituted, namely :—

“Provided that the Government may constitute the Additional Judge of the City Civil Court, Madras also as a Court for the purpose of the Act.”

Reconstitution of Minimum Wages (State) Advisory Board Under Minimum Wages Act.

(G. O. Ms. No. 4152, Industries, Labour and Co-operation (Labour)
25th August 1964)

III-I No. 361 of 1964.

In exercise of the powers conferred by section 7 of the Minimum Wages Act, 1948 (Central Act XI of 1948), and in supersession of the Industries, Labour and Co-operation Department Notification No. 163 of 1961, dated the 4th April 1961, published at page 579 of Part III of the Fort St. George Gazette, dated the 28th April 1961, as subsequently amended, the Governor of Madras hereby appoints the Advisory Board for the purpose of the said Act consisting of the following members, namely :—

Members

Employers' representatives:

1. Sri C. V. Subbu, Nominee of the Association of Planters of the State of Madras, Coonoor.

2. Sri V. M. Safullah, Nominee of the Madras Provincial Beedi Owners' Association.

3. Sri S. V. Sundara Raman, Nominee of the South India Tanners' and Dealers' Association, Ranipet.

4. Sri A. K. D. Balarama Raja, Chairman, Ramanathapuram Market Committee, Rajapalayam.

5. Commissioner, Corporation of Madras, Madras.

6. Sri P. S. Subramanian, Nominee of the Gannon Dunkerly and Company Limited, Madras.

7. Sri P. N. Nagaswami, Personnel Officer, Nominee of the Southern Roadways, Limited, Madurai.

8. Sri C. V. Subba Rao, Personnel Officer, Western India Match Company Limited (Madras Factory), Tiruvettiyur.

Employees' representatives.

1. Sri R. Raman Nair, President, The Nilgiris District Estate Workers' Union, Coonoor.

2. Sri K. A. Vasimalai, Secretary, Dindigul Congress Labour Section.

3. Sri M. Adimoolam, President, The North Arcot District Tannery Workers' Union, Vaniambadi.

4. Sri G. Narayanaswamy Naidu, M. L. A., Mayavaram.

5. Sri S. Krishnamoorthy, Nominee of the State Branch of the All-India Trade Union Congress.

6. Sri G. Hariharasubramaniam, Nominee of the Ramayampatti Quarry Workers' Union, Tirunelveli District.

7. Sri N. R. Guruswami Iyer, Nominee of the T. V. S. Workers' Union, Madurai.

8. Sri T. S. Ramanujam, Nominee of the Western India Match Company Limited, Factory Workers' Union, Tiruvottiyur.

Independent Members

1. Commissioner of Labour, Madras—Chairman.

2. Personal Assistant to the Additional Development Commissioner, Madras—9.

3. The State Marketing Officer, Office of the Director of Agriculture, Madras.

4. The Joint Director of Industries and Commerce (Handicrafts) Madras—5

5. The Deputy Chief Engineer (General), Office of the Chief Engineer, Public works Department (General), Madras—5.

6. The Director, State Transport Department, Madras—2.

7. The Director, of Statistics, Madras—7.

The term of office of the non-official members shall be two years commencing from the date of their appointment.

Amendment to Working Journalists (Conditions of service) and Miscellaneous Provisions Rules.

Fort St. George, August 19, 1964.

S. R. O. No. A. 858 of 1964.

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

G.S.R. In exercise of the powers conferred by section 20 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955) the Central Government hereby makes the following rules further to amend the Working Journalists (Conditions of service) and Miscellaneous Provisions Rules, 1957 namely :—

1. These rules may be called the Working Journalists (Conditions of Service) and Miscellaneous Provisions (Amendment) Rules 1964.

2. In the Working Journalists (Conditions of service) and Miscellaneous Provisions Rules, 1957 (hereinafter referred to as the said rules) for rule 23, the following rule shall be substituted namely :—

“23 Production of medical certificate of fitness before resumption of duty:— A working journalist who has availed himself of leave for reasons of health may, before he resumes duty, be required by his employer to produce a medical certificate of fitness from an authorised Medical practitioner, any registered medical practitioner or the medical officer who issued the medical certificate under sub-rule (2) of rule 28.”

3. In rule 28 of the said rules (i) for sub-rule (2) the following sub-rule shall be substituted namely :—

“(2) The medical certificate shall be from an authorised medical practitioner.

Provided that when a working journalist has proceeded to a place other than his head quarters with the permission of his employer and falls ill, he may produce a medical certificate from any registered medical practitioner.

Provided further that the employer may, when the registered medical practitioner is not in the service of the Government arrange at his own expense, the medical examination of the working Journalist concerned, by any Government medical Officer not below the rank of a Civil Assistant Surgeon or any other Medical Officer-in-charge of a hospital run by a local authority or a public organization at that place like the Kasturba Gandhi Trust, Kamaladevi Nehru Trust, or Tata Memorial Trust.”

(ii) after sub-rule (5) the following sub-rule shall be inserted, namely :—

“(6) Leave on medical certificate or converted leave on medical certificate referred to in sub-rules (1) and (4) may be granted to a working journalist at his request notwithstanding that earned leave is due to him.”

Specification of Certain Acts and Omissions of Persons Employed in Scheduled Employment for Imposition of Fines Under Minimum Wages (Madras) Rules.

(G. O. Ms. No. 4368, Industries, Labour and Co-operation, (Labour) 8th September 1964).

II-I No. 4324 of 1964.

In pursuance of clause (1) of sub-rule (2) of rule 21 of the Minimum Wages (Madras) Rules 1953, the Government of Madras hereby specifies the following acts and omissions on the part of persons employed in a scheduled employment in the Kanyakumari District and the Shencottah taluk of the Tirunelveli district in respect of which fines may be imposed, namely :—

(1) Absence from duty without leave and without sufficient cause where no deduction is made under clause (ii) of sub-rule (2) of rule 21 in respect of the said absence from duty.

(2) Negligence in work or neglect of work.

(3) Smoking in the premises of the work place except in places where smoking is permitted.

(4) Entering or leaving, or attempting to enter or leave, the premises except by the gate provided for the purpose.

(5) Absence without leave or without sufficient cause from appointed work in the establishment.

(6) Breach of any rule or instructions for the maintenance and running of any department and maintaining its cleanliness.

(7) Damage to work in progress or to any other property of the employer.

(8) Interference with any safety devices installed in the premises.

(9) Distributing or exhibiting inside the premises handbills, pamphlets or posters without the previous sanction of the employer.

(10) Misconduct where no other punishment is imposed therefor.

(11) Habitual late attendance in spite of warnings.

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

(G. O. Ms. No. 2159, Industries, Labour and Co-operation dated 14th September 1964).

II-1 No. 4333 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. A. Lakshmipathy to be Inspector for the whole of the State of Madras for the purposes of the said Act and of any Scheme framed thereunder in relation to establishments other than those specified in sub-clause (i) of clause (a) of section 2 of the said Act.

STATISTICAL SUPPLEMENT

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

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of disputes. (4)	Terms of Settlement. (5)
1.	New Ambadi Estate, Kulasekaram	19-8-64	Certain demands of the workers.	The management agreed to include leave with wages and holiday with wages for computing total earnings for the purposes of bonus for the year 1962-63 and 1963-64 and to pay arrears of bonus and rainy day allowance etc. as detailed in the Settlement.
2.	Maruthi Estate, Nagercoil	19-8-64	-do-	-do-
3.	Kamadhenu Estate, Kulasekaram	19-8-64	-do-	-do-
4.	Greenham Estate, Kulasekaram	19-8-64	-do-	-do-
5.	Sivalokam Estate, Nagarkoil	19-8-64	-do-	-do-
6.	Praga Industries (P) Ltd., Peelamedu, Coimbatore	10-8-64	Demands for 9 month's wages as bonus for the year 1963.	The management agreed to pay bonus at the of rate 26% of the total basic wages earned during the year 1963.
7.	Modoplast (P) Ltd, Peelamedu, Coimbatore	10-8-64	-do-	-do-
8.	Kalaivani Press (P) Ltd., Coimbatore	18-8-64	Demands for regularity allowance etc.	The management agreed to allow 9 days in a year as grace days and the workers will be paid Regularity Allowances on the existing rates and they will be eligible only for 9 days absence with genuine reasons in a year.
9.	Sri Devi Press, Sathyamangalam Road, Coimbatore	24-8-64	Non employment of one worker.	The management agreed to pay Rs. 100/- to the worker in full and final settlement of all his claims
10.	B. B. Krishna's Portion of Hardathorai Estate, Kotagiri	13-8-64	Non employment of certain workers and nonpayment of wages on 14-4-1964 etc.	The management agreed to employ as and when work is available and also agreed to give the holiday wages.
11.	Royal Vallery Estate, Naduvattam	14-8-64	Dismissal of certain workers,	The management agreed to reinstate two workers and also agreed to pay Rs. 600/- to another worker in lieu of reinstatement.
12.	Barwood Estate, New Hope P. O.	14-8-64	Dismissal and suspension of certain workers and certain other grievances.	The management agreed to reinstate five workers and also agreed to pay an exgratia amount of Rs. 477/- to a worker. Regarding two other workers the management agreed to pay Rs. 5000/- in full and final settlement of all their claims.
13.	Palaniappa Estate, Kullakamby.	17-8-64	Enrolment of temporary workers.	The management agreed to enrol 9 workers as permanent workers, to give work as and when work is available to bonafide dependants etc.
14.	Rajarajeswari Estate, Karumpalam.	18-8-64	Non employment of 6 workers	The management agreed to pay 15 days wages in full and final settlement of all the claims of the workers.
15.	Silvercloud Tea Estate Gudalur.	20-8-64	Formulation of revised gratuity scheme.	The management agreed to revise the gratuity scheme as detailed in the settlement.
16.	Glencairne Division, Graigmore Group, Kullamkamby P. O.	26-8-64	Dismissal and suspension of two workers.	The management agreed to reinstate one worker and also agreed to reduce the suspension of another worker by one day.
17.	Sri Sakthi Mills (P) Ltd., Pollachi.	23-6-64	Dismissal of a worker.	Both the parties agreed to leave the issue for arbitration by the Commissioner of Labour Madras and to abide by his decision in the matter.

(1)	(2)	(3)	(4)	(5)
18.	Mount Staurt Estate, Attakatti Post.	24-5-64	Suspension of two workers.	The parties agreed to leave the dispute for arbitration by the Assistant Commissioner of Labour II, Madras and to abide by his decision.
19.	Sri M. A. Thomas, Contractor, Mudis.	24-5-64	Refusal of employment to two workers.	-do-
20.	10. Printing Presses at Pollachi.	27-3-64	Demands for fixation of scales of wages, dearness allowance and uniform allowance etc.	The Management agreed to revise the scales of wages, to pay a fixed dearness allowance, uniform allowance etc.
21.	Rajalingam Lorry Service, Karur.	10-8-64	Non employment and non payment of wages to one worker.	Both the parties agreed to abide by the decision of the Labour Officer.
22.	G. M. S. Lorry Service Tiruch.	11-8-64	Non Employment of one worker.	The management agreed to pay a sum of Rs. 250/- in full and final settlement.
23.	Thiakesari Alai, Manaparai.	12-8-64	Certain demands of the workers.	Both the parties agreed that the vacancies should be filled up to revise the scales of wages as detailed in the settlement.
24.	Certain silk cloth manufactories at Kumbakonam.	13-6-64	Increase in rates of wages.	The management agreed to increase the rates of wages as detailed in the settlement.
25.	Anando Lodge, Thanjavur.	13-8-64	Layoff and non employment of workers.	The management agreed to pay compensation and arrears of salary etc. as detailed in the settlement.
26.	Ramalingam Lorry Service, Kuttalam.	22-8-64	Non employment of one worker.	The management agreed to pay Rs. 285/- compensation in full and final settlement of the claims of the worker.
27.	Sri Villiputhur Co-operative Spinning Mills Ltd., Srivilliputhur.	4-8-64	Revision of rates of wages.	The management agreed to revise the rates of wages as detailed in the settlement.
28.	Brilliant Match works, Sivakasi.	6-8-64	Demand for additional bonus for pongal.	The management agreed to pay 10 days wages as bonus for pongal.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
29.	Southern Transport (P) Ltd., Kilakarai.	6-8-64	Demand for increase in wages, permanency of workers etc.	The management agreed to make permanent all the workes who have put in more than one year of continuous service.			
30.	Palaniappa Transport, Karaikudi.	6-8-64	Demand for increase in batta and for Uniforms.	The management agreed to increase the batta and to give one set of uniform			
31.	National Litho Press Sivakasi	6-8-64	Non employment of one worker.	The management agreed to reinstate the worker and to pay compensation.			
32.	Ananda Transport, Tirupathur	13-8-64	Non employment of one worker.	The management agreed to pay Rs. 200/- to worker in final settlement of all his claims.			
33.	Lion Automobile Service Tirunelveli	8-8-64	Demand for increase in pay and dearness allowance and grant of gratuity bonus etc.	The management agreed to pay increase in pay and dearness allowance and grant of bonus etc. as detailed in the settlement.			
34.	Lakshmi Mills Co., Ltd., Kovilpatti	19-8-64	Certain demands of the workers.	The management agreed to reinstate a worker and to give two days leave in a month to the workers,			
35.	Central Theatre, Tirunelveli	19-8-64	Non-employment of a workman -	The management agreed to reinstate the worker.			
36.	Rathnam Food Stuff Supply Co., Tuticorin.	22-8-64	Suspension of 8 workers.	The management agreed to cancel the suspension order imposed on the 8 workers on certain conditions as per the settlement.			
37.	Nellai Metal Rolling Mills, Tachanallur.	25-8-64	Non-employment of a worker.	The management agreed to reinstate the worker without back-wages.			
38.	Government Carpentry and Smith workshop, Pettai	25-8-64	Non-employment of certain worker.	The management agreed to reinstate the workers.			
39.	M. R. Gopalan Motor Service	25-8-64	Certain demands of the workers.	The management agreed to reinstate the workers as detailed in the settlement.			
40.	Dhanapal Motor works, Palayamkottai	27-8-64	Non - employment of a worker.	The management agreed to pay a sum of Rs. 109/- in full and final settlement of all his claims.			

1	2	3	4	5
41.	Nellai Cotton Mills, Tachanallur	22-7-64	Workload	The management agreed to fix the workload as detailed in the settlement.
42.	Sri Rajendra Mills Ltd., (B Mills) Salem	3-8-64	Certain demands of the workers.	The management agreed to increase the wages of certain workers etc.
43.	Sri Rajendra Mills Ltd., Salem	10-8-64	- do -	- do -
44.	Cetrain Plantation Estates at Yercaud	10-8-64	Bonus for the year ended 31-3-64	The management agreed to pay Rs. 2/- of the total wages earned by them during the year ended 31-3-64 as bonus the year ended 31-3-64.
45.	Sri Kandan Transport, Peramanur, Salem	21-8-64	Demand for the Pay ment of Wages to workers monthly and grant of annual increment etc.	The management agreed to pay monthly to all workers except cleaners to pay annual increments to the conductors and drivers etc. as stated in the settlement.
46.	The Ammapet Handloom Weavers Co-operative Production and sales Society Ltd., Salem	27-8-64	Certain demands of the workers.	The management agreed to pay two days 'wages to certain workers on certain condition to take back the four workers to pay the leave salary etc. as detailed in the settlement.
47.	Sri Karthikeya Spinning and Weaving Mills Ltd., Singanallur.	6-8-64	Non - employment of one worker	The parties agreed to the informal arbitration of the issue by the Labour Officer.
48.	Textool Co., Ltd., Ganapathy	10-8-64	- do -	The parties agreed to the informal arbitration of the issue by the Commissioner of Labour, Madras.
49.	Robin Knitting Co., Tiruppur	10-8-64	Non - employment of two workers.	The management agreed to reinstate the two workers without backwages.
50.	Eltax Engineering Corporation, Ganapathy	11-8-64	Non - employment of three workers.	The management agreed to pay the three workers retrenchment compensation and one month's wages in lieu of notice and one month's wages a lump sum compensation in full and final settlement of all their claims.
51.	Southern Textiles Ltd., Sular	13-8-64	Non - employment of two workers.	The parties agreed for informal arbitration of the issue by the Commissioner of Labour, Madras.
52.	Broadway Engineering Transport, Co. Coimbatore	19-8-64	Non employment of one worker.	The management agreed to pay a lump sum compensation of Rs. 535-00 in full and final settlement of all the claims of the worker.
53.	Ganapathy Engineering Manufac turers, Ganapathy	19-8-64	Non-employment of one worker.	The management agreed to pay a sum of Rs. 120-00 to the worker in full settlement of all his claims.
54.	Rathina Kniting Co., Tiruppur	21-8-64	Non-employment of six workers	The management agreed to provide 5 days work to the six workers in a week subject to certain conditions.
55.	Tiruppur Erode Transports, Tiruppur	27-8-64	Non - employment of two workers.	Both the parties agreed for the informal arbitration of the issue by the Commissioner of Labour, Madras.
56.	Sri Kannapiran Mills Ltd., Coimbatore	27-8-64	Permanency of re-serve piecers	The parties agreed for the informal arbitration of the Commissioner of Labour Madras.
57.	Lotus Mills Ltd., Sundarapuram P. O	28-8-64	Demand for promo-tion and transfer from 'A' to 'B' Mills and vice versa.	The management agreed that the promotion would be given on the basis of seniority, to treat the 'A' and 'B' Mills as one unit etc. as detailed in the settlement.
58.	Surya Prabha Mills (P) Ltd., Kuniamuthur	29-8-64	Non-employment of one worker.	Both the parties agreed for informal arbitration of the issue by Assistant Commissioner of Labour-I, Madras.
59.	Siva Shankar Lable Co., Triuppur.	22-8-64	Non-employment of six workers.	The management agreed to pay Rs. 60/- each in full and final settlement of all their claims
60.	Expel Industries, Velandipalayam, Coimbatore - II,	31-8-64	Non-employment of one worker.	Both the parties agreed for informal arbitration of the issues by the Commissioner of Labour
61.	LoyalalPrinters, Madurai	18-8-64	Non-employment of one worker.	The management agreed to pay a lump sum amount of Rs. 375/- in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
62.	Sri Lakshmi Vilas Udipi Hindu Restaurant, Periakulam	25-8-64	Retrenchment of workers.	The management agreed to pay compensation according to their past services.
63.	Chain Beedi Factory, Jalarpet.	5-8-64	Increase in wages.	The management agreed to increase the wages of the workers as per the settlement.
64.	Majeed Beedi Factory, Jalarpet.	5-8-64	-do--	-do--
65.	Meena Beedi Factory Jalarpet.	5-8-64	Increase in wages.	The management agreed to increase the wages of the workers as per the settlement.
66.	Thara Beedi Factory, Vaniyambadi	-do-	-do-	-do-
67.	Ranipet Municipality, Ranipet	24-8-64	Certain demands of the workers.	The management agreed to provide employment to the 11 workers on a regular basis from the date of registration by the candidates in Employment Exchange.
68.	M. B. D. Motor Service Arcot	29-8-64	Non-employment of four workers	The management agreed to take back the four workers and to refer the issue relating to their nonemployment for informal arbitration by the Commissioner of Labour, Madras or his nominee.
69.	Radio and Electricals Ltd., Tiruvottiyur, Madras-19.	3-8-64	Non employment of Watchman.	Both parties agreed to refer the matter for adjudication under section 10 (2) of the Industrial Disputes Act.
70.	Geo Industries and Insectidies (India) Ltd., Madras-19.	4-8-64	Non-payment of wages as on 1-8-64.	The management agreed to pay one day's wages as per the settlement.
71.	Sri Ganesan Bus Cuddalore N. T.	7-8-64	Non-employment of a conductor.	The parties agreed that the issue of non - employment would be left to informal arbitration of the Commissioner of Labour, Madras.
72.	Radio and Electricals Ltd., Tiruvottiyur.	10-8-64	Bonus for the year 1963.	The management agreed to pay one month's basic Wages as bonus for the year 1963.

(1)	(2)	(3)	(4)	(5)
3.	Gordown Woodroffe Leather Manufacturing Co., Chromepet.	21-8-64	Bonus for the year ending 30-6-64	The management agreed that each workman would be paid bonus for the year ending 30-6-64 as per the settlement.
74.	M/s. M. V. S. Gramani and Sons. Madras-11.	6-8-64	Non-employment of certain workers.	Both parties agreed to refer the issue for informal arbitration of the Commissioner of Labour, Madras or his nominee.
75.	Nangaldas and Co., Madras-13.	18-8-64	Non Employment of a worker etc.	Both parties agreed for informal arbitration of the Commissioner of Labour, Madras or his nominee.
76.	Bharat Line Ltd., Madras-1.	-do-	Demand for cycle allowance and Gratuity etc.	The management agreed to pay gratuity at the rate of one month's salary for each year of service to continue the payment of Rs. 10/- towards cycle allowance, to fix the scales of pay of certain persons etc.
77.	Navinchandra and Co. Madras-1.	-do-	Non - employment of two workers.	Both parties agreed to informal arbitration of the Commissioner of Labour, Madras or his nominee over the issue of the non-employment of the workers.
78.	Syed Nizamuddin Tajmahal Beedies, Madras-21.	20-8-64	Demand for increase in wages in wages dearness allowance bonus for the year 1963-64 etc.	The management agreed to increase the wages by Rs. 3/- dearness allowance by Rs. 5/- to pay 2 month's basic wages as bonus for the year 1963-64 etc.
79.	Zubedia Fancy Stores, Madras-1	31-8-64	Demand for bonus and gratuity.	The management agreed to pay bonus at the rate of 26 days wages for each worker for the year 1962-63 on certain conditions.
80.	Venus Industries, Madras-82.	3-8-64	Non-Employment of a worker.	The management agreed to reinstate the worker.
81.	Industries Equipments Co., Madras.	5-8-64	-do-	The management agreed to pay the worker Rs. 120/- as ex-gratia for his service.
82.	Iron and Brass Industries, Madras-14.	-do-	-do-	-do-

(1)	(2)	(3)	(4)	(5)
83.	Krishna Brass Foundry, Madras-29.	5-8-64	Demand for additional bonus for the year 1961-62 to 1963-64.	The management agreed to pay the additional bonus of half-a-month's wages for 1963-64 to all the workers.
84.	Larson Turbo Ltd., Madras-2.	6-8-64	Stay-in-strike and consequential lockout.	The Union apologised for the stay-in-strike and also the management agreed to lift the lockout.
85.	United Printers Syndicate Madras-17.	6-8-64	Demand for increase in wages for casual and sick leave etc.	The management agreed to increase the wages by Rs. 5/ to grant 15 days for casual and sick leave etc.
86.	Modern Distilled water and Acid Supply and Rathina Chemical Industries, Madras-15.	7-8-64	Bonus for the year 1963-64.	The management agreed to pay 1½ months wages as bonus for the year 1963-64.
87.	Saganla Engineering, Madras-20.	17-8-64	Closure of the factory.	The management agreed to pay the workers compensation and exgratia amount to the workers as per the settlement.
88.	Odeon Cinema, Madras.	19-8-64	Retrenchment of a ticket collector.	The management agreed to re-instate the worker.
89.	Officers' Laundry, Madras.	21-8-64	Closure of the establishment.	The management agreed to pay compensation to the workers as per the settlement.
90.	Babuji Press, Madras-2.	27-8-64	Charter of demands.	The management agreed to increase the wages to grant 80 days as casual and sick leave to introduce the gratuity scheme etc.
91.	G. S. Press, Madras-2.	27-8-64	-do-	The management agreed to increase the rate of Dearness Allowance by Rs. 42/- per month to all the workers.

(1)	(2)	(3)	(4)	(5)
92.	L. I. C. Staff Co-operative Canteen, Madras-2.	29-8-64	-do-	The management agreed to give Dearness Allowance at the rate of Rs. 15/- each per mensem.
93.	Kivraj Motors (P) Ltd., Madras-2.	29-8-64	-do-	The management agreed to increase the total emoluments of the workers by Rs. 15/- to provide two sets of dresses to all workers etc. as per the settlement.
94.	Plantation Estates who are members of the Association.	4-8-64	Demand for the bonus for the year 1964.	The managements agreed to pay bonus for the year 1963 as per the settlement.
95.	Neo Roxy Cafe, Purasawalkam Madras-7.	5-8-64	Termination of the services of certain workers.	The management agreed to pay compensation at 15 days wages etc. as detailed in the settlement.
96.	Dharangadhra Chemical Works, Ltd., Sahupuram.	8-8-64	Non employment of three workers.	Both the parties agreed to refer dispute for informal arbitration by the Commissioner of Labour, Madras or his nominee.
97.	Dharangadhra Chemical Works Ltd., Sahupuram.	14-8-64	Non employment of three workers and increase in the rates of the Dearness Allowance.	The management agreed to increase the rates of bonus as per the settlement. Regarding the non-employment of the workers parties had already agreed to refer the issue for informal arbitration by the Commissioner of Labour, Madras.

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

Serial No.	Name of the concern.	Date of Agreements.	No. of workers involved.	Important terms of Settlement.
(1)	(2)	(3)	(4)	(5)
1.	Imperial Tobacco Co. Ltd., Coimbatore.	31-7-64	8	Increase in dearness allowance and payment of compensation.
2.	Sizing Materials Co. Ltd., Coimbatore.	7-8-64	...	Bonus for the year 1962.
3.	Praga Industries (P) Ltd., Coimbatore.	12-8-64	...	Extra wages for the operation of 4 spindle semi Automatic Drilling Machine.
4.	Sri Shanmugar Mills, Rajapalayam.	2-8-64	338	Increase of wages, dearness allowance payment of bonus for Deepavali and reinstatement of a dismissed worker.
5.	Varadalakshmi Mills Ltd., Manamadurai.	5-8-64	140	Revision of rates of wages and permanency of workers.
6.	Gitanjali Mills Ltd., Sankarankoil.	12-8-64	300	Revision of rates of wages.
7.	M/s S. Khadar Khan & Sons, Beedi Merchants, Salem.	19-8-64	...	-do-
8.	M/s D. C. Diwan Mohideen Sahib & Sons, Beedi Merchants, Salem.	19-8-64	...	-do-
9.	Sri Hari Mills Ltd., Coimbatore.	31-7-64	...	Efficiency in winding department.
10.	Measureall Engineering Co. (P) Ltd., Coimbatore.	30-7-64	...	Fixation of grades of basic wages increments dearness allowance etc.
11.	Sivakami Mills, Madurai.	3-8-64	...	Wages and dearness allowance.
12.	Sri Meenakshi Mills, Paravai.	5-8-64	...	Bonus for 1963-64.

(1)	(2)	(3)	(4)	(5)
13.	M. P. S. Lorry Service, Madurai.	7-8-64	...	Non-employment of a worker.
14.	Meenakshi Mills Paravai.	17-8-64	...	Wages of canteen workers.
15.	Fenner Cockill Ltd., Kachadai.	31-8-64	...	Revision of wage structure.
16.	Sethuram Weaving Mills Ltd., Madurai.	22-8-64	...	Increase in wages.
17.	The B & C Mills, Madras-12.	6-8-64	1	Transfer as Mazdoor and fixation of wages.
18.	-do-	6-8-64	1	-do-
19.	-do-	8-8-64	1	Transfer and fixation of wages
20.	-do-	18-8-64	8	-do-
21.	-do-	19-8-64	1	-do-
22.	-do-	24-8-64	2	-do-
23.	Navinchandrars & Co, Madras-11.	10-8-64	14	Bonus, scales of wages etc.
24.	Best and Co., Madras-1.	3-8-64	677	Dearness allowance and bonus.

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 August, 1964.

S. No.	Name of the concern in which the dispute has arisen.	Issues	G. O. No. and Date of reference.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1.	Chrome Leather Company, Chrompet, Madras.	1. Whether the demand for payment of additional bonus for 1962-63 is justified and if so to fix the quantum.	G. O. R. No. 1633, Industries, Labour & Co-operation, dated 14-7-1964.
		2. Whether the non-employment of Sri Gopal Nair is justified and to what relief he is entitled?	
		To compute the relief, if any awarded, in terms of money, if it can be so computed.	
2.	Spencer and Company Limited, Madras.	1. Whether the demand of the workers for additional bonus for 1961-62 is justified and if so fix the quantum.	G. O. R. No. 1901, Industries, Labour & Co-operation, dated 12-8-64.
<i>Tiruchirapalli District</i>			
3.	Nine Tanneries in Tiruchirapalli.	1. Whether the demand of the workers employed in the following tanneries for the introduction of a gratuity scheme is justified and if so, to formulate a scheme.	G. O. R. No. 1685, Industries, Labour & Co-operation, dated 21-7-1964.
	i. N. M. Tannery, Tiruchirapalli-7.		
	ii. Srinivas and Company Tannery, (A.B. and C.) Tiruchirapalli-7		
	iii. Tamilad Tannery No. 2, Tiruchy-7.		
	iv. Tamilnad Tannery No. 3, Tiruchy-7.		
	v. Southern India Tannery, Tiruchy-7.		

(1)	(2)	(3)	(4)
		vi. Abdul Sukkur Tannery, Trichy-9.	
		vii. Abdul Rahim Tannery, Tiruchy-9.	
		viii. M. K. Sheik Moideen Tannery, Tiruchy-9.	
		ix. Minna Noordeen Tannery, Tiruchy-9.	
Labour Courts.			
Labour Court, Coimbatore.			
<i>Coimbatore District</i>			
4.	Sri Krishna Theatres, Coimbatore.	1. Whether the demand of the workers for fixation of scales of wages is justified and if so to fix such scales of wages and fix the present incumbents in the scales so fixed.	G. O. Ms. No. 3819, (Lab) I. L. & C. dated 31-7-1964.
		2. Whether the demand for dearness allowance is justified and if so, to fix the quantum.	
		3. Whether the demand for payment of extra batta based on the number of shows exhibited is justified and if so to fix the quantum.	
5.	Stanes Transports Limited, Coimbatore.	1. Whether the demand of the workers for bonus for the year 1962-63 is justified and if so to fix the quantum.	G. O. Ms. No. 3970 (Lab) I.L. & C. dated 11-8-64.
6.	Maniam Theatres, Coimbatore.	1. Whether the demand for revision of wages is justified and if so to fix the scale of wages for the various categories of workers and fix each of the present incumbents in the scales so fixed.	G.O.Ms. No. 4002 I.L. C. (Lab) dated 13-8-64.
		2. Whether the demand for payment of dearness allowance is justified and if so, to fix the rate.	

(1)	(2)	(3)	(4)
7. Sri Ramakrishna Transports (Private) Limited, Coimbatore.	Whether the demand for promotion of Sri Rajan and Sri Joseph, Assistant Fitters as fitters is justified and to what relief each would be entitled.	G. O. Ms. No. 4031, Industries, Labour & Co-operation (Lab) dated 14-8-1964.	
	To compute the relief, if any, awarded in terms of money, if it can be so computed for each		
	Labour Court, Madras. Madras District.		
8. K. S. Sahib Sauff Factory, (Private) Limited, Madras.	1. Whether the demand for payment of an additional wages of 0.50 P. to the existing wages is justified?	G. O. R. No. 1559, I.L. & C. dated 8-7-1964.	
	2. Whether the demand for payment of dearness allowance is justified and if so, at what rate?		
	3. Whether the demand for the institution of a gratuity scheme is justified and if so to formulate a scheme of gratuity.		
	4. Whether the demand for the payment of bonus for the year 1962-63 is justified and if so to fix the quantum.		
9. Poly Ene General Industries, Madras.	1. Whether the demand of the workmen for a revision in the rates of Dearness Allowance is justified; and if so, to fix revised rates.	G. O. R. No. 1562, I. L. & C. dated 8-7-1964	
	2. (i) Whether the non-employment of T. Parthasarathy and A. Pouldars is justified; and to what relief each is entitled?		
	ii. To compute the relief, if any awarded in terms of money if it can be so computed.		

(1)	(2)	(3)	(4)
10. Uma Printers, Madras.	1. Whether the demand for payment of increase and uniform dearness allowance to all the workers is justified, and if so to fix the rate of dearness allowance.	G. O. R. No. 1903, I.L. & C. dated 12-8-64.	
11. Mysore Cafe, Madras.	1. Whether the non-employment of the following five workmen is justified and to what relief each is entitled :— (i) K. Sankaran. (ii) Parameswaran Namboodri. (iii) Damoodaran Namboodri. (iv) Velayutham; and (v) Chinniah. 2 To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 1905, I.L. & C. dated 12-8-64	
	Labour Court Madurai Tiruchirappalli District.		
12. Ramamirtham Press, Pudukottai.	Whether the non-employment of Sri T. Palanichamy is justified and to what relief he is entitled.	G. O. R. No. 1886 I. L. & C. dated 11-8-64	
	To compute the relief, if any, awarded in terms of money if it can be so computed,		
	Kanyakumari District.		
13. Corlmony Estate, Nagercoil.	1. Whether the non-employment of the following 14 workers is justified and to what relief each would be entitled :— (i) S. Ramaswamy. (ii) Philip. (iii) Ammu. (iv) Mariapushpam.	G.O.Ms. No. 4033, I.L. & C, (Lab) dated 14-8-64.	

(1)	(2)	(3)	(4)
	(v) Thangaswamy:		
	(vi) Nesam.		
	(vii) Ratnam.		
	(viii) Krishnaswami.		
	(ix) Velammal.		
	(x) Iyapalam.		
	(xi) Esseki.		
	(xii) Swami Pillai.		
	(xiii) Anthonimuthu.		
	(xiv) Rukmani.		
	2. To compute the relief, if any, awarded in terms of money, if it can be so computed for each.		

4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part II, Section I of the *Fort St. George Gazette*, during the month of August 1964.

S. No.	Name of the concern.	Page and date of the Gazette.	G.O. No. and date in which the award is Published.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Thanjavur Dist</i>			
1.	Certain Hotels in Thanjavur.	8-9 12-8-64	G. O. R. No. 1817, I. L. & C. dated 1-8-64
<i>Kanyakumari Dist.</i>			
2.	Sri Ganapathy Motor service, Nagercoil.	12-15 5-8-64	G. O. Ms. No. 3772, I. L. & C. dated 28-7-64
Labour Court, Madras.			
<i>Madras District</i>			
3.	Sri Radhakrishna Service, Madras.	1 12-8-64	G. O. R. No. 1827, I. L. & C. dated 3-8-64
4.	Greenfield Electricals, Madras.	2-3 12-8-64	G. O. R. No. 1828, I. L. & C. dated 3-8-64
5.	Solar Works, Madras.	1-5 26-8-64	G. O. R. No. 1916, I. L. & C. dated 13-8-64
Labour Court, Coimbatore.			
<i>Coimbatore District</i>			
6.	Brooke Bond India (P) Ltd., Coimbatore.	3-8 12-8-64	G. O. R. No. 3852, I. L. & C. dated 3-8-64
7.	Maniam Theatres, Coimbatore.	9-12 8-8-64	G. O. Ms. No. 3693, I. L. & C. dated 23-7-64.
8.	Mettupalayam Coonoor service (P) Ltd., Mettupalayam	3-6 5-8-64	G. O. Ms. No. 3691, I. L. & C. (Lab) dated 23-7-64
9.	Bharat Automatic saw mills, Pollachi.	2-3 5-8-64	G. O. R. No. 1762 I. L. & C. dated 30-7-64
10.	Venkateswara Warping Factory, Erode.	6-9 26-8-64	G. O. Ms. No. 4001, I. L. & C. dated 13-8-64
11.	Appan Automatic Saw Mills, Pollachi.	9-14 25-8-64	G. O. Ms. No. 4063, I. L. & C. (Lab) dated 18-8-64

(1)	(2)	(3)	(4)
<i>Salem District</i>			
12. M/S. K. Mussain Motor Service. Salem.	5—6 26—8—64	G. O. R. No. 1395, (Lab) I. L. & C. dated 17—8—64	
<i>Labour Court, Madurai.</i>			
<i>Tiruchirappalli District</i>			
13. The Popular Automobiles Ltd., Tiruchirappalli.	1—2 5—8—64	G. O. R. No. 1752, I. L. & C. dated 28—8—64	
<i>Ramanathapuram District</i>			
14. Madurai Roadways (P) Ltd., Ramanathapuram.	1—4 19—8—64	G. O. R. No. 1888, I. L. & C. dated 11—8—64	
15. Madurai Roadways (P) Ltd., Ramanathapuram.	4 19—8—64	G. O. R. No. 1889, I. L. & C. dated 11—8—64	
<i>Kanyakumari District</i>			
16. Kanyakumari Medical Mission Leprosy Hospital. Colachel.	6—8 5—8—64	G. O. Ms. No. 3692, I. L. & C. (Lab) dated 23—7—64	