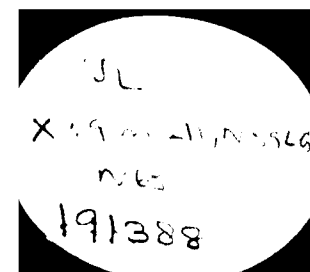
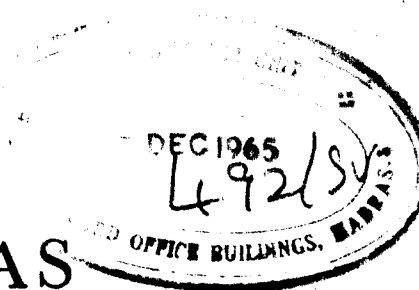
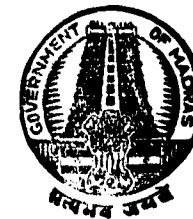


Madras Labour Gazette.

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VOL. VII NO. 9
SEPTEMBER 1965



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

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THE MADRAS LABOUR GAZETTE

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SEPTEMBER 1965

[No. 9

SPECIAL ARTICLES**INDUSTRIAL DISPUTES IN JOB EVALUATION AND WAGE INCENTIVE**

CHARLES N. HALL

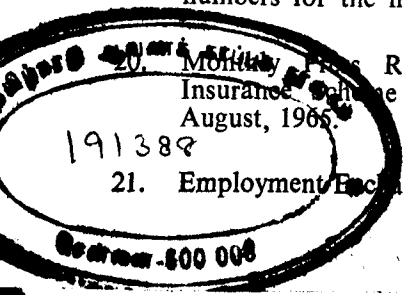
(Text of the speech delivered by Mr. Charles N. Hall, U.S. Specialist attached to the Central Labour Institute, Bombay at Hotel Ashoka, Madras on 29-9-65 under the auspices of the Madras Productivity Council).

Before speaking of disputes which arise in wage incentives or job evaluation it is necessary to briefly describe these techniques. I have found much confusion in India, both with management personnel and workers, of what these techniques are and their purpose.

Job evaluation is a technique which establishes the ranking of jobs within a plant or undertaking by measuring the work content of each job. Its primary purpose is not to increase productivity but to establish a rational wage structure within an industry, undertaking or plant. Some side effects which will benefit productivity will be discussed later.

There has always been job evaluation, in its broad sense ever since there has been more than one job in a plant. Someone has decided that job 'A' is worth so much money; job 'B' a different amount; etc. This has been done by adhoc methods. However job evaluation as it is understood today is a systematic, but not scientific, method of evaluating jobs.

Jobs are evaluated by considering factors in jobs in the plant which will measure the differences in those jobs. There are many schemes for doing this but all schemes have four major factors; skill, responsibility, effort and working conditions. While there are many different schemes we will consider the community wage survey plan, commonly called the steel plan since it was developed during the Second World War by steel companies and the Steel-workers' Union in the United States. The first factor skill, is divided into four sub-factors: education, experience, manual skill and mental skill. The second is again divided into four sub-factors: responsibility for tools and equipment, responsibility for operations and materials, responsibility for safety of others and responsibility for work of others. Effort is divided into mental effort and physical effort. Working conditions is divided into personal hazards and physical working conditions such as light, ventilation, extreme heat, obnoxious fumes, etc. Each



of the factors is divided into levels called degrees. Thus the first degree in, for example education, would be no education; the education required for the Vth or highest degree would include obtaining a college diploma. Various other levels would define the degrees in between.

Job evaluation must be accomplished by a team consisting of an equal number of representatives from management and workers. In India a third party is added to the team making it a tripartite committee. The first thing to be done is for the committee to select the particular scheme which is to be used, the one that will be best fit the jobs to be evaluated. It is probable that a different scheme will be used to evaluate production and maintenance jobs than the one used to evaluate clerical and office jobs. However, it is important that only one scheme be used for all production and maintenance jobs and likewise with clerical and office jobs.

The next step is to write accurate job description for each of the jobs. Then these jobs are analysed for the proper level or degree for each of the factors of the scheme which has been chosen. Each degree of the factor will have a different point of value, the higher degree having the most points and the lowest or base degree having zero points. The points for each degree are then totalled and this score is assigned to the job and determines its ranking.

At this point the work of the job evaluation committee is completed. The actual wages assigned to the jobs is determined by some other method. In the United States it is by collective bargaining; in India it probably will be by adjudication which established the lowest wage and the highest wage. Other jobs are allotted in according to their point value. Usually, a number of job grades are established, each grade covering a bracket of points.

The job evaluation committee cannot be dissolved at this point, however, since there will be new jobs which arise or old jobs which will be changed by adding or eliminating duties, for each new or changed job the process must be repeated starting with the preparation of an accurate job description. It is important that in this process complete agreement be reached on each step of the procedure before the beginning of the next step. In other words all members of the team must agree that a job description is accurate and includes all job duties that will have influence on the factors and that the description does not include duties which do not actually exist, before proceeding to the analysis of the factor levels.

A worker must be permitted to complain that his job has been improperly evaluated, either because of a misunderstanding of the importance of some of the duties or because some of his duties which have factor impact were omitted from the job description. Management must be permitted to create new or changed jobs and present them to the committee for evaluation. In the United States if there is a deadlock in the committee where unanimous agreement cannot be reached the disputes is submitted to an arbitrator who is from the private sector and is mutually chosen by both parties. Each team presents his case and the arbitrator

makes a decision which is binding on both parties. In India, with a tripartite committee, disputes between management and labour are resolved by the third party.

Productivity is increased by side effects of a job evaluation programme. The process of preparing accurate job descriptions frequently brings to light jobs which have so many duties that all of them cannot be accomplished by one worker or it may uncover duties which are unnecessary; or workers who do not have enough duties to keep them fully occupied. It invites a methods analysis which will improve the efficiency of production. Secondly, since the method is systematic it eliminates many of the disputes which arise over the proper wage for new or changed jobs. Worker morale is improved because each one is satisfied that the rate for his job is proper and most of the friction and discussion on a proper rate is eliminated. With accurate job descriptions it is easy to prepare specifications for hiring, for promotion, and for programs to train workers for better jobs.

Wage incentive, on the other hand, is designed to have a direct effect on productivity by encouraging the worker to produce at his best pace. This is done by establishing a norm of production per hour, or per day, or for any fixed period. The worker will be paid a bonus if his production exceeds the norm. There are various methods for establishing a norm. One is by the foreman who claims that he knows from experience what a worker can produce. Another is by examination of past production records. If the records are accurate this method is as "scientific" as any. The most common method used is by means of work study with a stop watch. In this method the engineer goes out on the floor and accurately times the operations performed by a worker in making his product. If this time could be used as the sole basis for establishing the norm of production this method might be called scientific since two observers operating independently could arrive at figures reasonably close to each other.

However, several factors must be applied to this "raw time" before the norm of production can be established. First, no two workers work at the same pace. Some are very fast, some are very slow, and some might be called normal. The engineer must create in his mind an image of the pace of a "normal worker" and compare the pace of the worker being observed to his mental image of normal. This is called performance rating and is usually expressed in terms of percentage of normal. Thus a fast worker might be rated at 120% and a slow worker at 85%. It should be obvious that performance rating is a completely subjective judgement on the part of the engineer and subject to all factors which cloud human judgment.

Second, since no worker can work for sixty minutes an hour, eight hours a day, other allowances must be made for personal time, i.e. going to the wash room, taking a smoke, taking a break. Also, there must be allowances for rest since in order to work at peak efficiency, the worker should not become unduly fatigued. Then there must be an allowance for delays in production over which the worker has no control, such as machine breakdown, lack of stock, lack of proper tools, and

conferences with supervisor. Each of these allowances must be estimated since the amount of personal time may vary from day to day. Rest allowance cannot be actually determined and of course, the unavoidable delays cannot be accurately predicted without resorting to a crystal ball.

If the wage incentive scheme is to work smoothly and actually provide an incentive for increased production to the worker it is incumbent upon management to realise that there **can be gross inaccuracies** in this method. There will be norms which are much too high which the worker cannot meet and there will also be norms which are set too low which the worker can easily meet. For those that are too high management must be willing to re-examine the work and set a norm which is reasonable. On the other hand norms which are too low should not be changed. If they are changed to a high figure workers will be discouraged from producing at maximum efficiency because they will feel that management is attempting to take away their just rewards. They will be discouraged from developing short cuts in the jobs. This will also destroy the confidence of workers in the honesty of management's administration of the scheme and will cause all workers to slow down. Thus in saving a few annas on one job, management will lose many rupees in total production throughout the plant. Contrary to the job evaluation procedure which requires that a union be a partner in the evaluation process, it is the duty of management to set norms and the privilege of the union to dispute those norms which they feel have been improperly set.

The confidence of the worker in the fairness in which the incentive plan is administered can be improved if the union is permitted to have a trained observer, usually called a work study representative, present whenever a study is made either for workload analysis or for setting norms for wage incentive purposes. Thus, the union is able to determine if the study was made under normal job conditions and is able to make a judgment on the pace of performance of the worker being studied. Many shop foremen when they learn that a time study is to be made will take steps to assure that the job operates efficiently by such steps as improving the lighting conditions, having stock and/or shop tools readily available, assigning special personnel to keep material moving smoothly, clearing the area of other workers who might interfere with the study, and other things. The result will be a norm based on a study made under unusually good conditions and will not fair to the worker. Also, workers should be informed in advance of the purpose of the study and the approximate time it will be made. Nothing can create so much distrust among workers as incentive norms based on "secret studies."

Bonus should be paid on a one for one basis, i.e. 1% increase in production above the norm should result in a 1% increase in wage (including dearness and other special allowances). Management receives its benefit from wage incentive because its production is increased while its overhead costs such as supervisors' salaries, rent, capital investment and other costs remain constant.

If workers become suspicious that management is using sharp practices and dealing unfairly with them on a wage incentive plan they will correct these injustices "whether real or imaginary" in their own way. Any worker knows more about his job than anyone else because he is working at it eight hour every day. He will very quickly find ways to beat the system.

Grievances raised by workers should be presented to management by the union grievance committee with the assistance of the work study representative, if available. The management grievance team should be assisted by the industrial engineer. Disputes which cannot be resolved by this committee should proceed to higher steps with voluntary arbitration or adjudication furnishing the final answer. In the United States these disputes are settled by voluntary arbitration with a mutually acceptable arbitrator chosen from the private sector by both sides.

If the job evaluation and/or the wage incentive scheme is to operate efficiently and smoothly efforts must be made by management to convince workers of the fairness of the schemes and their administration.

I have outlined above the steps which I feel must be taken to ensure its acceptance on the part of the workers.

INDUSTRIAL SATETY

1. FATAL ACCIDENT WHILE OPENING THE END CAP OF CYLINDER

In a factory manufacturing acetic acid, a pressure cylinder of a hydraulic moulding machine was found to be leaking. The cylinder which contained high pressure oil and nitrogen (the two fluids separated by a floating piston) was removed from the hydraulic system and it was decided to remove the end cap which was screwed on to the cylinder. The inside pressure was released by pressing down the non-return valve. When the hissing sound stopped it was assumed that the cylinder was completely depressurised. An attempt was then made to unscrew the end cap with the help of a spanner but when this failed, a hack saw and a chisel and hammer were employed by a worker sitting directly in line with the cylinder. Suddenly the end cap which weighed about 11 kg. blew off with a force and struck the worker in his abdomen. The worker got such a serious internal injury in the abdomen that he died within a half-an-hour.

The accident could have been possibly averted if there had been a pressure gauge fitted on to the cylinder to indicate the correct pressure instead of placing reliance on hissing sound which could stop even when the valve gets clogged.

(Information sent by Chief Inspector of Factories, Maharashtra)

2. FATAL ACCIDENT CAUSED BY A BELT RIDING

In an oil mill, an overhead driving shaft was used for driving three machines (1) an overhead screw conveyor for conveying oil seeds; (2) a seed elevator; and (3) a huller machine. A platform of wooden planks supported on 'ballis' was provided below the overhead counter shaft at a height of 8 ft. 3 inch. from the ground. A ladder gave access to the platform. When a driving belt of the overhead screw conveyor slipped off from the driving pulley on the overhead counter shaft, the fitter along with the head fitter went over the wooden platform for mounting the belt while the whole machinery was in motion.

The head fitter bent below the counter shaft and the belt driving the seed elevator (this being at a height of 3 ft. from the wooden platform) and reached the belt of screw conveyor. He then lifted the belt riding on the counter shaft by his left hand and was trying to give the belt to the fitter by means of a bamboo held in his right hand, when the belt got entangled in the counter shaft and the pulley entrapping the left hand of the head fitter. The body of the head fitter started revolving along with counter shaft and his legs dashed against the wooden planks of the platform which was thrown out and then against one of the horizontal ballis. The head fitter received such severe and multiple injuries that he died on his way to hospital.

(Information sent by Chief Inspector of Factories, Maharashtra)

3. FATAL FALL DUE TO ELECTRIC SHOCK

In a basic metal industry, a worker was carrying out some maintenance work on an overhead electric crane in the steel furnace department. As a part of his work the worker was fixing in position small brass pulleys which roll over the open electric feeder wires during the travelling motion of the crane. The feeder wires were not live as the switch was kept in 'off' position. But some other worker without knowing that repairs were going on, put the switch on, as soon as the maintenance worker came in contact with the feeder wires, he received severe electric shock and fell through a height of about 18 ft. He became unconscious and died while being removed to hospital. The accident could have been avoided had the switch been locked in 'off' position.

(Information sent by Chief Inspector of Factories, Maharashtra)

4. DEATH DUE TO BURNS IN A RUBBER FACTORY

At the end of a shift a worker was preparing to leave for home. As he had worked on a rubber-cement mixer, he was filled with rubber-cement dust. In order to clean his hands and arms, he rubbed them with a piece of cloth soaked in petrol and then placed the piece of cloth on a wall nearby. While he started washing the parts with petrol, standing with his back towards the wall, the piece of cloth got ignited, and feeling its heat the worker turned back and tried to extinguish the cloth with his hands. Since his hands were smeared with petrol, the hands caught fire and the fire ultimately spread to the mixer. Some of his co-workers arrived at the scene, extinguished the fire and removed the injured worker to the hospital where he died the next day due to burn injuries.

The source of ignition of the piece of cloth soaked in petrol could not be established. Perhaps there was some naked flame around such as burnt cigarette end or a bidi end. Washing of hands etc., with petrol is dangerous and should be prohibited. The management should also have been vigilant in seeing that no worker should bring in the factory any match box, lighted cigarette or bidi.

(Information sent by Chief Inspector of Factories, Maharashtra)

5. UNFENCED GEARS CAUSE INJURY

In an oil mill to cordon off the low belt and pulley drive of a cotton seed cleaner, fencing was provided by means of rails. There was a door in the rails. An oiler went inside the fencing through the door for applying grease to the bevel and pinion gears of the rotating sieves which had not been provided with any guard, and while doing so his right hand was caught in the intake nip of the gears and was crushed. Since the dangerous part was at a height of 4 ft. 2 inch. from the floor level, a complete covered guard should have been provided as required under Section 21 of the Factories Act so as to prevent access to the nip of the gears.

(Information sent by Chief Inspector of Factories, Maharashtra)

INDUSTRIAL RELATIONS, AUGUST 1965

The labour situation in the State was satisfactory. There were 7 strikes in textiles Mills (including 1 strike that was continuing at the end of the last month) and 8 strikes in other industries (including 1 strike that was continuing at the end of the last month) during the month of August 1965.

Out of 8 strikes in other industries, 3 strikes were continuing at the end of the month. No. of workers affected by the strikes in textile Mills was 564 and in other industries it was 2,952. 1,814 mandays were lost, due to strikes in Textile Mills and 20,440 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 Sundararaja Weaving Mills, Madurai, which began on 28-7-65 ended on 3-8-65 on the advice of the Labour Officer, Madurai and the workers resumed work on 3-8-65.

All the 68 workers of B & C Mills (Bichromate Plant) Madras-12 struck work on 25-8-65. The cause of the strike was regarding rationalisation in Bichromate Plant. The workers resumed work due to direct talks between the management and the union on the same day.

About 42 out of 353 workers of Krishnaveni Textiles, Singanallur struck work on 5-8-65 demanding allotment of machines to doffing boys on service bases. The workers resumed work unconditionally on the same day.

About 185 out of 347 workers of Raveendra Mills, Singanallur, struck work on 10-8-65 protesting against the suspension of 4 workers. The workers resumed work on 13-8-65 on the advice of the Labour Officer, Coimbatore.

About 149 out of 1212 workers of Rajalakshmi Mills Ltd., Singanallur, struck work on 14-8-65 protesting against the change of work. The workers resumed work on 18-8-65 on the advice of the Labour Officer, Coimbatore.

About 39 out of 625 workers of Jothi Mills Ltd., Perianaickanpalayam, struck work on 18-8-65 protesting against the change of work. The workers resumed work on the same day on the advice of the Labour Officer, Coimbatore.

About 52 out of 625 workers of Jothi Mills Ltd., Perianaickanpalayam, struck work on 19-8-65 protesting against the change of work. The workers resumed work on the same day on the advice of the Labour Officer, Coimbatore.

Others

The strike by the workers of Kumar Palkulam Estate, Thadikkaranomam, which began on 2-7-65 due to non-employment of Marudayee and non-implementation of the Plantation Labour Act & Rules, is still continuing.

All the 2,500 workers of the beedi industrial establishments under Maharajah Beedi Factories, Ranipet, Visharam, Timiri Kaveripauk, Vellore struck work on 25-8-65 protesting against the reduction of wages by 13 nP for rolling Jadi Beedies. The strike was continuing at the end of the month.

All the 50 workers of Samiullah Sahib & Co., Tannery, Tiruvalam, struck work on 31-8-65 due to the management scolding a worker. The strike was continuing at the end of the month.

All the 142 workers of M/s. Fomra Bros., Engineering Works, Madras-21, struck work on 18-8-65 due to refusal by the Government to refer the issue of D.A. for adjudication. The workers resumed work on 27-8-65 on the mediation by the Labour Officer, Madras.

About 150 out of 164 workers of Sri Rama Machinery Corporation (P) Ltd., Tiruvottiur struck work on 2-8-65 due to retrenchment of workers. The workers resumed work on 9-8-65 on the mediation by the Labour Officer, Madras.

About 79 out of 180 workers of Bharath Pulverising Mills (P) Ltd., Tiruvottiur struck work on 9-8-65 due to non-consideration of demands. The workers resumed work on 16-8-65 on the mediation by the Labour Officer, Madras.

All the 10 workers of Modern Press, Trichy Road, Coimbatore struck work on 9-8-65 demanding for increase in D.A. The workers resumed work on 10-8-65 on the mediation by the Labour Officer, Coimbatore.

All the 21 workers of Bharathi Press, Coimbatore struck work on 9-8-65 demanding for increase of D.A. The workers resumed work on 10-8-65 on the mediation of the Labour Officer, Coimbatore.

Central Sphere

1. General:

Regional Labour Commissioner (Central), Madras attended the Madras Dock Labour Board Registration Committee meeting on 23-8-1965.

2. Conciliation:

(a) The Asst. Labour Commissioner, Madras held conciliation proceedings in the following disputes and brought about settlements:

(i) Between M/s. C. K. Balasubramanian & Co., Madras and the Madras Port & Dock Workers Congress, Madras over charter of demands.

(ii) Between M/s. P. S. Sundaram & Co. Madras and the Madras Harbour Workers' Union (AITUC) Madras regarding payment of overtime to workers.

(iii) Between M/s. C. M. Nataraja Mudaliar & Sons, Madras and the Madras Harbour Workers Union, Madras over certain demands.

(b) Seven disputes were settled/disposed off at the intervention of the Officers of this machinery without holding any formal conciliation proceedings.

(c) Two disputes handled by the R.L.C.(C), Madras were ended in failure.

3. Number of strikes/lockouts 2

4. Number of threatened strikes/lockouts Nil

5. Particulars regarding disputes received :

(a) No. of Industrial disputes pending at the beginning of the month 4

(b) No. of Industrial disputes received during the month 16

(c) No. of Industrial disputes settled/disposed of during the month 12

(d) No. of threatened strikes Nil

(e) No. of which materialised Nil

(f) No. of Draft Standing Orders certified Nil

State Sphere

The Conciliation Officers enquired into and settled 550 disputes during the month of August 1965. Of these 84 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 20 industrial disputes in which settlements could not be brought about by Conciliation for adjudication by the Industrial Tribunal, Madras and Labour Courts, Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the statistical part of the journal. 13 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort. St. George Gazette in the month of August 1965.

Welfare

The General employment trend registered a downturn during the month, compared to previous month.

More registration, fewer vacancy notification and a larger live register were the main features of the activities during the month. The ratio of vacancy notification to Registration effected which was 1:4.3 during July 1965 rose to 1:4.8 during August 1965.

The total registrations made during the month was 34,973 (+ 2,339) and the number placed in employment was 6,310(+ 301). The number of vacancies notified stood at 7,281 (— 251) during the month. The number of applicants remained on the live register at the end of the month was 2,12,997 an increase of 8,324 or 4% over the previous month.

The shortage of manpower was reported in the following occupations:

Engineers with experience (degree/diploma holders), Medical Officer (Allopathic/Siddha), Textile Supervisor, Nurse, Pharmacist (Degree and Diploma holders), Sanitary Inspector, Maternity Assistant, Graduate Assistant, Tamil Pandit, Hindi Pandit, Secondary Grade Teacher (Urdu trained) Secondary Grade Teacher (Telugu trained), Secretarial Assistant, Drawing Master, Agricultural Instructor (Degree holders), Tailoring Instructress, Laboratory Technician, Surveyor, Blue Printer, Dark Room Assistant, Librarian, Steno-typist, Typist (Tamil), Typist (English & Tamil), Fitter (Craft Instructor), Grinders, Road Roller Driver, Bull Dozer Operator, Engine Driver, Compressor Operator, Switch Board Operator, Telephone Operator, Dental Mechanic, Instrument Mechanic, Mechanic (Refrigeration and Air-conditioning equipment), Electrician and Physical Education Teacher (Male and Female).

Surplus applicants related to Graduates in Economics, Botany, Geology and Law, Matriculates and unskilled occupations.

The professional and Executive Employment Officer, Madras registered 673 applicants and placed 25 in employment during the month. At the end of the month 1,463 remained on the live register of the office.

The University Employment Information and Guidance Bureau, Annamalai Nagar registered 11 applicants and placed 2 in employment during the month. The number remained on the Live Register at the end of the month was 119.

The Employment Office for the Handicapped, Madras registered 32 applicants (5 blind, 3 deaf and dumb and 24 orthopaedics) and placed 18 (1 blind 5 deaf and dumb 12 orthopaedics) in employment during the month. The Live Register of the office at the end of the month stood at 373 (130 blind, 61 deaf and dumb and 182 orthopaedics).

The vocational Guidance Units at Arcot North, Cuddalore N.T., Chingleput at Guindy, Coimbatore, Madras-14, Madurai, Ramanatha-puram at Madurai, Salem, Thanjavur, Tiruchirapalli and Tirunelveli rendered group guidance to 12,277 applicants and gave individual information to 6,367 persons. They have also individually guided 126 applicants during the month. The number of individually guided applicants placed in employment during the month was 51.

The Employment Information and Assistants Bureau in the districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli interviewed and counselled 383 applicants and registered 603 applicants during the month. They also renewed 13 registrations.

The Mobile Registration Unit attached to District Employment Offices, Ramanathapuram and Salem registered 252 applicants and renewed 1,666 registrations during the month.

The occupational Information Officer visited 27 establishments and identified 30 new occupations under the "Special Project for the search of New Occupations" launched by the Directorate General of Employment and Training.

Employees' Provident Funds Act, 1952

(1) During the month of August 1965, the Employees' Provident Funds Act '52 was extended to magnesite mine with effect from 31-8-65.

(2) 32 establishments/factories were brought under the Employees' Provident Funds Act '52 during the month of August 1965, thus bringing the total No. of covered establishments/factories to 3577.

(3) A total sum of Rs. 52,85,011.06 (excluding the refund of loan, previous accumulations and Administration charges etc. amounting to Rs. 3,62,973.99) was received as employees' and employers' contributions during the month of July 1965.

(4) The total Number of employees/subscriber covered under the Employees' Provident Funds Act in the Madras State at the end of July '65 was 4,73,770/4,11,120 respectively.

Workers' Education during September 1965

Unit level class was inaugurated in the Madras Electricity System on 4-9-65 by Srimathi Jothi Venkatachalam, Minister for Health. In her inaugural address the Minister for Health stated that the Workers' Education Scheme was rendering yeoman service to the working class. She appealed to the workers of Madras Electricity System that they should not resort to strike at this juncture and they should settle their disputes peacefully.

During the month of September 1965 Unit level classes were started at Mettur Industries, Limited, Mettur Dam, Engineering Workshop, Arkonam, B & C Mills, Madras, Sholayar Power House-I, Government Medical Stores, Umbrella Ribs Manufacturers, Muthialpet, Government Wood Working Unit, Thattanchavadi; Kothari Textile Mill, Singanallur, Rajendra Mills Ltd., Salem, Manambuli Estate, Valaparai, Engineer Stores Depot, Avadi, State Transport Department, Madras and Central Leather Research Institute. In Madras Region 77 unit level classes were in session, and in Madurai region 50 unit level classes were in session, during the month.

A function was held at Southern Railway Headquarters Offices on 18-9-65 for the distribution of certificates to the successful trainees.

The workers trainees of Premier Mills Ltd., Udumalpet, Mettur Spinning Mills Ltd., Mettur Dam, Loco Works, Madras, Government Galvanising Plant, Mettur Dam, Lakshmi Mills Ltd., Coimbatore, Lakshmi Mills Company, Koilpatti, Mahalakshmi Textiles Mills Ltd., Pasumalai, and Pudukkottai Textiles Ltd., Namunasamudram went on educational tours to Bombay, Mysore, Bangalore Coimbatore and Madras.

During the month 1599 workers were under training in Madras Region, and 1230 were under training in Madurai Region.

MADRAS PRODUCTIVITY COUNCIL

The valedictory function of the Courses on Materials Management and Job Evaluation and Time Study conducted by the Regional Labour Institute, Madras was held on 9th October, 1965 at Hotel Ashoka, Madras. Mr. R. V. Ramani, Director, Seshasayee Brothers (Private) Ltd., delivered the valedictory Address. Sri S. Ganapathia Pillai, Chairman, Railway Rates Tribunal presided over the function.

The course on Materials Management was conducted by Sri B. Ananthakrishnan, Deputy Director, National Productivity Council, Madras and 17 representatives of management participated in the course. The course on Job Evaluation and Time Study was conducted by Mr. Charles N. Hall, U. S. Specialist, attached to Central Labour Institute, Bombay and there were 30 participants representing trade unions and managements.

MINIMUM WAGES

The Government of Madras are of opinion that minimum rates of wages should be fixed in respect of employment in Timber Industry. Therefore in exercise of the powers conferred by Section 21 of the Minimum Wages Act, 1948 the Government have added to Part I of the Schedule to the Act in the above employment.

SEVENTH CONFERENCE ON HUMAN RELATIONS IN INDUSTRY

Seventh Conference on Human Relations in Industry organised by the South India Textile Research Association was held in Coimbatore on July 27th and 28th 1965. Sri D. Sanjivayya, Union Minister for Labour & Employment inaugurated the conference. Sri M. R. Masani, M.P., gave the specialist talk on "Management of Men". Sri G. R. Govindarajulu, Chairman of the Southern India Millowners' Association presided over the inaugural session.

About 400 delegates from 150 organisations participated in the two day conference. Besides delegates from number mills of SITRA, representatives from various Ministries of Government of India, Department of Industries, Labour and Commerce of State Governments of Madras, Andhra, Kerala and Mysore, a number of educational institutions, trade unions, employers' associations and research organisations participated in the conference.

INAUGURAL ADDRESS

Inaugurating the Conference Shri Sanjivayya, Minister for Labour and Employment, Government of India said that the basic material needs like good working conditions, adequate wages, job security, retirement benefits, housing, medical care and educational facilities for the worker and his dependents should be provided and that the means of satisfying intangible

but equally strong human desire for self-expression, recognition of individual worth, opportunities for promotion and leadership and a feeling of belonging should be developed.

Continuing he said that in a country like India where industrial labour was largely drawn from rural areas, an additional factor required for good human relations in industry was that workers' needs in place of the community life, social contacts, friendliness and trust left behind by him in his village, should be carefully assessed with a human touch and industrial life should be made as pleasant as possible.

He said that the Central Board for Workers' Education had already established 28 regional centres and 42 sub-regional centres where training had been imported to over two lakh workers. By the end of the Third Plan period, about three lakh workers were expected to be trained under the scheme. It was further expected that about a million workers would have received training by the end of the Fourth Plan. For this achievement, he wanted to express his appreciation of the excellent co-operation that had been extended by workers and employers generally throughout the country.

Welcome Speech

Welcoming the minister and delegates to the conference Shri K. Sreenivasan, Director, SITRA gave a brief account of the work of various Divisions of SITRA during the year. Referring to the Seventh Human Relations Conference he observed "the subjects covered during the year's conference are 'Manpower Planning and performance appraisal', 'Problems of expansion' and 'Welfare in Industry'. Various aspects of these topics are being covered not only as talks by experts but also through the medium of study groups which have been working under the auspices of SITRA for the past few months.

President's Address

Shri G. R. Govindarajulu, in his presidential address observed that productivity is a function of human relations. It is the result of various traditions and practices of the Government, management and labour, clear definition of roles and responsibilities, elimination of internal frictions, team spirit and in brief human relations. Referring to previous Human Relations Conferences he said "A perusal of the topics covered in these Conferences will give an idea of the coverage of the problems besides range of studies and immediate utility. At the same time, they are not devoid of academic content and scholastic value. He mentioned that the proceedings of the Sixth Conference on Human Relations in Industry were reviewed by the International Labour Office in Geneva, in their official Bulletin on International Labour. I.L.O. has recognised the study on "Grievance Procedure in Textile Mills" conducted by SITRA as an important investigation.

The Management of Men

Shri M. R. Masani, M.P., in his talk on "Management of Men" stressed the importance of human factor in the rapidly industrialising country like ours.

He said "that in large organisations there is a lack of personal touch between the management and labour and between management personnel of different levels. The relationships in an industrial enterprise can be broadly classified into three major aspects namely, (1) management trade union relations, (2) joint consultations and (3) personnel policies and functions of management. Any attempt at stressing one and discounting the other would in my view be a mistake. The relevant role and the degree of stress to be laid on each aspect at any given time is the subject of enquiry and discussion."

Sri P. V. Veeraraghavan proposed a vote of thanks to the Inaugural Session.

REPORTS PRESENTED AT THE CONFERENCE

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

SESSION ON MANPOWER PLANNING AND PERFORMANCE APPRAISAL

President: Major General S. C. Misra, General Manager, M/s. T. Stanes Co. Ltd., Coimbatore.

Papers Presented:

- (i) "Manpower Planning at Supervisory Level" by Shri P. V. Veeraraghavan, Head, Industrial Psychology Division, SITRA.
- (ii) "Technique of Selections—a Case Study" by Shri K. L. Varadarajan, Managing Agent, Vijayalakshmi Mills, Coimbatore.
- (iii) "Performance Appraisal of Supervisors" by Shri L. Kandaswamy, Managing Agent, Sri Venkatachalapathy Mills, Tirupati.
- (iv) "Organisational Performance Appraisal" by Prof. G. P. Asthana, Director, Thiagarajar School of Management, Madurai.

SESSION ON "PROBLEMS OF EXPENSION"

President: Shri N. Mahalingam, M.L.A., Managing Director, Sri Sakthi Textiles, Pollachi.

Papers Presented:

- (i) "Motivation for Expansion" by Dr. B. Natarajan, M.L.A., Madras.

- (ii) "Economic Problems of Expansion" by Shri A. K. Bhansali, General Manager, Kothari Textiles Ltd., Madras.
- (iii) "Human Problems of Expansion" by Shri K. Sreenivasan, Director, SITRA.
- (iv) "Training for organisational Expansion" by Dr. Udai Pareek, Director, Extension Education, Small Industries Extension Training Institute, Hyderabad.

SESSION ON "WELFARE IN INDUSTRY"

President: Smt. Parvathi Krishna, Vice President, AITUC, Coimbatore.

Papers Presented:

- (i) "Problems of the Older Workers in Industry" by Dr. W. T. V. Adiseshiah, Head, Department of Social Work, Loyola College, Madras.
- (ii) "Accidents in Textile Industry" by Shri S. Paramanayakam, Assistant Director, Regional Labour Institute, Government of India, Madras.
- (iii) "Employees' Co-operative Stores" by Shri S. A. Ramachandran, Director, Sri Sakthi Textiles, Pollachi.

The Conference concluded with the summing up of the deliberations by Sri C. V. Narayana Row, Personnel Officer, Bangalore Woollen, Cotton & Silk Mills Co. Ltd., Bangalore and Shri D. Chakravarti, Member, Directing Staff, Administrative Staff College of India, Hyderabad.

EMPLOYMENT OF WOMEN — JUDGEMENT OF THE BOMBAY CITY CIVIL COURT IN SUIT NO. 2916, 4887, 4888 AND 4889 OF 1964, DATED 16th MARCH, 1965 REGARDING MARRIAGE CLAUSE

The four plaintiffs in the above suits were women appointed as employees in May & Baker Limited, Bombay. In the letters of appointment one of the terms specified by the Company was that they had been appointed subject to the specific condition that as and when they got married, the Company shall be at liberty to ask them to resign from its employment or to terminate their services. All the four employees signed an endorsement in the letters of appointment accepting the above term. Subsequently the employees got married and apprehended that the Company would enforce the said term under which the Company was at liberty to ask them to resign or to terminate their employment. All the four employees therefore filed suits for a declaration that the term in the letter of appointment was void on several grounds, one of the grounds being that it offended sections 23 and 26 of the Indian Contract Act, 1872.

Section 26 of the Indian Contract Act, 1872 reads "Every agreement in restraint of marriage of any person, other than a minor, is void." The Court held that after marriage the contract gave right to the company which if exercised would result in a detriment to the employee, namely, loss of service or employment. The Court held that the term in the contract in restraint of marriage was not a partial but an absolute restraint. In the opinion of the Court such contract or term in contract would be hit by Section 26 of the Indian Contract Act, 1872. The court therefore held that the term of the contract of the employment of the four plaintiffs would be void as being an agreement in restraint of marriage. The court decreed the suits in favour of plaintiffs.

MEMORANDUM OF SETTLEMENT UNDER SECTION 18(1) OF THE INDUSTRIAL DISPUTES ACT, 1947

Names of parties—

Representing employers :

1. Shri K. Ramaswami Mudaliar, Chairman, Association of Planters of the State of Madras, Coonoor.
2. Shri C. S. Krishnaswami, Secretary, Association of Planters of the State of Madras, Coonoor.

Representing workmen :

1. Dr. P. H. Daniel, Working President, The Estates Staffs' Union of South India, Coonoor.

2. Dr. S. Narasimhan, Vice-President, The Estates Staffs' Union of South India, Coonoor.
3. Sri A. Thirumayilai, General Secretary, The Estates Staffs' Union of South India, Coonoor.
4. Sri K. Rajagopal, Deputy General Secretary, The Estates Staffs' Union of South India, Coonoor.

Number and broad description of the categories of workmen covered by the settlement :

Approximately 3,000 estate 'staff' as defined in clause (1) of the Terms of Settlement set out in this Memorandum.

Short recital of the case

Pursuant to the award of the Special Industrial Tribunal for Plantations, Coimbatore, in I.D. No. 8 (Special) of 1952 and the appeal filed by the Managements before the Supreme Court against the said award, negotiations were held among others between the representatives of the Managements and the Staff Union and a settlement was arrived at on the 28th October 1957 between the United Planters' Association of Southern India, Coonoor (hereinafter referred to as the UPASI) representing the various managements in that case and the Estates Staffs' Union of South India, Coonoor (hereinafter referred to as ESUSI) representing the staff members concerned. The said settlement according to the terms thereof was filed before the Supreme Court in the appeal. Pursuant to the said settlement which has since been accepted by the Supreme Court, a Memorandum of Settlement was signed between the Association of Planters of the State of Madras (hereinafter referred to as the APM) representing the Managements of the various plantation estates in the State of Madras and the staff employed therein represented by the ESUSI on the 28th October 1957. While so, the question of revision of wages of the employees in the plantations in India including those situate in the State of Madras was referred by the Government of India to three Central Wage Boards constituted for Tea, Rubber and Coffee Plantations respectively. While the Wage Boards were continuing their deliberations, negotiations were held between the representatives of the parties herein with a view to arriving at a settlement. On the 3rd April 1963, the ESUSI served notices inter alia on the A.P.M., of their intention to terminate the settlements referred to above. The Central Wage Boards had recommended certain increases to staff employed in tea, coffee and rubber plantations. A charter of demands was also served by the ESUSI inter alia on the A.P.M. covering a number of issues other than revision of emoluments. Negotiations between the parties continued on all the issues including those under reference to the Wage Boards and finally the following settlement was arrived at in respect of staff members employed on the various plantation estates in the State of Madras who are members of the A.P.M.

Terms of Settlement

1. The term 'staff' shall have the meaning assigned to it under the certified Standing Orders for Estate Staff presently in force as modified by the clause entitled "Employees excluded from the above terms and conditions" in the agreement dated the 28th October 1957 entered into between the UPASI and the ESUSI referred to earlier as also in the related agreements.

2. This agreement shall not alter any of the subsisting terms and conditions of service of the members of the staff which were contained in the following settlements :

- (a) Agreement dated 24th March 1948 between the South India Estates Labour Relations Organisation and the Estates Staffs' Union of South India ;
- (b) Agreement dated 28th October 1957 between the UPASI and ESUSI; and
- (c) Agreement dated 28th October 1957 between the Association of Planters of the State of Madras and ESUSI;

except to the extent specifically mentioned hereunder.

3. Scales of Pay :

(a) The scales of pay for the grades mentioned below will be extended as follows with effect from 1-1-1965 :

Large Estates in Madras :

General Grade	: Rs. 40/50-3-56-4-80-EB-5-120-EB-6-180
Senior Grade 'A'	: Rs. 90-6-120-EB-7-148-EB-8-196-200
Senior Grade 'B'	: Rs. 150-10-280

Medium Estates in Madras :

General Grade	: Rs. 40/50-3-56-4-80-EB-5-130
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Senior Grade (for Heads of Departments only) :

Rs. 90-6-120-EB-7-148-EB-8-180-10-220

Note : The definition of Large and Medium Estates will be as in the Settlements referred to above.

(b) The scale of pay for the employees in the "Excluded Categories" covered by Proviso (3) to the clause entitled "Employees excluded from the above terms and conditions" in the Madras Settlement referred to above shall be extended as follows with effect from 1-1-1965 :

Rs. 35-3-53-4-65-5-110.

(c) Members of the staff and excluded categories covered by (b) above shall be given one additional increment in their existing scales of pay on 1-1-1965. Those who have reached the maximum of any grade which is not extended by this Settlement shall be given one increment as a personal allowance at the rate equal to the increment last drawn. This personal allowance will not attract any benefit or allowance except dearness allowance, overtime and provident fund and will be continued in the case of those to whom it is granted until their retirement or promotion as the case may be, provided that in the case of promotion to a higher scale of pay, they shall be fitted at that point in the higher scale which is immediately above the sum of the basic pay and the personal allowance referred to earlier when the personal allowance will be merged in the basic salary.

4. Dearness Allowance :

With effect from 1-1-1965, the UPASI scale of Dearness Allowance shall, for the staff and excluded categories, be revised as follows :

- (i) A sum of Rs. 26/- shall be added to the existing dearness allowance for those members of the staff drawing a basic pay of Rs. 104/- and below per month;
- (ii) A sum of Rs. 32/- shall be added to the existing dearness allowance for those members of the staff drawing a basic pay of Rs. 105/- and above per month;
- (iii) In addition,
 - (a) an amount equal to 10% of the sum arrived at as above shall be added in respect of those members of the staff drawing a basic pay of upto Rs. 75/- per month; and
 - (b) an amount equal to 17½% of the sum arrived at as above shall be added in respect of those members of the staff drawing a basic pay of Rs. 76/- and above per month.

Note : (1) The interim increases granted according to the recommendations of the Wage Boards will be absorbed in the above increases in the dearness allowance and will not be payable from 1-1-1965. The interim increases paid since 1-1-1965 will be adjusted towards the amounts due under this Settlement.

(2) A table showing the revised rates of Dearness Allowance is appended to this Settlement.

5. Promotions :

(1) Normally, promotions should be from the junior grades on the basis of seniority, efficiency and suitability. Only where no suitable staff is available should an outsider be appointed.

(2) Heads of Departments on Large Estates will be placed not lower than in Senior Grade 'A' and will be allowed to proceed to the maximum of Senior Grade 'B'.

(3) If a member of the staff is promoted from one scale to a higher scale, the following rules will be applied :

(a) For promotion from General Grade to Senior Grade 'B' :

(i) If on promotion the staff member is in receipt of a basic pay of below Rs. 150/-, his basic pay shall be raised to the commencing pay of Senior Grade B, namely Rs. 150/-.

(ii) If he is in receipt of a basic pay of Rs. 150/- or above, he shall be given one increment in Senior Grade B at the time of promotion and fitted in the next higher step in Senior Grade B.

(b) For promotion from Senior Grade A to Senior Grade 'B' :

(i) If the staff member is in receipt of a basic pay of below Rs. 150/- the same shall be raised to the commencing pay of Senior Grade 'B' namely, Rs. 150/-.

(ii) If he is in receipt of a basic pay of Rs. 150/- or above, he shall be given one increment in Senior Grade B, and fitted in the next higher step in Senior Grade 'B'.

6. Categorisation :

The following rules shall apply regarding categorisation of staff on Large Tea, Rubber and Mixed Estates. This will also apply to those companies and Proprietors owning Estates situated in more than one State and where the staff are transferable between estates in one State and another, but only in so far as Large Estates are concerned.

(1) Estate Office :

(a) If four or more staff are employed including the head staff

(i) the First Assistant will be above the General Grade; and

(ii) the remaining Assistants will be in the General Grade.

(b) If only three staff are employed, the Assistants will be in the General Grade, but the First Assistant will be allowed to proceed to the maximum of Senior Grade A.

(2) Estate Factory :

(a) If four or more staff are employed including the head staff

(i) the first Assistant will be in Senior Grade 'A'; and

(ii) the remaining Assistants will be in the General Grade.

(b) If three or less number of staff are employed, the Assistants will be in the General Grade, but the First Assistant will be allowed to proceed to the maximum of Senior Grade 'A'.

Note : To decide the strength of staff in a factory, tea-making and rubber making staff and other staff, if any, in the factory doing purely clerical duties should be taken into account.

(3) Estate Field :

(a) Where four or more staff are employed in a division including head staff

(i) The First Assistant will be in Senior Grade 'A'; and

(ii) the remaining Assistants will be in the General Grade.

(b) If only three staff are employed, then the Assistants will be in the General Grade, but the First Assistant will be allowed to proceed to the maximum of Senior Grade 'A'.

(c) In a division of 200 acres and above, where two staff are employed

(i) the Head Conductor will be fitted in Senior Grade 'A' but will be allowed to proceed to the maximum of Senior Grade 'B'; and

(ii) the other staff will be in General Grade but will be allowed to proceed to the maximum of Senior Grade 'A'.

(d) In a division of less than 200 acres where two staff members are employed

(i) the Head Conductor will be in Senior Grade 'A'; and

(ii) The Assistant will be in General Grade.

(e) In a division of 300 acres and above where only one staff member is employed, he will be fitted in Senior Grade 'A'

but will be allowed to proceed to the maximum of Senior Grade 'B'.

Note : The acreages mentioned above are in respect of tea only and the corresponding acreages for rubber will be in accordance with the formula for Estate Grading agreed to under the Madras Settlement referred to above.

7. Stenographers :

Stenographers in General Grade who are used as stenographers will be given a special allowance of Rs. 25/- per mensem. This allowance will not be given to a stenographer started on a higher salary in the Grade in consideration of his stenographic qualifications or if he is in a higher grade.

8. Storekeepers :

(a) Full-time Store-keepers :

Where more than one full-time store-keeper are employed, the Senior Storekeeper will be in Senior Grade 'A' or above. In the case of stores which cater to the needs of more than one estate, even if there is only one full time storekeeper employed, he will be in Senior Grade 'A'.

(b) Part-time Store-keepers :

A special allowance of Rs. 10/- will be given to regular part time storekeepers except in cases where they were started on a higher salary in consideration of the storekeeping duties.

9. Pharmacists and Compounders :

(a) Qualified pharmacists and qualified compounders will be placed in the General Grade and allowed to proceed to the maximum of Senior Grade 'A' with an efficiency bar at the top of the General Grade. New entrants will be started at Rs. 60/- in the General Grade, provided they are qualified.

(b) Compounders in entire charge of dispensaries where regular in-patient treatment is given (excluding epidemic cases) and a visiting doctor is not expected to visit every day, will be allowed to proceed to the maximum of Senior Grade 'B'.

10. Nurses :

(a) English Trained Qualified Nurses shall be placed in Senior Grade 'A'. Where there are two or more such qualified Nurses, the senior Nurse will be allowed to proceed to the maximum of Senior Grade 'B' with an efficiency bar at Rs. 200/-.

(b) Vernacular trained nurses will be placed in the General Grade with starting pay of Rs. 60/-.

11. Laboratory Technicians :

Qualified Laboratory Technicians will be placed in General Grade on a starting pay of Rs. 60/- and allowed to proceed to the maximum of Senior Grade 'A' with an efficiency bar at Rs. 180/-.

12. Technical Staff :

Technical staff possessing diplomas not lower than L.M.E., L.E.E. L.C.E., etc., will be placed in Selection Grade I.

13. Staff Strength :

Member estates should fill staff positions by staff employed on staff scales of pay.

14. Gratuity :

The existing gratuity scheme for staff and excluded categories under the 1957 settlement will be revised as follows with effect from 1-1-1965 :

(1) Those who are discharged from service on medical grounds or who die in service both after five years of continuous service will be paid gratuity at the rate of half a month's basic pay plus dearness allowance, as drawn immediately preceding the discharge or death, for every year of continuous service, subject to a maximum of fifteen months' basic pay plus dearness allowance.

(2) In the case of retirement on reaching the age of superannuation irrespective of the length of service, or on resignation from service after ten years of continuous service, they will be paid gratuity at the rate of half a month's basic pay plus dearness allowance, as drawn immediately preceding the retirement or resignation for every year of continuous service, subject to a maximum of fifteen months' basic pay plus dearness allowance.

(3) In the case of termination of service by the management after ten years of continuous service, gratuity will be paid at the rate of half a month's basic pay plus dearness allowance as drawn immediately preceding the termination of the service subject to a maximum of fifteen months' basic pay plus dearness allowance.

Provided that in the case of dismissal or discharge from service on account of misconduct involving assault of superiors or moral turpitude, no gratuity will be payable;

Provided further that in the case of termination of service on account of misconduct involving financial loss to the estate, the employee concerned will be disentitled to gratuity to the extent of such loss;

Provided further, that in the event of termination of service of an employee on account of any of the reasons which qualify him for compensation provided under Sections 25F, 25FF and 25FFF of the Industrial Disputes Act, 1947, the gratuity herein provided shall be deemed to be in lieu of such compensation and the employee concerned will be entitled only to the higher of the amounts payable under this Settlement or the compensation under law.

(4) Those who retired on or after 1-1-1965 but before the date of signature of this agreement and who received gratuity in excess of fifteen months' basic pay at the rates of salaries in force at the time of retirement will not be entitled to any additional payment towards gratuity under this settlement.

15. Retirement Age :

The age of superannuation is fixed at 56 years from the date of signature of this agreement with no extension. This, however, will not apply to those staff who have already been granted extensions beyond that period as far as those extensions are concerned.

16. Holiday Travelling Allowance :

With effect from the date of this agreement, the holiday travelling allowance applicable to staff and excluded categories under the 1957 Settlement will be revised as follows :

- | | |
|--|--------------------------------|
| (1) For staff drawing a basic pay of Rs. 50/- per month and above. | } Eight paise
per kilometre |
| (2) For staff drawing a basic pay of below Rs. 50/- per month. | |
| | } Five paise
per kilometre |
| | |

17. Sick Leave :

Staff will be allowed sick leave with full pay at the rate of one month per annum. If not utilised accumulation will be permitted at the rate of seven days' sick leave for each year of service subject to a maximum of two months' accumulation to be utilised when actually necessitated by sickness on the recommendation of the Estate Medical Officer, along with that year's sick leave of one month, thus making a maximum of three months in a year within which it is utilised.

18. Privilege Leave :

(1) The privilege leave applicable in a year may be split by the staff into two or three periods of not less than ten days at a time, subject to exigencies of work. However, the holiday travelling allowance will be payable only once a year, irrespective of the number of occasions on which leave is taken. Accumulation of privilege leave will not be allowed.

(2) If privilege leave is refused by the management on the ground of exigencies of work, accumulation of such leave should be allowed.

(3) Where the annual leave is taken in instalments on the orders of the management, the Travelling Allowance should be paid for each instalment of leave.

19. Medical Treatment :

In addition to the existing medical facilities, the cost of treatment at Government hospital rates will be paid for eye and dental treatment taken from outside on the recommendation of the Estate Medical Officer. This will not include the cost of spectacles or dentures.

20. Overtime Payment for Medical Staff :

(a) Medical staff other than doctors but including midwives who are in the excluded categories under the 1957 Settlement, working on Sundays and other holidays will be paid at the rate of two hours' overtime for work on Sundays and holidays, irrespective of the duration of the work.

(b) Medical staff other than doctors but including midwives who are in the excluded categories under the 1957 Settlement, if not on night duty, will be paid one hour's overtime, irrespective of the time actually spent on each night call.

21. Female employees :

Female employees will be permitted to marry after completion of five years' service.

22. General :

(1) All existing terms and conditions of service not specifically altered by this Settlement will continue to be in force. This Settlement will not affect prejudicially the terms and conditions presently enjoyed by any member of staff.

(2) The ESUSI hereby withdraws all other general demands affecting the terms and conditions of service pending before the various Associations, Managements and authorities.

(3) The ESUSI further agrees to accept the terms herein in full and final satisfaction of the claims made by them before the Central Wage Boards and it is further agreed that the representative of the parties herein will submit this agreement jointly to the Tea, Rubber and Coffee Wage Boards requesting the said Wage Boards to make recommendations in terms of this Settlement as far as the Staff members are concerned.

23. The demand raised by the Union in respect of non-staff categories of employees will be discussed between the parties as soon as possible with a view to arriving at a settlement.

24. Any dispute arising out of the implementation of the terms of this settlement will be discussed in the first instance by a Joint Committee of the UPASI and the ESUSI to be set up for the purpose.

25. The payments due under this Settlement will be made not later than the date on which the staff are paid their salaries for the month of June 1965.

26. Duration of the Settlement :

This Settlement shall be in force from 1-1-1965 until 31st December 1969 and it is hereby agreed that no general or industry-wide demands involving financial commitments on the part of the employers will be raised by the Union or the staff members during the period covered by this Settlement. It is also agreed that the parties will commence further negotiations regarding the terms and conditions of employment of staff for the period after the expiry of the terms of this Settlement within a period of six months prior to 31-12-1969.

Dated this the thirtieth (30th) day of July 1965.

APPENDIX

REVISED SCALE OF UPASI DEARNESS ALLOWANCE

(Vide Clause 4 of Settlement.)

Basic Pay	Revised D. A. with effect from 1-1-65.	Basic Pay	Revised D. A. with effect from 1-1-65.
Rs.	Rs. P.	Rs.	Rs. P.
30	60.50	71	79.20
31	60.50	72	79.20
32	61.60	73	79.20
33	61.60	74	80.30
34	61.60	75	80.30
35	62.70	76	85.92
36	62.70	77	86.07
37	63.80	78	86.21
38	63.80	79	86.36
39	64.90	80	86.50
40	64.90		
41	64.90	81	86.66
42	66.00	82	86.80
43	66.00	83	86.95
44	67.10	84	87.09
45	67.10	85	87.24
46	68.20	86	87.38
47	68.20	87	87.54
48	69.30	88	87.68
49	69.30	89	87.83
50	69.30	90	87.97
51	70.40	91	88.13
52	70.40	92	88.27
53	71.50	93	88.42
54	71.50	94	88.56
55	72.60	95	88.71
56	72.60	96	88.85
57	72.60	97	89.00
58	73.70	98	89.15
59	73.70	99	89.30
60	74.80	100	89.44
61	74.80	101	89.59
62	74.80	102	89.73
63	75.90	103	89.89
64	75.90	104	90.03
65	75.90	105	97.23
66	77.00	106	97.37
67	77.00	107	97.53
68	78.10	108	97.67
69	78.10	109	97.82
70	78.10	110	97.96

Basic Pay		Revised D. A. with effect from 1-1-65.	
Rs.	Rs. P.	Rs.	Rs. P.
111	98.11	156	104.72
112	98.25	157	104.87
113	98.41	158	105.01
114	98.55	159	105.16
115	98.70	160	105.30
116	98.84		
117	98.99	161	105.46
118	99.13	162	105.60
119	99.29	163	105.75
120	99.43	164	105.89
121	99.58	165	106.04
		166	106.18
122	99.72	167	106.34
123	99.88	168	106.48
124	100.02	169	106.63
125	100.17	170	106.77
126	100.31		
127	100.46	171	106.93
128	100.60	172	107.07
129	100.75	173	107.22
130	100.90	174	107.36
		175	107.51
131	101.05	176	107.65
132	101.19	177	107.81
133	101.34	178	107.95
134	101.48	179	108.10
135	101.64	180	108.24
136	101.78		
137	101.93	181	108.39
138	102.07	182	108.53
139	102.23	183	108.69
140	102.37	184	108.83
		185	108.98
141	102.52	186	109.12
142	102.66	187	109.28
143	102.81	188	109.42
144	102.95	189	109.57
145	103.11	190	109.71
146	103.25		
147	103.40	191	109.86
148	103.54	192	110.00
149	103.69	193	110.16
150	103.83	194	110.30
		195	110.45
151	103.99	196	110.59
152	104.13	197	110.74
153	104.28	198	110.88
154	104.42	199	111.04
155	104.57	200	111.18

Basic Pay		Revised D. A. with effect from 1-1-65.	
Rs.	Rs. P.	Rs.	Rs. P.
201	111.33	246	117.93
202	111.47	247	118.09
203	111.63	248	118.23
204	111.77	249	118.38
205	111.92	250	118.52
206	112.06		
207	112.21	251	118.68
208	112.35	252	118.82
209	112.51	253	118.97
210	112.65	254	119.11
		255	119.26
211	112.80	256	119.40
212	112.94	257	119.56
213	113.09	258	119.70
214	113.23	259	119.85
215	113.39	260	119.99
216	113.53		
217	113.68	261	220.14
218	113.82	262	220.28
219	113.98	263	220.44
220	114.12	264	220.58
		265	220.73
221	114.27	266	220.87
222	114.41	267	221.03
223	114.56	268	221.17
224	114.70	269	221.32
225	114.86	270	221.46
226	115.00		
227	115.15	271	221.61
228	115.29	272	221.75
229	115.44	273	221.91
230	115.58	274	222.05
		275	222.20
231	115.74	276	222.34
232	115.88	277	222.49
233	116.03	278	222.63
234	116.17	279	222.79
235	116.33	280	222.93
236	116.47		
237	116.62	281	223.08
238	116.76	282	223.22
239	116.91	283	223.38
240	117.05	284	223.52
		285	223.67
241	117.21	286	223.81
242	117.35	287	223.96
243	117.50	288	224.10
244	117.64	289	224.26
245	117.79	290	224.40

Basic Pay	Revised D. A. with effect from 1-1-65.	Basic Pay	Revised D. A. with effect from 1-1-65.
Rs.	Rs. P.	Rs.	Rs. P.
291	124.55	336	131.15
292	124.69	337	131.31
293	124.84	338	131.45
294	124.98	339	131.60
295	125.14	340	131.74
296	125.28		
297	125.43	341	131.89
298	125.57	342	132.03
299	125.73	343	132.19
300	125.87	344	132.33
		345	132.48
301	126.02	346	132.62
302	126.16	347	132.78
303	126.31	348	132.92
304	126.45	349	133.07
305	126.61	350	133.21
306	126.75		
307	126.90	351	133.36
308	127.04	352	133.50
309	127.19	353	133.66
310	127.33	354	133.80
		355	133.95
311	127.49	356	134.09
312	127.63	357	134.24
313	127.78	358	134.38
314	127.92	359	134.54
315	128.08	360	134.68
316	128.22		
317	128.37	361	134.83
318	128.51	362	134.97
319	128.66	363	135.13
320	128.80	364	135.27
		365	135.42
321	128.96	366	135.56
322	129.10	367	135.71
323	129.25	368	135.85
324	129.39	369	136.00
325	129.54	370	136.15
326	129.68		
327	129.84	371	136.30
328	129.98	372	136.44
329	130.13	373	136.59
330	130.27	374	136.73
		375	136.89
331	130.43	376	137.03
332	130.57	377	137.18
333	130.72	378	137.32
334	130.86	379	137.48
335	131.01	380	137.62

Basic Pay	Revised D. A. with effect from 1-1-65.	Basic Pay	Revised D. A. with effect from 1-1-65.
Rs.	Rs. P.	Rs.	Rs. P.
381	137.77	409	141.88
382	137.91	410	142.02
383	138.06		
384	138.20	411	142.18
385	138.36	412	142.32
386	138.50	413	142.47
387	138.65	414	142.61
388	138.79	415	142.76
389	138.94	416	142.90
390	139.08	417	143.06
		418	143.20
391	139.24	419	143.35
392	139.38	420	143.49
393	139.53		
394	139.67	421	143.64
395	139.83	422	143.78
396	139.97	423	143.94
397	140.12	424	144.08
388	140.26	425	144.23
399	140.41	426	144.37
400	140.55	427	144.53
		428	144.67
401	140.71	429	144.82
402	140.85	430	144.96
403	141.00		
404	141.14	431	145.11
405	141.29	432	145.25
406	141.43	433	145.41
407	141.59	434	145.55
408	141.73	435	145.70

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SALIENT FEATURES OF THE REPORT ON THE WORKING OF
THE MINIMUM WAGES ACT, 1948 FOR THE YEAR ENDED
31-12-1964

During the year 1964, the following employments were added to Part I of the Schedule to the Minimum Wages Act, 1948 by the State Government :

1. Employment in cotton waste.

2. Employment in laundries and washing. (clothes including woollen)

1. Minimum rates of wages have not been fixed in respect of any employment for the first time during the year.

2. The minimum rates of wages fixed for the employments in (1) road construction or in building operations and in stone breaking or stone crushing and on the maintenance of roads; (2) in stone breaking or stone crushing carried on in quarries; and (3) under any local authority, were revised during the year 1964 by adopting the Committee method contemplated under section 5(1)(a) of the Minimum Wages Act, 1948.

3. In 1964, the No. of establishments and the total no. of workers covered by the Act were 23,937 and 8,92,879 as against 22,185 establishments and 7,82,188 workers respectively during the previous year. The total amount of wages paid in 7549 establishments that have furnished the returns in 1964, amounted to Rs. 12,72,573,46.41 P. as against Rs. 10,61,41,677.44 P. paid by 6150 establishments during the year 1963. As in 1963, the largest payment was made by the plantations in 1964 also.

4. The officers of the Labour and Factories Departments continued to enforce the provisions of the Act in these employments. During the year, they inspected 10441 establishments as against 9008 in 1963. Prosecutions were launched against 74 establishments as against 28 in 1963. Out of 74 establishments which were prosecuted, 73 were convicted to pay fines amounting Rs. 2170 as against 27 cases in 1963.

5. The Labour Courts continued to function as the Claims Authorities under the Act to hear and decide cases about non-payment of minimum wages etc. 16 claims were pending in these courts at the beginning of the year and 71 claims were preferred during the course of the year. Of these, 51 claims were disposed of and the total sum directed to be paid by the employers amounted to Rs. 5231.33 P. The total amount of compensation awarded by the courts amounted to Rs. 150.

SALIENT FEATURES OF THE REPORT ON THE WORKING OF
THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947 FOR
THE YEAR 1964

The Madras Shops and Establishments Act, 1947, was in force in the City of Madras; in all the Municipal areas and Class I Panchayats in this State; and also in some special areas notified by the Government. The provisions of Act were not extended to any special areas during the year.

2. In 1963, there were 1,81,384 establishments covered by this Act in the State as against 1,78,671 during the previous year. Of these 1,74,202 were shops; 6,672 commercial establishments; 508 theatres, and 2 places of public amusement. Out of the 1,74,202 shops, 1,17,901 shops were run by owners without employees. The total number of persons employed in the establishments was 2,08,068. The Government granted permanent exemption from 1-1-64 to all the registered co-operative societies from all the provisions of the Act, subject to certain conditions for a period of two years.

3. Temporary exemption from the provisions of the Act relating to working hours, opening and closing hours and weekly holidays was granted by the Commissioner of Labour in the case of 28 fairs and festivals. The stalls situated in 4 exhibitions were also exempted from all the provisions of the Act.

4. The Inspectors appointed under the Act conducted 6,64,999 regular inspections, 3,044 surprise inspections, 14,683 holiday inspections and 1,408 special inspections of establishments in 1964. 565 prosecutions were sanctioned during the year for contraventions of the provisions of the Act as against 404 prosecutions launched during the previous year. During the year, 553 cases ended in conviction, 3 in acquittal. 409 appeals under section 41 of the Act against alleged wrongful dismissal of employees, and 7 applications under section 51 for rulings on the applicability of the Act, were filed before the Commissioner of Labour during the year under review. Of the 409 appeals filed under section 41 of the Act 236 were disposed of during the year.

NOTIFICATIONS

NOTIFICATIONS

709

Constitution of one Man Committee Under Minimum Wages Act.

II-I No. 4207 of 1965.

The following resolution of the Government of India, Ministry of Labour and Employment, is republished :—

Resolution No. LWI-I-2 (9)/65 Representations have been received from time to time pointing out that the wage rates fixed under the Minimum Wages Act, 1948, are too low in some cases and that these are not always reviewed/ revised in time to catch up with the rising cost of living. Some other defects in the administration of the Act have also been pointed out. In the course of his speech in the Lok Sabha on the 14th April 1965, the Minister of Labour and Employment had stated that it was proposed to designate an Officer in the Ministry of Labour and Employment specially to examine matters relating to minimum wages so that speedy action could be taken with regard to revision of minimum wages for various scheduled employments under the Act.

2. The Government of India have accordingly constituted one man Committee consisting of Shri K. I. Vidyasagar, Joint Secretary, Ministry of Labour and Employment, to undertake a comprehensive survey of the various matters connected with the administration/enforcement of the Minimum Wages Act, 1948. The terms of reference of the Committee are as follows :—

(i) To examine the working of the Act and the rules framed thereunder both in Central and State spheres.

(ii) To examine the existing methods/processes for fixation revision of minimum wages and to suggest improvements, if any.

(iii) To examine cases where review/revision of minimum wages was delayed both in the Central and State sphere and to recommend suitable measures for expediting review/revision of minimum wages in future.

(iv) To examine whether enforcement implementation machinery at Centre and the States/Union Territories is adequate or whether it needs to be strengthened, and if so, on what lines.

(v) To make such other recommendations which the Committee may deem fit, to make the working of the Act more effective.

3. The Committee will submit its report to the Ministry of Labour and Employment as early as possible.

Commissioner of Labour, Madras Specified as Authority to Extend The Time-Limit For Payment of Bonus Under Payment of Bonus Ordinance.

(G. O. Ms. No. 4163, Industries, Labour and Co-operation (Labour)
24th August 1965)

III No. 403 of 1965.

In exercise of the powers conferred by the proviso to sub-section (b) of section 19 of the Payment of Bonus Ordinance, 1965 (Central Ordinance 3 of 1965), the Governor of Madras hereby specifies the Commissioner of Labour, Madras, as the authority to extend the period of eight months referred to therein.

Appointment of Special Deputy Commissioner of Labour Madras as Conciliation Officer Under Industrial Disputes Act.

(G. O. Ms. No. 4468, Industries, Labour and Co-operation (Labour)
17th September 1965)

II-I No. 4306 of 1965.

In supersession of the Industries, Labour and Co-operation Department Notification II-I No. 3173 of 1965, dated the 7th July 1965, published at page 1420 of Part II-Section I of the Fort St. George Gazette, dated the 21st July 1965, and in exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947),

the Governor of Madras, hereby appoints the Special Deputy Commissioner of Labour Madras, to be the conciliation officer charged with the duty of mediating in and promoting the settlement of industrial disputes in the entire State of Madras in respect of all industries.

Enhancement of Rate of Provident Fund Contributions to Employees of Every Coffee Curing Establishments Under Employees' Provident Funds Act.

The following notification of the Government of India, Department of Social Security, dated New Delhi, the 3rd August 1965, is republished :—

G. S. R. 1165—In exercise of the powers conferred by the first proviso to section 6 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government after having enquired into the matter, hereby specifies that, with effect from the 1st September 1965, section 6 of the said Act shall, in its application to every coffee curing establishments employing, fifty or more persons, be subject to the modification that for the words "six and a quarter percent" the words "eight percent" were substituted,

Application of Employees' Provident Funds Act to Magnesite Mines.

The following notification of the Government of India, Department of Social Security, dated 9th August 1965, is republished :—

G. S. R. 1166—In exercise of the powers conferred by clause (b) of sub-section (3) of section 1 of the Employees' Provident Funds Act, 1952 (19 of 1952), and subject to the provisions contained in section 16 thereof, the Central Government hereby specifies every magnesite mine employing twenty or more persons as a clause of establishment to which the said Act shall, with effect from the 31st August 1965, apply.

Amendment to Employees' Provident Funds Scheme,

The following notification of the Government of India, Department of Social Security, dated New Delhi, the 18th August 1965, is republished :—

G. S. R. 1241—In exercise of the powers conferred by section 5 read with sub-section (1) of section 7 of the employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely :—

1. This Scheme may be called the Employees' Provident Funds (Eleventh Amendment) Scheme, 1965.

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

"(1) as respects magnesite mines covered by the notification of the Government of India in the Department of Social Security No. G. S. R. 1166, dated the 9th August 1965, come into force on the 31st day of August 1965".

Reconstitution of Local Committee For Tiruchirappalli Area Under Employees' State Insurance (General) Regulations.

II-I No. 4069 of 1965.

The following notification of the Regional Director, Employees' State Insurance Corporation, dated the 10th August 1965, is published :—

No. MR/CO-3(23)/62 (1)—It is hereby notified that consequent to the expiry of the term of office of the non-official members of the Local Committee, Tiruchirappalli and Cauvery nagar constituted on 7th April 1962 the nomenclature of the Local Committee has been changed as Local Committee for Tiruchirappalli area and the same has been reconstituted under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950 with the following members with effect from 10th August 1965 :—

CHAIRMAN

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

1. The District Medical Officer, Tiruchirappalli.

MEMBERS

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

2. The Labour Officer, Tiruchirappalli.

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

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

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

4. Shri V. C. Narasimhan, Manager, The Trichioapoly Mills Limited (Affiliated to Southern India Mill Owners Association) Ramjinager, Tiruchirappalli-1.
5. Shri S. Sampath, M. A., Office Manager, Simce Meters Limited, Tiruchirappalli-1.
6. Shri R. Seshan, Branch Manager, Southern Roadways (Private) Limited, Tiruchirappalli-1.

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

7. Shri N. Kannan, President, Madras State General and Industrial Workers' Union, Town Hall Road, Tiruchirappalli-2.
8. Shri C. K. Rengaswamy, Tiruchirappalli District Textile Workers' Union (A. I. T. U. C.), Tiruchirappalli.
9. Shri R. Cholikkam, Secretary, Tannery Employees' Union (I. N. T. U. C.), Kamarajnagar, Sembattur, Tiruchirappalli-7.

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

10. The Manager, Local Office, Employees' State Insurance Corporation, Tiruchirappalli Secretary.

Reconstitutions' of local Committee For Ranipet Area under Employees' State Insurance (General) Regulations.

II-I No. 4071 of 1965.

The following notification of the Regional Director, Employees' State Insurance Corporation, dated 16th August 1965 is published :—

No. MR/CO-3(22)/62 (1)—It is hereby notified that Shri T. N. Punniakoti, Secretary Ranipet Labour Union, Ranipet has been nominated as a member of the Local Committee (Employees' State Insurance Corporation) for Ranipet area under clause 1 (e) of Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950 with effect from 16th August 1965, vice Shri M. Pachimuthu.

The following amendment shall accordingly be made to this office Notification No. MR/CO-3(22)/62(1) dated 23rd November 1964 namely for the existing name and address agains, Serial No. 6, the following shall be substituted :—

Shri T. N. Punniakoti, Secretary, Ranipet Labour Union, 17, Mahatma Gandhi Road, Ranipet.

Reconstitution of Local Committee For Madras City Under Employees' State Insurance (General) Regulations.

II-1 No. 4309 of 1965.

The following notification of the Regional Director, Employees' State Insurance Corporation, dated 3rd September 1965, is republished :—

MR/CO-3(5) 2/64(1)—It is hereby notified that the Local Committee set up vide this office Notification No. MR/CO-3(5) 62 (1) dated 31st August 1962, for Madras City under Regulation, 10-A of the Employees' State Insurance (General) Regulations, 1950, has been reconstituted with the following members with effect from 3rd September 1965 :—

Chairman

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

- The Chief Inspector of Factories, Madras.

Members

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

2. The Labour Officer, Madras.—

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

3. The Superintendent, Employees' State Insurance Hospital Madras-23.

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

4. Shri B. T. Sampath, Senior Labour Officer, B. & C. Mills, Madras-12.
5. Shri F. J. B. David, Messrs Simpson & Co., Limited, Madras-2.
6. Shri K. R. Randeria, care of Imperial Tobacco Company of India, Limited, Madras-19.
7. Shri R. Ramakrishnan, Secretary, Messrs. Easun Engineering Company, Limited, 5/7, Second Line Beach, Madras-1.

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

8. Shri K. Prabhu, care of Indian National Trade Union Congress, Tamilnad Branch, 11, Philips Street, Madras-1.
9. Shri K. S. Janakiraman, President, Mysore Premier Metal Factory Workers' Union (A. I. T. U. C.), 12/13 Angappanaicken Street, Madras-1.
10. Shri K. Gurumurthy, President, Messrs. Simpson and Group Companies Workers and Staff Union, Madras-2.
11. Shri G. Balaram, General Secretary, Hind Mazdoor Sabha (Madras City Council), 136' Strahans Road, Madras-12.

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

12. The Deputy Regional Director, Regional Office Employees' State Insurance Corporation, Madras—Secretary.

Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958 Licensing provisions Houses in the Tirunelveli District where w men are employed for manufacturing besides Exemption for a period of one year Granted.

(G. O. Ms. No. 4452, (Labour) dated 16—9—1965.

In exercise of the powers conferred by section 40 of the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958 (Madras Act XXXII of 1958), the Governor of Madras hereby exempts for a further period of one year on and from the 20th June 1965 every beedi Industrial premises in the Tirunelveli district in which beedi industry is carried on by a woman in her residence' from the provisions of sections 3 and 4 of the said Act and such of the provisions of the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Rules, 1959, as relate to the said sections 3 and 4 subject to the following conditions, namely :—

(1) The woman aforesaid shall be an employee in a beedi industrial premises in respect of which a licence under the said section 3 has been obtained.

(2) The employer [who employs the woman in such beedi industrial premises shall furnish a statement giving the address of such beedi industrial premises and of the residence in which any manufacturing process connected with the production of beedies is carried on by the woman employee.

(3) The employer shall maintain a record of the quantity of tobacco and leaves issued to such woman employee for the purpose of manufacturing beedies in her residence, the number of manufactured tendered by her every day, and of the wages paid to her.

(4) No manufacturing process connected with the production of beedies shall be carried on by any male in the residence of the woman employee.

Set up of Second Central Wage Board for Cement Industry.

The following Resolution of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 4th August 1965, is republished :—

No. WB-6(13)65.—In partial modification of the Ministry of Labour and Employment Resolution No. WB-6(3)/64, dated the 2nd September 1964, Shri Durgawat is appointed as a member to represent workers on the Second Central Wage Board for Cement Industry, Vice Shri Sriji Sunder Sharma, resigned.

Amendment to Madras Factories Rules, 1950

(G. O. Ms. No. 4108, Industries, Labour and Co-operation (Labour),
20th August 1965).

S. R. O. No. A. 951 of 1965.

In exercise of the powers conferred by sections 6 and 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby makes the following amendments to the Madras Factories Rules, 1950, published with the late Development Department notification, dated the 15th March 1950, at pages 103 to 178 of the Rules Supplement to Part 1 of the Fort St. George Gazette, dated the 25th April 1950, as subsequently amended, the same having been previously published as required by section 115 of the said Act :—

AMENDMENTS

In the said rules,—

(1) in rule 4,—

(a) for sub-rule (1), the following sub-rule shall be substituted, namely :—

“(1) No premises shall be used as a factory, nor any manufacturing process carried on in any factory except under, and in accordance with, the registration and licence granted under these rules ”;

(b) to sub-rule (2), the words “ in triplicate ” shall be added at the end ;

(c) for the words “ in duplicate ” occurring in sub-rule

(5) the words “ in triplicate ” shall be substituted ;

(d) in form No 4, prescribed under sub-rule (), for the words “ Chief Inspector of Factories ” occurring under the heading ‘ Renewals ’ “ Amendments ” and “ Transfers ” the words “ Superintending Inspector of Factories ” shall be substituted ;

(2) in rule 6,—

(a) for sub rule (1), the following sub-rule shall be substituted, namely :—

“ The limits specified in the licence granted to a factory in regard to horse power or the number of persons employed shall not be altered or the name of the factory changed unless the licence has been amended by the Superintending Inspector of Factories having jurisdiction over the area where the factory is situated ” ;

(b) for sub-rule (2), the following sub-rule shall be substituted, namely :—

“ An Application for the amendment of a licence granted to a factory shall be submitted to the Superintendent Inspector of Factories having jurisdiction over the area where the factory is situated, specifying the nature of the amendment sought and the reasons therefore, at least fifteen days prior to the date on which the applicant desires the amendment to take effect. The application shall be accompanied by the original licence, if it is not already available with the Superintending Inspector of Factories, and a treasury receipt or contingent bill evidencing payment of the appropriate fee ” ;

(c) for the words “ Chief Inspector ” occurring in sub-rule (4) and the provision thereunder, the words “ Superintending Inspector of Factories ” shall be substituted ;

(3) in rule 7,

(a) sub-rules (1) to (5) shall be renumbered as sub-rules (2) to (6) respectively and before sub-rule (2) as so renumbered, the following sub-rule shall be inserted, namely :—

“(1) No premises shall be used as a factory nor any manufacturing process carried on in any factory except under, and in accordance with, the licence renewed under these rules ” ;

(b) for sub-rule (2) as so renumbered, the following sub-rule shall be substituted namely :—

“(2) The occupier of every factory licenced under rule 4, shall submit to the Superintending Inspector of Factories having jurisdiction over the area where the factory is situated, an application in Form No. 2, in triplicate, for the renewal of the licence. An application for renewal shall be made not less than two months before the date on which the licence expires and shall be accompanied by the original licence if it is not already available with the Superintending Inspector of Factories ” ;

(c) in the first provision to sub-rule (3) as so renumbered for the words, brackets and figure “ sub-rule (1) ” the words, brackets and figure “ sub-rule (2) 2 shall be substituted ;

(d) for the words “ Chief Inspector ” occurring in sub-rules (4) and (5) as so renumbered and the provisos to sub-rule (5) as so renumbered, the words “ Superintending Inspector of Factories ” shall be substituted ;

(4) after rule 7, the following rule shall be inserted, namely :—

“ 7-A. (1) Refusal to register and grant a licence or to renew licence in certain cases—Subject to the provisions of sub section (3) of section 6 of the Act, the Chief Inspector may refuse to register a factory and grant or renew a licence if he is satisfied—

(i) that an application is not accompanied by the documents referred to in sub-rule (2) of rule 3 ; or

(ii) that the conditions subject to which permission was accorded under rule 3 have not been complied with ; or

(iii) that there is imminent danger to human life in the factory due to explosive or inflammable dust, gas or fumes and effective measures, in his opinion, have not been taken to remove such danger ; or

(iv) that there is imminent danger to human life due to the building or the entrance there to or exists therefrom being in a dangerous or structurally unsound condition, and effective measures, in his opinion, have not been taken to remove the danger ;

(2) Where a Superintending Inspector of Factories is of opinion that there is a prima facie case to refuse to renew a licence for all or any of the reasons stated in sub-rule (1), he shall forward to the Chief Inspector the application for renewal of licence received from an occupier of the factory and the original licence granted to it to pass such orders as he deems fit.”

(5) for the words “ Chief Inspector ” occurring in sub-rules (2) and (3) of rule 8, and in the provisos thereunder the words “ Superintending Inspector of Factories concerned ” shall be substituted.

A List of Standing Orders certified from 1-7-65 to 30-9-65 in Madras and Chingleput District is set out below :

Sl. No. (1)	Name of the Industrial Establishment (2)	Date of Certification (3)
MADRAS CITY		
1.	The Indian Standard Metal Company Ltd., No. 193 (a) and 193(b), Sathanathapuram, Kaladipet Madras 19.	23-7-65
2.	Currimbhoy Industries, 286-A Thiruvottiyur High Road, Madras 21.	28-8-65
3.	A. R. Bross 84 Sydenhams Road, Madras 7.	31-8-65
CHINGLEPUT DISTRICT		
1	Concord Industries (P) Ltd, Gunindy. Madras 32 (now at Perungudi, Madras 41.)	Amendment certified on 28-8-65

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 August, 1965.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of Disputes. (4)	Terms of Settlement. (5)
1.	Harihara Press, Vellore.	5-8-65	Non-employment of one worker.	The Management agreed to pay Rs. 105/- as compensation to the worker in full and final settlement of all his claims.
2.	T. B. N. (P) Ltd., Tiruvannamalai.	9-8-65	Non employment of six workers.	Both the parties agreed to refer the issues in the matter to the decision of the Deputy Commissioner of Labour, Coimbatore and abide by his decision.
3.	Pachaimalai Estate, Valparai Post.	5-8-65	Supply of uniforms for 1965.	The Management agreed to supply uniforms in two Bits provided the workmen agree to leave the full uniform including Head dress in the factory at the end of the each day's work and agree in writing individually to do so.
4.	Monica Estate, Valparai.	5-8-65	Non-employment of one worker.	Both the parties agreed to refer the issue for the informal arbitration by Deputy Commissioner of Labour, Coimbatore and to abide by his decision.
5.	Government Cinchona Plantations, Cinchona Post.	10-8-65	--do--	It was agreed that the worker will be reinstated back in service from 16-8-65 without back wages for the period of non-employment but with continuity of service.
6.	Uralikal Estate, Valparai.	19-8-65	Supply of uniform to workers for 1965.	The Management agreed to supply uniform in two bits provided the workers agree to leave the full uniform, including head dress in the factory at the end of the each day's work and agree in writing individually.

(1)	(2)	(3)	(4)	(5)
7.	Iyerpaudi Estate, Iyerpaudi	19-8-65	Non-employment of one worker.	The Management agreed to reinstate the worker back in service without back wages for the period of non-employment but with continuity of service provided the worker would report for work on or before 1-9-65.
8.	Waterfall Estate Attakatti Post.	31-7-65	--do--	The Management agreed to pay gratuity to the worker for the period from 1947 to 1963 (i. e) for 15 years according to their gratuity scheme in full and final settlement of all his claims.
9.	Sri Bharathi Cotton Mills, Rajapalayam.	13-8-65	Revision of basic wages and dearness allowance on Coimbatore standard.	The parties agreed to refer the issue to the arbitration of the arbitrator found in the list of arbitrators furnished by both parties and in case no such person is available they agreed that a nominee of the Commissioner of Labour shall be the arbitrator.
10.	Janakiram Mills Ltd., Rajapalayam.	13-8-65	--do--	--do--
11.	Sree Nithyaka/yan Textiles Ltd, Thiruvadanai.	13-8-65	Revision of wages.	The management agreed to grant increments to the workers as detailed in the settlement.
12.	Nirmala Engineering Works, Coimbatore.	7-8-65	Demad for increase in wages.	It is agreed that all the permanent workers shall be paid an increase of Rs. 17-50 per mensem with effect from 1-7-65 as per the settlement.
13.	Suryaprabha Mills (P) Ltd., Kuntamuthur.	1-8-65	Fixation of complement of workers in the Carding department.	Both the parties agreed to refer the issue to the informal arbitration of the Deputy Commissioner of Labour, Coimbatore and to abide by his decision.
14.	Sri Ambal Mills Ltd., Somanur.	25-8-65	Non-employment of a worker.	--do--
15.	Eltex Engineering Corporation, Ganapathy.	27-8-65	Non-employment of two workers.	--do--

(1)	(2)	(3)	(4)	(5)
16.	Sova (P) Ltd., Kuniamuthur.	31-8-65	Non-employment of four workers.	The Management agreed to reinstate all the four workers back without any break in service.
17.	India Cements Ltd., Sankari West.	5-8-65	The implementation of the first wage board scales of pay uniforms face marks etc.	The Management agreed to give full Wage Board scales of pay to all workers other than those employed on casual or temporary basis with effect from 1-7-65 and also agreed to provide two face masks to the workers in the packing department once in two months and two sets of uniforms to certain categories of worker as detailed in the settlement.
18.	Lilly Spinning Industries, Komarapalayam.	16-8-65	Non-employment of one worker annual leave etc.	The management agreed to take the worker back into service with effect from 21-8-65 without back wages but with continuity of service and also agreed to grant annual leave to those workers who would be eligible under the Factories Act and also to settle the other demands as per the terms of the settlement.
19.	B. K. P. M. K. Bus Service, Krishangiri.	17-8-65	Non-employment of two workers.	The Management agreed to take the two workers back into service with effect from 18-8-65 without back wages but with continuity of service.
20.	The Salem Sree Ramasami Bank Ltd., Salem	26-8-65	Regarding retirement benefits, bonus etc.	The Management agreed to pay retrenchment compensation to each employee at the rate of 15 days wages for every completed year of service and also agreed to pay one month's wages as additional bonus for the year 1964 to all the employees.
21.	The Salem Cafe, Salem.	27-8-65	Non-employment of a worker.	The Management agreed to pay Rs. 800/- as compensation to the worker in full and final settlement of all his claims against the management.
22.	New Indira Bhavan, Shevapet, Salem.	27-8-65	Non-employment of certain workers.	The Management agreed to pay compensation to three workers Rs. 50/- each in full and final settlement of all their claims.

(1)	(2)	(3)	(4)	(5)
23.	Tinnevely Tuticerin Electric Supply Co Ltd., Tirunelveli.	7-8-65	Increase in dearness allowance	The management agreed to pay an interim relief of Dearness allowance of Rs. 9/- (Rupees nine only) per worker per month with effect from 1-1-65 for all employees upto a maximum dearness allowance of Rs. 150/- per mensem pending final settlement regarding dearness allowance which is being referred to the Industrial Tribunal, Madras for adjudication under section (10(2) of the Industrial Disputes Act, 1947.
24.	Loyal Textile Mills Ltd., Koilpatti.	10-8-65	Regarding the rates of basic wages to the warpers and creel boys.	The Management agreed to revise the existing rates of wages to the warpers and creel boys as per the terms of the settlement and the difference in wages due will be paid on or before 25-8-65.
25.	Madura Mills Co. Ltd., Tuticorin.	19-8-65	Over the cleaning gang styled as doffers.	The parties agreed that the existing men will be called as Securing gang and they will be kept in a separate wage book, without no reduction in existing wages for the present incumbents. The management agreed to pay Rs. 45-75 as wages inclusive of wage board increase to the future incumbents.
26.	Pioneer Motors, Tirunelveli	23-8-65	Regarding supply of dress for the year 1964-65.	The management agreed to supply the dress intended for the year 1964-65 to the workers before 30-9-65.
27.	Pioneer Motors, Tirunelveli.	23-8-65	Payment of bonus for 1962-63 and 63-64	The management agreed to pay and the workmen agreed to receive twenty five percent of the earned basic wages as bonus for the year 1962-63. The management also agreed to disburse the bonus amount before 30-9-65.
28.	Sri Bala Saraswathi Transport, Palayamkottai.	23-8-65	Refund of deposit amount to the workers.	The Management agreed to refund the deposit amount with interest to Sri A. Krishna Pillai, Driver and agreed to refund the deposit amount without interest to Sri A. M. Mohideen, Conductor and Sri M. Abdul Kadar Driver.
29.	Emerald Valley Estate, Emerald P. O. Nilgiris.	18-8-65	Suspension of a woman worker and recruitment of dependants etc.	The management agreed to provide work to Mariappan's wife as temporary worker, on or before 6-9-65, for a trial period of 3 months. If any worker is made permanent after 3 months, she will be given the first preference for permanency. As regards Ondiveeran Maistry's wage increase, the management agreed to verify the records and pay Rs. 2.05 per diem from May 1964, if it has already not been paid. Regarding the suspension of Murugayee it was agreed that she will be paid wages for the days of suspension.
30.	Rajalakshmi Motor Service, Octacamand.	27-8-65	Non-employment of one worker.	The Management agreed to treat the dismissal of Sri Sivaraman as one of discharge as a special case and pay him a sum of Rs. 400/- in full and final settlement of all his claims against the management.
31.	Chotelal Agarwalla, 53/54, Madhavaram High Road, Madras-11.	25-8-65	Retrenchment of workmen.	The Management agreed to pay a sum of Rs. 2000/- (Rupees two thousand only) in full and final settlement of all the claims of the 12 workmen, as per annexure towards compensation arrears of wages, leave wages etc.
32.	Madras Leather Factory, Madras-11.	3-8-65	Payment of gratuity to Sri Ekambaram.	The Management agreed to pay a sum of Rs. 500/- to Sri Ekambaram as gratuity in full and final settlement of his claims against the management.
33.	New Dhanalakshmi Foundry, Walltax Road, Madras-1	10-8-65	Closure of the establishment.	The Management agreed to pay the compensation, arrears wages leave wages and bonus etc. to the eleven workers as per settlement.
34.	Nataraja Timber Trading Co., Madras-1.	11-8-65	Non-employment of a worker.	The Management agreed to pay a sum of Rs 300/- to the worker in full and final settlement of all the claims. The union agreed to withdraw the petition under section 41 of the Madras Shops and Establishments Act filed before the Additional Commissioner for Workmen's Compensation Madras.

(1)	(2)	(3)	(4)	(5)
35.	M/s. Shanti Press, 135, Coral Merchant Street, Madras-1	13-8-65	Enhancement of dearness allowance.	It is agreed by the management that the workers employed in the Press will be given an adhoc increase of Rs. 10/- in the Dearness allowance with effect from 1-4-65. The arrears of dearness allowance will be paid on or before 31-8-65.
36.	Antiseptic Press, 10, Thambu Chetty Street, Madras-1.	13-8-65	Increment and enhancement of dearness allowance etc.	The Management agreed to give an annual increment of Rs. 5/- in the basic wages with effect from 1-5-65. The management also agreed to fix the dearness allowance at a uniform rate of Rs. 60/- per mensem to all the workers with effect from 1-5-65.
37.	T. T. Krishnamachari & Co., 331/333, Thambu Chetty Street, Madras-1.	18-8-65	Charter of demands.	The Management agreed to revise the compensatory allowance payable to the employees on the basis of cost of living index for the Madras City as ascertained and declared by the Director of Statistics at 600 and as per settlement. The parties also agreed to accept a payment of bonus for the year 1963-64 at 1/8th of the salary drawn during the firm's financial year to those employees who were in service during the relevant year on or before 39-9-65. Further the management also agreed to pay the clerical staff working in the Godown a monthly allowance of 10% of their basic pay and also to supply 3 sets of uniforms to the packers and sweepers instead of two sets.
38.	M/s. Royal Enter prises, 40, Jones Street, Madras.	18-8-65	Non-employment of three worker.	The Management agreed to pay a sum of Rs. 350/- to the three workers as full and final settlement as detailed in the settlement of all their claims.
39.	M/s. Rajnikant M. Metha, 37, Errabalu Chetty Street, Madras 1.	19-8-65	Non-employment of Sri M. Veeraraghavan	The management agreed to pay a sum of Rs. 475/- to Sri M. Veeraraghavan in full and final settlement of all his claims. Out of the amount mentioned above the worker will repay the loan of Rs. 150/- received from the management.

(1)	(2)	(3)	(4)	(5)
40.	Aysha Hospitalware Industry, Madras 11.	20-8-65	Refusal of employment to the workers.	The Management agreed to pay a sum of Rs. 400/- to be divided amongst the 7 workers, mentioned in the settlement who were employed before the closure of the establishment, in full and final settlement of all their claims for reinstatement.
41.	M/s. N. V. Shanmugam & Co. (Bels) Madras.	20-8-65	Charter of demands.	It is agreed that separate attendance register may be maintained for permanent, temporary and casual workers. Wages paid will be entered in the wages register. Leave will be given to the workers as per Labour Laws. Nine workers will be made permanent on and from 1-4-65 and other six workers will be confirmed on and from 1-4-66. Three workers will be continued as casual labourers. Bonus will be paid for 6-4-65 at Rs. 160/- each to old permanent as per settlement with effect from 1-4-65 and Rs. 60/- each to other casual workers.
42.	Garment dry cleaning, Madras 1.	31-8-65	Non-employment of Sri G. Mani.	The management agreed to pay a sum of Rs. 50/- towards back wages for the period of non-employment of Sri G. Mani. The worker has been reinstated from 14-6-65 with continuity of service.
43.	M/s. Muthiah Achari & Sons, 84, Sydenhams Road, Madras 7.	21-8-65	Enhancement of wages, gratuity, leave facilities, bonus etc.	Daily wages of all the workers will be enhanced by another 75 paise with effect from 1-7-65 and the arrears of wages will be paid on or before 15-9-65. The management will give additional leave without wages for 7 days. Bonus for the year 1964-65 and will be paid at the rate of 25 days wages 7 days before Deepavali. Workers who go on duty outside city limit will be paid a daily batta of 75 paise. Workers who have to work in other places within the city limit will be paid Rs. 1/- on the first day of their job together with actual bus or train fare.

(1)	(2)	(3)	(4)	(5)
44.	M/s. Balaramakrishna Flour Mills, Annapillai Street, Madras 1.	21-8-65	Regarding increase in wages and payment of bonus etc.	The Management have agreed to increase the monthly wages of monthly rated roller men and shift coolies by Rs. 10/- and Rs. 5/- respectively from April 1965 and also agreed to convert the weekly wages into monthly wages. The management have also agreed to pay one month's wages as bonus for the year 1964-65.
45.	Forma Bros. Engineering Works, Madras 21.	25-8-65	Charter of demands.	The management agreed to pay dearness allowance at 15 paise per point of cost of living index minus 100 point for base, from May 1965 to April 1966 from May 1966 to April 1967, dearness allowance at 17 paise and from May 1967 to April 1968—Dearness Allowance at 19 paise. The arrears of dearness allowance will be paid before 10th of October 1965. The management agreed to pay a sum of Rs. 40/- to each permanent workmen and to the temporary workmen who had completed 240 days of continuous service, if and when they shift the factory to Ambattur.
46.	The Insurance Association, of India, Madras Regional Council, Madras-1.	25-8-65	Charter of demands	Revision of scales of wages and fitting of the existing salaries of employees are provided in the settlement. Gratuity scheme will be introduced as detailed on the settlement. Age of retirement is fixed as 58 years. Bonus at 1½ month's basic salary will be paid.
47.	Perambur Chrome Tannery, Madras 11.	26-8-65	Charter of demands	Issues regarding Dearness allowance and work load will be referred to the Industrial Tribunal, Madras. Classification of workers as permanent and temporary will be made as per the Standing Orders. Metal token will be issued to the workers. Card system will be discontinued. Additional dress will be supplied. Wages of women workers is fixed at Rs. 2/-
48.	Bendweld Industries, Madras 21.	27-8-65	Non-employment of a worker.	The Management agreed to provide work to the worker Sri R. Sambandan with effect from 1-9-65 with continuity of service.

(1)	(2)	(3)	(4)	(5)
49.	M/s. A. Abdul Shukoor & Co. and M/s. A. Rafeeq Ahmed & Co., 5, Broadway, Madras 1.	28-8-65	Introduction of shift etc.	The management agreed that the 9(a) notice served on the workers whereby changing the hours and introduction of shift were envisaged is to be withdrawn.
50.	B. L. S. Motor Service (P) Ltd., Mettupalayam, Coimbatore.	11-8-65	Regarding change of management.	The Management agreed to transfer only the workmen in Annexure I to the new management without continuity of service and to pay these workers (a) closure compensation (b) Leave salary (c) bonus of one month basic wages for the period from 1-1-65 to 25-7-65 (d) gratuity according to the settlement dated 17-12-62.
51.	Praga Industries (P) Ltd., Peelamedu, Coimbatore.	19-8-65	Bonus for 1964.	The Management agreed to pay bonus at the rate of 24% of the total basic wages, earned during the year 1964 to all employees and also to pay pro-rata bonus to all employees who are put in work at least 30 continuous days in the factory in the year 1964.
52.	Madoplast (P) Ltd., Coimbatore.	19-8-65	Bonus for 1964.	The Management agreed to pay bonus at the rate of 24% of the total basic wages earned during the year 1964 to all employees and also to pay pro-rata bonus to all employees who are put in work at least 30 continuous days in the factory in the year 1964.
53.	Postal Audit Lunch Club, Madras.	4-8-65	Charter of demands.	It is agreed that from the existing pay Rs. 5/- would be removed and Rs. 10/- added to that would be given as dearness allowance to each worker with effect from 1-8-65 and that the management would pay 15 days consolidated wages and additional bonus for the year 1963-64 and also to pay one month's consolidated wages as bonus for the year 1964-65.
54.	Ajay Engineering Works, Madras.	5-8-65	Non employment of one worker.	The Management agreed to pay a sum of Rs. 700/- to the worker in full and final settlement of all his claims including reinstatement.

(1)	(2)	(3)	(4)	(5)
55.	Parmount Printers, Madras 2.	9-8-65	Non employment of two workers.	Both the parties agreed to refer the issue for the informal arbitration to the Commissioner of Labour, Madras or his nominee and to abide by his decision as final.
56.	Savoy Bakery, Madras.	10-8-65	Non-employment of one worker.	The Management agreed to pay a sum of Rs. 100/- to the worker in full and final settlement of all his claims including reinstatement.
57.	Odean Cinema, Madras.	12-8-65	-do-	The Management agreed to pay a sum of Rs. 450/- to the worker in full and final settlement all his claims including reinstatement.
58.	Rita Ice Cream Co., Madras 4.	16-8-65	Bonus for 1963, 1964 and 1965 and revis- ion of scales wages etc.	The Management agreed to pay 20 days wages as bonus to the worker for each of the calendar years 1963, 64 and 65 and also agreed to revise the sales of wages as per the settlement.
59.	Elite Optical Industries, Madras 32.	17-8-65	Non employment of one worker.	The management agreed to pay a sum of Rs. 412/- to the worker in full and final settlement of all his claims including reinstatement.
60.	Venus Industries, Madras 32.	24-8-65	Bonus for 1964-65	The management agreed to pay 4% of the total earning towards bonus for the year 1964-65 in full and final settle- ments of their claims for bonus for 1964-65.
61.	Shanthi Theatres (P) Ltd., Madras 2.	24-8-65	Non-employment of one watchman and bonus for the year 1963 and 1964.	The management agreed to pay two month's salary (Last pay drawn) in full and final settlement of all the claims of the watchman excluding his claim for arrears of wages if any. The management also agreed to pay one month's basic wages as bonus for the year 1964 to workers in full and final settlement of the bonus claim of the workers.
62.	Coogans Dyeacastings, Madras 32.	25-8-65	Non-employment of two workers.	The management agreed to pay Rs 156/- to the worker C. P. Madhavan and a sum of Rs. 220/- to the worker Sri P. K. Eswara Rao in full and final settlement of all their claims.

(1)	(2)	(3)	(4)	(5)
63.	K. M. Parthasarathy Chettiar Oil Mills, Madras:	26-8-65	Non-employment of a worker.	The management agreed to reinstate the worker with continuity of service but without back wages.
64.	Prem Industrial Corporation, Madras 32.	26-8-65	Non-employment of two workers.	The management agreed to pay Rs. 550/- to the worker Radhakrishnan and Rs. 313-27 paise to the worker Rusus in full and final settlement of all their claims including their reinstatement and bonus for 1964-65.
65.	Kanniah Saw Mills, Madras 4.	28-8-65	Non-employment of two workers.	The management agreed to pay a sum of Rs. 261/- to the worker Sri V. Gangappan and Rs. 80/- to the worker Sri Pushpalingam in full and final settlement of all their claims.
66.	Sri D Loganathan Taxi Owner, Madras 7.	31-8-65	Non-employment of one worker.	The management agreed to pay Rs. 60/- to the worker in full and final settlement of all his claims.
67.	Zenar Society Tailors, Madras.	31-8-65	Non-employment of two workers.	The management agreed to pay a sum of Rs. 200/- to the worker Chand Basha and Rs. 100/- to the worker F. Basheer in full and final settlement of all their claims.
		11-8-65	Charter of demands.	The management agreed to provide work whenever and wherever available to the maximum extent possible to the badli workers. It is also agreed that as a matter of grace and ex-gratia lump sum pay ment of Rs. 100/- would be paid to the Switch Board Operator. They also agreed to give increment of Rs. 30/- per mensem to each of the scavengers and the water tank attenders made up of Rs. 12/- basic wages and Rs. 18/- dearness allowance with effect from 1-8-65 as per settlement.
		19-8-65	Non-employment of two workers, fixa- tion of basic wages, suspension of one worker etc.	It is agreed that the basic wage of cane winding workers shall be Rs. 45.50 per 30 drums which shall be the work assign- ment which shall be linked to 72% efficiency as noted in the settlement. The management agreed to pay Rs. 250/- to Ramachandran in full and final settlement of all his

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The Madras Chamber of Commerce and Industries
Rajawade, Tiruchirappalli

6820 Nagana Cotton Mills,
Villupattinam, South Arcot District.

(1)	(2)	(3)	(4)	(5)
70.	S. V. T. Transports (P) Ltd., Trichy.	31-8-65	Bonus for 1964-65 and permanency of staff etc.	claims, and also agreed to employ T. Kandasamy as a new entrant. The management agreed to treat the suspension period of R. Varadharajan as leave on loss of pay.
71.	New Savani Confectionery, Sirpal.	9-8-65	Charter of demands.	The management agreed to pay two month's basic wages as bonus for year 1964-65 and to consider the permanency of staff in due course.
72.	Popular Automobiles Ltd., Thiruchirappalli-1.	3-8-65	Non-employment of Sri T. Thangavelu, driver.	The management agreed to supply 2 sets of kaki uniform in two instalments, every year and also agreed to make permanent those workers who have completed 6 months Service. Both the parties agreed to settle the issue of bonus for 1963-64 in accordance with the bonus Ordinance 1965.
73.	Sri Sabari Mills (P) Ltd., Somarasampettai, Tiruchirappalli.	4-8-65	Non-employment of Sri P. Subramaniam Winding/Weaving helper.	The management agreed to pay a sum of Rs. 301/- to the driver in full and final settlement of all his claims.
64.	Lakshmi Silk Products, Kancheepuram.	11-8-65	Demand for gratuity	The management agreed to take back Sri P. Subramanian in service with continuity of Service.
75.	National Electricals, Ambattur.	18-8-65	Revision of scales of wages, increment etc.	Management agreed that the gratuity will be paid at half a month's wages for the services rendered by the workmen prior to the introduction of Provident Fund Scheme, the qualifying service 5 years.
76.	Standard Machine Tools Ambattur.	18-8-65	Revision of scales of dearness allowance etc.	The management agreed to revise the scales of pay and to give increment as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
77.	Shaw Wallace Glue Factory and Acid Plant Kaduvetti.	18-8-65	Regarding rate of wage payable to casual labour.	It is agreed that with effect from 1-3-65 the rate of wages payable by the management to the casual labour, will be an all inclusive wage of Rs. 2-75 per day.
78.	M/s. Teshnival Instruments Ambattur, Madras.	19-8-65	Bonus for 1963-64 and permanency of workers etc.	The management agreed to pay 15 days pay as bonus to workers according to the period for service in that year 1963-64 and also agreed that all temporary workers who put in service of one year would be confirmed.
79.	Seethai Mills, Wallajabad.	21-8-65	Fixation of pay, permanency, dearness allowance etc.	The management agreed that the workers who have worked for 240 days in the year 1964 will be regularised and will be made permanent as and when vacancy arise. It is agreed to fix the scales of pay of clerical staff and the salary of the watchmen will be fixed as detailed in the settlement.
80.	Regent Fabrication, Madras-41.	26-8-65	Non-employment of certain workers.	The management agreed to pay Rs. 200/- to Sri Rajaratnam, Rs. 110/- to Sri Parankusan in full and final settlement excluding the wages due for the month of April 1965 and May 1965.
81.	M. A. Noor Mohamed & Co. Tanners and Exporters, Chromepet.	26-8-65	Non-employment of a worker.	The management agreed to reinstate the worker into service with continuity of service but without back wages from 1-9-65.
82.	Madras Bangalore Transport Company, Madurai.	18-8-65	Reinstatement of a Worker and revision of pay etc.	The management agreed to pay Rs. 350/- to Sri A. Chellaperumal in full and final settlement of all his claim and also agreed to revise the existing scales of wages and to introduce a gratuity scheme as detailed in the settlement.

SETTLEMENTS UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT EFFECTED BY THE
DEPUTY COMMISSIONER OF LABOUR.

(1)	(2)	(3)	(4)	(5)
83.	Asbestos Cement Ltd., Podanur.	18-8-65	Revision of scales of wages, dearness allowance etc.	The management agreed to pay dearness allowance to the daily rated workmen at the rate of 19 paise per point rise in the Coimbatore cost of living index above 100 points and also agreed to revise the scales of wages and settle the other demands as detailed in the settlement.
84.	Madras Pencil Factory, Madras.	31-8-65	Bonus, dearness allowance etc.	The management agreed to pay to all the workmen who have been in service during the year 1963-64 an additional bonus equivalent to one month's basic wages besides two month's wages. The management also agreed to pay dearness allowance at 20 paise per point over 100 points of the Madras Cost of living index with effect from 1-6-65.

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

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues (5)
1.	Dhanalakshmi Press, Coimbatore.	5-8-65	—	Increase of Dearness Allowance.
2.	V. Guruvaya Naidu and Sons, Tannery, Podanur.	28-6-65	—	Discharge of workers.
3.	M.B.T. Company, Coimbatore.	17-8-65	—	Deduction of wages of one driver.
4.	Rukmani Mills, Silaiman and their workers represented by the National Textile workers Union, Silaiman.	10-7-65	500	Payment of bonus for the year ending March 65.
5.	Virudhunagar Textile Mills Ltd., Sulakarai	31-7-65	32	The Management agreed to revise the wages of the workers as mentioned in the settlement.
6.	Rukmani Mills Ltd., Silaiman and their workers.	11-8-65	40	Revision of workload and Wages.
7.	Ramaraju Surgical Cotton Mills Ltd., Rajapalayam.	18-8-65	79	Revision of wages and dearness allowance.
8.	Rukmani Mills Ltd., Silaiman and their workers	20-8-65	4	The Management agreed to revise the basic wages of the 4 canteen workers as mentioned in the settlement.
9.	Virudhunagar Textile Mills Ltd., Sulakarai.	20-8-65	170	The Management agreed to grant bonus for the year ending 31-12-1963, 31-12-1964 as mentioned in the settlement.
10.	Sudarsanam Spinning Mills Rajapalayam and their workers represented by the National Textile workers Union, Rajapalayam.	25-8-65	125	The Management agreed to make the temporary workers as permanent as detailed in the settlement.
11.	The Management of certain Plantation Estates at Yercaud.	16-8-65	—	Payment of Bonus for the year 1963-64.
12.	The Management of Plantation Estates in the State of Madras.	30-7-65	—	Terms and Conditions of employment of Estates Staff in the Madras State.

(1)	(2)	(3)	(4)	(5)
13.	General Engineering Company Coimbatore and Coimbatore District General Engineering and Mechanical Workers Union.	16-7-65	66	Demand for increased wages.
14.	United Planters Association of South India Coonoor and Estate Staff Union of South India.	30-7-65	—	Scales of Pay, Dearness Allowance, Retirement and Travelling Allowance etc.
15.	Carolina Estate Coonoor and Nilgiris Estate Workers Progressive Union.	—	—	Non-employment of a worker.
16.	Sri Meenakshi Mills Ltd., Paravai and National Textile Workers Union, Samayanallur.	3-8-65	15	Appointment of workers working in reeling department as temporary Doubler, Spinner.
17.	Sivakami Mills Limited Thenur and National Textile Workers Union, Madurai.	18-8-65	70	Bonus for the year 1964.

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

Sl. No.	Name of the concern in which the dispute has arisen.	Issues	G. O. No. and Date of reference
(1)	(2)	(3)	(4)

Industrial Tribunal, Madras

Salem District

- | | | |
|--|---|---|
| <p>1. Ammapet Handloom Weavers' Co-operative Production and Sales Society Limited, Ammapet, Salem.</p> | <p>1. Whether the demand for revision of scales of wages for various categories of employees is justified, and if so, to revise the scales and fit the present incumbents in the Scales so fixed.</p> <p>2. Whether the demand for increased Dearness Allowance is justified, and if so fix the rate.</p> <p>3. Whether the demand for revision of the existing Gratuity Scheme is justified, and if so, to formulate a revised scheme.</p> <p>4. Whether the fifty-three workers, mentioned in the annexure to the order are eligible for any overtime wages from 1st January to October 1963 and if so to fix the quantum and.</p> <p>5. Whether the demand for payment of batta to push cartman and salesman is justified, and if so, to fix the rate.</p> | <p>G. O. R. No. 3862, Industries, Labour & Co-operation, (Lab), dated 4-8-65.</p> |
|--|---|---|

Labour Court, Madras.

Madras District

- | | | |
|--|---|--|
| <p>2. Industrial Ancillary Services, Tiruvottiyur.</p> | <p>Whether non-employment of Sri P. Purushotham K. Ekambaram is justified and if not to what relief each is entitled.</p> <p>To compute the relief if any and awarded in terms of money if it can be so computed.</p> | <p>G. O. R. No. 1602, Industries, Labour & Co-operation dated 28-7-65.</p> |
|--|---|--|

(1)	(2)	(3)	(4)
3. T. M. Radhakrishna Chetty and Company, Madras.	Whether the now employment of Sri G. Kesavalu Naidu is justified and if not to what relief he is entitled, To compute the relief if any awarded in terms of money if it could be so computed,	G. O. R. No. 1643, Industries, Labour & Co-operation dated 4-8-65.	
4. Southern Industrial Corporation Limited, Redhills.	Whether the non employment of the worker Sri P. K. Vaidyanathan is justified and if not to what relief he is entitled To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 1696, Industries, Labour & Co-operation, (Lab), dated 12-8-65.	
5. Syed Nizamudin, Tajmahal Beedies, Madras	Whether the non-employment of Sri Abdul Wahab and Sri Seshiah 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. 1694, Industries, Labour & Co-operation dated 12-8-65.	
<i>North Arcot District</i>			
6. Raja Beedi Factory, Gudiyatham	Whether the demand of the Branch Managers for enhanced commission is justified and if so to fix the quantum	G. O. R. No. 1531, Industries Labour & Co-operation, dated 19-7-65.	
7. E. I. D. Parry Limited, Ranipet	Whether the non-employment of Sri S. M. Gangadharan is justified and if not to 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. 1648, Industries, Labour & Co-operation, dated 20-7-65	
<i>Tanjore District</i>			
8. Sri Ranganatha Transports, Thanjavur	Whether the non-employment of Sri N. Annamalai and V. Radhakrishnan is justified and if not to what relief each is entitled.	G. O. R. No. 1566, Industries, Labour & Co-operation, dated 22-7-65.	

(1)	(2)	(3)	(4)
		To compute the relief, if any, awarded in terms of money if it can be so computed.	
9. Thanjavur Municipality Thanjavur	Whether the retirement of Sri Karuppan Chetty and the other 20 workers of Thanjavur Municipality, 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. Ms. No. 3678, Industries, Labour & Co-operation, dated, 22-7-65.	
<i>Labour Court, Coimbatore</i>			
<i>Coimbatore District</i>			
10. Vellonie Estate, Valparai	Whether the non-employment of Sri Moorthy (1158) of the Upper Division 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. 3691, Industries Labour & Co-operation, dated 23-7-65.	
11. Textool Company Ltd, Ganapathi Post, Coimbatore	Whether the demand for designation of Sri S. Varadarajan and the other 43 workers as Inspectors and payment of wages pertaining to that category is justified and if so from what date.	G. O. R. No. 3799, Industries, Labour & Co-operation, dated 30-7-65.	
<i>Salem District</i>			
12. Literary Press, Salem,	Whether Logaiya Naidu is entitled to continue in the service of the Literary Press, Salem, 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. 3771, Industries, Labour & Co-operation, dated 28-7-65.	

(1)	(2)	(3)	(4)
<i>Kanyakumari District</i>			
13. Corrimony Estase, Nagercoil	Whether the non employment of Sri Thangapan 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. 3500, Industries Labour & Co-operation, dated 16-7-65.	
<i>Labour Court, Madurai.</i>			
<i>Madurai District</i>			
14. V. S. Chellam Soap Factory, Madurai	Whether the demand of the workers for increase in wages is justified and if so to what relief they are entitled,	G. O. R. No. 1536, Industries, Labour & Co-operation, dated 19-7-65.	
15. Sri Suthanthiram Transport (P) Limited, Madurai	Whether the non-employment of Sri Maya Thevar, Stand-Agent is justified and if not to 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. 1554, Industries, Labour & Co-operation dated 21-7-65.	
16. Chockan Transports (P) Limited, Madurai	Whether the non-employment of Sri P. Solapandian (Conductor) and Sri M. Subbiah (Cleaner) 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. 1607, Industries, Labour & Co-operation dated 29-7-65.	
<i>Ramnad District</i>			
17. Senthivel Bus and Lorry Service Paramakudi	Whether the non-employment of Sri K. Perumal and Sri Subramaniam is justified and if not to what relief each is entitled.	G. O. R. No. 1547, Industries, Labour & Co-operation, dated 20-7-65	

(1)	(2)	(3)	(4)
		To compute the relief if any awarded in terms of money, if it can be so computed.	
		<i>Tirunelveli District</i>	
18. S. M. K. M. Allom (Block Nos. I, II and III) Tamaraikulam	Whether the demand of workers employed in S. M. K. M. Allom Blocks Number, I, II and III Tamaraikulam for increased wages is justified, if so to fix the revised rate.	G. O. Ms. No. 3626, Industries, Labour & Co-operation, dated 21-7-65.	
		<i>Kanyakumari District</i>	
19. Krishna Talkies, Nagercoil	Whether the non-employment of Sri S. Devasahayam Pillai by the Management of Pioneer Nellayappan Sons, the owners of Krishna Talkies, Nagercoil 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. 3772, Industries, Labour & Co-operation, dated 28-7-65.	
		<i>Trichy District</i>	
20. St. Joseph's Industrial School, Press, Tiruchirappalli	Whether the demand for revision of dearness allowance is justified and if so to fix the quantum.	G. O. R. No. 1608, Industries, Labour & Co-operation dated 29-7-65	

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 August, 1965.

S. No	Name of the concern in which the dispute has arisen	Page No. and date of the Gazette in which the notification is given	G.O. No. and date of the references.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1.	Certain Kirana Merchants in Madras.	2-5 18-8-65	G. O. R. No. 1648, Industries, Labour & Co-operation dated 5-8-65.
2.	Certain Chillies Merchants in Madras City	6-7 25-8-65	G. O. Ms. No. 4051, I. L. & C. (Lab) dated 16-8-65.
<i>Chingleput District</i>			
3.	T. I. Diamond Chain Ltd., Ambattur.	6-7 16-8-65	G. O. R. No. 1652, Industries, Labour & Co-operation, dated 6-8-65.
Labour Court, Madras			
<i>Madras District</i>			
4.	Brahmappa Tavanappanavar (Mysore) Private Ltd., Madras	2/ 4-8-65	G. O. R. No. 1590, Industries, Labour & Co-operation, dated, 27-7-65.
Labour Court, Coimbatore			
<i>Coimbatore District:</i>			
5.	Maniam Theatre, Coimbatore.	2-4 25-8-65	G. O. Ms. No. 4037, Industries, Labour Co-operation, (Lab), dated 16-8-65.
6.	Thay Mudi Estate, Mudis Post.	4-6 25-8-65	G. O. Ms. No. 3453 Industries Labour Co-operation, (Lab) dated 17-8-65.
<i>Salem District</i>			
7.	Pullicar Mill Ltd., Tiruchengode.	1-6 11-8-65	G. O. Ms. No. 4074, (Lab) Industries, Labour Co-operation dated 30-7-65.

(1)	(2)	(3)	(4)
8.	Swarnambigai Motor Service, Salem.	1-2 18-8-65	G. O. R. No. 1672, Industries, Labour & Co-operation, dated 10-8-65.
9.	S. B. Ranga Vilas Motors (P) Ltd., Krishnagiri	2 11-8-65	G. O. R. No. 1673, Industries, Labour & Co-operation, dated, 10-8-65.
<i>Kanyakumari District</i>			
10.	Marina Plantations, Kaliyal.	3-5 4-8-65	G. O. Ms. No. 3708, (Lab) I. L. & C. dated 24-7-65.
<i>Madurai District</i>			
11.	Kaluhumalai Tea Estate of Kotagudi Plantations (P) Ltd., Bodinayakanur.	5-6 4-8-65	G. O. Ms. No. 3747, Industries, Labour & Co-operation, (Lab) dated, 27-7-65.
<i>Labour Court, Madurai</i>			
<i>Tiruchirapalli District:</i>			
12.	Saraswathi Vilas Palaniappa Tea Stall East Dharanallure, Tiruchirapalli-8.	1-2 4-8-65	G. O. R. No. 1578 Industries, Labour & Co-operation dated 24-7-65.
13.	Karur Transports (P) Ltd., Karur.	1-2 25-8-65	G. O. R. No. 1712, Industries Labour & Co-operation dated 16-8-65

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 August, 1965.

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closures.		Causes.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Kesavardhini Products, Coimbatore.	Manufacture of scented oil.	8	5-7-65	...	...	All workers were paid the leave salary and notice pay.
2.	Virudunagar Industrial Works, Virudunagar.	Foundry	40	14-7-65	24-7-65	For want of new materials.	No compensation was paid as the No. of workers employed is less than 50 workers
3.	Lakshmi Press, Bitten Industries, (P) Ltd., Thadigambu Road, Dindigul.	39/399(e)	13	3-8-65	10-8-65	Non-availability of metal wire.	...
4.	The Coimbatore Spinning and Weaving Co. Ltd., Coimbatore.	23/231(a)	350	24-8-65	...	For want of raw materials.	-do-

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received.										No. of complaints investigated and otherwise disposed of including those previously pending.	No. of complaints pending at the end of the month.
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.				
1	2	3	4	5	6	7	8	9	10	11	12	13		
1.	Coimbatore-I.	267	20	8	41	—	18	46	—	133	171	229		
2.	Coimbatore-II.	107	4	5	1	—	—	12	—	22	25	104		
3.	Coonoor.	37	2	—	17	2	3	15	—	39	37	39		
4.	Madras-I.	67	4	3	10	—	—	19	—	36	38	65		
5.	Madras-II.	111	6	11	13	17	—	18	—	65	59	117		
6.	Madras-III.	54	6	4	8	—	—	19	—	37	32	59		
7.	Madurai.	143	6	—	15	—	—	7	—	28	6	165		
8.	Nagercoil.	16	3	1	4	—	—	3	—	11	7	20		
9.	Pollachi.	24	2	—	17	—	1	8	—	28	33	19		
10.	Virudhunagar.	39	8	2	16	—	—	2	—	28	20	47		
11.	Salem.	76	3	2	16	—	1	14	—	36	42	70		
12.	Tiruchirappalli.	70	8	2	24	—	—	11	—	45	35	80		
13.	Tirunelveli.	58	7	7	15	—	—	9	—	38	36	60		
14.	Vellore.	32	—	—	6	—	—	5	—	11	9	34		
TOTAL		1,101	79	45	203	19	23	188	—	557	550	1,108		

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

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

1. Number of Standing Orders certified as on 1—8—1965.	...	4,294
2. Number of Standing Orders certified during the month.	...	6
Total	...	4,300
3. Number of amendments to Standing orders certified.		1

9. Workmen's Compensation Act 1923. :—

Statement showing the number of accidents reported and amount of compensation paid for the month of August, 1965.

	Number of accidents.	Amount of compensation.*
		Rs. nP.
(a) Death	13	* 64,409.50
(b) Permanent disablement	4	1,974.00
(c) Temporary disablement	61	57,732.16
Total	78	1,24,115.66

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

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed and Disposed of under of the workmen's compensation Act, for August, 1965.

Sl. No. (1)	Nature of claims (2)	Number previously pending (3)	Number received (4)	Total (5)	Disposed of (6)	Balance (7)
1.	Application under Section 10 :					
(a)	Fatal	100	12	112	7	105
(b)	Non-fatal :-					
(i)	Permanent	122	7	129	5	124
(ii)	Temporary	30	2	32	...	32
2.	Deposits under Section 8 (1)					
(a)	Fatal	105	25	130	15	115
(b)	Persons under legal disability...	2	2	4	...	4
3.	Deposits under Section 8 (2)	1	...	1	...	1
4.	Memorandum of Agreements:—					
(i)	Permanent disablement	79	34	113	19	94
(ii)	Temporary disablement	4	6	10	3	7

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5.	Recovery under Section 31.	14	...	14	...	14
6.	Identification application under Section 12	6	3	9	1	8
Total	...	463	91	554	50	504

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

1.	Pending as on 1-8-'65	...	606
2.	Received during the month	...	49
3.	Disposed of during the month	...	102
4.	Pending as on 31-8-'65	...	553

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 August, 1965.

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

Pending as on 1—8—1965	...	375
Received during the month	...	41
Disposed of during the month	...	44
Pending as on 31—8—1965	...	372

12. (b) Appeals under Section 51 :—

Pending as on 1—8—1965	...	3
Received during the month	...	Nil
Disposed of during the month	...	Nil
Pending as on 31—8—1965	...	3

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

Pending as on 1—8—1965	...	77
Received during the month	...	28
Disposed of during the month	...	38
Pending as on 31—8—1965	...	67

13. (a) List of Trade Unions registered under Trade Unions Act, 1926 and cancelled during the month of August 1965.

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	3907	2-8-65	Miscellaneous	Karaikudi All Co-operative Institutions Employees' Union, Room No. 10 (last) "Khokalai Nilayalam", Ramasamy Chettiar Street, Karaikudi, Ramanad Dt.
2.	3908	7-8-65	Commerce	Ilasainagar V a r t h a g a Gumasthakkal Sangam, Bazaar Street, Naduvirpatti, Ettayapuram P.O. Tirunelveli District.
3.	3909	—do—	Textiles	Nithyakalyani Textiles National Textiles Workers' Union, Chinna-keeramangalam, Thiruvadanni P.O., Ramanad District.
4.	3910	—do—	Beedi	Ambur Beedi Labour Union 20, M.C. Road, Ambur, North Arcot District.
5.	3911	—do—	Miscellaneous	Kottari and Sons, Employees' Union, 11, Mac Lean Street, Madras-1.
6.	3912	—do—	Insurance	Insurance Associations of India-Madras Regional Council Staff Union, 38, Veerapandian St., Perambur, Madras-11.
7.	3913	9-8-65	Beedi	T. P. Sokkalal Ramsait, Beedi Factory Workers Progressive Union, Alankulam, Tenkasi Taluk, Tirunelveli Dt.
8.	3914	—do—	Railways	Southern Railway Class IV Staff Yonlom Rly. colony Thanjavur.
9.	3915	9-8-65	Cinema and Studios	Modern Theatre & Cinema Workers' Union, Chinnagellapatti, Kannagurichi Post, Salem District.

(1)	(2)	(3)	(4)	(5)
10.	3916	—do—	Miscellaneous	I.A.E.C. Pumps Employees' U. Rajamangalam, Villivakkam Post, Madras-49.
11.	3917	—do—	Textiles	Paramakudi Emaneswaram Nesava Thozhilalar Sangam, Paramakudi D. No. 1/254, Nainar Kovil Road, Emaneswaram, Ramnad Dt.
12.	3918	11-8-65	Sanitary Service	National Municipal and General Workers' U. Omalur Road, Narayanasami puram, Salem-9.
13.	3919	—do—	Transport	Cycle Rihsha Workers' Union, 81-A, Kesa St., Big Kancheepuram.
14.	3920	—do—	Miscellaneous	Zenith Lamp and Electricals Employees' U. 173, T. H. Road, Madras-21.
15.	3921	—do—	Mineral Products	Salem District Magnesite Labour Union, Suramangalam, Salem-5.
16.	3922	17-8-65	Engineering	Oldham Clorical Staff Union, 15, Ramapuram Ramaswamy Chetty St. Saidapet, Madras-15.
17.	3923	—do—	Tanneries	Tamilnad Leather Mandies & Tanneries Workers' U. 1/9, Mattukara Veerabadra St., Periamet, Madras-3.
18.	3924	—do—	Miscellaneous	Ashok Progressive Private Limited, (Group) Workers and Staff U. 4, Mohamed Hussaion Sahib Street, Mount Road, Madras-2.
19.	3925	20-8-65	Paper and Paper Boards	Lakshmi Paper Industries, Workers' Union, 23, No. 1, Pillaiar Koil St. Salem-1.

(1)	(2)	(3)	(4)	(5)
20.	3926	22-8-65	Miscellaneous	Mannargudi Taluk General Workers' U. East Main Street, Mannargudi, Thanjavur Dt.
21 .	3927	—do —	Salt	National Salt Pan Workers' Union, 100, Kalappa Pillai St, Tuticorin.
22.	3928	31-8-65	Miscellaneous	M. T. R. D. Civilian Employees' U. I. A. F. Avadi, e/o Swaminatha Gramani House, Near Pattabiram Railway Station, Pattabiram.

13. (b) List of Trade Unions cancelled, dissolved and amalgamated Under the Trade Unions Act, 1926 During the Month of August 1965.

<i>Sl. No.</i>	<i>R. No.</i>	<i>Industry</i>	<i>Name of the Union amalgamated.</i>
NIL			

ABSTRACT

1. Total No. of registered Trade Unions as on 1-8-65	1,358
2. Total No. of trade Unions registered during August 1965	22
3. Total No. of Trade Unions Cancelled during the August 1965	Nil
4. Total No. of registered trade Unions as on 31-8-65.	<u>1,380</u>

In the list of Trade Unions cancelled during the month of October 1964, Published in Volume VI No. 11 of the Madras Labour Gazette, the following items may be deleted.

1. Kadal Thozilalar Sangam (R. No. 1944) Tuticorin.
2. Chengleput District Tannery Workers' Progressive Union, (R. No. 3199) Madras.

In the list of Trade Union cancelled during the month of November 1964, Published in Volume VI No. 12 of the Madras Labour Gazette, the following items may be added.

- 1. National Agricultural Labour Union, Lalgudi Taluk (R. No. 1453.)**

S. No.	Particulars.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
				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.	No. of establishments inspected.	897		3,488	363	50,309	4,333	616	1,802	4,778	
2.	No. of irregularities noticed.	311		643	68	1,700	980	86	262	337	
3.	No. of cases warned.	30		83	6	447	285	6	46	27	
4.	No. of prosecutions launched.	59		18	2	35	137	3	2	5	
5.	No. of convictions obtained.	51		12	1	42	100	10	6	11	
6.	Amount of fine imposed (in Rupees.)	1665/-		294/-	20/-	799/-	2,024/-	405/-	265/-	195/-	

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 August, 1965.

District.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			REMARKS.	
	(1)	Section 2 (m) (i)	Section 2 (m) (ii)	(4)	Section 2 (m) (i)	Section 2 (m) (ii)	(7)	Section 2 (m) (i)	Section 2 (m) (ii)	(10)	Section 2 (m) (i)	Section 2 (m) (ii)		
		(2)	(3)		(5)	(6)		(8)	(9)		(11)	(12)		(13)
1. North Arcot	204	108	170	Notified	5	1	..	..	..	..	209	109	170	488
2. South Arcot	131	7	45	..	..	..	..	..	..	..	131	7	45	183
3. Chingleput	333	23	58	..	5	..	..	..	1	..	338	22	58	418
4. Coimbatore	1,091	11	92	..	5	..	..	7	1	..	1089	10	92	1191
5. Kanyakumari	70	10	28	..	1	..	..	3	2	4	68	8	24	100
6. Madras	831	31	115	..	3	..	..	1	1	2	833	30	113	976
7. Madurai	472	37	47	..	1	..	..	7	1	1	466	36	46	548
8. The Nilgiris	131	..	8	..	..	..	..	..	..	..	131	..	8	139
9. Ramanathapuram	270	69	157	..	1	..	..	4	1	3	267	68	154	489
10. Salem	570	12	149	..	5	..	..	..	..	2	575	12	147	734
11. Thanjavur	307	12	179	..	2	..	..	..	..	1	309	12	178	499
12. Tiruchirappalli	288	9	174	..	3	..	..	..	..	2	291	9	172	472
13. Tirunelveli	309	117	237	..	..	..	..	..	8	19	309	109	218	636
Total	5,007	446	1,459	..	31	1	..	22	15	34	5016	432	1,425	6,873

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

Sl. No.	Category of Plantations.	At the beginning of the month.			Registered.			Removed.			At the end of the month		
		A. B. (3)			A. B. (4)			A. B. (5)			A. B. (6)		
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1. Coffee	..	128	26,942.54	..	..	..	..	1	75	127	26,867.54	..	..
2. Tea	..	135	62,474.78	..	..	..	..	1	53	134	62,421.78	..	..
3. Rubber	..	17	9,003.12	..	..	..	..	..	..	17	9,003.12	..	..
4. Cinchona	..	2	9,406.00	..	..	..	..	..	..	2	9,406.00	..	..
5. Cardamom	..	5	3,186.00	..	..	..	..	..	..	5	3,186.20	..	..
Total	..	287	1,11,012.64	..	..	..	..	2	128.00	285	1,10,884.64	..	..

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

16. (a) Statement of Accidents for the month of August 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).	...	2
20.	Food Except Beverages	...	35
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	243
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	2
25.	Wood and cork except furniture	...	1
26.	Furniture and fixtures	...	1
27.	Paper and paper products	...	6
28.	Printing, Publishing and allied industries	...	16
29.	Leather and Leather products (except foot-wear).	...	9
30.	Rubber and rubber products	...	25
31.	Chemicals and Chemical products	3	98
32.	Products of petroleum and coal	...	6
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	47
34.	Basic Metal Industries	...	63
35.	Metal Products (except machinery and transport equipments).	...	99
36.	Machinery (except electrical machinery)	1	320
37.	Electrical Machinery, apparatus, appliances and supplies.	...	78
38.	Transport equipment	...	518
39.	Miscellaneous Industries	...	33
51.	Electricity, Gas and Steam	...	7
52.	Water and Sanitary Services	...	1
83.	Recreation Services (Cinema Studios)	...	6
84.	Personal Services (Laundries, dyeing and cleaning).	...	1
Total		4	1,617

16. (b) Statement of Accidents in Cotton and Jute Mills for the month of August, 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.	9	...	...	...	...	...
2.	Card Room Machinery	14	...	...	...	...	...
3.	Drawing Frames	3	...	...	...	...	...
4.	Speed Frames	4	...	...	...	...	...
5.	Spinning Machinery	35	...	...	...	...	...
6.	Weaving Machinery	24	...	...	...	...	...
7.	Finishing Machinery	3	...	...	...	...	...
8.	Flying Shuttles	7	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	33	2	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	103	6	...	...	...	...
Total		235	8	...	...	...	...
JUTE MACHINERY							
		...	Nil	...	...	...	...
'A'—Fatal							
'B'—Non-Fatal							

17. Exemption to the following factories and establishments from the provisions of the Act and Rules indicated below were granted during the month of August, 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. | Tirunelveli District Co-operative Supply and Marketing Society Ltd., Tuticorin | All provisions of the Act. | From 1st September 1965. | G. O. Ms. No. 3575 (Lab) Department of Industries, Labour and Co-operation, dated 19-7-65. |
| 2. | Burn & Co. Ltd., Suramanagalam, Salem. | " | " | G. O. Ms. No. 3831 I. L. C. & (L a b), dated 2-8-65. |
| 3. | Vellore Electric Corporation Ltd., Vellore. | " | " | G. O. Ms. No. 3832, I. L. & C. (L a b) dated 2-8-65. |
| 4. | Sundaram Industries (P) Ltd., Rubber Factory, Industrial Colony, Madurai-7 | " | " | G. O. Ms. No. 3982 I. L. & C. (L a b), dated 11-8-65. |
| 5. | V. D. Swamy and Co. (P) Ltd., Madras-2. | " | " | G. O. Ms. No. 3983, I. L. & C. (L a b) dated 11-8-65. |

EMPLOYEES STATE INSURANCE ACT

- | | | | | |
|----|---|---|---------------------------------|---|
| 6. | Central Jail Industries, section, Central Jail, Madras. | All provisions of the Act except Chapter VA | 1 year with effect from 12-8-65 | G. O. R. No. 1604, I. L. & C. (L a b), dated 28-7-65. |
| 7. | Government Agricultural Engineering Workshop, Washermenpet, Madras. | " | " | G. O. Ms. No. 3640, I. L. & C. (L a b) dated 21-7-65. |

FACTORIES ACT, 1948

- | | | | | |
|----|--|---|------------------------|--|
| 8. | Standard Motor Products of India Ltd., Madras. | Sections 51, of the said Act. | 3 months from 16-6-65. | G. O. Ms. No. 3702 (Lab) I. L. C. dated 24-7-65. |
| 9. | Heavy Vehicles Factory, Avadi. | Section 51, 52, 53, 54, 55, 56, 61, 64, (4) (i) (ii) and (iii) and 79 (10) of the said Act. | 3 months from 21-8-65 | G. O. Ms. No. 3981 (Lab) I. L. C. dated 11-8-65. |

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

MADRAS SHOPS AND ESTABLISHMENTS ACT

- | | | | | |
|-----|--|---|-----------------------|---|
| 10. | All Establishments under State Bank of India, Madras State | All provisions of the said Act except sections 31, 41, 43, 50 & 51. | One year from 4-8-65 | G. O. Ms. No. 3773 (Lab) I. L. C. dated 28-7-65 |
| 11. | All markets established in Madras State under Madras Agricultural Produce Markets Act. | All the provision of the Act. | One year from 11-8-65 | G. O. Ms. No. 3679 (Lab) I. L. C. dated 22-7-65 |
| 12. | Pillavalli, Kanal kadu vethilaikodi and Ammi kolair Estates, Pattiveeran pathi, Madurai. | Section 10 of the said Act. | 2 years from 4-8-65 | G. O. Ms. No. 3491 (Lab) I. L. C. dt. 15-7-65 |

PLANTATIONS LABOUR ACT

- | | | | | |
|-----|--|-----------------------------|----------------------|---|
| 13. | Stanmore Belyidere & Glenbell Estate Cauvery Pauk P.O. Yercaud, Salem Dt. | Section 10 of the said Act. | 2 years from 11-8-65 | G. O. Ms. No. 3470 (Lab) I. L. C. dt. 14-7-65 |
| 14. | High Field Estate, Coonoor. | " | " | G. O. Ms. No. 3471 (Lab) I. L. C. dt. 14-7-65. |
| 15. | Little Flower Loyola and St. Joseph's Estates, Palani Hills Veerampatti, Madurai Dt. | " | " | G. O. Ms. No. 3490 (Lab) I. L. C. dt. 15-7-65 |
| 16. | Mudis Group of Estates, Mudis P.O. Coimbatore District. | " | " | G. O. Ms. No. 3524 (Lab) I. L. C. dated 19-7-65 |
| 17. | Cauvery Peak, Mohamad Peak, Valalakkadai Peak and Cararra Estates, Yercaud. | " | " | G. O. Ms. No. 3513 (Lab) dated 16-7-65 I. L. C. |

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

For the Week ending.	Prices of Cotton per quintal of 100 Kilograms.	
	Cambodia. Rs.	Karunganny. Rs.
7-8-'65	Rs. 230 / 310	Rs. 295 / 310.
14-8-'65	-do-	-do-
21-8-'65	-do-	-do-
28-8-'65	-do-	-do-

For the Week ending	Prices of Yarn per bundle of	
	10. lbs.	20 lbs. Rs. P.
7-8-'65	...	22. 75
14-8-'65	...	-do-
21-8-'65	...	-do-
28-8-'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 mofussil urban centres for the month of August, 1965, as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Sl. No.	Centre.	Food.	Fuel and Lighting.	Cloth- ing.	House Rent.	Miscel- laneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base : Year ended June, 1936 : 100).							
1.	Madras City ...	673.2	685.8	504.4	412.8	553.9	610.9
2.	Cuddalore ...	600.0	696.0	401.0	378.0	716.0	577.0
3.	Tiruchirapalli ...	625.0	541.0	547.0	349.0	471.0	561.0
4.	Madurai ...	651.0	518.0	542.0	348.0	436.0	559.0
5.	Colmbatore ...	671.0	672.0	659.0	577.0	401.0	641.0
(Base : August, 1939 : 100).							
5.	Nagercoil ...	761.0	523.0	754.0	432.0		674.0

Comparative statement of the cost of living index numbers for the months of July, and August, 1965.

Sl. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			July, 1965.	August, 1965.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base : Year ended June, 1936 : 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	610.9	610.9	—
2.	North Arcot and South Arcot Dists.	Cuddalore ...	567.0	577.0	+ 10
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	564.0	561.0	— 3
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	556.0	559.0	+ 3
5.	Colmbatore and Salem Dists.	Colmbatore ...	629.0	641.0	+ 12
6.	Kanyakumari Dist.	Nagercoil. ...	675.0	674.0	— 1

MADRAS

The cost of living index numbers for working classes in Madras City for the month of August 1965 remained unchanged at 611 points.

The index for the food group rose by one point to 673 due mainly to an increase in the prices of chillies, tamarind, cocoanut oil and gingelly oil.

The index for clothing group fell by one point to 504, due to a fall in the prices of sarees.

The index for the house-rent group rose by three points to 413 due to the revision of house-rent figure.

The index for the miscellaneous group fell by seven points to 554 due to a fall in the prices of betel leaves.

The index for the fuel and lighting group remained unchanged at 686 points.

(* The Cost of living index numbers are now called consumer price index numbers).

Sl. No.	Group.	Weight proportional to the total expenditure.	Group Index Numbers.	
			July, 1965.	August, 1965
(1)	(2)	(3)	(4)	(5)
1. Food	...	58.23	672.3	673.2
2. Fuel and Lighting	...	8.42	685.9	685.8
3. Clothing	...	6.10	504.6	504.4
4. House-rent	...	14.57	409.8	412.8
5. Miscellaneous	...	12.68	561.1	553.9
Total		100.00		
Cost of living Index Number.			610.9	610.9

CUDDALORE

The cost of living index number for Cuddalore rose by ten points to 577.

The index for the food group rose by twelve points to 600 due mainly to an increase in the prices of dhall, chillies, tamarind, groundnut oil and gingelly oil.

The index for the fuel and lighting group rose by five points to 696 due to a rise in the price of kerosene oil.

The index for the miscellaneous group rose by sixteen points to 716 due to a rise in the price of betel leaves.

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

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli fell by three points to 561.

The index for the food group fell by seven points to 625 due mainly to a fall in the prices of vegetables, mustard and garlic.

The index for the fuel and lighting group rose by one point to 541 due to an increase in the prices of kerosene oil.

The group index numbers in respect of clothing, house-rent and miscellaneous remained unchanged at 547, 349 and 471 points respectively.

MADURAI

The cost of living index number for Madurai rose by three point to 559.

The index for the food group rose by four points to 651 due mainly to an increase in the prices of milk, chillies, turmeric and gingelly oil

The index for the clothing group rose by two points to 542 due to an increase in the prices of dhoties and petticoat cloth.

The index for the house-rent group rose by one point to 348 due to the revision of house-rent figure.

The group index number in respect of fuel and lighting and miscellaneous remained unchanged at 518 and 436 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by twelve points to 641.

The index for the food group rose by seventeen points to 671 due mainly to an increase in the prices of rice, chillies and tamarind.

The index for the fuel and lighting group rose by seven points to 672 due to a rise in the price of firewood and kerosene oil.

The index for the clothing group rose by three points to 659 due to an increase in the price of shirting cloth.

The group index numbers in respect of house-rent and miscellaneous remained unchanged at 577 and 401 points respectively.

NAGERCOIL

(Base: August 1939=100)

The cost of living index number for Nagercoil fell by one point to 674.

The index for the food group rose by five points to 761 due mainly to a rise in the prices of condiments, pulses and milk.

The index for the housing group rose by seven points to 523 due to a rise in the prices of firewood.

The index for the miscellaneous group fell by thirty-three points to 432 due to a fall in the prices of arecanuts.

The Index for the clothing group remained unchanged at 754 points.

(*The cost of Living Index numbers are now called Consumer Price Index Numbers).

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:-		
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
April	160	163
May	161	164
June	163	168
July	168	173

* 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 July, 1965 was 241.84.

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 August, 1965

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2,92,946 industrial workers in the event of Employment Injury, Sickness and Maternity Benefit. 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 August, 1965, 1,697 insured persons received Rs. 71,670-19. by way of Cash Benefits due to Employment Injury. This includes 304 persons who are in receipt of pensions for Permanent Disablement Benefit and also 111 dependants of deceased Persons.

In the month of August, 1965, 1,844 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 26,937 claims were received and an amount of Rs. 4,27,055-98. was paid out as sickness benefit involving abstention for 1,52,240 days.

During the month of August, '65, 360 Insured Women claimed Rs. 53,043-93 by way of Maternity Benefit.

For recovery of arrears of contribution under the Scheme legal proceedings had to be initiated in 26 cases against defaulting employers for recovery of Rs. 21,057-37.

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

Sl. No.	Particulars	For the month of August '65
1.	Total number of Attendance :	
	New 67,653	2,70,874
	Old 2,03,221	
2.	No. of Medical certificates issued	71,244
3.	No. of Domiciliary visits made	243
4.	No. of Injections administered	90,071
5.	No. of X-Ray examinations	1,437
6.	No. of Laboratory examinations	3,573
7.	No. of Specialist Investigations	4,498
8.	No. of Persons admitted to Hospitals	1,729
9.	No. of bed days occupied during the month	13,326
Additional data for Panel System.		
1.	No. of attendance: New 16,657	43,383
	Old 26,726	
	Diagnostic Centres	1
2.	No. of Prescriptions issued	1
3.	Payments made to :—	
	1. Chemists	...
	2. Insurance Medical Practitioners.	Ra. 190-83 (Coimbatore area.)

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

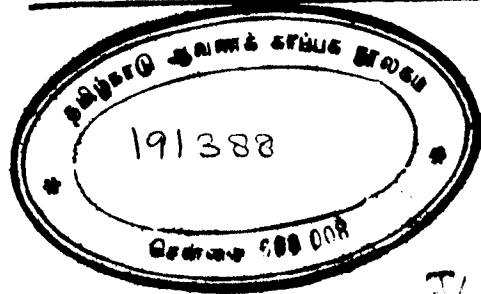
Sl. No.	Districts	Total No. of registrations made during August 1965.	Total No. of applicants placed in employment during August 1965.	Total No. of applicants on the Live Register at the end of August 1965.	No. of employers used the Exchange during August 1965.	No. of vacancies notified during August 1965.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	2,770	547	16,880	172	690
2.	Arcot, South	2,672	346	17,061	142	458
3.	Chingleput.	2,415	444	16,046	93	516
4.	Coimbatore.	3,118	1,046	15,989	189	884
5.	Kanyakumari.	1,420	263	15,732	73	260
6.	Madras.	5,905	1,119	32,168	341*	1,434
7.	Madurai.	3,281	529	18,908	153	645
8.	The Nilgiris.	785	80	6,905	47	144
9.	Ramanathapuram.	1,675	306	9,002	124	275
10.	Salem.	2,825	631	18,296	110	813
11.	Thanjavur.	2,694	500	14,971	139	577
12.	Tiruchirappalli.	3,089	325	16,527	97	343
13.	Tirunelveli.	2,254	166	14,412	89	242
Total : for August 1965		34,973	6,302	2,12,997	1,769	7,281
.. for July 1965		32,634	6,009	2,04,673	1,766	7,532
.. for August 1964		25,688	6,013	2,17,876	1,894	7,995

Excluding Employment Office for Physically Handicapped, Madras.

PAYMENT OF BONUS ORDINANCE

The Commissioner of Labour has granted extension of time under the proviso to Section 19 of the ordinance to the following establishment beyond August 1965, during the month of September 1965.

NANE OF ESTABLISHMENT	PERIOD
1. Burmah Shell Oil Storage and Distributing Company of India Limited P. B. No. 157, Esplanade, Madras-1.	Upto 31-12-65
2. The Management, Caltex (India) Limited, 202, Mount Road, P. B. No. 2243, Madras-2.	—do—
3. The Management, The Western India Match Company Limited, P. B. No. 2273, Tbiruvottiyur, Madras-19.	—do—
4. The Management of Standard Motor Products of India Limited, 29, Mount Road, Madras-2.	Upto 31-10-65
5. The Management, W. J. Bush Products Limited, Dare House, P. B. No. 12, Madras-1.	Upto 31-12-65
6. Hindustan Levers Limited, Mount Road, Madras-2.	Upto 31-10-65
7. Radio and Electricals Limited, Madras-8.	Upto 31-12-65



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N65

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