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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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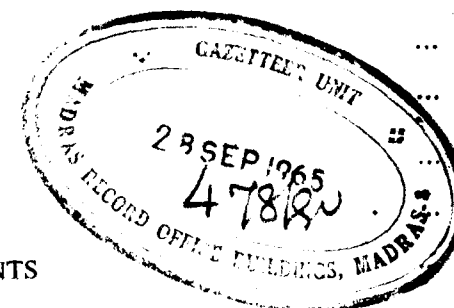
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THE MADRAS LABOUR GAZETTE

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SPECIAL ARTICLES

INTERNATIONAL LABOUR CONFERENCE—49th SESSION— GENEVA 1965

The 49th Session of the International Labour Conference was held at Geneva from 2nd June to 23rd June 1965. India's delegation to the Conference was led by Sri Bheekhabhai, Minister for Labour, Rajasthan. The main conclusions and decisions of the Conference are the following:

(i) Adoption of four international instruments concerning the employment of young persons for underground work in mines of all kinds: a Convention and a Recommendation on the minimum age of admission to employment, a Convention on medical examination for fitness for employment, a Recommendation on conditions of work.

(ii) Adoption of a Recommendation on the employment of women with family responsibilities.

(iii) Adoption of conclusions to serve as the basis for a Recommendation on the role of co-operatives in the economic and social development of developing countries.

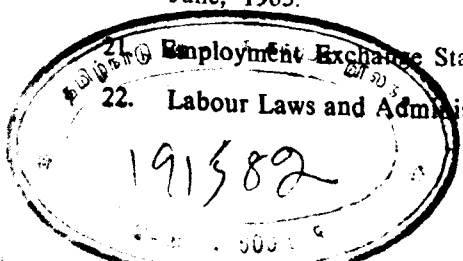
(iv) Adoption of a resolution on agrarian reform, with particular reference to employment and social aspects.

(v) Adoption of the I.L.O. budget for 1966.

(vi) Examination of the application by member countries of Conventions and Recommendations.

Employment of Young Persons in Mines

The first Convention provides that that persons under a specified minimum age shall not be employed for work underground in mines and specifies that minimum age shall in no case be less than 16 years. It further adds that the determination of the minimum age shall be made after consultation with the most representative organisations of employers and workers concerned.



The Recommendation makes reference to the Convention and provides that where the minimum age for admission to underground work in mines is less than 16 years, measures should be taken as speedily as possible to raise it to that level. It also suggests that the minimum age should be progressively raised with a view to attaining a minimum age of 18 years.

Persons between the ages of 16 and 18 should be employed underground in mines only for purposes of apprenticeship or other systematic vocational training under conditions determined by the competent authority relating to the places of work and occupations permitted and the measures of systematic medical and safety supervision to be applied.

The second Convention convening medical examination, declares that a thorough medical examination and periodic re-examination at intervals of not more than one year for fitness for employment shall be required for the employment or work underground in mines of persons under 21 years of age.

The Recommendation concerning conditions of employment of young persons for underground work in mines deals mainly with health, safety and welfare, weekly rest and annual holidays with pay and training.

With regard to health, safety and welfare, the Recommendation states that the employer should be required to inform a young person, both when engaging him and when giving him a specific job underground of the risks of accident and hazards to health involved in the work, of protective measures and equipment of regulations regarding safety and of first aid methods.

The Recommendation further states that persons under 18 years of age employed or working underground in mines should be entitled to an uninterrupted weekly rest which should not be less than 36 hours in the course of each period of seven days. The weekly rest period should be progressively extended with a view to attaining at least 48 hours, and they should receive an annual holiday with pay of not less than 24 working days corresponding to four working weeks for 12 months of service.

Employment of women with family responsibilities

The recommendation seeks to ensure that women with family responsibilities can exercise the right to work out side their homes without being subject to discrimination. It urges the development of services to enable women to fulfil their responsibilities at home and at work harmoniously.

With a view to facilitating entry of women into employment or their re-entry after a period of absence, the Recommendation states that authorities should ensure provision of general education, vocational guidance and vocational training free from any form of discrimination on the ground of sex, and should encourage girls to obtain a sound vocational preparation as a basis for their future work lives.

In the case of women who, on account of their family responsibilities arising out of maternity, do not find themselves in a position to return to work immediately following exhaustion of the normal established period of maternity leave, the proposed Recommendation urges that appropriate measures should be taken to the extent possible to allow them a reasonable further period of leave of absence without relinquishing their employment, all rights resulting from their employment being fully safeguarded.

Role of Co-operatives

The Conference adopted conclusions to serve as a basis of a proposed recommendation concerning the role of co-operatives in the economic and social development of developing countries.

Defining a co-operative, the draft instrument states that "it is an association of persons who have voluntarily joined together to achieve a common and through the formation of a democratically controlled business organisation, making equitable contributions to the capital required and accepting a fair share of the risks and benefits of the undertaking in which members actively participate."

The conclusions of the Committee emphasise that the establishment and growth of co-operatives should be regarded as one of the improvement instruments for economic social, and cultural developments as well as human advancement in developing countries.

In particular, the conclusions stress that co-operatives should be established and developed as a means of:

- (i) improving the economic, social and cultural situation of persons of limited resources and opportunities;
- (ii) increasing personal and national capital resources by the encouragement of thrift and the sound use of credit.
- (iii) increasing national income, export revenues and employment by a fuller utilisation of resources;
- (iv) improving social conditions and supplementing social services; and
- (v) helping to raise the level of general and technical knowledge of their members.

General Discussions

The question of agrarian reform with particular reference to its employment and social aspects was discussed in detail by a special Com-

mittee appointed by the Conference. On the report of this Committee the Conference unanimously adopted a resolution containing a wide range of objectives in the field of agrarian reform, with particular reference to employment and social aspects and measures to achieve them.

The Conference also debated on a report submitted by the Director-General of the I.L.O., Mr. David A. Morse. The Conference also took note of the special report presented by the Director-General on the application of the declaration concerning Apartheid in the Republic of South-Africa.

Ratification of Conventions registered during the session have brought the total number of ratifications of I.L.O. conventions to 3061. The new standards adopted in the course of the session have brought the total number of Conventions to 124 and the total number of Recommendations to 125.

[Source: I.L.O. News Service, July, 1965].

INDUSTRIAL SAFETY

Mishap with Cartridge-operated Bolt Gun

A man was using a cartridge-operated bolt gun to fix bolts in a concrete ceiling on which a metal tray was to be attached. The guard, which was in position on the tool, consisted of a mild steel shallow tray, 4 in. square, which fitted over the end of the barrel.

He placed the tool against the ceiling in the normal manner and pulled the trigger. The bolt evidently turned in the concrete, missed the guard and struck the man. Fortunately, he was wearing a safety helmet, and this took the full force of the blow, being punctured by the bolt.

Investigations failed to establish why the bolt acted as it did. The gun was fitted with a safety catch, the barrel had to be twisted and locked in the correct position before it could be fired, and all normal safety precautions had been observed. Inquiries revealed that this was not the first time that bolts from the gun had taken to free flight.

It was suggested that a larger and deeper guard would help to obviate the risks of injury from this kind of accident. Another suggestion was the use of tools that do not release the bolt when it is fired, thereby eliminating the chance that it could fly out.

(Industrial Accident Prevention Bulletin, Feb. 1963)

Man fell into Vehicle Inspection Pit

A van was being reversed over an inspection pit in a vehicle servicing garage and a man went behind the vehicle in order to guide the driver. Unfortunately he did not notice that the rear of the pit was open and in stepping backwards he fell on to the access steps to the pit, injuring his ankle shoulder and hand.

Whilst in use it was necessary for the part of the pit that was not covered by the vehicle to be exposed and in this instance there was only about 12 in. of floor between the edge of the pit and the wall.

As it was not possible to provide a wider walkway it was decided to install collapsible fencing. This was fixed to the wall and could be drawn out when the pit was in use and folded back when the pit was covered.

(Industrial Accident Prevention Bulletin, Feb. 1964)

Mobile Scaffold Tower Overturned

In order to install trunking beneath a ceiling, an electrician and his mate were using a mobile scaffold tower made of lightweight metal scaffolding. The working platform was about 10 ft. above the floor and the tower was 7 ft. long and 3 ft. wide. The electrician climbed up the cross-members on the outside of the 7 ft. long side and his mate followed him. He was nearly at the top when the scaffold overturned and both men fell to the floor and were injured.

Any load on a scaffold tower which is acting outside the area covered by the base of the tower will tend to pull it over. Such a load might be imposed by an extension of the working platform on cantilever brackets, or by a man climbing up the outside of the tower. If this load is small in relation to the deadweight of the scaffold, the tower will remain stable, but if the load is substantial (as in this accident when the two men climbed simultaneously up one side), or is applied at some distance from one side of the tower, or is acting on the long side of a rectangular tower, then the tower may well become unstable and turn over.

Accident of this type can be prevented by taking the following precautions:—

1. If practicable, the scaffold tower should be tied or secured to prevent overturning, particularly if it is made from light-weight material such as aluminium alloy, or from steel tubes smaller in diameter than standard steel scaffolding tubes.
2. Men making their way to the working platform should where possible, climb inside the tower.
3. Whether the access is inside or outside the tower it should be on the shortest side.
4. Only one man should climb the tower at a time.
5. Access should always be by ladder and not by means of the cross-members of the scaffold.

(Accidents and how to prevent them, October, 1963)

Inadequate Insulation Caused Fatality

A high tension jointer was working with other electricians connecting a cable to a distribution board. He centralized a lug on the end of a cable so that a bolt could be fixed, and an electrical fitter went to the back of the board to screw the bolt in. The jointer meanwhile supported the weight of the cable. Before the bolt could be tightened, however, the jointer collapsed, and artificial respiration failed to revive him. Death was due to an electric shock of about 200 volts.

It was stated at the inquiry into the accident that the deceased had been standing on an insulating platform running along the front of the distribution board. An adjoining section of the board contained nine fuse contacts which were inadequately guarded, and it was these with which the deceased had come into contact. Below the board were six cable in a vertical position leading to positions on horizontal busbars. To the right there was a vertical cable which was bolted but not tightened. Part of the board was covered with "Empire varnished cloth". It was also stated that the workmen were not wearing rubber boots or gloves at the time.

(Industrial Accident Prevention Bulletin, London, Nov., 1963)

ACCIDENT PREVENTION

(FACTORIES DEPARTMENT, GOVERNMENT OF MADRAS)

What are the hazards of operating Engine Lathe and what precaution should be taken?

HAZARDS

The hazards are as follows:—

1. The danger of piece of metal entering the worker's eyes.
2. Hands, arms or clothing being caught in the work or lathe parts.
3. Dropping objects such as chucks or stock, on the feet or hands.
4. Lacerating hands on work or chips.
5. Being struck by the work flying from the lathe.

Suggestion for Management

1. Only thoroughly instructed and competent workers should be permitted to operate lathes.
2. Drive belts of lathes should be guarded to a height of 6 ft.-6 in. from the floor.
3. Metal chip pans should be provided at each lathe and employees should be required to empty them at regular intervals.
4. On jobs where it is possible, the safety glass barrier guard be installed on the carriage or tool post to prevent chips from striking the operator or passers by.
5. A proper guard should be installed to enclose the rotating stock projecting from the turret lathes.
6. Racks should be provided for extra parts, such as chucks, face plates and steady rest.

Suggestion for Employees

1. Lathes should be maintained in good condition at all times. Any defect should be reported to the Foreman for correction immediately.
2. Guards should be replaced on back gears, feed gears and belts before the lathe is put into operation.

3. Tools, finished jobs, oil can, etc., should be replaced on the racks provided; and not on the lathe bed.
4. A wood block placed on the lathe bed under the chuck would be helpful for removing the chuck.
5. Chuck should always be started on the lathe spindle by hand instead of by power.
6. Chuck wrench should be removed immediately after the chuck is adjusted or when the work is removed.
7. Job specification as to speed, feed, depth of cut should be followed at all times.
8. The correct tools properly ground should be used.
9. The tail stock end of the work should be countersunk deep enough to prevent the work turning loose.
10. Tail stock centre should be kept oiled and adjusted to prevent binding.
11. All filing should be done left handed and the file should be kept away from the chuck and the lathe dog. All files should have handles.
12. Tools should be adjusted in the tool rest, slightly above the centre to keep the work from "climbing" except for thread cutting where the tool is at centre.
13. All adjustments, calipering or guaging, should be done after the lathe has stopped.
14. While polishing with emery sheet, the wood padding on which the emery cloth is fastened can be used.
15. The operator should wait until the lathe stops of its run of its own accord after the power has been shut out. Attempting to break the lathe by grasping the chuck or belt has caused many accidents.
16. A brush should be used for removing the chips from the lathe bed. Continuous spiral chips should be removed with a hooked rod.
17. Lathe should not be left un-attended while running.

General

1. Loose clothing, rings, watches may cause injuries.
2. Oil spots on the floor near the machine should be cleaned as soon as possible to prevent slips and falls.
3. Employees should wash thoroughly after finishing the job to avoid infection due to the use of cutting oils.

(Adopted from Data Sheets issued by National Safety Council)

METAL SHAPERS

The principal hazards in using metal shapers are those of injury by:

1. Bodily contact with moving parts
2. Being caught between tool and work, between work and some part of machine, or between moving and stationary parts of machine
3. Flying chips.

The metal shaper is not dangerous to operate if certain safeguards are installed and used and if the operator is experienced.

Accidents are caused on account of the following:

Safeguards to be adopted

- | | |
|-----------------------------------|---|
| (a) Improper illumination of work | Illumination at the machine should always be sufficient to enable the operator to perform his work safely and without eye strain. |
| (b) Lack of mechanical safeguards | <ol style="list-style-type: none"> 1. Metal shapers should be securely anchored to the floor on foundation to prevent vibration. 2. Exposed power and feed gears should be fully enclosed preferably with sheet metal. 3. When belts and pulleys are used to drive a shaper, they should be enclosed in standard guards or angle iron and wire mesh, or angle iron and expanded metal upto |

a height of 6 ft. 6 in. Such guards should be constructed so that they will permit ready access for maintenance and lubrication.

4. A chip guard of heavy close mesh wire screen should be provided over the tool to prevent chips from flying and striking the operator or other workers, particularly when hard steel or brass is being machined.

(c) Unsafe operating practices

1. Shaper operators should not wear gloves or loose clothing.

2. Before starting the machine, the operator should check that all the guards have been placed in position and the machine has been properly oiled.

3. When clamping the work in place on the machine table, the clamps should be so placed they will have full grip on the work.

4. When clamps are used, the bolts and nuts should be tightened only with wrenches which fit properly, as otherwise the wrench may slip off and the operator may be injured.

5. When a vise is used to hold the work, it should never be tightened by striking the handle with a hammer. This is likely to spring the vise or break off the end of the screw which carried the handle.

6. Operators should make sure that the cutting tool is set in such a position that if it shifts away from the cut, it will raise away from the cut and not dig into the work.

7. Chips should not be removed by hand. A brush should be used for that purpose.

8. Operators should keep their hands off the tool and the work and

should not attempt to reach across the table of the machine or make any machine work adjustments while the machine is in motion.

9. Before leaving the machine for any reason, the operator should make sure the power has been shut off and the machine has stopped.

10. If there is any unsafe condition about the machine or the work, the operator should immediately report that fact to the foreman.

(d) Improper handling of materials

1. The floor about the shaper should be free of all obstructions which might be stumbling hazards.

2. All moving parts of the shaper, the table, and the work should be kept free of loose tools and other loose materials. Such materials should be kept on the machine tool shelf.

(e) Faulty methods of poor power control

1. When a shaper is belt driven, a positive acting and locking belt shifter should be provided within easy reach of the operator.

2. If the shaper is motor driven, stop and start buttons should be located within easy reach of the operator.

Ladders

Most falls from ladders are as a result of the man simply slipping or falling from the ladder. Movement of the ladder also causes number of accidents. The ladder may either slip downwards at the bottom or sideways at the top. Accidents are also caused by missing or broken rungs.

Instructions regarding the use of ladders:

1. The ladders should be set at proper inclination (i.e.) four up to one out.

2. The ladders should provide 3 ft.-6 in. above the landing place. (Fig. 1) If possible the top and bottom of the ladder should be firmly secured to prevent slipping.

3. Face the ladder when climbing or descending.
4. Watch out for live over-head cables.
5. Beware of greasy or wet rungs of the ladder.
6. If work has to be done at a height, provide staging rather than the ladder.
7. Carry ladder with front end elevated (Fig. 4).

Some don't on the use of ladders:

- I. Do not use a ladder which is too short or allow it to stand on something other than firm ground. (e.g.) on a drum for the extra height. (Fig. 2).
- II. Do not support a ladder on its rungs. (e.g.) across a plank (Fig. 3).
- III. Do not carry materials on ladders. Use hoist line.
- IV. Do not over reach from a ladder, move it.
- V. Do not paint a ladder. Varnish may be coated, for preservation.

General:

1. Rung spacing should be uniform throughout the length of the ladder—maximum 12 in. at centres.
2. Do not leave ladders exposed to weather. Store them in a covered place to prevent warping. Support at intermediate points and not just at the ends (as in Fig. 5).
3. Never hang a ladder from brackets, as this tends to pull out the rungs (Fig. 6).
4. Defective ladders should be taken out of service immediately.

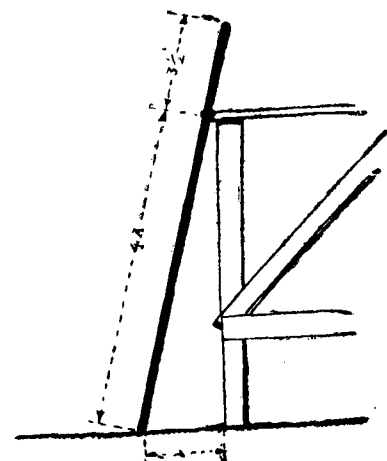


FIG. 1

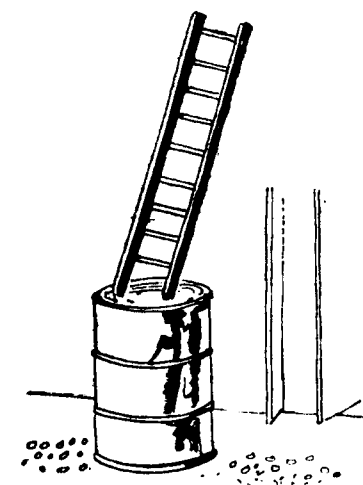


FIG. 2

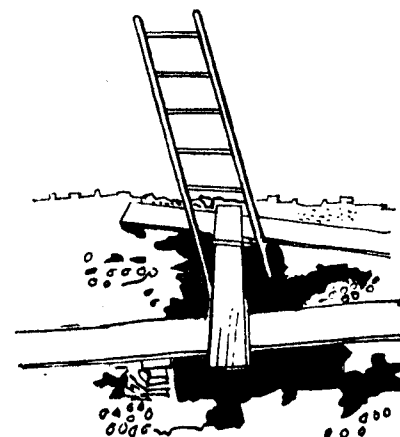


FIG. 3

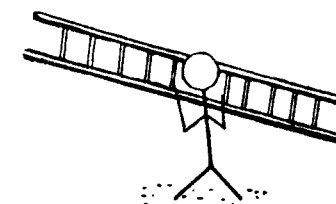
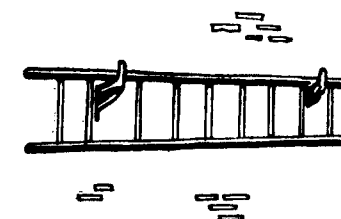
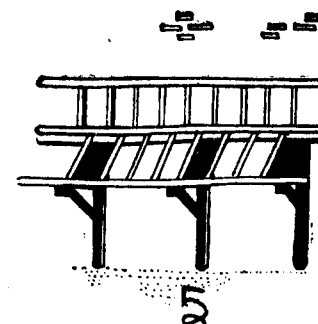


FIG. 4



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INDUSTRIAL RELATIONS, JUNE 1965

The labour situation in this State was satisfactory. There were 9 strikes and lockouts in textile mills (including 5 strikes that were continuing at the end of the last month) and 9 strikes and lockouts in other industries (including 3 strikes and lockouts that were continuing at the end of the last month) during the month of June 65.

Out of 9 strikes and lockouts in textile mills 2 strikes and lockouts were continuing at the end of the month and out of the 9 strikes and lockouts in other Industries 4 strikes and lockouts were continuing at the end of the month. No. of workers affected by the strike in textile mills was 2,826 and in other industries it was 9,235. 27,581 mandays were lost due to strikes in Textile Mills and 57,345 mandays were lost due to strike in other industries. The details of the work stoppages were as follows:

Textile Mills

The strike by the workers of Kadri Mills Ltd., Odderpalayam Coimbatore which commenced on 25-5-65 and the subsequent lockout by the management ended on 27-6-65 on the advice of the Labour Officer, Coimbatore.

The strike by the workers of Madura Mills Co. Ltd., Madurai which commenced on 29-5-65 ended on 1-6-65. The workers resumed work of their own accord.

The strike by the workers of Sri Meenakshi Mills Ltd., Madurai reported in the last month ended on 1-6-65 on the advice of the Labour Officer, Madurai.

The strike by the workers of Ananda Kumar Mills, Saravanampatti which commenced on 29-5-65 ended on 17-6-65 on the advice of the Labour Officer, Coimbatore.

About 16 workers out of 805 workers of Sri Sivananda Mills Saravanampatti struck work on 21-6-65 regarding promotion of a worker as fitter. The strike ended on 22-6-65.

About 886 out of 7,938 workers of Madura Mills Co., Ltd., Madurai struck work on 4-6-65 protesting against the introduction of running shifts on Sundays. The workers resumed work on 10-6-65 on the advice of the Labour Officer, Madurai.

All the workers of Rajeswari Mills, Madurai struck work on 10-6-65 demanding for increase in wages. The strike was continuing at the end of the month.

About 34 workers directly and about 21 workers indirectly out of 3,000 workers of Sri Meenakshi Mills Co., Madurai struck work on 13-6-65 insisting work load in powerloom department as per settlement arrived at with the Indian National Trade Union Congress. Following the strike the management declared a lockout on 13-6-65. The strike and the lockout were continuing at the end of the month.

All the workers of Karur Mills Ltd., Thanthoni Malai P.O. Karur, struck work on 21-5-65 protesting against the disciplinary action taken by the management on 8 workers of cleaning gang. Following the strike on 21-5-65 the management declared a lockout on 27-5-65. The lockout was lifted on 2-6-65 and the workers resumed work on 1-7-65.

Others

The Lockout by the management of Best & Co., (P) Ltd., (Dynamo and Starter Motor factories section) which commenced on 14-5-65 was continuing at the end of the month.

The strike by the workers of the Best & Co. (P) Ltd., (Engineering Dept.) which commenced on 26-5-65 was still continuing at the end of the month.

The strike by the workers of Peirce Leslie & Co. Ltd., Coimbatore which commenced on 26-5-65 was ended on 3-6-65.

About 7,000 workers of all Beedi Industrial establishments in North Arcot Dt. struck work on 27-6-65 demanding increased rate of wages, D.A., bonus, etc. The strike was continuing at the end of the month.

About 502 out of 519 workers of Dharangadhara Chemicals Ltd., Arumuganeri staged a stay-in-strike on 2-6-65 protesting against the suspension of certain workers. The strike ended on 8-6-65 by the intervention of the Deputy Commissioner of Labour, Madurai.

About 5 workers out of 7 workers of P. K. M. Estate Kaliyal, struck work on 23-6-65 protesting against the non-employment of 2 workers. The strike was called off on the intervention by the Labour Officer, Nagercoil and the workers resumed work on 26-6-65.

About 220 out of 243 workers of Madras Machine Tools Manufacturers, Singanallur struck work on 1-6-65 protesting the action of the maistry on assaulting a worker. Following the strike on 1-6-65 the management declared a lockout on 11-6-65. The strike and lockout ended on 18-6-65 on the advice of the Labour Officer, Coimbatore.

The workers of Dhandayuthapani Foundry Ltd., Papanayakkanpalayam struck work on 25-6-65 protesting against the introduction of work load. Following the strike the management declared a lockout on 29-6-65. The strike and the lockout were continuing at the end of the month.

About 50 out of 73 workers of V. S. Chellam Soap Factory, Madurai struck work on 10-6-65 demanding increase in wages and payment of overtime wages etc. The workers resumed work on 18-6-65 on the advice of the Deputy Commissioner of Labour, Madurai.

Central Sphere

1. Conciliation:

(a) The Conciliation Officer (Central), Madras held conciliation proceedings in the dispute between the Madras Port Shipping and Painting Contractors' Association, Madras and the Madras Harbour Workers' Union, Madras and brought about a settlement.

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

2. Number of strikes/lockouts	1
3. Number of threatened strikes/lockouts	Nil
4. Particulars regarding disputes received:—	
(a) Number of Industrial disputes pending at the beginning of the month	2
(b) Number of industrial disputes received during the month	5
(c) Number of industrial disputes settled/disposed during the month	3
(d) Number of threatend strikes	Nil
(e) Number of which materialised	Nil
(f) Number of draft Standing Orders certified	Nil

State Sphere

The conciliation Officers enquired into and settled 510 disputes during the month of June 65. Of these 74 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 17 industrial disputes in which settlements could not be brought about by Conciliation for adjudication by the Industrial Tribunal, Madras and Labour Courts, Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the statistical part of the journal. 17 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette in the month of June 65.

Welfare

The General Employment situation in the State showed signs of pick up during the month compared to May 1965. Bulk of the vacancies were for teaching personnel.

Placement rose by 1,172 (+28.8%), vacancy notification by 1,366 (+18%) and vacancies filled by 1,176 (—29.1%) over the previous months. The registrations also decreased by 1,639 (—4.9%) over the previous month. The ratio of Registrations to vacancies notified which was 4 : 1, in May, 1965 increased to 6.5 : 2 during June 1965.

The number of vacancies notified and placement effected during the month were 8,954 (+1,366) and 5,236 (+1,172) respectively. The total registrations made during the month was 29,204 (—1,639). The number of applicants remained on the live register at the end of the month stood at 1,84,731, a nominal increase of 4,120 over the previous month.

Shortage of man-power was reported in the following Occupations:—

Engineers with experience (Degree/Diploma holders), Doctor, Sanitary Inspector, Maternity Assistant, Pharmacist, Secondary Grade Teacher (Urdu Medium), School Assistant, Tamil Pandit, Hindi Pandit, Kannada Pandit, Drawing Master, Tailoring Instructor/Instructress, Tracer, Technologist (Food), Librarian (Degree/Diploma), Steno-typist, Typist (English Tamil by Higher Grade), Tractor Driver, Steward, Mass Mechanic, Dairy Mechanic, Instrument Mechanic, Refuelling Chargeman, Refuelling Operator, Tool Inspector, Warping and Sizing Jobber, Artist-cum-Photographer and Physical Education Teacher (Men and Women).

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

The Professional and Executive Employment Office, Madras registered 184 applicants and placed 39 in employment during the month. At the end of the month 969 applicants remained on the Live Register of the Office.

The University Employment Information and Guidance Bureau, Annamalaiagar registered 18 applicants during the month. The number remained on the Live Register of the Office at the end of the month was 102.

The Employment Office for the Physically Handicapped, Madras registered 26 applicants (2 blind, 6 deaf-mute and 18 orthopaedics) and placed 12 (7 deaf-mute and 5 orthopaedics) in employment during the month. At the end of the month, 348 applicants (127 blind, 63 deaf and dumb and 158 orthopaedics) remained on the Live Register of the Office.

The Vocational Guidance Units at Vellore, Cuddalore, Chingleput, Coimbatore, Madras-14, Madurai, Ramanathapuram at Madurai, Salem, Thanjavur, Tiruchirapalli and Tirunelveli rendered group guidance to 7,065 applicants and gave individual information to 3,829 persons. They have also individually guided 86 applicants during the month and placed 25 individually guided applicants in employment.

The Employment Information and Assistance Bureaux in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli interviewed and counselled 697 applicants and registered 950 during the month. The total number of renewals effected was 34.

The Mobile Registration Units attached to District Employment Offices, Ramanathapuram and Salem effected 344 registrations and made 1,642 renewals during the month.

The Occupational Information Unit at the State Head-quarters completed verification work in respect of 4 occupations in family 751 and field work in respect of 36 occupations belonging to 4 families.

Employees' Provident Funds Act, 1952

During the month of June '65 the Employees' Provident Funds Act was extended to the stemming and redrying of tobacco leaf industry with effect from 30-6-65.

16 establishments/factories were brought under the Employees' Provident Funds Act, '52 during the month of June '65 thus bringing the total No. of covered establishments/factories to 3519.

A total sum of Rs. 54,585.62 (excluding the refund of loan, previous accumulations and administrative charges etc., amounting to Rs. 10,27,997.33) was received as employees and employers contributions, during the month of May 1965.

The total No. of employees covered under the Employees' Provident Funds Act in the Madras State at the end of May '65 was 4,64,157.

Workers' Education during July 1965

During the month of July 1965, 6th Worker-Teacher Training Course was started in Madurai Region and 18 trainees are undergoing the course. In the examination for 13th Worker-Teacher Training Course in Madras Region, Sri V. D. Shankar of Hindustan Teleprinters Ltd., Sri P. M. Arthur of Engineering Stores Depot, Avadi and Sri L. S. Govindaraghavan of Wheels India Ltd., Madras, secured first three ranks.

The Worker-Teachers of 13th Batch in Madras Region went on an educational tour to Calcutta, Durgapur, Agra, Delhi and Bombay from 28-6-65 to 14-7-65. Similarly the workers-teachers of Madura Mills Co. Ltd., Tuticorin Mahalakshmi Textile Mills, Pasumalai Rukmini Mills,

Silaiman, Gomathi Mill, Viravanallur and Visalakshi Mills, Vilangudi went on an educational tour to Madras, Bangalore, Mysore etc. The managements gave financial assistance towards the expenses of the tour.

Unit level classes were started during the month of July, in the Corporation General Workshops, Imperial Tobacco Co. Ltd., Madras, Government Handloom Parts Factory, Salem, Madras Rubber Factory, Madras, Western India Match Co. Madras, Resa Radio Company, Madras, Premier Mills, Udumalpet, North Arcot Co-operative Sugar Mills, Vadapudupet, Garrison Engineer's Office, Madras Carriage Works, Perambur, Kothari Textiles Mill-2, Coimbatore, Sundaram Motors Ltd., Madras, Cloudland Estate, Chinnamanur, T. V. S. & Sons, Tiruchirapalli, Madras State Electricity Board, Pasumalai Unit Mahalakshmi Textiles Mills, Pasumalai, Bharath Heavy Electricals, Tiruchirapalli and Sundaram Private Ltd., Madurai. At the end of July, 74 Unit level classes were in session in Madras Region and 63 unit level classes were in session in Madurai Region.

Functions were held for the distribution of certificates to the successful worker-trainees of Integral Coach Factory, Madras Rubber Factory and Carriage Works, Perambur.

The Worker-trainees of Government Medical Stores, Madras Mettur Spinning Mills Ltd., Metturdam, Madras Rubber Factory, Palani Andavar Mills, Udumalpet, North Arcot Dist. Co-operative Sugar Mills, Vadapudupet, Simpson Co., Sundaram Motors Private Ltd., Madras State Transport Central Workshop, Chromepet, Kothari Mills, Singanallur, went on an educational tour to Bombay, Mysore, Bangalore, Delhi and Calcuta.

In Madras Region 12,577 workers have been trained and 1,534 workers are under training. In Madurai Region 6,156 workers have been trained and 1,558 workers are under training.

REGIONAL LABOUR INSTITUTE

Sri M. Bhaktavatsalam, Chief Minister of Madras formally opened the Regional Labour Institute, Madras at a function held on 26th July, 1965. Sri D. Sanjivayya, Union Minister for Labour and Employment presiding over the function explained how the existing three Labour Institutes at Kanpur, Calcutta and Madras had been set up to follow up the research and other investigations carried out by the Central Labour Institute at Bombay.

The Central Labour Institute in Bombay has been designed to function as a socio-economic laboratory and as a national institute dealing with the scientific study of all aspects of industrial development as relating to the human factor. It comprises:

1. Industrial Safety, Health & Welfare Centre

A permanent exhibition of methods, arrangements and appliances for promoting the safety, health and welfare of industrial workers.

2. Industrial Hygiene Laboratory

To assist in the study and solution of industrial health problems and to contribute to the technical advancement of industrial hygiene through research, surveys and allied activities.

3. Training-within-Industry Centre

Staff Training Centre for the training of Training Officers for Industry.

4. Productivity Centre

To provide assistance in training in productivity techniques, job evaluation and scientific assessment of work loads.

5. Occupational Physiology Section

To improve human comfort and efficiency by study and research on the influence of environmental factors.

6. Industrial Psychology Sections

To discover the best possible human conditions in occupational work.

7. Library-cum-Information Centre

A repository of up-to-date information on Labour and allied problems.

8. Training Centre

For specialised training in labour and allied problems affecting industrial efficiency and industrial well-being.

As an extension of the activities of the Central Labour Institute at the regional level Regional Institutes have been set up at Calcutta, Kanpur and Madras, with the support of the United Nations Special Fund and the I.L.O. as the executive agency. Assistance has also been received from the United Kingdom under the Colombo Plan for equipping these Institutes. Industry has also responded generously. Many enterprises have participated actively by making available numerous items of equipment and machinery.

These Institutes are modelled on the pattern of the Central Labour Institute, though the facilities provided will be on a reduced scale and comprise:

1. Industrial Safety, Health and Welfare Centre,
2. Industrial Hygiene Laboratory,
3. Library-cum-Information Centre, and
4. Training Centre.

The Regional Institutes will conduct training programmes with the assistance from the specialist staff of the Central Labour Institute and will carry out research and investigations on problems of particular importance or significance to the region.

The Regional Labour Institute, Madras is situated in Adyar. An extent of 14 acres of land has been acquired by the Madras Government at a cost of Rs. 3 lakhs and given free of cost to the Institute. It has been constructed and equipped at a cost of Rs. 15 lakhs.

EMPLOYEES STATE INSURANCE DISPENSARIES

The New Employees' State Insurance Dispensaries and staff quarters at Perambur, Tondiarpet and Sembium were declared open by the Chief Minister at a function held at Perambur on 27th July 1965. Srimathi Jothi Venkatachalam, Minister for Health presiding over the function said that construction of these three dispensary buildings was the first step in the direction to extend the benefits of the Employees State Insurance Scheme to the families of Insured workers in Madras City.

These three dispensary buildings are the first to be completed out of 29 dispensary buildings construction of which has been undertaken by the State Public Works Department at a cost of Rs. 159.67 lakhs. The buildings at Perambur and Tondiarpet consist of ground floor and first floor and five doctors can attend to the patients in each floor. The building at Sembium can accommodate five doctors. In Perambur and

Tondiarpet quarters have been provided for 6 doctors, 16 compounders and clerks and 8 last grade staff. In Sembium quarters have been provided for 3 doctors, 8 compounders and clerks and 4 last grade staff. The three dispensaries provide treatment to 28,000 Insured workers.

In this State, 2,91,299 workers and 57,000 family units are covered by the Employees' State Insurance Scheme as on 1-7-65.

SAFETY CONSCIOUSNESS IN METTUR CHEMICAL AND INDUSTRIAL CORPORATION

It is gratifying to note from a circular dated 15th May 1965 issued by the Management of the Mettur Chemical and Industrial Corporation Ltd., Mettur Dam that for the first time in the history of the factory there has been no accident in the process departments involving any disability during the month of April 1965. The management while congratulating the concerned staff and operatives for evincing such keen safety consciousness in running the factory, are confident that with the increasing sense of safety consciousness among the staff and operatives of the factory and with the help of the steps that are being taken by all concerned in this direction, the accident free operation in the factory will be maintained continuously.

INDUSTRIAL COMMITTEE ON BUILDING AND CONSTRUCTION INDUSTRY

The Conclusions of the First Session of the Industrial Committee on Building and Construction Industry held at New Delhi on 13th July 1965 are given below:

Item 1: Application of Minimum Wages Act to the building and construction industry.

The question of upward revision of the present rates of minimum wage and other allied matters such as enforcement of the wage rates, introduction of attendance cards and wage slips, procedure for revision of existing wage rates, widening of the concept of Item 7 of Schedule Part I of the Minimum Wages Act in the light of the definitions in the draft scheme of legislation on building and construction industry, were discussed at some length.

The **Chairman** while concluding the discussion on this item announced that a Special Officer would be appointed in the Ministry of Labour and Employment to review the working of the Minimum Wages Act and make necessary suggestions with regard to the revision of rates, effective enforcement machinery etc., in consultation with the State Governments, Central Organisations of Workers and Employers, and other concerned interests. The points made during the discussion would be taken into account by the Special Officer in formulating his recommendations.

Item 2: Security of service in the building and construction industry.

The workers' side stated that on works of a permanent nature or of long duration, the practice of engaging casual labour, particularly in C.P.W.D. and state P.W.D.'s should be discouraged, and such labour should be made permanent. They also complained that large number of workers, particularly those on the muster roll of the C.P.W.D. and State P.W.D.'s had to suffer because of the absence of any clear rules or instructions regarding their service rights.

It was decided that the question would be examined in consultation with the Ministry of Works and Housing and if necessary, detailed instructions on service matters would be circulated to the concerned interests for their guidance. The State Governments would also be requested to frame similar instructions.

Item 3: Working and Service conditions in the Building and Construction Industry.

Item 4: Living conditions and Housing Scheme for construction workers.

Item 5: Scheme of legislation on Safety in construction industry.

Item 6: Scheme of legislation for regulating employment in Building and Construction Industry.

It was decided to consider all the 4 items together.

It was agreed that there should be one comprehensive legislation covering safety, welfare and other aspects of employment in the building and construction industry.

There was broad agreement on the schemes of legislation on safety and on conditions of employment as in the memoranda on the subjects.

So far as the details of the proposals in the memoranda are concerned, the following were agreed to:

- (i) The coverage of the proposed legislation should be more or less on the lines of the Factories Act but there should be some flexibility to make allowances for duration of the work and investment and for the degree of the mechanisation of operations. The appropriate Government will be empowered to exempt particular units or to extend the provision to units which are smaller in suitable cases.
- (ii) Depending on the nature of the work, its location and duration, suitable huts should be provided by the employers.

- (iii) For housing accommodation in bigger cities for construction workers the employers would contribute towards a housing fund which might be utilised for setting up permanent camps.
- (iv) The standards of housing regarding floor space suggested in paragraph 6(2) of the memorandum on Item 4 were considered generally suitable. The appropriate Governments will prescribe what specifications should be followed and material used for local construction.
- (v) There should be provision for appointment of safety and welfare officers in works employing 500 or more, but in suitable cases the same officer may combine both the functions.
- (vi) There should be provision for compulsory insurance against accidents.
- (vii) The scheme of obligations and duties under the proposed legislation should be on the lines indicated in Annexure I of the memorandum on item 5.
- (viii) The definition of the 'works of engineering construction' should be made wide enough to include maintenance and laying of foundations.

Other matters

There was some discussion on the question of payment for the weekly day of rest. It was stated by the employers that minimum wages should be calculated on the basis of the following formula:

The Daily Minimum Wages Rate: $\times 7/6$

But the workers desired that payment should be made separately for the weekly day of rest. It was ultimately agreed that the Ministry of Labour and Employment would decide this matter after taking into consideration the views expressed by the workers' and the employers' representatives.

AWARDS AND AGREEMENTS

BEFORE THE INDUSTRIAL TRIBUNAL, MADRAS

Thursday the 10th day of June, one thousand nine hundred and sixty-five (20th day of Jyaista, 1887—Saka)

Present:

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

Industrial Dispute No. 51 of 1964

(Workmen and the management of Indian Oxygen Limited, Madras).

Between

The President, Indian Oxygen Employees' Union, Tondiarpet,
Madras-21.

and

The Management of Indian Oxygen Limited, Madras-21.

(Reference—G. O. R. No. 2758, dated 14th December 1964, Department of Industries, Labour and Co-operation, Government of Madras).

Issues

(A) Working hours—The present weekly working day/hour schedule should be reduced as follows:

(i) Office Staff (as per staff classification covered by the Memorandum of Settlement, dated May 2, 1964), Peons, Depot Staff and Car Drivers—Five working days in a week with a maximum of $37\frac{1}{2}$ hours per week.

(ii) Factory General Shift, other than general staff (General Staff as per staff classification covered by the Memorandum of Settlement, dated May 2, 1964) Stores and Transport Staff—44 hours per week.

(iii) For the Shift Staff in Factory, the extra four hours above this 44 hours in a week should be compensated by shift allowance and the demand regarding overtime payment as mentioned below shall not apply here:

(B) Overtime Payment: (i) All graded staff should receive overtime payment at double rate for extra hours worked over and above the normal hours of duty.

(ii) Overtime payment for festival/national holidays, rest days must be at double the rate.

(C) Leave Holidays and Rest Days: (1) All rest days should be with wages.

(2) All graded staff should get the following leave/holidays with pay:

(a) Festival/National Holidays: Twenty-one working days including three national holidays in a year.

(b) Casual Leave: Ten working days in a year and should be available for four days at a time. Intervening holidays and rest days should not be taken into account for the purpose of calculation. For the first two days of casual leave no prior sanction should be inside upon. In lieu, cash payment should be made for the casual leave, that is allowed to lapse at the end of the year by an employee. This cash payment should be calculated on the basis of days total wages/emoluments earned multiplied by the number of days casual leave forfeited by the employee in that year.

(c) Medical Leave: Twelve working days in a year and cumulative 120 working days. No Employees' State Insurance certificate should be insisted upon for the first two days of medical leave.

(d) Annual Leave: Thirty working days in a year cumulative ninety working days. Any employees who does not avail himself of the annual leave and allow it to lapse should be compulsorily made to avail of such leave.

(3) For purposes of calculation of these leaves, Company's official year should be adhered to.

(4) The balance of leave accumulated at the end of the whole period of service of an employee should be made available to the employee at the time of his retirement as leave preparatory to retirement.

(D) Superannuation age: Superannuation age should be raised to 58.

(E) Acting/Officiating Allowance: In all cases of payment of acting allowance there shall be no minimum of working days (six days at present) and there shall be no maximum in regard to amount payable (Rs. 50 per month at present).

This dispute coming on for final hearing on Tuesday (18th May 1965) upon perusing the claim and counter-statement and other material papers on record and upon hearing the arguments of Mr. G. Ramanujam, President of the Union for the Union and Mr. C. Doraiswami, an officer of the Employers Federation for the management, and having stood over for consideration till this day the Tribunal passed the following.

Award

This reference to arbitration under Section 10A of the Industrial Disputes Act deals with the following disputes between the management of the Indian Oxygen Limited, Madras and their workmen, namely, working hours, overtime payment, leave, holidays and rest days, superannuation age and acting/officiating allowance.

2. Working hours: So far as office is concerned the Madras staff work for 39 hours per week and so far as factory is concerned the workers work for 48 hours per week. The demand of labour is that for office workers there should be a maximum of $37\frac{1}{2}$ hours of work per week consisting of five working days of $7\frac{1}{2}$ hours per day. The management oppose this demand on the ground that this demand indirectly alters the terms of settlement arrived at on 2nd May 1965 and that the said settlement is now in force. They also state that the factory is a continuous process factory and there is no rest interval for shift workers. This industry has a vital industrial importance as it produces oxygen and similar industrial gases used by other industries and also by the defence establishments. The demand for reduction of hours of work in the factory is not justified as in no other factory owned by this company is there a lesser period of work than 48 hours per week. But as regards office workers it is stressed that in Bombay they have a $37\frac{3}{4}$ hours week. That is the result of an award of Industrial Tribunal, Bombay, made in 1949. Obviously the management had no means of taking up this award higher up because the Supreme Court of India had not been established then. Viewing the question on a regional basis for which particulars have been furnished by the management in Exhibit M-1, it is seen that out of the 20 companies for which particulars are given in Exhibit M-1 only 5 companies work on a five days week basis and the rest work on a six days week basis mostly for hours longer than 39 hours per week. Taking all factors into consideration, namely, the practice obtaining in the region and the nature of work in the establishment, a five days week is not called for now. No change in the working hours either for the workers in the factory or for the staff in the office is recommended. My finding on this question will be that no change in the existing working hours is called for.

(3) Overtime payment: This demand relates to payment for overtime work. The existing practice in the Madras branch of this company so far as office staff is concerned is that overtime up to 48 hours in a week over and above the normal 39 hours is paid for on a prorata basis and above 48 hours it is paid for at double rates. The demand of labour is that overtime above the normal hours of work should be paid for at double rates without any intermediate stage. This demand is not reasonable having regard to the existing practice in the region. I award that overtime between 39 and 48 hours in a week should be paid for at $1\frac{1}{2}$ times the normal rate and overtime above 48 hours should be paid for at double the normal rates. This would apply only to office staff.

4. So far as factory workers are concerned, the existing practice is that they are paid double the wages for overtime work. But the demand in respect of these workers is that overtime payment for festival and national holidays as also rest days must be at double rates plus the

national wage for the rest day. This argument is based on the specious plea that the present wage structure is fixed without reference to wage for the rest day in the week. The uniform practice in the region is that in the case of hourly rated and daily rated workers, work on rest days is always paid for only at double rates. In the case of work on paid holidays like festival or National holidays this means that the extra work on these days is remunerated by one extra payment for the day's work, besides the pay attributable to that day. No change in respect of the existing practice is therefore recommended.

5. No change is also called for so far as overtime pay for lorry drivers is concerned because, even now they are paid double the rates which are applicable to them. But in the case of car drivers a change is asked for from the existing practice. The existing practice is that up to 9 hours work, no overtime is paid and over and above 9 hours work, an ex gratia payment of Rs. 1.50 for every three hours is made. In Bombay it is said car drivers are paid overtime at $1\frac{1}{2}$ times the normal wages over and above 8 hours of work. But 8 hours of work for car drivers will be practically impossible because these drivers have to go to the residences of officers at least half an hour before the starting time and have to take back officers to their homes after office work which will consume another half an hour so that 9 hours of work for car drivers should be the normal hours of work. The existing practice of work over 9 hours being paid at Rs. 1.50 for every three hours is in accord with the regional practice and therefore this practice should continue.

6. Leave, holidays and rest days: The next question relates to leave, holidays and rest days. At present the staff enjoy casual leave for seven days. In Bombay and other offices of this management the same rule applies. But the demand is that casual leave should be extended to 10 working days in a year and four days at a time. In the other establishments situated in the same area, i.e., Tondiarpet the average seems to be 9 or 10 working days of casual leave. I, therefore, award casual leave of 10 working days subject to this limitation that three days at a time including any intervening holidays would be the maximum among of casual leave that can be taken at a time. The intervening holiday will not be treated as casual leave. Non-availed of casual leave should not be allowed to be valued in terms of cash.

7. So far as sick leave is concerned the demand is that the present maximum of eight days should be increased to 12 days in a year, and no Employees' State Insurance Certificate for the first two days should be required and the leave should be allowed to be accumulated for a period of 120 working days. The practice that no Employees' State Insurance Certificate is required for the first two days seems to be prevalent in the region and that condition will therefore remain. The demand to increase sick leave from eight days to 12 days appears to be unjustified as in some of the establishments in the region seven days and nine days seem to be the prevailing practice. The existing practice of eight days sick leave can therefore stand. But it could not be allowed to be accumulated, i.e., if it is not availed in any one year it will lapse.

8. Regarding annual leave, for workers in the office the existing practice is that they are allowed to enjoy 21 days and workers in the factory 14 working days because under the Factories Act, they are entitled to 1 in 20 working days as paid leave. In the Bombay branch of this company, the period of annual leave is 30 days for office staff and 15 working days for workers in the factory drawing Rs. 150 and below and 21 working days for the workers drawing above Rs. 150. Having regard to the practice obtaining in the region, the demand for annual leave for more than 21 days is not justified so far as office staff is concerned. But there is also another demand that this leave should be allowed to be accumulated for 90 days and if an employee allows his leave to lapse, he should be compulsorily made to avail such leave and the balance of leave accumulated at the end of service should be available as leave preparatory to retirement. The provision as to compelling an employee to enjoy leave which would otherwise lapse is not in accordance with the spirit of the times although it is based upon sound reason. Provision for accumulating such leave for three years would be a reasonable provision, that is to say, office staff can accumulate annual leave for 63 days, the excess over which alone will lapse if they do not avail themselves of such leave. But the balance of accumulated leave at the end of service should be available as leave preparatory to retirement.

9. So far as factory workers are concerned, more liberal leave facilities should be granted, having regard to the nature of the work in the factory which is a continuous process factory. All employees in the factory drawing wages of Rs. 150 and below (basic) per month would be entitled to 15 working days as annual leave and those receiving wages of above Rs. 150 (basic) will be entitled to 18 working days as annual leave. With regard to supervisory staff in the factory, there will be no change. The same provision as to accumulation and availability of leave just prior to retirement as applies to office workers should also apply to factory workers.

10. As regards festival and National holidays workers in office now enjoy 15 days while the factory workers are enjoying 10 days. The demand is that this should be increased to 21 working days including three National holidays. Having regard to the existing practice in the region, as seen from Exhibit M-1, no change is called for in the practice now obtaining in Madras establishment. But it is said that in the case of Bombay workers, dearness allowance alone is paid for rest days also which is not the case in Madras. This is not strictly a demand falling within the scope of holidays as it affects the question of emoluments, which is governed by the settlement between the parties. This demand cannot therefore be raised in this arbitration. Another demand that rest days should be paid for as work days is also untenable in view of the settlement reached between the parties on 2nd May 1964 which is valid for a period of five years from that date.

11. Superannuation: The next demand relates to age of superannuation. The existing age of superannuation is 55 years. In Bombay the age is 60 years for office staff and 55 years for factory staff. The demand that a uniform superannuation age of 58 years both for the office staff and for the factory workers should be fixed, seems to be reasonable and

I therefore award that superannuation age both for factory workers and office staff should be 58 years.

12. Acting/Officiating allowance: The last demand relates to acting/officiating allowance. The existing practice in Madras so far as office workers, is that the difference between pay drawn and the minimum of pay in the post in which an employee officiates or acts is paid to the employee, subject to a maximum of Rs. 50 per mensem. However, if an employee who is acting in another post is getting more than the minimum of that post in his permanent post, the allowance paid will be one increment in the higher post and the allowance payable thereon. The demand is that in all cases of payment of acting or officiating allowance, there should be no minimum period of working days required as a qualification for drawing the acting allowance, the present rule being six days and that there should be no maximum monetary limit. In regard to the amount payable the present maximum is Rs. 50 per mensem. The practice in Bombay is that acting allowance paid is the actual difference between the pay drawn and the minimum of the pay of the post where the employee is required to act. That seems to be more sensible. But the minimum number of days a worker should be allowed to act or officiate in the highest post to qualify for the officiating allowance which is now six days, should be retained, otherwise short spells of duties in the higher post would involve unnecessary accounting for acting allowances. The rationale behind granting an acting allowance is to compensate an employee for assuming greater responsibility for a period of time which implies such period should be long enough. The maximum limit of Rs. 50 now obtaining in Madras has no rational basis and it must therefore be abolished. But if an employee who is acting in another post is already drawing more than the minimum of the pay in the post wherein he is required to act, the increase in emoluments should be such as to enable the employee to get the salary or wage in the next higher stage in the scale of pay applicable to the higher post as compared with his pay in the permanent post. He will also be entitled to the allowance attached to the higher post.

13. There will be an award accordingly and it will take effect from 1st January 1965. There will be no order as to costs.

BEFORE THE INDUSTRIAL TRIBUNAL, MADRAS

Tuesday, the twenty-second day of June, one thousand nine hundred and sixty-five (1st day of Ashadha 1887—Saka)

Present:

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

Industrial Dispute No. 13 of 1965.

(Workmen and the management of Mettupalayam-Coonoor Service (Private), Limited, and Union Bus Service (Private, Limited, Mettupalayam).

Between

The General Secretary, Mettupalayam-Nilgiri Motor Workers' Union
Mettupalayam.

and

The Managements of Mettupalam-Coonoor Service (Private),
Limited and Union Bus Service (Private) Limited, Mettupalayam.

(Reference—G.O. Ms. No. 1144 (Labour) dated 1st March 1965, Department of Industries, Labour and Cooperation, Government of Madras, Issue—"Revision of wages and Dearness Allowance)."

This dispute coming on for final hearing on 31st May 1965 upon perusing the claim and counter-statements and other material papers on record and upon hearing the arguments of Mr. T. A. Narayanaswami Chettiar, General Secretary of the Union, for the Union, and Mr. J. Stanley Victor, authorized representative of the management for the management and having stood over for consideration till this day, the Tribunal passed the following.

AWARD

The dispute covered by this reference made by the Government of Madras, Department of Industries, Labour and Cooperation by their G.O. Ms. No. 1144, Industries, Labour and Cooperation (Labour) dated 1st March 1965 relates to revision of wages and dearness allowance.

2. The management is a common management of two bus operating companies called Mettupalayam-Coonoor Service (Private), Limited, and Union Bus Service (Private), Limited, Mettupalayam. These two companies operate buses and lorries in the districts of Coimbatore and the Nilgiris. This reference covers about 300 workers both out-door and workshop workers and also about 100 workers in office. The origin of the dispute was a notice issued by the management to the Union terminating the agreement, Exhibit M-1, dated 10th September 1960. That was a settlement under Section 12(3) of the Industrial Disputes Act,

and it provided for scales of pay for all the employees working in the two companies including workshop employees. The reason given by the management for terminating the agreement was that both the companies were earning a much less profit in 1963 as compared to the profits earned in previous years, as would be seen from Exhibit M-9, a comparative statement filed by the manager of the company. According to this statement the percentage of profit to the invested capital in 1960 was 9.8 and it declined to 9.4 per cent in 1961 to 1.5 per cent in 1962 and to 1.3 per cent in 1963.

3. In the claim-statement filed by the workers, this allegation is denied. Consequently the workers contend that the profit and loss account prepared by the two companies as also the balance sheet for the years in question do not reflect the true state of affairs of the company. Therefore, the workers demanded the scales of wages mentioned in paragraph 14 of their claim-statement which run thus:

Drivers	Rs. 90—3—105—4—125—5—150
Conductors	Rs. 75—2—85—3—100—4—120
Booking Clerks	Rs. 75—2—85—3—100—4—120
Mechanics	Rs. 125—5—150—6—180
Skilled workers	Rs. 85—4—105—5—130—6—160
Semi-skilled workers	Rs. 75—2—85—3—100—4—120
Unskilled workers	Rs. 60—2—70—3—85—4—105

Besides the above wage scales, the workers also claimed dearness allowance based upon the cost of living index, viz. at 25 Paise per point over and above 300 points.

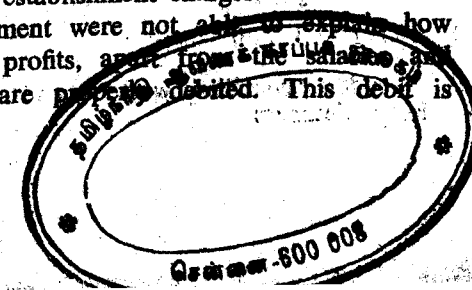
4. The management denied the claim not only on the ground that the working expenses had increased but also on the ground that the taxation of buses had increased in the years 1963-64 and that the profitability of the undertaking was so little that the two companies had no financial ability to pay any further increase in the basic scales indicated under Exhibit M-1.

5. Before deciding the question of proper scales of pay which should be fixed for drivers, conductors and other workers employed in these two companies, the question of dearness allowance can be first taken up. The system of paying daily batta to drivers, conductors, booking clerks and other running staff employed by this company is based upon a percentage of the collections of the various buses in which they are employed. These collections vary with the seasons of the year, as most of the buses of these two companies are running on the Mettupalayam-Ooty route and other ghat section routes. It is common ground that during Ooty season there is a larger receipt of income than during slack

season. A joint memo was filed by both parties showing the maximum total earnings of the various classes or categories of workers in the peak period of May and in the depression period of December 1964. This statement shows that a fixed dearness allowance of Rs. 31 is paid to all the workers, besides house rent allowance to some, dress allowance to many, and hill allowance to many of the workers. The claim for linking the dearness allowance to cost of living index has no justification in the case of transport workers like drivers, conductors, etc., having regard to the conditions existing in the industry in the region. To none of the transport companies operating in Coimbatore and the Nilgiris districts, to my knowledge, has this system of linking dearness allowance to cost of living index has been applied. Even the leading bus operating company in the region like Anamalai Bus Transport, as shown from the statement Exhibit W-3 pay a fixed dearness allowance of Rs. 45 or 20 per cent of the basic salary whichever is higher. The comparable transport company, viz., Gobalt Motor Service pay a fixed dearness allowance of Rs. 40 to drivers, conductors and other staff of their company. But, however their scales of wages for conductors and drivers are low, compared to the drivers and conductors of the present management. Taking into account all these factors, I see no reason why this management should not pay a fixed dearness allowance of Rs. 35 to all their workers. My finding will therefore be that the dearness allowance payable by this management to their workers should be raised to Rs. 35 from the present standard of Rs. 31. This will take effect from 1st June 1965.

6. But on the other question of fixation of scales of wages, these two companies cannot, in my opinion, stand comparison with either the Anamalai Bus Transport or the Gobalt Motor Service because on an examination of the balance-sheets and the profit and loss accounts for the past four years, viz., 1960 to 1963, it is seen that the financial resources of these two companies are far less and the profit earning capacity of these two companies is not comparable with either Gobalt Motor Service or the Anamalai Bus Transport. However there are certain features in the profit and loss account and in the balance sheet of these two companies which show that the profit has been depressed considerably by certain inadmissible debits against the profits. The first point to be noticed is that out of the three shareholders of these private limited companies, two draw remuneration to the extent of Rs. 12,000 each. This is said to be justifiable on the ground that these two persons look after the two main branches of the business, one relating to Union Bus Service and the other relating to Mettupalayam-Coonoor Service. Even granting that these two persons look after the two business, the management is common and the business is not so very much diversified as to require the full attention of the two shareholders. A sum of Rs. 12,000 to one of the shareholders will be amply sufficient.

7. Similarly a debit of Rs. 30,000 is made against the profit every year for administrative expenses and establishment charges. The witnesses examined on behalf of the management were not able to explain how these charges are debitable to the profits, apart from the salaries and wages and all other items which are properly debited. This debit is therefore inadmissible.



8. Apart from these sums which amount to Rs. 42,000 every year, it is seen that these two companies have incurred heavy interest charges for loans taken from banks because from out of the funds of these two companies the directors have lent without interest a sum of nearly Rs. 3,62,000 odd to other sister concerns in which the shareholders of these two companies own the controlling interest. One of them is called Sri Katteri Textiles. Besides, from out of the funds of the company, advances have been made to shareholders to the extent of Rs. 1,44,000 odd. This is seen from the balance-sheet for the year 1960. In the same year the total borrowings both secured and unsecured amount to nearly Rs. 8,00,000. Thus out of the total Rs. 8,00,000 liability shown in the balance-sheet Rs. 5,00,000 represents loans given by the Directors to other companies in which the same directors are the major shareholders. Thus out of the interest charges for that year amounting to Rs. 45,000, five-eighth should be ignored, viz., a sum of about Rs. 27,000. More or less the same position continues in the succeeding years also except for the fact that expenses have risen in 1962-63 thus accounting for reduction in the net profit, although the collection has been going up. From Exhibit M-11 it is seen that while the gross collection in 1960 was about Rs. 3,83,000 odd, in 1961 it was Rs. 3,67,000 odd, in 1962 it went up to Rs. 4,11,000 and in 1963 it went up to Rs. 4,47,000 odd. The accounts of the company have not been made up for the year 1964. Thus, there is partial truth in the contention of the management that the working expenses have gone up because of heavy taxation, rise in the price of spare parts and over-head expenses. But the assertion of the management that the profits have come down precipitately is not fully true though in the profit and loss account a sum of nearly seventy-thousand rupees indicated under the three heads mentioned above has to be added. All told it is however true that the profitability of these two companies have come down in recent years owing to high operating expenses, taxation and cost of spare parts. But the collection have not come down. Thus, this is a case where a special concession must be shown to the management in fixing the scales of pay of the workers. The union, however, contended that the Government have permitted increase in fares for the routes over which the buses of these two companies ply, but this is not decisive.

9. The adoption of the Anamalai Bus Transport scales of pay for the employees of these two companies will be financially ruinous to these concerns. If at all, these two companies can be compared to Gobalt Motor Service. The scales of pay applicable to the employees of this concern are not available. The manager of this concern was however examined as WW. 3 and according to his evidence the maximum pay of a driver in that concern is Rs. 81 while the maximum for a conductor is Rs. 67. One striking feature which must be noticed in this connection is that the operating expenses of the buses and lorries of the present management have steadily going up from Rs. 14 lakhs in 1960 to Rs. 20 lakhs in 1963. Having regard to all these factors the following scales of pay will be just and equitable to both sides:

1. Clerks and Time-keepers	Rs. 45—2—55—3—70—4—102
2. Attenders, unskilled workers and lorry cleaners	Rs. 26—2—52

3. Checking Inspectors	Rs. 40—2—50—2½—65—3—89
4. Booking Clerks and Conductors	Rs. 35—2—45—2½—60—3—84
5. Mechanics	Rs. 80—4—120—5—150
6. Skilled workers	Rs. 45—2—55—3—70—4—110
7. Semi-skilled workers	Rs. 35—2—45—2½—60—3—84
8. Watchmen	Rs. 30—2—50—3—59
9. Drivers	Rs. 45—2—55—3—70—4—102

This is based upon the scales of pay agreed to under Exhibit M-1, except that the maximum in each category has been reduced by two increments. These scales will take effect from 1st June 1965.

10. No increment has been given to any one of the workers in these two companies since 17th April 1964. There will therefore be ample justification for ordering grant of one increment to every employee with effect from 1st June 1965.

11. There will be an award accordingly and there will be no order as to costs.

MEMORANDUM OF SETTLEMENT UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT, 1947 REACHED BEFORE THE LABOUR OFFICER, MADURAI ON 15TH DAY OF JULY, 1965

Present:

Sri S. Sampathkumar, B.Sc., B.L., D.S.S.A.,

Labour Officer, Madurai

Between

Parties to the dispute: Rajeswari Mills, Madurai.

and

Their workmen represented by the Madurai Textile Workers Union, Madurai.

Representing the Management: Sri O. B. Durgadoss, Assistant Manager, Rajeswari Mills, Madurai.

Representing the workmen: Sri V. Sundaram, Assistant Secretary, Madurai Textile Workers Union, Madurai.

Short Recital of the Case

A dispute arose between the parties mentioned above consequent on the strike notice issued by the union on 3-5-65 demanding amongst others revision of wages and dearness allowance. After negotiation between the parties at the instance of Labour Officer, a settlement was reached on the following terms:

Terms of Settlement

- TERM NO. 1: The management and the workers agreed for the revision of wages and workload as mentioned in Annexure-I.
- TERM NO. 2: The management agreed to pay a dearness allowance to all workmen at $12\frac{1}{2}$ paise per point over and above 100 points of Madras Cost of Living Index, in addition to basic wages mentioned in Annexure-1.
- TERM NO. 3: The representative of the union agreed to advise the workers to call-off the strike and to resume work with effect from 17-7-65.
- TERM NO. 4: It is agreed that all workmen shall continue to perform such duties as they were higher to doing.
- TERM NO. 5: In view of this settlement, the management and the union agreed to negotiate for modification or alteration of the settlement dated 9-2-65 regarding gratuity in due course.
- TERM NO. 6: This settlement shall take effect from 17-7-65 and shall be in force for a period of two years.
Agreed to the above terms.

ANNEXURE I**WEAVERS:**

Workload: 2 (Two) Looms.

Basic pay: Rs. 39/- per month of 26 days linked with an efficiency of 83%. Any increase of efficiency will be rewarded proportionately and in case of decrease in efficiency, wages will be proportionately deducted.

Every worker at the above efficiency of 83% shall give 1,43,424 picks per day for 8 hours for two looms of 52 in. width.

Every worker at the above efficiency of 83% shall give 1,35,456 picks per day for 8 hours for two looms of 56 in. width.

Every worker at the above efficiency of 83% shall give 1,27,488 picks per day for 8 hours for two looms of 60 in. width.

WARPER:

Workload: 31,000 yards per shift of 8 hours.

Basic pay: Rs. 60.50 per month of 26 days linked with production of 31,000 yards stipulated above. If the efficiency is lower, basic wages will be proportionately reduced and higher efficiency will be rewarded proportionately.

At the above workload piece rate for 10000 yards will be 74.8 paise.

CREEL BOY:

Workload: Same as Warper:

Basic pay: Rs. 26/- at the piece rate of 32.2 paise per 10,000 yards. Warper and Creel boy are responsible for replacement of Cones.

SIZER:

Workload: 6,500 yards per shift of 8 hours.

Basic pay: Rs. 50/- per month of 26 days. If efficiency is lower wages will be proportionately reduced and higher efficiency will be proportionately rewarded.

BACK SIZER:

Workload: Same as Sizer.

Basic pay: Rs. 26/- per month of 26 days. If the efficiency is lower wages will be proportionately reduced and higher efficiency will be proportionately rewarded. One Sizer and one back Sizer for each machine.

DRAWER:

Workload: 6,700 ends per 8 hours.

Basic pay: Rs. 44.37 per month of 26 days.

At the above workload, piece rate works out 25.4 paise for 1,000 ends.

REACHER:

Workload: Same as Drawer.

Basic pay: Rs. 26/- per month of 26 days.

At the above workload piece rate works out 14.08 paise per 1,000 ends.

BOILERMAN:

Basic pay for Muthumalai Rs. 42.40 per month of 26 days.
Basic pay for Alagu Pillai Rs. 26/- per month of 26 days.

WORKLOAD:

To attend to boiler and run oil engine whenever necessary
and carry on other works as usual.

The existing workload will continue to be the workload at the basic wages
of Rs. 26/- per month of 26 days for the following categories:

Oiler:	Ware House
Sweeper:	Baling
Electrician:	Watchmen
Carpenter:	Waterman
Winter:	Gardener
Pirn Supplier	

The revision of wages will also apply to badlis on muster roll.

CURRENT LABOUR LITERATURE**SOME OF THE BOOKS AND ARTICLES PUBLISHED****IMPORTANT BOOKS**

1. FEATHER (Victor).
Essence of trade unionism.
National Academy, Delhi. Rs. 2/-.
2. LONDON (Stevens & Sons).
Labour relations and the Law: A Comparative study.
N. M. Tripathi (P) Ltd., Bombay. Rs. 48/-.
3. JOHN (Fei. C.H.) and GUSTAV (Ranis).
Development of the labour surplus economy theory and policy.
Yale University. Homewood, 1964, pp. x + 324. \$ 8.50.
4. MORRIS (Stane).
Managerial freedom and job security.
London. Harper & Row, 1964, pp. vii + 262. \$ 5.50.
5. HOBBSAWN (E.J.).
Labouring men: studies in the history of labour.
London. Weidenfeld & Nicholson, 1964, pp. viii + 401. 55 \$.

IMPORTANT ARTICLES

1. SRIVASTAVA (V. S.).
Conciliation for resolving industrial disputes.
Indian worker, Vol. 13, No. 43, July 26, 1965.
2. MELKOTE (G. S.).
Role of labour in productivity.
Indian Worker, Vol. 13, No. 43, July 26, 1965.
3. SANJIVAYYA.
Walls of silence: Prevent job performance.
Indian Worker, Vol. 13, No. 44, August 2, 1965.
4. PAPOLA (T. S.).
Productive and unproductive labour.
Indian Journal of Labour Economics. Vol. 6. No. 1
October, 1963.

5. RAMACHANDRAN (V.).
Productivity in export industries.
Indian journal of labour economics, Vol. 6, No. 4.
January, 1964.
6. RAO (T. G. M.).
Role of labour in national defence.
Indian journal of labour economics. Vol. 6, No. 4.
January, 1964.
7. PAUKERT (Felix).
Distribution of gains from economic development.
International labour review. Vol. 91, No. 5.
May, 1965.
8. IYENGAR (H. V. R.).
Long term price trends in india inflationary situation analysed.
Bombay labour gazette. Vol. 44, No. 10. June, 1965.
9. KUNJUKRISHNA PILLAI (A.).
Industrial relations.
Kerala labour gazette. Vol. 7, No. 7, July, 1965.
10. BARBASH (Jack).
American unions and the nations politics.
American labour review, Vol. 18, No. 8. August 1965.
11. TULPUL (Bagaram).
National wage policy and its objectives.
Industrial relations. Vol. 17, No. 2.
March-April, 1965.
12. NATH (K. A.).
Some thoughts on disincentive.
Industrial times. Vol. 7, No. 14. July 15, 1965.
13. MOHAN DAS (S. R.).
Bonus ordinance.
Industrial times. Vol. 7, No. 14. July 15, 1965.

NOTIFICATIONS

112

Delegation of Certain Powers to Commissioner of Labour, Madras and Deputy Commissioners of Labour under Madras shops and Establishments Act:

(G. O. Ms. No. 3393, Industries, Labour and Co-operation (Labour) 8th July 1965.)

11-I No. 3391, of 1965.

In exercise of the powers conferred by sub-section (1) of Section 48 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), and in supersession of the late Development Department Notification No. 640 of 1949, dated the 4th June 1949, published at page 858 of the FORT ST. GEORGE GAZETTE, dated the 14th June 1949, the Governor of Madras hereby authorises the Commissioner of Labour, Madras, and the Deputy Commissioners of Labour, Madras, Madurai and Coimbatore, to exercise the powers vested in him by sections 6 and 52 of the said Act subject to the conditions that no exemption from the provisions of the said Act shall be granted and no suspension of the operation of the provisions thereof shall be ordered for a period exceeding thirty days at a time by the Deputy Commissioners of Labour and ninety days at a time by the Commissioners of Labour.

Constitution of Regional Committee for the State of Madras under Employees' Provident Funds Scheme Amendment to Notification

Fort. St. George, July 6, 1965.

II-1 No. 3322 of 1965.

The following notification of the Government of India, Department of Social Security, dated New Delhi, the 28th April 1965, is republished:—

S. O. 1468—In pursuance of clause (a) of sub-paragraph (1) of paragraph 4 of the Employees' Provident Funds Scheme, 1952, the Central Government hereby appoints the Joint Secretary to the Government of Madras (Labour and Transport), Industries, Labour and Co-operation Department as the Chairman of the Regional Committee set up for the State of Madras and makes the following further amendment in the notification of the Government of India in the late Ministry of Labour No. S.R.O. 3381, dated the 2nd November 1954, namely:—

In the said notification in entry (1), for the words "Secretary to the Government of Madras, Industries, Labour and Co-operation Department, Fort St. George, Madras", the words "The Joint Secretary to the Government of Madras (Labour and Transport), Department of Industries, Labour and Co-operation, Madras", shall be substituted.

Appointment of Inspector for Whole of State of Madras under Employees' Provident Funds Act

Fort. St. George, July 17, 1965.

11-I No. 3321 of 1965.

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

S. O. 1917—In exercise of powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints Shri S. Ranga Ramanujam to be an Inspector for the whole of the State of Madras for the purposes of the said Act and of any Scheme framed thereunder, in relation to any establishment belonging to, or under the control of, the Central Government or in relation to any establishment connected with a railway company, a major port, a mine or an oil-field or a controlled industry.

II

Fort St. George June 23, 1965.

II-I 2933 of 1965.

The following notification of the Government of India, Department of Social Security, dated the 13th May 1965, is republished:—

S. O. 1603—In exercise of the powers conferred by sub-section (i) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952) the Central Government hereby appoints Sarvashri V. G. Nagarajan and K. S. Ponmayuran to be Inspectors for the whole of the State of Madras for the purposes of the said Act, and of any scheme framed thereunder, in relation to any establishment belonging to, or under the control of the Central Government or in relation to any establishment connected with a railway company, a major port, a mine or a controlled industry.

Amendment to Employees' Provident Funds Scheme.

I

II-1 No. 3150 of 1965.

The following notification of Government of India, Department of Social Security, dated 18th May 1965 is republished:—

G. S. R. 767—In exercise of the powers conferred by section 5 read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employee's Provident Funds Scheme, 1952, namely:—

1. This Scheme may be called the Employees' Provident Funds (Sixth Amendment) Scheme, 1965.
2. In the Employees' Provident Funds Scheme, 1952, in modification of sub-paragraph 2 of paragraph 80, in sub-clause (ii) of clause (f):—
 - i. the words "and/or probationer" shall be omitted;
 - ii. in the Explanation the words "or probationary," wherever they occur, shall be omitted.

II

Fort St. George, July 14, 1965

II-1 No. 3324 of 1965.

The following notification of the Government of India, Department of Social Security, dated the 1st June 1965, is re-published:—

G. S. R. 823—In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme, 1952, namely:—

1. This scheme may be called the Employees' Provident Funds (Seventh Amendment) Scheme, 1965.
2. In the Employees' Provident Funds Scheme, 1952, in clause (b) of sub-paragraph (3) of paragraph I, sub-clause (xvii) shall be renumbered as sub-clause (xlviii) and before the sub-clause (xlviii) as so renumbered, the following sub-clause shall be inserted

"(xlviii) as respects the stemming or redrying of tobacco leaf industry, that is to say, any industry engaged in the stemming, redrying, handling, sorting, grading or packing of tobacco leaf specified in the notification of the Government of India in the Department of Social Security No. G.S.R. 768, dated the 18th May 1965, come into force on the 30th June 1965".

III

II-I No. 3323 of 1965.

The following notification of Government of India, Department of Social Security, dated the 1st June 1965 is re-published:—

G S R. 824—In exercise of the powers conferred by section, 5 read with sub-section (1) of Section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme, 1952, namely:—

1. This scheme may be called the Employees' Provident Funds (Eighth Amendment, Scheme, 1965.
2. In clause (kk) of paragraph 2 of the Employees' Provident Funds Scheme, 1952, for the words "or cashewnut industry", the words "Cashewnut industry or stemming or redrying of tobacco leaf industry" shall be substituted.
3. This scheme shall come into force on the 30th June 1965.

Appointment of Deputy Commissioners of Labour as Certifying Officers under Industrial Employment (standing orders) Act:

(G. O. Ms. No. 3020, Industries, Labour and Co-operation (Labour) 15 June, 1965)

II-I. No. 3325 of 1965.

In exercise of the powers conferred by clause (c) of section 2 of the Industrial Employment (Standing Orders) Act, 1946 (Central Act XX of 1946), and in supersession of the Industries, Labour and Co-operation Department Notification II-I No. 4639 of 1964, published at page 1961 of Part II-Section 1 of the FORT ST. GEORGE GAZETTE, dated the 28th October 1964, the Governor of Madras hereby appoints each of the Deputy Commissioners of Labour at Madras, Madurai and Coimbatore to exercise the functions of a Certifying Officer under the said Act in the whole of the State of Madras.

Amendments to Minimum Wages (Madras) Rules.

G. O. Ms. No. 2834, Industries, Labour and Co-operation (Labour) 1st June, 1965).
S. R. O. No. A-670 of 1965.

In exercise of the power conferred by section 30 of the Minimum Wages Act, 1948 (Central Act I of 1948) the Governor of Madras hereby makes the following amendments to the Minimum Wages (Madras) Rules, 1953, published with the late Development Department Notification No. 43, dated the 24th June 1953, at pages 337-348 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 4th November 1953, as subsequent amended, the same having been previously published as required by sub-section (1) of the said section:—

AMENDMENTS

In the said rules:—

(1) in rule 22, for the first sentence, the following sentence shall be substituted namely:—

"A notice in Form X containing an abstract of the provisions of the Act and the rules made thereunder, the minimum rates of wages fixed under the Act for the employment concerned, and the name and address of the Inspector or Inspectors concerned shall be displayed in English and in a language understood by the majority of the workers in the employment at such place as may be selected by the Inspector and shall be maintained in clear and legible condition".

(2) after Form IX, the the following Form shall be added, namely:—

"FORM X"

Notice containing an abstract of the provisions of the Minimum Wages Act 1948, and of the Minimum Wages (Madras) Rules, 1953, the minimum rates of wages fixed for the employment concerned and the name and address of the Inspector or Inspectors concerned.

1. To whom the Act applies—(1) The Act applies to persons employed in scheduled employments in respect of which minimum wages have been fixed.

2. Nothing in this Act applies to the wages payable by an employer to a member of his family who is living with him and is dependant on him.

2. Interpretation—(a) "Act" means the Minimum Wages Act, 1948.

(b) "employees" means any person who employs whether directly or through another person, or whether on behalf of himself or any other person, one or more employees in any scheduled employment in respect of which minimum rates of wages have been fixed under this Act, and includes, except in sub-section (3) of section 26 :—

(i) in a factory where there is carried on any Scheduled employment in respect of which minimum rates of wages have been fixed under the Minimum Wages Act, 1948, (Central Act XI of 1948) any person named under clause (f) of sub-section (1) of section 7 of the Factories Act, 1948 (Central Act LXIII of 1948), as manager of the factory;

(ii) in any scheduled employment under the control of any Government in India or a local authority, the person or authority appointed for the supervision and control of employees or where no person or authority is so appointed the Head of the Department or the Chief Executive Officer; and

(iii) in any other case, any person responsible to the owner for the supervision and control of the employees or for the payment of wages.

(c) "Employee" means any person who is employed for hire or reward to do any work, skilled or unskilled, manual or clerical, in a scheduled employment in respect of which minimum rates of wages have been fixed and includes an out-worker to whom any articles or materials are given out by another person to be made up, cleaned, washed, altered, ornamented, finished, repaired, adopted or otherwise processed for sale for the purposes of the trade or business of that other person where the process is to be carried out either in the home of the out-worker or in some other premises not being premises under the control and management of that other person; and also includes an employee declared to be an employee by the appropriate Government; but does not include any member of the Armed Forces of the Union.

(d) "scheduled employment" means an employment specified below or any process or branch of work forming part of such employment.

PART I

1. Employment in any woollen, carpet-making or shawl weaving establishment.
2. Employment in any rice mill, flour mill or dal mill.
3. Employment in any tobacco (including beedi making) manufactory.
4. Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.
5. Employment in any oil mill.
6. Employment under any local authority.
7. Employment on the construction or maintenance of roads or in building operations.
8. Employment in stone breaking or stone crushing.
9. Employment in any lac manufactory.
10. Employment in any mica works.
11. Employment in public motor transport.
12. Employment in tanneries and leather manufactory.
13. Employment in cotton ginning and pressing.
14. Employment in salt plants.
15. Employment in coir manufactory.
16. Employment in match and fire works manufactory.
17. Employment in hoseiry manufactory.
18. Employment in bricks and tiles manufactory.

PART II

Employment in agriculture, that is to say in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing, and harvesting of any agricultural or horticultural commodity, the raising of livestock, bees or poultry, and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operations (including any forestry or timbering operations and the preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce).

(e) "Wages" means all remuneration, payable to person employed on the fulfilment of his contract of employment and includes house rent allowance but excludes—

(i) the value of—

(a) any house accommodation, supply of light, water, medical attendance or;

(b) any other amenity or any service excluded by general or special order of the appropriate Government;

(ii) any contribution paid by the employer to any Pension Fund or Provident Fund under any Scheme or social insurance;

(iii) any travelling allowance or the value of any travelling concession;

(iv) any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment or

(v) any gratuity payable on discharge.

(3) Computation and conditions of payment.—(1) The employer shall pay to every employee engaged in a scheduled employment under him, wages at the rate not less than the minimum rates of wages fixed for that class of employees. The minimum rates of wages fixed for the employment carried on in this establishment are given in Annexure A.

2. The minimum wages payable under this Act shall be paid in cash unless the Government authorize payment thereof either wholly or partly in kind where such payment is customary. The average retail prices at the nearest market for the period of three months immediately preceding the month for which the wages are to be computed shall be taken into account in computing the cash value of wages paid in kind and of concessions in respect of essential commodities supplied at concession rates.

3. The wages of a worker in any scheduled employment shall be paid before the expiry of the tenth day after the last day of the wage period. In the case of establishments in the Kanyakumari district and Shencottah taluk of the Tirunelveli district in which less than one thousand persons are employed the wages of a worker shall be paid before the expiry of the seventh day after the last day of the wage period. A notice specifying the dates on which wages will ordinarily be paid shall be displayed in a conspicuous place in the establishment. The wages of a person discharged shall be paid before the expiry of the second working day after his discharge.

4. An employee shall be entitled to receive wages for a full normal working day, even if he is employed on any day for a period less than the normal working day except—

(i) where an interruption of work occurs before the interval for the midday rest, due to tempest, fire, rain, break-down of machinery epidemic, civil commotion or other causes beyond the control of the employer. In these cases, the employee shall be entitled to half the minimum rate of wages, or

(ii) where it is due to refusal to work or strike or stay in strike; or

(iii) where it is due to stoppage of or any cut in the supply of power. In these cases, the employee is entitled to wages in the proportion the number of hours he worked bears to the number of hours constituting the normal working day.

(5) Where an employee does two or more classes of work, he is entitled in respect of the time respectively occupied in each such class of work to wages at not less than the minimum rate in force in respect of each such class.

(6) Where any employee is employed on piece work for which a minimum time rate and not a minimum piece rate has been fixed he is entitled to wages at not less than the minimum time rate.

(7) Where the amounts payable by an employer to an employee under this Act could not or cannot be paid to the employee on account of his death before payment of an account of his whereabouts not being known, they shall be deposited with the prescribed authority who shall deal with the money so deposited in such manner as may be prescribed.

4. Contracting out—No employee can, by contract or agreement, relinquish or reduce his right to a minimum rate of wages or any privilege or concession accruing to him under the Act.

5. Deduction from wages.—(1) The wages of an employed person shall be paid to him without deduction of any kind except the following:

(i) fines in respect of the following acts and omissions, namely:—

(a) absence from duty without leave, without sufficient cause (fine may be imposed only as an alternative to the deduction permissible under clause (ii) of sub-rule (2) rule 21)

(b) negligence in work or neglect of work;

(c) Smoking on the premises of the work place except in places where smoking permitted;

(d) entering or leaving, or attempting to enter or leave, the premises except by gate provided for the purpose;

(e) absence without leave or without sufficient cause from appointed work, in the establishment;

(f) breach of any rules or instructions for the maintenance and running of any department and maintaining its cleanliness;

(g) damage to work in process or to any other property of the employer;

(h) interference with any safety devices installed in the premises;

(i) distributing or exhibiting inside the premises; hand bills, pamphlets or posters without the Previous sanction of the employer;

(j) misconduct (fine may be imposed only as an alternative to a behaviour permissible punishment);

(k) habitual late attendance inspite of warnings;

(ii) deductions for absence from duty;

(iii) deductions for damage to or loss of goods expressly entrusted to the employed person for custody or for loss of money for which he is required to account where such damage or loss is directly attributable to his neglect or default;

Recommendations for grant of second interim wage increase to workmen in Coffee plantations industry.

(G. O. Ms. No. 2621, Industries, Labour and Co-operation (Labour), 18th May 1965)
III No. 328 of 1965.

The following resolution of the Government of India Ministry of Labour and Employment, dated New Delhi the 3rd April 1965, is republished:—

No. WB-3 (26)/64.—The Central Wage Board for Coffee Plantation Industry set up by the Government of India by their Resolution No. WB-3(5)/61/1, dated the 7th July 1961, has made recommendations for grant of second interim wage increase to the staff and non-staff categories of workmen in the coffee plantation industry, as shown in the appendix.

2. The Wage Board has further recommended at its meeting held on the 1st March 1965, that the above workers should continue to get the Second interim wage increase at the same rates from 1st January 1965.

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

Central Wage Board for Coffee Plantation Industry.

The Board has reached unanimous conclusion about the wages of the staff in Mysore, Madras and Kerala States and for employees known as excluded categories in Madras and Kerala States. Decisions remain to be taken on a few minor matters which will not take along.

In the meanwhile, the Wage Board Report is being drafted and is expected to be finalised soon. The Central Wage Board for Tea Plantations Industry has given a second interim wage increase to the workers as well as the staff in Tea Plantation Industry. This Board's recommendations about giving effect to the Board's decision about the wages of field staff and maistries in Coffee Plantation from 1st July 1964 and 1st January 1965 have already been accepted and notified by Government. Since the staff and non-staff categories in coffee plantations industry has received no wage increase since the granting of first interim wage increase by the Board, the Board considers that they should also get immediately a second interim wage increase. It is, therefore, recommended unanimously that—

1. The staff employed on all coffee plantations in the State of Madras, Mysore and Kerala and the employees in the excluded categories employed on coffee plantations in the State of Madras and Kerala should be given second interim wage increase with effect from 1st July 1964 to the end of December 1964 on the following basis:—

(a) Rs. 10 per month to those who draw total emoluments of Rs 100 and below per month.

(b) Rs. 16 per month to those who draw total emoluments of above Rs. 100 per month but upto Rs. 200 per month.

(c) Rs. 22 per month to those who draw total emoluments of above Rs. 200 per month.

Explanation—“Total emoluments” shall mean the sum of basic pay, dearness allowance, servant allowance and first interim wage increase.

2. A second interim wage increase should be given from 1st July 1964 to 31st December 1964 to non-staff categories like tractor drivers, vehicle drivers, mechanics, etc., in Mysore State not covered by Board's recommendations, dated 9th December 1964 and not covered by the above recommendations in clause (1) and to non-staff categories other than excluded categories in Madras and Kerala States at the following rates:—

(a) Rs. 7-50 per month for monthly rated workers

(b) Rs. 0-20 per day for daily rated workers

The Board's recommendations about the new wage structure for the staff and non-staff categories of employees effective from 1st January 1965 will be included in the Board's final report.

Recommendations of the Second Wage Board for Cement Industry on the question of Interim relief:

Fort St. George, July 5, 1965.

The following resolution of the Government of India, Ministry of Labour and Employment, dated New Delhi, the 2nd June 1965 is republished:—

No. WB-6 (5)/64.—The Second Central Wage Board for cement industry, set up by the Government of India by their Resolution No. WB-6 (3)/64, dated the 2nd September 1964, has made recommendations for grant of interim wage increase, as shown in the appendix.

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

3. Government has also decided to give suitable increase in the retention price payable to cement manufactures.

APPENDIX

Recommendations of the Second Wage Board for Cement Industry on the question of interim relief :—

As its meeting at Jaipur on the 7th and 8th of February 1965, the Second Central Wage Board for cement industry felt that as its final recommendations might take some time because of its decision to carryout family budget and workload studies, unanimously recommends, as an ad hoc measure, the payment of interim relief of Rs. 5-46 per mensem (21 paise per day) to all categories of workers covered by the First Wage Board, on the following terms:

- (1) The interim relief will take effect from the 1st January 1965.
- (2) The interim relief recommended by the Board will be paid after a commensurate increase is sanctioned by the Government of India, in the retention prices payable to the Cement Manufacturers.
- (3) This interim relief will be in force till adjusted against the final recommendations of the Board.
- (4) For the purpose of computation of any benefits or allowance, the interim relief will be treated as being in the nature of Dearness Allowance.

Recommendation of Central Wage Board for Rubber Plantation Industry in regard to wage structure of field and faction workers.

Errata to Notification

The following errata are issued to the notification III No. 193 of 1965 published at pages 861 to 862 of Part III of the FORT ST. GEORGE GAZETTE, dated 12th May 1965 :—

ERRATA

In the Appendix—

- i. between the words "higher wages to" and "the benefit" INSERT the words and figures, viz.—
"the workmen with effect from 1st May 1964, in considers that",
- ii. against item (A), for the words "Kerala and Mysore" READ "Kerala and Madras".
- iii. under the sub-clause (b) of item (A), under the head "class" below the figure "V" the figures "VI" and "VII" shall be INSERTED; and
- iv. under the sub-clause (d) of item (A), for the figure "3.64" READ "6 64"; and for figure "5.6" READ "5.5".

Appointment of special Deputy Commissioner of Labour, Madras as Conciliation Officer under Industrial Disputes Act.

(G. O. Ms. No. 3371, Industries, Labour and Co-operation 7th July 1965).

II-I No. 3173 of 1965.

In exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947, (Central Act XIV of 1947), the Governor of Madras hereby appoints the Special Deputy Commissioner of Labour, Madras to be the Conciliation Officer charged with the duty of mediating in and promoting the settlement of industrial disputes of the entire State of Madras in respect of the textile industry.

Proceedings of the Commissioner of Labour, Madras.

Present: Sri M. G. Balasubramanian, I.A.S.

Station: Madras.

Dated: 9-8-1965

ABSTRACT:

Madras shops and Establishments Act 1947—Fair and Festivals exemption from the provisions of Section 11(1) of the Madras Shops and Establishments Act to Shops and Establishments—Granted.

C2. Pdl. 99/65.

ORDER:

In exercise of the powers conferred by Section 52 of the Madras shops and Establishments Act, 1947 (Madras Act XXXVI of 1947) read with G.O.Ms. No. 3393 (Labour) Department of Industries, Labour and Co-operation dt. 8-7-65 the Commissioner of Labour, Madras hereby suspends the operation of the provisions of Section 11(1) of the Madras Shops and Establishments Act, 1947 in respect of all the shops and establishments situated in Mayuram Municipality for a period of 31 days from 17-10-1965 to 16-11-1965 (both days inclusive) in connection with "Thula Urchavam Festival" in Mayuram.

A List of Standing Orders certified from 1-4-65 to 30-6-65 in Salem, Coimbatore, Tiruchirappalli, Tirunelveli districts is set out below:

Sl. No. (1)	Name of the Industrial Establishment (2)	Date of Certification. (3)
SALEM DISTRICT		
1.	Mettur Industries, Mettur Dam, Salem District,	Draft amendments to the certified standing orders (certified on 30-4-1965).
COIMBATORE DISTRICT		
2.	Essorpee Mills Private Ltd., Coimbatore.	24-5-65
TIRUCHIRAPALLI DISTRICT		
3.	Best Tobacco Company, 2177-79, West Fourth Street, Pudukkottai, Trichy District.	24-6-'65
TIRUNELVELI DISTRICT		
4.	Tiruppathi Match Works, 357/C/3. New Road, Kollpatti, Tirunelveli District.	24-6-65

STATISTICAL SUPPLEMENT

1. Statement Showing the details of agreements brought about by the Conciliation Officers under Section 12 (3) of the Industrial Disputes Act, 1947 for the month of June, 1965.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of Disputes. (4)	Terms of Settlement. (5)
1.	Sri Meenakshi Lorry Service, Virudhunagar.	2-6-65	Payment of additional bonus for Pongal for the Year 1964-65.	The Management agreed to pay a months basic wages to the Workers as additional bonus in full and final settlement of all their claims.
2.	Southern Transport, (Private) Limited, Kilakarai.	2-6-65	Non - employment of one worker.	The Management agreed to pay Rs. 100/- to the Worker in full and final settlement of all his claims.
3.	Irulappa Transport (Private) Limited, Srivilliputhur.	8-6-65	Non - employment of one worker.	The Management agreed to pay Rs. 50/- as Compensation to the worker in full and final settlement of all his claims.
4.	Thillai Nataraja Motor Service Paramakudi.	10-6-65	-do-	The Management agreed to pay the worker amount of Rs. 125/- in full and final settlement of all his claims.
5.	Southern Transport (Private) Limited, Kilakarai.	10-6-65	Payment of Gratuity to a worker.	The Management agreed to pay an amount of Rs. 528/- as gratuity in full and final settlement of all claims.
6.	Alagappa Cotton Mills, Rajapalayam.	22-6-65	Regarding work load wages, etc.,	The Management agreed to pay the wages of Rs. 37-37 per 300 spindles and 6 nP. per every spindle over and above 300 spindles as per the terms of Settlement.
7.	M. B. D. Motor Service, Arcot.	2-6-65	Non - employment of 20 checking inspectors.	The Management also agreed to reinstate the five dismissed workers. Both the parties agreed to refer the issue for the informal arbitration by Deputy Commissioner of Labour, Coimbatore.

(1)	(2)	(3)	(4)	(5)
8.	The Lakshmi Cafe, Vellore.	5-6-65	Non-employment of one worker.	The Management agreed to pay Rs. 200/- including arrears of wages to the worker in full and final settlement of all his claims.
9.	V. R. P. Venkatachala Chettiar and Sons Oil Mill, Vaniyambadi.	26-6-65	-do-	The Management agreed to pay the worker Rs. 1,500/- as compensation after deducting the arrears due by him.
10.	Githanjali Press (Private) Pudukkottai.	5-6-65	Increase of Dearness Allowance.	The Management agreed to pay an increase of Rs. 4/- as Dearness Allowance to each worker.
11.	Certain Presses at Pudukkottai.	5-6-65	-do-	The Management agreed to give an increase of Dearness Allowance at Rs. 5/- to each worker and some Managements agreed to pay Dearness Allowance as per the terms of Settlement.
12.	Tiruchy Modern Hotel, West Boulevard Road, Trichy.	7-6-65	Certain demands.	The Management agreed to pay annual increment to workers as per the terms of settlement and also agreed to pay one months bonus for every completed year of service at the time of Deepavali.
13.	Gopikrishna Cigar Factory, Poovalur.	14-6-65	Closure of Establishment.	The Management agreed to pay Rs. 200/- to four workers in full and final settlement of all their claims.
14.	Sreedaran Transports, Kallakurichi.	14-6-65	Non-employment of a Conductor.	The Management agreed to pay Rs. 800/- to the worker in full and final settlement of all his claim including reinstatement.
15.	Rose Transports, (Private) Limited, Tiruchirappalli.	15-6-65	Certain demands.	The Management agreed to pay grant scales of pay increment, uniforms etc., as per the terms of settlement.
16.	M. K. Shaik Mohideen Tannery, Trichy-7.	15-6-65	Non-employment of one worker.	The Management agreed to pay of Rs. 75/- in full and final settlement of all his claims.
17.	Messrs. Dalmia Cement (Bharat) Limited, Dalmiapuram.	16-6-65	Free supply of Electricity.	The Management agreed to supply electricity free of cost to the workers who are provided quarters in the companies colony with effect from 21-6-65 subject to the maximum prescribed in the settlement.
(1)	(2)	(3)	(4)	(5)
18.	Sri Venketa Cafe, Trichy-8.	29-6-65	Increase of wages and Bonus.	The Management agreed to pay annual increment and one month wages as bonus for every completed year to the workers (as per the terms of settlement).
19.	Sri Gopalakrishna Mills, (Private) Limited, Ganapathy, Coimbatore-6.	26-6-65	Change in timings of shifts consequent to the introduction of third shift in the mills.	The Management agreed to change the timings as per the terms of settlement. Full Wages and Dearness Allowance would be paid for the 7½ hours shift.
20.	Peirce Leslie and Company Limited, Coimbatore.	3-6-65	Increase in wages.	The Management agreed to pay increase in wages for males, and female and carbing workers for three year agreement period as per the terms of settlement.
21.-1.	E. K. Md. Ebrahim Sahib and Sons Tannery.	4-6-65	Bonus for 1964.	The Management agreed to pay 42 days wages or Rs. 81-06 as bonus to each worker for the year 1964.
2.	E. K. Hajee Md. Meera Sahib and Sons Tannery.			
3.	E. K. S. Abdul Samath Sahib Tannery.			
4.	E. K. M. Hajee Abdul Jalali Sahib and Sons Tannery and			
5.	E. K. M. Ahmed Basha Sahib Tannery B. P. Agraharam, Erode.			
22.	United Coffee supply Company Limited, Coimbatore.	7-6-65	Retrenchment of certain workers.	Both the parties agreed the retrenchment of 18 workers with effect from 1-6-65 without prejudice to their claims for proportionate bonus for the current year. Two Workers will be taken back to service with effect from 8-5-65, without break in the service.
23.	B. L. S. Motor Service (Private) Limited, Coimbatore.	14-6-65	Suspension of a driver and a conductor.	The Management agreed to pay the workers who have been suspended pending enquiry wages for the period of suspension beyond the period of 10 days after suspension.

(1)	(2)	(3)	(4)	(5)
24.	M. Ramaswamy Gunay Mundy, Mettupalayam.	15-6-65	Enhancement of wages, Dearness Allowance and gratuity, etc.	The Management agreed to pay enhanced weekly consolidated wages to the workers of the establishment as per the terms of settlement.
25.	B. L. S. Motor Service, Coimbatore.	24-6-65	Suspension of a worker.	The Management agreed to pay the worker who has been suspended pending enquiry, wages for the period of suspension beyond the period of 10 days after suspension.
26.	Ferndale Estate, Tuttipalayam P.O.	3-6-65	Certain demands of workers.	The Management agreed to pay wages to the workers as per the recommendation of the central wage Board for Coffee Plantation of less than 50 acres for Madras States with effect from 1-7-64.
27.	Royalvalley Estate, Naduvattam P.O.	4-6-65	Certain demands of workers.	The Management agreed to review the question of enrolment of 17 dependents of permanent workers in the first week of August, 1965. The Management also agreed to pay an adhoc bonus of Rs. 20/- to each of the 10 temporary workers for the year and also to a field cumby to the temporary workers.
28.	Coenoor Tea Estates, Spring Field Post.	11-6-65	Dismissal of one worker and suspension of one worker.	The Management agreed to reinstate the dismissed worker with continuity of service and permitted to resume work on 15-6-65 and also agreed to reduce the suspension of the other worker to two days and to refund two days wages.
29.	Dhragadhara Chemical Works Limited, Shapuram.	7-6-65	Suspension of 2 workers in the Chemical section (cell house)	The Management agreed that the workers shall resume work with effect from 6 a.m. on 8-6-65 and also to refer the issue relating to the suspension of the workers to the appropriate court under section 10(2) of the Industrial Disputes Act.
30.	Thasar Press, Nagercoil.	21-6-65	Non-employment of 11 workers.	The Management agreed to settle their claims in respect of service compensation, arrears of wages etc., in full and final settlement as on the terms of the settlement.

(1)	(2)	(3)	(4)	(5)
31.	The Tensing Road Ways, Sivakasi.	26-6-65	Non-employment of 3 workers and non-payment of Bonus for Panguni Pongal for the year 1965.	The Management agreed to pay Rs. 750/- to Subbiah Nadar, Rs. 450/- to Muthiah Nadar and Rs. 300/- to Kalimuthu (3 employees) in full and final settlement in lieu of their reinstatement including bonus for Panguni Pongal. The Management agreed to pay bonus for all workers for Panguni Pongal before 1-7-65.
32.	Krishna New Saraswathi and Lakshmi Textiles, Nagercoil.	9-6-65	Bonus for the year 1959-60, 1960-61, 1961-62, and 1962-63.	The Management agreed to pay a further sum of Rs. 15/- to all these who had received upto Rs. 14 and to all others an equivalent amount to what those had received on 26-10-62 as bonus.
33.	Jayaram Flour Mills, Nagercoil.	10-6-65	Retrenchment of 2 workers.	The Management agreed to pay Rs. 100/- to each worker.
34.	A. V. R. M. Sankarasubbiah and Company, Handloom Factory, Sankarankovil.	14-6-65	Payment of bulk advance to weavers.	Union agreed to collect and remit to the Management the wage advance out standing to the credit of these workers who leave the factory before exhausting the wage advance.
35.	Amaravathi Co-operative Sugar Mills Limited, Madathukulam P.O.	21-6-65	Fitment and fixation of scales of pay according to the recommendations of the wage board for sugar Industry.	Both the parties agreed to leave the issue for the informal arbitration by the Commissioner of Labour or his nominee and abide by his decision.
36.	High forest Estate, Mudia P.O.	28-6-65	Non-employment of a worker.	The Management agreed to pay gratuity for 24 years of service in full and final settlement of all his claims against the Management except bonus for the year 1-6-64, including his claim for reinstatement.
37.	Vijayarathnam Mills (Private) Limited, Palani.	1-6-65	Permanency of workers.	The Management agreed to give those workers first preference when employment opportunities arises in the spinning Department in future and also agreed to grant an increase of Paise 50 in the daily wages of the worker Srimathi Velliammal with effect from 1-6-65.

(1)	(2)	(3)	(4)	(5)
38.	Vijayakumar Mills (Private) Limited, Palani.	1-6-65	Introduction of gratuity scheme.	The Management agreed to introduce a Scheme of gratuity as per the terms of settlement.
39.	Rajaratna Mills, Neikarapatty, Palani.	2-6-65	Non - employment of Gurumany and 4 other workers.	Both the parties agreed for the informal arbitration of the Commissioner of Labour or his nominee and abide by his decision.
40.	Rajaratna Mills, Neikarapatty, Palani.	2-6-65	Non - employment of Balan and 3 others.	Both the parties agreed for the informal arbitration of the Commissioner of Labour or his nominee and abide by his decision.
41.	Rajaratna Mills, Neikarapatty, Palani.	2-6-65	Non - employment of Natarajan.	Both the parties agreed for the informal arbitration of the Commissioner of Labour or his nominee and abide by his decision.
42.	Murugan Transport, Dindigul.	4-6-65	Non - employment of A. Subbiah, Driver.	The Management agreed to pay a lump sum amount of Rs. 250 to A. Subbiah in full and final settlement of all his claims.
43.	Mahalakshmi Textiles Limited, Pasumalai.	25-6-65	Non - employment of Sivaraman.	The Management agreed to take back the worker Sivaraman with Continuity of Service with effect from 28-6-65.
44.	Ramani Service and Company, Salem.	9-6-65	Demands of the workers.	The Management agreed to pay an-ad-hoc increase of Rs. 5/- to all the workers with effect from 1-6-65. They also agreed to pay a lump sum of Rs. 50/- to each worker in lieu of free supply of uniforms and also agreed to pay 3½ months basic wages as bonus for the year 1964-65.
45.	Ramani Service and Company, Salem.	24-6-65	Non-employment of Sri P. Chidambaram, Conductor and Sri Ranganathan.	The Management agreed to pay four months wages to each of the workers in full and final settlement of all his claim including reinstatement, and also to pay two months basic wages as bonus for the year 1964-65.
46.	S. B. S. Rangavilas Motors (Private) Limited, Krishnagiri.	26-6-65	Non - employment of Sri P. M. Abbas, conductor.	The Management agreed to reinstate Sri PM. Abbas with effect from 1-7-65 without back wages but with continuity of service.

(1)	(2)	(3)	(4)	(5)
47.	-do-	26-6-65	Demands of the worker.	The Management agreed to give increase of Rs. 3/- to Drivers, Store keeper, mechanics, Assistant mechanic, fitter etc., and Rs. 2/- to Conductors and cleaners.
48.	National Engineering Company, Ambattur.	1-6-65	Non - employment of six workers.	Both the parties agreed to refer the issue for the informal arbitration of the Deputy Commissioner of Labour, Madras and to abide by his decision.
49.	Madras Rubber Factory Limited, Tiruvotiyur.	9-6-65	Confirmation of casual workers.	The Management agreed to take casual labours mentioned in the settlement on the rolls of the company with effect from 1st June 1965.
50.	Vadapalani Refractory Works, Virugambakkam.	23-6-65	Wage Scale, Dearness Allowance, Bonus etc.,	The Management agreed to pay a flat rate increase of 50 paise to all daily rated workers who have completed one year of service as per the terms of settlement.
51.	The Maharani Talkies, Madras-21.	7-6-65	Charter of Demands.	The Management agreed to fix the Dearness Allowance of all categories of employees of the theatre at Rs. 90/- per mensem with effect from 1-6-65 and also agreed to confirm the services of three workers.
52.	V. P. K. Oil Mill, Madras-7.	8-6-65	Non - employment of a worker.	The Management agreed to pay Rs. 50/- to the worker in full and final settlement of all his claims.
53.	Empeccel Transport, Madras-1.	8-6-65	Non - employment of a worker.	The Management agreed to pay a sum of Rs. 100/- to the worker in lieu of claim of reinstatement.
54.	The Co-operative Fire and General Insurance, Society Limited,	16-6-65	Non - employment of a worker.	Both the parties agreed for an informal arbitration of the issue by the Deputy Commissioner of Labour, Madras.
55.	The Snow White Industrial Corporation, Madras-1.	17-6-65	Non - employment of 7 workers.	The Management agreed to pay ex-gratia payment of Rs. 250/- (to be divided amongst the 7 workers) to the workers.
56.	Messrs. Bala Engineering Works, Madras-21.	19-6-65	Non - employment of certain Workers.	The Management agreed to pay Rs. 5,000/- to all the 28 workers as compensation in full and final settlement of all their claims.

(1)	(2)	(3)	(4)	(5)
57.	The South India Engineering Service, Madras-7.	26-6-65	Demand for bonus gratuity and Casual leave.	The Management agreed to 24 day wages as bonus to all the workers in full and final settlement of the Bonus claim for the year 1963-64.
58.	Messrs. United Soap Works, Madras-12.	28-6-65	Charter of demands.	The Management agreed to refix the scale of wages of the workers with effect from 1-3-65 as per the terms of settlement.
59.	Krishna Cafe, Madras-21.	28-6-65	Non - employment of 6 workers.	The Management agreed to abide by the decision of the Labour Officer I, Madras-4 in respect of payment of Compensation for non-employment of 6 workers.
60.	M. R. Parthasarathy Chettiar Oil Mills and Provision Stores, Madras-7.	31-6-65	Demand for increased rates of wages, bonus etc.	Both the parties agreed that the salary of the monthly rated employees shall be increased as shown in the settlement and also to revise the piece rates. They also agreed that all the workmen shall be paid Rs. 15/- as additional bonus for 1963-64 over and above the quantum of bonus already paid.
61.	M. Subramania Chettiar, Expeller Oil Mills, Madras-7.	31-5-65	-do-	-do-
62.	Goodyear India Limited, Madras-2.	4-6-65	Introduction of scales of pay, Dearness Allowance and certain other demands.	Both parties agreed that the scales of pay and Dearness allowance be fixed at per the settlement, that the age of retirement be fixed at 58 years and the gratuity scheme be amended as per the terms of the settlement.
63.	Guindy Estate Canteen, Industrial Estate, Madras-32.	8-6-65	Non - employment of 15 workers.	The Management agreed to pay a lump sum of Rs. 800/- to all the workers in full and final settlement of all their claims including reinstatement.
64.	B. V. Abdullah Sahib, Timber Depot, Madras-3.	11-6-65	Non - employment of 3 workers.	The Management agreed to pay a lump sum of Rs. 650/- to Sri Ethiraj, Rs. 1000/- to Sri Chimappan and Rs. 1050/- to Sri Ponnuswamy as compensation in full and final settlement of all their claims including reinstatement.
65.	Roxy Theatre, Madras-7.	11-6-65	Demand for bonus for the financial year 1963-64.	The Management agreed to pay 2½ months basic wages as bonus for the financial year 1963-64.

(1)	(2)	(3)	(4)	(5)
66.	Midland Printers, Madras-7.	11-6-65	Charter of demands.	The Management agreed to pay a lump sum of Rs. 2,600/- to the workmen as ex-gratia including bonus and over-time wages till the date of closure over and above the legal dues to be paid to the workmen.
67.	Vumindilars Manufacturers, (Private) Limited, Madras-2.	14-6-65	Non - employment of certain workmen and deduction of 8 days wages.	It was agreed that all the workers at 162, Mount Road, Madras-2, leave the service of the Management of payment of compensation at 15 days wages for each year of service from 31-1-1957, 15 days wages as bonus for 1964-65 and 15 days wages ex-gratia payment.
68.	Southern Conduits 8, 16 and 17, Industrial Estate, Guindy, Madras-32.	16-6-65	Charter of demands.	The Management agreed to introduce the scales of wages to all the workmen as per the terms of settlement.
69.	Vijayalakshmi Bus Services, Saidapet, Madras-15.	16-6-65	Non - employment of a worker.	The Management agreed to reinstate the worker with continuity of service but without backwages.
70.	B. Morideo and Company, Madras-3.	26-6-65	-do-	The Management agreed to pay a lump sum of Rs. 140/- to the worker in full and final settlement of all his claims.
71.	B. Singaravel Chettiar, and Company, Madras-3.	29-6-65	Increase of wages and payment of Dearness Allowance.	The Management agreed to increase the wages at Rs. 25/- for those who are getting upto Rs. 60/- at Rs. 20/- for those who are getting above Rs. 60/- but below Rs. 100/- and at Rs. 15/- for those who are getting above Rs. 100/- and below Rs. 200/-.
72.	Messrs. Sambandamoorthy Bus Service Madras-35.	30-6-65	Non - employment of two workers.	The Management agreed to pay a sum of Rs. 160/- as compensation in full and final settlement of the claims of the worker V. R. Velayutham except leave wages, earned wages and deposit if any. Regarding V. Krishnan, the parties agreed to refer the issue for the informal arbitration to the Assistant Commissioner of Labour II, Madras.

(1)	(2)	(3)	(4)	(5)
73.	Messrs. India Type Foundry, Madras-7.	30-6-65	Bonus for the years 1962-63 and 1963-64 and suspension of a worker.	The Management agreed to pay 37½ days' basic wages as bonus in full and final settlement of the claims of workmen for profit bonus for the period 1962-63 and 1963-64 deducting the bonus advance if any paid to the workers. The Management also agreed to reduce the 44 days suspension imposed on a worker to 20 days.
74.	Press and Binding Officers, Tuticorin.	19-6-65	Demand for increase in wages.	The Management agreed to give 20% increase over the existing wages to those who are getting a wage of Rs. 50/- and 18% increase to those who are drawing wages more than Rs. 51 and above.

1-A Statement showing the details of agreements brought about by the Deputy Commissioners of Labour under section 12(3) of the Industrial Disputes Act, 1947 for the period from 1-1-65 to 30-4-65.

Sl. No.	Name of the Establishment.	Date of settlement.	Points of Disputes.	Terms of Settlement.
(1)	(2)	(3)	(4)	(5)
1.	Mettur Industries, Ltd., Mettur Dam, Salem District.	6-1-65	Revision of wage structure in bleaching department.	Parties agreed to refer the issue in dispute for the informal arbitration of the Commissioner of Labour, Madras.
2.	Shanthi Theatre Private Ltd., Mount Road, Madras-2.	7-1-65	Charter of demands of the workmen.	The Management agreed to pay wages to the workers as per the settlement made before the Labour Officer on 21-8-1962 and the other issues were settled as per the terms of the settlement.
3.	Rajaratna Mills (P) Ltd., Palani.	5-1-65	Quantum of bonus advance to be paid to 66 workers.	The management agreed to make a payment of Rs. 30/- each to the 66 workers as additional recoverable advance towards the bonus liability for 1963 as per the terms of settlement.
4.	Madras Pencil Factory, Madras-21.	2-2-65	Bonus for 1962-63 and formulation of gratuity scheme.	The Management agreed to pay one month's basic wages ex-gratia in addition to 2 months bonus already paid to gratuity issue settled on the terms mentioned in the settlement.
5.	M/s. Muthukrishna Engineering Corporation, Madras-21.	23-2-65	Non-employment of workers.	Both the parties agreed for the payment of four months wages each of the six workers as per the terms of settlement.
6.	Madura Mills Co. Ltd., Madurai, Tuticorin and Ambesamudram.	9-3-65	Fixation of quantum of bonus to be paid to the workers of Madura Mills Co. Ltd., for the year 1964.	The Management agreed to pay to the workers of 8.25% of their total earnings or 16.5% of their basic wages for 1964 whichever is higher for the year 1964.
7.	Sethuram Weaving Mills, Madurai.	24-3-65	Introduction of gratuity scheme in the Mills and non-employment of a worker.	The Management agreed to pay a sum of Rs. 250/- to the worker in full and final settlement of all his claims. Demand for gratuity scheme not pressed.

(1)	(2)	(3)	(4)	(5)
8. Gomathi Mills, Viravanallur,		27-3-65	Non-employment of a worker.	The Management agreed to pay a sum of Rs. 425/- to the worker in full and final settlement of all his claims.
9. M. B. D. Motor Service, Arcot, North Arcot District.		12-3-65	Fixation of annual increment to Drivers, Conductors, Checking Inspectors etc. conversion of daily rated employees into monthly rated category etc.	The management agreed to give Drivers, Conductors and Checking Inspectors an increment of Rs. 3/- for the first 5 years and Rs. 4/- for the next 5 years service weightage has been given at 1 increment for less than 5 years of service and 2 increments for 5 or more years of service and the other issues were settled as per the terms of settlement.
10. Jawahar Mills Ltd., Chettinad.		7-4-65	Non-employment of a worker deduction of 4 days wages and fixation of work assignment.	The Management agreed to take back the worker, forgive the workers for the strike on 13-1-65 and cancel the punishment already imposed as per the terms of settlement.

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

Serial No.	Name of the concern.	Date of Agreement.	No. of workers involved.	Issues
(1)	(2)	(3)	(4)	(5)
1.	The Scientific Fertilizer Co., Limited, Coimbatore.	7-6-65	—	Revision of wages.
2.	The Scientific Fertilizer Co., Limited, Coimbatore.	11-6-65	—	Revision of wages.
3.	V. Guruvaiya Naidu Tannery, Podanur.	28-6-65	—	Retrenchment of 24 workers.
4.	Sri Lakshmi Mills Company Limited, Palladam.	18-6-65	3	Non-employment of three workers.
5.	Sri Lakshmi Mills Company Limited, Palladam.	18-6-65	46	Wages to stable fiber Section workers.
6.	Ganesh Board Works, Madurai.	18-6-65	11	Increase in wages.
7.	Arya Bhavan Sweet Stall, Madurai.	23-6-65	1	Dismissal of N. Masanam.
8.	Tiruchy Ramnad Transports Limited, Madurai.	29-6-65	10	Demands for supply of dresses, transfer allowance dismissal etc.,
9.	Pulicar Mills Limited, Tiruchengodu.	21-6-65	—	Demands of the workers.
10.	Sundaram Spinning Mills, Komaraplalalayam.	23-6-65	—	Non-employment of Sri K. D. Ponnuswamy Token No. 54, and Sri M. Ardanari, Token No. 145.

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 June 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>South Arcot District</i>			
1.	Sri Kamkshi Amman Motor Service, Virudhachalam.	Whether the demand of the workmen for bonus for the year 1963 is justified or not so to fix the quantum.	G. O. R. No. 1238, Industries, Labour & Co-operation, (Lab), dated, 7-6-65.
Labour Court, Madras.			
<i>Madras District</i>			
2.	Zenart Society (Tailors) Madras.	(a) Whether the demand for enhanced wages at 25% of the present wages and guaranteed fall-back daily wages is justified. (b) To decide the increased rates of wages and guaranteed fall-back daily wages. (ii) Whether the demand for bonus for 1963-64 is justified and if so to fix the quantum. (iii) Whether the demand for the introduction of gratuity scheme is justified and if so to formulate a scheme.	Government Notification No. II-1 No. 2352/65 dt. 17-5-65.
3.	Cement Articles Works, Madras.	1. Whether the non-employment of Sri A. Rajagopal and 12 others is justified and if not to what relief each of them is entitled. To compute the relief any awarded in terms of money if it can be so computed.	G. O. R. No. 1295, Industries, Labour & Co-operation, (Lab), dated 16-6-65.
4.	Sri S. N. Veerasamy Chetty & Co., Madras.	1. Whether the non-employment of 3 workers is justified and if not to what relief each would be entitled.	G. O. R. No. 1297, Industries, Labour & Co-operation, (Lab), dated 16-6-65.

(1)	(2)	(3)	(4)
		2. To compute the relief if any awarded in terms of money if it can be so computed in respect of each worker.	
5. Plaza Talkies, Madras.	1. Whether the demand of the workmen for enhancement of Dearness Allowance is justified and if so to fix the rate. 2. Whether the demand of the workmen for payment of enhanced rate of matinee allowance is justified and if so to fix the rates. 3. Whether the demand of the workmen for the introduction of the gratuity scheme is justified and if so to formulate a scheme of gratuity.		G. O. R. No. 1299, Industries, Labour & Co-operation, (Lab), dated 16-6-65.
		<i>Tanjore District</i>	
6. Manthalar Cigar Co., Nagapattinam.	1. Whether the non-employment of Sri E. Pakirswamy and 10 others is justified and if not to what relief each will be entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.		G. O. R. No. 1164, Industries, Labour & Co-operation, (Lab), dated 28-5-65.
		<i>Labour Court, Coimbatore.</i>	
		<i>Coimbatore District.</i>	
7. Maniam Theatre, Coimbatore.	1. Whether the non-employment of worker Sri R. Ramaswamy is justified and if so to what relief he would be entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.		G. O. Ma. No. 2634 Industries, Labour & Co-operation, (Lab) dated, 19-5-65.
8. Wentworth Estate, Chersambadi P. O.	1. Whether the non-employment of 3 workers is justified and if not to what relief each would be entitled.		G. O. Ma. No. 2825, Industries, Labour & Co-operation, (Lab) dated 31-5-65.

(1)	(2)	(3)	(4)
	- Whether the suspension of 17 workers is justified and if not to what relief if any awarded in terms of money if it can be so computed. - To compute the relief if any awarded in terms of money if it can be so computed.		
9. Thaymudi Estate, Mudis P. O.	- Whether the non-employment of Sri Periyaswamy of the middle division by management is justified and if not to what relief he would be entitled. - To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 3001, Industries, Labour & Co-operation, (Lab), dated 11-6-65.	
10. Dhanalakshmi Printing Works, Chinnandipalayam	- Whether the non-employment of Sri M. Ramaswamy is justified, if not to what relief he would be entitled. - To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 3002, Industries, Labour & Co-operation, (Lab), dated 11-6-65	
11. Mettupalayam Coonoor Service (P) Ltd., City Service, Coimbatore.	- Whether the non-employment of Sri Venkatesan, Sri Sathar and Sri Konappan is justified and if not to what relief each would be entitled. - To compute the relief if any awarded in terms of money if it can be so computed for each.	G. O. Ms. No. 3003, Industries, Labour & Co-operation, (Lab), dated 11-6-65.	
12. Sri S. P. Ranga Vilas Motor (P) Ltd., Krishnagiri.	<i>Salem District</i> - Whether the demand for interim relief by of increase in wages is justified if so to fix the quantum of relief and the date from which it should take effect; and - Whether the demand for revision of daily batta is justified, if so to fix the revised rate of batta.	G. O. Ms. No. 2635, Industries, Labour & Co-operation, (Lab), dated 19-5-65.	

(1)	(2)	(3)	(4)
13. Sessa Sayee Paper and Boards Ltd., Cauvery R.S.	- Whether the non-employment of Sri Bagavat and 4 others is justified and if not to what relief each would be entitled. - Whether the suspension of Sri Dev Saran Singh and 6 others for 2 days in October 1964 is justified and if not to what relief each would be entitled.		G. O. Ms. No. 2778, Industries, Labour & Co-operation, (Lab), dated 28-5-65.
14. Shevaroy Bauxite Products Co. Ltd., Yercaud.	- Whether the demand for bonus for 1963-64 is justified and if so to fix the quantum. - Whether the demand for house rent allowance is justified and if so to fix the rate. - Whether the demand for classification of the staff into different categories and fixation of scales of pay and dearness allowance for such categories is justified, and if so to make such classification and fix scales and fit the present incumbents in the scales so fixed.		G. O. Ms. No. 2946, Industries, Labour & Co-operation, (Lab), dated, 7-6-65.
15. M. K. N. Bus Service, Krishnagiri.	- Whether the demand of the workers for interim increase in wages is justified and if so to fix the quantum. - Whether the demand of the workers for revision of daily batta is justified and if so to fix the revised rate of batta.		G. O. Ms. No. 3000, Industries, Labour & Co-operation, (Lab), dated 11-6-65.
16. M. R. Gopalan Motor Service, Tirunelvely.	<i>Labour Court, Madurai.</i> <i>Tirunelvely District</i> - Whether the non-employment of Sri Ganapathia Pillai is justified and if not to what relief he is entitled. - To compute the relief if any awarded in terms of money if it can be so computed.		G. O. R. No. 1086, Industries, Labour & Co-operation, (Lab), dated, 20-5-65.

(1)	(2)	(3)	(4)
		ii) Whether the claim of the drivers and conductors in the Puliymkudi-Koilpatti route and Thiruvengadam-Koilpatti route for one day's rest after 2 days work is justified, if not to formulate an alternative scheme for providing rest to the above workers.	
17. Sri Packiyam Roadways (P) Ltd., Tirunelvely.		1 Whether the non-employment of Sri Sundaram is justified and if not to what relief he is entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 1298, Industries, Labour & Co-operation, (Lab), dated 16-6-65.

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

S. No.	Name of the concern in which the dispute has arisen	Page No. and date of the Gazette in which the notification is given	G.O. No. and date of the references.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>North Arcot District</i>			
1.	Lakshmi Saraswathi Bus Service, Vellore, North Arcot District.	2-4 2-6-65	G. O. R. No. 2690, Industries, Labour & Co-operation dated 24-5-65.
<i>South Arcot District</i>			
2.	Sri Kamakshi Amman Motor Service, Virudhachalam.	7-8 16-6-65	G. O. Ms. No. 2879, I. L. & C. (Lab) dated 3-6-65.
<i>Tirunelveli District</i>			
3.	Gomathy Mills, Viravanallur.	6-7 16-6-65	G. O. R. No. 1218, I. L. & C. dated 3-6-65.
<i>Madras District</i>			
4.	Associated Pharmaceutical Industries (P) Ltd., Madras.	3 23-6-65	G. O. R. No. 1240, I. L. & C. dated 7-6-65.
Labour Court, Madras			
<i>Madras District</i>			
5.	K. S. Sahib Snuff Factory (P) Ltd., Madras.	1-2 2-6-65	G. O. R. No. 1098, I. L. & C. dated 22-5-65.
6.	Solar Printers, Madras.	1-2 9-6-65	G. O. R. No. 1178, I. L. & C. dated 31-5-65.
7.	India Leather Corporation (P) Ltd., Madras.	2-6 16-6-65	G.O. Ms. No. 2886, I. L. & C. (Lab) dated 3-6-65.
<i>North Arcot District</i>			
8.	E.I.D. Perry Ltd., Ranipet.	2 9-6-65	G. O. R. No. 1179, I. L. & C. dated 31-5-65.
9.	Paranthaman Transport, Gudiyatham.	1-2 23-6-65	G. O. R. No. 1222, I. L. & C. dated 23-6-65.
Labour Court, Coimbatore			
<i>Coimbatore District</i>			
10.	Sri Natesan Spinning & Weaving Mills (P) Ltd., Erode.	2-4 9-6-65	G. O. R. No. 1181, I. L. & C. dated 31-5-65.

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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 June, 1965.

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closures.		Causes.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Swadesi Type Foundry, 51, Gurusappa Chetty Street, Madras-2.	Engineering	33	—	—	Owing to illness of a partner.	—
2.	Vummudiars, 162, Mount Road, Madras.	Miscellaneous	67	—	—	Want of raw materials.	—
3.	Ibrahim Currim & Sons, N.S.C. Bose Road, Madras-1.	Miscellaneous	25	—	—	Off season and accumulation of stock.	—
4.	The Sree Meenakshi Mills Ltd., T.P.K. Road, Madurai.	Cotton Textile Mills 23/231(a)	137	Temporary closure (on 31-5-65 at 7 a.m.)		Refused to attend their usual work after entering the work spot.	Nil
5.	B.N.T.S. Sundarapandian Tanners B Shop, Madurai Road, Begambur, Dindigul.	Tanneries and leather finishing	22	15-2-65	—	Dull to business	Compensation announced.
6.	High Ways Tea Factory, High Ways P. O. (via) Chinnamanur.	Tea Factories	All workers	17-6-65	—	Decrease of Tea crops.	—

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received.								No. of complaints investigated and otherwise disposed of including those previously pending.	No. of complaints pending at the end of the month.
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Coimbatore-I.	226	14	1	29	—	13	54	—	111	69	268
2.	Coimbatore-II.	98	7	—	9	—	—	11	—	27	26	99
3.	Coonoor.	48	1	2	9	1	—	4	—	17	6	59
4.	Madras-I.	75	4	2	14	—	—	10	—	30	32	73
5.	Madras-II.	137	4	3	21	5	—	15	—	48	61	124
6.	Madras-III.	60	6	2	10	—	—	18	—	36	36	60
7.	Madurai.	118	4	—	12	—	—	12	—	28	38	108
8.	Nagercoil.	29	1	1	8	—	—	6	—	16	16	29
9.	Pollachi.	71	—	—	11	—	—	6	—	17	43	45
10.	Virudhunagar.	46	9	3	14	—	—	9	—	35	49	32
11.	Salem.	93	5	4	17	—	—	9	—	35	50	78
12.	Tiruchirappalli.	92	2	—	5	—	—	7	—	14	35	71
13.	Tirunelveli.	64	5	3	14	—	—	13	—	35	34	65
14.	Vellore.	39	—	—	7	—	—	7	—	14	15	38
Total.		1,196	62	21	180	6	13	181	—	463	510	1,149

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

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

1. Number of Standing Orders certified as on 1-6-1965.	...	4,280
2. Number of Standing Orders certified during the month.	...	2
	Total	4,282
3. Amendments to Standing Orders were certified during the month.		Nil

9. Workmen's Compensation Act 1923. :—

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

	Number of accidents.	Amount of compensation.*
		Rs. nP.
(a) Death	22	1,02,504.50
(b) Permanent disablement	...	4,212.00
(c) Temporary disablement	65	42,755.60
Total	87	1,49,472.10

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

10. Workmen's Compensation Act, 1923.

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

Sl. No.	Nature of claims	Number previously pending.	Number received.	Total.	Disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Application under Section 10:						
(a) Fatal	...	88	13	101	1	100
(b) Non-fatal :-						
(i) Permanent	...	110	5	115	5	110
(ii) Temporary	...	28	5	33	...	33
2. Deposits under Section 8 (1)						
(a) Fatal	...	117	17	134	11	123
(b) Persons under legal disability...	...	5	2	7	3	4
3. Deposits under Section 8 (2)	...	1	...	1	...	1
4. Memorandum of Agreements:—						
(i) Permanent disablement	...	70	43	113	23	90
(ii) Temporary disablement	...	12	7	19	17	2

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5. Recovery under Section 31.	...	14	1	15	...	15
6. Identification application under Section 12	...	5	1	6	...	6
Total	...	450	94	544	60	484

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

1. Pending as on 1-6-'65	...	597
2. Received during the month	...	65
3. Disposed of during the month	...	39
4. Pending as on 30-6-'65	...	623

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 June, 1965.

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

Pending as on 1-6-1965	...	333
Received during the month	...	67
Disposed of during the month	...	53
Pending as on 30-6-1965	...	347

12. (b) Appeals under Section 51 :—

Pending as on 1-6-1965	...	3
Received during the month	...	Nil
Disposed of during the month	...	Nil
Pending as on 30-6-1965	...	3

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

Pending as on 1-6-1965	...	74
Received during the month	...	30
Disposed of during the month	...	26
Pending as on 30-6-1965	...	78

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

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	3865	7-6-65	Tannery	District Tannery and General Employees' Union, 926, Budha Nagar, Vaniyambadi, North Arcot District.
2.	3866	10-6-65	Metal Rolling	Sri Vinayaka Steel Rolling Mill Employees' Union, 28, Sannathi Street, Madras-19.
3.	3867	—do—	Sugar	Kallakurichi Co-operative Sugar Mills Staff Union, Moongilthurai-patti, (Via) Sankarapuram, Kallakurichi Taluk, South Arcot District.
4.	3868	—do—	Miscellaneous	Ikkia Workers' Union, Alwarthoppu Striparangujanallur P. O. Srivaikuntam Taluk, Tirunelveli District.
5.	3869	—do—	Transport	Motor Thozhilalar Sangam, Siruthaiyur, Lalgudi.
6.	3870	—do—	Banking	Kanyakumari District, Bank Employees' Union, 23 Shanmuga Buildings, Meenakshipuram, Nagercoil.
7.	3871	—do—	Chemicals	Shaw Wallace and Company Limited, Glue Factory and Acid Plants Employees' Union, Kaduvetty, Madras-56.
8.	3872	11-6-65	Plantations	Nilagiri Potato Growers Co-operative Marketing Society Employees' Association, Mettupalayam.
9.	3873	21-6-65	Miscellaneous	W. J. Bush Products Limited Employees' Union, Room No. 2, Rajack Mansion, Factory Road, Nellikuppam.

(1)	(2)	(3)	(4)	(5)
10.	3874	—do—	Carbonated water Industries	Tamilnad Desiya Vincent Workers' Union, 109-B Mariamman Kovil Street, Malapudur, Tiruchy-1.
11.	3875	—do—	Engineering	Best Group Engineering Labour Union, 11, Phillips Street, Madras-2.
12.	3876	22-6-65	Metal	Brass Vessels Makers Union, 6, Anaikaran Street, Tirupapuliur.
13.	3877	22-6-65	Press	Press Owners and Managers Association, Lakshmi Dispensary, East Main Street, Pudukkottai.
14.	3878	—do—	Miscellaneous	Damodhar Envelope Factory Employees' Association, 51, Main Road, Madras-13.
15.	3879	—do—	Construction	Simplex Concrete Piles (India) Private Limited, Workers' Union, 57/3 Kesavalu Naidu Street, Madras-12.
16.	3880	—do—	Textiles	Sundarm Spinning Mill Workers' Union, Komarapalayam, Salem District, (Via) Bhavani.
17.	3881	—do—	Transport	Salem Town Bus Workers' Union, Victoria Market, Salem-1.
18.	3882	24-6-65	Tobacco	Lalgudi Vatta Surutu Thozhilalar Sangam, North Street, Lalgudi.
19.	3883	—do—	Bakery Products	Dharapuram Taluk Bakery Owners' Union, 28, Poolavadi Road, Dharapuram.
20.	3884	26-6-65	Beedi	Vellore Beedi Workers' Union 281, Sanjeevi Pillai Street, Sarapanamedu, Vellore.
21.	3885	28-6-65	Fertilisers	E. I. D. Parry Compound Fertiliser Factory Employees Union, Ennore, No. 16, Suriappa Mudali Street, Madras-5.

13. (b) List of Trade Unions amalgamated Under the Trade Unions Act, 1926
During the Month of June 1965.

Sl. No.	R. No.	Industry	Name of the Union amalgamated.
NIL			

ABSTRACT

1. Total No. of registered Trade Unions as on 1-6-65	1,315
2. Total No. of trade Unions registered during June 1965	21
3. Total No. of registered trade Unions as on 30-6-65.	1,336

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

Sl. No.	Particulars.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	2,014	5,869	616	55,684	6,367	734	2,816	6,407		
2.	No. of irregularities noticed.	767	895	99	1,337	744	71	248	545		
3.	No. of cases warned.	121	119	2	396	348	8	35	44		
4.	No. of prosecutions launched.	47	16	...	38	67	9	6	8		
5.	No. of convictions obtained.	68	18	2	45	37	3	4	11		
6.	Amount of fines imposed (in Rupees.)	2490/-	390/-	10/-	663/-	856/-	35/-	120/-	150/-		

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 June, 1965.

District.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			REMARKS
	(1)	Section 2 (m) (i)		(4)	Section 2 (m) (i)		(7)	Section 2 (m) (i)		(10)	Section 2 (m) (i)		
		(2)	(3)		(5)	(6)		(8)	(9)		(11)	(12)	
1. North Arcot	194	104	172	9	5	..	..	1	2	203	108	170	481
2. South Arcot	129	7	45	1	..	..	..	..	..	130	7	45	182
3. Chingleput	316	23	60	7	..	..	..	..	2	323	23	58	404
4. Coimbatore	1,067	11	92	24	..	..	..	..	..	1091	11	92	1194
5. Kanyakumari	70	9	28	..	..	..	..	..	..	70	9	28	107
6. Madras	834	32	116	12	1	..	..	..	..	846	33	116	995
7. Madurai	467	35	48	5	2	..	..	..	1	472	37	47	556
8. The Nilgiris	129	..	8	2	..	..	..	..	..	131	..	8	139
9. Ramanathapuram	265	69	165	4	..	..	..	..	..	269	69	165	503
10. Salem	565	11	153	5	1	..	..	..	..	570	12	153	735
11. Thanjavur	303	10	183	4	2	..	..	..	..	307	12	183	302
12. Tiruchirappalli	280	10	177	8	..	..	..	..	..	288	10	177	474
13. Tirunelveli	302	110	241	1	4	..	..	..	4	303	114	237	654
Total	4,921	431	1,488	82	15	..	..	1	9	5003	445	1,479	6927

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

Sl. No.	Category of Plantations.	At the beginning of the month.			Registered.			Removed.			At the end of the month		
		A. B. (4)			A. B. (6)			A. B. (8)			A. B. (10)		
		(1)	(2)	(3)	(5)	(7)	(9)	(11)	(13)	(15)	(17)	(19)	(21)
1. Coffee		..	..	135	27,008.00	..	..	..	..	..	135	27,008.00	..
2. Tea		..	..	129	61,866.63	..	..	..	..	..	128	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	..
*Due to amalgamation of Kodpararai Estt. Pannimedu Estates, no change in acreage.													
Total		..	..	288	1,10,283.40	..	..	..	..	..	287	1,10,283.40	..

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

16. (a) Statement of Accidents for the month of June 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).	...	...
20.	Food Except Beverages	...	35
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	1	262
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	2
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	4
27.	Paper and paper products	...	2
28.	Printing, Publishing and allied industries	...	21
29.	Leather and Leather products (except foot-wear).	...	16
30.	Rubber and rubber products	...	42
31.	Chemicals and Chemical products	...	112
32.	Products of petroleum and coal	...	2
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	50
34.	Basic Metal Industries	...	56
35.	Metal Products (except machinery and transport equipments).	...	104
36.	Machinery (except electrical machinery)	1	220
37.	Electrical Machinery, apparatus, appliances and supplies.	3	86
38.	Transport equipment	...	513
39.	Miscellaneous Industries	2	33
51.	Electricity, Gas and Steam	...	10
62.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	8
84.	Personal Services (Laundries, dyeing and cleaning).	...	1
Total		7	1,579

16. (b) Statement of Accidents in Cotton and Jute Mills for the month of June, 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.	4	...	...	...	...	...
2.	Card Room Machinery	12	...	...	...	...	...
3.	Drawing Frames	5	...	...	...	...	...
4.	Speed Frames	10	...	...	...	...	...
5.	Spinning Machinery	52	1	...	...	...	...
6.	Weaving Machinery	7	...	...	...	...	...
7.	Finishing Machinery	2	...	...	...	...	...
8.	Flying Shuttles	16	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	27	2	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	1	121	3	...	...	...
Total		1	256	6	...	...	...
JUTE MACHINERY							
		...	...	Nil	...	...	...
'A'—Fatal							
'B'—Non-Fatal							

17. Exemption to the following factories and establishments from the provisions of the Act and Rules indicated below were granted during the month of June, 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. Associated Trades Mount Road, Madras.	From all provisions of the Employees Provident Fund Scheme, Subject to certain conditions	With effect from 1-6-65	G. O. Ms. No. 2715, I. L. & C. (Lab) dated 25-5-65.
2. Certain establishments of Madras State Electricity Board.	-do-	On the dates specified in column 3 of the annexure to the order	G. O. Ms. No. 2783, I. L. & C. (Lab) dated 29-5-65.
3. Industrial Co-operatives of all handlooms Factories.	From provisions of the said Act	One year upto and inclusive of 31-12-65	Government Notification dated 15-8-65.
4. The Coral Mills Workers Co-operative Store Limited, Tirunelveli	From all the provisions of the said scheme subject to certain condition	With effect from 1-5-65	G. O. Ms. No. 2964, I. L. & C. (Lab) dated 9-6-65.
5. The Salem District Co-operative Supply and Marketing Society Limited, Salem-9.	-do-	-do-	G. O. Ms. No. 2979, I. L. & C. (Lab) dated 10-6-65.
6. Sundaram Industries (P) Limited, Pudukottai, Tiruchirappalli District.	-do-	With effect from 1-7-65	G. O. Ms. No. 3047, I. L. & C. (Lab), dated 16-6-65.
7. National Engineering Company (Madras) Private Limited, Madras-1.	-do-	-do-	G. O. Ms. No. 3083, I. L. & C. (Lab) dated 18-6-65.
8. The Indian Steel Rolling Mills Limited, Nagapattinam, Thanjavur District.	-do-	-do-	G. O. Ms. No. 3084, I. L. & C. (Lab), dated 18-6-65.

EMPLOYEES STATE INSURANCE ACT

9. Central Jail Factory Vellore	From provisions of the said Act except Chapter V-A	One year from 24-6-65	Government Notification dated 8-6-65.
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18. Consolidated Statement of Prices of Cotton and Yarn for the month of June, 1965.

For the Week ending.	Prices of Cotton per quintal of 100 Kilograms.	
	Cambodia.	Karunganny.
	Rs.	Rs.
5-6-'65	Rs. 230 / 310	Rs. 295 / 310.
12-6-'65	-do-	-do-
19-6-'65	-do-	-do-
26-6-'65	-do-	-do-

For the Week ending	Prices of Yarn per bundle of	
	10. lbs.	20 lbs.
		Rs. nP.
5-6-'65	...	22. 75
12-6-'65	...	-do-
19-6-'65	...	-do-
26-6-'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 June, 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 ...	670.5	684.9	508.8	379.2	560.0	605.1
2.	Cuddalore ...	591.0	686.0	401.0	378.0	697.0	569.0
3.	Tiruchirapalli ..	617.0	545.0	547.0	349.0	471.0	556.0
4.	Madurai ...	650.0	456.0	536.0	347.0	429.0	552.0
5.	Colmbatore ...	660.0	645.0	659.0	577.0	371.0	629.0
		Food.	Housing.	Clothing.	Miscel- laneous.	Cost of Living Index.	
(Base: August, 1939 : 100).							
5.	Nagercoil ...	743.0	506.0	734.0	399.0	654.0	

* 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 May, and June, 1965.

Sl. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			May, 1965.	June, 1965	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	604.9	605.1	+ 2.0
2.	North Arcot and South Arcot Dists.	Cuddalore ...	568.0	569.0	+ 1.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	548.0	556.0	+ 8.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	551.0	552.0	+ 1.0
5.	Colmbatore and Salem Dists.	Colmbatore ...	631.0	629.0	- 2.0
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil ...	640.0	654.0	+ 14.0

MADRAS

The cost of living index numbers for working classes in Madras City for the month of June 1965 increased slightly from 604.9 to 605.1 points.

The index for the food group fell by one point to 671 due mainly to a fall in the prices of rice and gingelly oil

The index for the fuel and lighting group rose by ten points to 685, due to a rise in the prices at firewood, charcoal and kerosene oil.

The index for the clothing group fell by two point to 504 due to a fall in the prices of dhoties, shirting cloth and petticoat cloth.

The group index numbers in respect of house-rent and miscellaneous remained unchanged at 379 and 560 points respectively.

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

Sl. No.	Group.	Weight proportional to the total expenditure.	Group Index Numbers.	
			May, 1965.	June, 1965
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	671.5	670.5
2.	Fuel and Lighting	8.42	675.4	684.9
3.	Clothing	6.10	505.6	503.8
4.	House-rent	14.57	379.2	379.2
5.	Miscellaneous	12.68	559.6	560.0
Total		100.00		
Cost of living Index Number.			604.9	605.1

CUDDALORE

The cost of living index number for Cuddalore rose by one point to 569.

The index for the food group rose by two points to 591 due mainly to an increase in the prices of vegetable, tamarind, ghee and Coffee Seeds.

The index for the fuel and lighting group rose by three points to 686 due to a rise in the price of kerosene oil.

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

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

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by eight points to 556.

The index for the food group rose by sixteen points to 617 due mainly to an increase in the prices of rice, vegetables, fish and garlic.

The index for the fuel and lighting group fell by twentyone points to 545 due to a fall in the prices of firewood.

The index for the miscellaneouse group fell by two points to 471 due to a fall in the prices of betel leaves.

The group index numbers in respect of clothing and houses-rent remained unchanged at 547 and 349 points respectively.

MADURAI

The cost of living index number for Madurai rose by one point to 552.

The index for the food group rose by five points to 650 due mainly to an increase in the prices of vegetables, tamarind, and coconut oil.

The index for the fuel and lighting, group fell by sixteen points to 456 due to a fall in the price of kerosene oil.

The index for the miscellaneous group rose by three points to 429 due to rise in the price of betel nuts.

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

COIMBATORE

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

The index for the food group fell by seven points to 660 due mainly to a fall in the prices of cholam, dhal, coconut and chillies.

The index for the fuel and lighting group rose by twenty-five points to 645 due to a rise in the prices of firewood and kerosene oil.

The index for the clothing group rose by six points to 659 due to a rise in the price of shirting cloth.

The group Index numbers in respect of house-rent and miscellaneous remained unchanged at 577, and 371 points respectively.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil rose by fourteen points to 654.

The index for the food group rose by eighteen points to 743 due mainly to an increase in the prices of condiments, pulses, Vegetables and coconut.

The index for the housing group rose by three points to 506 due to a rise in the prices of firewood and kerosene oil.

The index for the clothing group rose by nine points to 734 due to a rise in the prices of thorthu and mundu.

The index for the miscellaneous group rose by fifteen points to 399 due to a rise in the prices of arecanut.

OTHER CONSUMER PRICE INDEX NUMBERS

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

(Base : Shifted to 1949=100)

Year (1)	All India* Original base 1949	
	General Index (2)	Food Index (3)
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1962	130	130
1963	134	135
1964	152	155
1964:-		
April	144	145
May	147	147
June	150	152
July	154	158
August	156	161
September	159	165
October	163	170
November	163	170
December	164	171
1965:-		
January	165	172
February	162	167
March	159	162
April	160	163
May	161	164

* 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 May, 1965 was 222.18.

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

The April, 1965 figures for Colombo and U. K. published in the June, 1965 issues as 182 and 122 respectively may be read as 122 and 182 respectively.

20 (a) Monthly Press Report for the Month of May, 1965

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2,91,229 industrial workers in the event of Employment Injury, Sickness and Maternity Benefit. This protection is made available in two ways viz., by provision of Cash Benefits and by providing Medical Care when needed. There are 52 Offices of the Corporation in the State for disbursement of Cash Benefits.

During the month of June, 1965, 2,106 insured persons received Rs. 92,965-40P. by way of Cash Benefits due to Employment Injury. This includes 317 persons who were in receipt of pensions for Permanent Disablement Benefit and also 120 dependants of deceased Persons.

In the month of June, 1965, 1,899 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 35,120 claims were received and an amount of Rs. 5,86,377-05. was paid out as sickness benefit involving abstention for 2,15,729 days.

During the month of June, '65, 282 Insured Women claimed Rs. 50,130-20 by way of Maternity Benefit.

For recovery of arrears of contribution under the Scheme legal proceedings had to be initiated in 20 cases against defaulting employers for recovery of Rs. 9,282-02.

Penal action was taken against one employee in a case of wrong declaration and he was fined Rs. 50/- in default to suffer simple imprisonment for 15 days.

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

Sl. No.	Particulars.	For the month of June '65
1.	Total number of Attendance :	
	New 68,897 } ...	2,87,250
	Old 2,18,353 }	
2.	No. of Medical certificates issued	76,918
3.	No. of Domiciliary visits made	235
4.	No. of Injections administered	89,477
5.	No. of X-Ray examinations	1,349
6.	No. of Laboratory examinations	3,305
7.	No. of Specialist Investigations	4,527
8.	No. of Persons admitted to Hospitals	1,946
9.	No. of bed days occupied during the month	13,677
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 18,794 } ...	50,811
	Old 32,017 }	
	Diagnostic Centres	---
2.	No. of Prescriptions issued	14,564
3.	Payments made to :—	
	1. Chemists	---
	2. Insurance Medical Practitioners.	... Rs. 64,456-50 (Coimbatore area.)

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

Sl. No	Districts	Total No. of registrations made during June 1965.	Total No. of applicants placed in employment during June 1965.	Total No. of applicants on the Live Register at the end of June 1965.	No. of employers used the Exchange during June 1965.	No. of vacancies notified during June 1965.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	1,977	330	14,481	139	501
2.	Arcot, South	2,367	499	15,465	119	724
3.	Chingleput.	2,237	208	14,202	88	838
4.	Coimbatore.	2,477	452	13,435	188	975
5.	Kanyakumari.	1,325	110	15,625	44	126
6.	Madras.	4,671	1,500	28,736	439	1,797
7.	Madurai.	2,970	426	16,768	156	995
8.	The Nilgiris.	657	80	6,246	51	575
9.	Ramanathapuram.	1,421	297	8,621	73	320
10.	Salem.	3,050	503	18,053	99	669
11.	Thanjavur.	1,768	380	14,265	191	221
12.	Tiruchirappalli.	2,524	223	13,869	157	426
13.	Tirunelveli.	1,760	238	14,965	130	787
Total: for June		1965 29,204	5,236	1,94,731	1,875	8,954
.. for April		1965 30,843	4,064	1,90,611	1,845	7,588
.. for June		1964 33,841	4,547	2,07,624	1,785	8,465

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

LABOUR LAWS AND ADMINISTRATION

MADRAS WORKMEN'S COMPENSATION

(OCCUPATIONAL DISEASES) RULES 1964

Notification

In exercise of the powers conferred by clauses (p), (q) and (r) of sub-section (2) of section 32 of the Workmen's Compensation Act, 1923 (Central Act VIII of 1923), the Governor of Madras hereby makes the following rules, the same having been previously published as required by sub-section (1) of section 34 of the said Act:

Rules

1. **Short title and commencement**—(1) These rules may be called the Madras Workmen's Compensation (Occupational Diseases) Rules, 1964.

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

2. **Application**—These rules shall apply to all workmen employed in any employment mentioned in Part C of Scheduled III to the Act.

3. **Definitions**—In these rules, unless the context otherwise requires—

(a) "Act" means the Workmen's Compensation Act, 1923 (Central Act VIII of 1923);

(b) "asbestosis" means—

(i) a pulmonary fibrosis which manifests itself radiologically as a ground glass appearance of the pulmonary field, in straitions or reticular formations more or less marked, particularly diffuse at the bases or diffuse stippling or reticulation over extensive areas of both lung fields, whether or not accompanied by signs of pulmonary tuberculosis, and

(ii) clinically, by the presence of asbestos bodies in the sputum, accompanied by tracheobronchitis and emphysema;

(c) "bagassosis" means a disease which

(i) manifests itself as an acute allergic response due to sensitisation of the individual to bagasse dust, and

(ii) radiologically, consists of increase in the vascular shadows and increase in haziness and reticulation all over the lungs and increase in the hilar densities and some mottling. In acute phases patchy shadows resembling bronchopneumonia may be seen;

(d) "Government" means the State Government

(e) "Medical Board" means the Pneumoconiosis Medical Board constituted by the Government under Rule 4 or any Medical Board recognised by the Government for the purposes of these rules;

(f) "pneumoconiosis" means silicosis or coalminer's pneumoconiosis or asbestosis or bagassosis or any of these diseases accompanied by pulmonary tuberculosis.

4. Constitution of Pneumoconiosis Medical Board—(1) The Government shall constitute a pneumoconiosis Medical Board for the conduct of medical examinations, submission of medical reports and the grant of medical certificates in pursuance of these rules:

Provided that with respect to workmen employed in mines, the Government may recognise any Medical Board for the purpose of these rules.

(2) The Board constituted or recognised under sub-rule (1) shall consist of three qualified medical practitioners of whom one shall be a radiologist.

5. Medical conditions under which pneumoconiosis may be considered to be an occupational disease—(1) The diagnosis of pneumoconiosis shall be carried out with all the necessary technical guarantees. Proof of the degree of development of the pathological or anatomical changes in the respiratory and cardiac systems shall be furnished by the radiographic record and other laboratory records, which shall be accompanied by the report of a full clinical examination, including a report of the industrial history of the person concerned, the record of all occupations in which he has been employed, the nature of the harmful dusts to which he was exposed and the duration of such exposure.

(2) For the entitlement to compensation, silicosis and coal miner's pneumoconiosis shall fulfil the following radiological and clinical conditions:

(a) The radiological examination of the workmen shall reveal—

(i) the appearance of generalised micronodular or nodular fibrosis covering a considerable part of both lung fields whether accompanied or not by signs of pulmonary tuberculosis; or

(ii) in addition to a marked accentuation of the pattern of both lungs, the appearance of one or several pseudomorph fibrotic formations, whether accompanied or not by signs of pulmonary tuberculosis; or

(iii) the appearance of both of these types of fibrotic lesions at once, whether accompanied or not by signs of pulmonary tuberculosis;

(b) serial radiological pictures taken over a period during periodical medical examinations, shall, as far as possible, be considered in making definite diagnosis in cases where doubt exists;

(c) Radiological interpretation shall be based on the Standard International classification laid down by the International Labour Organisation (Geneva classification);

(d) The clinical examination of the workmen concerned shall reveal a decrease or deterioration of the respiratory function or cardiac function or a deterioration of the state of general health, caused by the pathological processes specified above.

6. Evaluation of disablement—(1) The evaluation of disablement shall be made by reference to the physical (anatomical, physiological, and functional) and mental capacity for the exercise of the necessary functions of a normally occupied life which would be expected in a healthy person of the same age and sex. For such assessment, recognised cardio-respiratory function tests shall be used to assess the degree of cardio-respiratory function impairment.

(2) It shall be determined whether the disablement is temporary or permanent and also the percentage of loss of function as it pertains to the loss of working capacity for receiving compensation.

(3) Assessment of disablement shall be proportionate to the loss of earning capacity, total disablement being taken to be 100% loss of earning capacity.

Explanation—For the purpose of this rule, "permanent disablement" shall mean such disablement as is certified to be permanent by the Medical Board.

7. Certification of cases—(1) The claim for compensation in respect of a workman contracting any disease specified in Part C of Schedule III to the Act shall be supported by a certificate issued by a qualified medical practitioner in the Form 'A' appended to these rules:

Provided that where the contracting of such a disease has resulted in death or permanent disablement of the workman the claim shall also be supported by an endorsement on the certificate; in the form 'B' appended to these Rules, by the Medical Board, and in case of difference of opinion between the qualified Medical Practitioner and the Medical Board, the opinion of the Medical Board shall prevail.

FORM A

(Certificate of disability/death) See Rule 7

This is to certify that Sri
son of age years

is suffering from pneumoconiosis/pneumoconiosis with who died on... was pulmonary tuberculosis, and the contracting of the disease is/was reasonably attributable to his employment in.....

(1) Temporary disablement

(a) The disability is in my opinion of a temporary nature likely to last for.....years.....months. He is unfit for work in his present employment (state employment for which he is considered fit).

(2) Permanent disablement

The disability is of a permanent nature and is assessed at..... per cent.

(3) Death

Death is attributable to the contracting of the disease. (Cancel out portions not applicable).

Date

Place

Signature of the qualified Medical Practitioner.

FORM B

Endorsement to be made by Medical Board in cases of permanent disability or death.

This is to certify that Sri..... is/was suffering from pneumoconiosis/pneumoconiosis with pulmonary tuberculosis, and the contracting of the disease is/was reasonably attributable to his employment in.....

(1) Permanent disability

It is certified that the disability is of a permanent nature and is assessed at.....per cent.

(2) Death

It is certified that the death of Sri..... is attributable to the contracting of the disease.

Date

Place

Signature of Members of Medical Board.

Note: The Medical Board may call for any further information that may be considered necessary by it from the Medical Practitioner concerned before countersigning certificate in case of death.

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