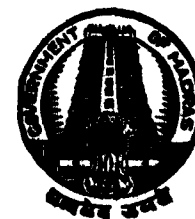


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MADRAS LABOUR GAZETTE

VOL. VII NO. 3
MARCH 1965



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ISSUED MONTHLY

BY

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MADRAS LABOUR GAZETTE

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

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MADRAS LABOUR GAZETTE

Vol. VII] MARCH 1965 [No. 3

SPECIAL ARTICLES

LABOUR PRODUCTIVITY IN CERTAIN SELECTED INDUSTRIES

by

S. A. N. MURTHY, M.A., and V. R. RAO, M.A.,
Labour Bureau, Simla.

INTRODUCTION :

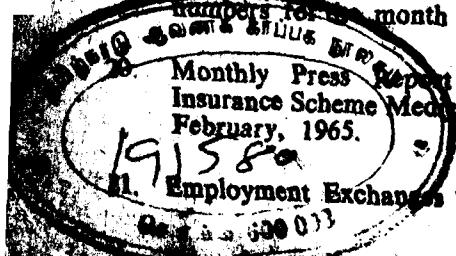
Productivity, in its simplest form, is defined as the quantity produced per unit of input and is, usually denoted by the ratio of output and input. Since, for every main item of output, there are several types of inputs like capital, raw materials, labour etc. productivity is differentiated according to the type of input considered. Thus, labour productivity is measured by the ratio of output to the total labour input. It is quantity produced per unit of the labour employed. Labour input, is usually, represented either by the number of man-hours worked or the average daily number of persons employed. The subject matter of the present discussions concerns labour productivity alone. It may be mentioned that labour productivity does not mean the productivity of labour alone; it measures the productivity in the utilisation of labour in conjunction with other input factors like plant and equipment, managerial efficiency, raw materials consumed, capital invested, etc. It is proposed to study in this paper the changes in labour productivity in a few selected industries in India by working out the productivity indices for the period 1957-1961.

The industries, covered in the following discussions are: Sugar, Cigarettes, Paper and Paper Products, Rubber and Rubber Products, Matches, Cement and Electric Light and Power. The study has been confined to the above seven industries alone because in the case of some of the important major industries that merit a similar study, certain difficulties were noticed in respect of comparability, etc. of the various sets of data utilised for this study. The year 1957 has been chosen as the base year for our purpose as comparable figures of production and employment are available only from 1957 onwards.

METHODOLOGY :

The usual method for the compilation of productivity indices is to work out the indices by first deriving the productivity ratios year-wise from the production figures and the input figures as measured by the average daily number of persons employed/man-hours worked and then to construct the indices taking an appropriate base period and using suitable weights.

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In the present paper, however, it is proposed to build up the productivity indices directly from 2 sets of indices which are relevant to labour productivity, viz. the index of industrial production and that of employment. The former is compiled by the C. S. O. and is published in the "Monthly Statistics of Production of Selected Commodities in India". The figures of average daily number of persons employed in factories registered under the Factories Act, 1948 are published by the Labour Bureau, industry wise. A simple index of employment has been compiled using these figures with 1957 as the base year or the period of reference. The formula may be expressed as :

$$\text{Index of Labour Productivity} : \frac{\text{Index of Industrial Production}}{\text{Index of Employment}} \times 100$$

Since the index of production* is based on the "value added" figures it is necessary to adjust the indices for various years for price differences so as to obtain out-put at constant prices and thereby eliminate the effects of price variation. This has been done by deflating the index of production by the relevant wholesale price index (published by the Economic Advisor to the Government of India) with suitable adjustments. For example, the production indices for "Cigarettes" have been deflated by the whole sale price indices of "Tobacco Manufacturers", those for "Paper and Products" by the price indices of Paper and Newsprint, and so on. However, before adjusting for the price variations, both the sets of indices (Production and Price) have been arithmetically converted to the base year-1957=100, which has been selected as the period of reference for our study. This will mean that the constant prices relate to the year 1957.

LIMITATIONS :

The monthly production figures in different industries were compiled by the C. S. O. from the returns received from the occupiers of factories on a voluntary basis and are, therefore, subject to varying response from month to month. The Annual production figures are built up from the monthly figures. While in the case of well organised industries, the returns cover almost the entire output, in the case of other industries, these do not cover the production of small units for which the collection of monthly statistics is not practicable.

As regards the employment figures, the Labour Bureau compiles (State wise and industry wise) for every year the average daily number of persons employed (per annum) on the basis of returns received under the Factories Act, 1948. Though the submission of returns under the above Act is obligatory, the response is never complete, and varies in degree from year to year. However, the Bureau makes good the deficiencies of non-response by estimating the figures of employment in non-responding factories on the basis of other evidence. Thus, the data are subject to errors of estimation and cannot be said to be free from blemish.

* Please see the "Monthly Statistics of the Production of Selected Commodities in India," pages 154-165 for the method of calculation of the index of production.

RESULTS

Results of the compilation of productivity indices according to the above methodology are presented in the attached statement. The indices indicate only a rough trend because of the limitations attached to the sources from which the indices are derived. It is clear from the statement that generally speaking the index of labour productivity has been steadily increasing in the industries under study. However, in respect of Sugar industry, the increasing trend started from 1958 only and the level of productivity in 1957 had not been reached even by 1961 in spite of a continuous increases in the productivity over this period. As regards the Cigarette industry, there was sizeable increases in productivity in 1958 as compared to that in 1957 and the increasing trend has been maintained upto 1961 (ignoring the year 1959 for which the index has not been calculated as the relevant figures seemed to be suspect.) As regards the other industries, there seems to be no need for a detailed discussion.

CONCLUSIONS :

An attempt has been made to compute the labour productivity indices in certain selected industries in India directly from the indices of production and employment, subject to the limitations inherent in the figures of production as well as employment. The study is, essentially experimental in that it has sought to limit the coverage to a few selected industries as also to a brief period in view of the limitations of data utilised for the purpose. It would, perhaps, be worth while to extend the scope of the study to more (and in particular to other important) major industries in India after carefully studying the available relevant material from the point of accuracy, comparability over time, completeness of coverage, etc.

Statement Indices of Labour Productivity (Base 1957 - 100) in Certain Selected Industries During 1958 - 1961.

Sl. No.	Industry	1958	1959	1960	1961
1.	2.	3.	4.	5.	6.
1.	Sugar	82.5	83.9	89.7	98.1
2.	Cigarettes	123.7	*	124.3	126.3
3.	Paper and Paper Products	104.0	105.9	131.9	131.7
4.	Rubber and Rubber Products	104.00	103.7	111.0	124.4
5.	Matches	88.2	96.2	99.3	115.8
6.	Cement	95.6	111.6	126.0	128.7
7.	Electric Light and Power	106.9	111.8	112.9	117.4

* Not available.

Source: (1) Monthly Statistics of Production of Selected Commodities in India by C. S. O.

(2) The Indian Labour Statistics, 1964 (Labour Bureau)

(3) Index number of whole sale prices in India — Revised Service—Annual Number April 1953 December 1961— Issued by the Economic Advisor to the Government of India—Ministry of Commerce and Industry.

The authors alone (and not the Ministry of Labour and Employment in which they are working) are responsible for the views expressed in this paper.

ACCIDENT TREND IN MADRAS STATE.

(FACTORIES DEPARTMENT, GOVERNMENT OF MADRAS)

Large numbers of Industrial accidents, some of them fatal and some of them resulting in permanent or temporary disablement occur every year. These accidents not only cause suffering to the victims as well as to the families of the victim, but also result in wastage of time and money. As the economic cost on Industrial accidents, assuming that the indirect cost of accidents is 4 times the direct cost is great, the task of preventing Industrial accidents is a vital and an urgent one. The number of reported accidents for the year 1963 by the Registered factories is 17, 25 (A reported accident means an accident by which a worker is disabled for more than 48 hours from the time of accident.) During the year 1963, with 6,572 registered factories employing 3,52,565 workers at the end of the year, 1,75, 325 mandays have been lost due to the reported accidents. This would statistically mean that almost every alternate worker has lost one man day on account of accident.

All Industrial accidents are either directly or indirectly attributable to human failures. Man is not a machine. His performance is not predictable and he sometimes makes mistakes. A mistake may be made by the architect who designed the factory, contractor who built it, the machine designer, the manager, and engineer, a chemist, an electrician, a foreman, an operator, a maintenance man and in fact by any one who has anything to do with the design, construction, installation, management, supervision and use of the factory and anything in it. These are different ways of classifying the accidents. One method is to classify them as to where exactly the fault lies. Another method is to classify them according to the causes based on the I. L. O. classifications, under the following heads:

machinery.

transport equipment,

explosion and fire

poisonous hot corrosive substance,
electricity,

faults of persons,

stepping on and striking against objects.

falling bodies,

handling without machinery,

hand tools and

other causes.

The third method is according to the nature of the act which gave rise to accident, for example operating equipment without proper authority, work at an unsafe speed making safety devices inoperative, using defective or unsafe Tools or equipments, or using tools of equipments in a dangerous manner, overloading, poor arrangement of equipment, unnecessary exposure to danger, distracting the attention of the injured person by another worker or failure to use safety devices. Other classification give information as to the age, sex occupational experience of the victim, the time and nature of the accident or the part of the body injured. In our State we are analysing accidents by causation, industry war, age and sex war and parts of the body injured.

All these classifications throw some light on the actual cause of industrial accidents, but they do little to indicate the circumstances in which they occur. For instance it is generally admitted that an accident may be partly due to worry, grief, ill-health, bad temper, frustration or other physical or mental state of the worker. All these states may be noticed in varying degrees by circumstances inside the factory or outside the factory. Very often an accident is a result of combination of circumstances of technological, physiological and psychological nature.

Most common causes of accidents are to be found not while working on machines, such as circular saws, power presses etc., but in quite ordinary actions like stumbling, falling, faulty handling of goods, or use of hand tools and being struck by falling bodies. Analysing the figures for 1963, out of 21 fatal accidents 3 are due to machinery, 2 are due to transport, 6 are due to electricity, one due to explosion, 3 struck by falling body and six by persons falling. Taking the figures of Madras State for the year 1963, handling of goods accounted for 1963 percentage of accidents.

Power driven machinery :	17. 24	percent.
struck by falling body :	15. 87	„
stepping on and striking against objects.	13. 68	„
use of hand tools	8. 68	„
persons falling	4. 43	„
molten metal or other hot corrosive substance.	4. 45	„
others.	16. 07	„

(others are machinery not moved by mechanical power, transport vehicles including hand trucks, electricity, explosion and fires)

From the above figures it is evident that major percentage of accidents are caused by items other than machinery.

Now taking the accident industry war, cotton mills which employ about 32.75 per cent of the Industrial Labour in our State account for 3,162 accidents i.e. 13.35 per cent of the total number of accidents; whereas Motor Vehicles which employ only about 5.63 per cent of the Industrial Labour had 2,872 accidents, i.e. 15.65 per cent of the total number of accidents. Again Railway Workshop employing about 5.71 per cent of workers had 54 accidents i.e. 8.89 per cent. Matches which employ about 2.4 per cent workers had 119 accidents, i.e. 6.91 per cent. General Engineering which employ about 3.69 per cent of workers had 1548 accidents i.e. 8.98 per cent. Accidents rate per 1000 workers is very high in case of Motor Vehicles being 143.2, next comes matches 141.8 per cent. Accident rate for General Engineering is 118.8 per cent. The accident rate for Cotton Mills is very low being 27.7 per cent. Accident rate for all the factories are given below for the year 1963.

Accident rate for 1000 Workers for 1963.

Industry :	Accident Rate per 1000 workers
1. Motor Vehicles	143.2
2. Matches.	141.8
3. General Engineering	118.8
4. Agricultural Impelements.	114.9
5. Chemical excluding matches.	97.0
6. Metal Products including cutlery.	86.2
7. Cement.	85.3
8. Railway Workshops.	77.00
9. Coach Buiding.	68.3
10. Textile machinery.	43.3
11. Sugar.	34.6
12. Oil industry including hydro-generated oil.	29.3
13. Electric light and power.	28.3
14. Cotton Mills.	27.7
15. Tea Factories.	20.5
16. Wooden (Furniture and fixtures)	18.0
17. Printing Presses.	10.3
18. Tanneries.	7.7
** 19. Other Industries.	33.3
For the whole State.	48.9

** Other industries included food including beverages, non-metallic mineral products, electric accessories including repairs, cinema studios and minor engineering like forgings etc.

As could be seen from the above, the accident rate has been very high in Matches, Motor Vehicles, General Engineering, Chemical Factories, Cement and agricultural implements. A further analysis of the figures shows that 22 factories round about Madras cause 50 per cent of the total accidents in the State.

Various means which could be used to promote Industrial Safety are as follows.

1. regulations,
2. standardization,
3. inspection,
4. technical research,
5. medical research,
6. psychological research,
7. statistical research,
8. education,
9. training,
10. persuasion,
11. safety measures within individual undertaking.

Regulations : (i.e.) **Mandatory** prescription concerning such matters as general working conditions, design, construction, maintenance, testing of equipment, first aid and medical examinations.

Standardization. Laying down official, semi official or un-official standards concerning the safe construction of equipment, safe hygenic practices or personal protective devices.

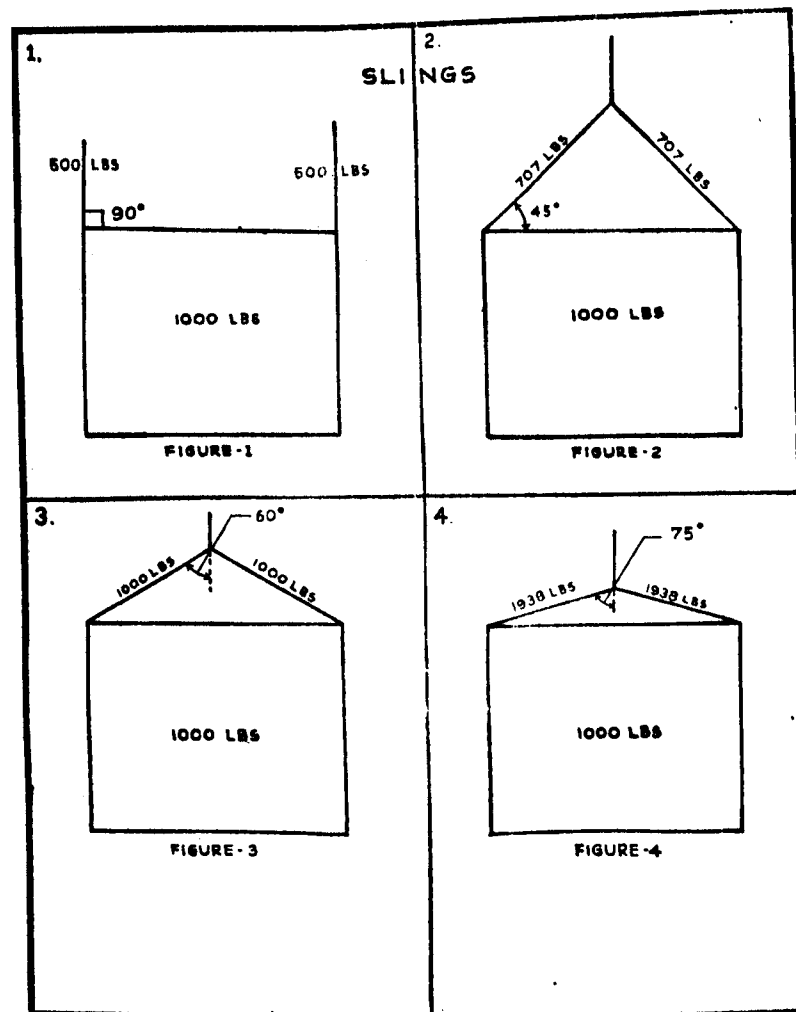
Technical Research include such matters of the investigation of the properties and harmful materials, study of machine guards, investigation of methods of preventing gases and dust explosions or research for more suitable materials designed for hoisting and other hoisting equipment.

Statistical Research to ascertain what kind of accidents occur and in what numbers, what type of people and in what operations and from what cause.

Education involving teaching of safety as subject in Engineering Colleges, Polytechnic or I.T.I. Training-practical instruction to workers and especially new workers in safety matters.

Persuasion-employment of various methods of publicity and appeal to develop safety mindedness.

From the above, it is clear that accident prevention requires the attention of many kinds of people, legislators, inspectorate, technologist, physician, psychologist, statistician and of course employers and workers themselves. Technological changes cannot be said to have added to the increase in the degree of risk. Accidents occur on the most carefully guarded machine as the guards and covers may be removed or safety devices may be put out of action or people may try out equipment that they may not supposed to touch. At any time the worker feels unwell or absent minded, his concentration may get relaxed resulting in an accident. So increasing attention is being paid to to accident risk inherent in human behaviour in the factory or other work places.



Statistics of Accidents are proved to be essential for planning, accident preventing activities and processing the effectiveness. It is from the statistics that we learn how many accidents there are what class of workers are involved in them, what machines and other equipment cause them, at what time and place the accident occur more frequently.

Good planning is as essential in Safety as it is in production. Thought should be given to planning before construction of a new factory or reconstruction of the existing factory. If at the planning stage safety considerations are borne in mind and plans are prepared and got approved as required under the Factories Act and if it necessitates to alter the plan, it will be much cheaper to alter than to alter the building. While planning factory building, it is desirable to keep the following points in mind.

1. Keep handling of materials and articles to the minimum.
2. Provide safe working surfaces on floors, stairs, platforms, gangways etc.
3. Provide adequate space for machinery and equipment.
4. Provide safe access to every place to which workers have to go.
5. Provide for the safety of maintenance and repair personnel.
6. Provide safe transport facilities.
7. Provide adequate means of escape in case of fire.
8. Allow for expansion.
9. Isolate dangerous processes such as spray painting and processes with high fire or explosion risks.
10. Organise tool rooms with car.

SLINGS :

Slings are used for many different kinds of services and under various conditions affecting safe use. Fibre rope slings should be made from Manilla rope. The strength of fibre rope is affected by chemicals, high temperature and sharp bends. Fibre rope is particularly suitable for handling of loads that might be damaged by contact with metal slings. Wire rope slings are preferably made from improved plow steel. Wire rope will withstand high temperature for limited time, but corrodes when exposed to acids and other chemicals. Figures 1 to 4 show how the tension on a leg of the sling increases as the angle increases from the vertical. Different tensions are placed on a sling by the same weight when the legs of the sling are at different angles. The horizontal excessive angles can be avoided by the use of longer slings. Slings should be inspected everyday for damage and excessive wear. If it is necessary to use rope around sharp corners, the corners should be well padded. Sudden jerks should be avoided. A rope will support a greater load under the steady pull than it will, subject to jerk or sudden loading.

INDUSTRIAL SAFETY

6. Fall from a 45 feet high Beam

In a factory some heavy articles had to be hoisted from the ground floor to the first floor (boiler room) through an opening in it, by means of a chain block arrangement. For this purpose a pulley hook was tied to a beam and the worker was arranging to hoist a two ton capacity pulley block to the pulley hook. No responsible supervisor was present there at that time. The worker had climbed the beam through boiler pipe lines and was standing on it for doing his work. He had supported himself by manila rope round the beam. Investigation revealed that the rope was not knotted properly and hence the knot of rope opened and worker fell down on the ground floor through the opening of the 1st floor and died.

To prevent the similar accidents in future, it is necessary that the work at such great heights should be done under proper supervision. The workers should use the ladders to reach the beam and a safe platform should also be provided from where a worker can do his desired work. A suspended rope should never be relied upon for support while working at such great heights and therefore workers should be provided with Safety Belts which should be worn by them while working.

(Information sent by Chief Inspector Factories Madras)

7. Misuse of Hoseplay with compressed Air

In a factory, a turner who was in a playing mood misused the compressed air by keeping the pneumatic hose pipe on the floor, where another worker was working. The air flowing from the pipe nozzle blew dust on the fellow workers, who in turn jokingly put the end of the pipe near the rectum of the former over his pants. Soon the worker felt uneasy and became unconscious. He was removed to the hospital where he had to be operated for a perforated injury of the intestine, but he died after a few days. To prevent the reoccurrence of similar accidents the following preventive measures are suggested.

1. Practical jokes should never be played with compressed air as it can lead to fatal results.
2. Compressed air should not be used to clean clothing hair or body.
3. When not actually using the air, the hose should be pointed downwards;
4. The compressed air should be turned off from the main while not working with it.
5. Sound, strong hose with secured couplings and connections should only be used;

6. Sound strong hose with secured couplings and connections and

7. It must be remembered that normal clothing is no protection against compressed air.

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

8. Carbon-di-oxide Poisoning

In a Brewery, a worker entered a fermentation tank through a man-hole at the top to clean it. After some time he was noticed lying at the bottom of the vat by a co-worker, who called him but did not receive any response. It was at once realised by other workers that the worker had been affected by Carbon-di-oxide and it would be dangerous to send any body else inside the vat to take out of victim. Beside the man-hole the vat had only another safe means of egress. To rescue the victim there was no alternative but to get a hole made at the bottom of the vat, which was done with oxy-acetylene flame and at the same time blowing fresh air into the vat with the help of a mechanical blower placed at the top. The victim was ultimately taken out of the vat in an unconscious condition after cutting the said hole. He was given necessary medical aid in the factory and was later admitted in the hospital where he expired after some hours without regaining consciousness.

The investigation into the accident revealed that it was a practice in the factory to completely wash down each vat with water after emptying and before sending down a man for cleaning. On this particular occasion, however, the vat in question was not washed with water and consequently, Carbon-di-oxide which would otherwise have washed away with water, remained in the vat and affected the victim as soon as he entered the same. This accident occurred primarily due to the carelessness on the part of the supervisory staff who allowed the victim to go into the vat without taking proper precautionary measures and not complying with the provisions of sub-section 3 and 4 of section 36 of the Factories Act. 1948.

To avoid reoccurrence of such accidents, the factory has been ordered to provide a suitable man-hole or some such other openings as feasible at the bottom of all vats and all other such vessels to let out dangerous gases which are heavier than air and secondly not to allow any person to go into these vessels until and unless provisions of section 36 are fully complied with and presence of carbon-di-oxide tested.

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

9. Man Crushed in Mixing Machine.

Two men working on the overtime shift in the mixing department of a chocolate factory, were engaged in cleaning a machine comprising four "conche" posts in which the chocolate was mixed and crushed. Each pot had a granite base and a reciprocating granite roller 10 in. in diameter. As the men were nearing the end of the operation, one of them switched

on the power to move the roller so that the place where it had been resting could be dried. When the power was switched off, the roller came to a brief stop and then, after a definite pause, it moved again.

Half an hour later the other worker walked round to the blind side of the machine to join his mate and suggest a tea-break. He found him in a kneeling position near the flywheel. His head appeared to have been caught between the actuating arm of the roller and the edge of the pan.

Subsequent to the accident, certain tests were made with the machine. It was found that after running it for a minute, then switching off the power it took 45 seconds for the roller to stop through its own momentum. In many cases it moved again, sometimes the complete length of the pot and sometimes a length and halfway back again. It was a slow creeping motion. From these investigations, it was thought possible that the roller had struck the deceased, stunning him, and then gradually moving forward with him to a stirrup, crushing his head.

At the inquiry that followed it was stated that, although having no bearing on the accident, the firm's regulations required that a warning notice should be displayed and that an isolator switch had to be put in the "of" position. Although a notice had been displayed, it was found folded back, and the isolator switch was found to be in an incorrect position. It was further stated that subsequent movement of the rollers, after the power had been turned off, was a known occurrence. There was vibration in the department, and the extent to which the roller moved depended on the position of the counter-weights after it had reached a stop through its own momentum.

It was added that regulation for the work had been re-issued in May this year. Every man in the section was expected to read and sign them each month.

(Industrial Accident Prevention, Bulletin Dec. 1963)

Source : Industrial Safety and Health Bulletin (April—June '64)

LABOUR NEWS

INDUSTRIAL RELATIONS, FEBRUARY 1965.

The labour situation in the State was satisfactory. There were 5 strikes and lockouts in Textile Mills (including the 3 strikes that were continuing at the end of the last month) and 10 strikes in other industries (including the 2 strikes) that were continuing at the end of the last month during the month of February 1965.

Out of 5 strikes and lockouts in textile mills 2 were continuing at the end of the month. The number of workers affected by the strikes in Textile Mills was 808 and in other industry it was 1430. 1582 Mandays were lost due to strikes in Textile Mills and 6482 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 Ravindra Mills Ltd., Singanallur from 2-1-65 and the subsequent lockout by the management which commenced on 16. 1. 65 came to a close on 1. 2. 65 on the advice of the Commissioner of Labour, Madras.

The strike by the workers of Sri Hari Mills Ltd. Ondipudur and the lockout by the management, which commenced on 10/1/65 and 16/1/65 respectively came to a close on 31/1/65 on the advice of the Commissioner of Labour, Madras.

The strike launched by the workers of Sri Ambal Mills Ltd., Somanur on 5/1/65 was called off on 4/2/65 on the advice of Commissioner of Labour, Madras.

About 164 out of 229 workers of Sri Rani Lakshmi Mills Ltd., Arasur, struck work on 26/2/65 protesting against the non-employment of one worker and demanding to redress certain grievances. The strike was continuing at the end of the month.

About 27 out of 1545 workers of Somasundaram Mills (P) Ltd., Coimbatore struck work on 19. 2. 65 demanding proper assignment of works. The strike was continuing at the end of the month.

OTHERS.

1. The strike by the workers of Southern Alloy Foundries (P) Ltd., Madras, which commenced on 22. 1. 65, was called off on 17. 2. 65 on the advice of the Labour Officer.

2. The strike by the workers of K. C. P. Ltd., Central Workshop Madras which commenced on 23. 1. 65 was called off on 10. 2. 65 on the advice of the Labour Officer.

3. All the 700 workers of Maharaja Beedi Factories in Ranipet and Cauverypakam launched a strike on 3. 2. 65 as a protest against the non-disbursement of daily wages to workers. The workers resumed work on 6. 2. 65 on the intervention of the Labour Officer.

4. All the 48 workers of Meenakshi and Company 'A' Tannery, Dindigul launched in stay in strike on 24. 2. 65 protesting against the management's refusal to concede the demand for advance of Rs. 25/- as interim wage increase. The workers resumed work on 25. 2. 65 on the advice of the Labour Officer.

5. All the 57 workers of Meenakshi and Company 'B' Tannery, Dindigul struck work on 24. 2. 65 for the same reason for which the workers of 'A' Tannery struck work. The workers resumed work on 25. 2. 65 on the advice of the Labour Officer.

6. About 55 out of 78 workers of K. M. Mohamad Abdul Kadir firm 'A' Tannery, Dindigul struck work on 26. 2. 65 for the reasons mentioned in item 4 above. The workers resumed work on the same day on the advice of the Labour Officer. About 50 workers of this Tannery struck work on 27. 2. 65 for the same reason and resumed work on the same day.

7. About 51 out of 70 workers of K. M. Mohamad Abdul Kadir firm 'B' Tannery, Dindigul struck on 26. 2. 65 for the reasons mentioned in item 4 above and resumed work on the same day on the advice of the Labour Officer.

8. About 34 out of 57 workers of A. M. Mohamad Abdul Kadir firm Duraikulam Tannery, Dindigul struck work on 26. 2. 65 and 31 workers struck work on 27. 2. 65 for the reasons stated in item 4 above and resumed work on the same day on the advice of the Labour Officer.

9. All the 62 workers of V. Guruvaiah Naidu & Sons, Dindigul launched in stay in strike on 25. 2. 65 for the reasons mentioned in item 4 above and they resumed work on 26. 2. 65 on the advice of the Labour Officer.

10. All the 72 workers of Radio and Electricals Ltd., Madras struck work on 9. 2. 65, following the disciplinary action taken against a worker by the management. The workers resumed work on 3. 3. 65 as a result of settlement under Section 12 (3) of the Industrial Disputes Act, reached before the Labour Officer.

CENTRAL SPHERE.

1. CONCILIATION.

Eleven disputes were settled/disposed off at the intervention of the Officers of this Machinery without holding any formal conciliation proceedings.

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| 2. Number of strikes and lockouts. | Nil |
| 3. Number of threatened strikes and lockouts. | 2 |

4. Particulars regarding disputes received.

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| (a) No. of Industrial Disputes pending at the beginning of the month. | 3 |
| (b) No. of industrial disputes received during the month. | 16 |
| (c) No. of Industrial disputes settled/ disposed of during the month. | 11 |
| (d) No. of threatened strikes. | 2 |
| (e) No. of which materialised. | Nil |
| (f) No. of draft Standing orders certified. | Nil |

STATE SPHERE.

The Conciliation Officers enquired into and settled 526 disputes during the month of February 1965. Of these 61 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 26 industrial disputes in which settlements could not be brought up by Conciliation for adjudication, by the Industrial Tribunal, Madras and Labour Courts, Coimbatore, Madras and Madurai. The details of disputes referred to adjudication are published in the statistical part of the journal. Seven awards given by the Industrial Tribunal, Madras and Labour Courts on the industrial disputes referred for adjudication are published in the Fort St. George Gazette in the month of February 1965.

WELFARE.

The employment situation during February 1965 as seen from the activity reports of Employment Officers was more favourable than the previous month.

While the vacancy notifications and placements increased, registrations during the month and the number of applicants on the Live Register showed a decrease. The ratio of registration to vacancies notified moved from 3. 1: 1 in January 1965 to a more favourable 2. 5: 1 in February 1965.

The number of vacancies notified and placements effected during the month stood at 6,343 (+893) and 4,649 (+440 respectively) The registrations made during February 1965 was 15,993 and the number of the Live Register was 1,75,758 a decrease of 880 and 8,126 respectively over the previous month.

Shortages were experienced in the following occupations :

Engineer Civil/Electrical/Mechanical (diploma/degree holder) with experience, Medical Practitioner, Veterinary Surgeon, Metallurgist, Technologists, Surveyor, Town Planning and Building Inspector.

Pharmacist (Degree/Diploma Holder), Sanitary Inspector, School Assistant (Science, Mathematics and Social Studies), Secondary Grade Teacher, Secondary Grade Language Teacher (Urdu, Tamil and Malayam) Tailoring Instructor, Laboratory Technician, Librarian, Accountant, Steno-typist, Typist (Tamil), Road Roller Driver, Die Maker, Machinist, Millwright, Turner, Mechanic (Instrument), Mechanic (Air conditioning and Refrigeration Equipment), Mechanic (Earth Moving Equipment), Mechanic (Internal Combustion Engine), Plumber, Electrician, Lineman and Wireman, Dark Room Attendant and Physical Education Teacher.

The Professional and Executive Employment Office, Madras registered 159 applicants and placed 25 in employment during the month. At the end of the month 1,243 (including 38 women) remained on the Live Register.

The University Employment Information and Guidance Bureau, Annamalaiagar registered 2 applicants and give guidance to 9 applicants. The number of applicants who remained on the Live Register at the end of the month was 28.

The Employment Office for Physically Handicapped, Madras registered 14 (3 blind, 3 deaf and dumb and 8 orthopaedics) and placed 10 (2 deaf and dumb and 8 orthopaedics) during the month. At the end of the month 328 remained on the Live Register comprising 116 blind, 75 deaf and dumb and 137 orthopaedics.

The University Guidance Units at Arcot North, Cuddalore N.T, Coimbatore, Madras, Madurai and Tiruchirapalli rendered group guidance to 5,700 applicants and individual guidance to 39. The number of persons who received guidance information on career opportunities and Training facilities during the month were 2,697. Twenty nine individually guided applicants have been placed in employment during February, 1965.

The Employment Information and Assistance Bureau in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli interviewed and counselled 305 applicants and effected 110 renewals. The number of Registration effected was 262.

The Mobile Registration Units attached to the District Employment Offices, Ramanathapuram and Salem registered 140 applicants and effected 953 renewals during the month.

EMPLOYEES PROVIDENT FUNDS ACT, 1952.

i. 35 establishments/factories were brought under the Employees Provident Funds Act, 1952 during the month of February 1965, thus bringing the total number of covered establishments factories to 3437.

ii. A total sum of Rs. 51,23,179.06 (excluding the refund of loan and previous accumulations etc., amounting to Rs. 4,13,399.35) was received as employee's and employer's shares of contributions during January 1965.

iii. The total number of employees covered under the Employee's Provident Funds Act, 1952 in the Madras State at the end of January 1965 was 4,03,917.

CURRENT NOTES

COMMITTEES AND CONFERENCES

Central Implementation and Evaluation Committee

With Shri D. Sanjivayya, Union Minister for Labour and Employment presiding the tenth meeting of the Central Implementation and Evaluation Committee was held at New Delhi on 11th March, 1965. The Committee considered among other things the present position regarding the acceptance of the Code of discipline by Ports and Docks, Banks, Insurance Companies, Railways and Defence undertakings.

STANDING LABOUR COMMITTEE

The 23rd Session of the Standing Labour Committee was held at New Delhi on 27th and 28th March, 1965. The Union Minister for Labour and Employment Presided over the session. The main conclusions / recommendations of the meeting are given below.

Item 1: Action taken on the main conclusions of the 22nd Session of the Standing Labour Committee held at New Delhi on December 9-10-1964.

(i). The workers' representatives referred to the Conclusions concerning amendment of the Industrial Disputes Act for empowering Tribunals to go into the merits of individual dismissals and pointed out that the Conclusion to amend the Act had been unanimously agreed to in the Standing Labour Committee earlier and should be implemented. The employers' representatives expressed the view that the job security of workers was adequate under the existing law. The Chairman then drew the attention of the Committee to the Conclusion of the 21st Session of the Standing Labour Committee on this subject and agreed that Government would reconsider the matter.

(ii). The worker's representatives urged that the proposed legislation to make the setting up of fair price shops a statutory obligation on the part of the employers should be expedited, and the Chairman agreed.

Item 2: Conclusions of the Bonus Sub-committee.

The employers' representatives and some of the workers' representatives stated that the conclusions of the Sub-committee on the Bonus Bill had not been correctly recorded. There was no agreement about the proposed Bonus bill. After some discussion the Chairman announced that the Government would go ahead with proposed bill keeping in view the opinions expressed by different parties.

Item 3: Report of the Sub-committee appointed on the Draft Bill regarding Contract Labour.

After some discussion the Chairman announced that Government would go ahead with the proposed legislation concerning contract labour, keeping in view the opinions expressed by different parties.

Item 4 : General Labour Policy - Application of Labour Laws to certain States

The item was deleted from the agenda.

Item 5 : Rights of Un-recognised Unions.

The consideration of the item was deferred to the next session of the Indian Labour Conference along with the proposed review of the working of the Code of Discipline.

Item 6 : Proposed Amendments to the Factories Act.

A Sub-committee consisting of four representatives each from the employers' and workers' side and a few representatives from the State Governments should look into the various proposals and finalise them as early as possible. It was agreed that no further reference to the Indian Labour Conference or the Standing Labour Committee for this purpose was necessary.

STATE EMERGENCY PRODUCTION COMMITTEE

The second meeting of the State Emergency Production Committee was held at Madras on 5th April 1965. The meeting was presided over by the Chief Minister of Madras. The committee reviewed the progress so far achieved in the formation of Emergency Production Committee in this State and considered the question of adding more enterprises to the Master List for the formation of Emergency Production Committees. At present Emergency Production Committees are functioning in 92 enterprises including two public sector undertakings in this State.

HOUSING

Sri M. Bhaktavatsalam, Chief Minister of Madras opened the Government Industrial Housing Colony: Pasumalai, near Madurai on 8th April 1965. The colony occupies an extent of 8.44 acres and contains 50 blocks of 200 tenements. It has been built at a cost of about Rs. 17 lakhs. It was occupied by the workers in December 1964 and a rent of Rs. 15 p. m. is collected. The Colony was constructed and is under the maintenance of the Madurai Housing Unit of the State Housing Board.

Sri R. Venkataraman, Minister for Industries and Housing opened the Government Industrial Housing Colony, Peelamedu on 10th April 1965. This colony contains 96 tenements and has been constructed by the State Housing Board at a cost of Rs. 6.71 lakhs.

CELEBRATION OF INDIA PRODUCTIVITY YEAR

The National Productivity Council has decided to observe 1966 as India Productivity year. A vigorous nation-wide drive is to be launched to give a fillip to the productivity movement in all fields. A Master plan has been prepared which envisages a wide range of activity to be carried out in collaboration with the Local Productivity Councils, Universities, individual enterprises, Chambers of Commerce and professional bodies. The activities will cover special training programmes, seminars and symposia and group discussions at high representative levels. Special programmes for workers and farmers are also envisaged. The idea is to develop the productivity drive during the year as a national movement.

WAGE BOARD

The Government of India have constituted a wage board for heavy chemicals and fertilizer industries. The board has its headquarters in Madras City.

SEMINAR ON INDUSTRIAL RELATIONS

Sri Ram centre for Industrial Relations, New Delhi arranged a Seminar on 'Industrial Relations in a Developing Economy' from February 27 to March 3, 1965. The objectives of the Seminar were (1) to examine the selected aspects of Indian Labour Policy during the Three Plan Periods with a view to comment upon the extent to which it has been successful in meeting its stated goals, (2) To take stock of the research and literature in the field of industrial relations in India with the purpose of locating gaps, identifying inadequacies and determining priorities in terms of meeting needs of the Community and industry, and (3) to stimulate interest in industrial relations research, to generate greater interdisciplinary communication and to promote rapport between the scholar and the practitioner in this field.

The participants included people drawn from various disciplinaries. The inaugural session of the Seminar on 27th commenced with a welcome address by Sri L. Charat Ram, Chairman Board of Governors, Sri Ram Centre for Industrial Relations, Shri D. Sanjivayya, Union Minister for Labour and Employment delivered the inaugural address.

The Plenary Session was presided over by Sir B. N. Datar of the Planning Commission and the following papers were presented:

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| 1. Labour and Development | ... | Dr. Ram S. Tarneja,
Director of Personnel,
Sahu Jain Industries, 11,
Clive Row, Calcutta. |
| 2. Technology, Social Change
And Industrial Policy | ... | Dr. A. N. Pandeya,
Sociologist, India Interna-
tional Centre, 40, Lodi
Estate, New Delhi. |
| 3. Labour Commitment and
Its Implications for Labour
Policy | ... | Dr. M. S. A. Rao, Reader
in Sociology, University
of Delhi, Delhi. |
| 4. Contribution of the Trade
Union to Development. | ... | Rev. Fr. Fonseca, Direc-
tor, Indian Social Insti-
tute, D-25, South Exten-
sion-11, New Delhi. |
| 5. Industrial Relations System
The Indian Model. | ... | Dr. G. P. Sinha, Patna
University, Patna. |
| 6. Industrial Relations System
The Japanese Model. | ... | Prof H. Kawada; Asso-
ciate Director, Institute
of Management & Labour
Studies, Kiee University,
Tokyo. |

7. The Sources and Evolution of Indian Labour Relations Policy. ... Dr. Van. D. Kennedy, Institute of Industrial Relations, University of California, Herkeley, U. S. A.

The participants divided themselves in to three panels.

Panel-A on 'Economic Policy' had Dr. Baljit Singh, Head of the Department, Lucknow University as Chairman, Dr. Miss. Kamala Mathur, Research Officer, Economics Division of Sri Ram Centre for Industrial Relations as Secretary and Dr. C. K. Johri Senior Research Officer, Economics Division, Sri Ram Centre for Industrial Relations as Discussant. The following papers were presented at this Panel :

1. Long Period Movements in Productivity in The Jute Textile Industry. ... Dr. K. Mukerjee, Professor of Economics, Gokhale Institute of Economics and Politics, Poona.
2. Wage, Price, Employment, Social Pattern & Trade Unionism in A Developing Economy. ... Dr. P. C. Bannerji, Reader, Aligarh University, Aligarh.
3. Technology, Employment and wages. ... Dr. P. R. Brahmananda, Professor, Bombay University, Bombay.
4. Rationalisation and Unemployment. ... Dr. J. L. Dholkia, Gujarat University, Ahmedabad.
5. Rationalisation and Unemployment. ... Justice B. B. Prasad, Kashidham, Kashya Road, Gorakhpur.
6. Industrial Employment Policy in India. ... Prof. M. S. Khan, Department of Economics, Aligarh University, Aligarh.
7. Wage Boards Awards in Indian an Analysis. ... Dr. R. M. Goil, Head of the Economics Department, Government College, Mandasaur.

Panel-B on 'Labour Management Relations Policy' had Sri B. N. Datar, Chief, Labour and Employment Division, Planning Commission, New Delhi as Chairman, Sri R. N. Bannerji, Research Officer, Personnel Management, Division, Sri Ram Centre for Industrial Relations, New Delhi as Secretary and Prof. Van. D. Kennedy of Institute of Industrial Relations, University of California, Berkeley, U. S. A. as Discussant. The following papers were presented at this Panel.

1. An Analysis of Adjudication in India. ... Dr. Anandji, Head of Department of Law, Banaras Hindu University, Varanasi.

2. A Review and an Analysis of Collective Agreements in India. ... Dr. A. V. R. Rao, Director, & Labour & Employee Relations, Bureau, Lamington Road, Bombay.
3. An Appraisal of the Tripartite Agreements in India. ... Dr. C. K. Johri, Senior Research Officer, Economics Division, Sri Ram Centre for Industrial Relations, New Delhi.
4. Settlement of Disputes at Different Levels-A case Study. ... Dr. D. P. N. Singh, Reader; Banaras University, Varanasi.
5. Labour Legislation- A Review and an Analysis. ... Mr. Y. D. Joshi, Tata services Ltd., Bureau of Labour Information, Army & Navy Building, 3rd Floor, M. G. Road, Fort, Bombay.
6. Strikes- A Study in State Control and Adjustments of Industrial Relations in India. ... Mr. S. N. Dhyani, Lecturer in Labour Laws, University of Rajasthan, Jaipur.
7. Non-Pecuniary Benefits and Morale in Industry. ... Dr. M. V. Moorthy, Dept. of Sociology & Social work, Andhra University, Waltair (A. P.)

Panel-C 'Personnel Policy' had Prof. R. Natarajan, Chairman, Management & Industrial Consultants. Private Ltd., Bangalore as Chairman, Dr. S. D. Kapoor, Research Officer, Personnel Management Division, Sri Ram Centre for Industrial Relations, New Delhi as Secretary and Prof. Donal Pelz, Institute of Social Research, Michigan University, U.S.A. as Discussant. The following Papers were presented at this Panel :

1. Organisational Structure and Managerial Behaviour. ... Mr. C. L. Rewari, Asst. Chief Personnel Manager, Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai (MP).
2. Organisational Structure and Managerial Behaviour. ... Dept. of Psychology, University of Delhi.
3. Job Satisfaction and Incentives. ... Prof. C. K. Basu, Department of Psychology University of Delhi, Delhi.
4. Job Satisfaction and Absenteeism. ... Dr. D. N. Sinha, Head, Department of Psychology, Allahabad University. Allahabad.
5. Management Development work in India-A Critique. ... Mr. A. P. Paul, Executive Development Officer, Personnel Department, Delhi Cloth & General Mills Ltd., 8E, Rani Jhansi Road, New Delhi.

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| 6. Organisational Communication
In Industries—Patterns &
Perspectives in India. | ... | Dr. Y. V. S. Nath, Training & Development Manager, Jyothi Limited, Baroda. |
| 7. Fringe Benefits and their
Significance to Industry. | ... | Mr. Prem Govil, Delhi School of Social Work, Delhi.
Mr. O. P. Bhingra, Delhi, School of Social work, University of Delhi, Delhi. |

Sessions on 'Industrial Relations Research' were chaired by Dr. M. S. Gore, Director, Tata Institute of Social Sciences, Bombay and Sri. C. P. Thakur, Research Officer, Economics Division, Shri Ram Centre for Industrial Relations, New Delhi and Sri T. S. Papola, Department of Economics, Lucknow University, Lucknow as Secretaries and Dr. V. B. Singh, Department of Economics, Lucknow University, Lucknow as Discussant. During these Sessions the following papers were presented :

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| 1. A Critical Review of Research
and Literature on wages in
India. | ... | Dr. K. C. Seal, Director, Labour Bureau, Simla. |
| 2. A critical Review of Research
and Literature on Employment
in India. | ... | Dr. Baljit Singh, Head, Department of Economics, Lucknow University, Lucknow. |
| 3. A Critical Review of Research
Methods in Morale and Productivity
Studies in Indian Industries. | ... | Dr. H. C. Ganguli, Head, Department of Psychology, University of Delhi, Delhi. |
| 4. A Critical Review of Research
and Literature in Industrial
Relations in India. | ... | Dr. S. D. Punekar, Head, Department of Research, Tata Institute of Social Sciences, Chembur, Bombay. |
| 5. A Critical Review of Research
and Literature in Industrial
Relations in India. | ... | Mr. K. G. Seth, Department of Economics, Lucknow University, Lucknow. |
| 6. Industrial Relations Research
Priorities and Impediments. | ... | Dr. D. K. Malhotra, Member Secretary, Research Programmes Committee, Planning Commission, New Delhi. |
| 7. Problems of Interdisciplinary
Teaching and Research in
India. | ... | Dr. R. N. Saksena, Director, Institute of Social Sciences, Agra. |

The seminar which is perhaps the first of its kind, provided an opportunity for the Academicians, Researchers, Trade Union leaders etc., to meet and exchange views on problems relating to industrial relations in our country.

AWARDS AND AGREEMENTS

Award from the Industrial Tribunal, Madras dated 25th February 1965.

BEFORE THE INDUSTRIAL TRIBUNAL, MADRAS.

Thursday the twenty-fifth day of February, One thousand nine hundred and sixty-five (6th day of Phalguna 1886-Saka)

Present :

Sri. S. GANAPATHIA PILLAI, B.A., B.L.,
Industrial Tribunal, Madras.

Industrial dispute No. 45 of 1964.

Between

- (1) The Secretary, Coimbatore Tea and Coffee Workers' Union 12/28, Syrian Church Road, Coimbatore and (2) The Secretary, the Tea and Coffee Process Workers' Union (I. N. T. U. C.) Coimbatore.

And

The Management of Peirce Leslie and Company, Limited, Race Course Road. Coimbatore.

(Reference—G. O. Ms. No. 5198, Industries, Labour and Co-operation (Labour) dated 17th November 1964 Department of Industries, Labour and Co-operation, Government of Madras. Issue— "Whether the demand of the workers to extend the existing gratuity scheme to the workers in garbling department is justified and if so, to fix the same")

This dispute coming on for final hearing this day, upon perusing the claim and counter statements and to other material papers on record and upon hearing the arguments of Mr. T. Balagangadharan, Secretary, The Coimbatore Tea and Coffee Worker's Union for that Union Sri K. C. Ramaswamy of Indian National Trade Union Congress for the Tea and Coffee Process Workers' Union, and Sri P. K. Kurian advocate for the management, the Tribunal passed the following.

AWARD

This reference made by the Government of Madras by their G. O. Ms. No. 5198, Industries, Labour and Co-operation (Labour) dated 17th November 1964 relates to question whether the claim for extension of gratuity scheme to the workers in the garbling department is justified and if so, to fix the same.

2. There are about 380 to 400 workers employed in this department by the management. The work of this department is processing coffee seeds and it is technically called "garbling section". As is well known coffee seeds are picked only once a year and the season for picking starts in November and ends by March. The work in this department depends upon the availability of coffee seeds received by the management. It is not disputed that the work for this department generally begins in the month of January and continues without a break till the end of July in most years and in some years till the end of August also. Thereafter there will be no work in this department because no coffee seeds will be available for curing.

3. The Management have raised two objections to the framing of a gratuity scheme. The first is that the work in this department is of a seasonal character and therefore no gratuity scheme is necessary for such workers. The second is that the department is working on a marginal profit and imposition of any further liability on this department by way of a gratuity scheme liability would be the last straw on the camel's back. They have prepared statements showing what is the financial position of this department. Exhibit M-1 series are these statements. According to them, the average profit this department during the last three years for which accounts have been finalised is about Rs. 32,000 or Rs. 33,000. The Capital invested in the shape of fixed assets is about Rs. 1,06,000 and the working capital required is about Rs. 1,35,000. These figures are not constant because they depend upon the turnover in the business. The Management contend, as per their statement showing the calculation of available surplus profit according to the Full Bench formula, that the working of the department, far from resulting in profits, results in a loss. But they have calculated the return on capital at 10 per cent. They have also calculated Indian and U. K. tax liability at 63 per cent. Provision for depreciation and rehabilitation has been worked out on data which has not been tested. The statements showing deficiency for 1960-61 and subsequent years do not truly reflect the trading results of this department. It is enough without going into the details to point out that in the debit side of the profit and loss account for the year ended 30th November 1963, while the general overhead charges amount to Rs. 1,72,927, the wages paid to labour for garbling and sorting amount to Rupees 69,314. I am not doubting the genuineness of the figure or the basis upon which the management have worked out the proportion of the general overhead charges. They have adopted a uniform standard by taking into account the wages paid in each department for the purpose of working out the proportionate overhead charges of the establishment which this department should bear. But I am only pointing out that having regard to the nature of the work done in this department, namely it is only for seven months, the debit of Rs. 1,72,927 as this department's share of the general overhead charges appears to be slightly erring on the side of excess. Therefore I am not very much impressed with the argument that any additional burden on this department by way of grant of gratuity to workers will be unbearable. The management is a long established company having its Head Office in the United Kingdom. They are in this trade for a very large number of years. But it must be recognised that no other coffee curing works in this State or in the neighbouring States is now paying any gratuity benefit to Labour employed for the garbling and sorting work. That may not be an argument

against the introduction of the scheme to this class of labour because once the scheme is introduced for the benefit of this class of workers in this establishment, other establishments may also follow lead.

4. There are certain practical difficulties which must be taken into account in introducing a scheme for this case of workers. The first is that all of them are women. The second is that continuous employment is not available, for all the workers in this department for all the 6 or 7 months when this department is working for the purpose of garbling and sorting coffee seeds. Arrival of coffee seeds is not uniform through this periods. There is what is called the peak period and the lean period. The work available therefore varies from month to month and the books or the muster rolls of the company show that it is only about 180 or so of the total workers who get continuous employment for six months and more every year and the remainder of the workers get employment only for three months or two months or even for lesser periods. One thing which appeals to me is that all the workers in this department should not be treated on a par for the purpose of gratuity because a worker who has connection with the company only for two months in a year should not be deemed to be a worker who has contributed to the earning of profits of the company in this department. I would, therefore, limit the application of the gratuity scheme which I am going to frame to such workers who have continuously worked for six months every year. This would mean in terms of the scheme which is going to be framed that if a worker has worked for fifteen years of completed service to become qualified to enjoy the benefit of the scheme, she should have worked for fifteen years continuously and every year she should have been employed for a continuous period of six months. Similarly if the entitling period is ten years of service the same consideration will apply. But there will be an important qualification that in computing the period of six months in a year, all authorised leave including maternity leave will be left out of account, that is to say, if a worker has worked for four months in a particular year and enjoyed any kind of authorised leave for the remaining two months, she should be deemed to be a worker who has worked for six months in that year.

5. The next objection of the counsel for management is that no gratuity should be provided for this kind of seasonal work. He also urged that provident fund benefits are also enjoyed by a section of the workers and therefore the extension of a gratuity scheme to this department is unnecessary. As has often been pointed out, gratuity is in the nature of a fringe benefit which a worker gets only on retirement, death or other event as a result of which his connection with the company is ceased and he or she becomes a retired worker without any means of earning his or her livelihood. For such a benefit, even six months connection every year with the Management for a continuous period would be a sufficient nexus justifying the payment of gratuity. I, therefore, overrule this objection also.

6. The gratuity scheme which I have framed in Industrial Dispute No. 15 of 1964 which related to the workers in ginning and pressing factories in Coimbatore as also workers employed by the cotton cleaning merchants in Coimbatore would be adopted in this case also. Mr. Ramaswami for the Tea and Coffee, Process Workers' Union stressed and he was supported by his colleague Mr. Balagangadharan for the Coimbatore

Tea and Coffee Workers' Union that the gratuity scheme in force in this company for the other workers in the other departments should be adopted for the workers in the garbling department also. I do not accede to this request because the work in this department is of a different character as it is seasonal and what applies to workers in the other departments where work is available during all the days of the year would not necessarily apply to this department.

7. Therefore, the following gratuity scheme will be framed for the workers in the garbling department of this management :-

GRATUITY SCHEME

(1) On the death of an employee while in service or when he or she is physically or mentally incapacitated, within fifteen years of completed service, ten days basic wages for each completed year of service.

(2) On the death of an employee while in service or when he or she is physically or mentally incapacitated after fifteen years of completed service, fifteen days' basic wages for each completed year of service.

(3) On the employee voluntary retiring or resigning after fifteen completed years of service ten days basic wages for each completed year of service; shall be paid as gratuity.

(4) On termination of service by the employer —

(a) After five but less than fifteen years of completed years of service, ten day's basic wages for each completed year of service.

(b) After fifteen years of completed service, fifteen days' basic wages for each completed years of service, shall be paid as gratuity.

(c) for dismissal for misconduct involving financial loss to the company, the employee would be disentitled to gratuity to the extent of such loss.

(5) On no case shall gratuity exceed the maximum of fifteen months' basic wages.

(6) 'Basic' wages means the average for twelve months preceding death, disability, retirement, resignation or termination of service.

(7) "Completed years of service" means the total years of service taking into account six months' work in any year to be one year of service.

F. N. (1) Under this scheme, one months' basic wages will be understood as two-thirds of one month's basic wages. Basic wages in this department will mean all wages paid excepting dearness allowance, if any.

(2) In working out this scheme there will be a condition that if a worker who is otherwise entitled to the benefit of this gratuity scheme fails to qualify for it by reason of her having not worked for six months in any one year during the qualifying period, such failure shall be condoned and the worker will be entitled to the benefit of the scheme. The question of the diminution in the number of working months in a particular year will be considered apart from the authorised leave and maternity leave in in that year which have been indicated already in this award.

This scheme will come into effect from 1st January 1965

8. There will be an award accordingly. There will be no order as to costs.

Memorandum of Settlement under Section 18 (1) of the Industries Disputes Act, 1947.

Name of parties :

Workers and the Management of
M/s. Vincent and Company
Private Limited, Tiruchirappalli.

Representing Employer :

Sri A. M. Stanislaus Pillai,
Director, M/s. Vincent and
Company Private Limited,
Tiruchi.

Representing Workmen :

Sri N. Kannan, President,
Madras State General
and Industrial Workers'
Union (R. No. 2777)
Tiruchirappalli.

Number of workmen covered by
settlement.

415

Short Recital of Case.

The Union raised demands for fixation of Pay, increment etc. During the direct negotiations with the Management, the following settlement was arrived.

1. சம்பள உயர்வு — சம்பள நிர்ணயம் :—

தமிழ் நாட்டில் உள்ள வின்சென்ட் அண்டு கோவின் சகல பிரிவு ஸ்தாபனங்களிலும், திருச்சி சிங்கம் கம்பெனி சோடா பேக்டரியிலும் வேலை செய்யும் தொழிலாளர்களுக்கு கீழ்க்கண்டவாறு சம்பள உயர்வு சம்பள நிர்ணயம் செய்யப்பட்டு உள்ளது. வின்சென்ட் கபே நீங்கலாக.

அ) இனி புதிய வேலை ஆட்களுக்கு தினக்கூலி ரூ. 1-50 ந. பை. என நிர்ணயிக்கப்படுகிறது.

ஆ) ஷே ஸ்தாபனத்தில் சகல பிரிவுகளிலும் வேலை செய்யும் சகல தொழிலாளர்களுக்கும் அவர் அவர்கள் இன்று வாங்கும் சம்பள விகிதத்தை கீழ்க்கண்ட சம்பள நிர்ணயப்படி இணைக்கப்படுகிறது. அதாவது இனி ரூ. 45 - 5 - 75 வரை (ஒரு கிரேட்) எனவும் ரூ. 76 - 4 - 96 வரை அடுத்த (கிரேட்) எனவும் சம்பள உயர்வு 1—3—65 தேதி முதல் கொடுப்பதென ஒப்புக்கொள்கிறோம்.

இ) ஷே சம்பள நிர்ணயமான ரூ. 45-ல் இனி ரூபாய் 23 அடிப்படை சம்பளமெனவும் ரூபாய் 22 பஞ்சப்படி எனவும் நிர்ணயம் செய்யப்படுகிறது.

1. ரூ. 45 - 5 - 75 இந்த கிரேட்டில் உள்ளவர்களுக்கு 1-3-65 முதல் ஆண்டு ஒன்றுக்கு ரூ. 5/- உயர்வு கொடுப்பதில் ரூ. 3/- அடிப்படை சம்பளம் எனவும் ரூ. 2 - (இரண்டு) பஞ்சப்படி எனவும் நிர்ணயம் செய்யப்படுகிறது.

2. ரூ. 76 - 4 - 96 கிரேட் தொழிலாளர்கள் ஆண்டு ஒன்றுக்கு ரூ. 4 வீதம் சம்பளம் பெறுவார்கள் இதில் ரூபாய் இரண்டு அடிப்படை சம்பளம் எனவும் மீதி இரண்டை பஞ்சப்படி எனவும் நிர்ணயம் செய்யப்பட்டது.

பேக்கரி.

2. 1-3-65 தேதியில் ரூ. 96-க்கு மேல் பேக்கரி பிரிவில் சம்பளம் வாங்குபவர்களுக்கு ஆண்டு ஒன்றுக்கு ரூ. 4 (நான்கு) ரூபாய் வீதம் சம்பள உயர்வு கொடுக்கவும் ஒப்புக்கொள்ளப்பட்டது. இதில் மாதா மாதம் கிடைக்கும் ரூ. 4 சம்பள உயர்வு பணத்தில் ரூ. இரண்டை அடிப்படை சம்பளத்துடனும் ரூ. இரண்டை பஞ்சப்படி எனவும் கணக்கிட ஒப்புக்கொண்டுள்ளோம்.

3. அ. இன்றைய நிலையை உத்தேசித்து ஷே சம்பள உயர்வு நீங்கலாய் சம்பள உயர்வில் கண்ட தொகையைவிட அதிக சம்பள உயர்வு கொடுக்க வசதி வாய்ப்பு இருக்கும் இடங்களுக்கு அவ்விதம் சம்பளம் அதிகமாய் உயர்வு பணம் மேனேஜ்மெண்டார் கொடுப்பதென்றால் இதனை தொழிற் சங்கம் ஆட்சேபிப்பதில்லை எனவும் ஏற்றுக் கொள்கிறது.

ஆ. இந்த ஒப்பந்தம் 1-3-65 தேதி முதல் 3 ஆண்டுகளுக்கு அமுலில் இருக்கும்.

இ. முன் 25-8-60 தேதியில் செய்து கொண்ட ஒப்பந்த காலம் ஓடிவடையும் சமயம் வருகிறபடியால் இந்த ஒப்பந்தத்தின் மூலம் ஷே தொழிலாளர்களுக்கு அதிகப்படி தொடர்ந்த சம்பளம் உயர்வு கிடைக்க வசதி செய்ய வாய்ப்பளிக்கப்படுகிறது.

CURRENT LABOUR LITERATURE

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pp. xi + 372. \$ 7.50.
2. KURT (Hanslowe, L.).
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New York. Cornell university, 1964. pp. viii + 216. \$ 4.
3. INTERNATIONAL LABOUR CONFERENCE. 49th Session.
Employment of young persons in underground work in mines of all kinds.
I. L. O. Geneva, 1965. pp. 57. 75 cents.
4. DALE (Hiestand, L.).
Economic growth and employment opportunities for minorities.
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5. INTERNATIONAL LABOUR CONFERENCE. 49th Session.
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6. LANHAM (Elizabeth).
Administration of wages and salaries,
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1. MCCAIG (P. A.).
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2. SCHEWE (Dieter).
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An international comparison.
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3. WATKINS (W. P.).
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International labour review. Vol. 91. No. 2. February, 1965.
4. DIKSHIT (J. C.).
History of compulsory arbitration in India.
Indian worker. Vol. 13. No. 28. April 12, 1965.
5. DESAI (Amul).
Agricultural labour and diversification of rural economy.
Indian worker. Vol. 13. No. 29. April 19, 1965.

NOTIFICATIONS

Appointment of certain officers as Conciliation Officers for certain Industries under Industrial Disputes Act.

Fort St. George, March 11, 1965.

II-I No. 1317 of 1965.

The following notification of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 5th February 1965, is republished :-

S. O. No. 1/3/65-L.R.I.—In exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947 (17 of 1947) and in the suppression of the notification of the Government of India in the Ministry of Labour and Employment No. S. O. 1288, dated the 2nd April 1964, the Central Government hereby appoints each of the officers mentioned in column (1) of the table annexed hereto as conciliation officers for:—

- (i) all industries carried on by or under the authority of the Central Government ;
- (ii) all railways.
- (iii) all controlled Industries specified by the Central Government under item (i) of clause (a) of section 2 of the Industrial Disputes Act, 1947 :
- (iv) the Employees' State Insurance Corporation ;
- (v) the Agricultural Refinance Corporation ;
- (vi) the Deposit Insurance Corporation.
- (vii) the Unit Trust of India ;
- (viii) all banking and insurance companies ;
- (xi) all mines, oil fields; Contonment Boards, and major ports.

in the respective areas specified in the corresponding entries in column (2) of the said table.

TABLE.

1. Chief Labour Commissioner (Central), New Delhi.	Whole of India but with regard to the State of Jammu and Kashmir, the jurisdiction extends only in relation to industrial dispute concerning workmen employed under the Government of India.
2. Deputy Chief Labour Commissioner (Central), New Delhi.	-Do-
3. Deputy Chief Labour Commissioner (Central) Training, New Delhi.	-Do-
4. Regional Labour Commissioner (Central) (Verification), New Delhi.	-Do-
5. Welfare Adviser to the Chief Labour Commissioner (Central) New Delhi.	-Do-
6. Regional Labour Commissioner (Implementation) (Central) Dhanbad.	-Do-
7. Regional Labour Commissioner (Central) (Training), New Delhi.	-Do-

8. Conciliation Officer (Central) (Training) New Delhi.	Whole of India but with regard to the State of Jammu and Kashmir, the jurisdiction extends only in relation to industrial disputes concerning workmen employed under the Government of India.
9. Regional Labour Commissioner (Central), Kanpur.	-Do-
10. Regional Labour Commissioner (Central), Kanpur.	-Do-
11. Regional Labour Commissioner (Central), Bombay.	-Do-
12. Regional Labour Commissioner (Central), Madras.	-Do-
13. Regional Labour Commissioner (Central), Hyderabad.	-Do-
14. Regional Labour Commissioner (Central), Calcutta.	-Do-
15. Regional Labour Commissioner (Central), Dhanbad.	-Do-
16. Officer on Special Duty and Regional Labour Commissioner (Implementation) (Central) Nagpur.	-Do-
17. Conciliation Officer (Central) Kanpur.	The State of Punjab and Uttar Pradesh and the Union Territories of Delhi and Himachal Pradesh and the State of Jammu and Kashmir in relation to Industrial Disputes concerning workmen employed under the Government of India.
18. Conciliation Officer (Central) (verification), Kanpur.	-Do-
19. Conciliation Officer (Central) Delhi-I.	-Do-
20. Conciliation Officer (Central) Delhi II.	-Do-
21. Conciliation Officer (Central) Jabalpur.	The States of Madhya Pradesh and Rajasthan.
22. Conciliation Officer (Central) Ajmer.	-Do-
23. Conciliation Officer (Central) Bombay-I.	The States of Gujarat and Maharashtra and the Union Territory of Goa, Daman and Diu.
24. Conciliation Officer, (Central) Bombay-II.	-Do-
25. Conciliation Officer (Central) (Verification), Bombay	-Do-
26. Conciliation Officer (Central) Nagpur.	-Do-
27. Conciliation Officer (Central) Vasco-da-Gama.	-Do-
28. Conciliation Officer (Central) Madras-I.	The States of Madras and Kerala and the Union Territory of Pondichery.

29. Conciliation Officer (Central) Madras-II.	The States of Madras and Kerala and the Union Territory of Pondichery.
30. Conciliation Officer (Central) (Verification) Madras.	-Do-
31. Conciliation Officer (Central) Ernakulam.	-Do-
32. Conciliation Officer (Central) Visakhapatnam.	The States of Andhra Pradesh and Mysore
33. Conciliation Officer (Central) Secunderabad.	-Do-
34. Conciliation Officer (Central) Kolar Gold Field.	-Do-
35. Conciliation Officer (Central) Calcutta-I.	The States of West Bengal, Assam, Orissa and Nagaland and the Union Territories of Manipur and Tripura.
36. Conciliation Officer (Central) Calcutta-II.	-Do-
37. Conciliation Officer (Central) (Verification), (Central) Calcutta.	-Do-
38. Conciliation Officer (Central) Shillong.	-Do-
39. Conciliation Officer (Central) Raniganj.	-Do-
40. Conciliation Officer (Central) Asansol.	-Do-
41. Conciliation Officer (Central) Jharsuguda.	-Do-
42. Conciliation Officer (Central) Calcutta (Headquarters)	-Do-
43. Conciliation Officer (Central) Dhanbad-I.	The State of Bihar.
44. Conciliation Officer (Central) Dhanbad-II.	-Do-
45. Conciliation Officer (Central) Dhanbad (Headquarters)	-Do-
46. Conciliation Officer (Central) (Verification), Dhanbad.	-Do-
47. Conciliation Officer (Central) Hazaribagh.	-Do-

Constitution of Committee to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of employment in laundries and washing (cloths including woollen) under Minimum Wages Act.

(G. O. Ms. No. 1215 Industries, Labour and Co-operation) (Labour),
3rd March 1965.

III-1 No. 121 of 1965.

In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints a committee consisting of the following members to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of the employment in laundries and washing (clothes including woollen) :-

INDEPENDENT MEMBERS

1. The Deputy Commissioner of Labour, Madras – Chairman.
2. The Director of Statistics Madras-6 – Member.

EMPLOYERS' REPRESENTATIVES.

3. Sri J. K. Mullick,
Nominee of Triplex Dry Cleaners,
Mount Road, Madras-2.
4. A. K. Swami,
Nominee of Mahendra Dry Cleaners,
Royapuram, Madras-13.

EMPLOYEE'S REPRESENTATIVES.

5. Sri C. R. Kolappa,
Nominee of the Tamilnad Salavai Thozhilalar Munnetra Sangam,
No 38, Pilliar Koil Street, Madras-30.
6. Sri A. M. Saravanam,
Nominee of the Nilgiris Launderers Union,
Kadapamund, Ootacamund.

Appointment of Central Provident Fund Commissioner under
Employees Provident Funds Act

II-1 No. 1068 of 1965.

The following notification of the Government of India Department of Social Security, dated, New Delhi, the 29th December 1964 is republished.

S. O. 108 :—In exercise of the powers conferred by sub-section (1) of section 5-D of the Employees' Provident Funds Act, 1952 (19 of 1952) and in partial modification of the notification of the Government of India in the Department of Social Security No. S O. 3992, dated the 13th November 1964 published in Part II-Section 3 Sub-section (ii) of the Gazette of India dated the 21st November 1964 the Central Government hereby appoints Shri E. V. Ram Reddi, Vice Shri P. D. Gaiha as the Central Provident Fund Commissioner of the Employees's Provident Fund with effect from the forenoon of the 16th December 1964 for the territories to which the said Act extends.

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 February, 1965.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of disputes. (4)		Terms of Settlement. (5)	
1.	Parkside Estate, Coonoor	16-12-65	Discharge of certain workers etc.		The management agreed to reinstate the workers etc. as per the settlement.	
2.	Nunjundeewara Estate, Sholur Post	17-2-65	Grievances of a worker.		The management agreed to pay a sum of Rs. 600/- in full settlement of all the claims of the worker including Bonus for 1964.	
3.	Kotada Estate, Kotagiri Post	25-2-65	Grievances of the workers.		The management agreed to reinstate one worker as per the settlement.	
4.	Vaikuntam Estate, Sivalokam Estate, Kaliyal Paralai Estate, Kulasekaran and Greenham Estate, Kulasekaran.	6-2-65	Increase in wages.		The managements agreed to pay interim wage increase to supervisors and Kanganies as per the settlement.	
5.	Thengamputham Panchayat, Thengamputhur.	9-2-65	Non employment of a worker.		The management agreed to give employment to the worker as per the settlement.	
6.	Omanapuram and Smart Gardens, Kulasekaram	12-2-65	Payment of wages to 9 workers.		The Union dropped the demand in view of the explanation given by the Management.	
7.	Nagammal Mills Ltd., Nagercoil	26-2-65	Inclusion of Wage Board increase of Rs. 10/- as wage for the calculation of Bonus.		The management agreed to concede the demand of the Union according to the terms of settlement.	

(1)	(2)	(3)	(4)	(5)
8.	Partikudy Bus Transport (P) Ltd., Paramakudi-7	2-2-65	Demands of workers.	The Management agreed to pay exgratia payment to certain workers to supply two sets of uniforms to all the running staff, etc. as per the settlement.
9.	Narayanan Chettiar Industries Salem	1-2-65	Non employment of 2 workers.	The Management agreed to provide work to the two workers with effect from 2-2-65.
10.	Ratna Work, Dharmapuri	8-2-65	Certain demands of workers.	The management agreed to pay an adhoc increment of Rs. 10/- to all the workers excepting Sri K. Govindasami Pillai, with effect from 1-2-65. The parties agreed to discuss other issues during of April 1965.
11.	K. R. M. S. (Mohan Bros) Dharmapuri and 3 others concerns.	8-2-65	Confirmation of workers.	The management agreed to confirm certain workers now. The parties agree to discuss in April 65 regarding confirmation of other workers.
12.	S. D. U. M. S. workshop, Dharmapuri	8-2-65	Increment etc.	The management agreed to give an adhoc increment of Rs. 10/- with effect from 1-2-65 to all workers exceeding two workers as per the settlement.
13.	Vanguard Estate, Yercaud	15-2-65	Certain demands of workers.	Both the parties agreed to refer the matter for informal arbitration of the Commissioner of Labour or his nominee.
14.	The Yercaud Coffee Cuning Works Ltd., Kannankurichi	24-2-65	Demand for bonus for 1963-64.	Management agreed to pay bonus as per the agreement.
15.	Saradha Missionary Corporation Chrompet, Chingleput District.	3-2-65	Certain demands	Management agreed to pay D. A. to all workers at Rs. 70/- p. m. etc. as per the settlement.
16.	Arputha Press, Chingleput	5-2-65	Non employment of a worker.	Management agreed to pay Rs. 57-50 in full and final settlement of all the claims of workers.
17.	M/s. Ultramarine and Pigments Ltd., Ambathur	9-2-65	Demands	The management agreed to pay D. A. night shift allowance, grant casual leave etc. as per the settlement.

(1)	(2)	(3)	(4)	(5)
18.	Palar Mills Ltd., Walajabad Chingleput District	10-2-65	Certain demands	The management agreed to effect work loads, pay increasing in D. A. etc. as per the settlement.
19.	India Radiators Ltd., Polal Red Hills, Chingleput District	11-2-65	Non employment of a worker.	The Management agreed to pay Rs. 160/- for the past service of the worker and also to re-enter him as a new worker with effect from 16-2-62.
20.	Sri Ramakrishna Foundry, Thirumalisai, Chingleput District	22-2-65	Non employment of workers.	The management agreed to reinstate Sri T. Mani K. Lakshmanan with continuity of service with effect from 23-2-65.
21.	G. G. N. Naidu Tannery Chrompet, Chingleput District	22-2-65	Non employment of a worker.	The management agreed to pay Rs. 100/- in full and final settlement of all the claims of the worker.
22.	Lakshmi Paper and Board Mills, Sholavaram	25-2-65	Certain demands	The management agreed to grant 11 days sick leave for a year, convert the mode of weekly payment of wages into monthly etc. as per the settlement.
23.	National Photo Mount Co. Madurai.	17-2-65	Non employment of a worker.	The management agreed to pay Rs. 60/- as compensation in full and final settlement of all his claims.
24.	Rajeswari Mills, Madurai.	9-2-65	Certain demands	The management agreed to introduce gratuity scheme from 1-10-64 subject to the condition mentioned in the agreement. The parties have agreed to have direct talk on certain issues and refer the issue of reinstatement of two workers for arbitration by filling a joint application.
25.	Asiatic Mercantile Agencies Madras-3.	6-2-65	Non employment of the worker.	The management agreed to pay Rs. 120/- to the worker in full and final settlement of all his claims.
26.	Mesars. Lakshmi Industrial Corporation, Madras-32	6-2-65	Certain demands	The Management agreed to introduce basic scales of wages and grant of annual increment as per the settlement.
27.	P. Orr & Sons (P) Ltd., Madras-2.	8-2-65	Non employment of a worker.	The management agreed to pay Rs. 200/- to the worker in full settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
28.	Geetha Cafe, Madras-2.	9-2-65	-do-	The management agreed to pay Rs. 50/- to the worker in full and final settlement of all his claims.
29.	K. Srinivasalu, Taxi Owner, Madras-2	11-2-65	Non employment of a driver.	The management agreed to pay a sum of Rs. 75/- to the driver in full settlement of all his claims.
30.	Commercial Laws of India Private Ltd., Madras-17	16-2-65	Closure of Establishment.	The management agreed to pay retrenchment compensation subject to the conditions mentioned in the settlement.
31.	Esor Engineering Works, Madras-3	18-2-65	Bonus for 1963-64	The management agreed to pay Bonus equivalent to 5/16th of the annual basic earnings of workers subject to the condition mentioned in the settlement.
32.	Hindusthan Pistons (P) Ltd., Madras-2.	19-2-65	Non employment of a worker.	The management agreed to pay three months wages and bonus if any declared by the management for the period the worker worked during 1964 in full and final settlement of his claims.
33.	Officers Laundry Madras-5	19-2-65	Non employment of 2 workers.	The management agreed to pay a sum of Rs. 375/- and Rs. 120/- respectively to the workers in full and final settlement of their claims.
34.	Dhandapani Oil Mills Madras-5.	20-2-65	Non employment of a worker.	The management agreed to pay Rs. 75/- to the worker in full and final settlement of the claims of the worker.
35.	Eswari Bhavan, Madras-8.	23-2-65	Certain demands.	The management agreed to give an increment of Rs. 2/- to the monthly rated workers Rs. 0-50 nP. to weekly paid workers with effect from 1-2-65, confirm certain workers etc. as per the settlement.
36.	Pens Spares Manufacturing Co. Madras-2.	25-2-65	Certain demands.	The management agreed to supply uniforms, grant seven days sick leave with wages etc. as per the settlement.
37.	Ratna type Foundry Madras-7.	25-2-65	-do-	The management agreed to give all workmen an adhoc increase of Rs. 10/- from 1-2-65 and annual increment of Rs. 5/- every year from 1-4-66. The Management has also to pay 15 days wages as bonus for 63-64.

(1)	(2)	(3)	(4)	(5)
38.	Devi Press, Madras-10	26-2-65	-do-	The management agreed to give a flat rate Dearness Allowance of Rs. 30/- for all the workmen with effect from 1-2-65 to revise the scales of wages, to introduce a gratuity scheme etc. as per the settlement.
39.	M/s. C. Velusami Nadar Transport, Udumalpet	27-2-65	Dismissal of driver P. Alexander.	The management agreed to pay Rs. 500/- to the driver in full and final settlement of all his claims.
40.	B. R. Sundarajah & Sons Carpet Weaving Factory Ambur.	17-2-65	Closure	The management agreed to pay the amount referred to in the settlement as compensation in full and final settlement of all the claims.
41.	Sri Narsi Thulasidass Lessee Vijayakumar Cotton Press, Peelamedu Coimbatore-4.	12-2-65	Wages	The management agreed to pay as per award No. 16/64 of the Industrial Tribunals, Madras with effect from 1-1-65 enhancing the existing rates of wages by 25 paise and 50 paise to female and male workers respectively and back wages as per the settlement.
42.	G. M. Vyas & Co., Singanailur. Coimbatore	18-2-65	Certain demands.	The management agreed to pay wages to female workers at the rate of Rs. 1-25 per day with effect from 1-1-65 Regarding the payment of bonus to driver Ranganathan for 1963-64 the management agreed to pay a sum of Rs. 70/- in full and final settlement of all his claims.
43.	Ranga Vilas Ginning & Oils. P. N. Palayam Coimbatore.	18-2-65	Non employment of certain workers.	The management agreed to provide employment to the worker as per the conditions in the settlement.
44.	Sivananda Mills Ltd., Ganapathy, Coimbatore-6	3-2-65	Demands	The management agreed to designate Devudu (T. 76) as a helper pay bonus to Pondurangampillai, Mtrugesan, Doraiswamy etc at the rates mentioned in the settlement. The management also agreed to pay bonus to five workers for the year 1962 etc. as per the settlement.

(1)	(2)	(3)	(4)	(5)
45.	Kadiri Mills Ltd., Coimbatore	16-2-65	Appointment of reserve Piecers to the temporary vacancies that fall vacant.	The parties to the dispute agreed to the informal arbitration by the Deputy Commissioner of Labour, Coimbatore and to abide by his decision.
46.	On Parasakthi Mills Ltd., Ganapathy P.O. Coimbatore	16-2-65	Certain demands.	The management agreed to designate the five workers mentioned in an settlement as spinners with effect from 1-3-65 and to pay occupational wages to their workers. The management further agreed to pay Rs. 25/- to each worker as advance towards bonus for 1963 etc as per the settlement.
47.	Sri Hari Mills Ltd., Ondipudur, Coimbatore	16-2-65	Non employment of a worker.	The parties agreed for the informal arbitration of the issue in dispute by the Deputy Commissioner of Labour, Coimbatore and abide by his decision.
48.	Sri Ambal Mills (P) Ltd., Somanur, Coimbatore	17-2-65	Eligibility for wages to workers for the period of stoppage of work during Dec. 64 to January 65.	The parties agreed for the informal arbitration of the issue in dispute by the Deputy Commissioner of Labour, Coimbatore and to abide by his decision.
49.	V R. Textiles (P) Ltd., Puliampatti	18-2-65	Certain demands.	The management agreed to issue permanent tickets to certain workers, apprentice workers etc. The management further agreed to appoint one reserve piecer to every 10 spinners, mark designation etc. as per the settlement.
50.	Champion Knitting Co., Tirupattur	27-2-65	Non employment of 3 workers.	The parties agreed for the informal arbitration of the issue by Deputy Commissioner of Labour, Coimbatore and abide by his decision.
51.	Sabapathy Knitting Co., Tiruppur	27-2-65	Non employment of a worker.	The management agreed to pay Rs 78/- to the workers in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
52.	Selvam Engineering Works, Madras-7	1-2-65	Lockout	The management agreed to pay a retrenchment compensation to the workers as per the settlement.
53.	Oriental Glass Factory, Madras-12	2-2-65	Retrenchment of a worker.	The management agreed to pay Rs. 400/- to the worker in full and final settlement of all his claims.
54.	Taj Roller Flour Mills Ltd., Madras-1	10-2-65	Certain demands.	The management agreed to give a consolidated increase in wages of Rs. 10/- to each worker grant overtime wages at twice the normal rate of wages etc. as per the settlement.
55.	Mansfield Oil Gass Co., Madras-1	17-2-65	Non employment of a worker.	The management agreed to pay a sum of Rs. 24% to the workers in full and final settlement of all his claims.
56.	M/s. Wilson & Co., (P) Ltd., Madras-1	18-2-65	Certain demands.	The managements agreed to give Dearness allowance from 1-11-64 to certain grades of workers, supply uniforms to gurkha watchman etc. as per the settlement.
57.	Bramappa Tavanappanavar (Mysore) (P) Ltd., Madras-1	18-2-65	Certain demands.	The management agreed to enhance the rate of Dearness Allowance to Rs. 55/- with effect from 15-11-64 in respect of permanent workers already drawing Rs. 30/- pay Re. 0.25 paise as night shift allowance to all permanent workers etc. as per settlement.
58.	Mysore Insecticides Co. (P) Ltd., Madras-2	18-2-65	Certain demands.	The management agreed to pay all the workers an increase of 30% on the basis of the existing consolidated wages and to fit in new scheme accepted, confirm four workers etc. as per the settlement.
59.	Shri Selvanayagi Printing Works, Madras	24-2-65	Non employment of a worker.	The management agreed to pay Rs. 140/- (inclusive of bonus) in lieu of reinstatement.
60.	Kamakoti Press, Madras-1	26-2-65	Non employment of a worker.	The management agreed to pay Rs. 150/- in lieu of reinstatement.
61.	Royal Valley Estate, Naduvattam	27-2-65	Dismissal of one worker.	The management agreed to reinstate the worker subject to the condition mentioned in the settlement.

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

Serial No.	Name of the concern.	Date of Agreement	No. of workers involved.	Issues
(1)	(2)	(3)	(4)	(5)
1.	Sri Meenakshi Weaving Mills, Rajapalayam.	7-2-65	20	Increased rate of wages and bonus.
2.	Rukmini Mills Ltd., Silaiman.	18-2-65	20	Personnel pay to workers who have been always attending 8 hours work.
3.	Pullicar Mills Ltd., Tirudhengoode.	1-2-65	...	Certain demands.
4.	Mettur Chemical and Industrial Corporation Ltd., Mettur Dam.	7-2-65	...	Certain demands.
5.	T. V. Sundaram Iyengar and Sons (P) Ltd., and 6 other concerns in Salem.	12-1-65	...	Bonus for 1964.
6.	Gomathi Mills, Viravanallur.	19-2-65	420	Gratuity scheme.
7.	Sundaram Textiles Ltd., Nanguneri.	17-2-65	250	Increase in pay and Dearness Allowance etc.
8.	T. V. S. & Sons. (P) Ltd., Madurai.	12-1-65	5515	Bonus for 1964.
9.	Sivakami Mills, Thenur	11-2-65	23	Payment of personal pay in lieu of night allowance.
10.	Dorakulam Tannery, Dindigul.	17-2-65	1	Non-employment of worker.
11.	Sithalakshmi Mills Tirunagar.	20-2-65	9	Increase in wages and allowance for free food.
12.	Varalakshmi Mills, Madurai.	22-2-65	140	Dearness Allowance to monthly paid staff, daily wages and permanency.
13.	Thiagarajar Mills Kappalur.	24-2-65	18	Payment of personal pay in view of night allowance.
14.	Madras Hotel, Coimbatore.		...	Payment of bonus for 1964-65 and grant of earned leave.
15.	Metal Box Company of India Ltd., Madras-21.	31-12-64	15	Period of work overtime work on holidays of lorry and Car Drivers.

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 February, 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			
<i>Madras District</i>			
1.	Certain chillis Merchants in Madras city.	1. Whether the demand for bonus for the year 62-63 is justified and if so, to fix the quantum. 2. Whether the demand for the revision of the existing gratuity scheme is justified and if so to formulate a revised rate;	G. O. Ms. No. 5814, Industries, Labour and Co-operation, dated : 22-12-64
<i>Coimbatore District</i>			
2.	Coimbatore District Co-operative Central Bank Ltd., Coimbatore.	1. Whether the demand for additional bonus for the year 62-63 is justified and if so to fix for the quantum.	G. O. R. No. 351, Industries Labour & Co-operation (Lab) dated, 22-1-65.
3.	Coimbatore premier, Corporations, (P) Limited, Coimbatore.	1. Whether the non-employment of Sri. S C. Palaniappan and other 133 workers is justified and if so to what relief each would be entitled.	G. O. Ms. No. 725, Industries, Labour & co-operation (Lab) Dated 2-2-1965.
<i>Salem District</i>			
4.	Certain Weaving Factories at Salem.	Whether the demand for the revision of rates of wages to the various categories of workers and a minimum guarantee of work to male and female workers of the seven factories in justified and if so to fix the rates.	G. O. Ms. No. 603, Industries, Labour and Co-operation (Labour) dated, 2-2-1965.
<i>South Arcot District</i>			
5.	Sri Kamatchi Amman Motor service, Virudhachalam.	1. Whether the non-employment of Sri Arumugam and other nine workers is justified or not, and to determine the relief. 2. To determine the quantum of Dearness Allowance to workers employed in the Establishment.	G. O. Ms. No. 279, Industries, Labour & Co-operation (Labour) dated, 18-2-65.

(1)	(2)	(3)	(4)
		3. Whether the transfer effected on 1st April 64, justified or not.	
		<i>Tirunelveli District</i>	
6. Loyal Textile Mills Limited. Kovilpatti.		1. Fixation of workload in the grey winding section.	G. O. R. No. 156, Industries, Labour & Co-operation, (Lab) dated 27-1-1965
		2. Whether the management was justified in deducting the dearness Allowance of the workers grey winding section from 3rd March 1963.	
		<i>Kanyakumari District</i>	
7. Valkuntam Estate, Kaliyal.		Whether the demand for introduction of a gratuity scheme is justified if so to formulate a scheme.	G. O. Ms. No. 461, Industries, Labour and Co-operation, dated : 27-1-65.
		<i>Labour Court, Madras.</i>	
		<i>Madras District.</i>	
8. Sarathi Theatre, Madras.		1. Whether the demand for fixation of scales of wages for the various categories of employees is justified and is so, to fix the scales of wages and fit the present incumbents in the scales so fixed.	G. O. R. No. 20, Industries, Labour and co-operation, dated, 5-1-65.
		2. Whether the demand for revision of Dearness Allowance is justified and if so refix the revised rate.	
		3. Whether the demand for revision of matinee allowance is justified and if so to fix the revised rate.	
		4. Whether the demand for introduction of gratuity scheme is justified and so if to formulate a scheme.	
9. Hindustan Pistons (P) Limited, Madras.		1. Whether the demand for fixation of scales of wages with service weightage is justifiable, if so to fix the scales of wages and fit the existing workers in the scales so fixed.	G. O. R. No. 93, Industries, Labour and co-operation Dated 18-1-65.

(1)	(2)	(3)	(4)
		2. Whether the demand for payment of separate dearness allowance is justifiable if so to fix the rate.	
		3. Whether the demand for introduction of a gratuity scheme is justifiable if so, to formulate the scheme.	
		4. Whether the demand of the workmen on the foundry section for supply of chapals free of cost is justifiable is so, to what relief they are entitled.	
10. Messrs. Dhakinamurthy & Co. Madras.		1. Whether the non-employment of Sri Elumalai and three other workers is justified if not to what relief are they entitled.	G. O. R. No. 115, I. L. C. dated 20-1-65
11. Messrs G. Lakshmiah & Co., Madras.		1. Whether the non-employment of Sri Y. Narayana-swamy Naidu is justified and if not what relief he is entitled.	G. O. R. No. 117, I. L. & C. dated 20-1-65.
12. Government Telegraph Employees Co-operative Society Limited, Madras.		1. Whether the demand for an increase in the rates of contributions to the employees provident fund is justified if so to what extent and from what rate.	G. O. Ms. No. 465, Industries, Labour and co-operation
		2. Whether the demand for the revision of the scales of pay in respect of the cashier, is justified. If so to fix the revised scales of pay and fix the present incumbents in the scales so fixed.	
		3. Whether the demand for the grant of half holidays on Saturdays is justified and to what relief the worker would be entitled.	
		4. Whether the demand for payment of fees by the society to the students deputed for training is justified and to what relief the workers would be entitled.	

(1)	(2)	(3)	(4)
	5. Whether the demand for the confirmation of Sri. T. A. G. Rajan in the post of cashier is justified and if so from what date.		
	6. Whether the demand for the restoration of the privilege of availing half a days' casual leave is justified; and to what relief the workers would be entitled.		
13. Cement concrete works, Madras.	1. Whether the demand for payment of a Separate Dearness Allowance is justifiable and if so to fix the rate. 2. Whether the demand for bonus for the year 1963-64 is justifiable and if so to fix the quantum. 3. Whether the demand for introduction of a gratuity scheme is justifiable and if so to formulate a scheme of gratuity.	G. O. R. No. 248, I. L. C. dated 8-2-1965.	
14. Sri Nataraja Foundry, Vijayapuram.	1. Whether the workers are eligible for compensation for the period, they were kept out of employment.	G. O. Ms. No. 281, Industries Labour and Co-operation, dated 18-1-65.	
	Labour Court Coimbatore.		
15. Katary Estate, Katary post	Whether the dismissal of Sri Edwin A. Daniel compounder for 12th September 1964 is justified and if not to what relief he is entitled including the computation of the relief in monetary terms	G. O. Ms. No. 275 Industries, Labour & Co-operation dated 18-1-65	
16. Tamilnad Timber Saw Mills Pollachi.	1. Whether the non-employment of seven workers is justified. 2. Whether the discriminatory non-payment of bonus advance to those seven workers is justified and if not to what relief they are entitled.	G. O. Ms. No. 400, Industries Labour, Co-operation dated 23-1-65	

(1)	(2)	(3)	(4)
17. Paralai Estate, Iyer padi post	1. Whether the suspension of Sri Palaniappan and 37 others for four days by the management is justified if not to what relief each would be entitled. 2. To compute the relief if any awarded in terms of money if it can be computed for each.		G. O. Ms. No. 409, Industries Labour and Co-operation, dated 23-1-65
18. Sowdambigai Motor Service, Dharapuram	Whether the non-employment of Sri P. Subramaniam Cleaner, is justified if not to what relief he would be entitled.		G. O. Ms. No. 462, Industries, Labour & Co-operation dated 27-1-65
19. Pollachi Road Ways (P) Limited, Pollachi	Whether the workers are eligible for payment of bonus for 1963-64 and if so, to decide the quantum of bonus whether the non payment of batta to the checking inspectors is justified.		G. O. Ms. No. 488, Industries, Labour & Co-operation dated 29-1-65
20. Navamani & Co, Coimbatore.	Whether the non-employment of Sri P. Govindaraj and other 56 workers is justified and if so to what relief each would be entitled.		G. O. Ms. No. 723 Industries Labour & Co-operation dated 8-2-65
21. Sri Vetrivel Foundry, Coimbatore.	1. Whether the non-employment of Sri K. Ramaswamy and other 34 workers is justified if not to what relief they are entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed. 3. Whether the demand of the workers for bonus for the year 1962-63, is justified and if so to fix the quantum		G. O. Ms. No. 810, Industries, Labour & Co-operation, dated 11-2-65

(1)	(2)	(3)	(4)
	<i>Nilgiris District</i>		
22. Wentworth Estate, Cherambadi post, The Nilgiris District.	1. Whether the non-employment of Sri D. R. Mahadeviah Supervisor is justified, if not what relief he would be entitled, and to compute the relief if any, awarded in terms of money if it can be so computed.	G. O. Ms. No 789, Industries, Labour & Co-operation dnted 11-2-65	
	<i>Salem District</i>		
23. Jwakar Mills Limited, Salem	1. Whether the non-employment of Sri Palaniappan Reving Doffer is justified and to what relief be entieled. To compute the relief if any awarded in terms of money, if it can be computed.	G. O. Ms. No. 301, Industries, Labour & Co-operation dated 18-1-65	
	<i>Labour Court, Madurai.</i>		
24. Nadar Transports, Nelur	1. Whether the demand of the workers for payment of batta @ 25 paise per 10 miles is justified if not to fix the quantum 2. Whether the demand of the workers for rotation system of work allotment for drivers and conductors is justified. If so to formulate a system; 3. Whether the demand of the workers for season passes and free passes is justified. 4. Whether the workers are entitled to two sets of unsforms every year, 5. Whether the demand of the workers for introduction of a gratuity scheme is justified, if so to formulate a scheme. 6. Whether the non-employment of Sri Mustapa and Sri Manicakm drivers is justified and to what relief each is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 87, Industries, Labour & Co operation, dated 18-1-65	

(1)	(2)	(3)	(4)
25. P. S. S. Transports (P) Ltd, Madurai	Whether the non-employment of Sri V. Germany is justified and what relief he is entitled to compute the relief any awarded in terms of money if it can be so computed.	G. O. R. No. 117, Industries Labour & Co-operation dated 20-1-65	
26. Rajeswari Rice Mill, Mahalipatti, Madurai	Whether the non-employment of Mookiah Naidu, and Subramanian is justified. If not 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. 217, I. L. C. dated 2-2-65	

MADRAS LABOUR GAZETTE

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 February 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)
Labour Court, Madras			
<i>Madras District</i>			
1. Sri Lakshmi Silk Twisting Factory, Arni.	1-2 3-2-65	G. O. R. No. 123, I. L. & C. dated 21-1-65	
2. Binny Engineering Works Ltd., Madras.	1-4 10-2-65	G. O. R. No. 162, I. L. & C. dated 27-1-65	
Labour Court, Coimbatore			
<i>Salem District</i>			
3. Sri Murugan Textile Tiruchengode.	2-3 17-2-65	Revised Award.	
<i>Coimbatore District</i>			
4. Theatre Royal, Coimbatore.	3 17-2-65	G. O. R. No. 236, I. L. & C. Dated 5-2-65 Revised Award.	
Labour Court, Madurai			
<i>Kanyakumari District</i>			
5. Marina Plantations, Kaliyal.	4-5 10-2-65	G. O. R. No. 188, I. L. & C. dated 30-1-65	
6. Corrimony Estate, Nagercoil.	1 24-2-65	G. O. R. No. 287, I. L. & C. dated 11-2-65	
<i>Tiruchtrappalli District</i>			
7. Chummary Canteen Southern Railway Tiruchirapalli Junction.	1-2 17-2-65	G. O. R. No. 200, I. L. & C. dated 1-2-65.	

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 February 1965.

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closures		Cause.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Kalaimagal Press, Madurai.	Printing Press	5	1-2-65	...	Due to poor turn out and loss of business.	...
2.	Sri. Gopalakrishna Mills (P) Limited Ganapathy P.O.	Textiles	5	1-1-65	31-1-65	Lack of work	...
3.	Lakshmi Card Clothing Manufacturing Co. (P) Sukkanpalayam.	-do-	43	13-2-65	21-2-65	Shortage of raw materials.	...
4.	Asher Textiles Limited, Tiruppur	-do-	Between 31 to 54 Between 16 to 44 315	1-1-65 11-1-65 30-1-65	9-1-65 24-1-65 30-1-65	Shortage of cops to reelers.	Rs. 696/-
5.	B. R. Sundarayya & Sons., Ambur.	Carpet Weaving Factory.	7	3-1-65	...	Loss in business	Rs. 3220

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

Sl. No.	Labour Officers	No. of complaints pending at the beginning of the month	No. of complaints received.							No. of complaints investigated and disposed of including those previously pending	No. of complaints pending at the end of the month cols. 3+11-12
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.	
1	2	3	4	5	6	7	8	9	10	11	13
1.	Coimbatore-I.	385	9	8	22	1	9	21	—	70	341
2.	Coimbatore-II.	93	4	1	7	1	1	6	—	20	84
3.	Coonoor.	68	1	1	18	—	—	5	—	25	58
4.	Madras-I.	76	2	3	2	8	—	3	—	18	74
5.	Madras-II.	118	1	3	14	3	—	16	—	37	80
6.	Madras-III.	65	2	6	7	1	—	18	—	34	61
7.	Madurai.	171	—	1	6	—	—	10	—	17	136
8.	Nagercoil.	43	2	2	3	—	—	5	—	12	40
9.	Pollachi.	50	—	—	12	—	—	6	—	18	54
10.	Virudhunagar.	44	6	1	6	—	—	1	—	14	39
11.	Salem.	73	2	3	19	—	1	10	—	35	72
12.	Tiruchirappalli.	91	1	—	8	—	—	9	—	18	90
13.	Tirunelveli.	58	3	5	14	—	2	7	—	31	54
14.	Villore.	74	3	—	10	2	—	2	—	17	67
TOTAL		1,409	36	34	148	16	13	119	—	366	1,249

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

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

1. Number of Standing Orders certified as on 1-2-1965.	...	4,269
2. Number of Standing Orders certified during the month.	...	1
Total	...	4,270
3. Amendments to Standing Orders were certified during the month.		Nil

9. Workmen's Compensation Act 1923. :—

Statement of amount of compensation paid for the month of February, 1965.

	Number of accidents.	Amount of compensation.**
		Rs. nP.
(a) Death	—	26,647.33
(b) Temporary disablement	—	—
(c) Permanent disablement	—	672.00
Total	—	*27,319.33

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

10. Workmen's Compensation Act, 1923.

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

S. 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	71	4	75	1	74
(b)	Non-fatal :-					
(i)	Permanent	62	13	75	...	75
(ii)	Temporary	8	...	8	...	8
2. Deposits under Section 8 (1)						
(a)	Fatal	86	8	94	11	83
(b)	Persons under legal disability...	4	1	5	...	5
3. Deposits under Section 8 (2)						
...	...	6	...	6	...	6
4. Memorandum of Agreements:—						
(i)	Permanent disablement	34	27	61	25	36
(ii)	Temporary disablement	16	4	20	5	15

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5. Recovery under Section 31.	10	10	10	10	10	10
6. Indemnification application under Section 12	4	4	4	4	4	4
Total	301	57	358	42	316	316

No. of accidents reported by employers.

(a) Death	11
(b) Permanent disablement	19
(c) Temporary disablement	5

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

1. Pending as on 1-2-'65	676
2. Received during the month	67
3. Disposed of during the month	76
4. Pending as on 28-2-'65	667

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 February, 1965.

12. (a) Appeal under Section 41 :—

Pending as on 1-2-1965	344
Received during the month	51
Disposed of during the month	49
Pending as on 28-2-1965	346

12. (b) Appeal under Section 51 :—

Pending as on 1-2-1965	2
Received during the month	Nil
Disposed of during the month	Nil
Pending as on 28-2-1965	2

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

Pending as on 1-2-1965	186
Received during the month	21
Disposed of during the month	41
Pending as on 28-2-1965	166

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

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	3808	16-2-65	Miscellaneous	Food Grains, Hand carts, Trucks and Lorry Workers' Union, 15, G. A. Road, Madras-21.
2.	3809	-do-	"	National Magnesite and refractory workers' Union, 22, Muthunaickenpatti Road, Salem-5.
3.	3810	-do-	Textiles	Kumari Mavattu Dravida Kaithari Neasavu Thozhilalar Munnetra Sangam, Asambu Road, Vadasery, Nagercoil-1.
4.	3811	-do-	Water Transport	Madras Fisheries Boat, Building Employees Union, 136, Strahans Road, Madras-12.
5.	3812	-do-	Commerce	Seashore Traders Workers Union, 6/105-D, Mount Road, Madras-18.
6.	3813	-do-	Textiles	National Handloom and Powerloom Workers' Union, 23, Vellalar Street, Kitchipalayam, Salem-1.
7.	3814	-do-	Sanitary service	Rasipuram Nagarasuthi Thozhilalar Union, Door No 20, Namakkal Road, Rasipuram, Salem District.
8.	3815	-do-	Engineering	Automotive Ancillary Service Employees (Group) Union, 6/20, Latice Bridge Road Pappanchavadi, Madras-20.
9.	3816	25-2-65	Mining and Quarrying	Neyveli Lignite Corporation Staff Union, D. No. 12, Auditorium Road, Block 24, Neyveli-1.

13. (b) List of Trade Unions whose Registration was cancelled during the month of February 1965.

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

(iii) List of Trade Unions amalgamated during the month of February 1965.

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

(iv) List of Trade Unions dissolved during the month of February 1965.

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

ABSTRACT

1.	Total No. of registered Trade Unions as on 1-2-65	1,260
2.	Total No. of Unions registered under the Indian Trade Union Act 1926, during the month of February 1965	9
3.	Total No. of Unions cancelled dissolved, amalgamated under the Indian Trade Unions Act 1926 during the month of February 1965	Nil
4.	Total No of registered Trade Union as on 28-2-65	1269

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

Sl. No.	Particulars.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.			1,048	3,677	41	51,771	4,501	1,799	641	4,520
2.	No. of irregularities noticed.			344	456	68	629	623	138	13	377
3.	No. of cases warned.			19	48	..	393	223	58	10	104
4.	No. of prosecutions launched.			59	55	1	246	196	14	27	65
5.	No. of convictions obtained.			35	3	1	33	91	1	7	8
6.	Amount of fines imposed (in Rupees.)			820	25	25	513	1,800	20	155	120

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 February, 1965

District.	AT THE BEGINNING.				REGISTERED.			REMOVED.			TOTAL.			REMARKS
	Section 2 (m) (i)		Section 2 (m) (ii)		Notified			Section 2 (m) (i)		Section 2 (m) (ii)		Notified		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	
1. North Arcot		189	119	174	1	...	...	1	1	...	189	118	174	481
2. South Arcot		129	9	48	...	...	...	1	...	2	128	9	46	183
3. Chingleput		292	25	60	...	...	...	...	...	...	292	25	60	377
4. Coimbatore		1,057	11	92	...	...	...	...	...	...	1,057	11	92	1,160
5. Kanyakumari		69	10	28	...	...	...	...	...	...	69	10	28	107
6. Madras		822	36	133	4	...	...	...	...	...	826	36	133	995
7. Madurai		461	37	48	2	...	...	...	2	...	463	35	48	546
8. The Nilgiris		128	...	8	...	...	...	...	...	...	128	...	8	136
9. Ramanathapuram		259	70	173	2	...	...	...	...	...	261	70	173	504
10. Salem		566	14	159	4	...	...	9	4	6	561	10	153	724
11. Thanjavur		302	12	198	...	...	...	6	1	15	296	11	183	490
12. Tiruchirappalli		276	13	181	4	...	...	5	2	4	275	11	177	463
13. Tirunelveli		296	109	249	...	...	...	...	...	...	296	109	249	654
Total		4,846	465	1,551	17	...	...	22	10	27	4841	455	1524	6820

15. (b) Numerical List of Plantations covered by the Plantations Labour Act, 1951 for the month of February, 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	...	136	27,207.38	...	...	...	...	...	...	136	27,207.38	...	...
2. Tea	...	129	61,866.63	...	...	...	...	...	...	129	61,866.63	...	...
3. Rubber	...	17	9,079.57	...	...	...	...	...	...	17	9,079.57	...	...
4. Cinchona	...	2	9,406.00	...	...	...	...	...	...	2	9,406.00	...	...
5. Cardamom	...	5	2,923.20	...	...	...	...	...	...	5	2,923.20	...	...
Total	...	289	1,10,482.78	...	...	...	...	...	...	289	1,10,482.78	...	...

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

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

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	1
20.	Food Except Beverages	...	21
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	213
24.	Foot-wear, other wearing apparel and made-up textile goods	...	2
25.	Wood and cork except furniture	...	1
26.	Furniture and fixtures	...	2
27.	Paper and paper products	...	6
28.	Printing, Publishing and allied industries	...	11
29.	Leather and Leather products (except foot-wear).	...	8
30.	Rubber and rubber products	...	27
31.	Chemicals and Chemical products	...	81
32.	Products of petroleum and coal	...	2
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	29
34.	Basic Metal Industries	...	55
35.	Metal Products (except machinery and transport equipments).	...	98
36.	Machinery (except electrical machinery)	...	213
37.	Electrical Machinery, apparatus, appliances and supplies.	...	103
38.	Transport equipment	...	327
39.	Miscellaneous Industries	...	27
51.	Electricity, Gas and Steam	...	2
62.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	9
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		...	1,238

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

Sl. No. (1)	Name of Industry. (2)	Adults.		Adolescents.		Children.	
		Men. (3)	Women. (4)	Male (5)	Female. (6)	Boys. (7)	Girls. (8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	5	...	...	...	...	...
2.	Card Room Machinery	17	...	...	...	...	...
3.	Drawing Frames	5	...	...	...	...	...
4.	Speed Frames	7	...	...	...	...	...
5.	Spinning Machinery	53	...	...	...	...	...
6.	Weaving Machinery	19	...	...	...	...	...
7.	Finishing Machinery	...	...	...	...	...	...
8.	Flying Shuttles	6	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	16	1	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	81	3	...	...	...	...
Total		209	4	...	...	...	...
JUTE MACHINERY							
		...	Nil	...	...	...	...

'A'—Fatal

'B'—Non-Fatal

17. The Government of Madras have granted exemption to the following factories and establishments from the provisions of the Act and Rules indicated below during the month of February 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. | Ambadi Enterprises (P) Ltd., Madars-I. | All provisions of the employees Provident Fund Scheme. | With effect from 1-10-63 | G. O. Ms. No. 627, I. L. & C. (L a b) dated 3-2-65. |
|----|--|--|--------------------------|---|

EMPLOYEES STATE INSURANCE ACT

- | | | | | |
|----|---|-------------------------------------|---------------------|--|
| 2. | Certain Factories where in 10 or more persons are not employed. | Except Chapter V-A of the said Act. | 1 year from 10-2-65 | Government Notification No. II-I No 537 of 1965 dated 10-2-65. |
| 3. | Borstal School (belonging to Jail Department) Palaya-kottai. | -do- | -do- | G. O. R. No. 193, I. L. & C. (Labour) dated 1-2-65. |

FACTORIES ACT

- | | | | | |
|----|---|-------------------------|------------------------|--|
| 4. | Breakas India Ltd., Padi. | Sections 51, 52 and 54 | 3 months from 15-11-64 | G. O. Ms. No. 199 I. L. & C. (Labour) dated 11-1-65. |
| 4. | Integral Coach Factory (Furnishing Division) Madras | Sections 51, 54 and 56. | 3 months from 1-7-64 | G. O. Ms. No. 590, I. L. & C. (L a b) dated 2-2-65. |

MADRAS SHOPS AND ESTABLISHMENTS ACT

- | | | | | |
|----|---|--|-----------------------|--|
| 6. | Certain Shops and Establishments in Madras State (in which excluding the Employer only 3 or less than 3 persons are employed) | Chapters II, III, V and VI and section 31 of Chapter 7 | One year from 10-2-65 | G. O. Ms. No. 70 I. L. & C. (L a b) dated 5-1-65 |
|----|---|--|-----------------------|--|

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

For the Week ending.	Prices of Cotton per quintal of 100 Kilograms.	
	Cambodia. Rs.	Karunganny. Rs.
6-2-'65	Rs. 230 / 310	Rs. 295 / 310.
13-2-'65	-do-	-do-
20-2-'65	-do-	-do-
27-2-'65	-do-	-do-

For the Week ending	Prices of Yarn per bundle of	
	10. lbs.	20 lbs.
		Rs. nP.
6-2-'65	...	22. 75
13-2-'65	...	-do-
20-2-'65	...	-do-
27-2-'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 February 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 ...	676.7	657.6	506.0	379.2	558.2	606.3
2.	Cuddalore ...	586.0	647.0	401.0	378.0	697.0	563.0
3.	Tiruchirapalli ...	622.0	563.0	547.0	349.0	474.0	560.0
4.	Madurai ...	633.0	455.0	536.0	347.0	421.0	543.0
5.	Colmbatore ...	670.0	576.0	653.0	573.0	371.0	629.0
		Food.	Housing.	Clothing.	Miscel-laneous.	Cost of Living Index.	
(Base : August, 1939 : 100).							
6.	Nagercoil ...	752.0	480.0	668.0	379.0		649.0

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

Comparative statement of the cost of living index numbers for the months of January 1965. and February, 1965.

S. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			January, 1965	February, 1965.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base : Year ended June, 1936 : 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	609.4	606.3	- 3.1
2.	North Arcot and South Arcot Dists.	Cuddalore ...	587.0	563.0	-24.0
3.	Tiruchirapalli & Thanjavur Dista.	Tiruchirapalli ...	562.0	560.0	- 2.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	542.0	543.0	+ 1.0
5.	Colmbatore and Salem Dists.	Colmbatore ...	627.0	629.0	+ 2.0
(Base : August 1939 : 100)					
6.	Kanyakumari Dist.	Nagercoil,	657.0	649.0	- 8.0

MADRAS

The cost of living index numbers for working classes in Madras City for the month of February 1965 fell by three points to 606.

The index for the food group fell by seven points to 677 due mainly to a fall in the prices of ragi, chillies, vegetables and gingelly oil.

The index for the clothing group rose by two points to 506 due to an increase in the prices of upper cloth and sarees.

The index for the miscellaneous group rose by eight points to 558 due to an increase in the price of betel leaves and the revision of expenditure on education.

The group index numbers in respect of fuel and lighting, and house rent remained unchanged at 658 and 379 points respectively.

S. No.	Group.	Weight proportional to the total expenditure.	Group Index Numbers.	
			January, 1965	February, 1965.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	684.0	676.7
2.	Fuel and lighting	8.42	657.6	657.6
3.	Clothing	6.10	503.9	506.0
4.	House-rent	14.57	379.2	379.2
5.	Miscellaneous	12.68	549.7	558.2
Total		100.00		
Cost of living Index Number.			609.4	606.3

CUDDALORE

The cost of living index numbers for Cuddalore fell by twenty four points to 563.

The index for the food group fell by thirtysix point to 586 due mainly to a fall in the prices of rice, dhall and vegetables.

The index for the miscellaneous group fell by five points to 697 due to a fall in the prices of betel leaves.

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

TIRUCHIRAPALLI

The cost of living Index number for Tiruchirapalli fell by two points to 560.

The index for the food group fell by thirteen points to 622 due mainly to a fall in the prices of rice, vegetables and gingelly oil.

The index for the fuel and lighting group rose by thirty points to 563 due to an increase in the prices of firewood and matches.

The index for the clothing group rose by twentyone points to 547 due to an increase in the prices of dhoties, shirting cloth and upper cloth.

The index for the house rent group rose by six points to 349 due to the revision of house rent figure.

The index for the miscellaneous group rose by fifteen points to 474 due mainly to an increase in the prices of betel leaves and expenditure on education

MADURAI

The cost of living index number for Madurai rose by one point to 543.

The index for the food group rose by one point to 633 due mainly to an increase in the prices of cumbu, fish and tamarind.

The group index numbers in respect of fuel and lighting, clothing, house rent and miscellaneous remained unchanged at 455, 536, 347 and 424 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by two points to 629.

The index for the food group rose by four points to 670 due mainly to an increase in the prices of dhall, meat and coconut oil.

The index for the clothing group fell by thirteen point to 653 due mainly to fall in the price of sarees.

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

NAGERCOIL

(Base: August 1939=100)

The cost of living index number for Nagercoil fell by eight points to 649.

The index for the food group fell by fourteen points to 752 due mainly to a fall in the prices of condiments, pulses, vegetables and coconuts.

The index for the housing group rose by two points to 480 due to an increase in the price of Kerosene oil.

The index for the miscellaneous group rose by three points to 379 due to an increase in the prices of betel leaves and tobacco.

The index for the clothing group remained unchanged at 668 points.

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
1963:-		
December	140	140
1964:-		
January	140	140
February	142	141
March	143	143
April	144	145
May	147	147
June	150	152
July	154	158
August	156	161
September	159	165
October	163	170
November	163	170
December	164	171
1965 :-		
January	165	172

* 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 January, 1965 was 227.70.

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 February, 1965

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2,81,885 industrial workers in the event of Employment Injury, Sickness and Maternity. This protection is made available in two ways viz., by provision of Cash Benefits and by providing Medical Care when needed. There are 52 Offices of the Corporation in the State for disbursement of Cash Benefits.

During the month of February, 1965, 1,462 insured persons received Rs. 70,620-23P. by way of Cash Benefits due to Employment Injury. This includes 308 persons who were in receipt of pensions for Permanent Disablement Benefit and also 135 dependants of deceased Insured Persons.

During the month of February 1965, 1,387 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 38,994 claims were received and an amount of Rs. 5,30,547-63P. was paid out as sickness benefit involving abstention for 2,06,474 days.

During the month 247 Insured Women claimed Rs. 47,832-45P. by way of Maternity Benefit.

For recovery of arrears of contribution under the Scheme legal proceedings had to be initiated in 14 cases against defaulting employers for recovery of Rs. 6,567-95P.

Penal action was taken against the following :

One employer in four cases was fined Rs. 60/- in each case, total Rs. 240/- for non-payment of Contribution and non-submission of returns. One employer in three cases for late payment of contribution and late submission of returns was fined Rs. 20/- in each case total Rs. 60/-. For non-maintenance of contribution cards one employer was fined Rs. 50/- in one case. For non-maintenance of contribution cards late payment of Employers Special Contribution and late submission of Sc-2 returns Rs. 50/- Rs. 25/- and Rs. 50/- were fined to an employer for the cases respectively. Another employer was fined Rs. 80/- for four cases of late payment of Employers' Special Contribution, late submission of returns and non-submission of Employees Contribution.

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

Sl. No.	Particulars.	For the month of February '65
1.	Total number of Attendance :	
	New 59,586 } Old 2,04,353 }	2,63,939
2.	No. of Medical certificates issued	79,491
3.	No. of Domiciliary visits made	165
4.	No. of Injections administered	79,605
5.	No. of X-Ray examinations	1,291
6.	No. of Laboratory examinations	2,861
7.	No. of Specialist Investigations	3,848
8.	No. of Persons admitted to Hospitals	1,849
9.	No. of bed days occupied during the month	13,205
<i>Additional data for Panel System.</i>		
1.	No of attendance: New 15,339 } Old 27,175 }	42,514
	Diagnostic Centres	---
2.	No. of Prescriptions issued	11,166
3.	Payments made to :—	
	1. Chemists	---
	2. Insurance Medical Practitioners.	Rs. 3,492-00 P.

21. Statement showing changes in the level of Employment, by Major Industry Groups between 31st December 1963 and 31st March 1964.
(Figures in brackets indicate percentage of change over previous quarter ended 31-12-63)

Sl. No.	Area	Manufacturing Employment as on 31-3-64	Transport Employment as on 31-3-64	Services Employment as on 31-3-64	Others Employment as on 31-3-64	Total Employment as on 31-3-64	Employment Index Base: Mar. 61=100	Remarks:
								M = Manufacturing S = Services T = Transport O = Others.
1.	Arcot, North	12.5 (+0.4)	5.5 (+4.1)	35.1 (+1.9)	8.6 (-1.8)	62.3 (-1.9)	104.9	O-S= Increase in Construction and Local Boards.
2.	Arcot, South	5.9 (+4.4)	2.2 (-4.0)	32.8 (+1.0)	28.1 (+4.1)	69.0 (+5.0)	106.8	M= Decrease in Manufacturing of Beedi/Tanning. M-S= Increase in Manufacturing of electric machinery/ (State) Public Service.
3.	Chingleput	42.7 (+7.3)	3.6 (-0.4)	35.0 (+2.4)	6.0 (+4.1)	88.3 (+5.0)	130.9	I = Increase in Manufacturing of hosiery & other Knitted fabrics & Assembling of motor vehicles. Distribution of electrical energy.
4.	Coimbatore	97.0 (+5.7)	7.6 (+2.4)	49.1 (+1.2)	53.3 (-4.7)	207.0 (+1.6)	104.1	M= Increase in Cotton spinning & cotton weaving in mill. O= Decrease in Construction & Maintenance (P. W. D.) and Generation and transmission of electric energy.
5.	Kanyakumari	3.6 (+19.1)	1.9 (+0.9)	15.6 (+0.2)	7.3 (+2.8)	28.4 (+3.0)	119.7	M= Increase in Production of sweetmeat etc.

								M-S= Decrease in Salt manufacturing. Hospitals and Nursinghomes.
6.	Madras	61.3 (+3.1)	82.4 (-5.7)	80.4 (+2.0)	59.1 (+3.5)	283.2 (+3.6)	106.5	S= Increase in Public Service (State). T-S= Decrease in Railways and Schools.
7.	Madurai	36.8 (-5.5)	19.4 (+0.8)	46.6 (+5.3)	19.2 (-3.0)	122.0 (-0.2)	98.6	M-O= Increase in Cotton spinning and Banking. O= Decrease in distribution of electric energy and Coffee Plantation.
8.	The Nilgiris	10.2 (+0.1)	0.7 (-1.7)	8.3 (+0.7)	47.4 (-0.5)	66.6 (-0.3)	112.3	O= Decrease in Construction and maintenance (P. W. D.)
9.	Ramanathapuram	15.7 (+6.8)	2.2 (+7.6)	30.0 (+1.6)	4.6 (+2.7)	52.5 (+3.4)	95.5	M-S= Increase in Cotton spinning, Manufacture of fireworks.
10.	Salem	19.4 (-)	4.9 (+5.9)	38.7 (+1.5)	22.3 (-6.9)	85.3 (-1.0)	119.2	T-S= Increase in Post & Telegraph Communication and Local Boards. O= Decrease in Coffee Plantation. Distribution of electricity.
11.	Thanjavur	8.1 (+9.8)	5.2 (+2.4)	38.2 (+7.2)	9.1 (+0.3)	60.6 (+1.9)	109.3	M= Increase in Production of Sugar industry.
12.	Tiruchirappalli	21.2 (+1.0)	33.5 (-1.2)	41.9 (+0.9)	15.6 (-14.0)	112.2 (-2.1)	13.5	O-M= Increase in Quarrying and manufacturing of boilers, O= Decrease in distribution of electric energy.
13.	Tirunelveli	29.8 (+12.8)	3.9 (+0.4)	37.7 (+3.7)	13.5 (+11.3)	81.9 (+7.8)	98.4	M= Increase in Cotton spinning and Manufacture of matches.
Total		364.2 (+4.1)	173.0 (+2.1)	491.0 (+1.9)	294.1 (-1.2)	1,322.3 (+1.8)	106.7	

21. Statement showing changes in the level of Employment by Major Industry Groups between 31-3-1964 and 30-6-1964.
(Figures in brackets indicate percentage of change over previous quarter 31-3-1964)

Sl. No.	Area	Manufacturing Employment as on 30-6-1964	Transport Employment as on 30-6-1964	Services Employment as on 30-6-1964	Others Employment as on 30-6-1964	Total Employment as on 30-6-1964	Employment Index Base: Mar. 61=100	Remarks:
1.	Arcot, North	12.6 (+0.7)	5.5 (+1.0)	36.0 (+0.8)	9.0 (+3.5)	63.1 (+1.2)	105.0	O=Increase in Distribution of Electric energy. M=Decrease in Sugar industry.
2.	Arcot, South	6.0 (+2.4)	2.2 (+2.4)	33.0 (+0.6)	30.0 (+6.4)	71.2 (+11.8)	111.7	O=Increase in Lignite mining.
3.	Chingleput	43.9 (+2.7)	3.7 (+42.1)	36.4 (+0.9)	5.6 (+5.8)	89.6 (+ 1.8)	150.1	O=Decrease in Construction and Maintenance of buildings. S=Increase in Schools.
4.	Coimbatore	94.7 (-2.3)	7.7 (+0.4)	48.1 (-1.8)	57.8 (+8.4)	208.3 (+ 0.7)	105.2	O=Increase in Construction & Maintenance (P.W.D.). Generation and transmission of electric energy.
5.	Kanyakumari	3.7 (+3.1)	1.9 (+0.9)	15.8 (+1.2)	7.3 (-1.1)	28.7 (+0.8)	120.6	M-O S=Decrease in Cotton ginning, Public Service (State) and Construction and maintenance (Highways) M=Increase in production of sweet meat etc.
6.	Madras	60.6 (-1.2)	83.5 (+1.0)	79.4 (-1.2)	60.5 (+2.4)	284.0 (+0.3)	107.0	O=Decrease in construction and maintenance (Highways) M-T=Increase in Manufacture of sundry hardwares and Railways transport.

7.	Madurai	38.2 (+4.0)	19.6 (+0.8)	46.9 (+0.6)	19.9 (+3.9)	124.6 (+2.2)	90.9	M=Decrease in Hospitals & homes. O-S=Increase in Coffee plantation, Distribution of electric energy & Public Service (Local Bodies) M=Decrease in Coffee curing, Cotton spinning and weaving.
8.	The Nilgiris	10.1 (-1.8)	0.7 (-4.8)	8.1 (-2.5)	46.7 (-1.5)	65.6 (-1.5)	112.6	O=Increase in Tea plantation, generation and transmission of electric energy.
9.	Ramanathapuram	16.2 (+3.8)	2.2 (-4.0)	30.0 (-)	4.7 (+1.6)	53.1 (+1.1)	96.5	O=Decrease in Coffee plantation, Construction and Maintenance (Buildings) M=Increase in Manufacture of Fireworks and Matches.
10.	Salem	19.3 (-0.6)	4.9 (+0.3)	38.7 (-)	22.5 (+1.0)	85.4 (+0.1)	119.9	M=Decrease in Cotton ginning. O=Increase in Distribution of electric energy.
11.	Thanjavur	7.7 (-4.8)	5.2 (+0.5)	38.3 (+0.2)	8.9 (-2.0)	60.1 (-0.7)	108.0	O-S=Decrease in construction and maintenance (Highways) and Public Service (Local Bodies) M=Decrease in Sugar industry.
12.	Tiruchirappalli	21.1 (-0.3)	33.3 (-0.9)	42.0 (+0.3)	16.1 (+3.6)	112.5 (+0.3)	103.9	M-O=Increase in Manufacture of structural steel products and construction and maintenance (Buildings)
13.	Tirunelveli	29.3 (-1.9)	3.9 (-0.6)	36.6 (-2.7)	11.9 (-0.1)	81.7 (-3.7)	98.6	M-T=Decrease in Sugar industry and Transport (Railways) M=Increase in Manufacture of matches. S=Decrease in veterinary services.
Total		363.4 (-0.2)	174.3 (+0.6)	489.3 (-0.3)	300.9 (+2.3)	1327.9 (+0.4)	107.4	

21. Statement showing changes in the level of Employment by Major Industry Group between 30-6-1964 and 30-9-1964
(Figures in brackets indicate percentage of change over previous quarter 30-6-1964)

Sl. No.	Area	Manufacturing 30-9-64 Employment as on	Transport 30-9-64 Employment as on	Services 30-9-64 Employment as on	Others 30-9-64 Employment as on	Total 30-9-64 Employment as on	Employment Index Base: Mar. 61=1000	Remarks :
								M=Manufacturing S=Services T=Transport O=Others
1.	Arcoot, North	13.1 (+0.5)	5.5 (—)	37.8 (+1.8)	9.0 (—)	65.4 (+2.3)	107.8	S=Increase in Local Bodies and Educational Services. O=Decrease in Construction and Maintenance (Highways).
2.	Arcoot, South	6.4 (+0.4)	2.2 (—)	33.9 (+0.9)	31.1 (+1.1)	73.6 (+2.4)	113.9	O-S=Increase in Lignite Mining and Educational Services.
3.	Chingleput	45.6 (+1.7)	4.9 (+1.2)	37.0 (+0.6)	6.6 (+1.0)	94.1 (+4.5)	132.4	M-S=Increase in Manufacture of assembling of Motor vehicles & Local Bodies. M-S=Decrease in Manufacture of bricks and Production of Motion Pictures
4.	Coimbatore	95.2 (+0.5)	7.7 (—)	49.5 (+1.4)	55.8 (-2.0)	208.2 (+0.1)	105.1	M-S=Increase in Cotton Spinning & Educational Services. M-O=Decrease in Cotton ginning & Construction and Maintenance (Irrigation & Waterways)
5.	Kanyakumari	3.8 (+0.1)	1.9 (—)	16.2 (+0.4)	7.8 (+0.5)	29.7 (+1.0)	123.5	S=Increase in Public Services (State) and Educational Services.
6.	Madras	61.6 (+1.0)	82.9 (-0.6)	79.8 (+0.4)	59.7 (-0.8)	284.0 (—)	107.2	O-S=Decrease in Retail trading in fibres, yarns, etc. and Educational Services.
7.	Madurai	38.6 (+0.4)	19.3 (-0.3)	48.5 (+1.6)	19.9 (—)	126.3 (+1.7)	99.8	O-S=Increase in Distribution of Electric energy and Local Bodies. M-T=Decrease in Cotton ginning and Transport Service.
8.	The Nilgiris	10.1 (—)	0.6 (-0.1)	8.1 (—)	45.5 (-1.2)	64.3 (-1.3)	110.7	O-M=Decrease in Tea plantation and manufacturers of other Local products etc.
9.	Ramanathapuram	17.1 (+0.9)	2.2 (—)	31.4 (+1.4)	4.7 (—)	55.4 (+2.3)	100.2	M-S=Increase in Cotton ginning and Educational Services.
10.	Salem	19.3 (—)	5.0 (+0.1)	40.6 (+1.9)	22.3 (-0.2)	87.2 (+1.8)	124.1	O-S=Increase in Electric energy and Local Bodies. M-O=Decrease in Production of Sweet meat and condiments etc. and Construction and Maintenance of buildings.
11.	Thanjavur	7.3 (-0.4)	5.2 (—)	39.5 (+1.2)	9.1 (+0.2)	61.1 (+1.0)	110.5	S=Increase in Educational Services. M=Decrease in Production of rice, ata, flour etc.
12.	Tiruchitappalli	21.7 (+0.7)	32.5 (-0.8)	42.7 (+0.7)	15.9 (-0.3)	112.8 (+0.3)	104.1	M-S=Increase in Manufacturing of boilers and Educational Services.
13.	Tirunelveli	26.8 (-2.5)	3.5 (-0.4)	34.5 (-2.1)	11.8 (-0.1)	76.6 (-5.1)	98.2	T-S=Decrease in Railways and Public Services (State) S=Increase in Local Bodies and Public Health Medical Services. S=Decrease in Educational Services.
Total		366.4 (+3.1)	173.6 (-0.7)	499.5 (+10.2)	299.2 (-1.4)	1,338.7 (+10.8)	108.5	

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

Sl. No.	Districts	Total No. of registrations made during February 1965.	Total No. of applicants placed in employment during February 1965.	Total No. of applicants on the Live Register at the end of February 1965.	No. of employers used the Exchange during February 1965.	No. of vacancies notified during February 1965.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	1,032	297	11,203	114	280
2.	Arcot, South	1,164	527	13,990	101	1,206
3.	Chingleput.	1,240	204	18,891	112	581
4.	Coimbatore.	1,030	436	10,524	149	459
5.	Kanyakumari.	995	274	14,194	37	181
6.	Madras.	3,538	1,043	26,373	391	1,207
7.	Madurai.	1,234	347	13,205	105	382
8.	The Nilgiris.	306	116	6,437	54	246
9.	Ramanathapuram.	839	227	7,300	84	344
10.	Salem.	1,239	313	13,432	81	368
11.	Thanjavur.	987	318	13,521	102	396
12.	Tiruchirappalli.	1,304	361	13,937	111	422
13.	Tirunelveli.	1,055	186	12,751	84	271
Total: February 1965		15,993	4,649	1,75,758	1,525	6,343
" January 1965		16,873	4,209	1,83,884	1,549	5,450
" February 1964		21,032	3,498	1,86,240	1,323	5,701

21 (b) Analysis of the Applicants on the Live Register as on 30-9-64 by Broad Occupational Group.

Name of the District Employing Office	Professional, Technical & related workers.	Administrative & Managerial workers.	Clerical & related workers.	Craftsman.	Other skilled workers.	Unskilled Office workers.	Unskilled workers (others)	Persons without experience.	Total.
Arcot North	2,780	8	158	324	385	83	273	10,196	14,207
Cuddalore	1,428	6	18	192	205	—	37	6,021	7,907
Neyveli	631	7	40	907	218	—	650	5,376	7,820
Chingleput	1,766	2	236	6,056	426	62	2,046	14,211	24,895
Coimbatore	1,438	21	117	454	575	—	568	8,633	11,806
Kanyakumari	2,474	16	183	1,480	1,244	—	586	9,286	15,269
Madras-14	620	3	405	2,205	3,368	—	441	6,486	13,528
Madras North	8	—	—	—	578	21	21,41	15,626	18,374
Professional and Executive Employment Office Madras.	471	556	—	—	—	—	—	—	1,027
Employment Office for physically handicapped, Madras.	17	—	16	160	1	3	2	150	349
Madurai	2,946	63	103	816	1,036	—	832	10,225	16,021
The Nilgiris	342	—	13	218	271	—	83	6,942	7,869
Ramanathapuram	2,038	1	53	180	317	—	200	7,162	9,951
Salem	2,625	81	72	341	736	—	45	13,549	17,877
Thanjavur	2,495	45	222	428	697	—	98	10,853	15,138
Tiruchirappalli	2,990	16	262	899	829	102	4,765	11,344	18,207
Tirunelveli	2,738	10	69	425	1,001	—	423	10,213	14,699
Total	27,807	835	1,967	15,085	11,887	271	10,778	1,45,273	2,14,863

21 (c) Analysis of the applicants on the Live Register as on 31-12-1964 by Broad occupational Group.

Name of the District Employment office	Professional Technical & related workers.	Administrative Executive & Managerial workers.	Clerical & related workers.	Craftsmen	Other skilled workers.	Unskilled worker office.	Unskilled workers (other).	Persons without work experience	Total
1. Arcot North	1,019	4	105	352	434	71	253	1,102	12,340
2. Arcot South	501	14	24	206	314	—	59	6,36	7,554
3. Nevveli	428	9	48	847	292	—	1,019	4,114	6,787
4. Chinglepet	889	—	143	3,133	559	59	1,108	17,584	23,465
5. Coimbatore	1,057	12	136	640	733	—	955	9,056	12,599
6. Kanyakumari	1,664	40	136	1,710	1,383	—	562	8,856	14,351
7. Madras-14	578	2	420	3,480	1,285	—	280	4,420	14,465
8. Madras-North	2	—	—	—	448	21	1,708	13,390	15,569
9. Professional & Executive Employment Office	578	614	—	—	—	—	—	—	1,192
10. Employment Office for physically Handicapped, Madras	18	—	—	—	—	—	—	—	—
11. Madurai	2,112	24	17	155	2	3	4	137	336
12. The Nilgiris	272	1	130	678	866	—	497	9,734	14,041
13. Ramanathapuram	1,550	1	13	190	237	—	76	6,008	6,797
14. Salem	1,397	48	40	145	294	—	179	5,683	7,892
15. Thanjavur	1,103	34	50	338	767	—	423	12,160	15,183
16. Tiruchirappalli	1,515	17	110	650	803	—	318	11,227	14,245
17. Tirunelveli	1,572	9	233	872	743	103	1,438	10,643	15,604
Total	16,255	829	1,653	13,635	9,952	257	9,054	1,39,450	1,91,085

MADRAS LABOUR GAZETTE

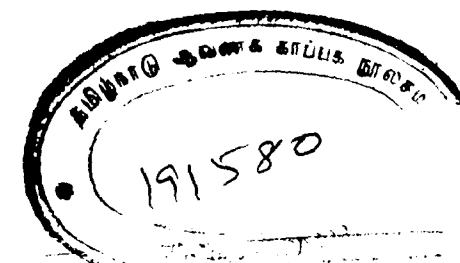
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(Sd.) M. G. BALASUBRAMANIAN,
Commissioner of Labour, Madras-5.
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