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SPECIAL ARTICLES

REPORT ON LITERACY AMONG INDUSTRIAL WORKERS

With a view to studying the problem closely and for formulating proposals for wiping out illiteracy among Industrial Workers both in the Public and Private sector, the Committee on Plan Projects of the Planning Commission set up in January, 1964 a Panel for Literacy among Industrial Workers under the Chairmanship of Late Shri B. N. Jha (Vice-Chancellor, Jodhpur University). On the demise of Sri B. N. Jha, Dr. M. S. Mehta, Vice-Chancellor, University of Rajasthan, became the Chairman of the Panel. The Panel consisted of representatives of Planning Commission, Ministries of Labour and Employment, Education, Industry and Supply, Defence and Heavy Engineering as members, the Federation of Indian Chambers of Commerce and Industry, The Indian National Trade Union Congress, A.I.T.U.C. the Indian Adult Education Association were also represented in the Panel. Sri Jagdish Singh was Member and Secretary of the Panel. The Panel submitted this report to Planning Commission in November '64.

The Panel made a sample study of five industries viz., Cotton Textiles, Jute Textiles, Coal mining, Tea Plantations and Iron and Steel and conducted field studies in Bombay, Delhi, Ahmedabad, Bangalore, Coimbatore, Jamshedpur, Kanpur, Calcutta and Tea Plantations in Coonoor. The information gathered by the Panel shows the extent of illiteracy among the workers in the five industries as indicated in the following table.

(As on 31st March 1964)

Industry	*No. of workers (in lakhs)*	*No. of illiterates (in lakhs)*	*No. of illiterates in the age group of 16-45 (in lakhs)*
(1) Tea Plantations	7·02	5·99	5·09
(2) Coal Mining	4·79	4·18	3·57
(3) Jute	2·88	2·40	1·63
(4) Cotton Textiles	11·00	6·50	4·55
(5) Iron & Steel	2·46	1·24	1·02
	28·15	20·31	15·86

The Panel has observed that Coal Mining and Tea Plantations are two sectors where percentage of illiteracy happens to be the highest.

The Panel has proposed that a period of 10 years coinciding with Fourth and Fifth Plans may be accepted as the target for wiping out illiteracy amongst the Industrial Workers at the rate of 2 lakhs a year. So far as the coal Mines are concerned the Panel is of the view that the Coal Mines Labour Welfare Organisation which has a separate Department of Adult Education, should be activised and definite targets laid down by them for removing illiteracy among their workers during the next 10 years. A similar set-up has been suggested for plantation workers. In respect of the 4·5. lakhs of illiterate workers in the age group 16-45 employed in Cotton Textiles Industry, the Panel has suggested that the Indian Textiles Association should assume responsibility for this programme. The Panel is further of the view that the public sector undertakings should also accept the responsibility in this matter for their own illiterate workers. The other suggestions made by the Panel relate to organising a literacy campaign, special training for the teachers appointed for industrial workers, syllabus, setting up for libraries etc.

RECOMMENDATIONS

Main recommendations of the Panel are given below:

(1) The programme for the eradication of illiteracy among industrial workers should cover illiterates mainly in the age group 16-45.

(2) In the Coal mining sector, the responsibility for the eradication of illiteracy should be placed on the Coal Mines Labour Welfare Organisation, which should formulate a phased programme for wiping out illiteracy among the mine workers during the next 10 years, for which a separate budget provision should be made. Definite targets should be laid down for this purpose.

(3) With regard to tea plantation workers, the responsibility for the eradication of illiteracy of about 5 lakhs workers (between the ages of 16-45) should be entrusted to the following organisations:—

(a) The Tea Board.

(b) Tea Planters' Associations located in different States.

(4) A similar organisation on the lines suggested for the Coal Mines Welfare Organisation may be set up by and within the Tea Board. Definite targets of time and achievement should be laid down for adult literacy work in this sector and funds should be allotted for the same in the annual budget of the organisation.

(5) The Port Trust authorities and the Dock Labour Boards, should pay special attention to undertake literacy programmes for dock workers.

(6) For the Iron & Steel industry workers in public sector, the Ministry of Steel and Mines should assume the responsibility of eradicating illiteracy

from their own resources. For iron & steel workers in private sector, the employers should include a well-organised literacy drive in their labour welfare programme.

(7) The Indian Jute Mills Association should undertake literacy work for their illiterate employees. A representative committee of employers, trade unions, voluntary workers and State officers should be set up to keep the literacy drive alive and effective.

(8) An appropriate organisation, representative of various interests, may be set up in collaboration with the mill-owners' associations to pursue the objective of removing illiteracy among cotton textile workers. One such body at regional level would be ideal for planning as well as for implementation of the programme.

(9) The Central and State Governments should assume the responsibility for eradication of illiteracy among workers of companies, corporations and departmental undertakings run by them.

(10) A separate provision in the budgets of various industrial establishments should be made for literacy of Industrial workers.

(11) The schemes for promoting literacy among Industrial Workers should be placed before State Labour Advisory Boards and Indian Labour Conference, in accordance with the existing practice of processing all schemes through these bodies.

(12) An independent semi-autonomous body to be called the Central Board for Literacy among Industrial Workers, representing the Government, employers, the workers and voluntary social and educational organisation may be constituted for the purpose of co-ordination laying down a general policy, and working out proposals with regard to administration etc.

(13) The programme for the eradication of illiteracy amongst industrial workers should be spread over a period of 10 years, to coincide with the 4th and 5th Plans. Thus on an average, 2 lakhs of such workers would be covered every year at an estimated cost of Rs. 50 lakhs per annum, involving a provision of Rs. 2·5. crores in each of the 4th and 5th Plans.

(14) Financial resources for a project of this nature should be drawn from several sources viz., public exchequer, existing statutory organisations and employers.

(15) In order to remove apathy of workers to educational programmes, industrial establishments may offer such incentives as may be mutually agreed to by the employers' and workers' organisations.

(16) A few pilot projects for the removal of illiteracy among workers be launched in selected industrial towns where adequate support is available and conditions are favourable.

5. The Panel has requested the Planning Commission to initiate action on the recommendations made in the Report so that they may receive a high priority for implementation in the Fourth Plan.

INDUSTRIAL SAFETY

1. Mounting of a Belt on Running shaft.

In a ginning factory, an oiler was mounting a $3\frac{1}{2}''$ wide belt on a 24 inches diameter pulley on the driving shaft in the line shaft alley. The shaft was running at a speed of 2[illegible]0 R.P.M. While so engaged, the belt sliped off and got entangled with the left hand of the oiler and the running shaft resulting into further entangling of the body of the oiler with the running shaft. The oiler was taken round with the shaft till it came to rest after engine was stopped by the engine driver. As a result of this, the oiler received serious injuries on his legs as well as on hand and died instantaneously.

To prevent the reoccurrence of similar accidents in future, the mounting of belt shall not be done on running shaft. Moreover "Belt Poles and other Portable Belt Mounters" shall be used for mounting the belt on the running shaft.

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

2. Grinding Wheel Burst.

In a bobbin and spool manufacturing factory, a turner was guiding a small picee of high speed steel of size $1\frac{3}{4}''$ x $1\frac{7}{8}''$ x 3/8" on the grinding wheel. All of a sudden the wheel burst and a piece of it struck the chest of the worker due to which the worker was thrown off and died on the same day in the hospital.

The probable cause for occurrence of this accident seems to be the jamming of the steel piece between the guard and the moving wheel as a result of which, there was great pressure on the wheel, which broke and the piece of its flew out. The probable cause of jamming was absence of a job rest at the wheel.

To prevent such accident, the management has been advised to provide job rest at the front of the wheel, which should be kept close upto the face of the wheel to prevent the jamming of the work against the wheel and to enclose the wheel, as for as practicable with efficient cover or hood.

(Information sent by Chief Inspector of factories, Gujarat.)

3. Streuk by the Metal Rod.

In an Engineering factory a worker was engaged as a helper. For starting the blower, one of the workers tried to mount the belt on the 24 inches diameter pulley on 8 ft. high. overhead shaft with the help of a $\frac{3}{4}$ inch diameter iron rod which was 5 ft. and 7 inches long. As he could not mount the belt, the helper who was nearby came to help him and he tried to mount it with the help of the metal rod. While doing so the end of this rod was caught in the spokes of the pulley and shot back. The lower end of the rod struck the helper in the stomach, as a result of which he died in the hospital after about a week.

To prevent such accident, it is suggested that:

(i) Mounting of belts should be done after stopping the shaft.

(ii) If necessary the use of the belt pole should he made for placing belt on the overhead shaft pulley and this pole should be of convenient size to enable workers to grip it securely and its length should be such that when it extends from the top of the pulley (on which belt is to be placed) the lower end is within 2 feet from floor lovel.

(iii) Only trained men with good muscular development and vision should be permitted to use the poles, which should be under their direct care.

(Information sent by Chief Inspector of Factorics, Gujarat.)

4. Defective Nip Guard.

An experienced front sizer in a texile mill while working in front of the sizing machine desired to remove a broken thread from underneath the measuring roller, and although a nip guard had been placed in position, his fingers were caught in between the measuring and drag rollers of the sizing machine and ultimately his entire left arm was pulled in the rollers. The Inspector of Factories who made necessary enquiries in connection with this accident found a newly made nip guard provided in between the drag rollers and the measuring rollers. When the Inspector questioned from the management that the said nip guard had been provided after the occurence of the accident, the Inspector was informed that on the day of accident, the nip guard was in its position which was similar to the one which the Inspector saw on the day of his investigation. The Inspector of Factories was shown the completely broken nip guard which was reported to have been in position at the time of accident. On examination, it was found that the nip guard provided was quite in-effective and could not serve the purpose for which it had been actually placed. The nip guard had been placed in the groove of a bracket which was fixed on the machine. The wooden plank which served as a nip guard was absolutely loose and could be moved up and down as and when desired. It was thus not securely fixed, and, it was for this reason only that while the fingers of the workers were caught in between the rollers, his entire hand was taken in by the rollers breaking away the wooden plank and thus the very purpose for which the guard had been placed was defeated. Similar type of nip guards were found in position on various other sizing machines, which on the day of investigation were found working in the mill. Since the nip guard was improperly designed, it could allow the tips of the fingers to come in contact with the rollers and it was for this reason that the fingers of the operator were caught in between the drag guide rollers and his entire arm was taken in. It is proposed to take legal action against the management for the breach of schedule. I to rule 52 of the U.P. Factories Rules. 1950.

(Information sent by Chief Inspector of Factories, U.P.)

Source: **Industrial Safety and Health Bulletin. (July to Septomber 1964.)**

INDUSTRIAL RELATIONS, APRIL 1965.

The labour situation in this State was satisfactory. There were 4 strikes and lock outs in textile mills (including the 2 strikes that were continuing at the end of the last month) and 10 strikes and lockouts in other industries (including the one lockout that was continuing at the end of the last month) during the month of April 1965.

Out of the 4 strikes and lockouts in textile mills 1 was continuing at the end of the month and out of the 10 strikes and lockouts in other industries 2 were continuing at the end of month. The No. of workers affected by the strikes in textile mills was 3123 and in other industries it was 3188. 41613 mandays were lost due to strike in textile mills and 13879 mandays were lost due to strikes in other industries. The details of the work stoppages were as follows:—

TEXTILE MILLS.

The strike by the workers of Mettur Industries Ltd., Mettur Dam which commenced on 18-3-65 and subsequent lock out by the management ended on 7-4-65 on mediation by the Commissioner of Labour.

The strike by the workers of Tamilnad Cottage Industries Ltd., Tiruppur which commenced on 27-3-65 ended on 7-4-65 and the workers resumed work voluntarily.

About 72 workers out of 1540 workers of the Somasundaram Mills (P) Ltd., Coimbatore, struck work on 4-4-65 protesting against the incorrect implementation of settlement under section 18 (1) of the Industrial Disputes Act. Following the strike on 4-4 65 the management declared a lockout. The strike and the lockout were continuing at the end of the month.

About 11 workers out of 332 workers of Sri Varadaraja Textiles Ltd., Peelamedu struck work on 17-4-65 protesting against the action of the management for not giving work to temporary workers. The workers resumed work voluntarily on 19-4-65.

OTHERS.

The lockout declared by the Management of Maharaja Beedi Factories, Ranipet, Visharam, Kauveripauk and Vellore on 22-3-65 was lifted by the management on 5-4-65 on mediation by the Labour Officer.

All the 10 workers of Triplex Dry Cleaners, Coimbatore struck work on 8-4-65 protesting against the dismissal of one worker. The management dismissed all the workers, following the strike. The strike was deemed to have ended on 10-4-65.

All the 10 workers of Lilly White Laundries, Coimbatore struck work on 8-4-65 protesting against the dismissal of one worker. The management dismissed all the workers following the strike and strike was deemed to have ended on 10-4-65.

About 23 workers out of 33 workers of Tutan Paints and Varnishing Company, Podanur, struck work on 30-4-65 demanding supply of uniforms. The strike was continuing at the end of the month.

About 44 out of 55 workers of new City Engineering Works Coimbatore struck work on 21-4-65 protesting against the action of the management for not allowing a worker inside the factory. The workers resumed work on the same day as a result of direct negotiation.

All the 70 workers of Messrs. Vinayagar Mark Cigar Factory, Madras struck work on 16-4-65 demanding an increase in wages. The strike was continuing at the end of the month.

The management of Malliseri Beedi Works, Tiruppathur declared a lock out on 4-4-65 due to accumulation of stock of the manufactured products. The lock out was lifted on 9-4-65. About 400 workers were affected by the lockout.

The management of L. R. K. Lakshmi Beedi Factory, Vellore declared a lockout on 20-4-65 due to the demise of the branch manager. The management agreed to provide work under other contractors.

About 78 workers out of 199 workers of Kottagudi Plantations (P) Ltd., Bodi struck work on 8-4-65 demanding supply of rice at 30 paise per litre. The workers resumed work on the same day of their own accord.

About 13 out of 18 workers of Lakshmi & Co., Tannery and Leather, Dindigul struck work on 30-4-65 demanding payment of bonus to temporary workers. The workers resumed work on 1-5-65 on the intervention of the Labour Officer.

CENTRAL SPHERE.

1. CONCILIATION.

(a) The Regional Labour Commissioner Madras held conciliation proceedings in the following disputes and brought about settlements:—

(i) Between the Dalima Magnesite Corporation Salem and the Magnesite National Labour Union, Karuppur (Indian National Trade Union Congress) regarding bonus for the year 1963-64.

(ii) Between the DMC, Salem and the Magnesite workers Union, Karuppur (All India Trade Union Congress) Salem regarding bouns for the year 1963-64.

(iii) Between Mineral Handling Employers Association, Madras and Harbour Workers Union (All India Trade Union Congress) Madras regarding revision of wages, holiday wages and medical facility.

(b) The Conciliation Officer (c), Madras held conciliation proceedings in the dispute between the South India Corporation (Agencies) Private Ltd., Madras and the Madras Port and Dock Workers Congress (Indian National Trade Union Congress) Madras regarding retrenchment of supervisors, Receipt clerks etc. and brought about a settlement.

2. Nine disputes were settled/disposed off at the intervention of the officers of this Machinery without holding any formal conciliation proceedings :-

3.	Number of strikes and lockouts.	One
4.	Number of threatened strikes and lockouts.	Nil
5.	Particulars regarding disputes received.	
(a)	No. of Industrial Disputes pending at the beginning of the month.	7
(b)	No. of industrial disputes received during the month.	9
(c)	No. of Industrial disputes settled/disposed of during the month.	13
(d)	No. of threatened strikes.	Nil
(e)	No. of which materialised.	Nil
(f)	No. of draft Standing orders certified.	One

STATE SPHERE.

The conciliation officers enquired into and settled 454 disputes during the month of April 1965. Of these 85 were Industrial disputes in which settlements were recorded under Section 12(3) of the Industrial Disputes Act 1947.

ADJUDICATION UNDER THE INDUSTRIAL DISPUTES ACT, 1947.

The Government referred 22 industrial disputes in which settlements could not be brought about by conciliation for adjudication by industrial tribunal, Madras and Labour Courts, Coimbatore, Maduri and Madras. The details of disputes referred for adjudication are published in the statistical part of the journal. 15 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette in the month of April 1965.

WELFARE.

The General employment situation in the State showed a downward trend during April 1965 compared to March 1965.

More registrations, fewer placements, fewer vacancy notification and an increased live register were the main feature of the activities of National Employment Services during the month. The ratio of vacancy notified to registrations which was 1 : 3 in March, 1965 declined to 1: 5.2 during April 1965.

The No. of vacancies notified and the placements effected during the month stood at 5,280 (-2,098) and 4,301 (-931) respectively. The total registrations made during the month was 27,582 an increase of 5,129 over the previous month. The live Register which stood at 1,79,468 at the end of month showed increase of 4,813 over the previous month.

Shortages were reported in the following occupations :

Engineer with experience (degree/diploma), Textile Supervisor, Diploma in Food Technology, Dipoma holder in mining with 5 years experience, Physician, Veterinary surgeon, Sanitary Inspector, Maternity Assistant Pharmacist (Diploma/Degree holder), Lecturer (Physics), Demonstrator (Botony/Chemistry), School Assistant (Science/Mathematics/Social Studies), Senior Basic Teacher (Urdu Medium), Tamil Pandit, Craft Instructor in Pottery/Needle Work and Dress-making, Tailoring Instructor/Instructress, Librarian (Degree/Diploma holder), Steno-typist, Typist (Tamil & English), Co-operative Trained persons Machinist Instructor, Fitter (Diploma holder with experience), Instrument Mechanic (Diploma Holder with experience), Winder, Boiler Attendant, Pipe Fitter with experience, Cost Accountant; Pysical Education Teacher (Male/Female).

Applicants surplus to requirements related to graduates in Economics, History, Zoology, Geology and Law, Matriculates and unskilled occupations.

The Professional and Excutive Employment Office, Madras Registered 127 applicants and placed 25 in employment. At the end of the month 1,244 remained on the live Register of the Office.

The University Employment Information and Guidance Bureau, Annamalainagar Registered 10 applicants, gave guidance to 10 and individual information to 2 applicants.

The Employment Officer for Physically Handicapped, Madras registered 25 applicants (8 blind, 2 deaf mute and 15 orthopaedics) and placed 5 (1 deaf-mute and 4 orthopaedics) applicants in employment during the month. At the end of the month 344 (124 blind, 73 deaf-dumb and 147 orthopaedics) applicants remained on the Live Register.

The Vocational Guidance Units at Arcot North, Cuddalore, Chingleput, Coimbatore, Madras, Madurai, Ramanathapuram and Tiruchirapalli, rendered group Guidance to 6,462 applicants and gave individual information to 2,667. The No. of candidates individually guided during the month was 358. Thirty one individually guided applicants were also placed in employment during the month.

The Employment Information and Assistance Bureau in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli interviewed and counselled 887 applicants and Registered during 341 the month. The total No. of renewals made during the month stood at 636.

The Mobile Registration Units attached to the District Employment Offices, Ramanathapuram, and Salem Registered 412 applicants and effected 1,180 renewals during the month.

The Occupational Information Unit of this Directorate verified 2 occupations during the month.

EMPLOYMENT PROVIDENT FUNDS ACT 1952

i. 27 factories/establishments were brought under the Employees' Provident Funds Act 1952 during the month of April 1965, thus bringing the total No. of covered establishments/factories to 3489.

ii. A total sum of Rs. 51,75,031-01 (excluding the refund of loan and previous accumulations etc., amounting to Rs. 10,63,798-95 was received as employees and employer's shares of contributions during the month of March 1965.

iii. The total No, of employees covered under the Employees' Provident Funds Act in the Madras State at the end of March 1965 was 4,07,441.

CURRENT NOTES

PAYMENT OF BONUS ORDINANCE

The Government of India promulgated the Payment of Bonus Ordinance on 29th May, 1965. The Ordinance applies to every factory and every other establishment employing 20 or more workers. But once an establishment is covered by the Ordinance, it will continue to be governed by the Ordinance despite any reduction in the number of employees below 20. The Ordinance covers all employees drawing a monthly salary of upto Rs. 1600/- p.m. but the amount of bonus payable to those drawing over Rs. 750/- will be calculated as if their salary was Rs. 750/-. The Ordinance will have retrospective effect covering the financial year commencing on any day in 1964.

The Ordinance makes a provision for the payment of a minimum bonus equivalent to four percent of the salary or Rs. 40/- whichever is higher for the accounting year whether there are profits in the accounting year or not. The maximum bonus has been fixed at 20% of the wage or salary. The term "salary or wage" includes dearness allowance but excludes other allowances and commission.

INTERIM RELIEF TO CEMENT WORKERS

The Government of India have accepted the recommendation of the second Wage Board for Cement Industry that an adhoc interim relief of Rs. 5-46 per month (21 paise per day) with retrospective effect from 1st January, 1965 be granted to all Cement Workers. The interim relief will be adjusted against the final recommendations of the Wage Board. For the purpose of computation of any benefits or allowances, the interim relief would be treated as being in the nature of dearness allowance. The Government of India have requested the employers concerned to implement the recommendation as early as possible.

INTEGRATION OF HOUSING SCHEMES

The Housing Minister's Conference held at Chandigarh in December 1964 set up a Committee under the Chairmanship of Professor M. S. Thaeker, Member, Planning Commission to go into the question of integration of various urban housing schemes. The Housing Ministers of Gujarat, Maharashtra, Mysore and Rajasthan were other members of the Committee. The Committee has submitted its report to the Government of India. The committee has recommended that the three existing subsidised housing schemes viz., Subsidised Industrial Housing Scheme, Slum Clearance/Improvement Scheme,/Scheme for the economically weaker sections of the community **should be integrated into one subsidised housing scheme in the Fourth Plan,** in order to simplify and rationalise their operation. The income limit for eligibility for initial allotment of houses under the integrated scheme will be Rs. 350/- p.m. in the case of industrial workers covered by the Factories Act, and the Mines Act and Rs. 250/- p.m. in the case of all other persons. The Committee has also recommended that for houses constructed by the employers and housing co-operatives, Central Government should give 75% loan and 25% subsidy. The integrated scheme should be treated as "Centrally-aided" and Rs. 185 crores should be allocated for it in the Fourth Plan as aid by the Centre to the States.

As regards Plantation Labour Housing, the Committee has recommended that it should be brought in line with the other subsidised housing schemes in respect of subsidy and loan.

The Committee is not in favour of integration of non-subsidised housing schemes viz., Low Income Group Housing Scheme Middle Income Group Housing Scheme and Rental Housing Scheme for State Government employees, and has recommended that they may be continued as separate schemes.

AWARDS AND AGREEMENTS

BEFORE THE INDUSTRIAL TRIBUNAL, MADRAS.

Tuesday, the sixth day of April one thousand nine hundred and sixty-five (16th day of Chitra 1887-Saka.)

Present:

Sri S. Ganapatia Pillai, B.A B.L.,
Industrial Tribunal, Madras.

Industrial Dispute No. 41 of 1964.

(Between the Workmen and the Management of the Mettur Industries Limited, Mettur Dam.)

Between

(1) The Secretary, Mettur Mill National Textile Workers' Union, Salem Camp, Mettur R. S., (2) The Secretary Salem District Mill Workers' Union, Mettur Branch, Salem Camp and (3) The Secretary, Mettur Mill Workers' Union, Salem Camp, Mettur R. S.

Note: The last mentioned Union was impleaded as a party suo motu on 6th November 1964.

And

The management of Mettur Industries Limited, Mettur Dam. R. S.

(*Reference*—G. O. Ms. No. 4695, Industries Labour and Co-operation (Labour dated 6th October, 1964 Government of Madras. Issues—" Whether the terms of settlement dated 14th August, 1964 entered into between the Management of Mettur Industries Limited, Mettur Dam and the Mettur Mill Workers' Union. Salem Camp, Mettur Dam, are justified and whether they require any modifications."

" Whether the workers are entitled to payment of wages for the period cessation of work, i.e., from 17th to 23rd August 1964, inclusive".)

This dispute coming on for final hearing on Monday, the 5th day of April 1965, upon perusing the claim and counterstatements, the memorandum of settlement signed by two of the unions and the management and other material papers on record and upon hearing the arguments of Mr. R. Rengaswami of Indian National Trade Union Congress for Mettur Mill National Textile Workers' Union, Mr. K. M. Sundaram of All-India Trade Union Congress, Tamilnad for the Salem District Mill Workers' Union and

Mr. B R. Bolia, Advocate for the Mettur Mill Workers' Union and Mr. T. S. Gopalan, Advocate for Mr. C. Doraiswami, an Officer of the Employers' Federation for the management and having stood over for consideration till this day, the Tribunal passed the following.

AWARD

This reference made by the Government of Madras (Department of Industries, Labour and Co-operation), relates to two disputes between the management of Mettur Industries Limited, Mettur Dam, and their workmen. The issues referred for adjudication are:

(1) "Whether the terms of settlement, dated 14th August 1964 entered into between the management of Mettur Industries Limited, Mettur Dam and the Mettur Mill Workers' Union, Salem Camp, Mettur Dam, are justified and whether they require any modification".

(2) "Whether the workers are entitled to payment of wages for the period of cessation of work, i.e. from 17th to 23rd August 1964 inclusive".

2. Issue No. (1):—The settlement arrived at between the management and the Mettur Mill Workers' Union on 14th August 1964 is marked as Exhibit W-1. There are two other unions of workers of this mill who felt that the terms of the settlement were unfair to labourers of Ring Spinning department, called doffers and therefore raised the questions covered by the issue.

The settlement deals with doffers in the Mill. The total number of doffers in the mill was 96 prior to the settlement and by the settlement it was brought down to 72. They work according to Exhibit W-1 settlement in three teams of eight doffers each and for the three shifts the total being 72. The main changes introduced by Exhibit-*-* W-1 settlement in three teams of eight doffers each and for the three shifts the total being 72. The main changes introduced by Exhibit-W-1 are being 72. The main changes introduced by Exhibit W-1 are the followoing:—(1) The settlement was to be in operation for a trial period of two months; (ii the workload of the doffers was increased from the existing maximum level of 1,800 packages per doffer per eight hour day to a maximum level of 2,700 packages covering in installation of 60 machines (iii) in view of the increased workload and rationalization the management agreed to pay each worker in the doffing section the basic wage of Rs. 58 (inclusive of Wage Board Award) per 26 days working month, the previous wage rate being Rs 40-06 (iv) a scheme of efficiency bonus over a basic efficiency of 92 per cent was introduced. The two other unions representing sections of workers in this mill point out that under the settlement (exhibit W-1) the workload was heavy because the corresponding workload under the Coimbatore Settlement was only 2,00 packages for similar counts. Another point of grievance of the complaining two unions was that the increase in wages was not sufficient and the third point was that the division of the doffers into three teams involved walking longer distances which meant more physcial strain for these labourers.

3 During the pendency of the enquiry, negotiations were set a foot for a fresh settlement and a settlement was actually reached between the two objecting union, viz., The Mettur Mill National Textiles Workers' Union and the Salem District Mill Workers Union and the Management. The Mettur Mill Workers' Union is not a party to the new settlement which is marked Exhibit W-2. The points of difference between the two settlment are following:—

(i) While in Exhibit W-1, the workload is 2,700 packages per doffer day in Exhibit W 2 the workload is reduced to 2,600 packages per doffer day for the same number of 60 machines;

(ii) While under Exhibit W-1 the doffers agreed to work in three teams consisting the eight doffers each in Exhibit W-2 they are to work in four doffing teams each of six doffers;

(iii) in Exhibit W-1, the basic wages was Rs. 58 per working month of 26 days but in Exhibit W-2 the basic wage for the same 26 days working month is Rs. 63/-

(iv) While the agreement, Exhibit W-1 was to be in operation for a period of two months no such period is found in Exhibit W-2, and

(v) While in Exhibit W-2 the management undertook to examine the feasability of reallocating or eliminating the following five items of work mentioned in paragraph 4 of the settlement from the doffer workload, no such undertaking is found in Exhibit W-2.

(a) Sorting of coloured empty pirns.

(b) Cleaning of oil from the floor after scouring.

(c) The collection of empty roving bobbins from the creels.

(d) Readying the bad roving bobbins.

(e) Jockey pulley cleaning.

4. I Shall take up each item of difference seriatim.

(1) Obvisouly the reduction in workload Secured by Exhibit W-2 cannot be a grieavance to any of the workers but should be understood as an advantage gained by the doffers.

(2) The increase in the number of gangs from 3 to 4 far from counting as a disadvantage is really advantage because it means less walking distance and consequent less physical strain on the doffers.

(3) Clearly the rise in the basic wage from Rs. 58 to 63 secured by the second agreement Exhibit W-2 is a benefit to the doffers commensurate with the rise in the workload from 1,800 packages to 2,600 packages. Compared to the rise in wages obtained under the first settlement Exhibit W-1, the doffers not only secured a reduction in workload but also a rise in wages – thus benefiting the doffers both ways.

(4) The grievance that while Exhibit W-1 was to be in operation for two months only Exhibit W-2 does not limit the period of operation to any such period may at first sight appear to be disadvantage to labour but any award of this Tribunal will be in force and valid for one year only and the Government have power to further reduce the period of operation of an award under section 19(3) of the Industrial Disputes Act in suitable cases.

(5) The undertaking given by the Management in Exhibit W-1 to examine the feasibility of reallocation or elimination of five item of work now performed by the doffers, which does not find a place in Exhibit W-2 is not, in my opinion, of sufficient significance to tilt the] scales in favour of Exhibit W-1 taking an overall view of the benefits and disadvantages under the two settlements. In the first place the undertaking was only to examine the feasibility to reallocation or elimination of five items of work. It was not an outright undertaking to eliminate these items of work from the workload of doffers. Some of these items of work may of course be capable of elimination but there is nothing to show that all these odd items of work are entirely unconnected with the work of doffers or that these items of work materially increase the workload so as to affect the strain upon the doflers. The remaining terms of both the settlements are the same. The material gains made by the doffers under Exhibit W-2, viz., less workload, more pay, four doffing terms in the place of three such terms far outweigh the advantages secured by doffers under Exhibit W-1 under two heads, viz., the settlement to be in force for a period of two months and the undertaking of the Management to examine the feasibility of reallocation or elimination of five items of work now done by the doffers.

6. On the whole the grievance of the two Unions, Viz., the Mettur Mill National Textile Workers' Union and the Salem District Mill Workers' Union against the settlement Exhibit W-1 appears to be justified and the modifications of the terms of the settlement W-1 secured to doffers under the settlement Exhibit W-2 are on the whole more advantageous to doffers. I, therefore, accept the settlement Exhibit W-2 as being on the whole fair and just to the doffers and answer issue No. 1 accordingly.

7. Issue No. 2— By the settlement Exhibit W-2, the Management agreed to give full wages and dearness allowance for the period of stoppage of work from 17th to 23rd August 1964 inclusive. My answer to issue No. 2 is in the affirmative I. therefore, pass an award in terms of the settlement Exhibit W-2. That settlement will form an annexure to the award. There will be not order as to costs.

ANNEXURE

Memorandum of settlement.

The parties above named agree to the following terms of settlement :

1. This sestlement shall come into force and be implemented from the 8th March 1965.

2. The workload of the doffing boys will be increased from the existing maximum level of 1,800 packages per doffer per 8-hour day to a maximum level of 2,600 packages per doffer day, and covers an installation of 60 machines.

3. For this agreement, four doffing teams, each of 6 doffers will be employed per shift, the total number of doffers to be 72—

4. In view of the increased workload and rationalisation, the Management will pay the following basic rate :—

Basic wage per 26-Day working month Rs. 63 inclusive of wage Board Award of Rs. 10.

5. Efficiency Bonus.— Under this agreement, the following scales of efficiency bonus will be paid to doffers :

Target efficiency.— 96 13 per cent based on the efficiency calculations as submitted to the Managing Agents and representing the average of twist and weft efficiencies.

Basic efficiency.— 92 per cent based on the efficiency calculations as submitted to the Managing Agents and representing the average of twist and weft efficiences.

Efficiency for bonus. — 4. 13 per cent.

Bonus rate.— Rs. 2. 42 for each 1 per cent above 92 per cent basic efficiency.

Note : (1) For the purpose of this agreement, the doffing gang efficiency bonus will be grouped shiftwise and the efficiencies will be calculated for each shift.

(ii) For the purpose of this agreement, the four doffing terms workload will be allocated to give equitable workload for each team. But there will be no change in the duties of the doffing boys.

6. Those doffers to be made surplus will be on the basis of last to come first to go. No permanent Doffer made surplus will be retrenched, but will be found alternative employment in the Spinning Department or other departments as required.

7. For those doffers made surplus, they will receive wages per 26-day month at the rate of their last three month's average earnings or at the rate of pay for the jobs in which they are employed whichever is higher.

8. Under this agreement, the wages of badlis, T.Cs. and O S employed on A, B and C shift will not be less than the average monthly earnings assessed over a period of three months prior to the 1st January 1965.

9 The Management agrees to give full wages and dearness allowance for the actual period of stoppage of work in August 1964.

10. The parties pray that this Hon'ble Tribunal may be pleased to pass an award in terms of the above settlement.

Memorandum of Settlement under Section 12 (3) of the Industrial Disputes Act, 1947; Arrived at Before Sri T. Ramalingam, B. A., D. S. W. Labour Officer I Madras on 20-4-65.

Name of the Parties :	The Workmen and the Management of The Buckingham & Carnatic Mills, Perambur Barracks, Madras. 12.
Repersenting Employer :	Sri N. S. Bhat, Group Labour Officer, The Buckingham & Carnatic Co. Ltd., Madras. 1.
Representing Workmen :	1. Sri. S. C. C. Anthoni Pillai, President, Madras Labour Union, 136, Strahans Road, Madras. 12.
	2. Sri K. P. Samundeeswaran, Secretary, Madras Labour Union, 136, Strahans Road, Madras 12.
	3. Sri. C. K Narayanan, Secretary, Madras Labour Union, 136, Strahans Road, Madras-12.
Number and broad description of the categories of workmen covered by the	Workmen employed in the Watch & Ward Section of The Buckingham & Carnatic Mills numbering about 376.

Settlement :

Short Recital of the case :

WHEREAS the Madras Labour Union submitted certain demands in their letter No. L. 81/65 dated 3rd March 1965 on behalf of the workmen in the Watch & Ward section of The Buckingham & Carnatic Mills and.

WHEREAS the said demands formed the subject-matter of conciliation by the Labour Officer I Madras and.

WHEREAS through the good offices of the Labour Officer I Madras the said demands were amicably settled,

IT IS HEREBY AGREED between The Buckingham & Carnatic Co. Ltd., and the Workmen of the Buckingham & Carnatic Mills that the demands made by the Madras Labour Union be settled as follows :

Terms of the Settlement :

1. Each Watchmen will be issued for every period of twelve months commencing from 1st April 1965. *three* Khaki drill jackets with open collar, *three* pairs of Khaki drill trousers, *Six* vests and a green beret. They will also be issued a pair of chappals once in six months. 2 Jackets, 2 pairs of trousers 4 vests and a beret have already been issued. The remaining 1 Jacket, 1 pair of trousers and 2 vests will be issued in October 1965.

2. The existing Washing and Shaving allowance of Rs. 3/- (Rupees three) per watchmen per month will be increased to Rs. 6/- (Rupees six) per watchman per month with effect from 1st April 1965.

3. The Watchman will accept and observe the following instructions.

i. Should report for duty 10 to 15 minutes before the commencement of their shift.

ii. (a) They should then fall in for roll call;

(b) They should (1) stand in file according to height.

(2) number and dress;

(3) stand to attention and stand at ease.

(c) Their turn-out will be inspected; and

(d) They will then be detailed for duties.

(e) After dispersal of the parade, they should proceed to their respective posts and relieve the outgoing Watchmen without any delay.

iii. Should report for duty with clean, properly-ironed clothes and must have a daily shave.

iv. Must be clean in person, must wear clean head-wear and foot-wear, must have regular hair-cut and nail-cut, and regularly polish their buttons, badges and foot-wear.

v. **Should not wear unauthorised items with the uniform.**

vi. Should not move about within the Mill premises with unfastened buttons.

vii. Should not leave their posts of duty for answering calls of nature without a reliever.

viii. Should not leave the Mill premises without authority.

ix. Should not remain within the Mill premises after the close of their shift without valid reason acceptable to the Management.

x. Should not take their cycles to posts of duty other than those in Mill Villages but must leave their cycles in the cycle-sheds.

xi. Should not carry with them blankets and sheets when on duty in the Dyehouse.

xii. Should obey instructions given by their superior.

4. The Madras Labour Union representing the workmen of The Buckingham & Carnatic Mills agree to withdraw and hereby withdraw all the demands set out in their letter No. L. 81/65 dated 3rd March 1965 to the Management which are not covered by Clauses 1 to 3 herein except their demand for the issue of a sweater once in two years regarding which the Union reserves the right to raise an Industrial Dispute under the Industrial Disputes Act 1947.

5. This Settlement is without prejudice to the contentions which either party might put forward before the Second Wage Board for the Cotton Textile Industry.

6. This Settlement shall be binding on the parties till 31st December 1967.

DATED at Madras this 20th day of April 1965.

Memorandum of Settlement under section 12 (3) of the Industrial Disputes Act. 1947 Reached before Sri G. Kamalaratnam M. A., B. L., Deputy Commissioner of Labour, Coimbatore on the 12th day of April, 1965.

Parties to the Disputes :	The workers and the management of M. B. D. Motor Service, Arcot.
Representing Management :	Sri S. K. Yusuf Sheriff, s/o. Proprietor. 2. Sri S. Balakrishnan. Vice President, Tamilnad Employers' Guild Madras.
Representing Workmen :	Sri R. Rangaswamy, President. Sri M. Doss, Vice-President, M. B. D. Workers' Union.

Short Recital of the case :

In the Industrial Dispute between the workers and the management of M. B. D. Motor Service, Arcot over the charter of demands dated 27-8-1964 raised by the M. B. D. Workers' Union, a settlement is reached on the following terms in concilisation before the Deputy Commissioner of Labour, Coimbatore.

Terms of Settlement :

Term 1 : Drivers, conductors and Checking Inspectors will be given an annual increment of Rs. 3/- for the first five years and Rs. 4/- for the next five years.

As regards service weightage, one increment will be given to those workmen who have put in less than five years of service and more of service. This weightage will be given with effect from 1-1-1965. The next annual increment will fall due 1-1-1965.

Regarding the other categories of workers the rate of increments will be fixed by the Deputy Commissioner of Labour, Coimbatore. On fixation they will be given weightage on the above basis.

Term 2 : Conversion into Monthly rated category :

Those who have completed one year of service will be placed on monthy rated basis.

Term 3 : Uniforms :

Two sets of uniforms will be given to each worker every year. The supply will be made at the time of Ayutha Puja festival.

Term 4 : Gratuity :

Gratuity will be paid at the rateof 15 days wages for every completed year of service. This scheme will take effect from 15-2-1965. The detailed terms will be decided by the Deputy Commissioner of Labour, Coimbatore.

Term 5 : Batta :

The rates of batta will be increased by 50 paise for Drivers, Conductors and Checking Inspectors with effect from 1-2-1965.

Term 6 : Non-employment cases :

Sri Habbeep, Conductor will be reinstated with effect from 15-4-1965 with continuity of service. The question of paying any back wages to him will be left to the decision of the Deputy Commissioner of Labour, Coimbatore.

Sri Ameer, Driver will not be reinstated but will be paid compensotion at the rate of 15 days wages for each year of service plus notice pay of one month. The case of Sri Khuddus, Conductor is dropped.

Term 7: Back wages for Checking Inspectors:

The Checking Inspectors, Sri Dorairaj, Sri K. A. Palani, Sri K. S. Janakiraman and Sri G. S. Shahabuddin will be paid 50% of the wages for the period of their non-employment.

Term 8: Bonus:

Two and half months basic wages is fixed as bonus for each of the years 1963-64 and 1964-65. The bonus demand for previous years is not pressed. The bonus for 1964-65 will be paid during the Deepavali 1965.

Term 9: All other issues raised in the charter are dropped.

Term 10: All amounts due under this settlement will be disbursed not later than 15-5-1965.

Period of Settlment: This settlement will be effective for period of three years from the date of settlement. During that period no demand involving any financial commitment will be made by the Union except bonus.

Memorandum of Settlement.

Name of parties:

Representing Employees:	Sri M. Mahadevan, Director, Union Co., (Accessories) Private Ltd., Madras.
Representing Employess:	1. Sri R. Rangaswamy, President, Union Company (Accessories) Group Employees Union. 2. Sri M. G. Rangathama, Secretary, Union Company (Acessories) Group Employees' Union.
Number of workers convered by this agreement 146	All Employees except superannuated retired staff and workers who are re-employed, apprentics on stipend or pocket money and those engaged for specific work, period and term.

Recital of Case:

WHEREAS by a letter dated 11-12-1964 the Union made fourteen demands on the Management for revision of scale of pay Dearness allowance, Gratuity. free uniform, incentive schemes, subsidy for the Co-operative Stores. Society and canteen, free supply of milk and increase of leave facilities.

WHEREAS with a view to have an amicable settlement of the dispute the parties had negotiations and discussion and eventually have reached an agreement in the manner set forth herein.

Term of Settlement.

1. It is agreed to raise the minimum wage for Grade IV worker from 13 (thirteen) Paise to 14 (Fourteen) Paise per hour with effect from 1-4-1965.

2. With effect from 1-3-1965 the present D A. of 20 paise per point above 100 points of the Madras City Cost of Living Index will be increased to 22 (twentytwo) paise. The Dearness allowance will be calculated on the index of the month preceding for which the official cost of living index is available.

Term of Settlement.

3. It is agreed to provide permanent workers with three sets of dress for every official year, i. e. from October to September.

Modification to the existing gratuity scheme is now under negotiation between Standard Motor Products of India Employees' Union and the Management. The terms agreed upon will be given effect to from the date of the approval of Agreement by the Commissioner of Income Tax.

5. It is agreed to increase the subsidy to Union Company (Acessories) Group Employees' Co-operative Society from Rs. 50/- to Rs. 150/- per month.

6. With effect from 1-10-1964 the Mazdoors will be placed in the grade of 75-5-100 consolidated, and the question of their absorption as Grade IV worker will be subject to availability of work vacancy and sanction to employ. It is also agreed to give an ad-hoc increase of Rs. 5/- or is equivalent per hour in Paise to Mazdoors, Office Boys and men on consolidated wages consequent on the increase of Dearness Allowance now agreed.

7. Regarding consideration for increase in pay in the case of a worker, who absents for more than 44 days in an official year, besides the agreed formula now being followed, the Management agrees to consider odd cases and decide each such case on its merits, without prejudice to any action that may be taken against such worker under the Standing Orders.

8. It is agreed to provide shoes wherever necessary.

9. The incentive scheme is under process of study. As soon as it is finalised, it is agreed to bring into force.

10. If any of the approved festival holidays fells on Sunday, then the workers will have another substitute holiday.

11. It is hereby agreed that workmen will not raise any demands involving additional financial commitments to the Company during the currenecy of this settlement, except bonus and wages revision by the wage Board.

It is agreed that this agreement shall be valid and binding on the parties for Three Years until 31-3-1968.

Dated at Madras this eighteen the day of May Ninteen hundred and sixty-five.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. JOSHI (L.A).
   Control of industry in India.
   Vora & Co., Bombay. pp. 265. Rs. 15/-.
2. INDIA (Government of -), LABOUR AND EMPLOYMENT (Ministry of-). Report on survey of labour conditions in bolts. nuts, nails, springs and chains factories in India.
   India, 1965. pp. 50. Rs. 3-85/-.
3. DAVID (Saposs. J).
   Case studies in labor ideology : An analysis of labor political and trade union activity as influenced by ideology.
   University of Hawaii. Industrial relations center, 1964. pp. viii + 82.
4. ROLLIN (Simonds. H) and JOHN (Grimaldi. V).
   Safety management accident cost and control.
   Homewood illinois, 1963. pp. x + 597. $. 8.50.
5. MARGABET (Gordon. S).
   Economics of welfare policies.
   London. Columbia University press, 1963. pp. xi + 159.
6. INTERNATIONAL LABOUR ORGANISATION. 49th Session.
   Report of the director – General.
   I. L. O. Geneva, 1965. pp. 35. 50 cents.

IMPORTANT ARTICLES

1. MAHALINGAM (T. R.).
   Absenteeism causes and cures.
   Labour bullitin, N. L. C. Ltd., Neyveli.
   Vol. 2. No. 4. April, 1965.
2. ELLIS O KELLER.
   Good industrial relations.
   Labour bulletin. N. L. C. Ltd., Neyveli.
   Vol. 2. No. 3. March. 1965.
3. RAM LAL.
   Industrial relations in public undertakings.
   Indian worker. Vol. 13. No. 34. May 24, 1965.
4. SANJIVAYYA (D).
   Training of craftmen.
   Indian worker. Vol. 13. No. 32. May 10, 1965.
5. GIUGNI (Gino).
   Recent developments in collective bargaining in Italy.
   International labour review. Vol. 91. No. 4. April, 1964.

NOTIFICATIONS

Appointment of Presiding Officer, Labour, Court, Madurai under Industrial Disputes Act.

(G. O. R. No. 900, Industries, Labour and Co-operation, 27th April 1965.)

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 C. R. Sivaramakrishna Iyer, District Judge, as the Presiding Officer, Labour Court, Madurai, with effect on and from the date on which he joins duty as Presididg Officer of the said Labour Court.

Appointment of certain persons as Inspectors for whole of State of Madras for purposes of Employees' Provident Funds Act.

In exercise of the powers conferred by sub section (1) of section 13 of the Employees' Provident Funds Act, 1952 (Central Act XIX of 1952), the Governor of Madras hereby appoints Sarvashri V G. Nagarajan and K S Ponmayuram to be Inspectors for the whole of the State of Madras for the purposes of the said Act and of any scheme framed there under in relation to establishments other than those specified in sub-clause (i) of clause (a) of section 2 of the said Act.

Amendment to Madras Industrial Employment (Standing Orders) Rules.

(G O. Ms. No. 2205, Industries, Labour and Co-operation (Labour), 23rd April 1965.)

In exercise of the powers conferred by section 15 read with clause (b) of section 2 of the Industrial Employment (Standing orders) Act, 1946 (Central Act XX of 1946), the Governor of Madras hereby makes the following amendment to the Madras Industrial Employment (Standing Orders) Rules, 1947 published with the late Development Department Notification No. 47, dated the 10th November 1947, at pages 229-234 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 9th December 1947, as subsequently amended, the same having been previously published as required by sub-section (1) of the said section 15.

AMENDMENT

In the said rules, after rule 6-C, the following rule shall be inserted namely :—

"6-D (1) Any person desiring to prefer an appeal in pursuance of sub-section (1) of section 6 shall draw up a memorandum of appeal setting out the grounds of appeal and forward it in quin uplicate to the apple̱llate authority accompanied by a certified copy of the standing orders, amendments or modifications, as the case may be.

(2) On receipt of the appeal under sub-rule (1), the appellate authority shall fix a date for hearing the appeal and direct notice thereof to be given to the appelant; and

(a) Where the appeal is filed by a workman or the employer to the trade unions of the workmen of the industrial establishment and where there are no such trade unions, to the representatives of the workmen elected under rule 6 or, as the case may be, to the employer.

(b) Where the appeal is filed by a trade union, to the employer and all the other trade unions of the workmen of the industrial establishment;

(c) Where the appeal is filed by the representatives of the workmen, to the employer and any other workman whom the appellate authority joins as a party to the appeal.

(3) After giving the parties an opportunity of being heard on the date fixed under snb-rule (2) the appellate authority shall confirm the standiag orders, amendments or modifications as certified by the Certifying Officer, or amend or modify the standing orders, amendments or modifications, as the case may be.

(4) The appeliant shall furnish each of the rependents with a copy of the memorandum of appeal.

(5) The appellate authority may at any stage call for any evidence it considers for the disposal of the appeal.

(6) On the date fixed sub rule (2) for the hearing of appeal, the appellate authority shall take suchevidence as it may have ctlled for or considers to be relevant."

Constitution of Madras City Civil Court as an Employees' Insurance Court under Employees' State Insurance Act.

G. O. Ms. No. 1969, Industries, Labour and co-operation (Labour), 6th April 1965.)

II-I No. 1899 of 1965.

In exercise of the powers conferred by sub-section (1) of section 74 of the Employees' State Insurance Act 1948 (Central Act XXXIV of 1948) read with the proviso to rule 4 of the Madras Employees' Insurance Courts Rules, 1951, and in supersession of the Industries, Labour and Co-operation Department Notification II-I No. 2 82 of 1960, dated the 21st November 1960, published at page 877 of Part II– Section 1 of the Fort St George Gazette dated the 7th December 1960, the Governor of Madras hereby constitutes the Principal Judge and Additional Judge of the City Civil Court, Madras, as the Employees' Insurance Court for the purpose of the said Act for the local areas specified below :—

I. The area within the Corporation limits of the City of Madras.

II. The following revenue villages in Saidapet taluk, Chingleput District :

(a) Tiruvottiyur,
(b) Vilivakkam,
(c) Korattur,
(d) Saligramam
(e) Virugambakkam
(f) Valassapakkam
(g) Ambattur.
(h) Pallavaram
(i) Pammal (Chromopet)
(j) Adambakkam
(k) Nandambakkam
(l) St. Thomas Mount.
(m) Velachari.
(n) Padi.
(o) Kakapallam.
(p) Kathirvedu.
(q) Polal.
(r) Velakkupattu.
(s) Erukkanjeri.
(t) Kodunaiyur
(u) Thiruvanmiyur.

III. Vandalur revenue village of Chingleput taluk of the Chingleput District.

VI. Ennore revenue village of Ponneri taluk of the Chingleput district,

V. The following revenue villages in Sriperumbudur taluk of the Chingleput District :—

(a) Paruthipattu.
(b) Thandarai.
(c) Vilinjiambakkam.
(d) Cherancheri
(e) Paleripattu.
(f) Veeraraghavapuram
(g) Kaduvetti

Constitution of Central Board of Trustees, under Employee's Provident Funds Act.

The following notification of the Government of India Department of Social Security, dated New Delhi, the 1st April 1965, is republished :—

S O No. 1156 In exercise of the powers conferred by sub-section (i) of section 5-A of the Employees' Provident Funds Act, 1952 (Central Act 19 of 1952), and in supersession of the notification of the the Government of India in the Late Ministry of Labour No. S. R. O. 1961, dated the 31st October 1952, the Central Government hereby constitutes with effect from the 1st April 1965, the Central Board of Trustees consisting of the following persons namely:—

CHAIRMAN

1. The Secretary to the Government of India, Department of Social Security, New Delhi.

MEMBERS

Officials of the Central Government :—

2. Shri N. N. Chatterjee, Joint Secretary to the Government of India, Ministry of Labour and Employment, New Delhi.
3. Shri Shah Aziz Ahmad, Deputy Secretary to the Government of India, Department of Social Security, New Delhi.
4. Shri K. J. George, Deputy Secretary to the Government of India, Ministry of Industry and Supply, New Delhi.
5. Shri K. Sankaran, Deputy Secretary to the Government of India, Ministry of Finance, New Delhi.
6. Shri B. S. Bhatnagar, Under Secretary to the Government of India, Ministry of Steels and Mines, New Delhi.

Officials of the State Governments :—

7. The Commissioner of Labour, Government of Andhra Pradesh, Hydrabad.
8. The Secretary to the Government of Bihar, Department of Labour and Employment, Patna.
9. The Deputy Secretary to the Government of Gujarat, Education and Labour Department, Ahmedabad.
10. The Commissioner of Labour, Government of Kerala, Trivandrum.
11. The Commissioner of Labour, Government of Madhya Pradesh, Baibag Indore.
12. The Joint Secretary to the Government of Madras (Labour and Transport), Department of Industries, Labour and Co-operation, Madras.
13. The Secretary to the Government of Maharashtra, Industries and Labour Department, Bombay.
14. The Secretary to the Government of Mysore, Public Health, Labour and Municipal Administration Department, Bangalore.
15. The Commissioner of Labour, Government of Utter Pradesh, Kanpur.
16. The Secretary to the Government of West Bengal, Labour Department, Calcutta.

Representatives of Employers appointed by the Central Government in consultation with the Organisation of Employers :—

17. Shri Surotiam, P. Huthessing, Shahihag, Ahmedabad.
18. Shri M. M. Varghese, Messrs A. V. Thomas and Company Limited, Post Box No 47, Alleppey, Kerala.
19. Shri M. P. Merchant, "Woodlands", Peddar Road, Bombay.
20. Shri M. V. Arunachalam, Messra Carborundum Universals, Limited, No. 52/53, Jehangir Street, Madras.
21. Shri Gopikisan Piramal, Morarjee Goculdas Spinning and Weaving Company Limited, Dr. Ambadkar Road, Parel, Bombay-12.
22. Shri M. Ghose, Labour Adviser, Bengal Chamber of Commerce and Industry, Royal Exchange, Netaji Subhas Road, Calcutta-1.

Representatives of Employees appointed by the Central Government in Consultation with organisations of the Employees.

23. Shri K T K Thangamani, Secretary, All-India Trade Union Congress, Pudunagar Colony, Tirumangalam, Madurai district, Madras.
24. Shri Kisan Tulpule, General Secretary, Mill Mazdoor Sabha, Patel Terrace, Parel BomPay-12.
25. Shri V V Dravid, Vice-President, Indian National Trade Union Congress, Shram Shibir, Sheblatagani, Indore.
26. Shri Kali Mukherjee, President, Indian National Trade Union Congress Bengal Branch, No 177-A, Acharya Jagdish Bose Road, Calcutta-14.
27. Shri N. S. Deshpaande, C/o Rashtriya Mill Mazdoor Sang, Parel Tank Road, Parel, Bomby-12.
28. Shri Copeshwar, General Secretary Asansoi Iron and Steel Workers Union, Bari Manzil, P. O. Burnpur district. Burdwan, West Bengal.

Exemption of all beedi industrial premises from certain provisions of certain sections of Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act.

(G. O. Ms. No. 1951, Industries, Labour and Co-operation (Labour) 5th April 1965)

In exercise of the powers conferred by section 40 of the Madras Beedi Industrial Premises (Regulation of Condition of Work) Act, 1958 Madras Act XXXII of 1958), the Governor of Madras hereby exempts all the beedi industrial premises in the State and the employees employed therein from the provisions of sections 18, 21, 26, 27 and 31 of the said Act for a further period of one year from 30th November 1964.

Order under Defence of India Rules relating to Strikes and lock-outs in Air Transport Industry

The following Order of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 1st May 1965, is republished :—

S. O. 1426 —Whereas in the opinion of the Ceneral Government it is necessary and expedient so to do for securing the defence of India and for maintaining supplies and services essentail to the iife of the community ;

Now, therefore, in exercise of the powers conferred by clauses (a) and (b) of sub-rule (1) of rule 126, of the Defence of India Rules, 1962, the Central Government hereby makes the following order, namely :—

(1) No person employed in any undertaking engaged in the transport or carriage of passengers or goods by air, shall go on strike in connection with any industrial disputes :—

(a) Without givieng to the employer notice of strike within six weeks before striking ; or

(b) Within fourteen days of giving such notice ; or

(c) Before the expiry of the date of lock-out specified in any such notice as aforesaid ; or

(d) during the pendency of any conciliation proceedings before a Conciliation Officer and seven days after the conclusion of such proceedings ; or

(e) during the pendency of any arbitration proceedings before an arbitrator and two months after conclusion of such proceedings.

(2) No employer of any undertaking engaged in the transport or carriage of passengers or goods by air, shall lock-out any of the the workmen in connection with any industrial dispute :—

(a) Without giving them notice of lock-out within six weeks before lockout ; or

(b) within fourteen days of giving such notice ; or

(c) before the expiry of the date of lockout specified in any such notice as aforesaid ; or

(d) during the pendency of any conciliation proceedings before a Conciliation Officer and seven days after the conclusion of such proceedings.

(e) uring the pendency of any arbitration proceedings before an arbitrator and two months after the conclusion of such proceedings.

(3) During the period when these orders are in force, status quo shall be maintained with regard to the wages and other conditional of service including ranking of flight navigators and flight engineers, in the cock-pit, unless they are varied by a settlement or by an awa d of a Labour Court, Tribunal or National Tribunal,

(4) If, on any date, an employer receives from any person employed by him any not ce of Strike or gives to any person emp oyed by him any notice of lock-out, he shall within five days thereof report to the appropriate Governament or to such authority as that Government may specify the number of such notices received or given on that date.

(5) The notice of strike or lock-out referred to in this order shall be given by such number of pers ns to such person or persons and in such manner as has been or may be prescribed for such notices in pursuance of the provisions of section 22 of the Industrial Disputes Act, 1947 (14 of 1947).

Recognition of Diploma or certificate in Social Work awarded by certain institutions under Madras Factories (Welfare Officers) Rules.

(G. O. Ms. No. 2344, Industries, Labour and Co-operation (Labour), 29th April, 1965)

Under the second paragraph of Sub-rule (b) of rule 4 of the Madras Factories (Welfare Officers) Rules, 19 3, the Governor of Madras hereby recognizes for the purpose of that parrgraph, the diplomas o certificates in Social work specified in column (1) pf the Table below awarded by the Institutions specified in the corresponding entries in column (2) thereof, in addition to the diplcmas already recognised in the Industries, Labour and Co-operation Department Notification II-I No. 5944 of 1963, dated the 8th October 1963, at page 2659 of Part II-Section I of the Fort St. Geore Gazette, dated 20th November, 1963,

THE TABLE,

Diplomas or certificates (1)	Institution (2)
1. Post Graduate diploma in Social Service.	St. Xavier College, Ranchi.
2. Post graduate diploma in Social Service.	Indian Institute of Social ordes. Poona.
3. (i) Master of Applied Socialogoy (ii) Diploma of Labour Training Course (iii) Diploma of the Social Science Class	Kashi Vidyapith, Varanasi.
4. Diploma in Industrial phychology and Industrial phychology and Industrial Relations.	Indian Institute of Technology, Kharagpur.
5. Diploma in Social Study.	Edinburgh University.
6. Certificate in Industrial Management.	Royal College of Science and Technology, Glasgow.
7. Diploma in Social Science	University of College of South Wales and Monmothshire (University of Wales Cardiff.
8. Certificate in Personal Management.	Glasgow School of Management Studies, Glasgow.
9. Certificate in Personnel Management.	Mancestor Municipal College, of technology, Manchestor.
10. Diploma in Personnel Management.	Manchestor College of Industrial Administration, University of Manchestor.
11. Diploma in Personnel Management.	Victoria University of Manchester,
12. Diploma In Personnel Administration	London School of Economics and Political Science.

Recommendations of Central Wage Board for rubber plantations

Resolution. (dated the 4th March 1965)

No WB. 3(3)/65: The Central Wage Board for rubber plantations Industry, Act up by the Government of India by their Resolution No WB. 3(5)/61-2 dated the 7th July 1961 has made recommendations, as shown in the appendix, in regards to the wage structure of the field and factory workers

2. Government have decided to accept the Wage Board's recommendations and to request the employers to implement the same as early as possible.

Central Wage Board for Rubber Plantation Industry.

The Central Wage Board for Rubber Plantation Industry has reached unanimous conclusions about the wage rates of field and factory workers that should prevail in rubber plantation industry for five years with effect from 1st May 1964. The Board has taken decisions in respect of certain other incidental matters too; but the Board is not in a position to finalise its report as wages of clerical, medical, teaching staff, supervisors, etc. employed in rubber plantations have yet to be settled. The Board will therefore require some more time to submit its report to Government. In the meanwhile, the cost of living has increased The Central Wage Board for Tea Plantations industry has granted a second interim wage increase with effect from 1st May 1964 for ten workers in the South. This Board has not recommended a second interim increase, as it was finalising the wage structure to have effect for five years. Labour working in Cofee Plantations have also not increased wages as a result of the recommendations of the Central Wage Board for Coffee Plantation Industry. As this Board has also decided to recommend higher wages to the benefit of its recommendations should be made available immediately to the field and factory workers in rubber plantations. Accordingly, the Board recommends the following daily wage rates for the workers in rubber plantations industry from 1st May 1964—.

(a) Kerala and Madras.

(1) Wage of the time rated field workers should be as under :—

Men	Rs.	2	10
Women	Rs	1	20
Adolescents.	Rs.	1	31
Children.	Rs.	1	05

(2) Wages of factory workers should be as under :—

Men.	Rs.	2	30
Women.	Rs.	1	95
Adolescents.	Rs.	1	44

(3) Piece rates and fall back wages for tappers :—

(a) for the purpose of piece rates, rubber estates should be classified into undermentioned seven classes depending upon the yield per acre for the provious year.

Class	Yield			
I	Upto	110 Kg		
II	More than	110 Kg	upton	180 Kg.
III	,,	180	,,	270 Kg.
IV	,,	270	,,	360 Kg.
V	,,	360	,,	450 Kg.
VI	,,	450	,,	540 Kg.
VII	,,	540		

(b) The Standard out put that should be co-related to the classification mentioned in (a) should be as follows :—

Class	Standard daily output per tapping block
I	1½ Kg.
II	3 Kg.
III	5 Kg.
IV	7 Kg.
V	10 Kg.
VI	12½ Kg.
	15 Kg.

(c) The tapping block for ordinary tapping system should be as under :—

(i) 250 trees where stand per acre is 100 or below :

(ii) upto 300 trees in other cases as at present.

(d) The tappers should be paid a fall back wage of Rs. 1.04 and in addition to it they should be paid wages depending upon their output at the rates mentioned below :—

Calass	Rate in paise per ½ Kg. upto standard output.	Rate in paise per Kg for output above the standard output :—
I	39	7
II	20	7
III	13	8
IV	09½	8
V	8.3	10
VI	6.64	10
VII	5.5	10

(B) Mysore.

(1) The wages of time rated field workers should be as under :—

Men	...	Rs. 1.80.
Women	...	Rs. 1.40.
Adolescents	...	Rs. 1.10.
Children	...	Rs. 0.90.

(2) The wages of factory workers should be as under :—

Men	...	Rs. 1.90
Women	...	Rs. 1.50
Adolescents	...	Rr. 1.15

(3) Piece rates and fall back wages for Tappers:

For the purpose of piece rates, classification of rubber estates standard output co-related to the classification and the rates of wages of piece rated tappers depending upon their output should be the same as mentioned in the case of Madras and Kerala States, except that the fall back wage in Mysore State should be Rs 0.74 per day.

The Board's recommendations regarding wages of labour for subsequent years will be included in the Board's final report.

Recommendations of Central Wage Board for non-journalist employees for grant of Interim relief to non-journalist employees of newspaper establishments.

The following Resolution of the Government of India, Ministry of Labour and Employment, dated 9th April, 1965, is republished :—

WB. 17(13)/54.—The Central Wage Board set up by the Central Government by their Resolution No WB 17(2)/63, dated 25th February, 1964, has made recommendations, as shown in the appendix, for grant of interim relief to the non journalist employees of newspaper establishments.

2 The Wage Board has also given the following clarification in regard to its recommendations :

(1) The classification of newspapers referred to in clause 1 of the recommendations of the Board, regarding interim relief is based on the recommendations of the Working Journalists Wages Committee.

(2) Reference to Rs 50 in clause 3 of the said recommendations is to the consolidated wage including basis wage, dearness allowance and other allowances.

(3) In the case of group multiple and chain newspapers of different class in the same establishments the non journalists employees should be given interim relief equal to the average of the qantum of the interim relief recommended for the different classes of newspapers in the said establishments

(4) Non journalist employees of the newspaper establishments would mean all those employees of such establishments who are not working journalists as defined under Section 2 (f) of Working Journalists (Conditions of Service and Miscellaneous Provisions Act, (1955).

5. Government have decided to accept the recommendations of the Wage Board and to request the concerned employers to implement the same as early as possible.

APPENDIX

Central Wage Board for Non-Journalist Employees. The All-India Newspaper Employees Federation and the Federation of Press Trust of India Employees' Association have raised to demand for grant of interim relief to the Non-Journalist Employees of newspaper establishments. The demand was also raised by about a dozen associations of Non-Journalist employees. The Government of India in the Ministry of Labour and Employment modified the terms of Ministry of Labour and Employment modified the terms of reference wide notification No WB 17(4)/6 , dated 7th October, 1964, specifically mentioning consideration of the demand for grant of interim relief as one of the terms of reference The detailed statement of claim of the employees was forwarded to the Central Organizations of Employers for comments. Information in an approved proforma regarding category of non-jounalist employees and their wages, financial position of the newspaper establishment, reserved, borrowings, net profit, etc , was called for from various units claswise representing a fair cross section of the Industry. The matter was finally considered by the Board in its meeting held in Bombay on the 12th December, 1964 Taking into consideration the abnormal rise in the prices, and after cursorily examining the question of the capacity of the Industry to pay the Board unanimously passed the following resolution :—

RESOLUTION

On the question of interim relief, the Board unanimously resolved that :

(1) The interim relief on the following basis should be granted to non-journalist employees of the newspaper establishments :

(i) for 'A' and 'B' class Newspapers a flat relief of Rs. 15 per month;

(ii) for 'C' class Newspapers a flat relief of Rs. 10 permonth :

(iii) for 'D' Class Newspapers a flat relief of Rs. 7.50 per month;

(iv) for 'E' and 'F' class Newspapers a flat relief of Rs. 5 per month;

(2) This interim relief should be payable to Non-Journalist employees with effect from 1st May 1964.

(3) The above recommendation are subject to the condition that in no newspaper establishments a non-Journalists Employee, after taking into account the interim relief recommended, above should get less than Rs. 50 per month.

(4) This interim relief shall be payable to Non-Journalists Employees drawing a salary up to Rs. 750 per month with marginal adjustment.

5

(5) If there be any agreement in force on the 1st May 1964, between the Newspaper Establishments and their employees stipulating grant of interim relief, subject to adjustments after recommendations of Wage Board are brought into force, those agreements shall stand. If the interim relief already granted is less than recommended above, the Non-Journalist Employees concerned shall get the difference of the two and if it is more than that recommended above than they shall continue to get the interim relief already granted to them.

Amendments to Employees' State Insurance (General) Regulations.

The following notifications of the Employees' State Insurance Corporation (Department of Social of Security), dated, New Delhi, the 23rd January 1965, are republished :

In exercise of the powers conferred by section 97 of the Employees' State Insurance Act 1948 (34 of 1948) the Employees' State Insurance Corporation hereby makes the following further amendments in the Employees' State Insurance (General) Regulations, 1950, the same having been previously published as required by sub-section (1) of the said section, namely :

In the said regulations—

1. After the existing proviso to sub-regulation ( ) of regulation 10, the following proviso shall be inserted :

" Provided further that where for an area administered by the Union Government there is . o Council of Ministers, the Chairman of the Corporation may nominate such other persons, as he may deem fit, to be the ex-officio Chairman and ex-officio Vice-Chairman of the Regional Board, under clauses (a) and (b) above ".

2. After regulation 96, the following regulation 96-A shall be inserted :

" Regulation 96-A Reimbursement of expenses incurred in respect of medical treatment —Claims for reimbursement of expenses incurred in respect of medical treatment of insured person and (where such medical benefit is extended to his family) his family may be accepted in circumstances and subject to such conditions as the Corporation may be covered or special order specify ".

3. In regulation 98, in clause (ii), the words " Other than tuberculosis, leprosy, mental and malignant diseases " shall be omitted;

For clause (iii), the following may be substituted :

"(iii) Who has been under medical treatment for tuberculosis, leprosy, mental or malignant diseases or fracture of lower extremity, duly certified in accordance with these regulations after the employee has been under such treatment for a continuous period of twelve months or more notwithstanding the provisions of clause (i) and (ii)".

4. For Forms 12, 13, 14, 22 and 24 appended to the regulations, the following shall be substituted :—

FORM 12.

Employees State Insurance Corporation

(*Regulation 63*):—*Sickness or temporary disablement benefit* (*claim for benefit*)

I Insurance No. hereby state that because of sickness/temporary disablement, I have not been at work since

*I no longer claim to be sick/temporatily disabled from

and I $\frac{\text{shall}}{\text{did}}$ not take up any work for remuneration before that day.

I claim benefit accordingly. I desire payment $\frac{\text{In cash at Local Office.}}{\text{by Money Order.}}$

Present employer (if changed) Department

Present address, (if changed) Signature or thum-impression

Dated Local Office

*Strike out if not applicable.

Important :—

1. Any person who makes a false statement or representation for the purpose of obtaining benefit whether for himself or for some other person renders himself liable to prosecution.

2. This form should be completed and sent without delay to the appropriate Local Office.

3. A final certificate must be obtained before resumming work,

FORM 13.

Employees State Insurance Corporation

(*Regulation 63*):—*Sickness or temporary disablement benefit* (*claim for benefit*)

I Insurance No. declare that, because of sickness/temporary disablement, I have not been at work since the date mentioned in the First/Last certificate sent to you.

I claim benefit accordingly. I desire payment $\frac{\text{in cash at Local Office,}}{\text{by Money Order}}$

Present address. (if changed)

Date Signature or thumb-impression

Local office.

Important—

1. Any person who makes a false statement or representation for the purpose of obtaining benefit whether for himself or for some other person renders himself liable to prosecution.

2. This form should be completed and sent without delay to the appropriate Local Office.

3. A final certificate must be obtained before resuming work.

FORM 14,

Employees State Insurance Corporation

(*Regulation 63*): -*Sickness or temporary disablement benefit* (*claim for benefit*)

I Insurance No. declare that, because of sickness/temporary disablement, I have not been at work since the date mentioned in the First/Last certificate sent to you.

I no longer claim to sick/temporarily disabled from , and I shall not take $\frac{}{\text{did}}$ up any work for remuneration before that day. I claim benefit accordingly. I desire payment in cash at Local Office/by Money Order.

Present addres, (if changed) Signature or thumb-impression

Local office.

Important—

1. Any person who makes a false statement or representation for the purpore of obtaining benefit whether for himself for some other person renders himself liabte to prosecution.

2. This form should be completed and sent without delay to the appropriate Local Office.

FORM 22.

Employees State Insurance Corporation

(*REGULATION 88 and 89*)—*Claim for maternity benefit.*

I Insurance No.
hereby claim Maternity, Benefit from I hereby
declare that I have ceased/shall cease to work for remuneration with effect from that date.
Present employer, (If changed)

Department:

Present employer, (if changed) Signature or thump-impression

Date: Local Office.

Important—

1. Any person who makes a false statement or representation for the purpose of obtaining benefit whether for oneself or for some other person renders onself liable to prosecution.

2. No work for remuneration should be taken up during the period for which Maternity Benefit is being or is to be claimed. Notice of resumption of work in Form 24 must be sent before any work is taken up,

FORM 24.

Employees State Insurance Corporation

NOTICE OF WORK (*Regulation 91*) *Maternity Benefit.*

I Insurance No.
do hereby give notice that I have taken/shall take up work for remuneration from
I have drawn maternity benefit only up to

Date Signature or thumb-impression

Present address, (if changed) Local Office.

(No. Genl./Amend./16)

In exercise of the powers conferred by section 97 of the Employees' State Insurance Act, 1948 (34 of 1948), the Employees' State Insurance (General) Regulations, 1950, the same having been previously published as required by sub-section (1) of the said section, namely :—

In sub-regulation (3) of regulation 103-A, the words "Pamplegias and hemiplegias, chronic congestive heart failure, immature cataract with vision 6/60 or less in the affected eye, anaemias like severe haemolytic, dys aemopoetic and aplastic anaemia. chronic failariasip with obstructive syndrome, cirrohosis of liver with ascitis, non specific ulcerative colitis and lung abscess", shall be inserted after the words 'fracture of lower extremity not caused by employment injury' wherever they occur.

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 for the month of April, 1965.

Sl. No. (1)	*Name of the Establishment.* (2)	*Date of settlement.* (3)	*Points of disputes.* (4)	*Terms of Settlement.* (5)
1.	Devan estate, Devarshola post.	9—4—65	Non-employment of a worker.	The management agreed to reinstate the worker with effect from 8-4-65 subject to the conditions mentioned in settlement.
2.	Rajalakshmi Motor service, Ootacamund.	12—4—65	Demand for Bonus for 1963–64 and 64-65.	The management agreed to pay bonus to the workers for the years. 1963–64 and 1964-65 as per the terms of settlement.
3.	-do-	14—4—65	Grievances of a driver.	The management agreed to pay Rs. 1450/– to the driver in full and final settlement of all his claims.
4.	Greenacres Estate, Naduvattam Post.	15—4—65	Dismissal of a worker bonus for 1963-64.	The management agreed to pay Rs. 700/- to the dismissed worker in full and final settlement of all his claims They also agreed to pay Rs. 35/– each to the workman as an exgratia payment towards bonus for 1963 and 1964.
5.	Madura Mills Co. Ltd., Madurai.	1—4—65	Certain demands.	The management agreed to pay the wage Board increase of Rs. 10/– to a worker, supply one pair of shoes to seven Hydrant department fitters, etc., as per the settlement.
6.	Garlton Hotel, Madurai.	5—4—65	Supply of food free of cost.	The management agreed to supply 2 meals and [illegible] tea (with bread) to each of the workmen every day subject to the conditions mentioned in the settlement.
7.	Sethuram Weaving Mills, Madurai	12—4—65	Demand for 1964-65.	The management agreed to pay bonus for 1964–65 as per the terms of the settlement.

(1)	(2)	(3)	(4)	(5)
8.	Prakash Industries, Madurai.	12—4—65	Non-employment of a worker.	The management agreed to pay Rs. 250/- to the worker in full and final settlement of all his claims.
9.	Kothandarama Weaving Mills, Ramanad Road, Madurai.	14—4—65	Bonus for 1964-65.	The management agreed to pay bonus for 1964-65 as per the terms of the settlement.
10.	Krishna Iron works, Madurai.	14—4—65	Revision of wages.	The management agreed to pay the revised wages to workers as per the settlement.
11.	M. K. A. Chinnasamy Nadar & Co. Rice Mills, Madurai.	20—4—65	Non-employment of two workers.	The management agreed to pay the workers the amounts due to them as per the settlement in full and final settlement of all their claims.
12.	G. N. Chakrapany chetty & Sons (P) Madurai.	19—4—65	Increase in wages and Dearness Allowance	The management agreed to increase the rate of existing Dearness allowance Rs 6/-
13.	Mysindia Company, Madurai.	24—4—65	Certain demands.	The management agreed to increase the wages of the workers as per the settlement subject to the conditions mentioned therein.
14.	Sri Lakshmi vilas Press, Dindigul.	27—4—65	Non-employment of a worker.	The management agreed to pay Rs. 250/- to the worker in full and final settlement of all his claims.
15.	Palace cafe, Madurai.	30—4—65	Increase in wages.	The management agreed to grant an increase Rs. 3/- in the existing rates of wages of the workers with effect from 1-4-65
16.	Certain Printing Presses in Trichy.	31—3—65	Certain demands.	The managements agreed to pay Dearness allowance at the increased rate, annual increase, etc, as per the terms of the settlement
17.	Sri Kamakshiamman Motor Service, Vrudhachalam.	21—4—65	Certain Demands.	The management agreed to pay bonus for 1963-64 and 1964-65, supply uniforms to workers, issue service cards etc. as per the terms of the settlement.

(1)	(2)	(3)	(4)	(5)
18.	Vetrivel Press, Cuddalore.	27—4—65	Increase in wages; Bonus for 1965-66 and 1967	The Management agreed to increase the wages of four workers' pay bonus during Deepavali festival occurring in 1965, 1966 and 1967, at the rates mentioned in the settlement.
19.	Hindustan Lever Ltd., Tiruchirapalli.	23—4—65	Certain Demands.	The Management agreed to revise the rate of Provident Fund Contribution, Cycle Allowance, Franking Machine Operator's allowance. etc as per the terms of the settlement.
20.	Sri Ahmadulla Khan (Lorry Owner) Salem.	29—3—65	Non-employment of a Driver.	The management agreed to pay Rs. 550/- to the driver in full and final settlement of all his claims.
21.	A. T. Thandayuthan Oil Mills, Salem.	12—4—65	Non employment of a worker	The management agreed to pay Rs 70/- to the worker in full and final settlement of all his claims.
22.	Salem Co-operative Sugar Mills Ltd., Mohanur.	23—4—65	Payment of wages to workers caneyard for one day on 16-1-65	The Management agreed to pay lay off wages as per rules.
23.	-do-	23—4—65	Non-employment of a worker.	The Management agreed to pay 2 months wages as compensation to the worker in full and final settlement of all his claims (excepting overtime wages if any).
24.	C. T. Transports, Namakkal.	28—4—65	Certain demands.	The Management agreed to give annual increments, uniform allowance etc as per the settlement
25.	Sri Subramaniaswami Rice and Oil Mill, Dharmapuri.	29—4—65	Non employment of a worker.	The Management agreed to pay Rs 325/- to the worker in in full and final settlement of all his claims.
26.	Sri Kandan Service, Salem.	20—4—65	Leave with wages.	The Management agreed to give leave with wages as per the settlement.
27.	Bangalore Biriani Hotel, Coimbatore.	1—4—65	Gratuity scheme.	The Management agreed to introduce a gratuity scheme as per the terms of the settlement.

(1)	(2)	(3)	(4)	(5)
28.	K. N. M Narayana Mudaliar Gunny Mundy, Mettupalayam.	30—4—65	Certain demands.	The management agreed to make permanent workers and enhance the weekly consolidated wages as per the terms of the settlement.
29.	Mumtaj Beedi Factory, Vellore.	8—4—65	Non-employment of a worker.	The Management agreed to pay Rs. 110/- to the worker (over-and above Rs 89/- which is due by him to the management) in full and final settlement of all his claims.
30.	Sri Lakshmi Saraswathi Motor Service, Sri Lakshmi Saraswathi Roadways and Sri Paranthaman Transport, Gudiyatham.	15—4—65	Certain Demands.	The management agreed to revise the scales of pay introduce gratuity scheme etc. as per the terms of the settlement.
31.	Palkulam Salts (P) Ltd., Variyur.	27—4—65	Bonus for the year ending 16th August 1964.	The Management agreed to pay bonus to the workers as per the terms of the settlement.
32.	Nurjahan Tea Supplying Co.,	26—4—65	Retrenchment of 10 workers	The Management agreed to pay compensation to the retrenched worker as per the terms of the settlement.
33.	Nurjahan Tea Supplying Co., Tuticorin.	26—4—65	Increase in wages.	The Management agreed to give increase in wages to the workers as per the terms of the settlement.
34.	Khaja Beedi, Melapalayam.	29—4—65	Certain Demands.	The Management agreed to give wage increase, reinstate a worker, etc. as per the terms of the settlement.
35.	Nirmala Industries, Mettupalayam Road, Coimbatore-2	5—4—65	Bonus for the year ended 30-9-64.	The Management agreed to pay bonus to workers subject to the conditions mentioned in the settlement.
36.	Nirmala Engineering Works, Coimbatore. 2.	5—4—65	-do-	-do-
37.	Nirmala Industries, Mettupalayam Road, Coimbatore 2.	6—4—65	Certain demands.	The Management agreed to pay increase in wages as per the terms of the settlement.

(1)	(2)	(3)	(4)	(5)
38.	Eastern Electrical Co. (P) Ltd., Coimbatore.	7—4—65	Non-employment of certain workers.	The Management agreed to pay Rs. 1050/- to the workers in full and final settlement of all their claims.
39.	Balasubramania Foundry, Patel Road, Coimbatore.	8—4—65	Certain Demands.	The Management agreed to grant annual increment, revise the rates of Dearness Allowance, introduce gratuity scheme etc. as per the terms of the settlement.
40.	Ganapathy Engineering Manufacturers (P) Ltd., Ganapathi Post, Coimbatore.	8—4—65	Certain Demands.	The management agreed to introduce scales of wages, revised the rate of Dearness Allowance etc. as per the terms of the settlement.
41.	Natesar Spinning and Weaving Mills (P) Ltd, Erode.	27—4—65	Non-employment of a worker.	The management agreed to take the worker as new entrant from 1. 8. 65.
42.	Lakshmi Mills Co. Ltd., Coimbatore.	28—4—55	Certain Demands.	The Management agreed to pay occupational wages, issue permanent tickets to certain workers, etc. as per the terms of the settlement. Both the parties also agreed to refer certain issues to the informal arbitration of the of the Deputy Commissioner of Labour, Coimbatore.
43.	Anandakumar Mills Ltd., Sivaramapatti, Coimbatore.	29—4—65	Non-employment of two workers.	The Management and the union agreed to refer the issue in dispute to the informal arbitration of the Deputy Commissioner of Labour, Coimbatore and to abide by his decision.
44.	United Bleachers, Mettupalayam.	29—4—65	Non-employment of a worker.	The parties to the dispute agreed to refer the issue in dispute to the informal arbitration of the Deputy Commissioner of Labour, Coimbatore.
45.	Engineering and Industrial Foundry Company, Coimbatore. 9.	30—4—65	-do-	The management agreed to pay Rs. 367/- to the worker in full and final settlement of all his claims.
46.	Textool Co. Ltd., Branch-III, Singanallur.	30—4—65	-do-	The management agreed to pay Rs. 500/- to the worker in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
47.	Eltex Engineering Corporation (P) Ltd., Ganapathi, Coimbatore.	30—4—65	Certain demands.	The management agreed to give annual increment. Dearness allowance, etc. as per the terms of the settlement.
48.	City Transport (P) Ltd., Coimbatore.	5—4—65	Recovery of advance paid to workers.	The dispute was settled as per the terms of the settlement.
49.	Rajalakshmi Mills Ltd., Singanallur.	9—4—65	Certain Demands.	-do-
50.	Lakshmi Mills Co. Ltd., Palladam, Coimbatore.	3—4—65	Non-employment of a worker.	The parties to the dispute agreed to refer the issues in Deputy Commissioner of Labour, Coimbatore for his informal arbitration and to abide by his decision
51.	Tamil Thenral Press, Virudhunagar.	3—4—65	Increase in wages.	The management agreed to give wage increase as per the terms of the settlment
52.	The Lotus Match Works, Sivakasi.	21—4—65	Non-employment of a worker.	The Management agreed to reinstate the worker subject to the conditions mentioned in the settlement.
53.	Rajapalayam Mills Ltd., Rajapalayam.	21—4—65	Non-employment of two workers.	The parties in agreed to refer the issue in dispute to the Deputy Commissioner of Labour, Madurai for his informal arbitration and to abide by his decision.
54.	The kaka Indian Foundry, Thiruthangal P O., Sivakasi.	22—4—65	Bonns for the year 1963-64 Account year of the Company)	The Management agreed to pay bonus for the account year of the Company (13-4-63 — 12-4-64) as per terms of the settlement.
55.	Brililian Match Works, Sivakasi.	22—4—65	Non-employment of 11 workers	The Management agreed to pay compensation to the workers as per the terms of the settlement.
56.	Sri Bharathi Cotton Mills, Rajapalayam.	29—4—65	Non-employment of a worker	The Management agreed to reinstate the worker subject to the conditions mentioned in the settlement.
57.	Ch. Samponga Rao & Company, Madras-5.	1—4—65	Non-employment of a a worker.	The Management agreed to pay a sum of Rs. 350/- to the worker in full and final settlement of all his claims

(1)	(2)	(3)	(4)	(5)
58.	Iron and Brass Industries, Madras-1.	3—4—65	Certain demands	The management agreed to give an adhoc increase in wages and introduce a gratuity scheme as per the terms of the settlement.
59.	United Enterprises, Madras-2.	15—4—65	Non-employment of a worker.	The management agreed to take back the worker subject to the conditions mentioned in the settlement.
60.	M/s N. K. Ahmed, Timber Merchants, Madras-4.	17—4—65	Non-employment of a worker.	The management agreed to pay Rs. 300/- to the worker in full and final settlement of all his claims.
61.	M. B. D. Transports Service, Madras-2.	19—4—65	-do-	The parties to the dispute agreed to refer the issue in dispute to the Deputy Commissioner of Labour, Madras for his informal arbitration and to abide by his decision.
62.	Tilak Industries, Madras-2.	24—4—65	Closure of the factory.	The management agreed to pay compensation to the workers as per the terms of the settlement.
63.	Goroj & Boyce Manufacturing Co. (P) Ltd., Madras-2.	29—4—65	Non employment of contractor and his workers.	The management agreed to pay Rs. 2500/- as ex-grtia payment to the contractor and his workers as per the terms of the settlement.
64.	A. P. T. & Co., Madras-1.	1—4—65	Non-employment of a workman.	The management agreed to pay Rs. 225/- to the worker.
65.	Electro Sales and Exports, Madras-1.	3—4—65	Non-employment of a worker.	The management agreed to day a sum of Rs [illegible]00/- to the worker in full and final settlement of all his claims.
66.	M/s. Mangaldos & Co., Madras-1[illegible].	6—4—65	Non-employment of a worker.	The parties to the dispute agreed to refer the issue in dispute to the informal arbitration of the Deputy Commissioner of Labour, Madras and to abide by his decision.
67.	Snow white Industrial Corporation, Madras-1.	[illegible]—4—65	Certain demands.	The Management agreed to fix minimum basis wages, pay Dearness Allowance etc., as per the the terms of the settlement

(1)	(2)	(3)	(4)	(5)
68.	National Tobacco Company of India Ltd., Madras-1.	[illegible]—4—65	Re-employment of retrenched workers.	The management agreed to pay Rs 250/- to each of the 3 retrenched workers subject to the condition mentioned in the settlement
69.	Mahendra Dry Clearners.	9—4—65	Certain demands	The management agreed to pay bonus for 1964-65 and increase in wages as per the terms of settlement.
70.	Hoe & Co., Madras-1-	11—4—65	Implementation of an award.	Settlement reached as per the terms of the settlement.
71.	Srinivasa Engineering Works, Madras-1.	12—4—65	Closure of the Establishment.	The management agreed to pay a lump sum of Rs. 2700/- to the workers in full and final settlement of all their claims. The management also agreed to pay the earned wages due to the workers.
72.	Progressive Printers, Madras-1.	12—4—65	Non-employment of two workmen.	The management agreed to reinstate the workers subject to the conditions mentioned in the settlement.
73.	Paper converting Industries, Madras-1.	15—4—65	Certain demands	The Management agreed to convert the weekly wages into monthly wages and pay bonus for the year ended 31-3-65 as per the terms of the settlement.
74.	Mrs. Lata Kumari, Taxi Owner, Madras.	22—4—65	Non-employment of a driver.	The Management agreed to pay Rs 70/- to the driver in full and final settlement of all his claims.
75.	Dr. Manian's Sadhu Medical Hall, Madras-1.	22—4—65	Non-employment of a worker.	The management agreed to reinstate the worker as per the terms of the settlement.
76.	M. M. Venkatachalam & Co., Madras 21.	23—4—65	Non-employment of two workers.	The parties to the dispute agreed to refer the issue in dispute to the informal arbitration of the Deputy Commissioner of Labour, Madras and to abide by his decision.
77.	Associated Business Corporation (India) Madras-12.	22—4—65	Closure of the establishment.	The management agreed to pay a lumb sum of Rs. 2 5/- to the workers as per the terms of the settlement.

(1)	(2)	(3)	(4)	(5)
78.	B & C Mills, Madras-12.	20—4—65	Certain demands.	The management agreed to supply dress, chappals etc. increase the existing shaving allowance etc. to watchmen as per the settlement.
79.	S. N. Jambulinga Mudaliar and Sons, Madras-1.	20—4—65	Non-employment of a worker.	The management agreed to pay a sum of Rs 120/- to the worker subject to the conditions mentioned in the settlement.
80.	Saranath Printers, Madras-1.	26—4—65	Certain demands.	The management agreed to give flat rate increment of Rs. 5/- to all permanent workers and grant leave as per the terms of the settlement.
81.	Bombay Engineering Works, Madras-1.	29—4—65	-do-	The management agreed to revise the existing rate of Dearness Allowance, grant annual increments, leave etc. as per terms of the settlement.
82.	Gowri Products, Madras-1.	30—4—65	Certain demands.	The Management agreed to give increase in wages as per the terms of settlement.
83.	The Madurantakam Co-operative Sugar Mills, Padalam Chingleput District.	6—4—65	-do-	The management agreed to pay Dearness Allowance, convert the cane carrier workers into monthly rated workers (seasonal) etc. as per the terms of the settlement.
84.	Remy Perfume (P) Ltd., Madras-26.	23—4—65	-do-	The Management agreed to introduce scales of wages, pay bonus for 1963-64, as per the terms of the settlement.
85.	Saraswathy Industries, Pallavaram.	26—4—65	Non-employment of workers.	The management agreed to take back the workers as per the terms of the settlement.

2. Particulars of voluntary and collective agreements made between employers and employees during the month of April 1965.

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues (5)
1.	Visalakhi Achagam, Madurai	1—4—65	28	Increase in wages etc.,
2.	Balakrishna Mills, Madurai	10—1—65	95	Bouns for 1964–65
3.	Madura Mills (P) Ltd., Madurai	17—4—65	200	Revision of work assignment etc.
4.	Rajaratna Mills (P) Ltd. Madurai	10—4—65	6	Fixation of compliment for the electricity department and basic scales of pay
5.	Balakrishna Mills (P) Ltd., Madurai.	24—4—65	100	Revision of wages
6	Raja Mills Madurai	29—3—65	354	Bouns for 1964–'5
7.	Rajaratna Mills, Palani	29—3—65	36	Certain demands
8.	Tirunelveli Saival Meals Hotel, Madurai	12—4—65	11	Increase in wages
9.	United Coffee Supply Co., Ltd., Coimbatore	7—4—65	...	Retrenchment
10.	Presidency Cycle Importing Company, Coimbatore	12—4—65	...	Dismissal of a worker
11.	Geetha Lodge, Coimbatore	28—3—65	...	Retrechment
12.	Modo (Plastic (P) Ltd., Coimbatore	19—3—65	...	Increase in D. A.
13.	Praga Industries (P) Ltd., Coimbatore	10—3—65	...	-do-
14.	Skinsand Leathers (P) Ltd., Coimbatore	23—4—65	...	Wages. Dearness Allowance etc,
15.	United Coffee Supply Company Ltd., Coimbatore	28—4—65	...	Increase in wages.
16.	Combatore Murugan Mills Coimbatore	5—2—65	4 about	Pay and wages of operatives

(1)	(2)	(3)	(4)	(5)
17.	Stanes Transports Coimbatore.	18—2—65	55	Bonus gratuity etc.
18.	Coimbatore Murugan Mills, Coimbatore	8—4—65	...	Occupational wage to workers in care winding and weaving department
19.	Asher Textiles Ltd., Tirupur	31—3—65	All workers in previous unit	Wages and D. A.
20.	Coimbatore Spinning and Weaving Mills (P) Ltd., Coimbatore.	28—4—65	48	Wages, Work Load etc.
21.	Raju Naidu and Company Ganapathy.	17–4–65	63	Increment Dearness Allowance etc.
22.	Sri Krishna Foundry Papanickenpalayam	15—4—65	74	-do-
23.	Indian Textile Paper Tube Company Ltd., Virudhunagar	2—4—65	240	Bonus for 1964 (workers
24.	-do-	6—4—65	17	-do-
25.	B & C. Mills, Madras-12	25—3—65	2	Demotion of workers
26.	-do-	31—3—65	4	-do-
27.	-do-	7—4—65	1	-do-
28.	-do-	5—4—65	2	Transfer
29.	-do-	1—4—65	11	Demotion
30.	-do-	15—4—65	28	-do-
31.	-do-	15—4—65	2	-do-
32.	-do-	19–4—65	1	-do-
33.	-do-	22—4—65	1	-do-
34.	-do-	23—1—65	1	-do-

3 Statement showing the Industrial Disputes referred for adjudication to the Industrial Tribunal, Madras and the Labour Courts, published in Part II, Section I, of the *Fort St. George Gazette* for the month of April 1965.

Sl. No. (1)	Name of the concern in which the dispute has arisen. (2)	Issues (3)	G. O. No and Date of reference. (4)
		Industrial Tribunal, Madras	
		Madras State	
1.	Certain Tanneries in Madras State.	1. Whether the demand of the Workers for the institution of a gratuity scheme is justified and if so to formulate a gratuity Scheme.	G. O. Ms. No. 1721, Industries, Labour & Co-operation Labour dated 27-3-65
		2. Whether the demand of the workers for revision of wages is justified and if so to fix the revised rates and the effective date.	
		Madras District	
2.	Modern Agencies Madras.	1. Whether the demand of the workmen for bonus for the year 1963-64 is justified and if so to fix the quantum.	G. O. R. No 658, Industries, Labour & Co-operation dated 30—3—65
3.	Remington Rand of India Limited, Madras.	1. Whether the demand for enhanced Dearness Allowance to lower grade Staff is justified and if so to fix the quantum of Dearness Allowance and effective date.	
		2. Whether the demand for lunch allowance for the office staff and enhanced lunch allowance for the employees going on out-door work is justified and if so, to fix the quantum of lunch allowance.	
		3. Whether the demand for additional medical facilities to the employees is justified, and if so, to formulate a scheme for medical facilities.	
		4. Whether the demand for enhanced batta is justified and if so, to fix the quantum.	
		5. Whether the demand of the employees in the Branch offices for the same facilities as in the regional office in respect of leave, batta conveyance allowance, medical facilities and lunch allowance is justified, and if so, to what relief employees in branches are entitled.	
		6. Whether the demand for revision of wage scales to the employees in Branch Offices is justified and if so, fix rivised wage scales and effective date.	
		7. Whether the demand for additional bonus for the year [illegible]-64 is justified, and if so, to decide the quantum of additional bonus.	G. O. R. No. 719, Industries, Labour and Co-operation, dated 6-4 65
		8. Whether the demand for revision of gratuity scheme is justified, and if, so, to formulate a revised gratuity scheme.	
		Kanyakumari District	
4.	Pioneer Motors, Pioneer Motor Service and Pioneer Transport Service, Nagercoil.	1. Whether the demand of the workers for bonus for the year 62-63 is justified and if so to fix the quantum of bonus.	G. O. Ms. No. 7003, Industries, Labour and Co-operation, dated 8-4-65.
		Tirunelveli District	
5.	Gomathi Mills, Veeran Nallur.	1. Whether the workers are eligible for the benefit of the gratuity scheme, and if as, to formulate the scheme.	G. O. R. No 787, Industries, Labour & Co-operation (Lab) dated 17—4—65
		Labour Court, Madras.	
6.	Bangalore Emporium, Madras.	1. Whether the demand of the workman for bonus for the year 63-64 is Justified and if so to fix the quantum.	G. O. R. No. 638 dated 27—3—65
7.	Bijew Workshop, Madras.	1. Whether the demand of the workman for fixation of the scales of wages is justified and if so to fix the seales and to fix the present incubments in the revised scales	

(1)	(2)	(3)	(4)
		2. Whether the demand of workmen for introduction of a gratuity Scheme is justified and if so, to formulate scheme of gratuity.	G. O. R No 686 Industries, Labour & Co-operation (Lab) dated 3—4—65
8.	Chitra Talkies, Madras.	1. Whether the demand of the workman for increased dearness allowances is justified and if so, to fix the rate.	
		2. Whether the demand of the workmen for enhanced rate of matinee allowance is justified, and if so, to fix the rates.	G O. R. No. 717. Industries, Labour & (Lab) Co-operation dated 6-4-65.
		3. Whether the demand of the workman for the introduction of a gratuity scheme is justified and if so to formulate a scheme of gratuity.	
		4. Whether the non-employment of Sri M. Lakshminarayan Reddi, is justified and if not to what relief he is entitled to. To compute relief if any in terms of money if it can be so computed.	
9.	Messrs Novatia (Private) Ltd., Madras.	1. Whether the demand of the workman for the payment of bonus for the year 63-64 is justified and if so to fix the quantum.	G. O. R. No 790. Industries, Labour and Co operation, dated, 17-4-65.
10.	Hotel Airlines, Madras	1. Whether the demand of the workman for bonus for 62-63 is justified, and if so to fix the quantum.	
		2. Whether the demand of workman for enhanced rate of Dearness Allowance is justified and if so to fix the rate	G. O. R. No. 793 Industries Labour & Co-operation, dated 17-4-65.
		3. Whether the demand of the workman for house rent allowance is justified and if so, to fix the rate.	
11.	A Basha Radiator Specialist, Madras.	1. Whether the demand of the workman for payment of bonus for 63-64 is justified and if so, to fix the quantum.	G. O. R. No. 688, Industries, Labour & Co-operation dated 3-4-65

(1)	(2)	(3)	(4)
12.	English Cycle and Motor Importing Company, and Royal Cycle and Motor Company, Madras.	1. Whether the claim of the workman for payment of bonus for 63 64 is justified and if so to fix the quantum.	G O R. No. 690, Industries, Labour & Co operation, dated 3—4—65
		NORTH ARCOT	
13.	Sri Lakshmi Saraswathi Roadways, Gudiyatham.	1. Whether the non-employment of Sri V. Sundarajan, is justified and if not what relief he is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 586, Industries Labour and Co-operation, dated 22—3—65
14.	M M Ali Motor Service, Vellore.	1. Whether the demand of the workers for the Payment of higher bonus for 63-64 is justified, and if as, to fix the quantum.	G. O. R. No. 644, Industries Labour and Co-operation, dated, 29-3 65.
		2. Whether the demand of the workers for the introduction of a gratuity scheme is justified, and if so, to formulate a scheme.	
		3. Whether the demand for the introduction of incremental scales of wages for the various categories of workers is justified, and if so, to fix such scales and fit the existing increments upto these scales.	
15.	Paranthaman Transport, Gudiyatham.	1. Whether the non-employment of Sri M Sadasivam, J. Venkatesan, V Changayan and Chandran is justified and if not to what relief each is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 611, Industries, Labour & (Lab) Co-operation, dated 30-3-65.
		Labour Court Coimbatore	
		Coimbatore District	
16.	Sri Natesar Spinning and Weaving Mills Limited, Erode.	1. Whether the forced non-employment of Sri Karuppanan for one and a half days from 18th April 1963 by the Management is justified and if not 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. 1718, Industries, Labour and Co-operation, dated, 27-3-65.

(1)	(2)	(3)	(4)
		Salem District	
17.	Pulligir Mills Limited, Tiruchengode.	1. Whether the non-employment of Sri P. K Karuppan is justified and if not to what relief he would be entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms No 1646, Industries, Labour and co-operation, dated, 24-3-65.
18.	Double Bewatta Salayee Beedi, Hosur.	1. Whether the non-employment of the workers of Denkanikotta branch of the Double Bewatta Salayee Beedi Factory Hosur, is justified and if not to what relief the worker would be entitled 2. To compute the relief if any awarded in terms of money of if it can be so computed.	G O. R. No. 1935, Industries, Labour and co-operation, dated, 3-4-65.
19.	M K. N. Bus Service, Krishnagiri.	1. Whether the demand for bonus for 63-64 is justified and if so to fix the quantum. 2. Whether the action of the management in not Providing Regular work to the present workers is justified and if not to what relief they would be entitled.	G. O Ms. No 1[illegible]84, Industries, Labour and Co-operation dated, 7-4-65.
		Labour Court, Madurai.	
		Tiruchy District.	
20.	Saraswathi vilas Palaniyappa Tea Stall, Tiruchi.	1. Whether the Workers are eligible for any additional bonus for the year 63-64 and if so to decide the quantum of additional bonus.	G. O. R. No. 606, Industries, Labour and Co-operation, dated 24-3-65.
21.	Southern & Rajamani Transport, Tiruchirapalli.	1. Whether the non-employment of Sri V. L S. Pichai pillai and A. Doraiswamy is justified and if not to what relief each is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No 665, Industries Labour & Co-operation, (Lab) dated 30-3-65.
		Tanjore District	
22.	The New Sakthi Confectionery Factory, Srikali.	1. Whether the non-employment of M. S. Muthaliff and 2 others is justified or not and to determine the relief. To compute the relief if any awarded in tems of money if it can be so computed.	G O. R. No. 676, dated 3-4-65.

4. **Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part II, Section I of the *Fort St. George Gazette*, during the month of April 1965.**

S. No (1)	*Name of the concern in which the dispute has raisen* (2)	*Page No and date of the Gazette in which the notification is given* (3)	*G.O. No. and date of the references.* (4)
	Industrial Tribunal, Madras		
	Madras District		
1.	Ruby Rubber Works (Madras) Ltd., Tiruvottiyur, Madras.	5 14-4-65	G O R. No. 673, I. L. & C. dated 1-4-65
	Coimbatore District		
2.	Skin and Leathers (P) Ltd., Perianaickenpalaym	8 23-4-65	G. O R. No. 827, I L. & C. dated 21-4-65
3.	Coimbatore District Co-operative Central Bank limited, Coimbatore	9-11 23-4-65	G O. R. No. 815, I. L. & C. dated 20-4-65
	Tirunelveli District		
4.	M. R Gopalan Motor Service Tirunelveli	3-4 14-4-65	G. O. R No. 668, I. L. & C. dated 31-3-65.
	Labour Court, Madras		
	Madras District		
5.	Good Year (India) Limited, Madras.	1-5 7-4-65	G. O. Ms. No. 1735, I. L.&C.(L) dated 29-3-65
6.	Sri Narayanan Bus Transport Company, Madras.	3 14-4-65	G. O. R. No. 743, I. L. & C. dated 9-4-65
	Additional Labour Court Madras		
7.	M/s. S. Rajamani & S. Thangaraja Industries, Madras	1-5 21-4-65	G. O. R. No 761, I. L. & C. dated 12-4-65.
8.	V. M Natesa Chettiar & Company Madras and Four other Establishments	1-3 28-4-65	G. O R. No. 796, I. L. & C. dated 19-4-65
9.	M/s. Sethuraman & Thyagarajan Company, Madras.	3-5 28-4-65	G. O. R. No. 797, I. L. & C. dated 19-4-65
10.	Narayana Bus Transport, Madras-2.	5-6 24-4-65	G. O. R. No. 798, I. L. & C. dated 19-4-65
11.	Sunrise Chemical Industries, Madras.	6-8 28-4-65	G. O R. No. 799, I. L. & C. dated 19-4-65

(1)	(2)	(3)	(4)
	Labour Court, Coimbatore		
	Coimbatore District		
12.	Paralai Estate, Iyerpadi Post	1-2 14—4—65	G. O. R. No. 677, I. L. & C. (L) dated 3-4-65.
	Salem District		
13.	Jawahar Mills Limited, Salem	5-7 21—4—65	G. O. R. No 765, I. L. & C. dated 14-4-65
	Labour Court, Madurai		
	Tiruchirapalli District		
14.	St. Joseph's Industrial School, Tiruchirapalli	5-7 7—4—65	G.O.Ms. No 1885, I. L. & C. (L) dated 1-4-65
15.	T. Krishna Asari Goldsmith shop, Tiruchirapalli	14—4—65	G. O. R. No 740, I. L. & C dated 8-4-65

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 1965.

Sl. No.	Name of the concern	Industry.	No of workers involved.	Closures. Began.	Closures. Ended.	Causes	Amount of Compensation paid to workers
1	2	3	4	5	6	7	8
1	Rathinam Pillai Brass vessel Factory, Kumbakonam	Misc	13	...	Permanontly closed	Due to non-avaliability of raw materiales	...
2.	Madura mills Co. Ltd., Ambasamudram	Textile	8	26-2-65	27-2-65	...	...
3.	Madura Mills Co. Ltd., Tuticorin.	—do—	434	5-3-65	31-3-65	...	...
4.	Modern Type Foundry, Madras-21.	Foundry	5	27-4-65	...	...	...
5.	Tamilnad Coffee Industries Ltd., Anaipudur, Tirumuruganpoondi.	Textiles	94	27-3-65	7-4-65	...	...
6.	Hotel The Krishna Coimbatore.	Hotel/ Restaurant	5	5-4-65	...	...	...
7.	Great Tea stall, Coimbatore.	—do—	2	8-4-65	...	...	...
8	M. K. Subramanian Tea stall Coimbatore	—do—	3	15-4-65	...	...	...
9.	M. K. Sankaran Tea stall. Coimbatore	—do—	2	19-4-65	...	...	...
10.	Krishna vilas coffee club Coimbatore.	—do—	5	23-4-65	...	Loss of business.	...
11.	Ramachandra villas Hotel, Coimbatore.	Restaurant	3	4-4-65	...	...	...
12.	The Kumaran Mills Ltd, Narasimanaichanpalayam.	Textile	10	15-3-65 11-00 a m.	16-3-65 7-00 a m.		
13.	Ashar Textiles Ltd, Tiruppur.	—do—	12	29-3-65	29-3-65 (8 hours)		
			11	30- -65	30-3-65 ,,		
			10	31-3-65	31-3-65 ,,		

7. Particulars of complaints received, investigated and settled by the Labour Officers in the State of Madras for the month of April 1965.

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No of complaints received: Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.	No. of complaints investigated and otherwise disposed of including those previously pending.	No. of complaints pending at the end of the month.
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Coimbatore-I.	319	8	7	40	—	5	33	—	93	107	305
2.	Coimbatore-II.	83	20	—	4	—	—	13	—	37	26	94
3.	Coonoor.	40	1	1	8	—	—	7	—	17	20	37
4.	Madras-I.	81	3	4	6	1	—	13	—	27	42	66
5.	Madras-II.	91	7	9	31	2	2	25	—	76	44	123
6.	Madras-III.	57	4	1	6	—	—	13	—	24	20	61
7.	Madurai.	93	5	9	30	—	—	9	—	53	35	111
8.	Nagercoil.	41	1	3	3	—	—	2	—	9	10	40
9.	Pollachi.	60	1	—	13	—	—	7	—	21	5	76
10.	Virudhunagar.	40	10	4	15	—	—	2	—	31	24	47
11.	Salem	77	2	8	12	—	13	20	—	55	47	85
12.	Tiruchirapalli.	97	4	—	14	—	—	15	—	33	34	96
13.	Tirunelveli.	64	9	1	13	—	—	13	—	36	33	67
14.	Vellore.	34	2	—	7	—	—	2	—	11	7	38
	TOTAL	1,177	77	47	202	3	21	174	—	523	454	1,246

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

Statement showing the number of Standing Orders, certified during the month of April, 1965.

1. Number of Standing Orders certified as on 1-4-1965.	...	4,278
2. Number of Standing Orders certified during the month.	...	
Total	...	4,278
3. Amendments to Standing Orders were certified during the month.		1

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

1. Pending as on 1-4-'65	...	640
2. Received during the month	...	68
3. Disposed of during the month	...	98
4. Pending as on 30-4-'65	...	610

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, 1965.

12. (a) Appeals under Section 41 of Madras Shops and Establishments Act, 1947.

Pending as on 1-4-1965	...	357
Received during the month	...	41
Disposed of during the month	...	56
Pending as on 30-4-1965	...	342

12. (b) Appeals under Section 51:—

Pending as on 1-4-1965	...	2
Received during the month	...	Nil
Disposed of during the month	...	1
Pending as on 30-4-1965	...	1

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

Pending as on 1-4-1965	...	81
Received during the month	...	19
Disposed of during the month	...	23
Pending as on 30-4-1965	...	77

13. (a) List of Trade Unions registered under the Indian Trade Unions Act, 1926 during the month of April, 1965.

Sl. No. (1)	R. No. (2)	Date of Registration (3)	Industry (4)	Name and address of the Union (5)
1.	3832	1—4—65	Miscellaneous	Madhavaram Industrial Workers' Union Kanchi Ponnusamy Thottam Madhavram, Madras-51
2.	3833	5—4—65	Banks & Financial Institutions	Indian Overseas Bank Officers Association, 11 Philips Street, Madras-1.
3.	3834	—do—	Miscellaneous	Esso Workers' Union 11, Philips Street, Madras-1.
4.	3835	—do—	-do-	Madras State Bricks & Tiles Manufacturing Workers' Union, 11, Philips Street Madras-1.
5.	3836	—do—	-do-	Pastour Institute Staffs' Union, C/o Pastaur Institute Coonoor-2, Nilgiris.
6.	3837	5—4—65	Textiles	Lilly Spinning Industries Workers' Union, c/o A. Karuppana Chettiars House, Vaithiyar Line, Nandhipuram, Kom ra palayam Salam.
7.	3838	12—4—65	Automotive & Ancilliary Products	South India Automotive Corporation Employees Union, 3, Mohd Wssain Street, Madras-2.
8.	3839	14—4—65	Printing, Publishing Allied Industries	Chennai Murasu Employees' Union, [illegible]-15, Mount Road, Madras-2
9.	3840	—do—	Transport	Sivagangai Motor Workers' Union, Bose Nagar, 19/4, Savagangai Ramnad District.
10.	3841	—do—	Miscellaneous	Coates of India Employees' Union, c/o K. K. Gopalan, [illegible], Grace Gardon 3rd Lane, Rayapuram, Madras-13.
11.	3842	20—4—65	Rubber & Rubbur Products	Premier Tyre Employees' Union, 36, J. J. Khan Road, Rayapettah, Madras-14.
12.	3843	20—4—65	Plantations	Estate Worker' Union of South India, Elladpa Rao Buildings, Valparai P. O., Coimbatore District.
13.	3844	—do—	Textiles	Handloom Weavers' Union, 24/125 Rayapuram, R. S. Puram P O., Coimpatore
14.	3845	23—4—65	Insurance.	Oriental Fire & General Insurance Employees, Association, 16, Karuniker Street, Adambakkam St Thomas Mount Madras-16.
15.	3846	22—4—65	Engineering	Boiler Plant Employees, Union, C-31, Eleventh Cross, Thillai Nagar, Trichy-3

13. (b) List of Trade Unions cancelled Amalgamated or dissolved etc., under the Trade Unions Act, 1926 during April 1965.

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

ABSTRACT

1.	Total No. of registered Trade Unions as on 1-4-65	1,285
2.	Total No. of Unions registered under the Indian Trade Union Act 1926, during the month of April, 1965	15
3.	Total No of registered Trade Unions as on 30-4-65	1300

14. Labour Administration and Statistics for the month of April 1965.

Sl. No.	Particulars.	Factories Act, 1948.	Payment of Wages Act. 1936	Madras Maternity Benefit Act. 1934	Madras Shops and Establishments Act, 1947.	Madras Catering Establishments Act. 1958.	Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act. 1958.	Minimum Wages Act. 1948	Madras Industrial Establishments (National and Festival Holidays) Act, 1958.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1,176	3,810	487	54,282	4,190	566	1,8[illegible]7	4,502
2.	No. of irregularities noticed.	320	395	104	10[illegible]8	664	15	119	268
3.	No. of cases warned.	20	58	...	390	268	29	61	55
4.	No. of prosecutions launched.	110	7	...	53	43	2	7	8
5.	No. of convictions obtained.	21	8	1	45	29	11	6	8
6.	Amount of fines imposed (in Rupees.)	57[illegible]/-	98/-	10/-	91[illegible]/-	494/-	36/-	180/-	90/-

Note:—The common irregularities noticed were non-maintenance of registers and non-exhibition of notices.

15 (a) Numerical List of Factories for the month of April, 1965

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)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1. North Arcot	187	115	172	7	...	...	...	7	...	194	108	172	474
2. South Arcot	129	7	45	...	...	...	...	...	...	129	7	45	181
3. Chingleput	289	23	60	8	...	...	1	...	...	296	23	60	379
4. Coimbatore	1,0[illegible]4	11	92	4	...	...	...	...	...	1058	11	92	1161
5. Kanyakumari	70	9	28	...	...	...	...	...	...	70	9	28	107
6 Madras	828	36	131	14	...	...	10	4	7	832	32	124	988
7. Madurai	46[illegible]	35	48	1	...	...	...	...	...	464	35	48	547
8. The Nilgiris	128	...	8	...	...	...	...	...	...	128	...	8	136
9. Ramanathapuram	262	69	173	2	...	...	1	...	8	263	69	165	497
10. Salem	561	10	153	...	...	...	...	...	...	561	10	153	724
11. Thanjavur	297	10	183	...	...	...	...	...	...	297	10	183	490
12. Tiruchirappalli	278	11	177	1	...	...	...	...	...	279	11	177	467
13. Tirunelveli	297	108	211	2	2	...	...	...	...	299	110	241	650
Total	4,843	444	1,511	39	2	...	12	11	15	4870	435	1496	6801

15. (*b*) Numerical List of Plantations covered by the Plantations Labour Act, 1951 for the month of April, 1965

Sl. No.	Category of Plantations.	At the beginning of the month. A.	At the beginning of the month. B.	Registered. A.	Registered. B.	Removed. A.	Removed. B.	At the end of the month A.	At the end of the month B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	Coffee ...	136	27,207.38	...	...	1	199.38	135	27,008.00
2.	Tea ...	129	61,866.63	...	...	...	...	129	61,866.63
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 ...	289	1,10,482.78	...	...	1	199.38	288	1,10,283.40

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

16. (a) Statement of Accidents for the month of April 1965.

No. of Industries (1)	Name of Industry (2)	Number of Accidents. Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	1
20.	Food Except Beverages ...	1	42
21.	Beverages ...	...	...
22.	Tobacco ...	...	1
23.	Textiles ...	...	219
24.	Foot-wear, other wearing apparel and made-up textile goods	...	4
25.	Wood and cork except furniture ...	...	1
26.	Furniture and fixtures ...	..	3
27.	Paper and paper products ...	1	2
28	Printing, Publishing and allied Industries ...	...	15
29.	Leather and Leather products (except foot-wear).	...	7
30.	Rubber and rubber products ...	...	29
31.	Chemicals and Chemical products ...	...	103
32.	Products of petroleum and coal ...	...	8
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	37
34.	Basic Metal industries ...	...	47
35.	Metal Products (except machinery and transport equipments).	...	74
36.	Machinery (except electrical machinery) ...	...	216
37.	Electrical Machinery, apparatus, appliances and supplies.	...	108
38.	Transport equipment ...	...	461
39.	Miscellaneous Industries ...	...	23
51.	Electricity, Gas and Steam ...	...	4
62.	Water and Sanitary Services ...	...	1
83.	Recreation Services (Cinema Studios) ...	..	10
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
	Total	2	1,416

16 (b) Statement of Accidents in Cotton and Jute Mills for the month of April, 1965

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	...	19	...	...	...	...	...	...	...	..	...	...
3.	Drawing Frames	...	4	...	...	...	...	...	...	...	...	...	...
4.	Speed Frames	...	2	...	...	...	...	...	...	...	...	...	...
5.	Spinning Machinery	...	47	...	1		...	...	...	...	...	...	...
6.	Weaving Machinery	...	16	...	...	..	...	...	...	...	...	...	...
7.	Finishing Machinery	...	1	...	...	...	...	...	...	...	...	...	..
8.	Flying Shuttles	...	7	...	...	...	...	...	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	...	33	...	1	...	...	...	...	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	..	83	...	1	...	...	...	...	...	...	...	...
	Total	...	216	...	3	...	...	...	...	...	...	...	...
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 1965.

Sl. No.	Name of the establishment	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)	(5)
	EMPLOYEES PROVIDENT FUNDS ACT			
1.	Electrical Test shop Cralwer Yard Field Machinery Yard and Machine Repair Shop in shed No 4 of the Neyvali Lignite Corporation Ltd, Neyveli.	All the provisions of the said scheme	With effect from 1—9—64	G. O. Ms. No. 1713, I. L. & C. (L) dated 27—3—65.
2.	Indian Reinforcing Company, A-20, Industrial Estate, Guindy, Madras-32	All provisions of the employees Provident Fund Scheme	With effect from 1—4—65	G. O. Ms No. 1714, I. L. & C (Labour) dated 27—3—65.
	EMPLOYEES STATE INSURANCE ACT			
3.	Certain Factories of Corporation of Madras, Madras.	Except chapter V-A of the Act.	1 year from 20—.—65	Govt. Notification dated 30—3—65
4.	Certain employees of Hindustan Teleprinters Limited, Guindy, deputed from Post and Telegraph Department.	Except chapter V-A	One yer from the date of the Notification (Fort Saint George Gazette II-1 No. 1721 of 65 dated 21-4-65)	G. O. Ms. No. 2056, I. L. & C. Dated 15—4—65
	MADRAS SHOPS AND ESTABLISHMENTS ACT			
5.	Permenent employees of Colgate, Palmolive India (P) Ltd, Madras.	Section 25 of the Madras Shops & Establishments Act	Permanent	G. O. Ms. No. 1385, I. L. & C. (Lab) dated 13—3—65
6.	Stalls situated within Tamukam Grounds, Madurai in connection with Madurai Chitrai Exhibition.	All provisions of the Madras shops and Establishments Act	From 11—4—65 25—6—65	Govt. Notification dated 7—4—65
7.	Madurai Devi Bala Vinodha Sangeetha Sabha	From 1—3—65 to 31—3—65	All provisions of the Madras Shops & Establishments Act	G. O. Ms. No. 1899, I. L. & C (Lab) dated 1—4—65.

(1)	(2)	(3)	(4)	(5)
		FACTORIES ACT		
8.	Heavy Vehicles Factory, Avadi	Sec. 51 to 56 61, 64 (4) (i) (ii) & (iii) & 79 (10)	3 months from 21—8—64	G. O. Ms No 1560) I. L. & C. (Lab, dated 20—3—65
9	Wheels India Limited, Padi, Madras-50.	Section 51	From 1st to 31st December 1964	G. O. Ms. No. 1670 I. L. & C. (Lab) dated 25—3—65
10.	Heavy Vehicles Factory, Avadi	Sec 51 to 56 61 (4) (i) (ii) (iii) & 79 (10)	3 months from 21—11—64	G. O Ms. No. 1909, I L & C. (Lab) dated 13—4—65.
11.	Brakes India Ltd, Padi, Madras-50	Sec. 51, 52 & 54	3 months from 15—2—65	G. O. Ms. No. 2035, I. L & C (Lab) dated 12—4—65
12	Standard Motor Products of India Ltd, Madrs-2	Section 51 of the Factories Act.	3 months from 16—12—64	G. O. Ms No. 2042, I. L. & C. (Lab) dated 12 4—65
		MINIMUM WAGES ACT		
13	Pound Keepers employed by Cantonment Boards	Sub Section I of Sec. 13 and 14	2 years from 27—4—64	Govt. Notification dated 22—3—65.
14.	Employeesemployed in certain plantations	Sec. 13 and 14	One year from 10—10—64	G. O. Ms No. 203', I L & C (Lab) dated 12-4-65.

18. Consolidated Statement of Prices of Cotton and Yarn for the month of April, 1965

For the Week ending	Prices of Cotton per quintal of 100 Kilograms.	
	Cambodia. Rs.	Karunganny. Rs
3—4—'65	Rs. 230 / 310	Rs. 295 / 310.
10—4—'65	-do-	-do-
17—4—'65	-do-	-do-
24—4—'65	-do-	-do-

For the Week ending	Prices of Yarn per bundle of 10. lbs.	20 lbs.
		Rs. nP.
3—4—65	...	22. 75
10—4—'65	...	do.
17—4—65	...	-do-
24—4—'65	...	-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 moffussil urban centres for the month of April, 1965, as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Sl. No.	Centre.	Food.	Fuel and Lighting.	Clothing.	House Rent.	Miscellaneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	(Base: Year ended June, 1936: 100).						
1.	Madras City ...	669.8	667.2	504.6	379.2	558.5(a)	603.1
2.	Cuddalore ...	574.0	647.0	401.0	378.0	705.0	556.0
3.	Tiruchirapalli ...	593.0	566.0	547.0	349.0	485.0	544.0
4	Madurai ...	643.0	455.0	536.0	347.0	426.0	548.0
5.	Coimbatore ...	657.0	597.0	651.0	576.0	371.0	623.0

		Food.	Housing.	Clothing.	Miscellaneous.	Cost of Living Index.
	(Base: August, 1939: 100).					
6.	Nagercoil ...	735.0	480.0	704.0	381.0	640.0

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

Comparative statement of the cost of living index numbers for the months of March, 1965. and April, 1965.

S. No.	Zone.	Centre.	Cost of living index numbers for the months of March, 1965.	April, 1965	Variation.
(1)	(2)	(3)	(4)	(5)	(6)
	(Base: Year ended June, 1936: 100).				
1.	Madras City and Chingleput Dist.	Madras City ...	603.1	603.1	—
2.	North Arcot and South Arcot Dists.	Cuddalore ...	554.0	556.0	+ 2.00
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	552.0	544.0	— 8.00
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	549.0	548.0	— 1.00
5.	Coimbatore and Salem Dists.	Coimbatore ...	625.0	623.0	— 2.00
	(Base: August 1939: 100)				
6.	Kanyakumari Dist.	Nagercoil. ...	649.0	640.0	— 9.00

MADRAS

The cost of living index numbers for working classes in Madras City for the month of April 1965 remained unchanged at 603.

The index for the food group fell by one point to 670 due to a fall in the prices of rice, dhall,gingelly oil and jaggery.

The index for the fuel and lighting group rose by four points to 667, due mainly to an increase in the prices of firewood and charcoal.

The index for the miscellaneous group rose by two points to 558 due to an increase in the prices of betel leaves and tobacco for chewing.

The group index numbers in respect of clothing and houserent remained unchanged at 505 and 379 points respectively.

(The cost of living Index numbers are now called consumer Prices Index Numbers)

S. No.	Group	Weight proportional to the total expenditure.	Group Index Numbers. March, 1965.	April, 1965
(1)	(2)	(3)	(4)	(5)
1.	Food ...	58·23	670 9	669 8
2.	Fuel and Lighting ...	8·42	662 8	667 2
3.	Clothing ...	6·10	504 9	504 6
4.	House-rent ...	14·57	379 2	379 2
5.	Miscellaneous ...	12·68	556 4	558 5(a)
	Total ...	100·00		
	Cost of living Index Number.		603.1	603.1

(a) 558.46 to two decimal places.

CUDDALORE

The cost of living index numbers for Cuddalore rose by two points to 556

The index for the food group rose by three points to 574 due mainly to a rise in the prices of rice, coconut and milk.

The index for the miscellanous group rose by three points to 705 due to a rise in the price of betel leaves.

The group index numbers in respect of fuel and lighting, clothing and house-rent remained unchanged at 647, 401 and 378 points respectively.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli fell by eight points to 544.

The index for the food group fell by fifteen points to 593 due mainly to a fall in the prices of vegetables, fish and garlic.

The index for the fuel and lighting group advanced by three points to 566 due to a rise in the price of kerosene oil.

The index for the miscellaneous group rose by seven points to 485 due to a rise in the prices of betel leaves and tobacco for chewing.

The group index numbers in respect of clothing and house rent remained unchanged at 547, 547 and 549 points respectively.

MADURAI

The cost of living index number for Madurai fell by one point to 548.

The index for the food group fell by one point to 643 due mainly to a fall in the prices of cumbu and Vegetables.

The index for the miscellaneous group rose by two points to the 426 due to the revision of the amusement charges.

The group index numbers in respect of fuel and lighting, clothing, and house-rent remained unchanged at 455, 536, and 347 points respectively.

COIMBATORE

The cost of living index number for Coimbatore fell by two points to 623.

The index for food group fell by seven points to 657 due mainly to a fall in the prices of dhall and vegetables.

The index for the fuel and lighting group rose by twenty one points to 597 due to a rise in the price of firewood

The index for the house-rent group rose by three points to 576 due to the revision of the house-rent figure.

The group Index numbers in respect of clothing and miscellaneous remained unchanged at 653, and 371 points respectively.

NAGERCOIL

(Base: August 1939=100)

The cost of living index number for Nagercoil fell by nine points to 640.

The index for the food group fell by eighteen points to 735 due mainly to a fall in the prices condiments and vegetables.

The index for the housing group rose by eight points to 480 mainly due to a rise in the price of firewood.

The index for the clothing group rose by thirty six points to 704 due to a rise in the prices of thorthu and mundu.

The index for the miscellaneous group fell by ten points to 381 due to a fall in the prices of betel leaves and arecanut.

OTHER CONSUMER PRICE INDEX NUMBERS

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

(Base: Shifted to 1949=100)

Year (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
1964	...	152	155
1964:-			
February	...	142	141
March	...	143	143
April	...	144	145
May	...	147	147
June	...	150	152
July	...	154	158
August	...	156	161
September	...	159	165
October	...	163	170
November	...	163	170
December	...	164	171
1965 :-			
January	...	165	172
February	...	162	167
March	...	159	162

* 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, 1965 was 219.42.

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, 1965

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2 96,344 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, 1965, 1 585 insured persons received Rs. 73,392-40P. by way of Cash Benefits due to Employment Injury This includes 309 persons who were in receipt of pensions for Permanent Disablement Benefit and also 115 dependants of deceased Insured Persons.

In the month of April 1965, 1,571 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need Cash Benefits in the event of Sickness. During the month 36,571 claims were received and an amount of Rs. 5,632,03-P95. was paid out as sickness benefit involving abstention for 2,12,765 days.

During the month 305 Insured Women claimed Rs. 47,223-12 P. by way of Maternity Benefit.

For recovery of arrears of contribution under the Scheme legal proceedings had to be initiated in 18 cases against defaulting employers for recovery of Rs 14,9[illegible]6-71.

Penal action was taken against one employer in 3 cases and was fined Rs. 30/- (Rs. 10/- in each case) for non-payment of Employer's Contribution, non-submission of Contribution Cards and non-submission of SC-2 returns.

20 (b) Employees State Insurance Scheme, Medical Benefits for the month of April, 1965.

Sl. No.	Particulars.		For the month of March '65
1	Total number of Attendance : New 65,39[illegible], Old 2,12,410	...	2 77,809
2	No. of Medical certificates issued	...	84,512
3	No of Domiciliary visits made	...	292
4	No of Injections administered	...	8[illegible],[illegible]42
5	No. of X-Ray examinations	...	1,396
6.	No. of Laboratory examinations	...	3 472
7.	No. of Specialist Investigations	...	4 332
8	No. of Persons admitted to Hospitals	...	1,946
9.	No. of bed days occupied during the month	...	13,890

Additional data for Panel System.

1.	No of attendance: New 19,367, Old 32,749	...	52,116
	Diagnostic Centres	...	...
2.	No. of Prescriptions Issued	...	14,035
3.	Payments made to :—		
	1. Chemists	...	...
	2. Insurance Medical Practitioners.	...	Rs. 1[illegible]0-83 P. (Coimbatore area.)

21 (a) Employment Exchange Statistics for April, 1965.

Sl. No	Districts	Total No. of registrations made during April 1965.	Total No. of applicants placed in employment during April 1965.	Total No. of applicants on the Live Register at the end of April 1965.	No. of employers used the Exchange during April 1965.	No of vacancies notified during April 1965
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	2,196	217	12,462	64	241
2.	Arcot, South	2,509	328	14,8[illegible]7	66	3[illegible]1
3.	Chinglepul.	2,[illegible]13	262	15,[illegible]40	110	423
4.	Coimbatore.	2,[illegible]41	359	10,862	134	467
5.	Kanyakumari.	1,428	141	14,983	34	123
6.	Madras	4,304	1,078	28,1[illegible]8	370	1,22[illegible]
7.	Madurai.	2,644	512	14,247	126	[illegible]54
8.	The Nilgiris	57[illegible]	66	6,246	28	20[illegible]
9.	Ramanathapuram	1,464	165	7,3[illegible]9	82	230
10.	Salem.	2,756	237	14,[illegible]81	87	254
11.	Thanjavur.	2,0[illegible]7	37	13,760	111	3[illegible]9
12.	Tiruchirapalli.	2,158	373	13,668	89	459
13.	Tirunelveli.	1,302	219	13,[illegible]75	90	29[illegible]
Total:	for April 1965	[illegible]7,582	4,327	1,79,4[illegible]8	1,391	5,28[illegible]
,,	for March 1965	22,[illegible]53	5,262	1,74,655	1,[illegible]0	7,37[illegible]
,,	for April 1964	33,269	3,[illegible]25	1,93,35[illegible]	1,180	5,581

* Figures in respect of Employment Office for Physically Handicapped not available.

LABOUR LAWS AND ADMINISTRATION

THE PAYMENT OF BONUS ORDINANCE, 1965.

Ordinance No. 3 of 1965

Promulgated by the President in the Sixteenth year of the Republic of India

An Ordinance to provide for the payment of bonus to persons employed in certain establishments and for matters connected therewith.

Whereas Parliament is not in session and the President is satished that circumstances exist which render it necessary for him to take immediate action;

Now Therefore, in exercise of the powers conferred by clause (1) of article 123 of the Constitution, the President is pleased to promulgate the following Ordinance:

1. *Short title, extent, commencement and application*:—

(1) This Ordinance may be called the Payment of Bonus Ordinance, 1965.

(2) It extends to the whole of India except the State of Jammu and Kashmir.

(3) It shall come into force at once.

(4) Save as otherwise provided, it shall apply to:—

(*a*) every factory; and

(*b*) every other establishment in which twenty or more persons are employed on any day during an accounting year, in respect of the accounting year commencing on any day in the year 1964, and in respect of every subsequent accounting year.

(5) An establishment to which this Ordinance applies under clause (*b*) of sub-section (4) shall continue to be governed by this Ordinance notwithstanding that the number of persons employed therein falls below twenty.

2 *Definitions*.—In this Ordinance, unless the context otherwise requires,—

(1) " Accounting year " means—

(i) in relation to a corporation, the year ending on the day on which the books and accounts of the corporation are to be closed and balanced;

(ii) in relation to a company, the period in respect of which any profit and loss account of the company laid before it in annual general meeting is made up, whether that period is a year not;

(iii) in any other case—

(*a*) the year commencing on the 1st day of April; or

(*b*) if the accounts of an establishment maintained by the employer thereof are closed and balanced on any day other than the 31st day of March, then, at the option of the employer, the year ending on the day on which its accounts are so closed and balanced:

Provided that an option once exercised by the employer under paragraph (*b*) of this sub clause shall not again be exercised except with the previous permission in writing of the prescribed authority and upon such conditions as that authority may think fit;

(2) "agricultural income" shall have the same meaning as in the Income-tax Act;

(3) "agricultural income-tax law" means any law for the time being in force relating to the levy of tax on agricultural income;

(4) "allocable surplus" means—

(*a*) in relation to an employer, being a company (other than a banking company) which has not made the arrangements prescribed under the Income-tax Act for the declaration and payment within India of the dividends payable out of its profits in accordance with the provisions of section 194 of that Act, sixty-seven per cent of the available surplus in an accounting year;

(*b*) in any other case, sixty per cent of such available surplus, and includes any amount treated as such under the first proviso to sub-section (1) of section 34;

(5) "appropriate Government" means—

(i) in relation to an establishment in respect of which the appropriate Government under the Industrial Disputes Act, 1947, is the Central Government, the Central Government;

(ii) in relation to any other establishment, the Government of the State in which that other establishment is situate;

(6) "available surplus" means the available surplus computed under section 5;

(7) "award" means an interim or a final determination of any industrial dispute or of any question relating thereto by any Labour Court, Industrial Tribunal or National Tribunal constituted under the Industrial Disputes Act, 1947, or by an other authority constituted under any corresponding law relating to investigation and settlement of industrial disputes in force in a State and includes an arbitration award made under section 10A of that Act or under that law;

(8) "banking company" means a banking company as defined in section 5 of the Banking Companies Act, 19.9, and includes the State Bank of India, any subsidiary bank as defined in the State Bank of India (subsidiary Banks) Act, 1959, and any other banking institution which may be notified in this behalf by the Central Government;

(9) "company" means any company as defined in section 3 of the Companies Act, 1956 and includes a foreign company within the meaning of section 591 of that Act;

(10) "co-operative society" means a society registered or deemed to be registered under the Co-operative Societies Act, 1912, or any other law for the time being in force in any State relating to Co-operative societies;

(11) "corporation" means any body corporate established by or under any Central, Provincial or State Act but does not include a company or a co-operative society;

(12) "direct tax" means—

(*a*) any tax chargeable under—

(i) the Income-tax Act;

(ii) the Super Profits Tax Act, 1963;

(iii) the Companies (Profits) Surtax Act, 1964;

(iv) the agricultural income-tax law; and

(*b*) any other tax which, having regard to its nature or incidence, may be declared by the Central Government, by notification in the Official Gazette, to be a direct tax for the purpose of this Ordinance;

(13) "employee" means any person (other than an apprentice) employed on a salary or wage not exceeding one thousand and six hundred rupees per mensem in any industry to do any skilled or unskilled manual, supervisory, managerial, administrative, technical or clerical work for hire or reward, whether the terms of employment be express or implied;

(14) "employer" includes—

(i) in relation to any establishment which is a factory, the owner or occupier of the factory, including the agent of such owner or occupier, the legal representative of a deceased owner or occupier and where a person has been named as a manager of the factory under clause (f) of sub-section (1) of section 7 of the Factories Act, 1948, the person so named; and

(ii) in relation to any other establishment, the person who, or the authority which, has the ultimate control over the affairs of the establishment and where the said affairs are entrusted to a manager, managing director or managing agent; such manager, managing director or managing agent;

(15) "establishment in private sector" means any establishment other than an establishment in public sector;

(16) "establishment in public sector" means an establishment owned, controlled or managed by—

(*a*) a Government company as defined in section 617 of the Compaines Act, 1956;

(*b*) a corporation which is owned, controlled or managed by the Government or the Reserve Bank of India;

(*c*) a corporation in which not less than forty per cent. of its capital is held (whether singly or taken together) by—

(i) the Government; or

(ii) the Reserve Bank of India; or

(iii) a corporation owned by the Government or the Reserve Bank of India;

(17) "factory" shall have the same meaning as in clause (*m*) of section 2 of the Factories Act, 1948;

(18) "gross profits" means the gross profits calculated under section 4;

(19) "Income-tax Act" means the Income-tax 1961;

(20) "prescribed" means prescribed rules made under this Ordinance;

(21) "salary or wage" means all remuneration (other than remuneration in respect of over-time work) capable of being expressed in terms of

money, which would, if the terms of employment, express or implied, were fulfilled, be payable to an employee in respect of his employment or of work done in such employment and includes dearness allowance (that is to say, all cash payments, by whatever name called, paid to an employee on account of a rise in the cost of living), but does not include—

(i) any other allowance which the employee is for the time being entitled to;

(ii) the value of any house accommodation or of supply of light, water, medical attendance or other amenity or of any service or of any concessional supply of foodgrains or other articles;

(iii) any travelling concession;

(iv) any bonus (inlcuding incentive, production and attendance bonus);

(v) any contribution paid or payable by the employer to any pension fund or provident fund or for the benefit of the employee under any law for the time being in force;

(vi) any retrenchment compensation or any gratuity or other retirement benefit payable to the employee or any *ex gratia* payment made to him;

(vii) any commission payable to the employee.

Explanation.—Where an employee is given in lieu of the whole or part of the salary or wage payable to him, free food allowance or free food by his employer, such food allowance or the value of such food shall, for the purpose of this clause, be deemed to form part of the salary or wage of such employee;

(22) words and expressions used but not defined in this Ordinance and defined in the Industrial Disputes Act, 1947, shall have the meanings respectively assigned to them in that Act.

3. *Establishments to include departments, undertaking and branches.*—Where an establishment consists of different departments or uudertakings or has branches, whether situated in the same place or in different places, all such departments or undertakings or branches shall be treated as parts of the same establishment for the purpose of computation of bonus under this Ordinance:

Provided that where for any accounting year a separate balance-sheet and profit and loss account are prepared and maintained in respect of any such department or undertaking or branch, then, such department or undertaking or branch shall be treated as a separate establishment for the purpose of computation of bonus under this Ordinance for that year, unless such department or undertaking or branch was, immediately before the commencement of that accounting year, treated as part of the establishment for the purpose of computation of bonus.

4. *Computation of gross profits.*—The gross profits derived by an employer from an establishment in respect of any accounting year shall—

(*a*) in the case of a banking company, be calculated in the manner specified in the First Schedule ;

(*b*) in any other case, be calculated in the manner specified in the Second Schedule.

5. *Computation of available surplus.*—The available surplus in respect of any accounting year shall be gross profits for that year after deducting therefrom the sums referred to in section 6.

6. *Sums deductible from gross profits.*—The following sums shall be deducted from the gross profits as prior charges, namely :—

(*a*) any amount by way of depreciation admissible in accordance with the provisions of sub-section (1) of section 52 of the Income tax Act, or in accordance with the provisions of the agricultural income-tax law, as the case may be :

Provided that where an employer has been paying bonus to his employees under an award, settlement or agreement made before the commencement of this Ordinance and subsisting at such commencement after deducting from the gross profits notional normal depreciation, then the amount of depreciation to be deducted under this clause shall, at the option of such employer (such option to be exercised once and within one year of the commencement of this Ordinance) continue to be such notional normal depreciation ;

(*b*) any amount by way of development rebate or development allowance which the employer is entitled to deduct from his income under the Income-tax Act ;

(*c*) subject to the provisions of section 7, any direct tax which the employer is liable to pay for the accounting year in respect of his income, profits and gains during that year ;

(*d*) such further sums as are specified in respect of the employer in the Third Schedule.

7. *Calculation of direct tax payable by the employer.*—For the purpose of clause (c) of section 6, any direct tax payable by the employer for any accounting year shall, subject to the following provisions, be calculated at the rates applicable to the income of the employer for that year, namely :—

(*a*) In calculating such tax no account shall be taken of—

(i) any loss incurred by the employer in respect of any previous accounting year and carried forward under any law for the time being in force relating to direct taxes :

(ii) any arrears of depreciation which the employer is entitled to add to the amount to the allowance for depreciation for any following accounting year or years under sub section (2) of section 32 of the Income-tax Act :

(iii) any exemption conferred on the employer under section 84 of the Income-tax Act or of any deduction to which he is entitled under sub-section (1) of section 101 of that Act, as in force immediately before the commencement of the Finance Act, 1965 ;

(*b*) where the employer is a religious or a charitable institution to which the provisions of section 32 do not apply and the whole or any part of its income is exempt from tax under the Income-tax Act, then, with respect to the income so exempted, such institution shall be treated as if it were a company in which the public are substantially interested within the meaning of that Act ;

(*c*) where the employer is an individual or a Hindu undivided family, the tax payable by such employer under the Income-tax Act shall be calculated on the basis that the income derived by him from the establishment is his only income ;

(*d*) where the income of any employer includes any profits and gains derived from the export of any goods or merchandise out of India and any rebate on such income is allowed under any law for the time being in force relating to direct taxes, then, no an account shall be taken of such rebate ;

(*e*) no account shall be taken of any rebate (other than development rebate or development allowance) or credit or relief or deduction (not hereinbefore mentioned in this section) in the payment of any direct tax allowed under any law for the time being in force relating to direct taxes or under the relevant annual Finance Act for the development of any industry.

8. *Eligibility for bonus.*—Every employee shall be entitled to be paid by his employer in an accounting year, bonus, in accordance with the provisions of this Ordinance provided he has worked in the establishment for not less than thirty working days in that year.

9. *Disqualification for bonus.*—Notwithstanding anything contained in this Ordinance, an employee shall be disqualified from receiving bonus under this Ordinance, if he is dismissed from service for—

(*a*) fraud ; or

(*b*) riotous or violent behaviour while on the premises of the establishment; or

(*c*) theft, misappropriation or sabotage of any property of the establishment.

10 *Payment of minimum bonus*.—Every employer shall be bound to pay every employee who has worked in the establishment for all the working days in an accounting year a minimum bonus which shall be four per cent of the salary or wage ofthe employee for the accounting year or forty rupees, whichever is higher, whether there are profits in the accounting year or not;

Provided that where such employee has not completed fifteen years of age at the beginning of the accounting year, the provisions of this section shall have effect in relation to such employee as if for the words "forty rupees", the words "twenty-five rupees" were substituted.

11. *Payment of maximum bonus*.—(1) Where in respect of any accounting year the allocable surplus exceeds the amount of minimum bonus payable to the employees under section 10, the employer shall, in lieu of such minimum bonus, be bound to pay bonus to every employee who has worked in the establishment for all the working days in the accounting year which shall be an amount in proportion to the salary or wage of the employee or the accounting year subject to a maximum of twenty per cent of such salary or wage.

(2) In computing the allocable surplus under this section, the amount set on or the amount set off under the provisions of section 15 shall be taken into account in accordance with the provisions of that section.

12. *Calculation of bonus with respect to certain employees*.—Where the salary or wage of an employee exceeds seven hundred and fifty rupees per mensem, the bonus payable to such employee under section 10 or, as the case may be, under section 11. shall be calculated as if his salary or wage were seven hundred and fifty rupees per mensem.

13. *Proportionate reduction of bonus in certain cases*.—Where an employee has not worked for all the working days in any accounting year, the amount of bonus to which he shall be entitled under section 10 or, as the case may be, under section 11 shall be proportionately reduced.

14. *Compulation of number of working days*.—In computing for the purpose of sections 10 and 11 the number of days on which an employee has worked in an establishment in my accounting year, the days on which—

(*a*) he has been laid off under an agreement or as permitted by standing orders under the Industrial Employment (Standing Orders) Act, 1946, or under the Industrial Disputes Act, 1947, or under any other law applicable to the establishment;

(*b*) he has been on leave with salary or wage:

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

(*d*) the employee has been on maternity leave with salary or wage, during the accounting year shall be included.

15. *Set on and set off of allocable surplus*.—(1) Where for any accounting year the allocable surplus exceeds the amount of maximum bonus payable to the employees in the establishment under section 11, then, the excess shall subject to a limit of twenty per cent of the total salary or wage of the employees employed in the establishment in that accounting year, be carried forward for being set on in the succeeding accounting year and so on up to and inclusive of the fourth accounting year to be utilised for the purpose of payment of bonus in the manner illustrated in the Fourth Schedule.

(2) Where for any accounting year, there is no available surplus or the allocable surplus in respect of that year falls short of the amount of minimum bonus payable to the employees in the establishment under section 10, and there is no amount or sufficient amount carried forward and set on under sub-section (1) which could be utilised for the purpose of payment of the minimum bonus, then such, minimum amount or the deficiency, as the case may be, shall be carried forward for being set off in the succeeding acconting year and so on up to and inclusive of the fourth accounting year in the manner illustrated in the Fourth Schedule.

(3) The principle of set on and set off as illustrated in Fourth Schedule shall apply to all other cases not covered by sub-section (1) or sub-section (2) for the purpose of payment of bonus under this Ordinance.

(4) Where in any accounting year any amount has been carried forward and set on or set off under this section, then, in calculating bonus for the succeeding accounting year, the amount of set on or set off brought forward from the earliest accounting year shall first be taken into account.

16. *Special provisions with respect to certain establishments*.—(1) Where an establishment is is newly set up, whether before or after the commencement of this Ordinance, the employees of such establishment shall be entitled to be paid bonus under this Ordinance only—

(*a*) from the accounting year in which the employer derives profit from such establishment,

(*b*) from the sixth accounting year following the accounting year in which the employer sells the products manufactured by him or renders services, as the case may be, from such establishment.
whichever is earlier:

Provided that nothing in this sub-section shall, save as otherwise in section 33, be construed as entitling the employees of any such establishment to be paid bonus in respect of any accounting year prior to the accounting year commencing on any day in the year 1964.

Explanation I.—For the purpose of this section, an establishment shall not be deemed to be newly set up nearly by reason of a change in its location, management, name or ownership.

Explanation II.—For the purpose of clause (*a*), an employer shall not be deemed to have derived profit in any accounting year unless—

(*a*) he has made provision for that year's depreciation to which he is entitled under the Income-tax Act or, as the case may be, under the agricultural income-tax law; and

(*b*) the arrears of such depreciation and losses incurred by him in respect of the establishment for the previous accounting years have been fully set off against his profits.

Explanation III.—For the purpose of clause (*b*), sale of the articles produced or manufactured during the course of the trial run of any factory or of the prospecting stage of any mine or an oil-field shall not be taken into consideration and where any question arises with regard to such production or manufacture, the decision of the appropriate Government, made after giving the parties a reasonable opportunity of representing the case, shall be final and shall not be called in question by any court or other authority.

(2) The provisions of sub section (1) shall, so far as may be, apply to new departments or undertakings or branches set up by existing establishments:

Provided that if an employer in relation to an existing establishment consisting of different departments or undertakings or branches (whether or not in the same industry) set up at different periods has before the commencement of this Ordiance, been paying bonus to the employees of all such departments or undertakings or branches irrespective of the date on which such departments or undertakings or branches were set up, on the basis of the consolidated profits computed in respect of all such departments or undertakings or branches, then, such employer shall be liable to pay bonus in accordance with the provisions of this Ordinance to the employees of all such departments or undertakings or branches (whether set up before or after such commencement) on the basis of the consolidated profits computed as aforesaid.

17. *Adjustment of customary or interim bonus against bonus payable under the Ordinance.*—Where in any accounting year—

(*a*) an employer has paid any puja bonus or other customary bonus to an employee; or

(*b*) an employer has paid a part of the bonus payable under this Ordinance to an employee before the date on which such bonus becomes payable,

then, the employer shall be entitled to deduct the amount of bonus so paid from the amount of bonus payable by him to the employee under this Ordinance in respect of that accounting year and the employee shall be entitled to receive only the balance.

18. *Deduction of certain amounts from bonus payable under the Ordinance.*—Where in any accounting year, an employee is found guilty of misconduct causing financial loss to the employer, then, it shall be lawful for the employer to deduct the amount of loss from the amount of bonus payable by him to the employee under this Ordinance in respect of that accounting year only and the employee shall be entitled to receive the balance, if any.

19. *Time-limit for payment of bunus.*—All amounts payable to an empoyee by way of bonus under this Ordinance shall be paid in cash by his employer—

(*a*) where there is a dispute regarding payment of bonus pending before any authority under section 22, within a month of the settlement or award in respect of such dispute:

(*b*) in any other case, within a period of eight months from the close of the accounting year;

Provided that the appropriate Government or such authority as the appropriate Government may specify in this behalf may, upon an application made to it by the employer and for sufficient reasons, by order, extend the said period of eight months to such further period or periods as it thinks fit; so, however, that the total period so extended shall not in any case exceed two years.

20. *Application of Ordinance to establishments in public sector in certain cases.*—(1) If in any accounting year an establishment in public sector sells any products manufactured by it or renders any services, in competition with an establishment in private sector, and the income from such sale or services or both is not less than twenty per cent of the gross income of the establishment in public sector for that year, then the provisions of this Ordinance shall apply in relation to such establishment in public sector as they apply in relation to a like establishment in private sector.

(2) An eatablishment in public sector to which this Ordinance applies shall continue to be governed by this Ordinance notwithstanding that in any subsequent accounting year its income from the sale of products manufactured by it or from services rendered or from both, in competition with an establishment in private sector falls below twenty per cent of its gross income for that accounting year.

21. *Recovery of bonus due from an employer.*—Where any money is due to an employee by way of bonus from his employer under a settlement or an award, the employee himself or any other person authorised by him in writing in this behalf, or in the case of the death of the employee, his assignee or heirs may, without prejudice to any other mode of recovery, make an appli-

cation to the appropriate Government for the recovery of the money due to him, and if the appropriate Government or such authority as the appropriate Government or such authority as the appropriate Government may specify in this behalf is satisfied that any money is so due, it shall issue a certificate for that amount to the Collector who shall proceed to recover the same in the same manner as an arrear of land revenue ;

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

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

Explanation.—In this section and in sections 22, 23, 24 and 25, " employee" includes a person who is entiled to the payment of bonus under this Ordinance but who is no longer in employment.

22. *Reference of disputes under the Ordinance.*—Where any dispute or difference arises between an employer and his employees with respect to the calculation of bonus under this Ordinance or with respect to the application of this Ordinance to an establishment in public sector, then, such dispute shall be deemed to be an industrial dispute within the meaning of the Industrial Disputes Act, 1947, or of any corresponding law relating to investigation and settlement of industrial disputes in force in a State and the provisions of that Act or, as the case may be, such law, shall save as otherwise expressly provided, apply accordingly.

23. *Presumption about accuracy of balance-sheet and profit and loss account of corporations and companies.*—(1) Where, during the course of proceedings before any arbitrator or Tribunal under the Industrial Disputes Act, 1947, or under any corresponding law relating to investigation and settlement of industrial disputes in force in a State (hereinafter in this section and in sections 24 and 25 referred to as the "said authority") to which any dispute or difference of the nature specified in section 22 has been referred, the balance-sheet and the profit and loss account of an employer, being a corporation or a company (other than a banking company) duly audited by the Comptroller and Auditor-General of India or by auditors duly qualified to act as auditors of companies under sub-section (1) of section 226 of the Companies Act, 1956, are produced before it, then, the said authority may presume the statements and particulars contained in such balance-sheet and profit and loss account to be accurate and it shall not be necessary for the corporation or the company to prove the accuracy of such statements and particulars by the filing of an affidavit or by any other mode;

Provided that where the said authority is satisfied that the statements and particulars contained in the balance-sheet or the profit and loss account of the corporation or the company are not accurate, it may take such steps as it thinks necessary to find out the accuracy of such statements and particulars.

(2) When an application is made to the said authority by any trade union being a party to the dispute or difference or where there is no trade union, by the employees being a party to the dispute or difference, requiring any clarification relating to any item in the balance-sheet or the profit and loss account, it may, after satisfying itself that such clarification is necessary, by order, direct the corporation or, as the case may be, the company, to furnish to the trade union or the employees such clarification within such time as may be specified in the direction and the corporation or, as the case may be, the company, shall comply with such direction

24. *Audited accounts of banking companies not to be questioned.*—(1) Where any dispute or difference of the nature specified in section 22 between an employer, being a banking company, and its employees has been referred to the said authority under that section and during the course of proceedings the accounts of the banking company duly audited are produced before it, the said authority shall not permit any trade union or employees to question the correctness of such accounts, but the trade union or the employees may be permitted to obtain from the banking company such information as is necessary for verifying the amount of bonus due under this Ordinance.

(2) Nothing contained in sub-section (1) shall enable the trade union or the employees to obtain any information which the banking company is not compelled to furnish under the provisions of section 34-A of the Banking Companies Act, 1949.

25. *Audit of accounts of employers, not being corporations or companies.*—(1) Where any dispute or difference of the nature specified in section 22 between an employer, not being a corporation or company, and his employees has been referred to the said authority under that section and the accounts of such employer audited by any auditor duly qualified to act as auditor of companies undr sub-section (1) of section 226 of the Companies Act, 1956, are produced before the said authority, the provisions of section 23, shall, so far as may be, apply to the accounts so audited.

(2) When the said authority finds that the accounts of such employer have not been audited by any such auditor and it is of opinion that an audit of the accounts of such employer is necessary for deciding the question referred to it, then, it may, be order, direct the employer to get his accounts audited within such time as may be specified in the direction or within such further time as it may allow by such auditor or auditors as it thinks fit and thereupon the employer shall comply with such direction.

(3) Where an employer fails to get the accounts audited under sub-section (2) the said authority may, without prejudice to the provisions of section 28, get the accounts audited by such auditor or it thinks fit.

(4) When the accounts are audited under sub.section (2) or sub-section (3) the provisions of section 23 shall, so far as may be, apply to the accounts so audited.

(5) The expenses of, and incidental to, any audit under sub-section (3) (including the remuneration of the auditor or auditors) shall be determined by the said authority (which determination shall be final) and paid by the employer and in default of such payment shall be recoveruble from the employer in the manner provided in section 21.

26. *Maintenance of registers, records, etc.*—Every employer shall prepare and maintain such registers, records and other documents in such form and in such manner as may be prescribed.

27. *Inspectors.*—(1) The appropriate Government may, by notification in the Official Gazette, appoint such persons as it thinks fit to be Inspectors for the purposes of this Ordinance and may define the limits within which they shall exercise jurisdiction.

(2) An Inspector appointed under sub-section (1) may, for the purpose of ascertaining whether any of the provisions of this Ordinance has been complied with—

(*a*) require an employer to furnish such information as he may consider necessary.

(*b*) at any reasonable time, enter any establishment or any premises connected therewith and require any one found in charge thereof to produce before him for examination any accounts, book, registers and other documents relating to the employment of persons or the payment of salary or wage or bonus in the establishment;

(*c*) examine with respect to any matter relevant to any of the purposes aforesaid, the employer, his agent or servant or any other person found in charge of the establishment or any premises connected therewith or any person whom the Inspector has reasonoble cause to believe to be or to have been an employee in the establishment.

(*d*) make copies of, or take extracts from, any book, register or other document maintained in relation to the establishment-

(*e*) exercise such other powers as may be prescribed.

(3) Every Inspector shall be demand to be a public servant within the meaning of the Indian Penal Code.

(4) Any person required to produce any accounts, book, register or other document or thing or to give information by an Inspector under sub-section (1) shall be legally bound to do so,

(5) Nothing contained in this section shall enable an Inspector to require a banking company to furnish or disclose any statement or information or to produce, or give inspection of, any of its books of account or other documents, which a banking company cannot be compelled to furnish, disclose, produce or give inspection of, under the provisions of section 34A of the Banking Companies Act, 1949.

28, *Penalty.*—If any person—

(*a*) contravenes any of the provisions of this Ordinance or any rule made thereunder ; or

(*b*) to whom a direction is given or a requisition is made under this Ordinance fails to comply with the direction, or requirition.

he shall be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both.

29. *Offences by companies.*—(1) If the person committing an offence under this Ordinance is a company, every person who, at the time the offence was committed, was in charge of, and was responsible to, the company for the conduct of business of the company, as well as the company, shall be deemed to be guilty of the offence and shall be liable to be proceed against and punished accordingly :

Provided that nothing contained in this sub-section shall render any such person liable to any punishment if he proves that the offence was committed without his knowledge or thas he exercise all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where an offence under this Ordinance has been committed by a company and it is proved that the offence has been committed with the consent or connivance of, or is attributable to any neglect on the part of, any director, manager, secretary or other officer of the company, such director, manager, secretary or other officer shall also be deemed to be guilty of that offence and shall be liable to be proceeded against and published accordingly.

Explanation.—For the purpoes of this section,—

(*a*) " company " means any body corporate and includes a firm or other association of individuals ; and

(*b*) " director," in relation to a firm, means a partner in the firm.

30. *Cognizance of offences.*—(1) No court shall take cognizance of any offence punishable under this Ordinance, save on complaint made by or under the authority of the appropriate Government,

(2) No court inferior to that of a presidency magistrate or a magistrate of the firts class shall try any offence punishable under this Ordinance-

31, *Protection of action taken under the Ordinance.*—No suit, prosecution or other legal proceeding shall be against the Government or any efficer of the Government for anything which is in good faith done or intended to be done in pursuance of this Ordinance or any rule made thereunder

32. *Ordinance not to apply to certain classes of employees.*—Nothing in this Ordinance shall apply to—

(i) employees employed by any insurer carrying on general insurance business and the employees employed by the Life Insurance Corporation of India ;

(ii) seamen as defined in clause (42) of section 3 of the Merchant Shipping Act, 1958 ;

(iii) employees registered or listed under any scheme made under the Dock Workers (Regulation of Employment) Act, 1948, and employed by registered or listed employers :

(iv) employees employed in an establishment engaged in any industry carried on by or under the authority of any department of the Central Government or a State Government or a local authority ;

(v) employees employed by—

(*a*) the Indian Red Cross Society or any other institution of a like nature (including its branches) ;

(*b*) universities and other educational institutions ; and

(*c*) institution (including hospitals, chambers of commerce and social welfare institutions) established not for purposes of profit ;

(vi) employees employed through contractor on building operations ;

(vii) employees—

(*a*) who have entered before the commencement of this Ordinance into any agreement or settlement with their employers for payment of an annual bonus linked with producation or productivity in lieu of bonus based on profits ; or

(*b*) who may enter after such commencement into any agreement or settlement with their employers for payment of such annual bonus in lieu of the bonus payable under this Ordinance,

for the period for which such agreement or settlement is in operation ;

(viii) employees employed by the Reserve Bank of India ;

(ix) employees employed by—

(*a*) the Industrial Finance Corporation of India ;

(*b*) any Financial Corporation established under section 3, or any Joint Financial Corporation establishment under section 3A, of the State Financial Corporation Act, 1951 ;

(*c*) the Deposit Insurance Corporation ;

(*d*) the Agricultural Refinance Corporation ;

(*e*) the Unit Trust of India ; and

(*f*) the Industrial Development Bank of India ;

(x) employees employed in any establishment in public sector, save otherwise provided in this Ordiance.

33. *Ordinance to apply to certain pending disputes regarding payment of bonus.*—Where immediately before the 2nd September 1964, any industrial dispute regarding payment of bonus relating to any accounting year ending on any day in the year 1962, and any subsequent accounting year was pending before the appropriate Government or before any Tribunal or other authority constituted under the Industrial Disputes Act, 1947, or under any corresponding law relating to investigation and settlement of industrial disputes in a State, such dispute shall be decided in accordance with the provisions of this Ordinance.

Explanation.—A dispute shall be deemed to be pending before the appropriate Government where no decision of that Government on any application made to it under the said Act or such corresponding law for reference of that dispute to adjudication has been made or where having received the report of the Conciliation Officer (by whatever designation known) under the said Act or law, the appropriate Government has not passed any order refusing to make such reference.

34. *Effect of laws and agreements inconsistent with the Ordinance.*—(1) Save as otherwise provided, the provisions of this Ordinance shall have effect notwithstanding anything inconsistent therewith contained in any other law for the time being in force in the terms of any award, agreement, settlement or contract of service made before the commencement of this Ordinance :

Provided that if in respect of any accounting year the total bonus payable to all the employees in any establishment under this Ordiance is less than the total bonus paid or payable to all the employees in that establishment in the base year under such award, agreement, settlement or contract of service, then, the employees in the establishment shall be paid bonus in respect of that accounting year as if the allocable surplus for that accounting year were an amount which bears the same ratio to the gross profits of the accounting year as the total bonus paid or payable in the base year bears to the gross profits of the base year :

Provided further that nothing contained in the preceding proviso shall entitle any employee to be paid bonus exceeding twenty per cent of his salary or wage for the accounting year :

Provided also that if in any accounting year the allocable surplus computed under the first proviso exceeds the amount of maximum bonus payable to the employees in the establishment under the second proviso. then, the provisions of section 15 shall, so far as may be, apply to such excess.

Explanation I.—For the purpose of the first proviso to this sub-section, the total bonus in respect of any accounting year shall be deemed to be less than the total bonus paid or payable in the base year if the ratio of bonus payable in the accounting year to the gross profits of that year is less than the ratio of bonus paid or payable in the base year to the gross profits of that year.

Explanation II.—In this sub-section,—

(*a*) " base year " means—

(i) in a case where immediately before the 2nd September 1964, any dispute of the nature specified in section 33 was pending before the appropriate Government or before any Tribunal or other authority referred to in that section, the accounting year immediately preceding the accounting year to which the dispute relates ;

(ii) in any other case, the period of twelve months immediately preceding the accounting year in which this Ordinance becomes applicable to the establishment ;

(*b*) " gross profits" in relation to the base year or, as the case may be to the accounting year means gross profits as reduced by the direct taxes payable by the employer in respect of that year.

(2) Nothing contained in this Ordinance shall be construed to preclude employees employed in any establishment or class of establishments from entering into agreement with their employer for granting them an amount of bonus under a formula which is different from that under this Ordinance ;

35. *Saving.*—Nothing contained in this Ordinance shall be deemed to affect the provisions of the Coal Mines Provident Fund and Bonus Schemes Act, 1948, or of any scheme made thereunder

36. *Power of exemption.*—If the appropriate Government, having regard to the financial position and other relevant circumstances of any establishment or class of establishments, is of opinion that it will not be in public interest to apply all or any of the provisions of this Ordinance thereto, it may, by notification in the Official Gazette, exempt for such period as may be specified therein and subject to such conditions as it may think fit to impose, such establishment or class of establishments from all or any of the provisions of this Ordinance.

37. *Power to remove difficulties.*—If any difficulty or doubt arises in giving effect to the provisions of this Ordinance, the Central Government may, by order published in the Official Gazette, make such provision, not

inconsistent with the purposes of this Ordinance as appears to it to be necessary or expedient for the removal of the difficulty or doubt ; and the order of the Central Government, in such cases, shall be final,

38. *Power to make rules.*—(1) The Central Government may make rules for the purposes of carrying into effect the provisions of this Ordinance.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for—

(*a*) the authority for granting permission under the proviso to sub-clause (iii) of clause (1) of section 2 ;

(*b*) the preparation of registers, records and other documents and the form and manner in which such registers, records and documents may be maintained, under section 26 ;

(*c*) the powers which may be exercised by an Inspector under sub-section (2) of section 27 ;

(*d*) any other matter which is to be, or may be prescribed.

39. *Application of certain laws not barred.*—Save as otherwise expressly provided, the provisions of this Ordinance shall be in addition to and not in derogation of the Industrial Disputes Act, 1947, or any corresponding law relating to investigation and settlement of industrial disputes in force in a State.

THE FIRST SCHEDULE

[*See* section 4 (*a*).]

COMPUTATION OF GROSS PROFITS

Accounting year ending.......... . ...

Item No.	*Particulars.*	*Amouut of sub-items.*	*Amount of mainitems.*	*Remarks.*
		Rs.	Rs.	
* 1.	*Net Profit* as shown in the profit and Loss Account aftar making usual and necessary provisions.			
2.	*Add back* provision for—			
	(*a*) Bonus.			
	(*b*) Depreciation.			
	(*c*) Development Rebate Reserve.			*See* foot-note (1)
	(*d*) Any other reserves.			*See* foot-note (1)
	Total of Item No. 2	Rs.		
3.	*Add back* also—			
	(*a*) Bonus paid in respect of provious accounting years.			*See* foot-note (1)
	(*b*) Donations in excess of the amount admissible for income-tax.			
	(*c*) Capital expenditure (other than capital expenditure on scientific research which is allowed as a deduction under any law for the time being in force relating to direct taxes) and capital losses (other than losses on sale of capital assets on which depreciation has been allowed for income-tax).			*See* foot-note (1)
	(*d*) Any amount certified by the Reserve Bank of India in terms of sub-section (2) of section 34A of the Banking Companies Act, 1949.			

* Where the profit subject to taxation is shown in the Profit and Loss Account and the provision made for taxes on income is shown, the actual provision for taxes on income shall be deducted from the profit.

Item No.	*Particulars.*	*Amount of sub-items.*	*Amount of main Items.*	*Remarks*
		Rs.	Rs.	
	(*e*) Losses of, or expenditure relating to, any business situated outside India.			
	Total of Item No. 3 ...	Rs.		
4.	*Add also* Income, profits or gains (if any) credited directly to be published or disclosed reserves, *other than*—			
	(i) capital receipts and capital profits including profits on the sale of capital assets on which depreciation has not been allowed for income-tax) :			
	(ii) profits of, and receipts relating to, any business situated outside India.			
	(iii) income of foreign banking companies from investments outside India.			
	Net total of item No. 4	Rs.		
5.	Total of Item Nos. 1, 2, 3 and 4.		Rs.	
6.	*Deduct*—			
	(*a*) Capital receipts and capital profits (other than profits on the sale of assets on which depreciation has been allowed for income-tax).			*See* foot-note (2)
	(*b*) Profits of, and receipts relating to, any business situated outside India.			*See* foot-note (2)
	(*c*) Income of foreign banking companies from investments outside India.			*See* foot-note (2)

Item No.	Particulars.	Amount of sub-items.	Amount of main Items	Remarks.
		Rs.	Rs.	
	(d) Expenditure or losses(if any)debited directly to published or disclosed reserves, *other than*—			
	(i) capital expenditure and capital losses (other than losses on sale of capital assets on which depreciation has not been allowed for income-tax)			
	(ii) losses of any business situated outside India.			
	(e) In the case of foreign banking companies proportionate administrative (overhead) expenses of Head Office allocable to Indian business.			*See* foot-note (3)
	(f) Refund of any excess direct tax paid for provious accounting years and excess provision if any, of previous, accounting years relating to bonus, depreciation, or development rebate if written back.			*See* foot-note (2)
	(g) Subsidy, if any, received fromGovernment or from any body corporate established by any law for the time being in force.			*See* foot-note (2)
	Total of Item No. 6...	Rs.		
7.	Gross Profits for purposes of bouns (Item No 5 minus Item No. 6).		Rs.	

Foot-notes—

(1) If, and to the extent, charged to Profit and Loss Account,

(2) If, and to the extent, credited to Profit and Loss Account.

(3) In the proportion of Indian Gross Profit (Item No. 7) to total World Gross Profit (as per consolidated Profit and Loss Account, adjusted as in Item No. 2 above only.

THE SECOND SCHEDULE

[*See* section 4 (*b*).]

COMPUTATION OF GROSS PROFITS

Accounting Year ending ....

Item No.	Particulars.	Amount of sub-items.	Amount of main Items.	Remarks.
		RS.	RS.	
1.	*Net Profit* as per Profit and Loss Account.			
2.	*Add back* provision for :			
	(a) Bonus			
	(b) Depreciation.			
	(c) Direct taxes, including the provision (if any) for previous accounting years.			
	(d) Development rebate/ Development allowance reserve.			*See* foot-note (1)
	(e) Any other reserves.			*See* foot-note (1)
	Total of item No. 2 . .	Rs.		
3.	*Add back* also :			
	(a) Bonus paid in respect of previous accounting years.			*See* foot-note (1)
	(b) Donations in excess of the amount amissible for incometax			
	(c) Any annuity due, or commuted value of any annuity paid, under the provisions of section 280 D of the Incometax Act during the aceounting year.			
	(d) Capital expenditure (other than capital expenditure on scientific research which is allowed as a deduction under any low for the time being in force relating to dirct taxes) and capital losses (other than losses on sale af capital assets on which depreciation has been allowed for income-tax or agricultural income-tax).			*See*-foot-note (1)
	(e) Losses of, or expenditure relating to, any business situated outside India.			
	Total of item No. 3			

Item No.	Particulars.	Amount of sub-item.	Amount of main-items.	Remarks.
		RS.	RS.	
4.	*Add also* Income, profits or gains (if any) credited directly to reserves, *other than.*			
	(*i*) capital receipts and capital profits on the sale of capital assets on which depreciation has not been allowed for income-tax or agricultural income-tax) ;			
	(*ii*) profits or, and receipts relating to, any business situated outside India ;			
	(*iii* ircome of foreign concerns from investments outside India.			
	Net total of item No. 4			
5.	Tatal of item Nos. 1 2, 3 and 4.			
6.	*Deduct* :—			
	(*a*) Capital receipts and capital profits (other than profits on the sale of assets on which depreciation has been allowed for income-tax or agricultural income-tax).			*See* foot-note (2)
	(*b*) Profits of, and receipts relating to ary business situated outside India.			*See* foot-note (2)
	(*c*) Income of foreign concerns from investments outside India.			*See* foot-note (2)
	(*d*) Expenditure or losses (if any) debited directly to reserves, *other than*—			
	(i) capital expenditure and capital losses (other than losses on sale of capital assets on which depreciation has not been allowed for income-tax or agricultural income-tax) ;			
	(ii) losses of any business situated ouside India.			
	(*e*) In the case of foreign concerns proportionate administrative (overhead) expenses of Head Office allocable to Indian business.			*See* foot-note (3)

Item No.	Xarticular	Amount of sub-item.	Amount of main-items.	Remarks.
		RS.	RS.	
	(*f*) Refund of any direct tax paid for previous accounting years and excess provision, if any, of previous accounting years relating to bonus, depreciation, taxation or development repate or development allowance, if writtenback.			*See* foot-note (2)
	(*g*) Subsidy, if any, received from Government or from any body corporate established by any law for the time being in force.			
	Total of item No. 6 Rs.			
7.	Gross profits for purposes of bonus (Item No. 5 minus Item No 6).		Rs.	

THE THIRD SCHEDULE

[*See* section 6 (*d*)

Item No. (1)	Category of employer. (2)	Further sums to be deducted. (3)
1.	Company, other than a banking company	(i) The dividends payable on its preference share capital for the accounting year calculated at the actual rate at which such dividends are payable ; (ii) 8.5 per cent. of its paid up equity share capital as at the commencement of the accounting year ; (iii) 6 per cent of its reserves shown in its balance-sheet as at the commencement of the accounting year, including any profits carried forward from the previous accounting year; Provided that where the employer is a foreign company with in the meaning of sectiou 591 of the Companies Act, 1956, the tatal amount to be deducted under this Item shall be 8.5 per cent on the aggregate of of the value of the net

Foot-notes—

(1) If, and to the extent, charged to Profit and Loss Account.

(2) If, and to the extent, credited to Profit and Loss Account.

(3) In the proportion of Indian Gross Profit (Item No. 7) to total World Gross Profit (as per consolidated Profit and Loss Account, adjusted as in Item No.2 above only).

Item No. (1)	Category of employer. (2)	Further sums to be deducted. (3)
1.	Company other than a banking company—*cont.*	fixed assets and the current assets of the company in India after deducting the amount of its current liabilities (other than any amount shown as payable by the company to its Head Office whether towards any advance made by the Head Office or otherwise or any interest paid by the company to its Head Office) in India.
2.	Banking company	(i) The dividends payable on its preference share capital for the accounting year calculated at the rate at which such devidends are payable; (ii) 7·5 per cent. of its paid up equity share capital as at the commencement of the accounting year; (iii) 5 percent of its reserves shown in its balance-sheet as at the commencement of the accounting year, including any profits carried forward from the previous accounting year; (iv) any sum which, in respect of the accounting year, is transferred, by it — (a) to a reserve fund under sub-section (1) of section 17 of the Banking Companies Act, 1949; or (b) to any reserves in India in pursuance of any direction of advice given by the Reserve Bank of India. whichever is higher; Provided that where the banking company is a foreign company within the meaning of section 591 of the Companies Act, 1956, the amount to be deducted under this item shall be the aggregete of— (i) the dividends payable to its preference shareholders for the accounting year at the rate at which such dividends are payable on such amount as bears the same proportion to its total preference share capital as its total working funds in India bear to its total world working funds;

Item No. (1)	Category of employer. (2)	Further sums to be deducted. (3)
		(ii) 7·5 per cent on such amount as bears the same proportion to its total paid up equity share capital as its total working funds in India bear to its total world working funds; (iii) 5 per cent on such amount as bears the same proportion to its total disclosed reserves as its total working funds in India bear to its total world working funds; (iv) any sum which, in respect of the accounting year, is deposited by it with the Reserve Bank of India under sub-clause (i) of clause (b) of subsection (2) of section 11 of the Banking Companies Act, 1949, not exceeding the amount required under the aforesaid provision to be so deposited.
3.	Corporation	(i) 8·5 per cent of its paid up capital as at the commencement of the accounting (ii) 6 per cent of its reserves, if any shown in its balance-sheet as at the commencement of the accounting year, including any profits carried forward from the previous accounting year.
4.	Co-operative society	(i) 8·5 per cent of the capital invested by such society in its establishment as evidenced from its books of accounts at the commencement of the accounting year; (ii) such sum as has been carried forward in respect of the accounting year to a reserve fund under any law relating to co-perative societies for the time being in force.
5.	Any other employer not falling under any of the aforesaid categories.	8·5 per cent of the capital invested by him in his establishment as evidenced from his books accounts at the commencement of the accounting year: Provided that where such employer is a person to whom Chapter XXIIA of

Item No. (1)	Category of employer. (2)	Further sums to be deducted. (3)
		the Income tax Act applies, the annuity deposit payable by him under the provisions of that Chaper during the accounting year shall also be deducted : Provided further that where such employer is a firm an amount equal to 25 per cent of the gross profits derived by it from the establishment in respect of the accounting year after deducting depreciation in accordance with the provisions of clause (*a*) of section 6 by way of remuneration to all the partners taking part in the conduct of business of the establishment shall also be denucted, but where the partnership agreement, whether oral or written, provides for the payment of remuneration to any such partner, and (i) the total remuneration payable to all such partners is is less than the said 25 per cent, the amount payable, subject to a maximum of forty-eight thousand rupees to each partner ; or (ii) the total remuneration payable to all such partners is higher than the said 25 per cent, such percentage, or a sum calculated at the rate of forty-eight thousand rupees to each such partner, whichever is less, shall be deducted under this proviso : Provided also that where such employer is an individual or a Hindu undivided family,— (i) an amount equal to 25 per cent of the gross profits derived by such employer from the establishment in respect of the accounting year after deecucting depreciation in accordance with the provisions of clause (*a*) of section 6 ; or (ii) forty-eight thousand rupees, whichever is less, by way of remuneration to such employer, shall also be deducted.

Item No. (1)	Category of employer. (2)	Futher sums to be deducted. (3)
6.	Any employer falling within Item No 1 or Item No. 3 or Item No. 4 or Item No. 5 being a licensee within the meaning of the Electrictiy Supply Act 1948.	In addition to the sums deductible under any of the aforesaid items, such sums as are required to be appropriated by the licensee in respect of the accounting year to a reserve under the Sixth Schedule to that Act shall also be deducted.

Explanation.—The expression "reserves" occuring in column (2) against Item No. 1 (*iii*), 2 (*iii*) and 3 (*ii*) shall not in include any amount set apart for the purpose of—

(i) payment of any direct tax which, according to the balance-sheet, would be payable ;

(ii) meeting any depreciation admissible in accordance with the provisions of clause (*a*) of section 6 ;

(iii) payment of dividends which have be declared,

but shall include—

(a) any amount, over and above the amount referred to in clause (*i*) of this *Explanation*, set apart as specific reserve for the purpose of payment of any direct tax ; and

(b) any amount set apart for meeting any depreciation in excess of the amount admissible in accordance with the provisions of clause (*a*) of secton 6.

THE FOURTH SCHEDULE.

(See Section 15).

In this Schedule, the total amount of bonus equal to four per cent of the annual salary or wage payable to all the employees is assumed to be Rs. 50,000. Accordingly, the maximum bonus to which all the employees are entitled to be paid (twenty per cent of the annual salary or wage of all the employees) would be Rs. 2,50,000.

Year.	Amount equal to [illegible] per cent. [illegible] per cent., as the case may be, of available Surplus allocable as bonus.	Amonnt payable as bonus.	Set on or set off of the year carried forward.	Total set on set on corried forward.	
(1)	(2)	(3)	(4)	(5)	
	Rs.	Rs.	Rs.	Rs.	of (year)
1	70,000	70,000	Nil	Nil	
2	6,3[illegible],000	2,50,000*	Set on 2,50,000	Set on 2,50,000*	(2)
3	2,20,000	2,50,000* (inclusive of 3 ,000 from year-2).	Nil	Set on 2,50,000	(2)
4	[illegible],75,000	2,50,000*	Set on 1,25,000	Set on 2,20,000 1,25,000	(2) (4)
5	[illegible] 40,000	2,50,000* (inclusive of 1,10,000 from year-2).	Nil	Set on 1,1[illegible],0 0 1,25,000	(2) (4)
6	3,10 000	2,50,000*	Set on 60,000	Set on Nil† 1,25 000 60,000	(2) (4) (6)
7	1,00,000	2,50,0[illegible]0* (inclusive of 1,25 000 from year-4 and 25 000 from year-6).	Nil	Set on 35,000	(6)
8	Nil (due to loss).	50,000** (inclusive of 35 000 from year-6).	Set off 15,000	Set off 15,000	(8)
9	10,000	50,000 **	Set off 40,000	Set off 15,000 40,000	(8) (9)
10	2,[illegible]5000	1,60 000 (after setting off 15.000 from year-8 and 40,000 from year-9).	Nil	Nil	

NOTES.—

* Maximum.

† The balance of Rs. 1,10 000 set on from year-2 lapses.

** Minimum.

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