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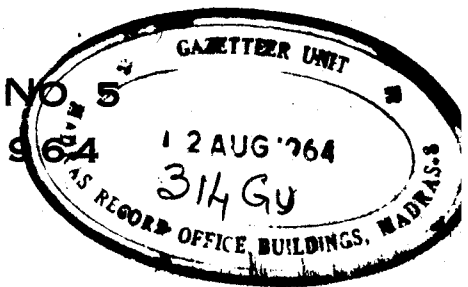
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MADRAS LABOUR GAZETTE

VOL. VI NO. 5
MAY 1964



GOVERNMENT OF MADRAS

ISSUED MONTHLY

BY

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MADRAS LABOUR GAZETTE

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

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THE MADRAS LABOUR GAZETTE

Vol. VI]

MAY 1964

[No. 5

SPECIAL ARTICLES

ABSENTEEISM IN INDUSTRY - A DISCUSSION

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Introduction

Absenteeism is one of the most important factors influencing industrial productivity. The problem of absenteeism may be considered from different aspects. For all practical purposes, however, this problem may be considered from two important aspects, namely the economic aspect and the human aspect. Economic aspect of the problem is associated with decreased per capita output in unit working period or in other words increased production cost. As per the human aspect, it is associated with illness of the working man, both physical and mental. Considerable attempts have been made to reduce absenteeism in industry with a view to promote workers' efficiency on the one hand and facilitate the process of adjustment on the part of the working people to industrial situations on the other. In industrially advanced countries like United States, United Kingdom and others, experimental studies have been conducted to explore the magnitude of various influencing factors responsible for the high frequency of absenteeism in industries. As for example it may be mentioned here that a series of experimental studies were conducted under the auspices of the Industrial Health Research Board of the Medical Research Council of Great Britain.

(Reports No. 51, 62, 75, 85 and 86)

In the present context of rapid industrialisation in India since independence, the governmental agencies concerned are constantly trying to find out the relative importance of various conditions standing in the way of increased productivity. In this connection, it has been found that absenteeism is one of the most important factors decreasing the efficiency. The Union Ministry of Labour has taken note of the magnitude of this problem of absenteeism in industry and is seriously considering the possible ways and means to overcome this problem.

Preliminary investigation has shown that a certain percentage of absenteeism is due to unavoidable causes such as sickness and accidents. But the relative amounts of avoidable and unavoidable absenteeism appear to vary a great deal in different situation and from industry to industry. The problem

of absenteeism is an extremely complex one and the more exact our knowledge of it is the more chance of reducing the absenteeism by the application of appropriate remedial measures.

Attempts have been made in various countries to determine the relevant factors responsible for higher rate of absenteeism in industries. Common factors affecting the rate of absenteeism in industry are as follows :—

1. Nature of Job.
2. Work-load.
3. Work environment.
4. Night shift.
5. Rest pauses.
6. Wages and incentives.
7. Relationship with supervisors and foremen.
8. Relationship with fellow-workers.
9. Illness or sickness (personal as well as in the family).
10. Individual constitution, climate and health of the workers.
11. Ability to adjust to industrial situations.
12. Personal and family conditions.
13. Lack of education, proper training and better prospects.
14. Housing problems.
15. Addiction to drinks and other vices.
16. Accidents.

Job & Work Environment

It has been observed that the nature of job, work load, total working hours in a shift, duration of each work-spell and the pattern of rest pauses, are closely associated with the rate of absenteeism in industry. Factors like the nature of the job being hazardous or too strenuous of work-spells being too long and the period of rest pauses being not sufficient to recover from fatigue, often prompt the workers to be absent from their work. It may also be mentioned here that adverse environmental factors like high thermal environmental conditions, insufficient ventilation or poor illumination, high noise level etc. are also important factors which result in high frequency of absenteeism. The problem of high thermal environmental conditions has a special significance in industries in tropical countries. Early investigations reveal a close relationship between the shift duties and the rate of absenteeism amongst the workers in industries. It has been observed that generally the absenteeism rate is higher in the night shift than in the morning or day shifts.

Wages & Incentives :

Workers' total earnings have an indirect relation with their being absent from work. In industries, it is observed that to get the benefit of financial incentive system prevalent in the department workers often expose themselves to extreme strenuous conditions leading to illness or sickness. Under such conditions, it is not surprising that the rate of absenteeism is increased.

Personnel Officers of industries sometime come across very interesting cases — as for example — it is often found that a daily wage earner works hard for four days in a week including over-time hours and earns his weekly wage, and keeps himself away from the job for the rest two days from the factory.

Workers Relationship with Supervisors & Fellow Workers :—

A healthy relationship between workers and supervisors is rightly being emphasized by the industrial authority. Cases are not wanting where one of the foremen or supervisors has been able to command the respect and rouse the enthusiasm of large groups of workers who enjoy working under him, where as they try and find out numerous causes for sitting at home when they have to work with another foreman or supervisor who is particularly repulsive to them. Similarly there are workers who fail to adjust themselves to industrial situations and often create problems for the supervisors as well as for themselves.

It is, however, true that the primary objective of workers' joining the industry is to earn his livelihood. Nevertheless, those with whom he works, play a very important part in the development of his attitude towards his job which in turn affects the rate of absenteeism. It is a general experience that sympathetic and co-operative colleagues create a congenial atmosphere where workers feel comfortable in working and prefer to be with them rather than staying back at home. It may, therefore, be emphasized that a healthy personal inter and inter-group relationship is a pre-requisite condition to reduce the rate of absenteeism in industries.

Accidents & Sickness Absenteeism :—

Common causes of absenteeism in industries are due to accidents or illness of the workers. No effort of reducing the frequency of absenteeism can be fruitful unless necessary steps have been taken to bring down the accident rates in industry. Statistical analysis of the available data confirms that a high percentage of absenteeism is caused by the high rate of accidents in work situations.

Illness — both Physical and Mental :—

Illness both physical and mental is another notable cause of a large number of occurrences of absenteeism. Sickness is the most important cause of unavoidable absence. In India, few reliable data of sickness reports are available. Such data gives valuable information not only that of the workers health but also about bottlenecks in production due to poor working and living conditions.

Facts about total absenteeism in Indian industries are far from being readily available. It may, however, be mentioned here that statistical figures for selected industries at important centres are maintained and published by the "Labour Bureau", some of the State Governments and the Office of the Chief Inspector of Mines. It is only last few years, the Employees' State Insurance Corporation has undertaken the task of collecting information on this particular problem of sickness absenteeism from various jobs in Indian industries.

From the above discussion, it may be concluded that if proper steps are taken to remove the influencing factors responsible for high incidence of workers being absent from their work, it will be possible to promote the health and efficiency of industrial workers-

INDUSTRIAL SAFETY

By

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An analysis of the distribution of incidence of accidents in factories in the Madras State reveals a peculiar pattern. More than 60 to 70 per cent of the accidents that have occurred in factories in the Madras State is contributed by a very small number of factories. In other words 22 factories in and around Madras City alone have contributed to 60 per cent of the total accidents reported in Madras State. This peculiarity in the pattern of distribution is neither alarming nor surprising. In the first place, the reason for this may be traced to the fact that certain industries have more hazardous jobs than other industries and hence there are more accidents in those industries. Moreover, larger factories with complexity of process have more accidents than the smaller ones. As the tempo of work is much faster and more intense, the frequency of accident possibility is also more. It is pertinent to mention that among factories with a large incidence of accidents there is a variation in the rate of incidence depending upon the extent of activity which is primarily intended for promoting safety.

Though the nature of the jobs performed in two sets of factories are similar, we find that rate of incidence of accidents in certain factories are more than in others. The one fact that escapes attention of top management and which requires to be stressed with all emphasis is that "accidents do not dwindle down in numbers accidentally." Nowhere accident reduction has been achieved by accident; wherever there has been reduction in the frequency of accidents, it has been achieved as a result of positive effort planned and promoted with a view to prevent accidents and promote safety. It is common place that achievement in any direction whether it is increase in production or in improving better house-keeping, is possible only by first planning the work and then by working the plan. Even with regard to promotion of safety such a pre-conceived planning is essential for success. In many factories this point is over-looked and very often no organisation or agency or department is set apart solely and essentially for planning work connected with accident prevention and promotion safety. Five essential steps in accident prevention campaign are:—

1. Organisation
2. Fact finding
3. Analysis
4. Selection of remedy and
5. Application of remedy.

Organisation

Every factory should earmark a Wing or a Department solely for the purpose of accident prevention. This department should not only ensure proper reporting of the accidents but also arrange for the investigation of the accidents, maintain statistics of accidents, analyse the accidents according to various types of causes and plan remedial measures.

Even in institutions where there is a method of collecting statistics of accidents and analysing them according to causes, it has been seen that the reduction in the incidence of accidents has been slow. One of the reasons for this has been that adequate time and effort are not spent in selecting the proper remedy for preventing the recurrence of accidents and applying that remedy at spot. May be the selection of remedy and applying remedy is the function of the Engineering Department and the correlation between the Engineering Department and the Personnel Department which maintains this statistics, is not so effective. Hence a move has been made to persuade the factories to constitute safety committees on voluntary basis comprising representatives of management and workers so better correlation and co-ordination can be achieved. Wherever Safety Committees have been formed, the results that have been achieved are highly encouraging because, usually the manager of the factory presides over the Safety Committee meetings and ensures that proper Engineering remedies are selected and, more important, they are actually translated into practice by the Supervisory Personnel.

Good results have been achieved, not merely because there is good organisation for safety work, not merely because there is good co-ordination between the Statistics Department and Engineering Department translating into action and remedial measures suggested by the Safety Committee, not merely because the Safety Committee has been earnest in its deliberation but largely because of the attitude of one and all; top management, supervisors and the workers towards safety. Hence the crux of the problem lies in promoting the proper approach to the accident prevention programme.

The impression that is commonly held by Managers, supervisors and workers on accidents can be classified under four heads.

1. That accident is something accidental, something beyond control over which nobody can do anything. In other words everybody believes that in any work there should also be a certain complement of accidents, which is inescapable. On account of this belief, many accidents which are capable of being averted, are allowed to take place without any steps being taken to prevent them.

2. That accidents are due to carelessness of the people. This belief has been nourished by the fact that every accident has some human element involved and some human failure involved. Whenever the human failure can be attributed to the person who suffers the accident, it is always described as carelessness of the individual. A deeper analysis will always reveal that human failure is not always due to carelessness alone.

3. The feeling that accidents happen to accident-prone people only. In other words simply because a particular worker is an accident repeater or has more than three accidents to his share within a specified period, he is dubbed as being accident-prone. It may be that the job is hazardous, more hazardous than any other job and so this man indulging in that job has more accidents than any other man engaged in other jobs. Another axiom that is common place, but not commonly recognised is that everyone is not accident-prone but everyone is accident liable. A hammer head flying away from the handle

does not wait for the accident-prone man. It would injure anyone passing that way at that time. As long as the environment is unsafe, everyone is exposed to accident.

4. Attributing accidents to element of chance or fate:- This habit has developed, i.e., the habit of looking upon any accident as something ordained, as something which has to be endured rather than prevented. Because of this basic idea which has captured the mind of the ordinary people, the initiative for thinking and acting for preventing accidents is completely eschewed.

Any good safety campaign or safety education in the industry should combat these four sets of belief for increasing safety consciousness and pave the way for proper approach to accident prevention programme. It is with this idea that the Factories wing of the Labour Department has been conducting Industrial Safety Course for Supervisors, managers and workers in various factories in Madras State. These Courses have had the effect of drawing the pointed attention to accident prevention programme. Any claim of success will achieve validity only, if results have been achieved in reducing the number of accidents. In this connection, it will be significant to note that the number of accidents in Madras State has come down from 18,224 in 1962 to 17,214 in 1963. This achievement in the reduction of over thousand accident is extremely encouraging especially when the number of work people in factories has increased from the year 1962 to 1963. The accidents rate in Madras State in the year 1962 was 54.2 accidents per thousand workers, while in the year 1963 the accidents rate has come down to 48.9 accidents per thousand workers. If this encouraging trend is to be kept up and further improved upon, industries must concentrate increasingly on activities to promote safety inside the works; to promote safety consciousness in the minds of the work people, to promote better approach to accident prevention problem and to break down the sets of belief and attitudes inimical to prevention of accident held by work people, supervisors and managers.

INDUSTRIAL SAFETY

Hand Trapped in Unfenced Gears

In a ginning and pressing factory, while an oiler was examining the bearings of 250 H.P. steam engine, his left hand got trapped in the unfenced lower half portion of gears driving the drop valves steam engine and he sustained serious injuries. His left hand had to be amputated.

Investigation revealed that the top half of the gears had cast iron cover but lower portion was left unfenced, and as a result the hand was trapped in the 'nip' of the gears. To prevent similar accidents, gears should be fully encased so that the access to them may not be possible under any circumstances.

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

Mounting belt on a Pulley in Motion

In an oil mill, while a worker was trying to mount the re-stitched belt for the drive of a conveyor on the pulley of the overhead shaft in motion which was unfenced, by keeping one foot on a pillar and another on the wooden guard for the belt driving the expeller, his right hand was caught between the belt and pulley and he was dragged up. Subsequently the belt broke and the worker got entangled in the belt and the revolving shaft and he received such serious injuries that he died on the way to hospital.

This accident shows the danger of mounting belts on the pulleys while they are in motion. The safe practice is to stop the pulley before mounting belt or a trained worker should be employed to use belt pole.

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

Worker run over by a Motor vehicle

In a transport workshop, a worker was doing some repairs under a bus by sitting on the edge of pit. At the same time, repair work of the accelerator of the vehicle was also being attended to by another worker, who asked the helper to start the engine in order to test the accelerator. The helper being unaware of the worker who was working below, pushed the starting button and the vehicle which was in the reversed gear, moved back as a result of which, the worker who was working below was hit by the end of the tie rod on his head. He fell on the edge of the pit and was run over by the front wheel, resulting into his instantaneous death.

To prevent similar accidents, it is suggested that :—

- (i) It should be ensured that the vehicle is in neutral gear before starting the engine.

- (ii) Wooden blocks should be placed on the front as well as rear wheels in order to prevent the vehicle from moving in either direction.

- (iii) Warning notices should be placed when the workers are working below the vehicle.

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

Accident on a Circular Saw

A circular saw of 26 inches diameter was in use for ripping a 12 feet long log of 6 inches diameter. Two workers were employed on the feed side of the machine and one worker on the delivery side to take off the sawed wood from the machine. The wood had been cut almost full-length when it was suddenly thrown back with tremendous force hitting and penetrating deep into the skull of one of the workers on the feed side. The worker died instantaneously.

Investigations showed that the riving knife was 4 inches away from the saw edge and it was not of adjustable type so that the clearance between the knife and saw could be reduced. It appeared that the back side piece had seized on the saw teeth which resulted in the wood being kicked back. The teeth of the saw were also not sufficiently sharp.

To prevent the recurrence of similar accidents, the following preventive measures are suggested :—

- (i) The riving knife should have a smooth surface which shall be strong, rigid and easily adjustable.
- (ii) The edge of the riving knife near the saw shall form an arc of a circle having a radius not exceeding the radius of the largest saw used on the bench.
- (iii) The distance between the front edge of the riving knife and teeth of the saw should not exceed half an inch.
- (iv) The riving knife should be wedge shaped in section and its greatest thickness should be slightly more than the thickness of the saw teeth (say 10 per cent wider).
- (v) The teeth of the saw should be sharp.
- (vi) The top of the saw should be covered by a strong and easily adjustable guard with a flange at the side of the saw farthest from the fence.

(Information sent by the Chief Inspector of Factories, Madhya Pradesh)

Source : (Industrial Safety and Health Bulletin, October to December 1963.)

INDUSTRIAL RELATIONS

April 1964

The labour situation in the State was satisfactory. There were 21 strikes in textile mills (including the one strike followed by a lockout, which was continuing at the end of the last month) and 11 strikes (including one strike which was continuing at the end of the last month) and one lockout in other industries during the month of April 1964. Out of the 21 strikes and lockouts in textile mills, 3 strikes were continuing at the end of the month and out of the 11 strikes in other industries, 3 strikes were continuing at the end of the month. The number of workers affected by the strikes in the textile mills was 3,748 and in other industries was 4,122. 12,387 man days were lost due to 21 strikes in textile mills and 9,101 mandays were lost due to 11 strikes and 1 lockout in other industries (Particulars relating to the number of man days lost due to the remaining 2 strikes in other industries were not available). The details of the strikes are as follows :

TEXTILES

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

All the workers employed in the following powerloom factories at Elampillai struck work on 18-4-64, protesting against the action of the management in refusing to pay them wages for preparing the next loom after finishing the first loom. The number of workers employed in each factory is stated against each of the factories :—

1. Sri S. Arunagiri Chettiar Power loom Factory, Elampillai	... 12
2. Sri S. Mari Chettiar Power loom Factory Elampillai	... 12
3. Sri S. Shanmugam Power Loom Factory, Elampillai	... 12
4. Sri A. Balasubramaniam Power Loom Factory, Elampillai	... 18
5. Sri S. V. Siddhappa Chettiar Power Loom Factory, Elampillai	... 12
6. Sri K. V. S. Siddharajan Power Loom Factory, Elampillai	... 10
7. Sri S. Samanna Chettiar Power Loom Factory, Elampillai	... 12

8. Sri K. V. S. Natarajan Power Loom Factory, Elampillai	... 12
9. Sri S. Natarajan Chettiar Power Loom Factory, Elampillai	... 12
10. M/s. S. Nataraja Chettiar, Kandaswamy, Chettiar Co., Power Loom Factory, Elampillai	... 18
11. Kandasami Textiles, Elampillai	... 16
12. Sri Murugar Textiles, Elampillai	... 18

The workers resumed work on 30-4-64 on the intervention of the Labour Officer.

About 85 out of 286 workers of Krishnaveni Textiles, Uppiliapalayam, struck work on 2-4-64 at 7-00 A.M. demanding provision for acting chances for doffing boys. The workers resumed work on 9-4-64 at 5-00 P. M. on the intervention of Asst. Commissioner of Labour, Madras. As a result of the strike, 107 workers were also indirectly affected.

About 686 out of 746 workers of Kannapiran Mills, Sowripalayam struck work on 7-4-64 at 11-00 A.M. sympathising with the demise of children due to collapse of the School Building at Madurai. The workers resumed work on 8-4-64 at 7-00 A.M. voluntarily.

About 144 out of 587 workers of Jothi Mills Ltd., Perianaickenpalayam struck work on 8-4-64. The reason for the strike was that reserve piecers refused to do the work as acting jobbers. The workers voluntarily resumed work on the same day. 61 workers were also indirectly affected by the strike.

All the 136 workers of Suguna Mills Ltd., Kuniamuthur, struck work on 15-4-64, at 7-00 A.M. The reason for the strike was that doffing boys refused to do their normal duties. Following the strike, the management declared a lockout on 20-4-64 at 1-00 A.M. The lockout was lifted by the management and the workers resumed work on 30-4-64 as a result of direct negotiation.

About 32 out of 968 workers of Cambodia Mills Ltd., Ondipudur struck work on 16-4-64 at 7-00 A.M. as a protest against the deduction of wages to reelers for the reduced doffs. The workers resumed work on 21-4-64 at 12 Noon as a result of direct negotiation.

About 1,505 out of 1,630 workers of Lakshmi Mills Co. Ltd., Coimbatore struck work on 18-4-64 at 7-00 A.M. protesting against the substitution of the weekly holiday by the management. The workers voluntarily resumed work on 21-4-64 at 7-00 A.M.

About 119 out of 823 workers of Coimbatore Cotton Mills Ltd., Singanallur, struck work on 28-4-64, at 2-30 P.M., protesting against the

the management in taking disciplinary action against the cleaning gang workers. The strike was continuing at the end of the month.

About 32 out of 740 Workers of Kannapiran Mills Ltd., Sowripalayam struck work on 29-4-64 at 11-30 A.M. demanding permanency of certain workers. The strike was continuing at the end of the month. About 612 workers were indirectly affected by the strike.

OTHERS

The strike by the workers of Navamani & Co., Pappanaickenpalayam referred to in the last month's issue was called off on 31-3-64, unconditionally.

809 out of 917 workers of the Madras State Transport Department Kanyakumari Branch, Nagercoil struck work on 29-4-64 as a protest against the alleged man-handling of a conductor by a sub-Inspector of Police. The workers resumed work on 30-4-64, as a result of direct negotiation. As a result of the strike 108 workers were also indirectly affected.

The management of Maharaja Beedi Factory, Ranipet declared a lockout on 5-4-64 on account of clearing of the accumulated stock. The lockout was lifted on 6-4-64 on the advice of the Labour Officer. About 2,500 workers were affected by the lockout.

All the 29 workers of M/s. L. A. Ahamed Basha & Co. Tannery, Ammannankuppam struck work on 7-4-64. The reason for the strike was the stoppage of work in soaking section. The workers resumed work on the same day on the mediation of Labour Officer.

All the 75 workers of Sri Lakshmi Saraswathi Bus Service, Vellore struck were on 20-4-64 as a protest against the non-implementation of the award of the Industrial Tribunal, Madras by the management. The workers resumed work on 23-4-64 on mediation of the Asst. Commissioner of Labour II, Madras.

About 44 out of 1,700 workers of Western India Match Co. Ltd., Madras-19, struck work on 14-4-64 as a protest against the action of the management in not considering their demands. About 20 workers were also indirectly affected due to the strike. The strike was continuing at the end of the month.

All the 28 workers of Hargo Industries, Madras struck work on 24-4-64 protesting against non-consideration of certain demands, by the management. The strike was continuing at the end of the month.

About 33 out of 42 workers of Tube Suppliers Ltd., (Vadapalani Refractory Works) Virugambakkam struck work on 10-4-64 as a protest against the eviction of workers who occupied the huts belonging to a private factory. The workers resumed work on 21-4-64 on mediation by Labour Officer. As a result of the strike, 9 workers were also indirectly affected.

About 17 out of 20 workers of Sri Venkatesa Colour Works, Tiruppur struck work on 1-4-64 at 8-00 A.M. demanding increase in wages. The workers resumed work on 10-4-64 at 8-00 A.M. on mediation by Labour Officer.

About 160 out of 170 workers of the Hindusthan Equipment Manufacturers, Krishnarayapuram, Ganapathy struck work on 13-4-64 at 8-00 A.M. sympathising with the demise of the school children due to collapse of school building at Madurai. The workers voluntarily resumed work on 14-4-64 at 8-00 A.M.

All the 185 workers of the Madras Machine Tools Manufacturers Ltd., Coimbatore, struck work on 19-4-64 at 8-30 P.M. as a protest against the action of the management in sending a worker out of employment. Following the strike, the management declared a lockout on 24-4-64 at 7-00 A.M. The strike, and the lockout are continuing at the end of the month.

About 32 out of 170 workers of Hindusthan Equipment Manufacturers, Ganapathy, Coimbatore, struck work on 28-4-64 at 1-00 A.M. demanding to treat the absence on 23-4-64 as duty. The workers resumed work voluntarily at 8-00 A.M. on the same day.

CENTRAL SPHERE

1. General: Regional Labour Commissioner attended the following meetings:

i) Madras State Committee on Employment

(ii) Madras State Labour Advisory Board.

(iii) Meeting of Heads of Department to review Industrial Relations in Public Sector Undertakings.

2. Conciliation:

(a) Regional Labour Commissioner (C), Madras, held conciliation proceedings in the following disputes and brought about an amicable settlement.

(i) Between M/s. The South India Corporation Agency Ltd., Madras and the Transport and Dock Workers Union, Madras over a charter of demand regarding payment of increased wages and arrears of wages etc.

(ii) Between the Indian Bank, Madras and the Indian Bank Employees' Union, of Madras, Bombay, Calcutta Vijayawada, and New Delhi over promotion of the Bank.

(iii) Between the Dalmia Cement (Bharat) Ltd., Dalmiapuram and the Dalmia Cement National Workers' Union, Dalmiapuram

over a few demands relating to work-load and payment of wages for the days the empties and loose stones are not supplied.

- (iv) Between the Madras Port Trust, Madras, and the Madras Port Trust Employees Union, Madras over a charter of demands such as revision of wage rates, attendance allowance, festival holidays with pay etc.

b) The Conciliation Officer (Central) Madras held conciliation proceedings in the following disputes and brought about an amicable settlement.

- (i) Between M/s. Burn & Co. Ltd., Salem and Magnesite Workers' Union, Salem, over paid festival holidays, attendance bonus and increment to maistries.
- (ii) Between M/s. Burn & Co. Ltd., Salem and the Magnesite Workers' Union, Salem over promotion of Sarvashri Sidden Ponnuswamy, Periatthambi, Perumal and Kandasamy Muthu.
- (iii) Between Sri Palani Raja Gounder, Contractor of M/s. Burn & Co. Salem and the Magnesite Workers' Union, Salem over alleged wrongful termination of services of Sri Karuppannan.
- (c) The following disputes were settled otherwise than in conciliation:
- (i) Between M/s. Thalaisyuthu Limestone Quarry and the Cement Quarry Thozhilaalar Munnetra Sangam, Thalaisyuthu over holiday on May Day and suspension of Sri Muthiah etc.
- (ii) Between M/s. Thalaisyuthu Limestone Quarry and the Cement Quarry Thozhilaalar Munnetra Sangam, Thalaisyuthu over alleged wrongful suspension of Sarvashri Chandrabalan and Peer Mohideen.
- (iii) Between M/s. Burn & Co. Ltd., Salem and the Magnesite National Labour Union, Salem over alleged wrongful suspension of certain workers, supply of footwear to Kiln workers etc.
- (iv) Between Sri Komara Odayar, Contractor of M/s. Burn & Co. Ltd., Salem and the Magnesite Workers' Union, Salem over alleged wrongful retrenchment of 4 workers.
- (v) Between M/s. Best & Co. (Private) Ltd., Madras and Madras Harbour Workers Union, Madras over payment of wages for two shifts to Sarvashri M. Basha, L. Susai, T. P. Kannan, S. David and P. Vasu.

- (vi) Between the Binny & Co., (Madras) Ltd., Madras Branch Department and the Binny and Buckingham Carnatic Co. Employees Union, Madras over a charter of demands such as working allowance, tiffin allowance, mooring allowance, promotion etc.

3. Number of strikes and lockouts	... 3
4. Number of threatened strikes and lockouts	... 3
5. Particulars regarding disputes received :	
(a) Number of industrial disputes pending at the beginning of the month	... 15
(b) Number of industrial disputes received during the month	... 13
(c) Number of industrial disputes settled/disposed of during the month	... 18
(d) Number of threatened strikes	NIL
(e) Number of which materialised	NIL
(f) Number of draft Standing Orders certified	NIL

STATES SPHERE

The Conciliation Officers enquired into and settled 578 disputes during the month of April 1964. Of these 114 were industrial disputes in which settlements were recorded under Sec. 12 (3) of the Industrial Disputes Act 1947.

Adjudication under Industrial Disputes Act 1947

The Government referred 30 industrial disputes (in which settlement could not be brought about by conciliation) for adjudication by the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madras and Madurai. The details of disputes referred for adjudication are published in the Statistical part of the Journal. 21 awards given by the Industrial Tribunal, Madras and the Labour Courts on the industrial disputes referred for adjudication are published in the Fort. St. George Gazette during the month of April '64 besides one arbitration award given by the Commissioner of Labour, Madras.

WELFARE

Employment situation in the State during April 1964 was comparatively unfavourable than in March. There were 6 relatively increased registrations and fewer vacancy notifications, larger live register and fewer placements during the month. The total number of registrations effected during the

month was 33,215 vacancies notified 5,571 and placings 3,813. While the proportions of job-openings available was a fourth of the aggregate of registrations during March, it was as small as a sixth in April 1964. Equally the registrations to placement ratio was also more in April (9 : 1) than in March (5 : 1) 1964.

Clerical and unskilled applications continued to exceed the demand for them. At the same time employers experienced shortage of the following skills / talents :

“ Physician, pharmacist, Graduate school asst. (Science/Maths/Social Studies). Language Teacher (Tamil), Steno typists, Physical Education Teacher (Male and female), Meter Reader, Mono Key Operator, Mono-Caster Operator, Automatic Machineman, Lino Mechanic, Lino-Operator, Electrician (Auto). Heat Assistant, Tailoring Instructor, Lecturer/Professor, in Engineering (Civil/Electrical/Mechanical), Lectures in Chemistry/Electronics.

The employment market enquiry for the quarter ended March '64 is in progress.

The occupational Information Unit took up 3 occupations for original study and the detailed draft definition together with the work schedules were sent to Government of Madras for onward transmission to Government of India.

9 occupations received from Directorate General of Employment and Training, were taken up for verification work with institution/experts. The comments received from the employers were sent to Government of Madras for onward transmission to Government of India.

The Salient features of the activities of the Youth Employment Service Units at Madras, Vellore, Cuddalore, Tiruchirapalli, Coimbatore and Madurai during April '64 are given below :

	Madras	Vel- lore	Cudd- alore	Tiru- chy	Coim- batore	Madu- rai.
1. No. of applicants given group guidance	3,735	57	192	221	911	1,353
2. No. of Youths and adults given individual guidance	14	...	12	25	3	10
3. No. of candidates provided with guidance information	390	47	163	189	887	1,223
4. No. of applicants placed in jobs as a result of individual guidance	1	...	4	5	...	2

The Professional and executive Employment Bureau, registered 190 (including 35 women) applicants and placed 21 during April 1964. 1,092 applicants (including 112 women) remained on the live register at the end of the month.

The special Employment Office for the Physically Handicapped, Madras Registered 17 applicants (7 blind, 2 deaf-mute and 8 orthopaedically handicapped) during April 1964 and placed 12 persons (4 blind, 2 deaf and dumb and 6 orthopaedically handicapped). At the end of the month 348 applicants remained on the live register (114 blind, 82 deaf and dumb and 152 orthopaedically handicapped.)

The Employment Information and Assistance Bureau in the districts of Ramanathapuram, Tirunelveli, Coimbatore and Salem interviewed and counselled 1,288 applicants and registered 867 applicants. The number of renewals made by these Buruaux were 227.

The Mobile Registration Units attached to District Employment Offices, Salem and Ramanathapuram registered 390 applicants and effected 956 renewals.

Employees Provident Funds Act 1952.

(i) 41 factories/establishments were brought under the Employees' Provident Funds Act 1952 during the month of April '64, thus bringing the total No. of covered factories/establishments, to 3121 April.

(ii) A total sum of Rs. 42,26,721.74 (excluding the refund of loan) and previous accumulations etc. amounting to Rs. 1,85,823.98) was received as employees and employers's shares of contributions during March '64.

(iii) The total No. of employees covered under the Act in the Madras State at the end of March '64 was 3,85,037.

As regards the total No. of employees, it is stated that particulars in this regard are based on the Forms/12 for March 1964 which are due at the end of April '64.

CURRENT NOTES

REGULATION OF WORKING HOURS IN SHOPS AND ESTABLISHMENTS.

The hours of opening and closure of shops, commercial establishments and theatres or places of public amusement or entertainment in the State are proposed to be stipulated by the Government with effect from 1 August 1964. The proposal is that in the case of shops they should not be opened on any day earlier than 6 a. m. or closed later than 10 p. m. In the case of commercial establishments they should not be opened earlier than 8 a.m. or closed later than 8 p. m. on any day. In the case of theatres and places of public amusement or entertainment, the proposal is that they should not open earlier than 9 a. m. on Saturdays, Sundays and public holidays and 1 p. m. on other days. Their closure on any day should not be later than 1-30 a. m.

AWARDS AND AGREEMENTS

MEMORANDUM OF SETTLEMENT

Under Section 12 (3) of the Industrial Disputes Act, 1947
Reached before Sri A. K. Natarajan, M.A., B.L., Labour Officer
III, Madras on the 24th day of April, 1964.

Parties to the Dispute :

Workmen and the management of Palar Mills Limited, Walajabad, Chingleput District.

Representing Management :

1. Sri S. Natarajan, Director
2. Sri S. Krishnaswamy, Director
3. Sri B. S. Varadachari, Works Manager.

Representing Workmen :

1. Sri G. Balaram, President
2. Sri U. Loganathan, Secretary, Palar Mill Workers' Union, Walajabad.
3. Sri K. M. Sundaram, President
4. Sri M. Panchakcharam, Vice-President.
5. Sri P. Varadarajan, Assistant Secretary, Walajabad Textile Workers' Union, Walajabad.

Short Recital of the Case :

An industrial dispute having arisen over the issues raised by the Palar Mill Workers' Union, in its letter dated 19-10-63 addressed to the management and the issues raised by the two unions in their letter dated 19-2-1964 addressed to the Commissioner of Labour, Madras, a settlement is arrived at on the following terms.

Terms of the Settlement

TERM I :— (A) The workers classified as in the Schedule enclosed will do the workloads and will be paid the basic wages as given in the Schedule.

(B) The basic wages of the categories of spinning fitter, head jobber, doffing jobber, speed frames jobber, reeling jobber will be finalised separately within a week.

TERM 2:— The basic wages specified are for 26 working days in a month and a day of 8 hours.

TERM 3:— The work loads for the categories of workers will be as per the Schedule. The usual duties will be in force till actual duties are finalised separately.

TERM 4:— Dearness Allowance :—

(a) Dearness allowance from 1-2-1964 to 31-12-1964 for all the workers of the mills is a flat dearness allowance of Rs. 45/- for 26 working days, irrespective of the cost of living index.

(b) From 1-1-1965 to 31-12-1965 in addition to above, Rs. 45/- dearness allowance 13 nP. per point over 340 points of the Madras Cost of Living Index for 26 days will be paid.

(c) From 1-1-1966 onwards, apart from the Rs. 45/- flat dearness allowance as per clause 4 (a) 26 nP. per point over 340 points of the Madras Working Class cost of living index will be paid.

TERM 5:— Each worker will be paid Rs. 5/- more than the basic wage given in the Schedule as a Wage Board increase for the month of 26 days from 1-1-1965 and another Rs. 5/- will be paid from 1-1-1966 as a wage board increase.

TERM 6:— The basic wages as given in the schedule will come into force from 1-2-1964. The workloads given in the Schedule will be in force from the date of signing of the agreement.

TERM 7:— Wherever workmen have extra work assignments the same will be continued.

TERM 8:— The workers agree for the rationalisation after 1-1-1966.

TERM 9:— The arrears of wages arising out of this agreement will be paid as follows:

Regular existing weekly salary on 27-4-1964 salary for 27-4-64 to 30-4-64 and 50% of arrears on 11-5-64, 25% of arrears along with salary of May, 1964 on 6-6-1964. Remaining 25% of arrears along with salary of June '64 on 7-7-1964.

SCHEDULE GODOWN & MIXING

Occupation	Workloads	Wages
Godown and Mixing Attendant:	Wherever existing, one man for every 9,072 Kgs. of finished lap for 26 days, he need not attend to loading and unloading of yarn and cotton outside the mills. Whenever power transport is not used, the existing higher workload will continue, subject to a maximum of 10,886 kgs. where power transport is in use, the existing higher workload will continue. The minimum workload in mills where power transport is used 10% extra over 9,072 kgs. without extra wages.	34-12 Extra wage for every 454 kgs. over the standard is eighty-one Paise per month.
1. Hopper Feeder Attendant	Blow Room One man upto a maximum of 3,175 kgs. Existing practice of attending to machines will continue.	32-50
2. Breaker Scutcher Attendant	One man upto a maximum of 3,175 kgs. on one or more machines.	Single Machine 2 men for 3 machines 1 man for 2 machines
3. Finisher Scutcher Attendant	Upto a maximum of 1,588 kgs. on one or more machines.	Single Machine 2 men for 3 machines 1 man for 2 machines
1. Roving Machine Attendant 2. Bonda waste machine attendant or Thread extractor machine attendant	Waste Cleaning Upto a maximum of 907 kgs. of finished material for a worker for 8 hours in each category.	34-12 34-94 39-81 34-12 36-56 41-44

Wages

Workloads
Card Room

1. Fly Carrier cum Sweeper : One worker upto 32 Cards. For every additional 32 Cards or part thereof, one additional worker to be given. For purposes of allocation, upto a maximum of 8 cards over this workload will be attended to.
2. Lap Carrier : 1,814 kgs. per worker — Without trolley, maximum 30 Cards, with trolley maximum 40 Cards.
3. Can Tenter : 907 kgs. per worker and maximum 20 Cards.

Average production No. per Cards in 8 hours	No. of Cards per Tenter	No. of Cards per Can	No. of cards per Lap Carrier
25 Kgs.	20	40	40
28.1 "	19	38	38
31.3 "	18	36	36
35.4 "	17	34	34
40.0 "	16	32	32
44.5 "	15	30	30
49.9 "	14	28	28
56.7 "	13	26	26
64.4 "	12	24	24
73.5 "	11	22	22
83.9 "	10	20	20
97.1 "	9	18	18
97.1 "	8 cards	16 cards	16 cards

Subject to a maximum of 907 kgs. maximum of 1,814 kgs.

For purposes of convenient allocation, extra Cards over the above workload to the extent of 3 Cards for Can Tenter and 6 Cards for Lap Carrier subject to the maximum of workload indicated in the above table will be attended to.

4. Stripper

- : 72 Brush Strippings per stripper or 144 strippings per pair. 20% extra for combined brush and vacuum stripping. For purposes of convenient allocation can go upto 80 strips per worker.

5. Fitter Helper

30-87

- 37-37 Rate for extra strip over workload is 0-02 nPs. per pair strips per worker per day

30-87

1. Drawing Tenter

- : Workload to be on kilogram basis (Task work)

as below :

Average production per delivery in 8 hrs. Over 102.1 kgs.

No. of deliveries per Tenter 5 to 7 deliveries subject to a maximum of 907 kgs.

Upto 102.1 kgs.

" 89.4 "	9	8 deliveries
" 78.9 "	10	" "
" 70.3 "	11	" "
" 63.5 "	12	" "
" 57.6 "	13	" "
" 52.6 "	14	" "
" 48.1 "	15	" "
" 44.0 "	15	" "
" 40.8 "	15	" "
" 37.06 "	15	" "

34-12 Linked to production 80% efficiency at the machine speeds maintained. Where banks meters are not fitted, wages will be based on slubbing banks which the drawing Frames supply. Where more than one slubber is supplied, the average on the hanks of the Slubber will be taken into consideration.

Workers will attend to 20% more deliveries in each of the groups shown, subject to a maximum of 18 deliveries, and for each extra delivery, they will be paid six Paise per delivery per day i.e. Rs. 1-62 per delivery per month.

Occupation

2. Roving Tenter

Workloads

: One Tenter per frame upto 6 hanks. Above 6 hanks one man for 2 machines with back tenter for every 2 tenters or 4 frames. 25% extra wages for tenter attending on 2 frames.

Wages

Spindles for Frames

Upto 160	37-37
" 168	38-25
" 176	39-12
" 184	40-00
" 192 & above	40-87

Eleven Paise per spindle pro rata for more or less spindles. Calculate hanks on spindle speeds obtaining and for the efficiencies given against each hank roving and number of spindles on frames.

3. Inter Tenter

: One man per frame (Task work)

Spindles per Frame

Upto 124	39-81
" 128	40-31
" 132	40-81
" 136	41-31
" 140	41-81
" 144	42-31
" 148 & above	42-81

(Twelve Paise per spindle pro rata for more or less spindles. Calculate the hanks on the spindle speeds obtaining and for the efficiencies given against each hank roving and the number of spindles on frames.)

4. Slubbing Tenter

- : (a) One man per frame upto 100 spindles, single machine or double driven without back tenter.
(b) On coarse counts (below 9 28) and frames of 76 spindles and above, one back tenter will be provided (double driven frames on coarse counts will be attended to by 2 tenters).

Upto 52 Spindles

" 64	37-75
" 76	40-00
" 88	42-25
" 100 & above	44-50
	46-75

5. Doffing Boys Speed frame Department

: Upto 3 hanks 1,000 spindle doffs
Over 3 to 5 hanks 950
Over 5 to 8 hanks 850
Over 8 hanks 750
25% extra on five hanks and above will be provided for sweeping etc.

30-06

6. Cleaning Gang. Speed frame Department

: Cleaning : Where the Mills do not have weekly general stoppage for cleaning two men only. The machine tenter will also assist during cleaning.

30-87

1. Doffing Boys (Sweeping, Cleaning, doffing, gaiting and bad piecing)

: 1,800 spindle doffs or 4½ doffs irrespective of count for 400 spindles or more.

30-06

AWARDS AND AGREEMENTS

0-19 Paise per spindle per month pro rata for more or less spindles. Calculate hanks on the spindle speeds obtaining and for efficiencies as given against each hank roving and number of spindles on frames.

(Wherever higher category of workers are employed, wages according to such categories)

Occupation	Workloads	Wages
1. Spinners	Reeling Counts Nf. 8.44 and below 130 spindles 37-37 " 9.28 to 13.50 150 " " " 15.19 to 21.94 200 " upto a maximum of 1-1/8 sides of Ring frame. " 23.63 to 27.00 266 spindles " 28.69 to 37.13 300 " upto a maximum of 1-1/4 sides of Ring frame. " 38.82 to 50.63 400 spindles " 67.5 to 85.38 440 " Extra wages for reeling count; for more or less spindles are as follows: In groups below 300 spindles Rs. 1.87 for every 20 spindles pro rata. In groups 300 and above spindles Rs. 1-25 for every 20 spindles pro rata.	
3. Cleaning Gang (Spinning Departments)	Cleaning gang will be provided on the basis of present workloads only when the mills do not have a weekly general stoppage for cleaning. One man to clean one frame a day with the help of the sider of the frame. Wherever existing, one man for 680 kgs. to be conditioned and served to reellers.	30-87 Wherever higher category of workers are existing, wages according to such categories.
4. Doff Carrier Cum Conditioning cooly.		32-50
1. Reellers	Reeling Hand Reels:— Below 6.75 13.85 Doffs of 104 threads/lea 6.75 to 9.28 15.38 " 10.12 to 11.81 16.92 "	32-50 Over and above the specified workload wages will be paid on proportionate basis.
2. Yarn Carrier	12.66 to 16.03 18.46 17.00 to 21.10 20.00 21.94 to 25.32 21.54 26.16 to 30.38 23.07 31.22 to 37.13 24.62 32.10 to 43.88 26.15 44.72 to 50.63 27.70 51.47 to 59.10 29.23 Over 59.10 30.77 1. For double ties on plain reels on 67.5 and other counts 20% less. 2. 5% extra on single hank cross reel and 10% extra on double hank cross reel. 3. On power reels 15% extra. 4. Over and above the specified workloads, wages will be paid on proportionate basis. 5. In the old weft frames, of smaller dia. of ring 1 1/4" and 1 3/8" the production of the reellers will be 12 1/2% less than prescribed as above (for N.F. 34-21.5 doffs)	This basic wage will be linked with minimum work load.
3. Reeling Carpenter		30-06
4. Sweeper		34-12
1. Packer or paper coverer		34-12
Knitter		35-75
Weigher		34-12
Presser		
Baler		
2. Yarn Carrier	Wherever existing, one man for every 1,134 kgs. of yarn reeled.	30-06
3. Reeling Carpenter	One man upto 200 Reels.	39-81
4. Sweeper	One sweeper upto 100 Reels.	30-06
1. Packer or paper coverer		
Knitter		
Weigher		
Presser		
Baler		
2. Yarn Carrier		
3. Reeling Carpenter		
4. Sweeper		
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4. Sweeper		
1. Packer or paper coverer		
Knitter		
Weigher		
Presser		
Baler		
2. Yarn Carrier		
3. Reeling Carpenter		
4. Sweeper		
1. Packer or paper coverer		
Knitter		
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4. Sweeper		
1. Packer or paper coverer		
Knitter		
Weigher		
Presser		
Baler		
2. Yarn Carrier		
3. Reeling Carpenter		

Wages

Workloads

Workloads for Knotter, Weigher & Presser

Counts	Knotter	Pressers	Weigher
(Bundles of 5 kgs. per worker with 10 hank knots)			
8-44 & below	190	283	576
11-81	182	273	556
13-5	175	262	524
17-00	171	257	514
18-69	163	245	490
21-94	155	232	464
27-00	146	318	436
32-10	136	205	410
37-13	127	191	382
50-63	132	198	314
67-50	121	182	364
84-38	112	168	336

Proportionate Wages will be paid for higher turnover of workloads.

(Bundles of 2.5 kgs. per worker with 20 Hanks knots)

50-63	227	273	556
67-50	209	236	472
84-38	191	218	436

(Weigher to deliver the knots at the Dressing table)

The workers in the Bundling and Baling Department should work as a team.

Winding Department

1. Roto Coner	466-34 meters		640-1 meters	
	per minute		per minute	
	6 spindles		5 spindles	
Upto 9-28	8		6	
10-12 to 13-50	10		8	
14-34 to 20-25	12		10	
21-01 to 27-00	15		12	
27-84 to 37-13	20		15	
Over 37-13	20		15	

The above is the minimum workload. But the basic wages of the Roto Coner will be linked to production on the basis of the workloads in the following table and the wages will be paid on the same basis proportionately.

466.34 meters per minute, 640.1 meters per minute	
Upto 13.50	5 spindles
14.34 to 20.25	6 "
21.01 to 27.00	8 "
27.84 to 37.13	10 "
37.13 and above	12 "

Categories of Workers in Engineering, Workshop etc.

1. Turner
2. Fitter Helper
3. Tinsmith
4. Motor Attendant
5. Assistant Electricians
6. Cobbler cum Belt Stitcher

44-69
32-50
42-25
35-75
54-44
35-75

Memorandum of Settlement Under Section 12 (3) of the Industrial Disputes Act, 1947 reached before Sri A. K. Natarajan, M.A., B.L., Labour Officer III Madras on the 20th day of April 1964.

Parties to the dispute ; Workmen and the management of Handymen Industries (Private) Limited, Chromepet, Madras-44.

Representing Management : Sri P. Srinivasan, Director

Representing Workmen : Sri M. Veeraraghavalu, Secretary, Sri B. Radha, Vice-President, General Employees' Union, Pallavaram.

Short Recital of the Case.

Whereas the negotiations that took place between the parties to the dispute did not result in an amicable settlement and whereas the parties to the dispute approached the Labour Officer III Madras, in resolving the dispute, a settlement is arrived at on the following terms.

Terms of the Settlement :

TERM 1:— Dearness allowance ;—Effective from 1-4-1964, dearness allowance will be raised to Rs. 48/- from Rs. 40/- upto 480 points of the Madras Cost of Living Index and thereafter at 19 Naya Paise per point.

TERM 2:— (A) Effective from 1-4-1964, the minimum basic wages will be revised at Re. 1/- per day in case of daily rated workmen and Rs. 26/- per mensem in the case of monthly rated workmen.

(B) Revision of Basic pay and Annual Increment :—

The basic wages of the existing workers will be fixed as per Annexure to the settlement effective from 1-4-1964. The normal annual increments will be paid from April, 1965 onwards during April of every year at a minimum of Re. 1/- for monthly paid workers and a minimum of 4 naye paise for daily rated workers.

TERM 3:— Conversion of Fortnightly Rated Employee into Monthly Paid:— Effective from 1-4-1964 all the fortnightly paid workers in service will be converted as monthly paid category.

TERM 4:— Existing benefits as specified below will remain unchanged.

(a) Free Tea : Two cups of free tea in a working day to all employees.

(b) 6 days casual leave with wages to all monthly paid employees.

S.No.	Occupation	Workloads	Wages
		Ring Frames Department	
		Two per shift	30-06
1.	Bobbin Carrier	One man only in the day	32-50
2.	Tubular Bender	One man only in the day	32-50
3.	Roller Coverer	One man only in the day	30-06
4.	Bobbin Sorter		
		Duties:—Sorting out the bobbins, not fitting to the spindles and cleaning the inside to suit the Bobbin. Bobbins swept over from the department are being heaped and he does the sorting job.	
		Two in each shift	39-81
5.	Benders	Reeling Department	
		One per shift	30-06
1.	Bobbin Carrier		
		Duties:—Collecting the empty bobbin and helping the conditioning man.	
		General Mazdoors	30-06

- (c) All temporary workers who have put in a continuous service of six months shall be confirmed.
- (d) Double wages shall be paid for all over-time work turned out in the factory.
- (e) All employees shall be given 10 days of National Festival Holidays with wages per annum and festival holidays not exceeding 5 days per annum other than the 10 days mentioned above, with payment of only dearness allowance.
- (f) **Sickness Benefit** :—Existing sickness benefits shall continue to be in force and discontinued immediately after the introduction of the Employees' State Insurance Scheme.
- (g) The following existing gratuity scheme is provided.
- (i) On termination by the Company of the services of a worker who has completed not less than 3 years' continuous service, half a month's basic wages for each year of continuous service.
 - (ii) On voluntary retirement or resignation of a worker who has completed not less than 5 years' continuous service, half a month's basic wages for each year of continuous service.
 - (iii) On death, while in the services of the Company or on the physical or mental incapacity for further service. (satisfactory proof of which incapacity must be furnished to the Company) of a worker who has completed not less than 3 years' continuous service, half a month's basic wages for each year of continuous service.
 - (iv) On the event of death of any worker entitled to gratuity, it shall be paid to his heirs or legal representatives.
 - (v) Gratuity shall not be payable to a worker who is dismissed for misconduct for the two years preceeding his date of dismissal provided further in cases of misconduct resulting in financial loss to the Company, the Company shall appropriate the loss sustained from the gratuity payable.
 - (vi) Gratuity shall be calculated on the average basic wages exclusive of allowance drawn by the worker entitled to the same during the twelve months immediately proceeding his ceasing from employment.

- (h) All the workers are provided with two sets of uniform annually.

TERM 5:— This settlement shall be binding for the period upto 31st December, 1966 and shall continue to be binding thereafter until 2 months notice of intention to terminate the settlement is given by either party of the settlement in writing. The settlement is binding on both parties except in so far as they are altered by legislation.

TERM 6:— In consideration of the company having agreed to make the revision in the dearness allowance, basic wages, conversion of fortnight paid workers as monthly-paid workers and other benefits conferred by the company on the workmen as set forth above, the workmen agree and undertake to drop all demands and grievances and not to raise or pursue the same during the operation of the settlement i. e. from 1-4-64 to 31-12-1966 or any demand involving directly or indirectly any financial commitment whatsoever on the part of the company besides categorically assuring production increase, excluding only the question of bonus which will be in accordance with the procedure laid by the Government.

The Union and the Management Agree to Abide by the Code of Discipline in Industry as Adopted by the Standing Labour Committee at the Sixteenth Session in October, 1957.

ANNEXURE

Sl. No.	Name	Nature of Work	Present Basic Wages	Revised basic wages.
1	2	3	4	5
1.	B. Palayam	Pastin	47-32	48-00
2.	Muthukrishnan	Casein	45-76	47-00
3.	A. Subramaniam	Uniroil	43-94	45-00
4.	Munuswamy	do	39-78	41-00
5.	Shanmugham	Triple Roll	36-40	37-00
6.	Dorai	Helper	33-28	34-00
7.	Sundaram	Triple Roll	33-28	34-25
8.	Dharmalingam	Helper	22-10	26-00
9.	Panjaksharam	Helper	22-10	26-00
10.	Ganesan	do	22-10	26-00
11.	Kannan	do	22-10	26-00
12.	Samuel	do	22-10	26-00
13.	N. Subramani	do	22-10	26-00
14.	P. Muthusami	do	22-10	26-00
15.	Sher Bahadoor	Watchmen	33-00	33-00

(Recruited 3 months back)

D. A. @ Rs. 48/- for 480 points and 0.19 nP. per point for over 480 points fixed.

490

MADRAS LABOUR GAZETTE

Memorandum of settlement under section 18 (1) of the Industrial Disputes Act 1947 arrived at on 12-3-64.

Names of the Parties: The General Electric Company of India Private Limited, 202, Mount Road, Madras-2 (herein after called "The Company" and its workmen represented by the G. E. C. Employees' Union, (Regd. No. 1404), 5, Ritchie Street, Mount Road, Madras-2.

Representing the Company: (1) V. C. Eagleton.
(2) P. A. Viswanathan.

Representing the Union: (1) S. Mohankumaramagalam.
(2) S. Narayanan.
(3) M. N. Gajapathy.

Short Recital of the Case.

The G. E. C. Employees' Union, representing the permanent workmen of the Company employed in the Company's main branch at Madras, which also includes the Sub-branches at Bangalore Secunderabad and Coimbatore, submitted to the Company a Charter of Demands Ref M/62 dated 4/8/1962.

As a result of the submission of the said Charter of Demands, the Company and the Union, through authorised representatives, entered into negotiations during which other matter outside the said Charter of Demands were also discussed.

As a result of the said negotiations, the parties have arrived at a settlement on all the points covered by the negotiations.

It is desired by the both parties that the matters agreed upon should be embodied in a formal instrument of Agreement between the parties; being this Memorandum of Settlement.

NOW therefore IT IS HEREBY MUTUALLY AGREED BY AND BETWEEN THE parties on the following:

Terms of Settlement

Wage Structure

The Company and the Union agree to the revised scales of pay and grades given below to be effective retrospectively from 1st April 1963.

Monthly Rated who are paid on the last day of the Month.

Designation	Grade
Sweeper Full Time	Rs. 16/- Fixed
Sweeper Part Time	Rs. 46/- Fixed
Peons	Rs. 30-2-40-3-82
Gatemen	Rs. 30-2-40-3-82 Plus Rs. 5/-
Drivers	Rs. 45-3-60-4-104
Apprentice Clerks.	Rs. 50-5-65
Caretaker	Rs. 65-8-105-12-225
Clerks C2	
Store keepers SK. 2.	
Machinists CT 2	
Draughtsmen D2	Rs. 70-10-150-15-300
Typists	
Telephone Operator	Rs. 90-10-150-15-240
Exide Foreman	
Radio Mechanics	Rs. 90-10-160-15-280 EB
	Telephones 20-320
Stenos	Rs. 90-12.50-165-15-210-20-310
Supervisors	Rs. 100-10-120-15-195-20-375
Clerks C1	Rs. 120-10-200-15-335
Store keepers SK1	Rs. 150-15-240-20-360
Draughtsman D1	
Machinists CT1	Rs. 150-15-225-20-305-25-405
Assistants	
Junior Engineers	Rs. 240-25-415

Monthly Rated who are paid on the Sixth of the subsequent Month

Mazdoors

Existing Workmen	Maximum salary of Rs. 60/- with an annual increment of Rs. 3/- except for the last step when the increment will be limited to the difference between the salary then drawn and Rs. 60/-
New Entrants	Rs. 30-3-60
Stores Carpenters & Packers Existing Workmen	Maximum salary of Rs. 141/- with an annual increment of Rs. 6/- except for the last step when the increment will be limited to the difference between the Salary then drawn and Rs. 141/-
New Entrants	Rs. 39-6-141

Exide Mechanics Grade II Existing Workmen	Maximum salary of Rs. 100.50 with an annual increment of Rs. 4.50 except for the last step when the increment will be limited to the difference between the salary then drawn and Rs. 100.50
New Entrants	Rs. 42- 4.50-100.50
Exide Mechanics—Grade I Existing Workman	Maximum salary of Rs. 156/- with an annual increment of Re. 7.50 except for the last step when the increment will be limited to the difference between the salary then drawn and Rs. 156/-
New Entrants	Rs. 81-7.50-156

Daily Rated who are paid on the Sixth of the subsequent Month

Workmen Grade III	Rs. 1.25/-0.13/2.55
Workmen Grade II	Rs. 1-90/-0.15/3.40
Workmen Grade I	Rs. 2.45/0.25/5.45
Head Wiremen } Head Fitters }	Rs. 4-45/0.25/6.20

Dearness Allowance

The following rates of Dearness Allowance will come into force with retrospective effect from 1st April 1963 for all categories of employees mentioned in Clause (1) above except for part-time sweepers. Part-time sweepers are not eligible for any Dearness Allowance,

(a) Monthly paid employees other than Mazdoors, Carpenters, Packers and Exide Mechanics.

Basic Salary	Rate of D. A. when the Cost of Living Index is in the Group 481-490.	Variation for every 10 Points Upwards or Downwards in the C.L.I.
On the First Rs. 100/-	140%	5%
On the Second Rs. 100/-	70%	2½%
On the Third Rs. 100/-	33½%	1½%

The D. A. will be calculated on the above basis with a maximum of Rs. 250/- for those who are drawing a basic salary of Rs. 300/- and above and will be a maximum of Rs. 230/- for those who are drawing a basic salary less than Rs. 300/- These maxima will be subject to review if the C. L. I. exceeds 550 points.

The D. A. will be Rs. 95/- when the C.L.I. is in the Group 481-490 with a variation of Rs. 3/- per month for every variation of ten points up or down in the C. L. I. The minimum D. A. will be Rs. 85/-

(b) Mazdoors, Carpenters, Packers and Exide Mechanics

Rs. 95/- per month when the Cost of Living Index is in the group 481-490 with a variation of Rs. 4/- per month for every variation of ten points up or down in the Cost of Living Index. The minimum D. A. will be Rs. 85/-

(c) Daily paid Employees.

Rs. 3.65 per day when the Cost of Living Index is in the Group 481-490 with a variation of Re. 0.12 per day for every variation of ten points up or down in the Cost of Living Index. The Minimum D. A. will be Rs. 3.27 per day.

3. Tiffin Allowance.

It is agreed that all employees who are in receipt of a basic salary less than Rs. 300/- except part-time Sweepers, will be entitled to Tiffin Allowance at the following rates:—

(a) Re. 0.62 per full working day with retrospective effect from the 1st April 1963 to the 31st January 1964.

(b) Rs. 0-75 per full working day from the 1st February 1964 after which the Free Coffee was discontinued.

However Tiffin Allowance will not be paid —

(i) For the days on which an employee does not work for the full day.

(ii) When he draws a batta or midday meal allowance.

(iii) On Saturdays, Sundays, days on leave, on holidays declared by the Company. However, outdoor workmen who work full day on Saturdays will be entitled to tiffin allowance for that day provided they are not in receipt of either a batta or midday meal allowance.

Gratuity :

The existing rules for Gratuity will continue except that the clause stating that it shall not be payable to those workmen whose services are terminated on account of gross mis-conduct, will be deleted. It will be substituted by the following:—

“Gratuity will not be payable to such of those workmen whose service are terminated on account of mis-conduct, causing financial loss to the Company, only to the extent of the loss caused by him.”

5. Other Demands

It is agreed that in respect of other Demands of the Union, the existing practice as per the Agreements dated 27th October 1956 and the 12th March 1960 shall continue; and no Demand shall be made by the Union for change during the period this Agreement is in force.

Termination

This Agreement shall be binding on the parties and shall remain in full force and effect for a period of 5 years from 1st April 1963 to 31st March 1968 (Except where specifically otherwise provided) and shall continue to remain in force thereafter unless and until terminated by either party by written notice of two calendar months to the other party.

It is further agreed that during the period covered by this Agreement the employees shall not be entitled to make any demand nor raise any Industrial dispute which may directly or indirectly involve the Company in any additional financial commitment.

In the event of any of the provisions of this Agreement becoming legally invalid or unreasonable or superceded by a consequent Act, Award or Order, such invalidity, unenforceability or supercession shall not affect the remainder of the the provision of this Agreement.

Signed :—

Signed :—

*General Electric Company of
India (P) Ltd. Madras.*

*On behalf of the G. E. C. Emplo-
yees Union Madras.*

(1) V. C. Eagleton, *Director &
Branch Manager.*

(1) S. Mohankumaramangalam
President.

(2) P. A. Viswanathan, *Labour
Officer.*

(2) S. Narayanan, *Secretary.*

(3) M. N. Gajapathy, *Secretary*

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Vol. 1. No. 3. October, 1963.

NOTIFICATIONS

Date of coming into force of Industrial Employment (Standing Orders) Amendment Act

Fort St. George Gazette, March 30, 1964.

II-1 No. 1931 of 1964.

The following notification of Government of India, Ministry of Labour and Employment, New Delhi, dated the 23rd December 1963, is republished :—

S. O. 3594 :— In exercise of the powers conferred by sub-section (2) of section I of the Industrial Employment (Standing Orders) Amendment Act, 1963 (39 of 1963), the Central Government hereby appoints the 23rd day of December 1963, as the date on which the said Act shall come into force.

Appointment of certain officers as Inspectors under Madras Beedi Industrial Premises (Regulation of conditions of Work) Act

*(G. O. Ms. No. 2239, Industries Labour and Co-operation (Lab)
18th April, 1964)*

II-1 No. 2011 of 1964.

In exercise of the powers conferred by sub-section (1) of section 6 of the Madras Beedi Industrial Premises (Regulation of Conditions of work) Act 1958 (Madras Act XXXII of 1958) and in supersession of the Industries, Labour and Co-operation Department Notification No. 1318 of 1964, dated the 20th February 1964 published at pages 507-508 Part II section I of the *Fort St George Gazette*, dated the 25th March 1964, the Governor of Madras hereby appoints the persons specified in column (1) of the schedule below to be Inspectors for the purposes of the said Act within the local limits specified in the corresponding entries in column (2) thereof :—

SCHEDULE

Persons (1)	Local Limits (2)
1. Commissioner of Labour	The whole of the State of Madras.
2. Deputy Commissioner of Labour.	do
3. Inspector of Labour I, Madras.	Madras Corporation divisions 1 to 50 and Ponneri, Tirutani and Tiruvallur Taluks of Chingleput District.
4. Inspector of Labour II, Madras.	Madras Corporation divisions 51 to 100 and Saidapet, Kancheepuram, Sriperumbudur and Chingleput Taluk of Chingleput District.
5. Inspector of Labour, Coimbatore.	Coimbatore and Nilgiris District.
6. Inspector of Labour, Tiruchirapalli.	Tiruchirapalli District.
7. Inspector of Labour, Thanjavur.	Thanjavur and South Arcot District.
8. Inspector of Labour, Madurai.	Madurai district and Ramanathapuram district excluding Sivakasi Division.
9. Inspector of Labour, Tirunelveli.	Tirunelveli and Kanyakumari districts and Sivakasi Division of Ramanathapuram District.
10. Inspector of Labour, Vellore.	North Arcot and Salem Districts.
11. Asst. Inspectors of Labour.	Local limits assigned to them under the Madras Industrial Establishments (National and Festival Holidays) Act 1958 (Madras Act XXXIII of 1958).

Amendments to Madras Plantations Labour Rules

(G. O. Ms. No. 2328, Industries, Labour and Co-operation (Labour)
22nd April, 1964)

S.R.O. No. A-419 of 1964:

In exercise of the powers conferred by sub-section (1) and clause (j) of sub-section (2) of section 43 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951), the Governor of Madras hereby makes the following amendments to the Madras Plantations Labour Rules, 1955 published with the Industries Labour and Co-operation Department Notification S.R.O. No. A-2 of 1964 at page 4 of the Part V of the *Fort St. George Gazette*, dated 1st January 1964 as subsequently amended, the same having been previously published as required by sub-section (1) of the said section 43.

AMENDMENT

In the said rules:—

(i) for rule 55, the following rule shall be substituted, namely:—

“55. Term of office of members—

(1) A nominated member shall, unless he resigns his office or dies or ceases to hold office under sub-rule (1) of rule 58 hold office for a period of three years from the date of the notification appointing him as a member of the Board and shall be eligible for re-nomination:

Provided that an outgoing member shall continue in office until the appointment of the successor is notified.

(2) A member appointed in a vacancy shall enter upon office forthwith, but shall hold office only so long as the member in whose place he is appointed would have been entitled to hold office if the vacancy had not occurred.

(3) The official member of the Board shall hold office, during the pleasure of the State Government;

(ii) for rule 58, the following rule shall be substituted namely

58. Vacation of office—

(1) A nominated member shall cease to hold office—

(a) if he becomes insolvent or

(b) if he is convicted of an offence which in the opinion of the State Government, involves moral turpitude or

(c) if he is absent from three consecutive meetings of the Advisory Board without leave of absence from its chairman or

(d) if he, having been nominated in his capacity as an office bearer or member of a labour union or an association of employers ceases to be such office bearer or member; or

(e) if he is declared to be of unsound mind by a competent court

2. The State Government may appoint another person in the place of a member who has ceased to hold office under sub-rule (1). The person so appointed shall hold office only so long as the member in whose place he is appointed would have been entitled to hold office if the vacancy had not occurred.”

(iii) after rule 82, the following rule shall be inserted, namely:

“82-A Production of registers, records and notices for inspection:—

The registers, records and notices maintained or exhibited under these rules shall on demand be produced or caused to be produced for inspection by any inspector having jurisdiction during working hours at the offices of the plantations.”

Appointment of Presiding Officer Labour Court, Madras under
Industrial Disputes Act

Fort. St. George, May 6, 1964.

II-I No. 2140 of 1964.

In exercise of the powers conferred by sub-section (2) of section 7 read with section 8 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor

of Madras hereby appoints Sri P. Lakshmanan as Presiding Officer of the Labour Court, Madras vice Sri M. Abdul Azeez, with effect on and from the date on which Sri P. Lakshmanan joins duty as Presiding Officer of the said Labour Court.

Exemption of hospital and medical staff, domestic servants, nursery men, watchmen, cattle keepers, scavengers and sweepers employed in Plantation estates growing cinchona, rubber, tea or coffee from provisions of certain sections of Minimum Wages Act

(G. O. Ms. No. 2380, Industries, Labour and Co-operation (Labour),
27th April 1964)

II-1 No. 2237 of 1964.

In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (Central Act XI of 1948) the Governor of Madras hereby directs that subject to the conditions specified in the schedule below, and upto and inclusive of the 26th December 1964, the provisions of sections 13 and 14 of the said Act shall not apply to the hospital and medical staff, domestic servants, nursery men, watchmen, cattlekeepers scavengers and sweepers employed in any plantation, that is to say any estate which is maintained for the purpose of the growing cinchona, rubber, tea or coffee.

THE SCHEDULE

(i) Overtime payment at twice the ordinary rates of wages shall be paid to the workers for the work done in excess of nine hours per day and

(ii) A notice containing the following particulars shall be sent to the Inspector of Plantations concerned within one week whenever the exemption hereby granted is availed of:—

1. Serial number
2. Token number
3. Names of workers who are requested to work overtime
4. Designation
5. Normal working hours of the workers
6. Hours of overtime work
7. Purpose
8. Date on which overtime work is done.

Amendments to Madras Factories Rules

G. O. Ms. No. 2385, Industries, Labour and Co-operation (Labour)
27th April 1964)

S.R.O. No. A 486 of 1964

In exercise of the powers conferred by sections 41, 83 and 112 of the Factories Act, 1948 (Central Act LXIII of 1948) the Governor of Madras hereby makes the following amendments to the Madras Factories Rules, 1950 published with the late Development Department Notification dated the 15th March 1950 at pages 103 to 178 of the Rules Supplement to Part I of the *Fort St. George Gazette*, dated the 25th April 1950, as subsequently amended, the same having been previously published as required by section 115 of the said Act.

AMENDMENTS

In the said rules—

(i) in chapter IV, after rule 61, the following rule shall be inserted, namely:—

“61-A. Safety belts— Where any person is required or allowed to work at a place from which he may be liable to fall through a distance of more than ten feet, he shall be provided with a safety belt with leather shoulder straps of not less than two inches in width and a ‘D’ ring at the back for fastening a rope, the other end of which shall be securely tied or hooked to some suitable rigid fixture. The safety belt so provided shall be tested and examined thoroughly by a competent person at least once in six months and a certificate, with regard to its suitability obtained from the said competent person and entered in a register which shall be produced before the Inspector on demand.”

(ii) after rule 111, the following rule shall be added, namely :—

“112 — Language in the registers and records :—

The registers and records required to be maintained in a factory under the provisions of the Act and these rules shall be either in English or in a language understood by the majority of the workers working in the factory.

CODE OF DISCIPLINE IN INDUSTRY.

(Ratification by Unions Unaffiliated to any Central Organisation)

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

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

A list of trade Unions and Managements not affiliated to any central organisations which have ratified the code during the months of March and April 1964 of this State is given below —

List of Workers Unions which have Ratified the Code of Discipline during March 1964.

1. Kumari Mavatta Irumbu Mara Pothu Thozhilalar Sangam, Thuckalay.
2. Rameswaram Pilgrims Guides Association, Nadu Theru. Rameswaram.
3. Marshall's Manufacturing Company Employees' Union, Madras 1.
4. Lakshmi Paper Board Mills Employees Union.
5. Southern Structurals Limited, Workers' Union, Pattabiram.
6. Jain Metal Rolling Mills Workers Union.
7. Nagammai Cotton Mills Labour Union, Vikravandi.
8. Kamakshi Amman Motor Service Thohilalar Sangam, Vridhachalam.
9. Pallavaram Chrompet Tannery Workers Union.
10. Sundaram Clayton Employees Union, Padi.
11. Kumudam Group Workers Union, No. 11 Pudupet Garden St., Madras 14.
12. Commercial and Allied Employees Union, 7/23 Kadalakara Lane No. 2, Coimbatore.
13. Madurai District National Motor Workers Union, 84. Melachitrai Veethi, Madurai-1.
14. Trichnopoly Quarry and General Workers Union, Thuvakudy Hills, Thuvakudy P. O., Trichirapalli-7.
15. Press Workers Union, 1-D Sanyasi Gownder Road, Kitchipalayam, Salem-1.
16. Agricultural Sanitary Workers' Union, Sanitary Lines, Agricultural College, Coimbatore-3.
17. Kumbakonam Bank Limited Employees Union, 17. Natchiyar Koil Vazhi Nadapputheru, Madalampet, Kumbakonam.
18. Motor Workers Union, Tiruvannamalai.
19. National Hotel Workers Union, 54 Nageswaram North Street, Kumbakonam.
20. Nilgiris District Electricity Employees Union, Ootacamund.
21. Visva Brama Thozhillalar Sangam, Punnayyapuram. Pulliamgudi P. O. Tenkasi Taluk, Tirunelveli District.
22. Khadi Bleaching, Dyeing and Printing Workers' Union, Erode.

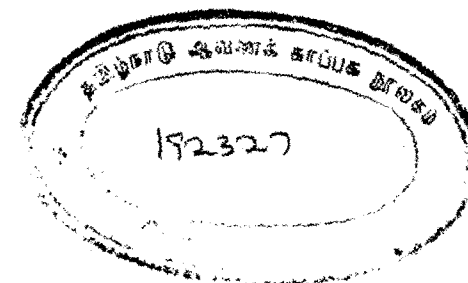
NOTIFICATIONS

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

- Premier Fertiliser Workers Union, Cuddalore.
- Neiveli Ceramic Oil and Refractories Limited Employees' Union, Vadaloor.
3. Tamilnad Mercantile Bank Employees Union, 51-15 Ammenkoilputty South Street, Sivakasi.
4. The Automobile Association of Southern India Staff Association, Madras.
5. Easwaran & Sons Engineers Employees Union, No. 4, Sunkurama Chetty Street, Madras 1.
6. Shevaroy Bauxite Workers Union, Hotel Chitra, Yercaud.
7. Lakshmi Paper and Board Mill Employees Union, Alinjivakkam, Sholavaram.
8. Madras Paper Board Industries Employees Union, 136, Sirahans Road, Madras-12.
9. Salem District Lorry Drivers and Cleaners Sangam, 12, Ayyaswamy Chettiar Road, Shevapet, Salem-2.
10. Building Workers Union, Kottoor Rasta, Palayamcottai, Tirunelveli-3.
11. Madras Government Dairy and Milk Project Labour Union, Conji Ponnuswamy Thottam, Madavaram, Madras-51.
12. Madhavaram Jain Metal Rolling Mill Workers Union, Conji Ponnuswamy Thottam, Madavaram, Madras-51.
13. Vasantha Metal Industries Workers Union, 6/105-D, Mount Road, Madras-18.
14. Southern Structurals Limited Workers Union, 1/53, Bazaar Street, Pattabiram P. O.
15. Madurai District Dravida Motor Workers Munnetra Sangam, 66, West Tower Street, Madurai.
16. Heavy Vehicles Factory Employees Union, Avadi, C/o T. V. Ramachandran, General Secretary, Rukmani Ammal Teacher's Nagar, Near M. G. Vidyalaya, Ambattur.
17. Mother India General Insurance Employees Union, 24, South Chitral Street, Madurai-1.

List of Employers which have Ratified the Code of Discipline during the month of April, 1964.

1. Tamilnad Employers Association, No. 2, Ammamandappam 2nd Extension, Ammamandappam, Srirangam.



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List of Standing Orders certified during the period from 1—1—64 to 31—3—64 in the North Arcot District, Chingleput District, Coimbatore District, Madras City, Madurai District, Nilgiris District, Ramanathapuram District, Salem District and Tirunelveli District.

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

S. No. (1)	Name of the Industrial Establishments (2)	Date of Certification (3)
NORTH ARCOT DISTRICT		
1.	K. V. Press, 51, Long Bazaar, Vellore.	29—2—1964
2.	Sri Padmavathi Silk Throwing Factory, Walajapet.	29—2—1964
3.	V. S. T. Motors Private Ltd., Katpadi Extension.	29—2—1964
4.	Sri Dhanalakshmi Rice and Decg. Factory, 94, Uthankarai Road, Tirupattur.	31—2—1964
5.	M/s. Venkateswara Match Works, Gudiyattam.	31—3—1964
6.	Three Horse Press, Vellore.	31—3—1964
7.	M/s. G. T. Nagarathinam Wool Processing Centre, Ambur.	31—3—1964
8.	Ennes Auto Service, Vellore.	31—3—1964
9.	Moorthy Silk Throwing Factory, Gudiyattam.	31—3—1964
CHINGLEPUT DISTRICT		
10.	Lucas T. V. S. Limited, Padi Post.	31—1—1964
11.	Geo Industries and Insecticides (India) Privated Limited, Kaladipet, Madras-19.	31—1—1964
12.	New Bharathi Engineering Works, Tiruvellore.	26—2—1964
13.	Premier Electro Mechanical Fabricators, Padianallur Village Red Hills.	26—2—1964
14.	S. E. N. Industries, Maduravoyal, Saidapet Taluk.	31—3—1964
15.	South India Steel Rolling Mills, Alandur, Madras-16.	31—3—1964
16.	Co-operative Dye Factory of Madras State Handloom Weavers Co-operative Society Ltd., Kancheepuram Dye Factory, Kancheepuram.	31—3—1964
17.	Chengalrayan Engineering Works, Rajakadai, Madras-19.	31—3—1964
COIMBATORE DISTRICT		
18.	City Knitting Company, Lakshminagar, Tirupur.	31—1—1964
19.	Dhanalakshmi Rice Mill and Oil Mills, Muthugoundenpudur.	31—1—1964
20.	Jayalakshmi Ginning Factory, Madukkarai.	31—1—1964
21.	Sova (Private) Limited, Kuniamuthur, Coimbatore-8	31—1—1964
22.	Arch Jabamalai Matha Rice Mill, Somanur.	31—1—1964
23.	Sri Ramakrishna Rice Mill, Somanur.	31—1—1964
24.	Lourduswamy Rice Mill, Somanur.	31—1—1964
25.	Murugan Rice Mill, Somanur.	31—1—1964
26.	Sri Marudhapiran Thozhichalai, Saravanampatti.	31—1—1964
27.	The Kala Industries (P) Ltd., Tudialur, Coimbatore-11.	31—1—1964
28.	Mani & Co. Ginning and Oil Mills, Punjai Puliampatti.	24—3—1964
29.	Jayalakshmi Ginning Factory, Annur.	26—3—1964
30.	C. Kuppai Gowder and Company Ginning Factory, Mangalakka- raipadur P. O., Karamadai.	26—3—1964
31.	Shanmuga Engineering Works, Coimbatore-9.	28—3—1964
32.	A. K. Ponnuswamy & Co., Krishnarayapuram P. O., Coimbatore-6.	28—3—1964
33.	Sri Dhanalakshmi Press, Coimbatore-1.	28—3—1964
34.	Everest Engineering Works, Coimbatore-11.	28—3—1964

(1)	(2)	(3)
35.	The Engineering and Industrial Foundry, Co., Ram Nagar, Coimbatore-9.	28—3—1964
MADRAS CITY		
36.	Aswin Press, 91, Thambu Chetty St., Madras-1.	25—1—1964
37.	Vani Printing Works, Madras-3.	25—1—1964
38.	A. N. Rajan and Company, Madras-1.	25—1—1964
39.	Brilliant Metal Works, Madras-2	25—1—1964
40.	Tip Top Laundry, Kilpauk, Madras-10.	25—1—1964
41.	Everest Metal Industries, Madras-32	25—1—1964
42.	Surendra Industries, Madras-1,	17—2—1964
43.	Abdul Kareem Beedi Press, Madras-21.	17—2—1964
44.	Loose Leaf Combines, Madras-2.	26—2—1964
45.	Kalavalli Press, Madras-1.	23—3—1964
46.	Lily White, Mount Road, Madras-18.	23—3—1964
47.	K. M. Parthasarathy Chettiar Oil Mills, Madras-7.	23—3—1964
48.	Krishna Brass Foundry, Madras-29.	23—3—1964
49.	Bi Metal Bearings Limited, Madras-11.	23—3—1964
50.	Messrs. Best & Company Private Ltd., Hylam Components Factory, Madras-21.	24—3—1964
51.	The Standard Workshops Factory, Sembium, Madras-11.	24—3—1964
52.	Jammi Pharmaceutical Factory, Vadapalani, Madras-26.	24—3—1964
53.	Gangetic Agencies (India), Madras-7.	31—3—1964
54.	Bangalore Emporium, Madras-2.	31—3—1964
55.	Nachiappa & Sons, Madras-2.	31—3—1964
56.	Rajmangal Agencies, Madras-1.	31—3—1964
MADURAI DISTRICT		
57.	Rahmania Mills, Dindigul	25—1—1964
58.	Subramaniam Rice and Oil Mills, Dindigul,	25—1—1964
59.	Lovely Embroidery Works, Madurai.	31—1—1964
60.	Sri Arumuga Vilas Ginning and Dec. Factory, Tirumangalam.	31—1—1964
61.	Sri Lakshmi Vilas Press, Dindigul.	31—1—1964
62.	Sri Dharmarajan Rice Mill, Madurai.	31—1—1964
63.	Lakshmi Narayan Saw Mill, Dindigul.	31—1—1964
64.	Karunanithy Printers, Madurai.	28—2—1964
65.	Usilampatti Tile Workers Co-operative Cottage Industrial Society Ltd., Usilampatti.	28—2—1964
66.	M. Chidambaram and A. Baluswamy Rolling and Spinning Factory, Dindigul.	28—2—1964
67.	Abdul Khadar Oil Mills, Dindigul.	28—2—1964
68.	Madura Mills Company Limited, Ginning and Pressing Factory, Dindigul.	28—2—1964
69.	P. G. Sitaraman Workshop, Madurai-9	28—2—1964
70.	Gopinath Weaving Mills, Madurai.	23—3—1964
71.	K. S. Jawaharlal Powerloom Factory, Madurai.	23—3—1964
NILGIRIS DISTRICT		
72.	The Pack Label Industries, Wellington Barracks.	24—3—1964
73.	The National Tea Plantations Private Ltd., Hillside Estate, Koderi, Katary Post.	26—3—1964
74.	Maharaj Tea Factory Private Ltd., Sunnyside, Katary Post.	26—3—1964
75.	Yuvaraj Tea Manufacturing Co. Private Ltd., Katary P.O.	26—3—1964

STATISTICAL SUPPLEMENT

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

Sl. No. (1)	Name of the concern. (2)	Date of settlement. (3)	Points in dispute. (4)	Terms of Settlement. (5)
1.	Srinivas and Co. A & B Tannery, Trichy.	2-4-64	Bonus for 1963-64.	The management agreed to pay bonus as per the settlement.
2.	Tiruvalar Spinning Mills Ltd., Karur.	6-4-64	Non-employment of two workers.	The management agreed to reinstate one worker with continuity of service and the issue regarding the other worker was not pressed by the Union.
3.	Muthugram Maady, Trichy.	8-4-64	Non-employment of certain workers.	The management agreed to pay of Rs. 3000/- as compensation in full and final settlement of all the claims as per the settlement.
4.	Bharat Roadways, Pudukottai.	18-4-64	Non-employment of a driver.	Both parties agreed to abide by the decision of Sri G. Kamalarathnam, Asst. Commissioner of Labour.
5.	Royal Hotel, Pattukkottai.	20-4-64	Closure of the establishment.	The management agreed to pay compensation as per the settlement in full and final settlement of the claims of the workers.
6.	Srinivas & Co. A & B Tannery, Trichy.	22-4-64	Bonus to temporary workers.	The management agreed to pay the workers who have worked one year from 1-3-63 bonus in prorata basis and those workers who have completed 4 months of continuous service were made permanent.
7.	Lakshmi Vilas Coffee Club, Tiruchirappalli.	..	Bonus and gratuity.	The management agreed to pay gratuity to those workers who have completed three years of service. The issue regarding bonus was not pressed.

(1)	(2)	(3)
RAMANATHAPURAM DISTRICT		
76.	Jayakar Fire Works, Anaiyur, (via) Sivakasi.	23-1-1964
77.	Royal Fire Works Industries, Sivakasi	23-1-1964
78.	Perco Litho Works, Sivakasi.	23-1-1964
79.	The Everest Litho Press, Sivakasi.	23-1-1964
80.	The Brilliant Litho Press, Sivakasi.	23-1-1964
81.	The South India Press, Karaikudi.	25-1-1964
82.	Premier Match Works, Sattur.	25-1-1964
83.	Sri Shenpagam Litho press, Sivakasi.	25-1-1964
84.	Habib Match Works, Palampatti, Virudhunagar.	25-1-1964
85.	Swan Brand Piping and Sewing Thread Factory, Abiramapuram Ramnad District.	25-1-1964
86.	Truthful Industries and Mahalakshmi Oil Mills, Virudhunagar.	31-1-1964
87.	V. O. V. Palaniswamy & Sons, Sulakarai, (via) Virudhunagar.	31-1-1964
88.	The Madras Cements Limited, Tulukkapatti.	23-2-1964
89.	Anil Fireworks Industries, Keelathiruthangal, (via) Sivakasi.	29-2-1964
90.	Raviraj Colour Printers, Sivakasi.	29-2-1964
91.	The Jayaprakash Match Factory, Sivakasi.	29-2-1964
92.	Dhanalakshmi Match Works, Elayirampanani (via) Sattur.	29-2-1964
93.	P. A. Sankar Raja Ginning Factory, Sippiparai. Post, (via) Koilpatti.	29-2-1964
SALEM DISTRICT		
94.	Sri Vasantha Sago Factory, Shevaper, Salem-2.	31-1-1964
95.	Murugamani Textiles, Komarapalayam.	31-1-1964
96.	Raja Sekar Mills, Salem-2.	31-1-1964
97.	Velappa Sago Factory, Gugai, Salem-6.	31-1-1964
98.	Sri Kumaran Oil Mills, Tiruchengode.	31-1-1964
99.	Sri Ganesh Rice Mill, Dharmapuri.	31-1-1964
100.	Sri Shanmuga Oil Mills, Tiruchengode.	31-1-1964
TIRUNELVELI DISTRICT		
101.	Sri Ramakrishna Ginning Factory, Kalugumalai.	25-1-1964
102.	Kumaran Match Works, Sankaranainarkoil.	25-1-1964
103.	The Vishwanath Match Industries, Kovilpatti.	25-1-1964
104.	Thachanallur Sugar Mills and Distillery, Thachanallur.	25-1-1964
105.	Perfect Castings (P) Ltd., Sankaranagar P. O.	25-1-1964
106.	The Sun Match Company, Palayamkottai.	25-1-1964
107.	Krishna and Company, Sankaranagar.	29-2-1964
108.	Sri Ram Match Works, Sankarankoil.	29-2-1964
109.	Rajaram Ginning Factory, Eppodumvendran.	29-2-1964
110.	Rajaram Match Industries, Sankarankoil.	29-2-1964
111.	The Janatha Match Works, Kovilpatti.	29-2-1964
112.	Kovilpatti Steel Rolling Industries (P) Ltd., Kovilpatti.	29-2-1964
113.	M/s. Packiam Roadways Private Ltd., Palayamkottai.	29-2-1964
114.	The Thirumalai Mills, Tirunelveli.	29-2-1964
115.	Aruna Match Works, Sankarankoil.	29-2-1964
116.	M/s. The Anamallais Retreading Company, Tirunelveli.	29-2-1964
117.	Sri Guhanandha Rice Mill, Tirunelveli Town.	29-2-1964
118.	The Ambica Match Works, Koilpatti.	29-2-1964
119.	Veppalodai Salt Factory, S. No. 1, Veppalodai Post.	29-2-1964

(1)	(2)	(3)	(4)	(5)
8.	Venkata Lodge, Coffee and Meals Hotel, Tiruchy.	27-4-64	Fixation of wages and bonus.	The management agreed to fix the scale of pay to the workers as per the settlement and to pay two months wages as bonus.
9.	Star Tobacco Co., Pudukottai.	29-4-64	Non-employment of 3 workers.	The management agreed to pay ex-gratia amount to the workers in full and final settlement of all their claims.
10.	Dhanalakshmi Vilas Hotel, Manaparai.	"	Transfer of undertaking of the establishment.	The management agreed to take into consideration the past services of the workers as per the settlement.
11.	Veerammal Transport (P) Limited, Tiruchy.	"	Non-employment of 2 workers.	The management agreed to pay Rs. 75/- to each worker in full and final settlement of all their claims.
12.	K. R. M. S. Mohan Brothers, Dharmapuri.	6-4-64	Payment of allowance to conductors of mail buses to the meet the expenses incurred by them for taking delivery.	The management agreed to pay the allowances as per the settlement.
13.	do	"	Closing of chalans by conductors.	Both the parties agreed that the conductors should give a complete statement of receipts for expenditure supported by vouchers to the concerned clerk every day.
14.	Rajarajeswari Coffee Club, Salem.	9-4-64	Closure of the establishment.	The management agreed to pay compensation in full and final settlement of all the claims of the workers.
15.	Sakuntala Lunch Home, Salem.	"	do	do
16.	Ramani Service, Salem.	20-4-64	Bonus for 1962-63 and 63-64 and supply of uniforms and chap-pals.	The management agreed to pay 4 months basic wages as bonus for 1963-64 and the Union agreed to drop the demand for bonus for 1962-63 and the management agreed to supply uniforms and chap-pals.
17.	Jeevajoithi Bus Service, Krishnagiri.	24-4-64	Non-employment of two workers, payment of bonus for 1962-63 and certain other demands.	The management agreed to pay Rs. 300/- and Rs. 200/- to the two workers respectively in full and final settlement of all their claims including bonus. The management also agreed to consider the issue of bonus under Sec 12(3) of the Industrial Disputes Act.
(1)	(2)	(3)	(4)	(5)
18.	Twelve power loom factories at Elampillai, Saem Dist.	28-1-64	Refusal of the management to give workers wages for preparing the next loom after finishing the first loom.	Both the parties agreed that all the workers except those against whom orders of suspension were issued, should resume work forthwith.
19.	Moutere Estate, Adderly Post.	2-4-61	Certain grievances of one midwife.	The management agreed to revise the scale of pay and Dearness Allowance to pay bonus, to provide annual leave for 15 days, 15 days sick leave and casual leave of 7 days to the midwife.
20.	Hardathorai Estate, Kotagiri. Sri T. Giri Gounder's portion, Kotagiri.	"	Non-employment of dependants and payment of plucking incentive.	The management agreed to pay plucking incentive at 9 Paise per kg. and to employ the dependants.
21.	Hardathorai Estate, Sri Nanjundan Portion Kotagiri.	"	"	The management agreed to pay plucking incentive at 9 Paise per kg. and to employ the dependants as per the settlement.
22.	" Sri B. Krishnan's Portion Kotagiri.	"	"	do
23.	" Sri K. Krishnappa's portion	"	"	do
24.	" Sri P. Nanjundia's portion.	"	"	do
25.	" Sri N. Nanjundan's portion.	"	"	do
26.	" Sri Giriappa Gounder's portion.	"	"	do
27.	" Sri N. Kappini Gounder's portion.	"	"	do
28.	" Smt. Putnanjammal's portion.	"	"	do

(1)	(2)	(3)	(4)	(5)
29.	Hardathorai Smt. B. Lingammal's portion.	2-4-64	Non-employment of dependants and payment of plucking incentive.	The management agreed to pay plucking incentive at 9 Paise per kg. and to employ the dependants as per the settlement.
30.	" Sri Kanthaiah's portion.	"	"	do
31.	" Sri B. N. Boriah's portion.	"	"	do
32.	" Dr. Basuviah's portion.	"	"	do
33.	Porkasi Estate, Coonoor.	7-4-64	Dismissal of a worker.	The Union did not press the issue regarding the dismissal of the worker. The management agreed to pay gratuity to the worker.
34.	Devarshola Estate, Devarshola Post.	20-4-64	Dismissal of worker.	Both the parties agreed to abide by the decision of the Commissioner of Labour, Madras.
35.	Ramanathan Estate, Devarshola.	25-4-64	"	Both the parties agreed to abide by the decision of the Asst Commissioner of Labour II, Madras.
36.	Emerald Valley Estate, Emerald Post.	27-4-64	Dismissal of nine workers.	Both the parties agreed to abide by the decision of the Commissioner of Labour, Madras.
37.	Kotada Estate, Kotagiri Post.	28-4-64	Certain grievances of workers.	The management agreed to send Smt Maruthayee to D.M.O. Ooty and to give treatment to her. The union dropped the demand relating to Meenakshi.
38.	Sri Balasubramanian Motor Service, Wandiwash.	17-4-64	Scales of wages to drivers, conductors, etc.	The management agreed to convert the existing daily rated wages into Monthly rated wages as per the settlement and pay, bata, night halt allowance, bonus etc, to the workers.
39.	Corrimony Estate, Nagercoil.	8-4-64	Permanency of a worker	The management agreed to appoint the worker as a permanent factory worker.
40.	Uralikal Estate, Valparai Post.	6-4-64	Termination of services of a conductor.	Both the parties agreed to leave the issue for arbitration of Commissioner of Labour and abide by his decision.

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

(1)	(2)	(3)	(4)	(5)
41.	Madura Mills Co. Limited, Madurai.	1-4-64	Revision of wages to certain categories of workers of Engineering Department.	The management agreed to revise the scales of wages of a Motor mechanic and laboratory assistant.
42.	Sri Murugan Textiles Limited, Palani.	2-4-64	Sudden strike by workers and lockout.	The management agreed to withdraw the suspension of all the workers except Sri V. Thandapani and to lift the lock-out.
43.	P.S.S. Transports Limited, Madurai.	7-4-64	Bonus for 1962.	The management agreed to pay 2½ months' basic wages as bonus for 1962 and to pay bonus on prorata basis to those workers who have worked 3 months.
44.	Krishna Iron Works, Madurai.	10-4-64	Increase in wages for 1964.	The management agreed to revise the wages as per the settlement.
45.	Swami Rice Mill, Madurai.	15-4-64	Non-employment of a worker.	The management agreed to pay a lump sum of Rs. 150/- as compensation in full and final settlement of all the claims of the worker including bonus, arrears of wages, etc.
46.	Kanthimathi Lorry Service, Madurai.	18-4-64	Non-employment of three workers.	The management agreed to take back the workers with continuity of service and to pay back wages as per the settlement.
47.	P.S.S. Transports (P), Madurai.	19-4-64	Demands of increase in bata, free pass facilities, etc.	The management agreed to increase the daily bata and to increase the free-passes from 6 to 9 to the eligible workers etc.
48.	"	"	Non-employment of three workers.	Both parties agreed for the informal arbitration of the Asst. Commissioner of Labour II, Madras.
49.	"	"	Fixation of scales of wages, gratuity scheme, etc.	The management agreed to consider the demand for fixation of wages and Dearness Allowance after 31-5-64 the union agreed to give time till 30-6-64 to the management to examine the demand of gratuity scheme.

(1)	(2)	(3)	(4)	(5)
50.	Pandian Board Works, Madurai.	24-4-64	Demand for increase in wages.	The management agreed to pay wages as per the settlement.
51.	K. S. Jawaharlal Powerloom Factory, Madurai.	25-4-64	Bonus for 1963-64.	The management agreed to pay Rs. 105/- as bonus for the year 1963-64 and to pay bonus on prorata basis to those who have put in below one year of service.
52.	Gopinath Weaving Mills, Madurai.	"	"	do
53.	Chokkan Transports (P) Ltd., Madurai	27-4-64	Non-implementation of the award dated 7-12-63 of the Asst. Commissioner of Labour.	The Management agreed to revise the scales of wages and to grant increments and to supply two sets of uniform.
54.	The Jawahar Mills Ltd., Chettinad.	2-4-64	Revision of wages in the Spinning Department workers on the basis of the Honourable Chief Minister's Award dated 20-12-63.	The management agreed to pay the reserve-piecers, doffers and spinners in the Spinning Department, the same rates of wages as have been awarded by the Honourable Chief Minister of Madras in his award dated 20-12-63 with effect from 1-7-63, and the parties agreed to refer the issue, as to the date from which the revised rates of wages on the basis of the Honourable Chief Minister of Madras should be given effect to the informal arbitration of the Commissioner of Labour, Madras.
55.	S. Sankaralingam Chettiar, Chayapattai, Arrupukottai.	9-4-64	Non-employment of a worker.	The management agreed to reinstate the worker T. Sankaralingam with effect from 10-4-64 and to treat the period of nonemployment as leave on loss of pay.
56.	The Ramanathapuram Co-operative Spinning Mills Limited, Srivilliputhur.	17-4-64	Payment of side allowance to reserve piecers in the Spinning Department.	The management agreed to pay the reserve-piecers the side allowance of Rs. 10/- with effect from 1-4-64.

1	2	3	4	5
57.	Southern Transport (P) Limited, Kilakarai.	21-4-64	Payment of additional bonus to the workers and payment of bonus to four dismissed workers for the year 1962.	The management agreed to pay the four dismissed workers bonus for the year 1962 on the same basis on which bonus has been paid to the other workers for the year 1962.
58.	Lakshmi Motor Works, Karaikudi.	"	Non-employment of a worker.	The management agreed to pay Rs. 50/- as compensation to the worker A. Murugesu Mudaliar in full and final settlement of all his claims against the management on or before 10-5-64.
59.	The Abdulkader Motor Service, Pudukayal.	"	"	The management agreed to pay Rs. 175/- to the worker S. Ramachandran in full and final settlement of all his claims against the management on or before 30-4-64.
60.	Ananda Transport, Tirupathur.	"	Demands for increase in wages and introduction of gratuity scheme.	The management agreed to give an adhoc raise of Rs. 5/- per month in the pay of all the workers who have been in continuous service with this Company for five years or more than five years and an adhoc raise of Rs. 2/- in the monthly wages of all the other workers with effect from the wages of October 1964 payable in November 1964. The management agreed to introduce a gratuity scheme for their workers as mentioned in Annexure "A".
61.	Narayanan Motor Service, Tirunelveli.	30-4-64	Non-employment of a worker.	The management agreed to pay Rs. 200/- in full and final settlement of all his claims on 1-5-64.
62.	G. N. Chakrapani Chetti & Sons (P) Tirunelveli.	1-4-64	Bonus for the period from 1-9-62 to 31-8-63	The management agreed to pay three months' basic wages as bonus as per the settlement.
63.	Sri Ganapathi Mills Co. Limited, Thalayuthu.	3-4-64	Implementation of wage board recommendation.	The management agreed to revise the scales of wages, Dearness Allowance for various categories of workers as per the settlement.

(1)	(2)	(3)	(4)	(5)
64.	The Lakshmi Mills Co. Limited., Kovilpatti.	8-4-64	Promotion of workers and suspension of a worker.	The management agreed to treat the period of suspension as leave with wages and to give promotion according to the seniority, efficiency, conduct and attendance of the wor- kers.
65.	Nellai Cotton Mills, Thalayuthu.	15-4-64	Appointment of a watchman in charge cycles.	The management agreed to appoint a watchman in charge of cycles and to introduce token system.
66.	Sri Balasaraswathi Transport, Tirunelveli.	18-4-64	Reinstatement of two workers.	The management agreed to reinstate one worker with continuity of service with wages if eligible and to pay notice pay and retrenchment compensation to the other worker of the workers.
67.	Noorjahan Tea Supplying Co., Tuticorin.	20-4-64	Increase in wages and bonus for 1962-63.	The management agreed to increase the wages of the workers as laid down in the settlement. Both the parties agreed to take up the issue of bonus separately.
68.	Ratnam Foodstuff Supplying Company, Tuticorin.	"	Bonus for 1962-63 and increment of wages.	do
69.	V.T.P. Sankara Mudaliar and Bros. Cloth Merchants, Sankarankoil.	27-4-64	Increase in the wages.	The management agreed to increase the existing wages as per the settlement.
70.	R. A. Ramaih Mudaliar Weaving Factory, Sankarankoil and P. L. Chitraputra Mudaliar Weaving Factory, Sankarankoil.	"	"	do
71.	Mathuranthakam Co-operative Sugar Mills Limited, Padalam, Madras.	7-4-64	Reduction of rank and transfer.	Both the parties agreed to abide by the decision of the Commissioner of Labour, Madras.
72.	Sundar Welder & Engineers Limited, Ambathur.	7-4-64	Charter of demands of the workers.	The Management agreed to revise the Dearness Allowance, and gratuity. All other points were not pressed.

(1)	(2)	(3)	(4)	(5)
73.	Ashok Leyland Co-operative Canteen Limited, Ennore.	8-4-64	Charter of demands of the workers.	The management agreed to fix the scales of wages, separate Dearness Allowance enhanced night shift allowance and to introduce gratuity scheme etc.
74.	Modern Machine works Chingleput.	10-4-64	"	The Management agreed to revise the basic wages, increment, etc.
75.	Lakshmi Vilas, Kallakurichi	17-4-64	Closure	The Management agreed to pay a lump sum compensation to the workers towards notice pay, arrears of wages leave salary, bonus, etc. as per the settlement.
76.	Asokan Unavu Viduthi, Kallakurichi	"	"	do
77.	Kamakshi Amman Motor Service, Virudhachalam.	"	Transfer of workmen	The workers agreed to report for duty in the place to which they were transferred and the Management agreed to treat the period of non-employment during the period under dispute as leave period.
78.	Tube Supplies, Virugampakkam	20-4-64	Stoppage of work.	The workmen would be allowed to re-enter into huts and vacate the huts on 6-5-64. At the time of vacation they would be paid Rs. 15/- each. They would not be entitled for wages for the period of strike.
79.	Arunachalam Studio, Madras 26.	20-4-64	Non-supply of uniform and non-employment of a worker.	The management agreed to pay the back wages to the rein- stated worker and to issue uniforms and shoes to the workers.
80.	Handiman Industries (P) Ltd, Madras 44.	"	Payment of Dearness Allowance and revi- sion of basic wages and annual incre- ment, etc.	The management agreed to pay, D. A. to raise the minimum basic wages and annual increment and conversion of fortnightly rated employees into monthly rated, etc.
81.	Light Leathers (P) Ltd. Chromepet.	"	"	do
82.	Palar Mills Limited, Walajabad.	"	"	do

(1)	(2)	(3)	(4)	(5)
83.	Sri Kumatan Rice Mills, Redhills.	22-4-64	Non employment of a worker.	The management agreed to reinstate the worker with continuity of service and without back wages.
84.	South India Viscose, Sirumugai.	6-4-64	Certain demands for workers.	Both the parties to refer the matter for the arbitration of the Commissioner of Labour.
85.	Pankaja Mills Limited, Coimbatore.	13-4-64	Closure of the third shift 257 retrenchment of workers and D. A.	The management agreed to withdraw notice of the closure of the third shift and retrenchment. Both the parties agreed to refer the issue of D.A. to the Asst. Commissioner of Labour, If Madras, and to abide by the decision.
86.	Combodia Mills Limited, Ondiputhur.	23-4-64	Dispute by the reeling workers over the number of doffs to be given in 2/6s yarn.	The management agreed to give 15 doffs on double reels at the rate of 7.5 doffs per reeler in 2/6s count yarn.
87.	Madras Pinto and Rotary Oil Mill Owners Association, Madras.	31-3-64	Charter of demands.	The management agreed to grant leave, to pay wages of Rs. 2-50 per holiday, to issue service cards to workers, to pay Re. 1/- for clearing per pinto and Rs. 2 for fixing a new wooden ckekku.
88.	5th Gate Canteen Madras Port Trust.	2-4-64	Increment.	The management agreed to pay an increment of Rs. 3/- to all the workers who have put in more than 6 months of service.
89.	Integral coach Factory Employees Co-operative Ltd, Madras.	3-4-64	D. A. Provident Fund etc.	The management agreed to pay Rs. 14/- for meals, Dearness Allowance from 1-4-64, etc.
90.	Mangaldos & Co. Madras-1.	6-4-64	Non-employment of Raghavan and 7 women workers.	The management agreed to pay Rs. 370/- to Sri Raghavan & Rs. 350/- to be distributed among the 7 women workers.
91.	Ambi's Cafe, Madras	7-4-64	Stoppage of increment of a worker.	The management agreed to increase the washing allowance from Rs. 3/- to Rs. 4/-.

(1)	(2)	(3)	(4)	(5)
92.	Vivekananda Industrial Engineers, Madras 11.	7-4-64	Stoppage of increment of a worker.	The management agreed to grant increment to the worker.
93.	Mahendra Dry Cleaners, Madras-1.	7-4-64	Bonus for 1963-64 and wage increase.	The management agreed to pay bonus at 13% of the total wages earned (excluding overtime wages) by the workers during 1963-64 and to increase the wages by 25 np. per day from 1-5-64 to those who have put in service of one year and more but below 5 years and 31 np. per day to those who have put in service of 5 years and more.
94.	Bhavan D. Joshi Tea Shop, Madras-7.	8-4-64	Increase in wages and confirmation of certain workers.	The management agreed to grant an increase in the wages by Rs. 8/- to all workers from 1-4-64 to grant annual increment of wages from 1-5-64 and, to confirm three workers.
95.	M. R. Venkatachalam & Co. Madras.	9-4-64	Retrenchment of workers.	The management agreed to pay retrenchment compensation to the workers in full and final settlement of their claims.
96.	Mysore Cafe, Madras 1	8-4-64	Closure of the restaurant section of the establishment.	The management agreed to pay compensation to the workers in full and final settlements all their claims including bonus and to pay arrear of wages.
97.	Perambur chrome Tannery, Madras 1.	16-4-64	Wages and increment, dearness allowance, bonus permanancy etc.	The management agreed to revise the rates of wages to grant increment to permanent workers from 1st April, each year and to amend the gratuity scheme as per the settlement.
98.	East India Rubber Workes (P) Limited, Madras 1	21-4-64	Scales of pay and grant of increment.	The management agreed to fix scales of pay for different categories of workers from 1-4-64 and to grant increment as per the settlement.
99.	Vijayan Brothes, Madras 1	25-4-64	Bonus, Dearness allowance and confirmation.	The management agreed to increase the wages by Rs. 10/- to each worker from 15-3-64 to pay lump sum of Rs. 125/- as bonus for 3 years and to confirm those workers who have put in 240 days of service.

(1)	(2)	(3)	(4)	(5)
100.	Avery Co. of India (P) Limited Madras-1.	29-4-64	Promotion of workers.	Both the parties agreed to refer the demand of promotion of three to the Labour Court, Madras for adjudication.
101.	A. M. Goolamalli and Co., Madras-1.	30-4-64	Non-employment of a worker.	The management agreed to pay Rs. 300 to the worker in full and final settlement of all his claims.
102.	Photo Litho Press, Madras-1.	1-4-64	"	The management agreed to pay Rs. 500/- to the worker in full and final settlement of all his claims.
103.	National Fasteners, Madras-32.	"	Charter of demands.	The management agreed to grant 5 days casual leave with wages for every year beginning from 1-1-64, to supply uniforms, to enhance the milk allowance by 13 Paise, to pay night shift allowance of 37 Paise, to supply tea and to provide safety aids.
104.	Vasantha Metal Industries Madras-18	"	"	The management agreed to supply uniforms to workers, and to grant leave as per the Factories Act. The union agreed to withdraw the strike notice.
105.	Saratha Lunch Home, Madras-14.	3-4-64	Closure	The management agreed to pay Rs. 1,000 to the 9 workers in full and final settlement of all their claims.
106.	Muthu Oil Mills, Madras-26 and S. K. Ramachandran Chettiar Oil Mills, Madras-26.	4-4-64	"	The management agreed to pay compensation as per the settlement in full and final settlement.
107.	A.V.M. Limited, Madras-26.	6-4-64	Charter of demands.	The management agreed to revise the wage scales of the workers, to grant increments, to pay bonus of a month wages and gratuity as per the settlement.
108.	A. Krishnan, Binding Contractor, Madras-17.	7-4-64	Non-employment of binding workers.	The management agreed to pay retrenchment compensation, one month's notice pay, leave wages and arrears of wages to the affected workers.
109.	Mobile and Structural (Private) Limited, Madras-28.	10-4-64	Charter of demands.	The management agreed to grant increment of 37 Paise and to pay 39 days wages as bonus for 1962-63.

(1)	(2)	(3)	(4)	(5)
110.	Ganasa Engineering Works Madras-2.	17-4-64	Charter of demands.	The management agreed to revise the basic wage, to grant increment, to pay one month's basic wages as additional bonus if the average monthly production does not fall below Rs. 30,000/- each year, to pay 36 days, basic wages as bonus for the last 3 years.
111.	Senart Society Tailoring Works, Madras-3.	18-4-64	Non-employment of a worker.	The management agreed to reinstate the workers and to pay Rs. 100/- as back wages for the period of non-employment.
112.	Swamy's Cafe, Madras-2.	22-4-64	Non-payment of com- pensation to a worker as per agreement.	The management agreed to pay Rs. 400/- In full and final settlement of all his claims on or before 25-4-64.
113.	Sahnis Cinema, Madras-17.	28-4-64	Charter of demands.	The management agreed to increase the basic wages, to pay to the workers Dearness Allowance, maintenance allowance, gratuity at the rate of $\frac{1}{3}$ month's wages for each year of service etc.

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

Serial No. (1)	Name of the parties. (2)	Date of Agreements. (3)	No. of workers involved. (4)	Points in disputes. (5)
1.	Balu & Co. (C. S. Grand Hotel) Coimbatore.	30-3-64	„	Regarding the transfers for the Management of the establishment.
2.	Sri C. G. V. Subbu Chettiar & Co. (C. S. Hotel) Coimbatore.	do.	„	do
3.	Mettur Industries Ltd., Mettur Dam.	18-4-64	„	Gratuity Scheme.
4.	Mahalakshmi Textiles Mills Ltd., Pasumalai.	6-1-64	„	Bonus for 1963-64
5.	Bombay Manickamuni Tal Mahal Hotel, Madurai	6-4-64	„	Closure.
6.	Thiagarajar Mills, Kappalur.	15-4-64	„	Increase in wages.
7.	Madura Mills Co., Ltd., Madurai.	20-4-64	„	Revision of wages for silver drafting frame tenters in old and new mills.
8.	Meenakshi Mills, Madurai.	16-4-64	„	Revision of wages to sweepers.
9.	Sri Kothandaram Weaving Mills, Madurai	21-4-64	„	Bonus for 1963-64.
10.	Chandra Transports, Aruppukottai	6-4-64	67	The Management agreed to confirm the temporary workers, to increase the rate of wages for certain categories of worker and to rise the batta of conductors and drivers as per the agreement.
11.	Sundaram Textiles Ltd., Nangunery	„	100	Permanency of 63 workers
12.	Suguna Mills Ltd., Kuniamuthur.	29-4-64	„	Duties of doffing boys.

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

S. No. (1)	Name of the concern in which the dispute has arisen. (2)	Issues (3)	G. O. No. and Date of reference. (4)
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Industrial Tribunal, Madras

Chingleput District

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| <p>1. Sri Venkatesa Mills Limited, Red Hills.</p> | <p>1. Whether the workers working on any day in single roving frame should be paid the wages applicable for working in two roving frames and to what relief they would be entitled?</p> <p>2. Whether the demand for indicating the designations in the tickets of the workers, is justified, and to what relief the workers are entitled?</p> <p>3. Whether the demand for the supply of tea during the day shift is justified, and to what relief the workers are entitled?</p> <p>4. Whether the demand for payment of lay-off compensation to the badlies is justified, and if so, to what relief they would be entitled?</p> <p>5. Whether the demand for the confirmation of the badlies as permanent workers is justified, and if so, to what relief the workers should be entitled?</p> | <p>G.O. Rt. No, 828 I. L. & C. (Lab) dated 31-3-64</p> |
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Coimbatore District.

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| <p>2. Sri Balasubramania Mills Limited, Singanallur.</p> | <p>1. Whether the demand for the payment of full basic wages for the shift of less than eight hours duration is justified and to what relief the workers are entitled?</p> <p>2. Whether the deduction of eight days' wages from the wages of the workers for January 1964 is justified, and to what relief the workers are entitled?</p> | <p>G. O. Ms. No. 1577, I.L. & C. (Lab) dated 18-3-64.</p> |
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(1)	(2)	(3)	(4)
3. Vijayakumar Cotton Press, Peelamedu, Vasantha Ginning Factory, Ganapathy, Sri Ranga Vilas Ginning and Oil Mills and Thulasidass and Murarji and Company, Coimbatore.	Whether the demand of the workers for the introduction of a gratuity scheme is justified and if so, to formulate a scheme?	G. O. Ms. No. 1650, Department of I.L. & C. (Lab) dated 21-3-64.	
4. Certain Waste Cotton Mills and Cotton Press at Coimbatore.	Whether the demand of the workers employed in the establishment noted in the annexure II for (i) revision of wages and/or (ii) payment of dearness allowance is justified and if so to fix the revised rates for the various categories of workers and/or the quantum of dearness allowance to be paid to them.	G. O. Ms. No. 1778, Department of I.L. & C. (Lab) dated 26-3-64.	
ANNEXURE II			
	1. Krishna Mills (Private) Limited, Coimbatore.		
	2. Coimbatore Lakshmi Cotton Press, (Private) Limited, Coimbatore.		
	3. Thulasidass, Murarji and Company, Coimbatore.		
	4. Sree Satyanarayana and Company, Coimbatore.		
	5. M/s. Champaklal and Brothers, Coimbatore.		
	6. M/s. Pandia and Company Coimbatore.		
	7. M/s. Mehta and Company Coimbatore.		
	8. M/s. Sarada Trading Company, Coimbatore.		
5. A. L. S. Productions, (Lessees of Bharani Studios) Madras.	Whether the demand for the institution of a scheme of gratuity is justified and if so, to formulate a scheme	G. O. R. No. 750 I. L. & C (Lab) dated 21-3-64	

Madras District.

(1)	(2)	(3)	(4)
6. Indian Hume Pipe Company, Limited, Silaiman, Madurai.	Whether the reclassification of the following workers as "unskilled" is justified and to what relief each of them would be entitled.	G.O.Rt. No. 666 I. L. C (Lab) dated 12-3-64.	
	1. Shanmugam Pillai		
	2. I. Velu		
	3. K. Velu		
	4. Rakkan		
	5. Oochi Servai		
	6. Bagyam		
	7. Navanachi		
	8. Vedar		
	To compute the relief, if any awarded in terms of money, if it can be so computed.		
	2. Whether the demand for the workers for house rent allowance is justified and if so, to fix the quantum.		
	<i>Salem District</i>		
7. Jawahar Mills, Limited, Salem.	Whether the demand for the revision of wages of the workmen in the cone-winding departments of Jawahar Mills Limited, Salem is justified and if so, to fix the revised rates of wages and the date from which such rates should take effect.	G.O.Ms. No. 1598 I.L. & C. (Lab.) dated 20-3-64	
	<i>Labour Court, Coimbatore.</i>		
	<i>Coimbatore District</i>		
8. Carnatak Knitting Company, Tiruppur.	Whether the non-employment of the following workers is justified, and to what relief each would be entitled.	G. O. Ms. No. 1245, I. L. & C. (Lab) dated 4-3-64.	
	1. Sri A. Subramani		
	2. Sri Pachaiappan		
	3. Sri C. Mani.		
	To compute the relief, if any, awarded in terms of money if it can be so computed for each.		

(1)	(2)	(3)	(4)
9. Paralai Estate, Iyerpadi.	Whether the non-employment of Sri Vedamanickam, Supervisor is justified and to what relief he would be entitled.	G. O. Ms. No. 1589, I.L. & C. (Lab) dated 20-3-64.	
10. Peirce Leslie and Company Limited, Coimbatore.	Whether the non-employment of T. No. 13, Subbakkal is justified, and to what relief she would be entitled To compute relief if any awarded in terms of money if it could be so computed.	G. O. Ms. No. 1597, I.L. & C. (Lab) dated 20-3-64.	
11. Coimbatore Murugan Mills Limited, Coimbatore.	Whether the reversion of worker T. No. 23, Somasundaram from the post driver is justified and to what relief he would be entitled.	G. O. Ms. No. 1860, I. L. & C. (Lab) dated 30-3-64.	
12. Tamilnad Transport (Coimbatore) (Private) Limited, Coimbatore.	Whether the non-employment of Sheik Dawood (Driver) and Sri S. R. Ranganatha Rao (Conductor) is justified and to what relief each should be entitled. To compute the relief, if any awarded in terms of money, if it can be so computed for each.	G. O. Ms. No. 1976, I. L. & C. (Lab) dated 4-4-64.	
13. Paralai Estate, Iyerpadi.	Whether the non-employment of Veerannan, Supervisor is justified, and to what relief he would be entitled.	G. O. Ms. No. 1563, I. L. & C. (Lab) dated 18-3-64.	
<i>Salem District</i>			
14. Rajarajeswari Coffee Club and Sakuntala Lunch Home, Salem.	Whether the demand of the workmen of Rajarajeswari Coffee Club, Shevapet, Salem and Sakuntala Lunch Home, Shevapet, Salem for grant of bonus for 1962-63 is justified and if so, to fix the quantum.	G. O. Ms. No. 1600, I. L. & C. (Lab) dated 20-3-64.	
<i>Labour Court, Madras.</i>			
<i>Chingleput District</i>			
15. Krishna Transport, Chingleput.	1. Whether the demand for bonus for 1961-62 is justified and if so, to fix the quantum.	G. O. Ms. No. 825, and 826, I. L. & C. (Lab) dated 31-3-64.	

(1)	(2)	(3)	(4)
	2. Whether the demand for the institution of the scheme of gratuity is justified and if so to formulate a scheme.		
	3. Whether the demand for fixation of scales of wages for the drivers and conductors is justified, and if so, to fix the scale and fix the present incumbents in the scales of wages.		
	4. Whether the non-employment of Venkoba Sa and Rahman is justified and to what relief each is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.		
<i>Madras District</i>			
16. Green Field Electricals, Madras.	1. Whether the demand for bonus for 1961-62 is justified and if so, to fix the quantum.	G. O. Rt. No. 686 I. L. & C. (Lab) dated 13-3-64.	
	2. Whether the demand for introduction of gratuity scheme is justified and if so, to formulate the scheme of gratuity.		
	3. Whether the demand for additional leave facilities and paid holidays is justified and if so, to what extent.		
	4. Whether the non-employment of Sri T. Govindaraj and Sri Sriraman is justified and to what relief each is entitled. To compute the relief, if any, awarded in terms of money if it can be so computed.		
17. V. T. C. Transport Company, Madras.	1. Whether the demand for revision of wages of drivers and conductors is justified and if so, fix the revise rate of wages and fit the present incumbents to the scales so fixed.	G. O. R. No. 688 I. L. & C. dated 14-3-64	

(1)	(2)	(3)	(4)
17. (Contd.)	2. Whether the demand for casual leave is justified, and if so, to fix the quantum of leave. 3. Whether the demand for bonus for 1962-63 is justified and if so to fix the quantum. 4. Whether the non-employment of Sri Seethapathi is justified, and to what relief he would be entitled. 5. To compute the relief, if any awarded in terms of money, if it can be so computed.		
18. Nishad Industries, Madras.	Whether the demand for bonus for 1962-63 is justified, and if so, to fix the quantum.	G. O. R. No. 714 I.L. & C (Lab) dated 18-3-64.	
19. Sri Andal Tin Industries, Madras.	Whether the non-employment of the following six workmen is justified and to what relief, each is entitled. 1. K. Thulasi 2. P. Krishnamoorthy 3. Somasundaram 4. S. Krishnan 5. S. Chandran 6. K. Mani. To compute the relief if any awarded, in terms of money if it can be so computed.	G. O. Rt. No. 744 I. L. & C (Lab) dated 21-3-64.	
20. S. Rajamani and Thyagarajan, Industries, Madras.	Whether the non-employment of the following workmen is justified and to what relief, each is entitled. 1. Radhammal 2. Kanthammal 3. Jamaludin 4. Sarada 5. Kasthuri 6. P. Dhanalakshmi 7. Thirupuram 8. Ravi 9. Baby	G. O. Rt. No. 752 I. L. & C. (Lab) dated 21-3-64.	

(1)	(2)	(3)	(4)
	10. Babu 11. Bhooshanam 12. V. Dhanalakshmi 13. Jayapal 14. K. Rajammal. To compute the relief if any, awarded, in terms of money, if it can be so computed.		
21. Chitra Talkies, Madras.	Whether the demand for bonus for the year 1952-63 is justified, and if so, to fix the quantum.	G. O. Rt. No. 754, I. L. & C. (Lab) dated 21-3-64.	
22. Saraswathi Foundry.	1. Whether the demand for the bonus for years 1960-61, 1961-62 is justified, and if so, to fix the quantum. 2. Whether the demand for revision of dearness allowance is justified and if so to fix the rate of dearness allowance.	G. O. Rt. No. 767 I. L. & C. (Lab) dated 21-3-64.	
23. Sethuram Thiagarajan and Company, Madras.	Whether the non-employment of K. Shanmugham is justified and to what relief he would be entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G. O. Rt. No. 827, I.L. & C (Lab) dated 31-3-64.	
24. Sri Ramakrishna Service, Natrampalli.	Whether the non-employment of T.R. Balakrishnan and M. L. Moosa Sahib is justified and to what relief each is entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G. O. Rt. No. 870 I.L. & C. (Lab) dated 3-4-64.	
25. Appah and Company, Madras.	Whether the reduction in normal work of the workers of the shop resulting in decrease of earnings for them is justified and to what relief they are entitled. To compute the relief, if any awarded in terms of money, if it could be so computed.	G. O. Rt. No. 892 I.L. & C. (Lab) dated 4-4-64.	

(1)	(2)	(3)	(4)
26. T. Natesan and Company, Madras.	Whether the demand of the workmen for additional bonus for the year 1962-63 is justified and if so to fix the quantum.	G.O.Rt. No. 915 I.L. & C. (Lab) dated 7-4-64.	
Labour Court, Madurai			
Kanyakumari District			
27. Lakshmi Talkies, Nagercoil.	Whether the non-employment of Sri K. Murthy, from 26th September 1963, is justified and to what relief he would be entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G.O. Ms. No. 1603 I. L. & C. (Lab) dated 20-3-64.	
Ramanathapuram District			
28. Madura Roadways (Private) Limited, Ramanathapuram.	Whether the non-employment of Sri S. Manickam and Sri N.K. Achuthan is justified each is and to what relief entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G.O.R. No. 726 I. L. & C. (Lab) dated 19-3-64.	
Tirunelveli District			
29. Pioneer Motors, Tirunelveli.	1. Whether the demand of the workers for payment of bonus for 1961-62 is justified and if so fix the quantum. 2. Whether the demand for annual increments for the different categories of workers is justified and if so, to fix the quantum of such increment for each category.	G.O.Rt. No. 810, I.L. & C. (Lab) dated 20-3-64.	
30. Bhavanish Metal Rolling Mills, Tachanallur.	1. Whether the non-employment of Sri A. Krishna Kone, watchman, is justified and to what relief he is entitled. 2. To compute the relief if any awarded in terms of money, if it can be so computed.	G. O. Rt. No. 860, I.L. & C. (Lab) dated 2-4-64.	

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

S. No. (1)	Name of the concern. (2)	Page and date of the Gazette. (3)	G.O. No. and date in which the award is Published. (4)
Industrial Tribunal, Madras.			
Coimbatore District			
1.	V. Guruviah Naidu & Sons Tannery, Podanur	5-7 22-4-64	G. O. R. No. 923, I. L. & C., dated 8-4-64.
Madras District			
2.	Hoe & Co., Madras.	9-17 15-4-64	G. O. R. No. 885, I. L. & C. (Lab) dated 4-4-64.
3.	Palani Industries, Madras.	17-21 15-4-64	G. O. R. No. 886, I. L. & C., dated 4-4-64.
Salem District			
4.	*Salem Erode Electricity Distribution Co., Ltd., Salem.	15-16 8-4-64	G. O. R. No. 797, I. L. & C. (Lab) dated 26-3-64.
5.	*Sri Ramajayam Transport, Namakkal.	7-8 22-4-64	G. O. R. No. 939, I. L. & C., dated 10-4-64.
Labour Court, Coimbatore			
Coimbatore District			
6.	Champion Knitting Co., Tirappur.	1-3 15-4-64	G. O. R. No. 858, I. L. & C. (Lab) dated 2-4-64.
7.	Ideal Lodge, R. S. Puram.	2 15-4-64	G. O. R. No. 859, I. L. & C. (Lab) dated 2-4-64.
8.	Sri Devi Press, Coimbatore	3 22-4-64	G. O. R. No. 944, I. L. & C. dated 14-4-64.
Labour Court, Madras.			
Madras District			
9.	V. M. Natesa Chettiyar & Co., Megaraj Metal Stores and Rajaputana Stores, Madras.	1-3 22-4-64	G. O. R. No. 941, I. L. & C. dated 10-4-64.
10.	Annapoorna Cafeteria, Madras.	2-5 29-4-64	G. O. R. No. 993, I. L. & C., dated 16-4-64.
North Arcot District			
11.	Balasubramaniam Bus Service (P) Ltd., Tiruvannamalai.	4-5 dt. 22-4-64	G. O. R. No. 958, I. L. & C., dated 14-4-64.
12.	do	1-2 dt. 29-4-64	G. O. R. No. 985, I. L. & C. dated 16-4-64.

(1)	(2)	(3)	(4)
Labour Court, Madurai			
<i>Kanyakumari District</i>			
13.	R. K. V. Motors and Timbers (P) Ltd., Marthandam.	1 dt. 1-4-64	G.O.R. No. 713, I.L. & C. (Lab) dated 18-3-64.
14.	M. V. Industrials (P) Ltd., Kuzhitharai.	5-7 dt. 8-4-64	G.O.R. No. 1719, I.L. & C., (Lab) dated 24-3-64.
15.	Kanyakumari Medical Mission Neyoor Hospital, Neyoor.	7-15 dt. 8-4-64	G.O. Ms. No. 1750, I.L. & C., (Lab) dated 25-3-64.
16.	New Saraswathi Talkies, Lakshmi Talkies and Krishna Talkies, Nagercoil.	10 dt. 29-4-64	G.O. Ms. No. 2306, I.L. & C., (Lab) dated 21-4-64.
<i>Ramanathapuram District</i>			
17.	‡Dhanushkoti Vilas Cigar Co., Virudhunagar.	5-9 dt. 29-4-64	G.O.R. No. 994, I.L. & C. dated 17-4-64.
<i>Tiruchy District</i>			
18.	Vincent and Co. (P) Ltd., Tiruchy.	8-9 dt. 15-4-64	G.O. Ms. No. 866, I.L. & C., (Lab) dated 3-4-64.
19.	Kannan Deven Mills Produce Co., Tiruchy.	9-16 dt. 29-4-64	G.O.R. No. 1021, I.L. & C. dated 20-4-64.
<i>Tirunelveli District</i>			
20.	The Transport Co. (P) Ltd., Kallidaikurichi.	1-5 8-4-64	G.O. MS. No. 783, I.L. & C. dated 24-3-64.
21.	S. B. M. Bus Service, Tuticorin.	18-19 dt. 29-4-64	G.O.R. No. 1036, I.L. & C. (Lab) dated 21-4-64.
Arbitration Awards (Award of Sri R. Balasubramanian, I. A. S. Commissioner of Labour, Madras.)			
22.	Coimbatore Salem Transports (P) Ltd., Erode.	2-7 dt. 1-4-64	G.O. Ms. No. 1754, I.L. & C., (Lab) dated 26-3-64.

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

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

Sl. No.	Name of the concern	Industry.	No of workers involved.	Closures.		Causes.	Amount of Compensation paid to workers	
				Began.	Ended.			
1	2	3	4	5	6	7	8	
1.	Krishna Vilas Coffee Hotel Madurai Road, Srivilliputhur.	Catering Establishment	2	31-3-64	-	Due to the change of employer	..	..
2.	Alagu Vilas Coffee Hotel, Madurai Road, Srivilliputhur.	"	1	"	-	Due to loss in business	..	..
3.	Durga Bhavan, South Car Street, Srivilliputhur	"	6	"	-	Due to the change of employer	..	..
4.	Chinnalakshmi Ammal Meals Hotel, Srivilliputhur	"	-	"	-	Due to dull in business	..	..
5.	C. Guruswamy Pillai Tea Stall, Srivilliputhur	"	2	"	-	Due to the change of employer	..	..
6.	Manickavilas Hotel, Srivilliputhur.	"	3	"	-	"	..	..
7.	Swami Tea Stall, Srivilliputhur.	"	3	"	-	"	..	..
8.	Muruga Vilas Coffee Hotel, Srivilliputhur.	"	5	"	-	"	..	..
9.	Madras Cafe, Srivilliputhur.	"	2	"	-	"	..	..
10.	Dakshinamurthy Pillai, Srivilliputhur.	"	1	Feb. '64	-	Due to loss in business	..	..
11.	Tirupurkumaran Vilas Hotel, Srivilliputhur.	"	1	31-3-64	-	Due to dull in business.	..	..
12.	P. K. Jayaraj Tea Stall, Srivilliputhur.	"	1	"	-	"	..	..
13.	M. Subbiah Pillai Tea Stall, Srivilliputhur.	"	1	"	-	"	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
14.	S. P. Palanisamy, Srivilliputhur.	Catering Establishment	1	31-3-64	—	Due to dull in business.	...
15.	P. Sundaramanabalingam, Srivilliputhur.	"	2	"	—	"	...
16.	S. Vaiti, Tea Stall, Srivilliputhur.	"	2	"	—	Due to the change of the employer.	...
17.	Palaniyandi Chettiar, Srivilliputhur.	"	1	"	—	"	...
18.	Murthy's Meals Hotel, Srivilliputhur.	"	1	"	—	"	...
19.	K. Peermuhammad Tea Stall Srivilliputhur.	"	3	Feb. '64	—	"	...
20.	S. Easwaramorthy Meals Hotel Munasapuram.	"	1	31-3-64	—	"	...
21.	Virudhunagar Industrial Works Virudhunagar.	Establishment	2	28-4-64	—	No vacancy, closed.	...
22.	T. Pakkiammal Tea Stall, Podanur.	Restaurant	1	Not reopened	—	Due to loss	Whereabouts of workers are not known.
23.	Senior Cafe, Pollachi.	"	4	— do —	—	"	"
24.	Venu Tea Stall, Pollachi.	"	8	— do —	—	"	"
25.	Kandsamy Spinning Mills, Erode.	Spinning Mills	31	30-9-63	—	Shifted to the premises not yet been registered.	...
26.	Cordial Engineering Company Coimbatore.	Engineering	4	—	—	Loss in business	Alternative employment was given to the workers.
27.	New Hope Tea Factory	Tea	41	6-4-64	5-5-64	Machinery repair	A settlement under sec. 12 (3) of the Industrial Disputes Act was arrived at.
28.	Mysore Cafe, Madras	Hotel	26	1-4-64	—	—	...

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
29.	Saratha Lunch Home, Madras-14.	Hotel	9	12-4-64	—	Due to loss in business.	Due to loss in Rs. 1000/- to 9 workers.
30.	Maithu Oil Mills, S. K. R. Oil Mills, Madras-26.	Oil Mills	21	1-4-64	—	Due to loss in business and the non-co-operation of workers.	Approximately Rs. 12,000/-
31.	New Leader Restaurant, Coimbatore.	Hotel	33	28-4-64	Permanent	Non-availability of water and ill-health of the proprietor.	The management agreed to pay compensation except 3, all the workers refused to receive the Compensation.
32.	Thiru Arooran Sugars Limited, Vedaipathimangalam.	Sugar Industry	270	15-4-64	—	Seasonal Non-availability of sugar cane.	...
33.	Mesaka Swadesi Slate Factory, Kambakomam.	Miscellaneous	16	—	—	Non-availability of brass sheets quota from Government.	...

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

Sl. No.	Labour Officers.	No. of complaints received.										No. of complaints pending at the beginning of the month	No. of complaints investigated and settled, including those previously pending.	No. of complaints pending at the end of the month cols. 3+11-12
		Wages and allowances	Bonus	Personnel (dismissal & suspension etc.)	Retirement, and hours of work.	Leave facilities	Others (Not classified.)	Causes not known	Total.	10	11	12		
1	2	3	4	5	6	7	8	9	10	11	12	13		
1.	Coimbatore-I.	303	21	3	42	—	4	56	—	126	89	340		
2.	Coimbatore-II.	34	3	2	3	—	—	7	—	15	13	36		
3.	Coonoor.	46	6	5	28	—	4	8	—	51	45	52		
4.	Madras-I.	101	9	4	19	1	—	7	—	40	51	90		
5.	Madras-II.	99	22	1	25	2	—	2	—	52	53	98		
6.	Madras-III.	99	12	1	20	2	—	17	—	52	75	76		
7.	Madurai.	117	11	16	17	1	—	17	—	62	56	123		
8.	Nagercoil.	30	6	1	14	—	—	4	—	25	19	36		
9.	Pollachi.	27	2	—	15	—	—	8	—	25	27	25		
10.	Virudhunagar.	45	7	1	14	—	—	3	—	25	35	35		
11.	Salem.	48	5	4	17	—	—	13	—	39	37	50		
12.	Tiruchirappalli.	35	1	1	2	—	1	12	—	17	18	34		
13.	Tirunelveli.	53	11	6	16	—	2	13	—	48	36	65		
14.	Vellore.	73	3	—	8	—	1	9	—	21	24	70		
TOTAL		1,110	119	45	240	6	12	176	—	598	578	1,130		

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

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

1. Number of Standing Orders certified as on 1-4-1964.	...	4147
2. Number of Standing Orders certified during the month.	...	19
Total	...	4166
3. Amendments to Standing Orders certified during the month		Nil

9. Workmen's Compensation Act 1923. :—

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

	Number of accidents.	** Amount of compensation.	
		Rs.	nP.
(a) Death	40	69,732-47	
(b) Temporary disablement	67	2,265-10	
(c) Permanent disablement			
Total	107	71,997-57	

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

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed & disposed of during the period from 1-4-'64 to 30-4-'64.

S. No.	Nature of claims	Number previously pending.	Number received.	Total.	Disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Application under Section 10:						
(a) Fatal	...	37	6	43	—	43
(b) Non-fatal :-						
(i) Permanent	...	34	7	41	1	40
(ii) Temporary	...	2	—	2	—	2
2. Deposits under Section 8 (1)						
(a) Fatal	...	65	20	85	10	75
(b) Persons under legal disability...	—	—	2	2	—	2
3. Deposits under Section 8 (2)						
...	7	—	2	9	2	7

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4. Memorandum of Agreements.						
(i) Permanent disablement	...	1	26	27	27	...
(ii) Temporary disablement	...	2	13	15	15	...
5. Recovery under Section 31.	...	...	...	...	...	...
6. Indemnification under Section 12	...	4	...	4	...	4
Total	...	<u>152</u>	<u>76</u>	<u>228</u>	<u>55</u>	<u>173</u>

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

1. Pending as on 1-4-'64	...	279
2. Received during the month	...	+55
3. Disposed of during the month	...	-6
4. Pending as on 30-4-'64	...	328

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

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

12. (a) Appeals under Section 41 :—

Pending as on 1-4-1964	...	161
Received during the month	...	+51
Disposed of during the month	...	-6
Pending as on 30-4-1964	...	206

12. (b) Appeals under Section 51 :—

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

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

Pending as on 1-4-1964	...	57
Received during the month	...	+34
Disposed of during the month	...	-28
Pending as on 30-4-1964	...	63

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

Sl. No. (1)	R. No. (2)	Date of registration (3)	Industry (4)	Name and address of the Union. (5)
1.	3663	2-4-64	Minerals	... Shevery Bauxite Worker's Union, Hotel Chitra, Yercaud.
2.	3664	"	Miscellaneous	... Marshalls Manufacturing Co., Employees' Union, 12/13, Angappa Naicken Street, Madras-1.
3.	3665	12-4-64	"	... Lakshmi Paper and Board Mill Employees' Union, Alinjivakkam, Sholavaram.
4.	3666	"	"	... Madras Paper Board Industries Employees' Union, 136, Strahans Road, Madras-12.
5.	3667	"	Transport	... Salem District Lorry Drivers & Clearners Sangam, 12, Ayyasamy Chettiar Road, Shevapet, Salem-2.
6.	3668	15-4-64	Miscellaneous...	... Kumari Mavatta Irumbu Mara Pothu Thozhilalar Sangam, Thuc-kaley.
7.	3669	"	Construction	... Building Workers' Union, Kottoor Rasta, Palayamcottai, Tirunelveli-3
8.	3670	15-4-64	"	... Tamilnad Employers Association 2, Ammamandapam 2nd Extension Ammamandapam, Srirangam.
9.	3671	"	Food Products	... Madras Government Dairy & Milk Project Labour Union, Conji Ponnusamy Thottam, Madhavaram Madras-51

(1)	(2)	(3)	(4)	(5)
10.	3672	15-4-64	Metal & Metal Products	... Madhavaram Jain Metal Rolling Mill Workers' Union, Conji Ponnuswamy Thottam, Madhavaram, Madras-51.
11.	3673	"	"	... Vasantha Metal Industries Workers' Union, 6/105-D. Mount Road, Madras-18.
12.	3674	18-4-64	Engineering	... Southern Structurals Ltd., Workers' Union, 1/53, Bazaar Street, Pattabiram P. O.
13.	3675	"	Service	... Rameswaram Pilgrims Guides Association, Nadu Theru, Rameswaram.
14.	3676	29-4-64	Transport	... Madurai District Dravida Motor Workers' Munnetra Sangam, 66, West Tower Street, Madurai.
15.	3677	"	Engineering	... Eswaran & Sons Engineers' Employees' Union, 4, Sunkurama Chetty Street Madras-1.
16.	3678	"	"	... Heavy Vehicles Factory Employees Union, Avadi, C/O, T.V. Ramachandran, General Secretary, Rukmani Ammal Teachers Nagar, Near M.G. Vidyasala, Ambattur.
17.	3679	"	Transport	... Automobile Association and of Southern India Staff Association, 136, Strahans Road, Madras-12.
18.	3680	30-4-64	Miscellaneous	... Premier Fertiliser Workers' Union, 4, Narayana Padayachy Lane, Cuddalore-3.

(1)	(2)	(3)	(4)	(5)
19.	3681	0-4-64	Miscellaneous	... Neyveli Ceramics and Refractories Ltd. Employees Union, Serakuppam Vadalur, South Arcot District.
20.	3682	"	Insurance	... Mother India General Insurance Employees' Union, 24, South Chitral Street, Madurai-1.

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

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

NIL

ABSTRACT

1. Total No. of registered trade unions as on 1-4-64	... 1204
2. Total No. of trade unions registered during the month	... + 20
3. Total No. of trade unions cancelled during the month	... Nil
4. Total No. of registered trade unions as on 31-4-64	... 1224

14. Labour Administration and Statistics for the month of April, 1964.

Sl. No.	Particulars.	The Factories Act, 1948.	The Payment of Wages Act, 1936	The Madras Maternity Benefits Act.	The Madras Shops and Establishments Act, 1947.	The Madras Catering Establishments Act, 1958.	The Madras Minimum Wages Act.	The Madras Industrial Premises (Regulation of Conditions of Work) Act, 1958.	The Madras Industrial Establishments (National & Festival Holidays) Act, 1958.)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1171	3526	371	50,956	3,943	1537	363	3895
2.	No. of irregularities noticed.*	291	370	39	533	491	109	7	219
3.	No. of cases warned.	43	75	...	427	199	28	18	130
4.	No. of prosecutions launched.	135	3	...	32	76	...	2	2
5.	No. of convictions obtained.	15	...	...	31	45	3	1	...
6.	Amount of fines levied (in Rupees.)	285	...	...	855	710	90	25	...

* 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 April, 1964.

District.	AT THE BEGINNING.				REGISTERED.				REMOVED.				TOTAL.		REMARKS.
	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)	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)		(14)
North Arcot	156	125	183	...	...	...	...	...	...	156	125	183	464		
South Arcot	124	9	50	...	...	...	...	...	...	124	9	50	183		
Chingleput	245	24	60	2	...	...	...	...	...	247	24	60	331		
Coimbatore	996	12	98	4	...	...	3	...	...	997	12	97	1106		
Kanyakumari	58	10	32	...	...	...	...	...	...	58	10	32	100		
Madras	772	40	132	4	...	...	...	...	...	776	40	131	947		
Madurai	436	38	51	1	...	...	...	...	...	437	38	51	526		
The Nilgiris	125	...	8	...	...	...	...	...	...	125	...	8	133		
Ramanathapuram	236	67	209	3	...	...	...	...	2	239	67	207	513		
Salem	502	14	159	7	...	...	...	...	...	509	14	159	682		
Thanjavur	282	10	201	1	...	...	...	...	...	283	10	199	492		
Tiruchirappalli	262	13	181	...	...	...	2	...	...	260	13	181	454		
Tirunelveli	278	82	266	7	...	...	...	...	...	285	82	266	633		
Total	4472	444	1630	29	...	...	5	...	6	4496	444	1624	6564		

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

Sl. No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee		139	26,453.96	...	...	...	...	139	26,539.96 *
2. Tea		129	62,146.62	...	...	...	...	129	62,146.62
3. Rubber		17	9,079.57	...	...	...	...	17	9,079.57
4. Cinchona		2	9,406.00	...	...	...	...	2	9,406.00
5. Cardamom		5	2,923.20	...	...	...	...	5	2,923.20
Total		292	1,10,009.35	...	...	...	...	292	1,10,009.35

Note: A. Number of Plantations

B. Acreage under cultivation.

* The acreage furnished are upto date figures furnished by the planters to the Inspectors of Plantations. The variations are due to the abandoning of cultivation or taking up of fresh lands for cultivation.

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

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	...
20.	Food Except Beverages	1	40
21.	Beverages	...	...
22.	Tobacco	...	1
23.	Textiles	...	259
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	4
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	2
27.	Paper and paper products	...	11
28.	Printing, Publishing and allied industries	...	15
29.	Leather and Leather products (except foot-wear).	...	4
30.	Rubber and rubber products	...	33
31.	Chemicals and Chemical products	...	125
32.	Products of petroleum and coal	...	2
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	39
34.	Basic Metal Industries	...	48
35.	Metal Products (except machinery and transport equipments).	1	66
36.	Machinery (except electrical machinery)	...	372
37.	Electrical Machinery, apparatus, appliances and supplies.	...	95
38.	Transport equipment	...	342
39.	Miscellaneous Industries	...	32
51.	Electricity, Gas and Steam	...	9
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	4
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		2	1503

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

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	4	—	...	...	...	...
2.	Card Room Machinery	20	...	...	...	...	...
3.	Drawing Frames	2	...	...	...	...	...
4.	Speed Frames	15	1	...	...	...	...
5.	Spinning Machinery	48	3	...	...	...	...
6.	Weaving Machinery	22	...	...	...	...	...
7.	Finishing Machinery	2	...	...	...	...	...
8.	Flying Shuttles	4	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	27	4	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	106	1	...	...	...	...
	Total	250	9	...	...	...	...
JUTE MACHINERY ...							
		...	Nil	...	...	...	...

'A'—Fatal

'B'—Non-Fatal

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

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

EMPLOYEES PROVIDENT FUNDS SCHEME

1.	Indian Potash Supply Agencies Limited, Madras.	From the operation of all the provisions of the said scheme.	From 1—9—62	G.O. Ms. No. 2041, Industries Labour & Co-operation (Lab) Dated 8-4-64
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EMPLOYEES STATE INSURANCE ACT

2.	Certain factories belonging to Corporation of Madras.	All the provisions except the provisions of Chapter VA.	From 20—5—64 for a further period of one year.	G. O. Ms. No. 1881, I. L. C. (Lab) date 31-3-64.
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FACTORIES ACT

3.	Standard Motor Products of India Limited, Madras.	Section 51 of the said Act.	3 months from 16—3—64.	G.O. Ms. No. 1522 I. L. C. (Lab) dated 16-3-64.
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MADRAS SHOPS AND ESTABLISHMENTS ACT

4.	Madurai Devi Balavinodha Sangeetha Sabha.	All the provisions of the Act.	For further period of one year from 1—4—64.	G. O. Ms. No. 1772, I. L. C. (Lab) dated 26-3-64.
5.	All Shops and establishments in Raja palayam Municipality.	Section 11 (1)	From 31—3—64 to 14—4—64.	Proceedings of the Commissioner of Labour Madras dated 13-3-64.
6.	Premises at V.O.C. Ground, Tuticorin.	All the provisions except the provisions contained in Chapter IV,	From 5—4—64 to 26—4—64.	do. 4-4-64.
7.	Harvey Mills' Employees Co-operative Stores Limited, Vickramasingapuram.	Section 11 (1) and 11 (2)	From 5—4—64 to 12—4—64	do. 3-4-64

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

For the Week ending.	Prices of Cotton per quintal of 100 Kilograms	
	Cambodia.	Karungannu.
	Rs.	Rs.
4-4-'64	Rs. 230 / 350	Rs. 295 / 310.
11-4-'64	-do-	-do-
18-4-'64	-do-	-do-
25-4-'64	-do-	-do-

For the Week ending	Prices of Yarn per bundle of 10 lbs.	
	20s.	
	Rs. nP.	
4-4-'64	22.75	
11-4-'64	-do-	
18-4-'64	-do-	
25-4-'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 April 1964, as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Sl. No.	Centre.	Food.	Fuel and Lighting.	Cloth-ing.	House Rent.	Miscel-laneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base : Year ended June, 1936 : 100).							
1.	Madras City ...	559.2	625.9	484.8	359.8	424.3	514.1
2.	Cuddalore ...	523.0	618.0	396.0	364.0	589.0	508.0
3.	Tiruchirapalli ...	528.0	501.0	431.0	321.0	355.0	472.0
4.	Madurai ...	562.0	455.0	504.0	347.0	365.0	494.0
5.	Coimbatore ...	594.0	575.0	516.0	573.0	308.0	564.0
(Base : August, 1939 : 100).							
6.	Nagercoil ...	610.0	475.0	616.0	382.0		555.0

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

Comparative statement of the cost of living index numbers for the months of March and April 1964.

S. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			March 1964	April 1964.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base : Year ended June, 1936 : 100).					
1.	Madras City and Chin- gleput Dist.	Madras City ...	510.7	514.1	+ 3.4
2.	North Arcot and South Arcot Dists.	Cuddalore ...	512.0	508.0	- 4.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	467.0	472.0	+ 5.0
4.	Madurai, Ramanatha- puram and Tirunel- veli Dists.	Madurai ...	489.0	494.0	+ 5.0
5.	Coimbatore and Salem Dists.	Coimbatore ...	564.0	564.0	-
(Base : August 1939 : 100)					
6.	Kanyakumari Dist.	Nagercoil.	556.0	555.0	- 1.0

The cost of living index for working classes in Madras City for April 1964 rose by three points to 514.

The index for the food group rose by five points to 559 due mainly to a rise in the prices of rice, dhall and vegetables. The index for the clothing group rose by one point

485 to a rise in price of dhoties. The group index numbers in respect of fuel and lighting, house rent and miscellaneous remained unchanged at 626, 360 and 424 points respectively.

S. No.	Group.	Weight proportional to the total expen- diture.	Group Index numbers.	
			March 1964	April 1964.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	553.6	559.2
2.	Fuel and lighting	8.42	625.9	625.9
3.	Clothing	6.10	484.2	484.8
4.	House-rent	14.57	359.8	359.8
5.	Miscellaneous	12.68	423.6	424.3
	Total	100.00		
Cost of living Index Number.			510.7	514.1

CUDDALORE

The cost of living index numbers for Cuddalore fell by four points to 508.

The index for the food group fell by four points to 523 due to a fall in the prices of vegetables, coconut and chillies. The index for the miscellaneous group fell by thirteen points to 589 due to a fall in the price of betel leaves. The group index numbers in respect of fuel and lighting, clothing and house rent remained unchanged at 618, 396 and 364 points respectively.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by five points to 472.

The index for the food group rose by ten points to 528 due mainly to a rise in the prices of rice, coriander seeds and jaggery. The group index numbers in respect of fuel and lighting, clothing, house rent and miscellaneous remained unchanged at 501, 431, 321 and 355 points respectively.

MADURAI

The cost of living index number for Madurai rose by five points to 494.

The index for the food group rose by eight points to 562, due mainly to a rise in the prices of rice and vegetables. The index for the miscellaneous group rose by five points to 365 due to a rise in the charges of dhobi and soap (Washing). The group index numbers in respect of fuel and lighting, clothing, and house rent remained unchanged at 455, 504 and 347 points respectively.

COIMBATORE

The cost of living index numbers for Coimbatore rose slightly from 564.0 to 564.48.

The index for the food group rose by one point to 594 due to a rise in the prices of cholam and gingelly oil. The group index numbers in respect of fuel and lighting, clothing, house rent and miscellaneous remained unchanged at 575, 516, 573 and 308 points respectively.

NAGERCOIL

(Base : August 1939=100)

The cost of living index numbers for Nagercoil fell by one point to 555.

The index for the food group fell by six points to 610 due to a fall in the prices of vegetables, coconut and coconut oil. The index for the housing group rose by seven points to 475 due to a rise in the price of firewood. The index for the miscellaneous group rose by thirteen points to 382 due to a rise in the prices of arecanuts and tobacco and also due to increase in bus fare. The index for clothing group remained unchanged at 616.

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. (1)	All India* Original base 1949	
	General Index (2)	Food Index (3)
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1962	130	130
1963	134	135
1963 February	129	129
March	130	129
April	131	130
May	132	132
June	134	134
July	135	137
August	136	137
September	137	139
October	138	140
November	138	140
December	140	140
1964:-		
January	140	140
February	142	141
March	143	—

* 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 March, 1964 was 197.34.

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 April, 1964

The Employees' State Insurance Scheme applies to 29 centres in the state of Madras and provides protection to 2,62,935 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 April 1964, 1,123 Insured Persons received Rs. 68,915-64 nP. by way of cash benefits due to Employment Injury. This includes 288 persons who were in receipt of pensions for permanent disablement benefit and also 115 dependants of deceased Insured Persons.

During the month of April 1964, 1,645 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need cash benefits in the event of Sickness. During April 1964, 45,450 claims were received and an amount of Rs. 4,81,087-78 nP. was paid out as sickness benefit involving abstention for 1,91,206 days.

During the month 225 insured women claimed Rs. 51,572-55 nP. by way of maternity benefit.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 4 cases against defaulting employers for recovery of Rs. 1,694-41 nP.

Penal action was taken against the following :—

Two employers in four cases were convicted for non-payment of Employees' Special Contribution, Employees' Contribution, non-submission of SC-2 Returns, and contribution cards. In two cases the employer was fined Rs. 50/-. In each case and in other two cases the employer was fined Rs. 25/-. In each case.

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