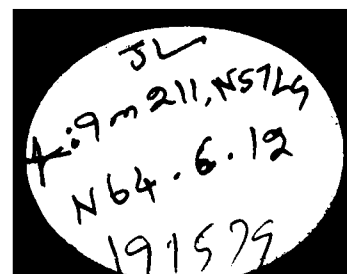


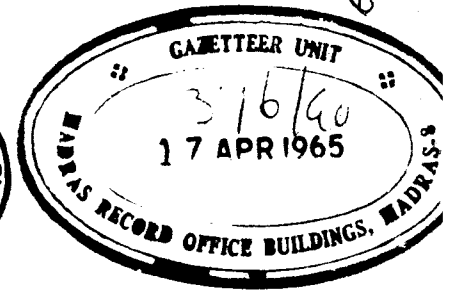
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VOL. VI No. 12
DECEMBER 1964



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

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CONTENTS

ARTICLES

Trends in Industrial Disputes in India	1113
Safety is no Accident	1121
A Study of the Implementation and working of Revised work assignment in Textile Mills in Coimbatore.	1126
Book Review	1130

LABOUR NEWS

CURRENT NOTES

AWARDS AND AGREEMENTS

CURRENT LABOUR LITERATURE

Salient Features of the Report on the working of the Factories Act, 1948 and Madras Maternity Benefit Act, 1934 For the year 1963.	1154
--	------

NOTIFICATIONS

STATISTICAL SUPPLEMENT

1. Statement showing the details of agreements brought about by the Conciliation Officers under Sec. 12 of the Industrial Disputes Act, 1947, during the month of November, 1964. (Not Printed)
2. Statement showing the Bipartite Settlements under Section 18 (1) of the Industrial Disputes Act, 1947 for the month of November, 1964. 1168
- Statement showing the list of Industrial disputes referred for adjudication to the Industrial Tribunal Madras and the Labour Courts published in Part II of Section I of the Fort St. George Gazette during the month of November, 1964. 1170
- Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts and published in the Supplement to Part II of Section I of the Fort St. George Gazette during the month of November, 1964. 1173
3. Monthly review of work stoppages (strikes and lock-outs) for the month of November, 1964. 1174(a)
5. Statement showing the closures and stoppages of work in Factories and Mills for reasons other than strikes and lock-outs in the State of Madras, for the month of November, 1964. 1175



Handwritten notes: 27-11-64, NS 72 G, 1132, 1137, 1139, 1152, 1154, 1157, 1168, 1170, 1173, 1174(a), 1175.

THE MADRAS LABOUR GAZETTE

Vol. VI] DECEMBER 1964 [No. 12

SPECIAL ARTICLES

TRENDS IN INDUSTRIAL DISPUTES IN INDIA.

By
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I. INTRODUCTION

The note attempts to bring out the trends in industrial disputes in India since 1947. The analysis has been attempted for the country as a whole which offers many pitfalls. The country is vast. Regional and industrial variations in unionization, wage rates, management practices, organisational and institutional developments, political climate etc, condition the strike activity. This article may therefore, be considered as a "trial run" for a detailed analysis.

II. QUALITY OF DATE

The period selected for analysis is 1947 to 1963. All date used for the purpose have been drawn from the Governments sources, issued primarily by the Labour Bureau, Simla and the Central Statistical organisation, New Delhi. These data present several difficulties of comparability and interpretation, some of which should be noted here. Most of the data pertaining to employment, wages, industrial disputes and trade unions is released by the Labour Bureau. The figures are based on returns submitted to the State Governments by the covered units. Parties who fail to submit returns-affect the comprehensiveness of the data. Since the number of parties that fail to submit returns is usually significant, the data is rendered less reliable. In the course of last fifteen years, reorganisation of States has taken place more than once. While some States have been merged others have been bifurcated. Still, in other cases geographic adjustments have been made by transferring districts from one to the other state. But corresponding amendments or readjustments in labour statistics for the transfer areas have not been made with retrospective effect, there by, rendering the figures incomparable. Data for industrial disputes relate to undertakings called "industry" under the Industrial Disputes Act. Data for employment relates to undertakings that may or may not be "industry" under the said Act; thus difficulty in comparing "disputes" data with "employment" data relate to calendar years. the trade union data is given for the year-April to March. A comparison of the two warrants adjustment of three months in either of the series which cannot be done due to non-availability of monthly figures. Finally, the concepts used by different governmental agencies differ widely. If correspondence of

	PAGE
7. Particulars of complaints received and investigated and settled by the Labour Officers during the month of November, 1964.	1176
8. Statement showing the number of Standing Orders certified during the month of November, 1964.	1177
9. Workmen's Compensation Act,—Statement of accidents reported and amounts of Compensation paid for the month of November, 1964.	1177
10. Workmen's Compensation Act,—Statement showing the number of cases filed and disposed of during the period from 1-11-1964 to 30-11-1964.	1177
11. Payment of Wages Act, 1936—Statement for the month of November, 1964.	1178
12. Madras Shops and Establishments Act, 1947—Appeals under Sections 51, and 19 pending, received and disposed of during the month of November, 1964.	1178
13. List of Trade Unions Registered under the Indian Trade Unions Act, 1926, and Cancelled during the month of November, 1964	1179
14. Particulars about the Labour administration and statistics for the month of November, 1964.	1181
15. Numerical list of Factories and Plantations covered by the Plantations Labour Act, 1951 for the month of November, 1964.	1182
16. Statement of Accidents for the month of November, 1964.	1184
17. Exemption granted to the factories and establishments from the provisions of Acts and Rules as indicated during the month of November, 1964.	1186
18. Consolidated statement of cotton and yarn prices in the State of Madras for the month of November, 1964.	1188
19. Comparative statement of the cost of living index numbers for the month of November, 1964.	1189
20. Monthly Press Report under the Employees State Insurance Scheme Medical Benefit, for the month of November, 1964.	1193
21. Employment Exchanges Statistics for November 1964	1195
22. Labour Laws and Administration.	1196

strike fluctuations with economic fluctuations is to be seen, one may choose G. N. P. from industrial sector series and mandays lost due to strikes series. The data is furnished by the C. S. O. and the L. B. S. The concepts 'small industries' 'professional services' etc., have been used with different connotations by these agencies, rendering the comparison difficult. Thus, an attempt at quantification based on the existing data will include an unknown element of error. The analyst will also proceed to make the data comparable by making assumptions that might introduce bias.

III. EMPLOYMENT AND UNIONIZATION

A brief discussion of the trends in industrial employment and unionization is relevant to our discussion because it is useful in analysing the strike activity. Chart given at the end shows the trends in employment and unionization in post independence India. Employment data relates to only those types of undertakings as are considered 'industry' in the Industrial Disputes Act, 1947. It includes all types of employment other than agriculture, small scale and cottage industries. We note a steady increase in employment over years. The number of workers employed in 1962 was 2.8 times the figures for 1947. There has been a similar increase in the claimed union membership. In 1960, the union membership was 2.3 times greater than 1947. If we express the 'degree of unionization' in terms of the union membership as a percentage of employment in 'industrial' occupations, we find a steady increase in organisational activity after 1952. The index moved from 25 in 1951 to 45 in 1960.

It is obvious that whereas there has been a steady increase in the unionization of industrial workforce, it has barely managed to keep pace with the expansion in industrial employment. The chart appended at the end also shows that the years in which union membership records an increase are also associated with a decrease in the number of strikes. This tendency becomes more obvious and consistent after 1957. Union membership seems to have an inverse relation-ship with its strike activity. Increase in membership tends to decrease strike activity and vice versa. It is a matter for researchers to explore whether unions call strikes because they are losing membership or members leave unions because unfavourable reaction to strikes. With increase in membership, do union change their strategies from agitational militant actions to constructive and accommodative policies?

IV. TRENDS IN DISPUTES

In 1947, there occurred 1811 disputes in 'industry' it rose to 2276 in 1948, registered a steady decline till 1954; thereafter the number started increasing, and stood at 1930 in 1957. It tapered off, started declining and number of disputes in 1963 was 1394. If we use 1951 as the base year (100) the index of disputes would register its lowest at 97 in 1954, highest at 140.5 in 1957 and register a steady decline thereafter.

If we divide the States according to the intensity of strike activity and consider those States where in any year the number of strikes was less than 5 percent of the total strike activity in the country as insignificant, between

5 and 10 as moderate and above 10 per cent as troubles, we find that the States of the Madras, Kerala, Maharashtra, and West Bengal are the most troubled States. However, these States may again be more industrialized than others and consequently employing more workers. Therefore, unless the data on strike activity is related to the degree of industrialization and employment data, any conclusions may be misleading. Other factors such as political climate in the State, size, location and nature of industry, educational and skill levels of the work force available and the degree of urbanization may influence strike activity.

V. WORKERS INVOLVED IN DISPUTES

The number of workers involved in disputes was over 18 lakhs in 1947, 7.5 lakhs in 1951 and 4.6 lakhs in 1963. Though the number of workers employed in industries, the number of industrial undertakings and the union membership have increased the number of workers involved in disputes has decreased over years. Madras, Maharashtra, Kerala and West Bengal have higher percentage of workers involved in disputes. For a meaningful analysis of the trends in workers involved in disputes, we must distinguish between the workers and the union members involved in disputes. The percentage of workers' involvement in industrial disputes to the total 'industrial employment' was 46.3 in 1947, 10.2 in 1951 and 9.0 in 1962. Thus, the workers involved in disputes has decreased over years. Similarly, if we construct an index of members involvement ratio by expressing workers involved in disputes as a percentage of claimed union membership, we find the index standing at 110.7 in 1947, 40.77 in 1951 and 26.16 in 1960. This finding is very significant. Firstly, it shows that the number of union members coming out on strikes has steadily and sharply declined. It is difficult to say whether the unions have been giving less strike calls or the members have refused to come out on strikes in spite of union calls for strikes. Since, many non-members may also respond the union call for strike, it is still more difficult to arrive at any valid conclusion. Since our remarks find support from the index of workers' involvement, we may at least conclude that the workers involved in strikes have decreased and that the number of workers involved per strike goes down. Industrial strikes are not a significant problem in States like Mysore, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Orissa, Bihar and Assam.

VI. DURATION OF STRIKES

In 1947, the number of mandays lost was the highest and stood at 165.6 lakhs. It declined thereafter; stood at 39.7 lakhs in 1952, rose to 69.9 lakhs in 1956 to 77.9 in 1958. It declined and reached the lowest ever in 1963, by being 29 lakhs. This shows that the mandays lost per strike decreased over the years. Similarly, the time lost per striker per union member and per industrial worker can be measured by creating indices of Time Lost per Striker (Mandays lost divided by Workers involved) Time Lost per Union Member (Mandays lost divided by claimed union membership) and Time Lost per Worker (Mandays lost divided by industrial employment). All the three indices help in gauging the trends in duration of strikes and point out the tendency that average duration of strikes is increasing. Though the number of strikes is becoming less (as noted in earlier section) yet the duration of strikes or the staying power of strikers has increased. This tendency finds further support from the fact

that strikes of duration of less than a day, less than 5 days and less than 10 days registered a significant decrease. Strikes lasting more than 10 but less than 20 days slightly has decreased but strikes of duration of over 20 and over 30 days registered an upward trend.

VII. CAUSES OF DISPUTES

Wages alone are the cause of 27 to 31 per cent of total disputes in any given year. Disputes regarding bonus account for 7 to 13 percent of the total. Thus, wages, allowances and bonus are the cause of nearly 34 to 44 per cent of the total number of disputes. Personal matters such as leaves, holidays, working hours, retrenchment etc, account for another high percentage (from 32 to 42) of disputes. Disputes caused by 'personal' matters have shown a slightly downward tendency over the years. Since personal matters are either statutorily defined or are contractual, the disputes relate to interpretation of the legal or contractual provisions. As such, it was by and large, unnecessary for parties to precipitate work stoppages. Disputes occasioned by issues relating wages, allowances and bonus pertain to the economic interests of the parties. The strike activity in India caused due to economic issues is almost of the same magnitude as compared to U. K. U. S. A., France and Norway. Considering that in an underdeveloped economy, where wages are singularly low as compared to the industrially advanced countries, economic issues should have generated a greater friction, one is led to several hypotheses. Is legislation relating to economic issues working very satisfactorily, so as to keep the number of disputes low? Is adjudication machinery efficient? Do Unions not give due importance to the trade matters and keep themselves occupied with other issues? Are unions less capable of carrying their memberships along with them on economic issues? Are the workers contended with or feel helpless to improve their economic lot? Do the employer's pressures exercise heavy weight on workers or are their strategies well developed to keep unions away from economic issues?

VIII. TERMINATION BY RESULTS

How do the industrial disputes terminate and get settled? In 1947, only 18 percent of disputes were successful (from the unions point of view). Others were either unsuccessful or only partially successful. The percentage of successful disputes to the total has never been more than 33, though 25 is more common figure. There is a consistent tendency over years for increase in the number of disputes settled successfully.

IX. METHODS OF SETTLEMENT

What are the methods by which the disputes got settled? Data is available from 1956 onwards only. In about one third of the disputes, the workers just go back to work without arriving at or waiting for settlement. This only shows their inadequate staying power or poor strategy of coming out on strike without required preparation. Arbitration plays no part in the settlement of disputes. In 1956, 53 percent of the total disputes terminated were settled through conciliation machinery. The number has decreased consistently and in 1962 only 41 per cent got settled through this method. Disputes settled through direct negotiations between the disputing parties accounted for 16 percent of the total in 1956, increased gradually and rose to 25 percent in 1961. Adjudication was

used for 2% of the cases in 1957, 6 percent in 1958 and 4% in 1960. Thus, direct negotiation between the parties and conciliation method are most often used successfully but their use is on the decrease. Adjudication is also not a significant method in disputes settlement. Voluntary resumption of work without any proper settlement is on the increase.

X. SUMMARY

1. The degree of unionization of industrial workers is on the increase. In 1951, 26 out of every 100 workers were unionized. The number stood at 45 in 1960.
2. The number of disputes, after rising upto 1957, is decreasing. Taking 1951 as base (100) the index stood at 140.5 in 1957 and at 120 in 1963.
3. The States of Madras, Kerala, Maharashtra and West Bengal are the States wherein dispute activity is the maximum.
4. The number of workers involved per dispute has decreased.
5. The number of union members coming out and responding to the strike call has decreased.
6. The duration per strike has shown a tendency to increase. Similarly time lost per striker, per union member has shown an upward trend during the last four years. The number of strikes lasting over 20 and over 30 days is increasing and one day or less than 5 days duration strikes are going down.
7. Wages and bonus and personal matters are the principal causes of industrial disputes.
8. Direct negotiations between the parties and conciliation have been the methods used to settle most of the disputes.
9. The number of disputes terminated successfully is increasing. In 1956, it was 25% but the percentage went up to 33 in 1963.
10. There are several areas that need further research. Some of the hypotheses and researchable problems have been indicated in the note. Researchers also find it difficult to use the data made available by various Governmental agencies. The problems are mainly in terms of concepts used and of comparison.

CHART GIVING INDICES USED

Years	Industrial disputes	Degree of Unionization.	Sir	Mir	Tls	Mls	Wlr
1	2	3	4	5	6	7	8
1947	—	41.8	46.3	110.69	5.56	3.34	1.65
1948	—	40.7	27.0	66.00	7.31	4.82	1.96
1949	—	51.0	16.0	50.8	8.14	4.11	1.30
1950	—	27.0	13.7	48.83	4.81	2.43	.66
1951	100	25.4	10.2	40.77	5.26	2.11	.54
1952	101.5	25.8	11.4	44.27	4.26	1.89	.50
1953	106.1	27.0	14.3	52.9	3.36	1.96	.53
1954	97.1	28.2	7.4	29.3	7.14	2.01	.51
1955	110.8	24.7	7.2	29.4	9.94	2.77	.69
1956	103.7	29.1	9.9	30.7	9.77	2.94	.85
1957	140.5	34.7	10.6	30.65	7.22	2.21	.77
1958	131.4	35.8	10.9	30.46	8.39	2.55	.91
1959	132.0	45.0	8.0	17.473	8.12	1.44	.65
1960	136.4	45.0	11.7	26.16	6.62	1.73	.78
1961	117.0	NA	8.2	NA	9.60	NA	.60
1962	128.5	NA	9.0	NA	8.68	NA	.80
1963	120.1	NA	NA	NA	6.33	NA	NA

EXPLANATIONS

Degree of Unionization

Claimed Union membership X 100
Industrial Employment

WIR or Workers Involvement Ratio

Workers involved in disputes
Industrial Employment

MIR or Membership Involvement Ratio

Workers involved in disputes
Claimed Union membership

TLS or Time Lost per Striker

Mandays lost
Workers involved in disputes

MLR or Membership Loss Ratio

Mandays lost
Union members involved

WLR or Worker Loss Ratio

Mandays lost
Industrial Employment.

Table showing data on Employment, Unionization and Industrial disputes during 1947-1963.

Year	Employment	Claimed union membership	No. of disputes	Workers involved	Mandays lost	1. 0 3/2 100	7
1	2	3	4	5	6		
1947	3979247	1662929	1811	1840784	16562666	41. 8	
1948	4814100	1960107	2276	1293687	9458020	40. 7	
1949	5812581	1821132	1516	927423	7545549	51. 0	
1950	6500107	1756971	1191	891539	4284199	27. 0	
1951	7303227	1853213	1160	745674	3976731	25. 4	
1952	7993382	2064932	1178	914298	3904037	25. 8	
1953	7847547	2112695	1225	1118255	4145549	27. 0	
1954	8595523	2170450	1128	636658	4381490	25. 2	
1955	9183983	2269679	1285	659059	6308819	24. 7	
1956	8196213	2376762	1203	729080	6992040	29. 1	
1957	8353280	2901389	1630	889371	6429319	34. 7	
1958	8511040	3047844	1524	928566	7797585	35. 8	
1959	8684861	3910340	1531	693616	5633148	45. 0	
1960	8369863	3769000	1583	986268	6536517	45. 0	
1961	8283244	NA	1357	511860	4918755		
1962	7865373	NA	1491	705059	6120376		
1963	NA	NA	1394	457855	2901904		

SAFETY IS NO ACCIDENT

By

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More accidents are caused to-day because of carelessness, over confidence, forgetfulness, absent mindedness, short cuts, poor house-keeping, or neglect of the protective equipment, meddling with the screens and guards provided, than, due to inherent hazardous conditions involved in the work. That is why the slogan in safety to-day is "KNOWING IS NOT ENOUGH". Knowledge of safety has to be made to permeate into the structure of one's being till it becomes an entrenched pattern of work. Knowing the safety procedures but failing to follow the rules often leads to disastrous results. The challenge that managements face to-day is not in evolving safety rules but in enabling the workers make it a 'work habit'. The managements most certainly have an obligation to perform an enthusiastic task, in that direction. What is more, the educational activity has to be effective in arousing and maintaining the intelligent co-operation of the worker in regard to safety. Towards fulfilling this educational activity in safety, many managements try various techniques to attract favourable attention. Safety education is essentially like sales promotion programme. Almost all the text books on safety and industrial accident prevention emphasise on the three Es-Engineering, Education and Enforcement. Paul Pigours and Charles A. Myers have merrily added another 'E' to refer to Enlistment whereby the workers are brought in as partners in safety programme.

It Pays To Advertise Safety

Accident prevention work is essentially an educational endeavour. Creating and maintaining interest forms the basis for any organised accident prevention programme. In formulating safety educational programmes, preparing and exhibiting safety rules, posters, pamphlets, placards have their advantages. Organised competitions in safety help to create and maintain interest in safety. Contests encourage competition, excite enthusiasm and help to maintain effervescence of interest in safety. In U. S. A., U. K. and the Continent, accident prevention campaigns, and safety contests are organised as a regular feature and also in the nature of high pressure and gallop safety campaigns. Any sound Accident Prevention Programme, it is increasingly being realised, must revolve around creating safety consciousness and development of interest in safety.

Safety Publicity

Posters-Pamphlets and Placards

Conditioning the worker to react favourably to safety needs the utilization of all the resources in the techniques of advertising and publicity. This social and psychological engineering is as much vital to the safety

organisation, as is advertising to the sales department. Properly administered safety publicity drills the safe work habits and conditions the worker in the course of time to react favourably to safety. Safety can indeed be a dull subject and does not make any appeal by itself. Properly guided, publicity can give the 'pep' it requires. It stimulates thought and encourages safety consciousness. Without the proper nuances and delivered dry, publicity on safety will be like blowing a horn into deaf ears. To get the best results, safety publicity should be adroitly aimed well planned, properly focussed and elegantly executed. Posters or pamphlets, Bulletins, booklets or blackboards, or whatever audio-visual technique is brought into play, it should make an indelible impact on the eye and the mind. An arresting appeal to the senses of perception and memory has psychologically a sustaining effect. Comments as sidelights should be drafted with care and must be coruscant enough to catch a niche in the recesses of the memory. Pictures must be poignant and slogans sparkling. It should be borne in mind that the endeavour in publicity does not end merely with an effort in the momentary creation of an impression to the eye or ear alone but must be capable of going deeper. The series of advertisements issued in the dailies by Burmah-Shell in the interest of Road Safety is an example and a convincing proof that publicity has a pivotal role not only in building but also in developing and preserving safety consciousness.

Lotteries

Safety Rewards in a monetary form as 'bonus' to accident free workers is not as popular as attendance bonus. We are not aware of any industrial establishment in our country where individual safety annual bonus is granted to all accident free workers. But bonus by lottery, open to all accident free workers is very popular in the U. S. A., some industrial establishments reward individually all the members of the unit or group which wins a safety competition based on the appraisal of safety performance over a specific period even though rated on a group basis. Rewards by lottery open to all accident free workers may be tried by industrial establishments in our country to advantage. If the prizes offered are attractive in value and number, the workers are certain to develop interest in it, and this will enthuse the workers to go about their jobs with care and concern. A properly conducted lottery (i. e. where every worker with an accident free record has the same chance of winning a prize as every other worker with similar accident free record has) is bound to stimulate the workers and enable them to strive for accident free records.

Lottery plans of awarding prizes, however can have different configurations. Instead of throwing open to all workers with accident free records, it is sometimes employed differently. Unannounced inspection is made on a worker chosen at random and if at that time he observes all safety precautions in regard to personal protective devices he is given a prize. Basic to any safety programme is the use of personal protective devices. This form is most suitable in respect of workers in the categories like Welders, Electricians etc., who are required to wear protective guards like goggles, rubber gloves etc. while at work. Properly organised these stimulants can kindle the positive outlook among workers towards safety which is so vital to sustain any accident prevention programme.

Awards and other forms of recognition

Pride in safety performance achievements can be motivated and maintained by awarding cups, plaques, banners, trophies, flags and by display of score boards and other visual attractions. Official recognition of efficient safety work encourages "Safety climate" and imbues the workers and supervisors with the "Safety Spirit". The desire to excel and to establish an outstanding record is encouraged through healthy competitions and also by official recognition of individual merit and this in turn may also ferment cohesive group activity.

Booby Contests

An Award for the best department has been found not nearly so effective sometimes as the award for the worst department. The Psychology behind this should be clear. Much more effort is expended by Foremen and workers to avoid the negative award and gazing eyes, than to win a positive one.

Among the more popular booby type of awards mention should be made to the Royal Order of the White Elephant. This grew out of a razzing programme in the sales department of General Motors and was adapted to safety by the Industrial Relations Department. A white elephant is rotated as the guest of the department having the worst current accident record. Even in our country there are a few industrial establishments which have these booby type awards of which the white elephant is the most popular. Another type of booby prize popular in the States is the "Dirty Andy" a scare-crow figure to be awarded each month to the dirtiest department from the point of view of house keeping in the plant. Booby awards based on frequency rates of accidents are awarded in some establishments in the States with the mock presentation of a 'turtle'.

National Safety Awards

Based on the recommendations of a special committee constituted by the Ministry, the Government of India have introduced a scheme for National Safety Awards based on greatest percentage reduction in frequency rate, on lowest frequency rates in industry, on longest accident free periods, and one based on point-rating and another for outstanding safety suggestions. The scheme will be applicable to the Industrial Undertakings. The awards are made annually and each of the fifteen winners will be presented a Cup to be retained, in addition to a cash prize of Rs. 2,500/-. The State Government have also framed similar schemes for implementation at state level in respect of smaller factories and establishments.

Rallying Round Safety

Suggestion Scheme, slogan-competitions, and essay contests on safety are being increasingly tried to-day in our country. Regarding safety suggestion systems, Roland P. Blake has this to say

"Every Management should realise that the aggregate brain power and resourcefulness of its rank and file workmen is a veritable gold

mine if it can be tapped. A properly designed and administered suggestion system is an effective means of tapping this latent safety knowledge and ingenuity."

Safety inventory and safety quiz programmes are also not very popular in our Country. The inventory schedule or questionnaire is given wide publicity and is usually distributed towards the close of the financial year when the missing appliances are listed. The findings are borne in mind in planning the safety programme for the ensuing year.

Attitude surveys and periodical safety testing of personnel and plants to locate the areas needing attention, are also not popular yet in our country. But all the same they have their roles to play in any concerted programme towards accident prevention.

Rewards Rather than Compensation.

Time was when industrial safety work was purely a mechanical engineer's job. Safety in plant amounted to guarding belts and gears, shielding rollers and blades and sheathing square-headed set screws. But to-day, the mechanical Engineer cannot fight a lone battle against accidents. Although the programme of safeguarding and physical improvements of Plant Structure and environment is essential to Safety, it is only a part of the wider programme of accident prevention. To the management, safety is essentially a matter of education of employees. Solution to satisfactory safety operations, begin with arousing the interest and enthusiasm of all the workers and supervisors. Effective accident prevention work has to start right on the job where accidents occur. Safety is everybody's business essentially because it is achieved only through everybody's co-operation. In trying to educate the industrial worker to become interested in his own safety, we are also interested about the safety of all those around him. The Arc Welder has not only to be encouraged to put on an helmet to protect himself but also provide a shield around his job to protect the eyes of his fellow workers. Viewed thus says, P. L. Siemiller, "When we have succeeded in training a worker to be safety minded, we have also helped him to be his brother's keeper."

Management's responsibility to provide a safe place to work requires for more than the provision of guards around the machinery or screening dangerous chemical operations or adherence to statutory safety regulations. It requires the generation and the steady maintenance of a safety climate.

Industrial psychologists agree that the most important factor in the reduction of on-the-job accidents is the individual worker himself and his attitude towards plant safety measures. Outstanding accident free records have been achieved only through workers co-operation with the Management in the formulation of safety programmes, and active participation in the safety campaigns. As an example of such co-operation, the American Labour Review recently cited the pulp and paper industry of the West Coast which through joint safety programmes brought down the average frequency rate of disabling injuries recorded at 38.99 per million man-hours worked in 1945, to 4.66 in 1960. To cite

another outstanding record of safety progress, it may be mentioned that in 1948 there were almost 4 disabling injuries per million man-hours work in U. S. Steel. By 1953 this rate was reduced up 1.97 disabling injuries per million man-hours. In 1963, the rate was 0.75 disabling injuries per million man-hours work. No wonder the U. S. Steel News claims "Hard work continues to show that accident can be eliminated. Not just reduced, but eliminated. Plants that have worked for long periods without any disabling injuries have proven that if everyone does his safety job, every day, accidents can be prevented. Lorain (Ohio) Works, of what was then National Tube Division, completed more than 10 million man-hours and almost a year without a disabling injury, early in 1960, only to have its record surpassed a few months later when Gary (Ind.) Steel Works amassed a total of more than 17 million man-hours without a disabling injury."

BUT IS NOT SAFETY ITS OWN REWARD? It most certainly is. While it is true every employee is responsible for his own safety and for the safety of those who are around him, safety is still largely management's pigeon. It is the management's paramount concern to provide a safe place to work. It is again management's sole role to locate and remove safety hazards, to instal effective guards and protective equipment. The management's vigilance would not stop here. Vitally important is the responsibility of the management to develop safe procedures and knit into the structure of every worker safety as a habit. The management can encourage and reward safety. Rewarding safety can indeed be the wiser of the two courses. Those who are sceptical and parsimonious about rewarding safety are invariably those who shell out the maximum amounts by way of compensation after the occurrence of the accident.

A STUDY OF THE IMPLEMENTATION AND WORKING OF REVISED WORK ASSIGNMENT IN TEXTILE MILLS IN COIMBATORE

A settlement was arrived at between Southern India Millowners' Association and various Textile Trade Unions on 26—12—62 regarding the revision of workload and wages in the spinning Department. The settlement was applicable to 63 mills in Coimbatore District and 10 mills in Salem, North Arcot, South Arcot and Tiruchirapalli districts. A Study of the implementation and working of the above Agreement was conducted by Sri K. Sreenivasan and Sri T. V. Ratnam of the South India Textile Research Association, Coimbatore in respect of 37 mills who were Members of South India Textile Research Association. A report of their study was presented at the Fifth Annual Technological Conference of South India Textile Research Association held on 27th and 28th November 1964. The salient features of the report are set out briefly below:—

Effect on Labour Productivity :—

The revised work assignment will reduce the number of operatives per 1000 spindle shifts in ring frame from 8.1 to 6.1 in Nf 17, 5.1 to 4.1 in Nf 34 and from 3.8 to 2.8 in Nf 52 and above. In Nf 68 and above, if four sides are assigned, the number of operatives per 1000 spindle shifts will decrease from 3.8 to 2.3. The increase in ring frame labour productivity has been estimated to be 24 per cent in Nf 34 and about 33 per cent in other yarn numbers. Even if the adoption of higher work assignment gives rise to a fall in production, there will be an increase in labour productivity even if the production per spindle decreases by 20 per cent.

Production per spindle.

It is observed that the production per spindle did not reveal any significant drop in 19 mills; 5 of these mills had a higher than 1956 work assignment prior to implementation or have a number of surplus workers. In 18 mills the production per spindle decreased by 2 to 10 per cent. The drop in production per spindle was very high in fine counts particularly in those mills where four sides are allotted per tenter. In seven mills either the spindle speed has been lowered — to the extent of 5 to 10 per cent — or the twist increased, thereby resulting in lower production. Six mills used better mixing after the adoption of revised assignment or prior to it, but some of these mills also had a drop in production.

Reduction in Workers :—

The number of operatives per 1000 spindle shifts (OHS) has been reduced, on the average, by about 18 per cent after implementation of the agreement. The drop in OHS in the various mills ranged from 5 to 35 per cent and in half of the mills the decrease was greater than 20 per cent. In some mills the reduction in the number of operatives was smaller than expected for one or more of the following reasons :

- (i) Some mills were already running three shifts ; in some others only two shifts are run after the revision.

- (ii) Inadequate planning by the mills with respect to the utilisation of their surplus man-power.
- (iii) Some mills had a higher work assignment than that specified in the 1956 agreement even prior to revision.

The following are some of the measures adopted by the mills to overcome the problem of surplus labour :—

- (1) Thirteen mills started third shift to absorb the surplus labour. Three mills, working the third shift partially or temporarily made it permanent. After the revision the total number of spindle hours per day increased by 12.5 per cent (20.8 to 23.5 million) and the spindle hours worked in the third shift by 90 per cent (2.9 to 5.6 million)

- (2) A number of mills employed some of the surplus operatives to meet temporary exigencies created by absenteeism in the various departments ; consequently these mills have a lower idle machine capacity in spinning after the revision.

- (3) The expansion programme helped some mills to absorb a few of the surplus workers. In many mills, the surplus workers were employed as casual and temporary workers.

- (4) In a few mills coarser average count was spun so that a large number of operatives were not immediately rendered surplus. Also in two instances a third shift was run as a temporary measure immediately after the revision.

- (5) A number of mills had planned for the higher work assignment well ahead ; anticipating such a change they had stopped recruitment for the past 5 to 10 years by not filling the vacancies that arose from resignation, retirement etc.,

- (6) Some mills persuaded the workers to retire voluntarily by various financial inducements. In a few instances the workers were given Rs. 100 to Rs. 500 in excess of the amount to which they were entitled.

Wages :—

The mills are more or less unanimous in their view that the disparity in wages between the ring frame tenters and doffers on the one hand and the other operatives in preparatory and ring frames is one of the regrettable consequences of the agreement. The doffing boys also to some extent feel that injustice has been done to them in comparison with the tenters. The piecemeal introduction of higher work assignment with the consequent sharing of the gains only between the workers who are directly involved has resulted in wide differences in wages between workers of the same skill, effort and responsibility.

The average increase in total earnings of the ring frame tenter after the revision is about 10 per cent ranging from 7.4 to 10.8 per cent in the different yarn numbers. If four sides are assigned in Nf 68 and above the increase in

wages is about 20 percent. For doffing boys the rise in wages, is however, only 4 per cent. In about 80 per cent of the mills, higher wages were given to the jobber, oiler, line jobber, fitter and tape stitcher in the ring frame section. A majority of the mills paid varying increments to these operatives ranging from Rs. 4 to Rs. 14 in some mills and Rs. 15 to Rs. 26 in some other mills. A few mills gave a fixed sum of Rs. 10 to 12 to all these operatives. The increased wages were not given to the sweeper and bobbin carrier by any of the mills and only two mills gave higher wages to the cleaning gang. Only four mills have given the increased wages to the preparatory jobber, oiler and fitter; of these four mills one mill has introduced higher work assignment in the preparatory section also by a separate agreement.

The mills did not always give the higher wages to jobbers and others immediately following the implementation of the agreement. In some instances the increased wages were given only after one year; in a few other mills the negotiations still continued. Some expressed the view that the ring frame ancillary labour were not enthusiastic about higher wages when they are told that their work assignment would also be increased.

Implementation :—

A majority of the mills have implemented the agreement fully in all counts. In one mill implementation could not be carried out on some of the ring frames because of the poor condition of the machines; temporary workers are engaged on these frames and they are paid at the old rates. In most of the mills the new agreement came into force simultaneously on all frames. In a few instances higher work assignment was introduced gradually to the extent of absenteeism or as and when a vacancy arose due to retirement or resignation. In three mills the number of reserve piecers was kept the same as under the old agreement and in a few other mills the implementation was partial for doffing boys.

In all yarn numbers upto Nf 68, the number of sides assigned was in accordance with the agreement except in one mill where only 113 sides are given in Nf 17 instead of 1½ sides as stipulated in the agreement. In Nf 68 and above, 21 mills allot only three sides per tenter whilst 9 mills assign four sides per tenter. One mill has higher work assignment for a few ring frames whilst in another mill four sides are allotted only in Nf 84 combed. Five mills switched over to three sides from four sides but of those five two mills reverted to four sides.

Some mills where only three sides are given pointed out that if four sides were allotted the mills would have to pay the maximum tenter wages to all reserve piecers according to the agreement. This has acted as a disincentive for assigning four sides. In a few mills the operatives expressed the opinion that it was strenuous to mind four sides. Some of them felt that cleaning of the skewers was more difficult with four sides particularly with double end feed on the ring frame.

Even in mills where the production has declined, or work load a little high, neither the management nor the union made any complaint as provided for in the agreement. This is because the management having implemented the higher work assignment are interested in maintaining it and the workers

are afraid of the loss in their wages. Five mills where the agreement has not yet been implemented cited excessive end breaks, problem of starting a third shift, no possibility of retrenchment, possibility of drop in production and disparity in wages as the reasons. None of the mills has made any attempt to introduce the agreement partially or to the extent of absenteeism owing to one or more of the above mentioned causes. Three mills are however, making preparations and propose to introduce higher work assignment in the near future.

In spite of the fact that all the trade unions had signed the agreement and the majority of the mills had made adequate preparations, the implementation was not very smooth. In 10 mills strikes or 'go-slow' resulted.

End Breaks :—

Most of the mills maintained more or less the same breakage rate before and after the revision, whilst in some mills end breaks have been reduced.

Conclusions :—

1. In view of the fact that in future the wages are likely to increase at a faster rate than other factors of cost, adoption of higher work assignment can be considered advantageous from a long-term point of view.

2. Taking the industry as a whole it cannot be said that the revised work assignment has resulted in a significant saving from a short-term point of view. Therefore, before entering into any agreement it would be worthwhile to work out the complete economics and ensure that there is a significant saving as a result of the agreement. The individual mills should also work out the economics before revising the work assignment.

3. In a number of mills the anticipated saving from the revision has not materialised. This is mainly due to two reasons :—(i) drop in production and (ii) the number of workers retrenched was not as many as envisaged.

4. The modified work assignment will not be economically worth while if the resultant drop in production exceeds 3 to 5 per cent. In mills making a high margin of profit and having new machines even 2.5 per cent drop in production will prove uneconomical.

5. The mills should ensure that the machinery is in good condition, the raw material used is as far as possible of the required quality and the general working conditions are such that no drop in production will take place. A regular control on end breaks should also be maintained.

6. Increasing the work assignment in one department, with a consequent sharing of the gains between the workers in that department, has resulted in a wide disparity in wages between workers of the same skill, effort and responsibility.

BOOK REVIEW

SIXTH HUMAN RELATIONS CONFERENCE 1964

SITRA PROCEEDINGS

By

THE SOUTH INDIA TEXTILE RESEARCH
ASSOCIATION: COIMBATORE. 14.

pages: 129.

Price Rs. 11/-(Inclusive of postage).

South India Textile Research Association have brought out the proceedings of the Sixth Conference on Human Relations organised by them at Coimbatore on 24th and 25th August, 1964. The texts of inaugural address of the Governor of Madras, Welcome address by Sri K. Sreenivasan, Director, SITRA, President's address by Sri G. K. Devarajulu, Chairman, Council of Administration SITRA and the specialist talk by Dr. K. L. Shrimali, Vice-Chancellor, University of Mysore, on "Technology and Social Change" are given in the first part.

The second part contains 4 papers presented at the session on "Motivation and Morale". The report on "Job Satisfaction in Textile Mills" by Dr. K. N. Sharma, Senior Psychologist, Bombay Textile Research Association and the Study Group report on "Productivity and Job Satisfaction" by Sri K. Rajagopal, Managing Agent, Lakshmi Mills, Coimbatore, throw light on the workers' levels of satisfaction. Sri Rajagopal in his paper has observed that the level of job satisfaction in high productivity units was higher than in low productivity units. The other papers contained in this part are "Motivation for Management" by Sri K. Sreenivasan, Director, SITRA and "Motivation for Productivity" by Dr. H. G. Maule, I. L. O. Expert, Central Labour Institute, New Delhi. Sri K. Sreenivasan in his paper has discussed questions which provide motivation for managements, particularly the top management.

The third part deals with the session on "PROBLEMS OF SOCIAL CHANGE" and contains 4 papers. The paper on "Problems of Social Change" by Dr. S. P. Adinarayan, Dean, Faculty of Arts, Annamalai University is concerned mainly with broad aspects of the problem. The paper on "The Rural Worker in Industry-Adjustment to Urban Environment" by Sri P. V. Veeraraghavan of SITRA is a study conducted on two matched groups of workers employed in textile mills of Coimbatore but with varying degrees of exposure to urban life. Sri Venkatasubbayya, Manager, Tirupathi Cotton Mills, Renigunta in his paper on "Social Effects of Rural Industrialisation" discusses the changes that were brought about in rural community as a result of the starting of a textile mill. The paper on "Metric System and Adaptation to change" by Sri V. Rudraswamy of SITRA reveals that the change over to new system was smooth and successful in view of the preparations made by SITRA prior to the implementation of the change.

The 4th part deals with the session on "WELFARE IN INDUSTRY" and contains a Study Group report on "Role and Functions of Welfare Officers in Industry" Sri B. T. Sampath of B. & C. Mills, a paper on "Welfare in Industry" by Sri N. Keshava, International Trade Unions Congress leader from Mysore and a Study Group report on "Industrial Housing Schemes for Employees" by Sri P. C. Jayachandran of Associated Cement Company, Madukarai. The report by Sri B. T. Sampath shows that the Labour Welfare Officers have a useful role to play. The Study Group Report by Sri P. C. Jayachandran reveals that of the various housing schemes, the industrial workers' co-operative housing scheme was popular next to company quarters.

Discussions which were held during these sessions are given in the Book in the form of questions and answers.

This elegant volume maintains the high standard of SITRA publications and is a valuable addition to the literature on "Human Relations in Industry".

INDUSTRIAL RELATIONS

NOVEMBER 1964

The labour situation in the State was satisfactory. There were seven strikes and lockouts in the Textile Mills including (the 3 strikes that were continuing at the end of the last month) and 12 strikes and lockouts in other industries (including the 10 strikes that were continuing at the end of the last month) during the month of November 1964.

Out of 7 strikes in the textile mills 2 were continuing at the end of the month and out of 12 strikes in other industries 3 were continuing at the end of the month. The number of workers affected by the strike in the Textile Mills was 796 and in the other industries it was 481. 6897 mandays were lost due to strikes in Textile Mills and 7115 mandays were lost due to strikes in other industries. The details of the work stoppages were as follows :—

TEXTILE MILLS

The strike by the workers of Sri Vasudeva Industries, Perianaickenpalayam which began on 23-9-64 and subsequent lockout from 30-9-64 was called off on 11-11-64 at 7 A.M. as a result of direct negotiations.

The strike by the workers of Padma Mills Ltd., Kalapatti which began on 30-10-64 was called off on 1-11-64 at 5-30 P.M. on the advice of the Labour Officer.

The strike by the workers of Sri Rani Lakshmi Mills Ltd., Arasur which began on 29-10-64 was called off on 18-11-64 as result of direct negotiations.

About 249 out of 439 workers of Rajaratana Mills (P) Ltd., Neikaranpatti, Palani struck work on 24-11-64 at 3-30 P.M. raising certain demands and as a protest against the discontinuance of supply of rice stuffs in Mill Canteen. Following the strike, the management declared a lockout on 30-11-64 at 7 A.M. The strike and the lockout were continuing at the end of the month.

About 100 out of 220 workers of Gobald Textiles, Ammapalayam struck work on 1-11-64 at 7 A.M. as a protest against the fixing of 1-11-64 as an alternative working day instead of 2-11-64. The strike was called off on 4-11-64 at 7 A.M. and the workers resumed work voluntarily.

About 177 out of 225 workers of Sri Ambal Mills Ltd., Somanur, struck work on 31-10-64 at 7 A.M. as a protest against the deductions of advance from the wages. The strike was called off on 4-11-64 at 7 A.M. on the advice of the Labour Officer. Consequent on the strike 3 workers were also in directly affected.

About 17 out of 142 workers of Sri Padma Mills Ltd., Kalapatti struck work on 9-11-64 at 12 Noon protesting against the deduction of 8 days wages by the management. The strike was continuing at the end of the month.

OTHERS

The strike by the workers of Navamani & Company Papannaickenpalayam, which began on 26-10-64 was called off on 30-11-64 on the advice of the Labour officer.

The strike by the workers of Govardhana Engineering Industries Coimbatore which began on 30-10-64 was called off on 4-11-64 as a result of direct negotiations.

The strike by the Blue Mount Switch gear Association, Coimbatore which began on 24-10-64 was called off on 2-11-64 as a result of direct negotiations.

The strike by the workers of Coimbatore Premier, Corporation (P) Ltd., Coimbatore referred which began on 28-10-64 was called off on 26-11-64 on the advice of the Labour Officer.

The strike by the workers of Bhagavathi Vilas Cigar Factory, Dindigul, which began on 31-10-64 was called off on 10-11-64 as a result of direct negotiations.

The strike by the workers of Sakthivel Cigar Factory, Dindigul which began on 31-10-64 was called off on 10-11-64 as a result of direct negotiations.

The strike by the workers of Ramakrishna Kulwantra Steel Rolling Mills, Madras-19 which began on 30-9-64 was called off on 6-11-64.

The strike by the workers of Navin Industries, Madras which began on 19-10-64 was still continuing at the end of the month.

The strike by the workers of English Cycle and Motor Importing Company, Madras which began on 30-10-64 was called off on 30-11-64.

The strike by the workers of Royal Cycle and Motor Company, Madras-1 which began on 30-10-64 was called off on 30-11-64.

All the 130 workers of Indian Medical Practitioners Co-operative Pharmacy and Stores Ltd., (P) Ltd., Madras-20 struck work on 24-11-64 as a protest against the non-consideration of demands by the management. The strike was continuing at the end of the month.

All the 150 workers of Bavutta Beedi Factory in Arcot struck work on 14-11-64 in claiming increased wages. The strike was continuing at the end of the month.

CENTRAL SPHERE

1. General:

The Regional Labour Commissioner Central, Madras, attended the half yearly meeting with Southern Railway Officials on 11—11—64 for expediting disposal of pending cases.

2. Conciliations:

- (a) The Conciliation Officer (Central) Madras held conciliation proceedings in the dispute between the Madras Homeward Freight Conference and Madras Port and Dock Workers' Union, Madras over gratuity scheme and brought about an amicable settlement on 30—11—64.
- (b) Eleven 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 6

4. Number of threatened strikes and lockouts. 1

5. Particulars regarding disputes received:

- (a) Number of Industrial disputes pending at the beginning of the month. 11
- (b) Number of industrial Disputes received during the month. 16
- (c) Number of industrial disputes/settled/disposed of during the month. 12
- (d) Number of threatened strikes 1
- (e) Number of which materialised Nil
- (f) Number of Draft Standing Orders certified Nil

STATES SPHERE

The Conciliation Officers enquired into and settled 575 disputes during the month of November 1964. Of these 86 were industrial disputes in which settlements were recorded under section 12 (3) of the Industrial Disputes Act 1947.

Adjudication under the Industrial Disputes Act, 1947:

The Government referred 10 industrial disputes in which settlements could not be brought about by Conciliation for adjudication by the Industrial Tribunal, Madras and Madurai. The details of disputes referred to for

adjudication are published in the statistical part of the Journal. 18 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 November 1964.

WELFARE

The Employment situation in Madras State during November 1964 was relatively less encouraging.

Compared to the previous month there were fewer registrations, placings, vacancies notified and vacancies filled.

The Live Register also showed a decrease of 9,740 or 4.9% over last month. The ratio of registrations to vacancies notified during November 1964 was 2.9:1. slightly more than in the previous month.

The number of vacancies notified and placement stood at 6083 (-391) and 4770 (-838) respectively.

The number of registrations effected during the month was 17,864, a decrease of 477 or 2.5% compared to previous month. At the end of the month 1,95,666 applicants remained on the live register of the Employment Offices, a decrease of 9,740 (or 4.9%) compared to October 1964.

Shortages in the following occupations continued during the month under review, Doctor, Pharmacist (allopathic), Nurse, Maternity Assistant, Sanitary Inspector, Health Assistant, Engineering Graduate, Diploma Holder with 3 years experience, Instructor in Civil Draftsman Course, Lecturer in Civil Engineering, Auto Engineering/Electrical Engineering, Statistical Officer, Instrument Mechanic, Sheet metal worker with experience, plumber, textile supervisor, motor pump attendant, Roller covers, spinning master warping and sizing jobber, Lino Mechanic, Automatic Machineman, Mono-key board operator, upholsterer, Social worker (Female) Cable Joiner, boiler attendant, turbine attendant, Erector operator, jib or tower crane operator, compressor operator, Language Pandit (qualified) Tamil, Telugu, Malayalam, Sanskrit, Secondary Grade Urdu Trained Teacher, Physical Training Instructor (Higher), (Men Women), B. T. Assistant in Maths/Science/Social-studies, Librarian, Lecturer in English, Physics, Chemistry, Artist-cum-demonstrator, Steno-grapher (both higher), English/Tamil, Steno-typist, Higher Grade Typist (both English and Tamil).

Clerks and unskilled workers continued to be in excess of demand for them.

The occupational information unit verified 20 occupations with institutions/experts.

The six vocational guidance units attached to the District Employment Offices, North Arcot, Cuddalore N. T. Coimbatore, Madras, Madurai

and Tiruchirapalli gave group guidance to 5,901 and individual guidance to 92. They also gave career information to 2,868 persons during the month. The number of applicants placed in employment as a result of individual guidance was 38.

The Professional and Executive Employment Office, Madras registered 110 applicants and placed 28 in employment. At the end of the month 1078 remained on the Live Register.

The Employment office for the Physically Handicapped, Madras-14 registered 17 applicants and placed 10 (1) blind (4) deaf and dumb and (5) orthopedics) during the month. The number on the Live Register at the end of the month was 322, comprising 114 blind 63 deaf and 145 orthopedics.

The Employment Information and Assistance Bureau in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli interviewed and counselled 568 applicants and effected 351 registrations besides renewing 232 registrations.

The mobile registration unit attached to the District employment office Ramanathapuram and Salem registered 221 applicants and effected 286 renewals during the month.

Employees Provident Fund Act, 1952.

1. 39 establishments/factories were brought under the Employees' Provident Funds Act 1952 during the month of November 1964, thus bringing the total No. of establishments/factories to 3356.

2. A total sum of Rs 51,49,016-79 (excluding the refund of loans and previous accumulations etc., amounting to Rs. 3,49,247 - 91) was received as employee's and employer's shares of contribution during October 1964.

3. The total No. of employees covered under the Employees' Provident Funds Act in the Madras State at the end of October 1964 was 3,98,308.

CURRENT NOTES

HOUSING MINISTERS CONFERENCE

A three day Housing Ministers' Conference was held at Chandigarh on 29th December 1964. Sri Meherchand Khanna, Union Minister for Works and Housing addressed the inaugural Session. He stressed the need for stepping up the tempo of housing schemes, in the Fourth Plan to ease the housing situation which had reached a critical stage. Referring to the Subsidised Industrial Housing Scheme, he said that in addition to 1.50 lakhs of houses built so far, it was proposed to construct another 1.50 lakhs of houses for Industrial workers. He added that in order to achieve this, the employers would be given more financial assistance.

Wage Board

The Government of India have set up a Wage Board for the Engineering Industry excluding the Steel Plants for which a Wage Board is already in existence. Sri F. Jeejeebhoy is the Chairman of the Board and Sri N. Venkatasubbiah and Prof. B. Natarajan are independent members of the Board. The employers are represented by Sri N. K. Sengupta, Sri P. R. Bagri and Sri P. Bhattacharji and the employees by Sri Kali Mukherjee Sri Mohammed Elias and Sri Ram Desai. The head quarters of the Board will be at Bombay.

National Award for Factory Workers

The Government of India have instituted a scheme for the grant of national awards called the "Shram Vir National Awards" for the workers giving useful suggestions leading to higher productivity, economy greater efficiency. The awards will apply to factories, mines, plantations and docks and will be open to such undertakings as have a suggestion scheme of their own. There will be 5 prizes of Rs. 2000/- each, 10 prizes of Rs. 1000/- each and 20 prizes of Rs. 500/- each.

Another award namely National Safety Award has also been instituted. This award will be applicable to Industrial undertakings covered by the Factories Act, 1948 and which have worked atleast one million man-hours including overtime during a calendar year.

Standing Labour Committee

The main conclusions/recommendations of the 22nd Session of the Standing Labour Committee held in New Delhi on the 9th and 10th December are given below.

Item 1: Action taken on the main conclusions/recommendations of the previous session.

Proposals concerning amendments/legislation agreed to at the last meeting of the Committee: (i) Some of the workers' representatives drew attention to certain proposals concerning amendment/legislation agreed to at the last

meeting of the Standing Labour Committee. It was explained that the proposals to amend the Industrial Disputes Act for empowering Tribunals to go into the merits of individual dismissals had been examined by Govt. but the proposal was not accepted. As regards the proposed legislation to make the setting up of Fair Price Shops a statutory obligation Government hoped to introduce the relevant Bill during the next session of Parliament.

(ii) *All India legislation for the regulation of the Beedi Industry*: Action to promote the contemplated legislation should be expedited.

Item 2: Draft Bill on the Bonus Commission's recommendations.

There was considerable discussion on this item. The general consensus of opinion was that every effort should be made to evolve a single suitable 'Bonus Formula' which would minimise the uncertainty associated with bonus payments and ensure its smooth working. A number of alternatives were considered by the Committee but no unanimity could be reached at the meeting. After the discussion it was decided that a small Sub Committee consisting of (i) two representatives each from the employers' and workers' side and (ii) a few representatives of the State Governments and the Central Ministries with the Union Labour Minister as its Chairman should be set up to examine the proposed Bill and suggest suitable modifications that might be considered necessary. The sub-committee should complete its deliberations within a period of one month and its Report should be placed before the Standing Labour Committee.

Item 3: Legislation for regulating the employment of contract labour:

A small sub committee consisting of two representatives each from the workers and employers side and a few representatives of the State Governments and employing Ministries, with Shri N. N. Chatterjee, Joint Secretary, Ministry of Labour, as its convener should be set up to examine the Draft Bill placed before the Standing Labour Committee and suggest suitable modifications, if any, that might be necessary. The sub-committee should complete its deliberations within a period of two months and its Report should be placed before the Standing Labour Committee.

Item 4: Inclusion of Byssinosis in the list of Occupational Diseases:

The proposal in the memorandum concerning carrying out of studies of the disease in the E. S. I. hospitals was approved.

Item 5: Protection to Gratuity Scheme from attachment:

The proposal in the Memorandum concerning statutory protection of gratuity from attachment was approved.

AWARDS AND AGREEMENTS

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Special Original Jurisdiction)

Tuesday the eighth day of December

One Thousand nine hundred and sixty four

(17th day of Agrahayana 1886 Saka)

Present :

The Honourable Mr. Justice RAMAKRISHNAN

Writ petition No. 1087 of 1963.

The Workmen of Asbestos Cement Limited, Podanur, represented by Asbestos Workers' Union, Podanur. Coimbatore

Petitioner

Versus

1. The Management of Asbestos, Cement Limited, Podanur Coimbatore District
2. The Secretary to Government, of Madras, Industries, Labour and Co-operation, Fort St. George Madras.
3. The Labour Officer-II, Coimbatore.
4. Asbestos Cement Workers Union, Podanur, Coimbatore

Respondents.

Petition under Article 226 of the Constitution of India, praying that in the circumstances, stated therein and in the affidavit filed therewith, the High Court will be pleased to declare that the settlement arrived at under section 12 (3) of the Industrial disputes Act between the 1st respondent and 4th respondent before the 3rd respondent on 26—9—1962 is illegal, contrary to law and not binding on the petitioner, and to issue a Writ of Mandamus directing the 2nd respondent, Secretary to the Government of Madras, Industries, Labour and Co-operation, Madras to refer the dispute pending between the petitioners Union and the 1st respondent for adjudication by a legally constituted tribunal.

This writ petition coming on for hearing on Friday 4th December 1964 and on Monday 7th December 1964 upon perusing the petition and the affidavit filed in support thereof, the Order of the High Court dated 1-10-1963 and made herein and the counter and reply affidavits filed herein and the records relating to the adjudication of the dispute between the 1st and 4th respondents herein on the file of the 3rd respondents and comprised on the return to the writ made by the High Court and upon hearing the arguments of Mr. B. Lakshminarayana Reddy, Advocate for the petitioner and of Mr. V.K. Thiruvengadachari, Advocate instructed by Messrs. King and Partridge, Attorneys for the 1st respondent of Mr. S. Mohan for the Additional Government Pleader on behalf of respondents 2 and 3 and of Mr. S. Ramaswamy Advocate for the 4th respondent, and having stood over for consideration till this day, the Court made the following.

ORDER

The petitioners are the workmen of the Asbestos Cement Limited, Podanur represented by Asbestos Workers' Union, Coimbatore. For the sake of brevity, I shall refer to this union as the A. W. Union in this judgment. The first respondent is the Management of the Asbestos Cement Limited. The Second respondent is the Secretary to the Government, Industries, Labour and Co-operation Department. The third respondent is the Labour Officer, Coimbatore, and the fourth respondent is another union of the workers of the same establishment called the Asbestos Cement Workers Union, which I shall refer for brevity's sake as the A.C.W. Union, to distinguish it from the petitioners' A. W. Union. The prior facts necessary for the disposal of this writ petition are briefly the following.

Out of 1963 workers in the first respondent concern the petitioners union, which was formed in 1963, had at the time of the present dispute, 681 workers on its rolls, while the A.C.W. union had 350 workers. It is alleged by the petitioners that the Management granted recognition to their union under the "tripartite agreement" in 1954. In 1959 certain negotiations were started by the petitioners union for improving the conditions of employment leading to a settlement on 9-8-1959, which expired on 31-12-1961 under the terms of the settlement. Even before the termination, the petitioner's union on 30-10-1961 issued a notice for terminating the settlement and thereafter the petitioner's union submitted to the Management demands for relief covering 26 items under notices dated 21-12-1961 and 6-1-1962. It would appear that the A.C.W. union also was interested in the success of these demands and took part in the proceedings before the third respondent, the Labour Officer, which appears to have been protracted for some time. We are now concerned with the date 26-9-1962 when an agreement was reached between the Management and the A.C.W. Union which was recorded by the Labour Officer in a document signed by the representative of the Management as well as of the A.C.W. Union. But the petitioners' union did not agree to this settlement and therefore the Labour officer sent a report to the Government on 6-10-1962 giving a narrative of what transpired up to that stage and also mentioning the agreement between the Management and the A.C.W. Union and the failure of the petitioner's Union to fall in line with that agreement and the consequent failure to conclude a successful conciliation within the meaning of Section 12 (3) of the Industrial Disputes Act. Along with the aforesaid report, the Labour Officer sent another report on the same date

marked as confidential to the Government. In the meantime, negotiations between the Management and the workers of the concern seem to have proceeded and certain events also transpired to which I shall make a reference a little later in this order. Nearly four months after the aforesaid two reports of the Labour Officer, the Commissioner of Labour sent a report on 16-2-1963 which also reached the Government. The issue before the Government at that stage was whether to hold that an industrial dispute which required adjudication by a tribunal under section 10 (1) of the Act existed between the workers and the management of this concern and whether the Government should make a reference to the Labour Court under Section 12 (5) of the Industrial Disputes Act. The Government however, considered the three reports afore mentioned and passed an order in G. O. 2826 Labour I.L.C. dated 17-5-1963, declining to make the reference after setting out certain reasons therefor, as required under Section 12 (5) of the Act. Aggrieved against the said order of the Government, the petitioners have filed the present writ petition under Article 226 of the Constitution praying for two reliefs; (1) for a declaration that the settlement between the management and the A.C.W. Union on 26-9-1962 was illegal contrary to law and not binding on the petitioners and (2) for the issue of a writ of mandamus to the second respondent Government to go into the question of making a reference afresh and make a reference under section 10 (1) of the Act to the Labour Court for adjudication of the dispute. The petitioners have set out a summary of the events that happened up to the stage when the Government passed its aforesaid order, during the negotiations that proceeded between the Management and the rival unions. The main case of the petitioners is that since the petitioner's union had got the majority of the workers on its rolls, to bring about a settlement which would bind the workers of the concern the concurrence of the petitioner's union is also necessary and that in the absence of such concurrence, the State Government acted in material error in acting upon the settlement between the Management and the A.C.W. Union, which is not a binding settlement at all.

The contention of the petitioners are controverted in the counter affidavit filed by the first respondent, the Management the second respondent, and also the fourth respondent.

As I have already set out the petitioner's union put forward 26 items as outstanding demands requiring settlement by the Management. The failure report of the Labour Officer sets out the nature of the demands at length and the claims and counter claims by the various parties. The Labour Officer then expressed his finding thus:

"The representative of the Asbestos Worker's Union has agreed to accept all the offers of the Management except the offer made in respect of dearness allowance fixation of grades to monthly paid workers and payment of bonus. He further stated that he is agreeable to accept the 4 months bonus, provided the dearness allowance is increased from 17 nP. per point about 100 based on the Coimbatore cost of living index to 18 nP. per point and extension of all the monthly paid grade by another three slabs. Another alternative suggestion for a compromise settlement made by the Asbestos workers' Union was that if the bonus question is left out of the agreement and decided on the basis of the audited balance sheet, they would accept the management's original offer on all the issues including dearness

allowance and monthly paid gradation scheme. The management was not willing to concede to these demands of the union and for a piece meal settlement. As such no settlement could be arrived at with this Union. Further the Secretary of the Asbestos Cement Workers' Union signed a memorandum of settlement under section 12 (3) of the Industrial Disputes Act, 1947, before me a copy of which is enclosed herewith for favour of information of Government.

As far as Asbestos Workers' Union is concerned conciliation has failed."

The second report sent by the Labour Officer marked confidential after referring to the particulars mentioned in the first report, make a significant addition which provides an important sidelight on the progress of the negotiations in the three-cornered contest between the Management and the two rival unions. It is contained in the following extract of the report :

"With reference to the above, I submit that the offers made by the Management and accepted by the Asbestos Cement Workers' Union are also acceptable to the Asbestos Workers' Union. This was stated by Sri K. C. Ramaswamy, Secretary of the Asbestos Worker's Union in my presence to the Assistant Commissioner of Labour-II, Madras, when he discussed these matters with him on an informal meeting at my office on 15-9-1962. He did tell the Assistant Commissioner of Labour, Sri G. Kamalaratnam, that he was prepared to sign a settlement under Section 12 (3) on all the issues offered by the management provided the Management sign a settlement exclusively with his Union. In other words, he also accepts that the offers made by the management are very reasonable. I am also of the opinion that the wage structure after revision and other amenities offered by the management are very fair and reasonable for the following reasons(italics mine)"

and the Labour Officer thereafter added :

"It is unfortunate that a settlement with this Union was thwarted on account of rivalry between the Unions."

"Moreover, now it is reported by the management that out of 1000 workers, 650 workers have accepted the payments as per the terms of the settlement arrived on 26-9-62 with the Asbestos Cement Workers' Union. I learn that more workers are also coming forward to accept the terms of settlement."

I will now refer to the report of the Commissioner of Labour which forms the third report in the sequence of reports which reached the Government before it passed the impugned order. It may be pointed out that in the report of the Labour Officer marked confidential dated 6-10-1962, it was reported that the representative of the A. W. Union had agreed to accept the offer of the Management except in respect of dearness allowance, fixation of grades to monthly paid workers and payment of bonus. The Commissioner of Labour observed at the end of his report that the A. W. Union had already agreed to accept all the terms offered by

the Management and accepted by the A.C.W. Union, but insisted that the bonus issue be left to be decided on the strength of the statement of accounts of the company. The Commissioner of Labour suggested that the bonus declared by the Management for 1961-62, viz., four month's wages, may be left undisbursed since it had been accepted by almost all the workers, but that for the future the bonus may be settled on the basis of the profit and loss account. It may also be necessary to point out that even the agreement with the A.C.W. Union was to ensure only till 31-12-1964.

The Government in its order giving reasons summarised the gist of the reports mentioned above, recorded its opinion that there were no adequate grounds to refer the dispute for compulsory adjudication by the Labour Court. It is not necessary to set out here the reasons given by the Government in its order as they are quite explicit in the order itself.

It is also necessary to refer to one other development. The Management in their counter-affidavit state that nearly 650 workers had agreed in writing to the terms offered by the Management and accepted by the A.C.W. Union. The petitioners in their affidavit allege that they on coming to know that the Management was getting such agreements from the workers, entered their protest and as a result the Labour Officer induced the Management to discontinue the taking of such agreements. This would show that at least 650 workers had given statements in writing accepting the terms offered by the Management, and, in all probability, more workers would have given such statements had not the Labour Officer interfered at the instance of the petitioners.

The principles on which Government is expected to act when making a reference under Section 12 (5) of the Act have been explained by the Supreme Court in a leading case in State of Bombay V. Krishnan (K. P.) and others (1960-II, L. L. J. 592) as follows :

"It could not be contended that while the appropriate Government acts under S. 12 (5) it is bound to base its decision only and solely on a consideration of the report made by the conciliation officer under S. 12 (4). There is no doubt that having regard to the background furnished by the earlier provisions of S. 12, the appropriate Government would naturally consider the report very carefully and treat it as furnishing the relevant materials which would enable it to decide whether a case for reference has been made or not; but the words of S. 12 (5) do not suggest that the report is the only material on which Government must base its conclusion. It would be open to the Government to consider other relevant facts which may come to its knowledge or which may be brought to its notice, and it is in the light of all these relevant facts that it has to come to its decision whether a reference should be made or not"

The Supreme Court has also added that the reasons which the Government give for refusing to make a reference should be also germane and not extraneous. It is clear that in this case the Government acted not merely on the report of the agreement between the Management and the A. C. W. Union but also on the two further reports of the Labour Officer mentioned above, namely the confidential report, and

the report of the Labour Commissioner. What these reports reveal is that at all material stages, even before 26-9-1962, and subsequently, the negotiations were in a process of continuous fluidity and that there were successive shifts in the position taken by the representative of the petitioners' union. But, on a fair appraisal of the progress of these negotiations, the Labour Officer as well as the Commissioner of Labour, both of whom kept in close touch with the negotiations, were of the opinion that there was room to hold that in substance an agreement had been reached between the Management and the majority of the workers of the establishment on all the outstanding demands, and that even in regard to the bonus acceptance of the bonus for 1961-62 should be considered a fair settlement, bearing in mind the entire background of the negotiations. That there was basis for this appraisal by the two officers, of the negotiations could be inferred from the fact already referred to namely that 650 out of 1000 workers of the concern had in writing expressed their agreement to accept the offer of the Management as embodied in their agreement with the A. C. W. Union.

The Government were entitled to take these circumstances into account for their decision to make or not to make a reference in view of the principles laid down by the Supreme Court in the decision cited.

Mr. Lakshiminarayana Reddi, learned counsel for the petitioners urged that since there were two rival unions, the Management should settle the matter with both the Unions, and that a settlement with one of the Unions, especially when it had only a minority of the workers on its rolls, could not be a valid settlement of dispute, and referred to the judgment of Veeraswami, J. in Tiruchi-Srirangam Transport Company (Private) Limited, V. Industrial Tribunal Madras (1962-1 L. L. J. 94). The judgment of Veeraswami J., dealt with a case of an actual adjudication of an industrial dispute by a court on a reference made under Section 10 (1) of the Act. It was not a case where the Government had to consider the anterior situation before making the reference. In such a context Veeraswami, J. had to consider the question whether a settlement arrived at between the Management and one of the two unions would be a settlement which would be binding on all the workers within the meaning of Section 18 (3) of the Industrial Disputes Act, and Veeraswami J., answered that question by observing:

"Where there are two identical disputes raised by two sets of workmen or their relative unions before the same conciliation officer, it seems to me that they should be regarded as one dispute and looking into the substance of matter, all the workmen belonging to both the unions will in effect and substantially be the parties to the industrial dispute, so that any settlement in such a situation will have to be arrived at not between the management and some only of such workmen, but between the management and the entirety of the workmen who are parties to the dispute either by themselves or through their unions before the same officer, so as to make the settlement come within the ambit of S. 18 (3) "

But as mentioned already, here the position is different. This court is not now called upon to decide whether the agreement between the Management and the A. C. W. Union has got the value of a settlement arrived at the termination of conciliation proceedings, which will have binding force under Section 18 (3) on all the workers, who are members of the A. C. W. Union as well as A. C. Union. Section 18 makes a distinction between an agreement which will bind parties there to as stated in Section 18 (1) and a settlement which will be binding on all the workers as stated in Section 18 (3). The two provisions are quite different. If in an industrial establishment there are two unions A and B the agreement between the Management and the workers of Union A will be certainly binding on the management and only those workers. This is the effect of Section 18 (1). The question whether it will bind the other workers who are members of Union B and who were not parties to that agreement, will be a different matter and will come up for consideration under Section 18 (3). So far as the parties to the agreement are concerned they will be bound by it. For example while that agreement is in force, the workers who have accepted it will be precluded from denying it. Therefore, the decision of Veeraswami, J., has no application to this case, where the issue turns not exclusively on the binding nature of the agreement with the A. C. W. Union, but on a different question namely whether the Government, after taking into account the factum of that agreement and the stage reached in the subsequent progress of the negotiations, as reported by the two officers was justified in declining to make a reference for compulsory industrial adjudication.

The learned counsel for the petitioners then urged that the management in taking individual statements from the workers indulged in an objectionable labour practice. In workers of B & C Company V. Commissioner of Labour (1964-11, M. L. J. 357) at page 363, the Bench observed;

"Again so far as the management is concerned, one can take it that it has an obligation only to bargain collectively with its employees. That would imply that it should reckon normally with one spokesman on their behalf who could represent the entire body of workers. It was this principle which was accepted at the Tripartite Conclusions which entitled a union which has a majority of its workers on its rolls to recognition by the management in the matter of recognition."

One can certainly subscribe to the merits of collective bargaining and also to the principle that the individual worker will be at a disadvantage in bargaining alone with a powerful employer, and therefore one should discourage such individual settlements. But it is necessary to bear in mind a point which has been stressed in the extract from the judgment of the Bench above given that collective bargaining should be the normal rule, but it need not be a rule always and in all situations. There can be situations where the principle of collective bargaining may have its exceptions. An instance in point will be where rivalry between two unions has distorted the real position to such an extent as to put the workers in an embarrassing position. Such a situation has clearly arisen in the present case. The Labour Officer has reported that on prior occasions the agreement had been entered into between the Manage-

ment and both the unions, but in the present dispute, for some reason not explained, the representative of the A. C. Union had insisted that the agreement should be signed only with it and that the A. C. W. Union should not take part in it. But for this difference on a question of amour proper, as to which of the rival unions should have the exclusive privilege of signing the settlement with the Management, industrial peace would have been restored in this concern. One has to examine the propriety of the individual settlements with the majority of the workers against this background. This is not a case where the Management in secret got individual workers to sign separate agreements. The proposal to take agreements was announced by a public notice and the workers must have known, at that time, of prolonged negotiations and the competing stands taken by the two unions in their cause. The workers must have been fully aware of the successive stages reached in the negotiations and must have had opportunity to consult each other and before taking the decision to sign the agreements. Therefore, there must have been a good deal of collective action even when the workers signed the individual agreements, and it is not possible to import into the circumstances of this case, the disadvantages that will accrue in the case of individual as distinguished from collective bargaining.

The learned counsel, Mr. Thiruvengkatachari, appearing for the Management, drew my attention to a decision of a Bench of this Court in *Tamilnad Electricity Workers' Federation V. Madras State Electricity Board* (1964-II, L. L. J. 392) where, at page 397 the learned Judges observe :

"The representative powers of organisations of Labour, with regard to enactments such as the Industrial Disputes Act, will have to be interpreted in the light of the individual freedoms guaranteed in the Constitution not as though such freedoms did not independently exist, as far as organised labour is concerned. In this context, it is highly significant that under S. 18 (1) of the Industrial Disputes Act,

'A settlement arrived at by agreement between the employer and workmen otherwise than in the course of conciliation proceeding, shall be binding on the parties of the agreement.'

In other words, the right of a free individual in this country, who may be a workman to judge for himself as to an offer beneficial to him concerning his service conditions and to exercise his choice in terms of that offer, cannot be taken away, because a trade union, to which he may not even belong as a member does not share his view. To hold otherwise would be to introduce a "new despotism" in industry the tyranny of organisations of labour over the rights and liberties of the Industrial workmen which may be so oppressive as that against which Lord Hewart raised his voice of protest in a famous work."

No doubt the observations mentioned above will indicate that the learned Judges were having in their view also an agreement by workmen who do not belong to a trade union. But, in this case, it might have well happened that some of the workmen who signed the individual agreements, were also members of the petitioners' union: but, in signing the agreement they took

a stand different from the official one taken by the union. While that may be considered to be objectionable in ordinary situations, and the Management would have been advised to act only on an agreement with the representative of the union, the facts in this case, as revealed to the Government, showed that the petitioner union had begun to act in a way showing that the real interests of a settlement had been sacrificed to the bargaining advantage that it could secure by obtaining a settlement with itself alone and to the exclusion of the A.C.W. Union. In such a context in view of the facts already stated one cannot ignore the circumstances of the majority of the workers having subscribed to the agreement in writing and as revealed at the enquiry subsequently made by the Labour Officer. The learned counsel Sri V. K. Thiruvengkatachari, appearing for the management, also drew my attention to section 28 (k) of the Trade Unions Act, 1947 which lists out the various kinds of unfair labour practices which a Management can be guilty of, but entering into individual agreements with the workers is not in this category. But it is unnecessary in this case to decide whether the Management has been guilty of an unfair Labour practice as set out in the afore said definition in the Act. The question which arises is whether in the circumstances of this case the fact of their having obtained agreements from the majority of workers would be a ground which the Government can validly take into account for the purpose of deciding whether or not to make a reference under Section 10 (1). In my opinion the circumstances show that it was justified in acting upon this additional ground which is both germane and relevant for the question at issue.

Before I part with the case, I observe that it is a sound rule that compulsory arbitration of labour disputes should be the last resort to be taken up when voluntary settlements fail and that as far as possible full opportunity should be given for securing voluntary settlements. The progress of negotiations to arrive at Voluntary settlements may be prolonged, the position may be fluid and will be evolving constantly until a stage is reached when a reasonable certainty can be entertained of a voluntary settlement of the dispute having taken place, ruling out the necessity of imposing compulsory arbitration. It is for the Government to decide in any particular case before making a reference under Section 12 (5) whether it could reasonably believe that a voluntary settlement had taken place with the management and the majority of the workers and whether in the interests of industrial peace and to ensure a fair deal to labour, the matter need be taken to the Industrial Court for compulsory adjudication. But in the abnormal situation of rival unions competing for power as in this case, the Government was justified in the view it took that the matter at issue can be held to have been settled by amicable methods, and that it was not necessary to resort to compulsory arbitration. One other point that is mentioned by the learned council for the management can also be noted at this stage. Even the settlement between the A.C.W. Union and the Management is to tenure only till 31-12-1964 according to the terms of the settlement which has been held to be acceptable, to almost all the workers. That date is shortly due to expire and there will be time thereafter to consider fresh terms if the workers are inclined to make demands for them.

The writ petition therefore fails and is dismissed. No order as to costs.

**Memorandum of Settlement Arrived at Under Section 18 (1)
of The Industrial Disputes Act, 1947.**

Names of parties :

Representing Employer,

Mr. A. D. Murten,
Manager

Sri K. Vinayaka Rao,
Labour Officer

Sri G. Viswanath,
Spinning Master-in-charge

Representing the Management of
Madura Mills Co. Ltd.,
Tuticorin.

Representing Workmen :

Sri M. Venkatakrishnan,
Secretary

Sri Walter D'Souza,
Secretary

Representing Mill Thozhilalar
Sanga Maistries Fitters Sangam,
Tuticorin.

Representing Madura Mills Mais-
tries Fitters Sangam, Tuticorin.

Number and broad description of
the categories of the workmen
covered by the Settlement.

Mill Maistries - About 51

Short Recital of the case :

Arising out of representations from Mill Thozhilalar Sanga Maistries Fitters Sangam, Tuticorin and Madura Mills Maistries Fitters Sangam, Tuticorin for a revision of wages of Maistries, discussions were held between the parties and as a result thereof the following Settlement has been reached in respect of Mill Maistries.

TERMS OF SETTLEMENT

Ring Frame Department :

1. The existing two separate occupations of "Side Maistry" and "Doffing Maistry" in the Ring Frame Department will be merged into one occupation under the designation of "Section Maistry" and their revised work assignment and wages will be as detailed in the Annexures.

2. The revised allocation of work assignment for each "Section Maistry" will be in accordance with Annexure I.

The duties of the individual Section Maistry under the revised work assignment will include all the duties now being performed by the Side and Doffing Maistries.

3. The following increases in wages as set out in Annexure II and explained below, have been granted on the basis of readjustment of the Maistries in the Ring Frame and other departments.

The revised Basic Wage of a Section Maistry will be Rs. 85/- per mensem. This revised wage includes the Basic Wage, Wage Board Increase and Commission. Accordingly, the wages now being paid to the Side and Doffing Maistries will be readjusted and increases granted as follows :

Existing Doffing Maistries : The Basic Wage, Wage Board Increase and Commission will be consolidated and an increase of Rs. 14/- will be granted and the revised basic wage will be Rs. 85/- per mensem. In respect of such of the Doffing Maistries whose wages so consolidated in the above manner exceed Rs. 85/-, the balance amount will be shown and paid as "personal Allowance".

Existing Side Maistries : An increase of Rs. 5/- will be granted to the Side Maistries and their basic wage, wage board Increase and Commission will be consolidated and fixed at Rs. 85/- per mensem as the revised basic wage and the balance will be treated as "Personal Allowance."

The above-said "Personal Allowance" is payable to the existing individuals only and it will not arise in the case of future entrants.

4. The "Doffing Maistries" rendered surplus arising out of the readjustment of work assignment will be treated as surplus maistries for the time being and their names are given in Annexure III. However in view of the overall settlement, as gesture, they will be granted an increase of Rs. 5/- in their basic wage. The consolidation of their wages, i.e. Basic Wage, wage Board Increase and Commission will take place when they are absorbed in future vacancies of "Section Maistry" and the increase of Rs. 5/- now granted under this Settlement will stand adjusted against Rs. 14/- when they are transferred as Section Maistries.

Doubling Department :

There will be two Section Maistries per shift. They will attend to all the duties now being performed by the Doubling Side Maistries and Doffing Maistries. They will be paid increases and their wages will be readjusted in the same manner as for the Section Maistries in Ring Frame department and as set out in Annexure II.

Other Departments :

In view of the overall settlement, all other Maistries now on rolls in the other departments viz. Mixing & Blow Room, Card Room, Roving, Holts Winding, Leeson Winding, Reeling & Bundling will be granted a general increase of Rs. 5/- in their basic pay.

This settlement shall come into force from 1-11-1964.

Dated at Tuticorin, this the 30th day of November 1964.

ANNEXURE I

MADURA MILLS CO. LTD., TUTICORIN.

Revised Work assignment to Maistries

Ring Frame Department:

Section Maistry: One Maistry for 20 to 27 Ring Frames depending on counts spun

Doubling Department:

Section Maistry: 2. Maistries per shift

Holts Winding: 1. Maistry per shift

Card Room:

Side Maistry: 2. Maistries per shift

ANNEXURE II

MADURA MILLS CO. LTD., TUTICORIN

Revision of Wages to Section Maistries in Ring Frame Department and Doubling Department.

Ring Frame Dept.	Existing Wages	Increase granted	Revised Wages of Section Maistry
	Rs. P.	Rs. P.	Rs. P.
1. Doffing Maistry-			
(a) on Basic Wage	50 67		Basic Wage 85 00
Wage Board Increase	10 00		Personal Allowance 1 89
Commission	12 22		
Total	72 89	14 00	Total 86 89
(b) on Basic Wage	51 65		Basic Wage 85 00
Wage Board Increase	10 00		Personal Allowance 2 87
Commission	12 22		
Total	73 87	14 00	Total 87 87
2. Side Maistry-			
on Basic Wage	63 74		Basic Wage 85 00
Wage Board Increase	10 00		Personal Allowance 18 18
Commission	24 44		
Total	98 18	5 00	Total 103 18

AWARDS AND AGREEMENTS

Rs. P.

Rs. P.

Rs. P.

Doubling Department

3. Doffing Maistry

on Basic Wage 51 65

Wage Board Increase 10 00

Commission 12 22

Total 73 87

Basic Wage 85 00

Personal Allowance 2 87

Total 87 87

4. Side Maistry

on Basic Wage 63 74

Wage Board Increase 10 00

Commission 29 12

Total 102 86

Basic Wage 85 00

Personal Allowance 22 86

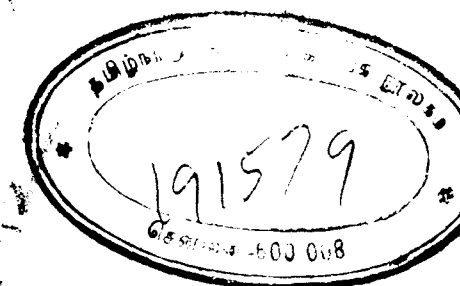
Total 107 86

ANNEXURE III

MADURA MILLS CO. LTD., TUTICORIN

List of the surplus maistries as per Clause 4 of the settlement.

S. No.	T. No.	Name	Occupation
1.	715	Ramasamy	Ring Frame Doffing Maistry
2.	728	Arumuga Nagar	-do-
3.	729	Mailemuthu	-do-



SOME OF THE BOOKS AND ARTICLES PUBLISHED

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2. TALABGAR (Attar Singh).
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Amristar productivity council, Amristar, 1964. pp. 20.
3. KAR (S. K.) and LAHIRI (S. K.).
Work study in jute and textiles.
Book society of India Ltd., Calcutta, 1964.
pp. 184. Rs. 15/-.
4. INTERNATIONAL LABOUR ORGANISATION.
Labour and automation: Automation ; A discussion
of research methods.
Geneva, 1964 pp. VI + 276. \$ 3 : 21s.
5. MARRIS (Robbin).
Economic theory of 'Managerial capitalism'.
Macmillan & Co., Ltd., London, 1964.
pp. 347. 40s.
6. BANERJEE (Mrityunjoy).
Business organisation : An introductory analysis.
Asia publishing house, Bombay, pp. 330. Rs. 12.50/-.
7. MILLER (Delbert. C.) and FORM (William. H.).
Industrial sociology.
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8. BENTLEY (F. R.).
People, productivity and progress.
Business publications. 35s.

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1. MALVIYA (R. K.).
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2. KING (S. D. M.).
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3. MEHROTRA (B. N.).
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spirit must be inculcated in management.
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6. SELIGMAN (Daniel).
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7. COX (Archibald).
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8. SHARMA (K. N.). etc.,
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Productivity journal. Vol. 5. No. 4. October - December, 1964.

1154

Salient features of the report on the working of the Factories Act, 1948 and Madras Maternity Benefit Act, 1934 for the year 1963.

Factories and their inspections :

There were 6457 factories covered by the Factories Act, 1948, at the beginning of the year 1963. The number of such factories at the end of the year 1963, was 6572, of which 6365 were in commission, the number in 1962 being 6242. The average daily number of workers employed in these factories, at the end of the year, was 3,52,563 as against 3,35,747 workers at the end of 1962. In the public Sector, there were 242 factories employing, at the end of the year, 54,175 workers as against 233 factories employing 47,175 workers in the previous year.

Out of 6572 factories, which were on the registers during the year 1963, 2242 factories were inspected once; 3120 inspected twice; 451 factories were inspected thrice; and 38 factories were inspected more than three times.

The Inspectors also made 2757 Sunday Inspections, surprise inspections and special inspections and also night visits to factories to check employment of workers outside the specified hours of work and on their weekly holidays. They also inspected 1289 unregistered factories.

Industrial position :

The Rice Mills continued to be the largest in number in any single category in the State; but they only employed 15,790 workers, while 519 cotton Mills, including cotton ginning factories, employed 1,20,412 workers. The largest number of factories are concentrated in Coimbatore, Madras, Madurai and Tirunelveli. The factories in Coimbatore employ the largest number of workers and the districts of Madras, Madurai and Chingleput come next in the order given.

Coimbatore is a highly industrialised district. Cotton Mills, including ginning factories and engineering works, predominate in that district. Cotton Mills, railway workshops, printing presses and transport industry, figure predominantly in the industrial set up in the Madras City; Cotton Mills and Rice Mills, in Madurai District; and transport industry, tanneries and engineering industries in Chingleput district.

Plans :

2010 plans were scrutinised during 1963 as against 1673 during 1962 and 1477 plans were approved, with reference to stability, ventilation light etc., as against 1673 approved during 1962.

Health :

As in the previous years, special attention to the possible extent, was paid by Inspectors of Factories to safeguard the general health of the workers and to protect them against industrial diseases.

Average daily earnings :

The details regarding average daily earnings of workes in certain industries collected on district-wise basis, are added to the Annual Report as a separate appendix (Appendix IV).

Fencing and other safety measures :

Fencing and guarding of machinery continued to receive the active attention of the Inspectorate with the tendering of advice and instructions to the managements of factories in the provision and upkeep of fences and guards. The advice tendered also continued to receive due attention and compliance from the managements with the result that the fencing of dangerous parts of machinery etc., was fairly satisfactory.

Steps to minimise the rate of accidents :

The Inspectors played increasingly prominent part in assisting and advising factory managements on the several problems, associated with industrial safety. To assist industry, Supervisory personnel were trained in industrial safety and accident prevention work. The Department conducted 14 courses on industrial safety for managerial supervisors, workers and trade union officials and 175 factories deputed 365 persons for these courses. Safety circuits for inter plant visits were also formed. A booklet, in Tamil, entitled " Rules for prevention of Accidents ", containing safety practices in general, was prepared printed and supplied to all factories in this State during the year under Report.

Steps also have been taken for the collection of current literature on safety, available in other countries, and useful information on accident prevention is being distributed.

The formation of Safety Committees in various factories is gaining momentum. During the year, 35 such committees were formed in addition to the 103 formed during the previous year. The Inspectors attended the meetings of these Committees periodically and tendered advice on practical accident prevention work.

Several talks on safety, with audio visual aids, were given by the Officers of the department for the benefit of the workers through the Workers' Education programmes and otherwise.

Accidents :

In 1963 the total number of accidents in all factories were 17,235 as against 18,224 in 1962 of these accidents, 21 proved fatal as against 20 in 1962. The accident rate for 1000 workers has come down.

The Managers of 275 factories were prosecuted during the year (as against 289 prosecuted during 1962) for not complying with the various provisions of the Factories Act, 1948. 477 prosecutions, in some cases more than one, were launched against factories of which 286 ended in conviction,

Madras Maternity Benefit Act, 1934 :

The number of factories, which employed women during 1963, was 2401 ; and the average daily number of women employed, during this year was 45,937 (as against 2421 and 43,284 respectively, during the previous year). 777 claims were made for the grant of maternity benefits during the year as against 1745 in 1962. 1629 claims were accepted, and the total number of maternity benefits paid by the employers of women was Rs. 89376.63 p. Nine prosecution against 8 managers of factories were launched in the year of which 7 cases involving 6 managers of factories were disposed of and a sum of Rs. 85/- was realised as fine.

A Note on the Salient Features of the Annual Report on the working of the Payment of Wages Act, 1936 for the year, 1963.

The Payment of Wages Act, 1936 (Central Act IV of 1936) applies to persons employed in all factories covered by the Factories Act, 1948, all industrial establishments notified by the Government under Section 85 (1) of the Factories Act, 1948, persons employed upon any railway by a railway administration and persons employed in plantations, motor omnibus services, catering establishments and beedi industrial premises.

2. Out of 17432 factories, industrial establishments, plantations, catering establishments and omnibus services in the State covered by the Act, 12240 or about 70% of them submitted the prescribed returns in time. The total number of persons employed during the year in the establishments for which satisfactory returns were received is 408,931 and the gross wages paid in factories and industrial establishments come to Rs. 48 crores showing an increase of about 3% over the previous year's figures. Of the gross wages paid during 1963, a sum of Rs. 3.67 crores was paid as bonus and Rs. 92 lakhs represented money value of concession, the above payments forming about 11% of gross wages.

3. During the year under review, a sum of Rs. 28,160 was collected by the employers from employees as fine, Rs. 14,237 for damage or loss of goods and Rs. 6062 for breach of contract. The corresponding figures for the previous year were Rs. 29,728, Rs. 7,567 and Rs. 12,580 respectively.

4. 707 cases of claims out of 1088 pending cases arising out of deductions from wages or delayed payment of wages were disposed of during the year involving a total payment of Wages, compensation and costs of Rs. 46,774/- to workers. The corresponding figure for the previous year is Rs. 31,074.

NOTIFICATIONS

Constitution Of Employees' Insurance Court For Coimbatore Area.

AMENDMENTS TO NOTIFICATION

(G. O. Ms. No. 5306, Industries, Labour and Co-operation (Labour) 25th November 1964)

II-I No. 5129 of 1964.

In exercise of the powers conferred by section 74 of the Employees' State Insurance Act, 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby makes the following amendments to the Industries, Labour and Co-operation Department Notification No. 55, dated the 15th January 1955 published at page 1 of Part I of the Fort Saint George Gazette Extraordinary dated the 23rd January 1955, as subsequently amended :—

AMENDMENTS

In item II of the said notification

- (a) the word "and" occurring at the end of entry (c) shall be omitted ; and
- (b) after entry (s), the following entries shall be added namely :—

- " (t) Vedapatti ; and
- (u) Othakkamandapam."

Constitution Of Employees' Insurance Courts For Madurai, Ambasamudram And Tuticorin Areas At Madurai And Tirunelveli.

AMENDMENT TO NOTIFICATION

(G. O. Ms. No. 5307, Industries, Labour and Co-operation, (Labour) dated 25th November 1964).

II-I No. 5130 of 1964.

In exercise of the powers conferred by section 74 of the Employees' State Insurance Act, 1948 (Central Act XXXIV of 1948), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification No. 1275, dated the 15th October 1956, published at page 1 of Part I of the Fort Saint George Gazette Extraordinary, dated the 27th October 1956 as subsequently amended.

AMENDMENT

In the said notification, under the heading " Madurai ", after entry (k), the following entries shall be added, namely :—

- " (l) Tanakkankulam ;
- (m) Pudukulam Bit II ;
- (n) Vilacheri ;
- (o) Tirupparankundram."

Amendment To Employees' Provident Funds Scheme.
Fort Saint George October 30, 1964.

II-I No. 5196 of 1964.

The following notification of the Government of India, Department of Social Security, dated New Delhi, the 24th September 1964, is republished :—

G. S. R. 1415.—In exercise of the powers conferred by section 5, read with sub-section (1) of section 7, of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely :—

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

2. In the Employees' Provident Funds Scheme, 1952, in paragraph 72—

(a) in sub-paragraph (1)—

(i) the words "He shall close the account of the member and give notice in writing to the person to whom the amount is payable, specifying the amount and tendering payment thereof" shall be omitted;

(ii) for the expression "Rs. 500", the expression "Rs. 5,000" shall be substituted;

(b) in sub-paragraph (3), for the expressions "Rs. 1,000" and "Rs. 2,000" wherever they occur, the expressions "Rs. 5,000" and "Rs. 10,000" shall respectively be substituted; and

(c) after sub-paragraph (5), the following sub-paragraph shall be inserted, namely:—

"(6) Any amount becoming due to a member as a result of (i) supplementary contribution from the employer in respect of leave wages/arrears of pay, instalment of arrear contribution received in respect of a member whose claim has been settled on account but which could not be remitted for want of latest address, or (ii) accumulation in respect of any member who has either ceased to be employed or died, but no claim has been preferred within a period of three years from the date it becomes payable, or if any amount remitted to a person, is received back undelivered, and it is not claimed again within a period of three years from the date it becomes payable, shall be transferred to an account to be called the "Unclaimed Deposits Account".

Provided that in the case of a claim for the payment of the said balance, the amount shall be paid by debiting the 'Unclaimed Deposits Account.'"

Amendments To Madras Employees' State Insurance (Medical Benefit) Rules.

(G. O. Ms. No. 5251, Industries, Labour and Co-operation (Labour),
20th November 1964.)

S. R. O. No. A-1139 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 amendments to the Madras Employees' State Insurance (Medical Benefit) Rules, 1954, published with Industries, Labour and Co-operation Department Notification, dated the 16th August 1954, at pages 297-312 of the Rules Supplement to Part I of the Fort Saint George Gazette, dated the 8th September 1954, as subsequently amended, the same having been previously published as required by sub-section (1) of the said section:—

AMENDMENTS

In the said rules,—

(1) in rule 7, sub-rule (3) shall be lettered as clause (a) of that sub-rule, and after clause (a) as so lettered, the following clause shall be added, namely:—

"(b) No person shall be eligible for membership of the Allocation Committee or for being appointed as a deputy under clause (a) unless he is a medical practitioner";

(2) in rule 13, in sub-rule (1),—

(a) for the word "two", the word "three" shall be substituted;

(b) after the proviso, the following proviso shall be added, namely:—

"Provided further that if in or in relation to any locality it is found that the number of Insurance Medical Practitioners included in the Medical List is insufficient a new Insurance Medical Practitioner may be appointed by the Director of Medical Services, Madras, for such period not exceeding three months as the Director of Medical Services may think fit";

(3) in Schedule I, in sub-paragraph (3) of paragraph 6, the following shall be added at the end, namely:—

"and such accommodation shall not in any case be less than 22.30 square metres of floor area divided into two rooms;

Provided that where the accommodation provided by an Insurance Medical Practitioner is on the 2nd December 1964.....less than 22.30 square meters of floor area divided into two rooms, he shall within a period of three months from that date provided accommodation of not less than 22.30 square metres of floor area divided into two rooms"

(4) in schedule III,—

(i) in paragraph 1,—

(a) at the end of clause (3), the following shall be added, namely:—

"Subject to a minimum floor area of 22.33 square metres divided into two rooms"

(b) after clause (5), the following clauses shall be added, namely:—

"(6) The practitioner shall have practised as a medical practitioner for a period of at least one year by either having worked in a fairly big hospital or by having engaged himself in general practice.

(7) The Practitioners shall maintain the minimum equipment as laid down by the Corporation;

(ii) in sub-paragraph (1) of paragraph 6,—

(a) in the proviso, the following shall be added at the end, namely:—

"and the said Committee shall in every case review from time to time but not earlier than the expiry of a year the lower limit fixed by it under his proviso";

(b) after the proviso, the following proviso shall be added, namely:—

"Provided further that the said Committee may affix the maximum from time to time, but not in any case more than once in every twelve months."

Set up of Local Committee for Nagapattinam area under Employees' State Insurance Act.

Fort St. George, November 11, 1964.

11-1 No. 5241 of 1964.

No. MR/CO-3 (36)/64 (1): It is hereby notified that a Local Committee consisting of the following members has been set up for Nagapattinam area in Madras State (where Chapters IV and V of the Employees' State Insurance Act are in force) under Regulation 10-A of the E. S. I. (General) Regulations 1950 with effect from 31st October 1964.

Chairman.

(Under Regulation 10-A (1) (a):

1. The District Medical Officer, Thanjavur, Nagapattinam.

Members.

(Under Regulation 10-A (1) (B):

2. The Labour Officer, Tiruchirappalli.

(Under Regulation 10-A (1) (c):

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

(Under Regulation 10-A (1) (d):

4. Sri V. Natarajan, Welfare Officer, The Indian Steel Rolling Mills Limited, Post Box No. 1, Nagapattinam.

5. Sri S. Anthonisami, Proprietor and Manager, Solomon Foundry, South of Railway Station, Nagapattinam.

(Under Regulation 10-1 (1) (e) :

6. Sri S. Sarangapani (Representative of the Nagapattam Steel Rolling Mill Workers' Union), 382, Keeraikollai Street 2nd Lane, Nagapattinam
7. Sri S. Lakshminarayanan, President, The Nagapattinam Indian Steel Rolling Mills Staff Union, Nagapattinam.

(Under Regulation 10-A (1) (f) :

8. The Manager, Local Office, E. S. I. Corporation, Tiruchirapalli.

Appointment of Inspectors under Madras Industrial Establishments (National and Festival Holidays) Act.

AMENDMENT TO NOTIFICATION.

(G. O. Ms. No. 5196, Industries, Labour and Co-operation (Labour), 17th November 1964).

II-1 No. 5377 of 1964.

In exercise of the powers conferred by sub-section (1) of section 6 of the Madras Industrial Establishments (National and Festival Holidays) Act, 1958 (Madras Act XXXIII of 1958), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification II-1 No. 2193 of 1960, dated the 26th October 1960 published at pages 743 to 746 of Part II-Section 1 of the Fort St. George Gazette, dated the 16th November 1960 as subsequently amended :-

AMENDMENT.

In the schedule to the said notification, item "3. Assistant Inspector of Factories" in column (1) and the corresponding entry in column (2) thereof shall be omitted and items 4 to 132 shall be respectively be renumbered as items 3 to 131.

Exemption of all Vegetarian Refreshment Rooms located in State of Madras run by Railway Administration from certain Provisions of Madras Catering Establishments Act.

(G. O. Ms. No. 5197, Industries, Labour and Co-operation (Labour), 17th November 1964).

II-1 No. 5378 of 1964.

In exercise of the powers conferred by sub-section (3) of section 3 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby exempts all the Vegetarian Refreshment Rooms located in the State of Madras run by the Railway Administration from the provisions of section 12 and 19 of that Act.

Fixation of opening and closing hours of certain shops, etc of Madras State. under Madras Shops and Establishment Act.

G. O. Ms. No. 5356, Industries, Labour and Co-operation (Labour) 27th November 1964.

II-1 No. 5419 of 1964.

Under the sub-Section (1) of Section 7 of the Madras Shops and Establishments Act 1947 (Madras Act XXXVI of 1947) the Governor of Madras hereby orders that, with effect on and from the 1st January 1965, no shop situated in the State of Madras shall be opened on any day earlier than 6 a. m. or closed on any day latter than 10 p. m.

II-1 No. 5420 of 1964.

Under sub-section (1) of section 13 of the Madras Shops and Establishments Act 1947 (Madras Act XXXVI of 1947) the Governor of Madras hereby orders that, with effect on and from the 1st January 1965,

(1) No commercial establishment situated in the State of Madras shall be opened on any day earlier than 8 a. m. or closed on any day later than 8 p. m.

(2) no theatre or place of public amusement or entertainment situated in the State of Madras shall be opened earlier than 9 a. m. on Saturdays, Sundays and Public Holidays and 1. p. m. on all other days or closed on any day later than 1-30 a. m.

Amendment to Employees' Provident Funds Scheme,

Fort St. George, November 19, 1964,

II-1 No. 5421 of 1964

The following notification of the Government of India, Department of Social Security dated New Delhi the 8th October 1964 is republished.

G. S. R. 1500—In exercise of the powers conferred by section, 5 read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952) the Central Government is hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952 namely:—

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

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

"(xliii) as respects the establishments specified in the notification of the Government of India in the Department of Social Security, No. G. S. R. 1398 dated the 17 September 1964 come into force on the 31st day of October 1964"

Set up of Local Committee for Vaniyambadi Area under Employees' State Insurance (General Regulations.)

Fort St. George, December 9, 1964.

II-1 No. 5793 of 1964

The following notification of the Regional Director, Employees' State Insurance Corporation, dated 24th November 1964, is republished:—

No. MR/CO-3 (33)/64-(1)—It is hereby notified that a Local Committee consisting of the following members has been set up for Vaniyambadi area in Madras State (where Chapters IV and V of the Employees' State Insurance Act are in force) under Regulation 10A of the Employees' State Insurance (General Regulations, 1950, with effect from 24th November 1964.)

Chairman

Under Regulation 10-A (1) (a)

1. The District Medical officer, North Arcot District, Vellore.

Members

(Under Regulation 10-A (1) (b)

2. The Labour Officer, Vellore

Under Regulation 10-A (1) (c)

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

Under Regulation 10-A (1) (d)

4. Sri S. A. Rajamannar, Vice-President, The Vaniyambadi Tanners' Association, Post Box No. 24, Vaniyambadi.
5. Sri T. K. Abdul Rasheed Sahib, General Secretary, The Vaniyambadi Tanners' Association, Post Box No. 24, Vaniyambadi.

Under Regulation 10-A (1) (e)

6. Sri M. Adimoolan, President, North Arcot District Tannery Workers Union, Koramedu, Vaniyambadi
7. Sri K. Ponnarangan, Secretary, North Arcot District Tannery Workers, Union, Konamedu, Vaniyambadi

Under Regulation 10-A (1) (f)

8. The Manager Local Office, Employees State Insurance Corporation, Guindy-(Secretary)

The Medical Officer in-charge of Government Hospital Tirupathur and the Government Women and Children Hospital Vaniyambadi will attend the meetings of the Local Committee as special invitees without the power of voting.

Reconstitution Of Local Committee For Ranipet Area Under Employees' State Insurance (General) Regulations.

Fort St. George 9, 1964

II-1 No. 5794 of 1964

The following notification of the Regional Director, Employees' State Insurance Corporation, dated 23rd November 1964 is republished :—

No. MR/CO-3 (22) (1)—It is hereby notified that the Local Committee set up vide this office notification No. MR/CO-3(5) 60 (1) dated 20th January 1962 for Ranipet area under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950 has been reconstituted with the following members with effect from 23rd November 1964.

Chairman

(Under Regulation 10-A (1) (a))

1. The District Medical Officer, North Arcot District Vellore.

Members

(Under Regulation 10-A (1) (b))

2. The Labour Officer, Vellore (North Arcot District)

(Under Regulation 10-A (1) (c))

3. The Medical Officer-in-charge E. S. I. Utilisation Dispensary, The East Indian Distilleries and Sugar Factories, Limited, Ranipet.

(Under Regulation 10 (A) (1) (d))

4. Sri S. G. Srinivasan, B.A., B.L., Labour Welfare Officer. E. I. D. Parry Limited, Ranipet, North Arcot District.

5. Sri Sirajuddin A. Nizami (Representative of Maharaja Beedi Factory, Ranipet) No. 1, Mundy Street, Ranipet.

(Under Regulation 10-A (1) (e))

6. Sri M. Pachaimuthu, President, The Ranipet Labour Union, Ranipet.

7. Sri D. Vasudevan, Secretary, North Arcot District Tannery workers' Union (Ranipet Branch), Ranipet.

(Under Regulation 10-A (1) (f))

8. Manager, Local Office, E. S. I. Corporation, Guindy (Madras)—Secretary.

Date Of Coming Into Force Of Certain Provisions Of Employees' State Insurance Act In Certain Villages Of Coimbatore And Tirunagar Area In Madurai District

(G. O. MS. No. 5608 Industries Labour And Co-operation (Labour)
12th December 1964)

II-1 No. 5877 of 1964 :

The following notification of the Government of India, Department of Social Security, dated New Delhi, the 17th November 1964 is republished :—

S. O. 4073—In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act 1948 (34 of 1948) the Central Government hereby appoints the 29th day of November 1964 as the date on which provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section (1) of section 76 and section 77, 78, and 79 and 81 which have already been brought into force) of the Said Act, shall come into force in the following areas of the State of Madras, namely :—

I. The areas comprised within the revenue villages of Vedapatti and Othakalmandapam situated in Coimbatore taluk of Coimbatore district.

II. The areas comprised within the revenue villages of Tanakkankulam, Pudukulam Bit II Vilacheri and Tirupparankundram situated in Madurai taluk of Madurai District.

Date Of Coming Into Force Of Madras Catering Establishments Act To Certain Panchayats

(G. O. MS. No. 5353, Industries, Labour and Co-operation (Labour) 27th November 1964)

II-1 No. 5786 of 1964 :

In exercise of the powers conferred by sub-section (3) of Section 1 of the Madras Catering Establishments Act 1958 (Madras Act XIII of 1958) the Governor of Madras hereby directs that the said Act shall come into force in the areas specified in column (1) of the Schedule below on the date of the publication of this notification in the Fort St. George Gazette :—

SCHEDULE

NAME OF PANCHAYATS (1)	TALUK (2)	DISTRICT (3)
Town Panchayats		
1 Desur	Wandiwash	North Arcot
2 Panapakkam	Arakkonam	-do-
3 Thoralpadi	Vellore	-do-
4 Katpadi	Gudiyatham	-do-
5 Udayandram	-do-	-do-
6 Kannamangalam	Arni	-do-
7 Natrampalli	Tirupattur	-do-
8 Uthiramerur	Kancheepuram	Chingleput
9 Walajapet	Kancheepuram	Chingleput
10 Thirukkazhukundram	Chingleput	-do-
11 Thirupporur	-do-	-do-
12 Karunshuzhi	Mathurantakam	-do-
13 Mathuranthagam	-do-	-do-
14 Madavaram	Saidapet	Chingleput
15 Naravarikuppam	-do-	-do-
16 Kolathupalayam	Dharapuram	Coimbatore
17 Periacudveri	Gobichettipalayam	-do-
18 Vengambur	Erode	-do-
19 Perianegamam	Pollachi	-do-
20 Sirumugai	Avanashi	-do-
21 Kurichi	Coimbatore	Coimbatore
22 Balacoll	Ootacamund	Nilgiris
23 O'Valley	Gudalur	-do-
24 Jagathala	Coonoor	-do-
25 Sholur	Ootacamund	-do-
26 Ponnamaravathy	Thirumayam	Thiruchirappalli
27 Karambakudi	Alangudi	-do-
28 Neikarapatti	Palni	Madurai
29 Alanganallur	Nilakottai	-do-
30 Paravai	Madurai	-do-
31 Balasundaram	Palni	-do-
32 Alwarkurichy	Ambasamudram	Tirunelveli
33 Kilakadayam	-do-	-do-
34 Kadambur	Koilkatti	-do-
35 Mukkudal	Ambasamudram	-do-
36 Kariamangalam	Dharmapuri	Salem
Village Panchayats		
37 Pottalpudur	Ambasamudram	Tirunelveli
38 Vadikakarakkurichi	-do-	-do-
39 Kuruvikulam	Sankaran	-do-
40 Madukkarai Township	nainarkoil	Coimbatore
41 Karivalamvandanallur	Coimbatore	Tirunelveli
42 St. Thomas Mount-com	Sankaranainarkoil	Chingleput
	Saidapet	

**Appointment of Inspector for Whole State of Madras Under Employees
Provident Funds Act**

II-I No. 5583 of 1964.

The following notification of the Government of India, Department of Social Security, dated New Delhi, the 30th September 1964 is republished.

S. O. 3595 :—In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act 1952 (19 of 1952) and in supersession of the notification of the Government of India in the Ministry of Labour and Employment S. O. No. 3527, dated 12th December 1963 the Central Government hereby appoints Shri V. A. Lakshmipathy to be an Inspector for the whole of the State of Madras for the purposes of the said Act and of any establishment belonging to, or under the control of the Central Government or in relation to any establishment connected with a railway company, a major port, a mine or a controlled industry.

**Nomination of member to employees' State Insurance Corporation Under Employees'
State Insurance Act.**

II-I No. 5586 of 1964.

The following notification of Government of India, Department of Social Security, dated New Delhi, the 17th November 1964 is republished :—

S. O. 4079 :—“whereas the Government of the State of Madras has, in pursuance of the powers conferred by clause (d) of section of the Employees' State Insurance Act 1948 (34 of 1948) nominated Sri T. N. Lakshminarayanan, Secretary to the Government of Madras, Industries, Labour and Co-operation Department a member of the Employees' State Insurance Corporation to represent that Government vice Sri R. Balasubramanian.

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

In the said notification, under heading “members” under sub-heading “(nominated by the State Governments under clause (d) of section 4) in item 14 for the entries “Sri R. Balasubramanian, Additional Secretary to the Government of Madras, Industries, Labour and Co-operation Department, Madras” the entries “Sri T. N. Lakshminarayanan, Secretary to Government of Madras, Industries, Labour and Co-operation Department Madras shall be substituted.

Amendment To Madras Payment of Wages Rules

(G. O. MS. No. 5291, Industries, Labour and Co-operation (Labour) 23rd November 1964)

S. R. O. No. A-1226 of 1964 :

In exercise of the powers conferred by sub-sections (2) and (3) of section 26 of the Payment of Wages Act, 1936 (Central Act iv of 1936) the Governor of Madras hereby makes the following amendment to the Madras Payment of Wages Rules 1937, published with late Development Department Notification No. 135 dated the 20th February 1937 at pages 356-359 of Part I of the Fort St. George Gazette, dated the 23rd February 1937 as subsequently amended, the same having been previously published as required by sub-section (5) of the said Section.

Amendment

In rule 5 of the said rules after clause (c) the following clauses shall be added namely :—

“(d) the date of payment

(e) the signature or left thumb-impression of the person employed in token of having received the payment :

Provided that if the Chief Inspector of Factories is satisfied that any alternative arrangement made in a factory serves to record the acquittance of the persons employed he may by an order in writing exempt the factory from the inclusion in the Register of Wages of the signature or the thumb-impression of the person employed in token of having received the payment.

**Reconstitution of Local Committee For Vickramasingapuram Under Employees'
State Insurance (General) Regulations.**

AMENDMENT TO NOTIFICATION

Fort St. George December 5, 1964.

II-I No. 5740 of 1964

The following notification of Regional Director, Employees' State Insurance Corporation, Madras dated 26th November 1964, is republished :—

No. MR/CO-3 (12)/61 (1)—It is hereby notified that Shri Thangavelu, National Textile Workers' Union (Madurai) Vickramasingapuram Branch Main Road, Vickramasingapuram, has been nominated as a member of the Local Committee Vickramasingapuram, under clause (e) of Regulation 10-A (i) of the Employees' State Insurance (General) Regulations 1950 with effect from 26th November 1964, vice Shri S. Mohammed Kasim.

The following amendment shall accordingly be made to this office Notification No. MR/CO-3 (5) 62 (1) dated 5th March 1963 namely for the existing name and address against serial No. 9 of the notification, the following shall be substituted :—

9. Shri Thangavelu, National Textile Workers Union, (Madurai) Vickramasingapuram Branch, Main Road, Vickramasingapuram.

Revision of minimum rates of wages fixed for employment in road construction or in building operations and in stone-breaking or stone-crushing and on maintenance of roads under Minimum Wages Act.

II-I No. 5736 of 1964.

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 the Minimum Wages Act, 1948 (Central Act XI of 1948) the Governor of Madras after consulting the Committee appointed under clause (a) of sub-section (1) of section 5 of the Said Act. hereby revises the minimum rates of wages of employees employed on road construction or in building of operations and in stone-breaking or Stone crushing on the maintenance of roads, fixed in the Industries Labour and Co-operation Department Notification S. R. O. No. A. 1798 of 1957 published at page 1 of Part I of the Fort St. George Gazette, Extra-ordinary, dated 23rd March 1957, and in the Industries, Labour and Co-operation Department Notification S. R. O. No. 7899 of 1959 published at page 1882 of the Fort St. George Gazette dated the 16th December 1959, as specified in column (2) of the Schedule below.

2. This notification shall come into force on the 1st January 1965.

SCHEDULE

Employment on construction or in building operations and in stone breaking or stone crushing and in the maintenance of roads

Class of employees	All inclusive minimum rates of wages.
1	2
1. Unskilled employees	
* Grade I (adults)	1.80 per day
Grade II (adults)	1.50 per day
Children (non-adults)	1.20 per day
2. Semi skilled employees	2.75 per day
3. Skilled employees	3.60 per day
1. Skilled Employees :—	
1. Maistry, Masons, carpenters and stone crushers.	3. Bricklayer and planterer
	1st Class
	2nd Class
2. Stone cutter :—	4. Carpenter :—
1st class	1st Class
2nd class	2nd Class

*Classification of employees into Grades I and II is based on physical capacity, skill, efficiency and out turn of work. Categories of employees under the classes mentioned above.

- | | |
|----------------------------|-------------------------------------|
| 5. Painter or varnisher :— | 9. Sawyer |
| 1st Class | 10. Plumber for lead pipework |
| 2nd Class | 11. Caulker, welder, mixer |
| 6. Fitter pipework :— | 12. Pump driver |
| 1st Class | 13. Mixer driver |
| 2nd Class | 14. Lorry Driver |
| 7. Fitter bar bendings :— | 15. Lorry cleaner |
| 1st Class | 16. Roller driver |
| 2nd Class | 17. Stone crusher operator |
| 8. Blacksmith | 18. Gumastha (clerk or time-keeper) |
| 1st Class | 19. Kalasis or Sarang, Grade-I |
| 2nd Class | |

(Engaged in heavy engineering construction like erection of heavy machinery, bridge works, etc.)

20. Deep well sinkers.

II. Semi-skilled employees :—

- | | |
|--------------------------|--------------------------------------|
| 1. Stone packer | 4. Sprayerman |
| 2. Wellsinker (ordinary) | 5. Head Mazdoor for scaffolding etc. |
| 3. Hammerman (smithy) | 6. Kalasis or sarang Grade II. |

III. Unskilled Employees :—

- | | |
|------------------|-------------------------|
| 1. Male mazdoor | 5. Bollows boy (smithy) |
| 2. Woman mazdoor | 6. Driver of bullocks |
| 3. Boy Mazdoor | 7. Watchman |
| 4. Picottahman | |

Provided that :—

1. Where any class of workers are actually in receipt of higher rate of wages than the statutory minimum rate of wages fixed they shall continue to get the benefits of the higher rate,

2. Wherever wage periods fixed vary, the wage shall be calculated for the wage period so fixed and paid that is, where the wage period is fixed as a week fortnight or a month, the daily rates fixed above will be multiplied by the number of working days in the week, fortnight or the month as the case may be.

Revision of minimum rates of wages fixed for employment in stone-breaking or stone-crushing carried on in quarries under Minimum Wages Act.

(G. O. Ms. No. 5668, Industries, Labour and Co-operation, (Labour)
17th December 1964.)

II-1 No. 5737 of 1964

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act 1948 (Central Act XI of 1948) the Governor of Madras after consulting the Committee appointed under clause (a) of sub-section (1) of section 5 of the said Act, hereby revises the minimum rates of wages of employees employed in stone-breaking or stone crushing carried on in quarries fixed in the Industries Labour and Co-operation Department Notification S. R. O. No. A. 1799 of 1957 published at pages 1-2 of Part I of the Fort St. George Gazette Extraordinary dated the 23rd March 1957 as specified in column (2) of the schedule below,

This notification shall come into force on the last January 1965.

SCHEDULE

Employment in Stone-Breaking or Stone-Crushing carried on in Quarries.

Class of Employees	All inclusive minimum rates of wages
(1)	(2)
1. Unskilled employees	Rs. P.
*Grade I (adults)	2 00 per day
Grade II (adults)	1 50 „
Children (non-adults)	1 10 „
2. Semi-skilled employees	2 75 „
3. Skilled employees	3 60 „
Skilled employees —	
1. Quarry maistry	3. Jack hammer driller
2. Jumperman	4. Licenced blasterer

Semi Skilled —

1. Hammer-man

Unskilled Employees —

1. Male Mazdoor
2. Woman Mazdoor

Provided that —

1. Where any category of employees are actually in receipt of higher rate of wages than the statutory minimum rates of wages fixed, they shall continue to get the benefit of the higher rate.

2. Wherever wage periods fixed vary the wage shall be calculated for the wage period so fixed and paid that is, where the wage period is fixed as a week, fortnight or a month, the daily rates fixed above will be multiplied by the number of working days in the week, fortnight or the month as the case may be.

* Classification of employees into Grades I and II is based on physical capacity skill, efficiency and out-turn of work. Categories of employees under the classes mentioned above.

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

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Important terms of Settlement (5)
1.	Sree Rajendra Mills Ltd., (B' Mills) Salem National Textile Mill Workers Union, Salem-9	9—11—1964		Demand of the workers with regard to the work load and wages of the workers in the winding Department of 'B' Mills
2.	-do-	26— 9—1964		Certain demands of the workers with regard to the question of permanency of certain department workers and modification of shift working in 'B' Mills.
3.	Kasturi Printing Press, Coimbatore	26— 9—1964	—	Bonus for the year 1963-64.
4.	Stones Fortilier Works. Thudiyalur	26— 9—1964	—	Bonus for the year 1963-64.
5.	Gopalakrishna Vilas Tea Club	26— 9—1964	—	Bonus for the year 1963-64.
6.	United Coffee Supply Company, Coimbatore	26— 9—1964	—	Bonus for the year 1963-64
7.	Donali Tea Factory, Segathari Post Vs. Estate Staff Union of South India, Coonoor	14—11—1964		Refusal of work to two staff members
8.	Erinkadu Estate, Katary Post Vs. Estate Staff Union of South India, Coonoor	16—11—1964		Certain demands of staff
9.	Stanes Motors Limited, Ooty Vs. Simpson and Group Workers' Union and staff Union	13—11—1964		Bonus etc.
10.	Torraco Estate, Naduvattam Post, Vs. Estate Staff Union of South India, Coonoor	21—11—1964		Certain demands of staff
11.	The Srivilluputhur Co-operative spinning Mills Ltd, Srivilluputhur and their workers represented by the National Textile workers Union, Rajapalayam	18—10—1964	281	The Management agreed to Pay all the regular workers on the muster rolls as on 30—6—64 one month basic pay subject to a minimum of Rs. 50/- as advance

(1)	(2)	(3)	(4)	(5)
				against bonus for 1963-64 and in addition to pay a sum of Rs. 15/- as exgratia which shall be liable for adjustment to bonus for 1963-64 when it is finally settled.
12.	B & C Mills, Madras-12	13—10—1964	1	Demotion
13.	B & C Mills, Madras-12	28—11—1964	1	Transfer
14.	Rama Bhavan, Hindu Restaurant, Madras-1	21—10—1964	A11	Scales of pay. food allowance Bonus etc.
15.	Stanes Tyre & Rubber Products Madras-1	13—11—1964	A11	Bonus
16.	Queensland Insurance Company Limited, Madras-1	7—11—1964	A11	Scales of pay Dearness Allowance Gratuity, leave, Bonus etc.
17.	V. R. Textiles Limited, (P) Limited, Puliampatty and National Textile workers Union (INTUC)	29—10—1964	150	Bonus for 1962
18.	Navamani & Company, Pappanaickenpalayam and National Engineering & Allied Trade Workers' Union (INTUC)	23—11—1964	74	Strike & lockout.
19.	Gayathri Engineering Company, Madurai & their workers.	26—10—1964	26	Bonus advance for the year 1964-65
20.	Meenakshi Printers, Madurai	10—11—1964	17	Payment of compensation consequent on the transfer.

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

Sl. No.	Name of the concern in which the dispute has arisen.	Issues	G. O. No. and Date of reference.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Coimbatore District.</i>			
1. Everest Engineering works, Coimbatore.	1. Classification of workers as unskilled and skilled A. B. C., etc., and fixation of wages to various categories. 2. Confirmation of temporary workers and fitment into the appropriate grade fixed. 3. Fixation of Dearness allowance. 4. Supply of uniform and footwear. 5. Revision of daily allowance. 6. Grant of casual leave. 7. Revision of wages to supervisory Staff. 8. Formulation of gratuity scheme.	G. O. Ms. No. 4893 Industries, Labour & Co-operation, dated 21-10-1964.	
2. Skin and Leathers-(Private) Limited., Perianaikanpalayam.	1. Bonus demand for the year ending 1963.	G. O. Ms. No. 4958 Industries, Labour & Co-operation, dated 20-10-64.	
3. Certain Kirana Merchants in Madras.	1. Whether the demand of the workers for a revision of the rates of wages is justified and if so to fix revised rates of wages for the various categories of workers. 2. Whether the demand of the workers for bonus for the year 1962-63 is justified and if so to fix the quantum. 3. Whether the demand of the workers for the institution of a gratuity scheme is justified and if so to formulate a scheme.	G. O. Ms. No. 2339, Industries Labour, & Co-operation dated 13-10-1964.	

(1)	(2)	(3)	(4)
Labour Court, Madras.			
<i>Madras District.</i>			
4. Balakrishna Industrial Works, Madras.	1. Whether the demand for bonus for 1963-64 is justified and if so to fix the quantum.	G. O. R. No. 2335, Industries, Labour & co-operation Dated 13-10-64.	
5. Dalooram Jayanarayan, Madras.	Whether the demand of the workers for fixation of rates of wages for the various items of work is justified and if so to fix the rates.	G. O. R. No. 2369, Labour, Co-operation, Dated 20-10-64.	
6. Gani and Sons Madras.	1. Whether the demand of the workmen for introduction of a gratuity scheme is justified and if so to formulate a scheme. 2. Whether the demand of the workmen for enhanced dearness allowance is justified and if so to fix the rate.	G. O. R. No. 2427, Industries Labour & Co-operation, dated, 27-10-64.	
7. Hajee ML. Abdul Wahab Sahib, Madras.	1. Whether the non-employment of the following twenty-three workers is justified and to what relief each is entitled? 1. Vellachami. 2. U. Arpudham. 3. K. Doraiswamy. 4. V. Krishnan. 5. Viswanathan. 6. Selvaraj. 7. R. Mahadevan. 8. V. Ganapathy. 9. P. Raju. 10. M. Govindan. 11. V. Chinnappan. 12. Swamikannu. 13. Shanmugam. 14. M. Krishnan. 15. Govindaraju. 16. Munuswamy. 17. Parasuraman. 18. K. Kannan. 19. Doraiswamy. 20. Omar. 21. Veeraraghavan. 22. Sankaralingan and 23. Swaminathan. 2. To compute the relief if any awarded in terms of money if it be can so computed.	G. O. R. No. 2370, Industries Labour & Co-operation Dated, 20-10-64.	

(1)	(2)	(3)	(4)
8. Mangala Cafe, Madras.	Whether the demand of the workers for additional bonus for 1962-63 is justified, and if so, to fix the quantum.	G. O. R. No. 2366, Industries, Labour, and co-operation dated 20-10-1964.	
	Labour Court, Madurai. Madurai District		
9. Vinayagam Press, Madurai.	1. Whether the demand of the workers employed in Vinayagam Press, Madurai for increase in wages, is justified and if so to fix the quantum of increase. 2. Whether the demand of the workers for introduction of gratuity Scheme is justified, and if so to formulate a justified Scheme.	G. O. R. No. 2367, Industries, Labour and co-operation Dated 20-10-1964.	
10. Rajeswari Press, Madurai.	Whether the demand of the workers employed in the Rajeswari Press, Madurai, for increase in wages is justified and if so to fix the quantum of increase.	G. O. R. No. 2431, Industries, Labour and co-operation Dated 27-10-64.	

4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part II, Section I of the *Fori St. George Gazette*, during the month of November 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			
1.	Western India Match Company, Madras.	5 11-11-64	G. O. R. No. 2409, I. L. & C. dated 26-10-64.
Coimbatore District			
2.	Certain Waste Cotton Merchants and Presses at Coimbatore.	13-15 8-11-64	G. O. R. No. 2497, I. L. & C. dated 9-11-64.
Madras District			
3.	East India Distilleries Parry Ltd., Nellikuppam and Parry and Company Limited, Madras.	12-13 18-11-64	G. O. R. No. 2478, I. L. & C. dated 5-11-64.
Labour Court, Madras			
Madras District			
4.	Air Ceylon Limited, Madras.	1 11-11-64	G. O. R. No. 2415, I. L. & C. dated 26-10-64.
5.	Sri Rama Machinery Corporation (Private) Limited, Madras.	2 11-11-64	G. O. R. No. 2419, I. L. & C. dated 26-10-64.
6.	Visalakshi Achagam, Madurai	1-3 11-11-64	G. O. R. No. 2399, I. L. & C. dated 23-10-64.
7.	Little's Oriental Balm and Pharmaceuticals Limited, Madras.	4-5 18-11-64	G. O. R. No. 2477, I. L. & C. dated 5-11-64.
8.	Uma Printers, Madras.	1-2 25-11-64	G. O. R. No. 2529, I. L. & C. dated 12-11-64.
Additional Labour Court, Madras			
9.	Jaya Vilas Hotel, Madras.	3 11-11-64	G. O. Ms. No. 3421, I. L. & C. dated 26-10-64.
10.	Ekambara Vilas Rice Mills, Red Hills.	4 11-11-64	G. O. R. No. 2414, I. L. & C. dated 26-10-64.
11.	Appah and Company, Madras.	4 11-11-64	G. O. R. No. 2420, I. L. & C. dated 26-10-64.
Madras District			
12.	Ashok Transport and V. R. R. Transport, Madras.	7-10 18-11-64	G. O. R. No. 2475, I. L. & C. dated 4-11-64.
13.	Messrs. Khader Yusuff (Taxi Owner), Madras.	10-11 18-11-64	G. O. R. No. 2476, I. L. & C. dated 5-11-64.

(1)	(2)	(3)	(4)
<i>Coimbatore District</i>			
14. Ideal Lodge, Coimbatore.	1—3 18—11—64	G. O. R. No. 2449, I. L. & C. dated 30—10—64.	
15. Krishna Theatre, Coimbatore.	3—4 18—11—64	G. O. R. No. 2450, I. L. & C. dated 30—10—64.	
<i>Labour Court, Madurai</i>			
<i>Kanyakumari Dist.</i>			
16. Lakshmi Talkies Nagercoil, Tirunelveli.	5—7 18—11—64	G. O. R. No. 2527, I. L. & C. dated 11—11—64.	
17. M. R. Gopalan Motor Service, Tirunelveli.	2 25—11—64	G. O. R. No. 2530, I. L. & C. dated 12—11—64.	
18. Lakshmi Talkies, Nagercoil	6—7 25—11—64	G. O. R. No. 2522, I. L. & C. dated 11—11—64.	

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

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closures.		Cause.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Shaw Wallace & Co., Karamadai	...	29	12-11-64	16-11-64	Want of work	All 29 workers are entitled to be paid compensation. Rs. 641-00
2.	Mysore Cafe Aruvankadu	Catering establishment	9	19-9-64		Not known	
3.	Mysore Lodge, Coonoor	-do-	24	31-10-64		Due to ill-health of the employer	Rs. 2,490-04
4.	India Silicate Industries(P) Ltd., Mettupalayam	33/332	27	1-9-64	After one year	Due to loss	...
5.	Lakshmana Printing and Dyeing Factory, Veerappan chattaram	23/931 (a)	8	23-10-64		Machinery shifted to new building	...
6.	The United Transport Co., Madras-1 (Stevdoring & Carting Depot)	Transport	58	30-11-64	...	Due to loss	Pending conciliation
7.	Venkatesa Bhavan Hotel Madras-12	Hotel	24	4-11-64	...	Heath & domestic grounds.	Agreed for an informal arbitration of the Asst. Commissioner of Labour (Evaluation)
8.	Sri. Gopalakrishna Mills Limited Ganapathy	23/231 (a) Textiles	5	26-10-64	26-10-64	Due to lack of work in reeling department	...
9.	The Kumaran Mill Ltd., Narasimanaickenpalayam	-do-	1	16-11-64	16-11-64	16-11-64 Shortage of supply from fly frame section	Rs. 251-22
			39	21-11-64	26-11-64	21-11-64 Shortage of supply of cups from spinning department	
10.	Asher Textiles Limited, Tiruppur	-do-	652	3-10-64	31-10-64	Shortage of cups	Rs. 1,698.98

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received.							No. of complaints investigated and otherwise disposed of including those previously pending.	No. of complaints pending at the end of the month cols. 3+11-12	
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known			Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Coimbatore-I.	297	26	16	32	—	18	48	—	140	100	337
2.	Coimbatore-II.	96	5	4	7	—	—	21	—	37	49	84
3.	Coonoor.	48	1	2	11	1	2	12	—	29	32	45
4.	Madras-I.	101	3	4	16	—	—	20	—	43	34	110
5.	Madras-II.	138	12	8	6	—	4	17	—	47	58	127
6.	Madras-III.	91	6	3	12	—	—	21	—	42	47	86
7.	Madurai.	137	5	2	24	1	—	4	—	36	47	126
8.	Nagercoil.	47	1	1	3	—	—	21	—	26	28	45
9.	Pollachi.	62	3	1	7	—	—	5	—	16	40	38
10.	Virudhunagar.	39	8	5	7	—	—	8	—	28	31	36
11.	Salem.	84	6	8	26	—	2	22	—	64	43	105
12.	Tiruchirappalli.	86	1	1	7	—	—	18	—	27	33	80
13.	Tirunelveli.	57	5	4	16	—	—	10	—	35	29	63
14.	Vellore.	97	—	—	8	1	—	4	—	13	4	106
TOTAL		1,380	82	59	182	3	26	231	—	583	575	1,388

STATISTICAL SUPPLEMENT

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

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

1. Number of Standing Orders certified as on 1-11-1964.	...	4,262
2. Number of Standing Orders certified during the month.	...	7
Total	...	4,269
3. Amendments to Standing Orders certified during the month.		1

9. Workmen's Compensation Act 1923:—

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

	Number of accidents.	Amount of compensation.**	
		Rs.	np.
(a) Death	15	25,548.00	
(b) Temporary disablement	42	—	
(c) Permanent disablement	13	—	
Total	70	25,548.00	

** Represent the amount deposited under sec. 8 (1) and 8 (2) of the Workmen's Compensation Act, 1923.

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed under sec. 1(1) and 8(2) of the workmen's compensation Act, 1923.

S. No.	Nature of claims	Number previously pending.	Number received.	Total.	Disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Application under Section 10:						
(a) Fatal	...	72	8	80	1	79
(b) Non-fatal:-						
(i) Permanent	...	73	11	84	...	84
(ii) Temporary	...	12	...	12	...	12
2. Deposits under Section 8 (1)						
(a) Fatal	...	85	3	88	3	85
(b) Persons under legal disability...	...	...	...	...	...	...
3. Deposits under Section 8 (2)						
...	...	1	...	1	...	1

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4. Memorandum of Agreements:—						
(i) Permanent disablement	...	90	20	110	31	79
(ii) Temporary disablement	...	39	9	48	...	48
5. Recovery under Section 31.						
...	...	13	...	13	...	13
6. Identification under Section 12						
...	...	5	2	7	...	7
Total	...	390	53	443	35	408

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

1. Pending as on 1-11-'64	...	632
2. Received during the month	...	31
3. Disposed of during the month	...	54
4. Pending as on 30-11-'64	...	609

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

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

12. (a) Appeals under Section 41 :—

Pending as on 1-11-1964	...	274
Received during the month	...	40
Disposed of during the month	...	7
Pending as on 30-11-1964	...	307

12. (b) Appeals under Section 51 :—

Pending as on 1-11-1964	...	4
Received during the month	...	Nil
Disposed of during the month	...	3
Pending as on 30-11-1964	...	1

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

Pending as on 1-11-1964	...	91
Received during the month	...	26
Disposed of during the month	...	32
Pending as on 30-11-1964	...	85

STATISTICAL SUPPLEMENT**13. (a) List of Trade Unions registered during the month of November 1964.**

Sl. No. (1)	R. No. (2)	Date of Registration (3)	Industry (4)	Name and address of the Union (5)
1.	3757	5-11-64	Motor Transport.	Pattukkottai Bus Lorry Workers' Progressive union, Pattukkottai.
2.	3758	5-11-64	Transport Others.	S. R. P. S. Workers' Union, Tiruchendur.
3.	3759	9-11-64	Textiles.	Madura Textiles Weaving and General Workers' Union, Madurai.
4.	3760	-do-	Agriculture.	National Agriculturists Union, Rudhrapalayam
5.	3761	-do-	Bank.	Union Bank Employees' Union, Coimbatore.
6.	3762	-do-	Commerce.	Tata Employees Union, Madras.
7.	3763	12-11-64	Manufacturing of Clothing.	Paramakudi Ramneswaram Tailoring workers' Union, Paramakudi, Ramnad District.
8.	3764	14-11-64	Clay Products.	National Potters Labour Union, Irumathi, Thidakkottai Post.
9.	3765	-do-	Transport.	Coimbatore District Transport and Automobile Workers' Union, Coimbatore-1.
10.	3766	-do-	Engineering.	National Engineering Employees' Union, Madras-19.
11.	3767	20-11-64	Commerce.	Madras Commercial and General Workers' Union, Madras-1.
12.	3768	-do-	Transport others.	Kuthirai Vandi Thozhilalar Sangam, Koil patty.
13.	3769	21-11-64	Textile.	Panchalai Thozhilalar Munnetra Sangam, Tuticorin-1.
14.	3770	26-11-64	-do-	Gudiyattam Taluk Handloom Weavers Union, Gudiyattam.
15.	3771	30-11-64	Manufacture of machinery.	Surgical instruments Project workers' Union, Madras-1.
16.	3772	-do-	Commerce.	Rane (Madras) Ltd., Employees Union, Madras-15.

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

Sl. No.	R. No.	Date of Cancellation	Industry	Name and address of the Union.
(1)	(2)	(3)	(4)	(5)
1.	3305	4-11-64	Services.	Central Leprosy Teaching and Research Institute Farm Workers' Union, Vallam P. O.
2.	3336	-do-	Electricity.	S. A. District Private Electricians Association, Villupuram.
3.	3365	-do-	Miscellaneous.	Papanasem Taluk Podhu Thozhilalar Sangam, Ayyampet.
4.	3368	-do-	Textile.	Cooli Nesavu Thozhilalar Sangam, Ettayapuram.
5.	3520	5-11-64	Sanitary Services.	General Union of sweepers of the Vellore Municipality, the C. M. C. Hospital and the Government, Pentland Hospital Vellore.
6*	2565	20-3-64	Insurance.	New Great Insurance (Madras Branch) Employees' Union, Madras.

* Although this union was cancelled on 20-3-64, this has been omitted to be incorporated in the list relating to March 1964.

ABSTRACT

1. List of Trade Unions as on 1-11-64	...	1,215
2. List of Trade Unions registered during the month	...	16
3. List of Trade Unions cancelled during the month	...	6*
4. List of Trade Unions amalgamated during the month	...	Nil
5. List of Trade Unions dissolved during the month	...	Nil
6. List of Trade Unions as on 30-11-1964	...	1,225

* This includes one union cancelled during the month of March 1964.

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

Sl. No.	Particulars.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1,174	3,742	393	52,589	4,642	1,756	634	4,250	766	82
2.	No. of irregularities noticed.*	362	412	68	822	588	164	28	266	61	6
3.	No. of cases warned.	36	99	...	516	328	61	61	20	21	4
4.	No. of prosecutions launched.	104	3	1	57	117	7	2	660	45	80
5.	No. of convictions obtained.	79	4	1	35	78	2	2	45	45	80
6.	Amount of fines imposed (in Rupees.)	2,505	43	...	793	1,499	45	45	45	45	80

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

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

District.	AT THE BEGINNING.				REGISTERED.			REMOVED.			TOTAL.			REMARKS.
	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1. North Arcot	174	113	181	2	1	...	1	...	7	175	114	174	463	
2. South Arcot	127	10	48	3	...	...	2	...	...	128	10	48	186	
3. Chingleput	258	24	60	16	1	...	...	...	...	274	25	60	359	
4. Coimbatore	1,024	9	92	23	1	...	...	...	...	1047	10	92	1149	
5. Kanyakumari	58	11	31	7	...	...	...	...	...	65	11	31	107	
6. Madras	806	36	129	5	...	1*	15+1*	2	...	795	34	130	959	
7. Madurai	448	38	48	6	...	...	...	...	...	454	38	48	540	
8. The Nilgiris	124	...	8	...	...	...	...	...	...	124	...	8	132	
9. Ramanathapuram	246	64	176	9	2	...	5	3	1	250	63	175	488	
10. Salem	530	14	159	20	...	...	...	...	...	550	14	159	723	
11. Thanjavur	299	11	198	...	1	...	...	...	...	299	12	198	509	
12. Tiruchirappalli	274	13	181	1	...	...	...	...	...	275	13	181	469	
13. Tirunelveli	284	87	260	2	3	...	...	...	...	286	90	260	636	
Total	4,652	430	1,571	94	9	1	24	5	8	4722	434	1564	6720	

* The factory bearing Ms. No. 1355, notified under Section 85 (i) has been wrongly shown as 2m (i) factory at the beginning of the year. Hence one factory shown as addition under column (7) and one factory shown as removal under col. (8).

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

Sl. No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee	..	137	26,471.96	..	..	1	..	136	26,471.96
2. Tea	..	129	62,127.41	..	..	..	..	129	62,127.41
3. Rubber	..	17	9,079.57	..	..	..	..	17	9,079.57
4. Cinchona	..	2	9,406.00	..	..	..	..	2	9,406.00
5. Cardamom	..	5	2,923.20	..	..	..	..	5	2,923.20
Total	..	290	1,10,008.14	..	..	1	..	289	1,10,008.14

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

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	3
20.	Food Except Beverages	...	39
21.	Beverages	...	...
22.	Tobacco	...	1
23.	Textiles	...	248
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	1
25.	Wood and cork except furniture	...	1
26.	Furniture and fixtures	...	1
27.	Paper and paper products	...	1
28.	Printing, Publishing and allied industries	...	16
29.	Leather and Leather products (except foot-wear).	...	3
30.	Rubber and rubber products	...	23
31.	Chemicals and Chemical products	...	85
32.	Products of petroleum and coal	...	13
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	46
34.	Basic Metal Industries	...	45
35.	Metal Products (except machinery and transport equipments).	...	50
36.	Machinery (except electrical machinery)	1	181
37.	Electrical Machinery, apparatus, appliances and supplies.	...	116
38.	Transport equipment	...	288
39.	Miscellaneous Industries	...	37
51.	Electricity, Gas and Steam	...	6
62.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	2
84.	Personal Services (Laundries, dyeing and cleaning).	...	8
Total		3	1,214

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	5	..	..	..	..	..
2.	Card Room Machinery	22	..	..	..	..	..
3.	Drawing Frames	6	..	..	..	..	..
4.	Speed Frames	8	1	..	..	..	..
5.	Spinning Machinery	59	..	..	..	..	..
6.	Weaving Machinery	14	..	..	..	..	..
7.	Finishing Machinery	..	..	..	..	..	..
8.	Flying Shuttles	12	..	..	..	..	..
9.	Other Miscellaneous Textile Machinery.	18	2	..	..	..	..
10.	Miscellaneous non-machinery Accidents.	98	3	..	..	..	..
	Total	242	6	..	..	..	..
JUTE MACHINERY							
		..	Nil	..	..	..	..

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

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

EMPLOYEES' PROVIDENT FUNDS ACT.

1. V. S. T. Motor (Private) Limited Madras-2.	All provisions of Employment provident Fund Scheme subject to certain conditions.	With effect from 1-6-63	G. O. Ms. No. 4820 I. L. C. (Lab) dated 16-10-64.
2. Larson and Toubro Ltd., Madras-2.	-do-	With effect from 1-7-60	G. O. Ms. No. 4811 Dept. of I. L. C. dated 16-10-64.

EMPLOYEES STATE INSURANCE ACT.

3. Central Asphalt plan, Egmore.	All provisions of the said Act except chapter V.	One year with effect from 2-11-64.	Government notification No. II-I, No. 4998 of 1964.
4. Certain Factories in Madurai District.	-do-	With effect from 29-11-64 to 21-1-65.	G. O. Ms. No. 5250 I. L. C. (Lab) dated 20-11-64.
5. Certain Factories in Coimbatore District which are seasonal in nature though not seasonal under the Act.	-do-	With effect from 29-11-64 to 30-9-65.	G. O. Ms. No. 5245 I. L. C. (Lab) dated 20-11-64.
6. Certain Factories in Coimbatore District.	-do-	With effect from 29-11-64 to 21-1-65.	G. O. Ms. No. 5246 I. L. C. (Lab) dated 20-11-64.
7. Certain Factories in Coimbatore District exclusively engaged in wool pressing either with or without cotton pressing and ginning.	-do-	With effect from 29-11-64 to 31-12-64.	G. O. Ms. No. 5247 I. L. C. (Lab) dated 20-11-64.
8. Certain Factories in Madurai District which are seasonal though not seasonal under the act.	-do-	With effect from 29-11-64 to 30-9-65.	G. O. Ms. No. 5248 I. L. C. (Lab) dated 20-11-64.
9. Certain Factories in Madurai District Exclusively engaged in wool pressing either with or without cotton pressing and ginning.	All provisions of the said Act except chapter V.	With effect from 29-11-64 to 31-12-64	G. O. Ms. No. 5249 I. L. C. (Lab) dated 20-11-64.

(1) (2) (3) (4) (5)

FACTORIES ACT

10. Standard Motor Products of India (Limited) Madras-2	From the Provisions of section 51 of the said Act.	3 months with effect from 16-9-64 subject to certain conditions.	G. O. Ms. No. 4842 I. L. C. (Lab) dated 19-10-64.
11. Brakes India Limited Padi, Madras-50.	From the Provisions of section 51, 52 and 54 of the said Act.	3 months from 15-8-64.	G. O. Ms. No. 4918 I. L. C. (Lab) dated 23-10-64
12. Lucas T. V. S. Limited Madras-50.	From the Provisions of section 51, 54 55 & 56 of the said Act.	3 months from 1-8-64.	G. O. Ms. No. 4888 I. L. C. (Lab) dated 21-10-64
13. T. I. Cycles of India Ambattur.	From the Provisions of the section 51 & 52 of the said Act.	3 months from 28-7-64.	G. O. Ms. No. 5053 I. L. C. (Lab) dated 5-11-64

MADRAS SHOPS AND ESTABLISHMENTS ACT.

14. Regional office of the Remington Rand of India Limited at 38/3 Mount Road Madras. Merchandise Dept. & service. Department of the Remington Rand of India at 'Jammi Buildings' 48/1 Royapett High Road, Madras.	From the provisions of sub section (2) of section 9 of the said Act.	With effect from 18-11-64 to 11-9-65.	G. O. Ms. No. 5075 I. L. C. (Lab) dated 6-11-64.
15. All establishments under the control Madras State Electricity Board in State.	From the all the Provisions of chapters iii, Vi & VII of the said Act. Except sections 12 and 41 subject to certain conditions.	For a period of one year from 25-11-64.	G. O. Ms. No. 4957 I. L. C. (Lab) dated 26-10-64

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

For the Week ending.	Prices of Cotton per quintal of 100 Kilograms.	
	Cambodia.	Karunganny.
	Rs.	Rs.
7-11-'64	Rs. 230 / 350	Rs. 295 / 310.
14-11-'64	-do-	-do-
21-11-'64	-do-	-do-
28-11-'64	-do-	-do-

For the Week ending	Prices of Yarn per bundle of	
	10 lbs.	20 lbs.
		Rs. nP.
7-11-'64	...	22. 75
14-11-'64	...	-do-
21-11-'64	...	-do-
28-11-'64	...	-do-

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

Sl. No.	Centre.	Food.	Fuel and Lighting.	Clothing.	House Rent.	Miscellaneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base: Year ended June, 1936: 100).							
1.	Madras City ...	653.3	653.3	506.8	379.2	527.4	588.5(a)
2.	Cuddalore ...	607.0	647.0	401.0	371.0	696.0	576.0
3.	Tiruchirapalli ..	619.0	532.0	504.0	321.0	411.0	542.0
4.	Madurai ...	619.0	455.0	535.0	347.0	425.0	535.0
5.	Coimbatore ...	645.0	576.0	666.0	573.0	371.0	614.0
(Base: August, 1939: 100).							
6.	Nagercoil ...	726.0	475.0	668.0	366.0		630.0

* The cost of living index numbers are now called consumer price index numbers.
(a) 588.46 to two decimal places.

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

S. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			October, 1964	November, 1964.	
			(4)	(5)	
(1)	(2)	(3)			(6)
(Base : Year ended June, 1936 : 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	570.5	588.5(a)	+18.0
2.	North Arcot and South Arcot Dists.	Cuddalore ...	568.0	576.0	+ 8.0
3.	Tiruchirapalli & South Arcot Dists.	Tiruchirapalli ...	542.0	542.0	—
4.	Madurai, Ramanathapuram and Thanjavur Dists.	Madurai ...	526.0	535.0	+ 9.0
5.	Coimbatore and Salem Dists.	Coimbatore ...	610.0	614.0	+ 4.0
(Base : August 1939 : 100)					
6.	Kanyakumari Dist.	Nagercoil. ...	611.0	630.0	+19.0

MADRAS

The cost of living index numbers for working classes in Madras City for the month of November 1964 rose by seventeen points to 588.

The index for the food group rose by twentyone points to 653 due mainly to an increase in the prices of rice, ragi, vegetables and milk

The index for the fuel and lighting group fell by two points to 653 due to a fall in the prices of firewood.

The index for the clothing group fell by one point to 507 due mainly to a fall in the prices of sarees.

The index for the miscellaneous group rose by fortyfour points to 527 due to an increase in the prices of betel leaves, tobacco for chewing and dhobi charges.

The index for the house rent group remained unchanged at 379.

S. No.	Group.	Weight proportional to the total expenditure.	Group Index numbers.	
			October 1964	November 1964.
(1)	(2)	(3)	(4)	(5)
1.	Food	...	58.23	631.8
2.	Fuel and lighting	...	8.42	654.6
3.	Clothing	...	6.10	508.4
4.	House-rent	...	14.57	379.2
5.	Miscellaneous	...	12.68	482.9
	Total	...	100.00	
Cost of living Index Number.			570.5	588.5(a)

(a) 588.46 to two decimal places.

CUDDALORE

The cost of living index numbers for Cuddalore rose by eight points to 576.

The index for the food group rose by eleven points to 607 due mainly to an increase in the prices of dhall and vegetables.

The index for the miscellaneous group rose by seven points to 696 due to an increase in the prices of tobacco for chewing.

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

TIRUCHIRAPALLI

The cost of living index numbers for Tiruchirapalli remained unchanged at 542.

The index for the food group fell by one point to 619 due mainly to a fall in the prices of rice, chillies and gingelly oil.

The index for the fuel and lighting group rose by seven points to 532 due to a rise in the prices of firewood and charcoal.

The index for the miscellaneous group rose by two points to 411 due to an increase in the prices of tobacco for chewing and beedies.

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

MADURAI

The cost of living index number for Madurai rose by nine points to 535.

The index for the food group rose by eleven points to 619 due mainly to an increase in the prices of vegetables, milk and gingelly oil.

The index for the clothing group rose by sixteen points to 535 due to the rise in the prices of all the articles included in the index.

The group index numbers in respect of fuel and lighting, house-rent and miscellaneous remained unchanged at 455, 347 and 425 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by four points to 614.

The index for the food group rose by six points to 645 due mainly to an increase in the prices of cholam, and vegetables.

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

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil rose by nineteen points to 630.

The index for the food group rose by twenty eight points to 726 due mainly to an increase in the prices of rice, vegetables, fish and coconuts.

The index for the clothing group fell by ten points to 668 due to a fall in the prices of thorthu and mundu.

The index for the miscellaneous group rose by eight points to 366 due to an increase in the prices of betel leaves, arecanut and soap and toilet.

The index for the housing group remained unchanged at 475.

OTHER CONSUMER PRICE INDEX NUMBERS

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

(Base: Shifted to 1949=100)

Year	All India* Original base 1949	
	General Index	Food Index
(1)	(2)	(3)
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1962	130	130
1963	134	135
1963:-		
September	137	139
October	138	140
November	138	140
December	140	140
1964:-		
January	140	140
February	142	141
March	143	143
April	144	145
May	147	147
June	150	152
July	154	158
August	156	161
September	158	165
October	163	170

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued is linked to the above series at the year 1949. Thus the All-India index on base 1944=100 during the month of October, 1964 was 224.94.

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

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

The Employees' State Insurance Scheme applies to 29 centres in the State of Madras and provides protection to 2,75,754 industrial workers in the event of Employment Injury, sickness and maternity. This protection is made available in two ways viz., by provision of cash benefits and by providing medical care when needed. There are 52 offices of the Corporation in the State for disbursement of Cash Benefits.

During the month of November 1964, 1,604 Insured Persons received Rs. 85,214-11 P. by way of cash benefits due to Employment Injury. This includes 314 persons who were in receipt of pensions for permanent disablement benefit and also 137 dependants of deceased Insured Persons.

During the month of November 1964, 1,319 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need cash benefits in the event of Sickness. During November 1964, 39,218 claims were received and an amount of Rs. 4,98,736-51 P. was paid out as sickness benefit involving abstention for 1,97,029 days.

During the month 251 insured women claimed Rs. 46,762-24 P. by way of maternity benefit.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 14 cases against defaulting employers for recovery of Rs. 7,015-11 P.

Penal action was taken against the following :

One employer in two cases was fined Rs. 15-00 in each case (Total Rs. 30-00) for non-submission of returns and non-payment of Employer's Special Contribution.

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

Sl. No.	Particulars.	For the month of November '64
1.	Total number of Attendance :	
	New 72,216 }	
	Old 2,20,367 }	2,92,583
2.	No. of Medical certificates issued	87,846
3.	No. of Domiciliary visits made	192
4.	No. of Injections administered	89,681
5.	No. of X-Ray examinations	1,233
6.	No. of Laboratory examinations	3,616
7.	No. of Specialist Investigations	3,368
8.	No. of Persons admitted to Hospitals	1,747
9.	No. of bed days occupied during the month	11,049
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 19,776 }	
	Old 32,774 }	52,550
	Diagnostic Centres	...
2.	No. of Prescriptions issued	(will be furnished separately.)
3.	Payment made to :—	
1.	Chemists	...
2.	Insurance Medical Practitioners.	Rs. 37,746-00 P. (Coimbatore area)

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

Sl. No.	Districts	Total No. of registrations effected during November 1964.	Total No. of applicants placed in employment during November 1964.	Total No. of applicants on the Live Register at the end of November 1964.	No. of employers used the Exchange during November 1964.	No. of vacancies notified during November 1964.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	1,101	454	13,047	115	559
2.	Arcot, South	1,285	513	14,066	119	490
3.	Chingleput.	1,491	176	23,174	94	490
4.	Coimbatore.	1,565	379	12,385	149	530
5.	Kanyakumari.	799	142	15,069	43	330
6.	Madras.	3,472	870	28,857	401	1,135
7.	Madurai.	1,309	404	14,401	133	437
8.	The Nilgiris.	394	82	7,162	34	113
9.	Ramanathapuram.	892	155	7,951	59	184
10.	Salem.	1,572	605	15,955	93	668
11.	Thanjavur.	1,180	418	14,671	204	480
12.	Tiruchirappalli.	1,733	429	16,287	98	453
13.	Tirunelveli.	1,071	206	12,641	100	214
Total: November 1964		17,864	4,833	1,95,666	1,642	6,083
" October 1964		18,341	5,673	2,05,406	1,613	6,474
" November 1963		18,348	3,735	1,97,451	1,186	4,442

Labour Laws and Administration

THE INDUSTRIAL DISPUTES (AMENDMENT) ACT, 1964.

Act No. 36 Of 1964.

*An Act further to amend the Industrial Disputes Act,
1947.*

Be It enacted by Parliament in the Fifteenth Year of the Republic of India as follows:—

1. *Short title and Commencement.*—(1) This Act may be called the Industrial Disputes (Amendment) Act, 1964.

(2) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

2. *Amendment of section 2.*—In section 2 of the Industrial Disputes Act, 1947, (hereinafter referred to as the principal Act),—

(i) in sub-clause (i) of clause (a)—

(a) the words and figures “the Agricultural Refinance Corporation established under section 3 of the Agricultural Refinance Corporation Act, 1963, or” shall be omitted;

(b) for the words “the Deposit Insurance Corporation established” the following shall be substituted, namely:—

“the Employees, State Insurance Corporation established under section 3 of the Employees' State Insurance Act, 1948, or the Agricultural Refinance Corporation established under section 3 of the Agricultural Refinance Corporation Act, 1963, or the Deposit Insurance Corporation established”;

(c) after the words “an oil-field”, the words “a Cantonment Board,” shall be inserted.

(ii) clause (aa) shall be re-lettered as clause (aaa) and before clause (aaa) as so re-lettered, the following clause shall be inserted, namely:—

“(aa) “arbitrator” includes an umpire;”;

(iii) clause (eee) shall be omitted;

(iv) after clause (l), the following clauses shall be inserted, namely:—

“(la) “major port” means a majorport as defined clause (8) of 15 of 1908, section 3 of the Indian Ports Act, 1908;

(lb) “mine” means a mine as defined in clause (1) of sub-section (1) 35 of 1952, of section 2 of the Mines Act, 1952;”;

(v) in clause (n),—

(i) in sub-clause (i), the words “or any transport service for the carriage of passengers or goods by air” shall be inserted at the end;

(ii) in sub-clause (vi), for the word “Schedule” the words “First Schedule” shall be substituted.

3. *Amendment of section 7.*—In section 7 of the principal Act, in sub-section (3), clauses (a) and (b) shall respectively be re-lettered as clauses (d) and (e) and before clause (d) as so re-lettered, the following clause shall be inserted, namely:—

“(a) he is, or has been, a Judge of a High Court; or

(b) he has, for a period of not less than three years, been a District Judge or an Additional District Judge; or

(c) he has held the office of the chairman or any other member of the Labour Appellate Tribunal constituted under the Industrial Disputes (Appellate Tribunal) Act, 1950, or of any Tribunal, for a period of not less than two years; or”.

4. *Amendment of section 7A.*—In section 7A of the principal Act, in sub-section (3), after clause (a), the following clause shall be inserted, namely:—

“(aa) he has, for a period of not less than three years, been a District Judge or an Additional District Judge; or”.

5. *Amendment of section 10.*—In section 10 of the principal Act, in sub-section (6), the following *Explanation* shall be inserted at the end, namely:—

“*Explanation:*—In this sub-section ‘Labour Court’ or ‘Tribunal’ includes any Court or Tribunal or other authority constituted under any law relating to investigation and settlement of industrial disputes in force in any State.”

6. *Amendment of section 10A.*—In section 10A of the principal Act,—

(a) after sub-section (1), the following sub-section shall be inserted, namely:

"(1A) Where an arbitration agreement provides for a reference of the dispute to an even number of arbitrators, the agreement shall provide for the appointment of another person as umpire who shall enter upon the reference, if the arbitrators are equally divided in their opinion, and the award of the umpire shall prevail and shall be deemed to be the arbitration award for the purposes of this Act."

(b) in sub-section (3), for the words "fourteen days", the words "one month" shall be substituted;

(c) after sub-section (3), the following sub-section shall be inserted, namely:—

"(3) Where an industrial dispute has been referred arbitration and the appropriate Government is satisfied that the persons making the reference represent the majority of each party, the appropriate Government may, within the time referred to in sub-section (3), issue a notification in such manner as may be prescribed; and when any such notification issued, the employers and workmen who are not parties to the arbitration agreement but are concerned in the dispute, shall be given an opportunity of presenting their case before the arbitrator or arbitrators."

(d) after sub-section (4), the following sub-section shall be inserted, namely:—

"(4A) Where an industrial dispute has been referred to arbitration and a notification has been issued under sub-section (3A), the appropriate Government may, by order, prohibit the continuance of any strike or lock-out in connection with such dispute which may be in existence on the date of the reference."

7. *Amendment of section 11.*—In section 11 of the principal Act, in sub-section (8), for the word and figures "and 482", the figures and word "482 and 484" shall be substituted.

8. *Amendment of section 12.*—In section 12 of principal Act, in the proviso to sub-section (6), after the words "Provided that," words, "subject to the approval of the conciliation officer," shall be inserted.

9. *Amendment of section 18.*—In section 18 of the principal Act,—

(a) in sub-section (2) for the words "An arbitration award", the words, brackets and figure "Subject to the provisions of sub-section (3), an arbitration award" shall be substituted;

(b) In sub-section (3),—

(i) after the words "conciliation proceedings under this Act", the words, brackets, figures and letters "or an arbitration award in a case where a notification has been issued under sub-section (3A) of section 10A" shall be inserted;

(ii) in sub-clause (b), after the words "the Board," the word "arbitrator," shall be inserted.

10. *Amendment of section 19.*—In section 19 of the principal Act, after sub-section (6), the following sub-section shall be inserted, namely:

"(7) No notice given under sub-section (2) or sub-section (6) shall have effect, unless it is given by the party representing the majority of persons bound by the settlement or award, as the case may be."

11. *Amendment of section 23.*—In section 23 of the principal Act,—

(i) in clause (b), the word "or" occurring at the end shall be omitted.

(ii) after clause (b), the following clause shall be inserted, namely:—

"(bb) during the pendency of arbitration proceedings before an arbitrator and two months after the conclusion of such proceedings, where a notification has been issued under sub-section (3A) of section 10A; or"

12. *Amendment of section 24.*—In section 24 of the principal Act,—

(i) in clause (ii) of sub-section (1), after the word and figures "section 10", the words, figures, letters and brackets "or sub-section (4A) of section 10A" shall be inserted;

(ii) in sub section (2),—

(a) after the word "Board," the words "an arbitrator a" shall be inserted;

(b) after the word and figures "section 10", the words, figures, letters and brackets "or sub-section (4A) of section 10A" shall be inserted.

13. *Substitution of new section for section 25B.*—For section 25B of the principal Act, the following section shall be substituted, namely:—

"25B. *Definition of continuous service.*—For the purposes of this Chapter,—

(1) a workmen shall be said to be in continuous service for a period if he is, for that period, in uninterrupted service, including service which may be interrupted on account of sickness as authorised leave or an accident or a strike which is not illegal, or a lock-out or a cessation of work which is not due to any fault on the part of the workmen;

(2) where a workman is not in continuous service within the meaning of clause (1) for a period of one year or six months, he shall be deemed to be in continuous service under an employer—

(a) for a period of one year, if the workman, during a period of twelve calendar months preceding the date with reference to which calculation is to be made, has actually worked under the employer for not less than—

(i) one hundred and ninety days in the case of a workman employed below ground in a mine; and

(ii) two hundred and forty days, in any other case;

(b) for a period of six months, of the workman, during a period of six calendar months preceding the date with reference to which calculation is to be made, as actually worked under the employer for not less than—

(i) ninety-five days, in the case of a workman employed below ground in a mine; and

(ii) one hundred and twenty days, in any other case;

Explanation.—For the purposes of clause (2), the number of days on which a workman has actually worked under an employer shall include the days on which—

(i) he has been laid off under an agreement or as permitted by standing orders made under the Industrial Employment (Standing Orders) Act, 1946, or under this Act or under any other law applicable to the industrial establishment;

(ii) he has been on leave with full wages, earned in the previous years;

(iii) he has been absent due to temporary disablement caused by accident arising out of and in the course of his employment; and

(iv) in the case of a female, she has been on maternity leave; so, however, that the total period of such maternity leave does not exceed twelve weeks."

14. *Amendment of section 25F.*—In section 25F of the principal Act,—

(i) in clause (b), for the words "for every completed year of service", the words "for every completed year of continuous service" shall be substituted;

(ii) in clause (c), the following words shall be inserted at the end, namely:—

"or such authority as may be specified by the appropriate Government by notification in the Official Gazette."

15. *Amendment of section 25FFF.*—In section 25FFF of the principal Act,—

(i) in the *Explanation* to sub-section (1), after the words "or accumulation of undisposed of stocks", the words "or the expiry of the period of the lease or the licence granted to it where the period of the lease or the licence expires on or after the first day of April 1967," shall be inserted;

(ii) in sub-section (2), for the words "completed year of service", the words "completed year of continuous service" shall be substituted.

16. *Amendment of section 25H.*—In section 25H of the principal Act, for the words "to the retrenched workmen to offer themselves for re-employment and the retrenched workmen", the words "to the retrenched workmen who are citizens of India to offer themselves for re-employment, and such retrenched workmen" shall be substituted.

17. *Amendment of section 25J.*—In Section 25J of the principal Act, for the proviso to sub-section (1), the following proviso shall be substituted, namely:—

"Provided that where under the provisions of any other Act of rules, orders or notifications issued thereunder or under any standing orders or under any award, contract of service or otherwise, a workman is entitled to benefits in respect of any matter which are more favourable to him than those to which he would be entitled under this act a workman shall continue to be entitled to the more favourable benefits in respect of that matter, notwithstanding that he receives benefits in respect of other matters under this Act."

18. *Amendment of section 33.*—In section 33 of the principal Act,—

(i) in sub-section (1), after the words "any proceeding before", the words "an arbitrator or" shall be inserted;

(ii) in sub-section (2), after the words "the standing orders applicable to a workman concerned in such dispute", the words "or, where there are no such standing orders, in accordance with the terms of the contract, whether express or implied, between him and the workman" shall be inserted;

(iii) in sub-section (5), after the word "Board", the words "an arbitrator, a" shall be inserted.

19. *Substitution of new section for section 33C.*—For section 33C of the principal Act, the following section shall be substituted, namely:—

"33C. *Recovery of money due from an employer.*—(1) Where any money is due to a workman from an employer under a settlement or an award or under the provisions of Chapter VA, the workman himself or any other person authorised by him in writing in this behalf, or, in the case of the death of the workman, his assignee or heirs may, without prejudice to any other mode of recovery, make an application to the appropriate Government for the recovery of the money due to him, and if the appropriate

Government is satisfied that any money is so due, it shall issue a certificate for that amount to the Collector who shall proceed to recover the same in the same manner as an arrear of land revenue:

Provided that every such application shall be made within one year from the date on which the money became due to the workman from the employer:

Provided further that any such application may be entertained after the expiry of the said period of one year, if the appropriate Government is satisfied that the applicant had sufficient cause for not making the application within the said period.

(2) Where any workman is entitled to receive from the employer any money or any benefit which is capable of being computed in terms of money and if any question arises as to the amount of money due or as to the amount at which such benefit should be computed, then the question may, subject to any rules that may be made under this Act, be decided by such Labour Court as may be specified in this behalf by the appropriate Government.

(3) For the purposes of computing the money value of a benefit, the Labour Court may, if it so thinks fit, appoint a commissioner who shall, after taking such evidence as may be necessary, submit a report to the Labour Court and the Labour Court shall determine the amount after considering the report of the commissioner and other circumstances of the case.

(4) The decision of the Labour Court shall be forwarded by it to the appropriate Government and any amount found due by the Labour Court may be recovered in the manner provided for in sub-section (1).

(5) Where workmen employed under the same employer are entitled to receive from him any money or any benefit capable of being computed in terms of money, then, subject to such rules as may be made in this behalf a single application for the recovery of the amount due may be made on behalf of or in respect of any number of such workmen.

Explanation.—In this section “Labour Court” includes any court constituted under any law relating to investigation and settlement of industrial disputes in force in any State.”

20. *Amendment of section 38*—In section 38 of the principal Act,—

(a) in clause (aa) of sub-section (2), after the words “signed by the parties”, the following words, brackets, figures and letters shall be inserted namely:—

“the manner in which a notification may be issued under sub-section (3A) of section 10A.”;

(b) after sub-section (4), the following sub-section shall be inserted namely:—

“(5) Every rule made by the Central Government under this section shall be laid, as soon as may be after it is made before each House of Parliament while it is in session for a total period of thirty days which may be comprised in one session or in two successive sessions, and if before the expiry of the session in which it is so laid or the session immediately following both Houses agree in making any modification in the rule, or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.”.

21. *Substitution of new section for section 40.*—For section 40 of the principal Act, the following section shall be substituted, namely:—

“40. *Power to amend Schedules.*—(1) The appropriate Government may, if it is of opinion that it is expedient or necessary in the public interest so to do, by notification in the Official Gazette, add to the First Schedule any industry, and on any such notification being issued, the First Schedule shall be deemed to be amended accordingly.

(2) The Central Government may, by notification in the Official Gazette, add to or alter or amend the Second Schedule or the Third Schedule and on any such notification being issued, the Second Schedule or the Third Schedule as the case may be, shall be deemed to be amended accordingly.

(3) Every such notification shall, as soon as possible after it is issued, be laid before the Legislature of the State, if the notification has been issued by a State Government, or before Parliament, if the notification has been issued by the Central Government.”.

22. *Amendment of First Schedule*—In the First Schedule to the principal Act, in Item 1, for the words “by land, water or air”, the words “by land or water” shall be substituted.

23. *Amendment of Fourth Schedule.*—In the Fourth Schedule to the principal Act, in Item 11, for the words “not due to forced matters”, the words “not occasioned by circumstances over which the employer has no control” shall be substituted.

24. *Savings.*—Notwithstanding anything contained in this Act, every person holding office as a presiding officer of a Labour Court or Tribunal immediately before the commencement of this Act shall continue to hold his office for such period as the appropriate Government may determine in this behalf from time to time.

32
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