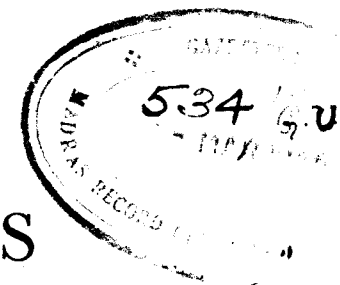
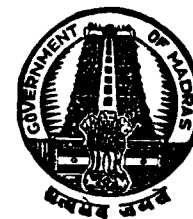


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VOL. VII NO. 12
DECEMBER 1965



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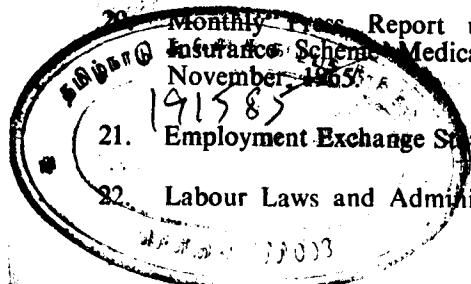
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THE MADRAS LABOUR GAZETTE

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SPECIAL ARTICLES

TOWARDS 'GIRI APPROACH'

By

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The question of moulding the pattern of industrial relations has assumed growing importance in our country in the context of the growth of industrialisation and the stress laid on industrial programmes in economic development. The role of the State in structuring these relations has been on the increase. Several measures have been taken by the Government in the sphere of conciliation and adjudication of industrial disputes. "Should Government continue to intervene in labour-dispute settlement through compulsory adjudication system?... Mr. V. V. Giri continues to argue that collective bargaining would develop on a healthier basis if compulsory adjudication could be gradually eliminated. This matter is so important to industrial peace and to the development of collective bargaining on a sound basis in India that it deserves continued study and discussion." The purpose of this paper is to examine the validity of 'Giri Approach' in the light of the recent developments in the area of industrial relations.

'Giri Approach':

Giri Approach constitutes a new concept in Indian Industrial relations. This concept received wide publicity and discussion during 1952-54 when Sri V. V. Giri was the Minister of Labour, Government of India. Sri 'Giri upheld that mutual voluntary negotiation and collective bargaining between employers and employees are preferable to the submission of a dispute for the award of a tribunal. He was also of the opinion that the ready availability of compulsory adjudication as a chief method of settling industrial disputes discourages genuine collective bargaining. Sri Giri's approach was vehemently opposed by the labour and management organisations. He was almost forced to withdraw his

* The author wishes to express his thanks to Dr. D. L. Naravana, professor of Economics, S. V. University (Tirupati) and to Dr. V. B. Singh, Asst. Professor of Economics, University of Lucknow, who have gone through an earlier draft of this paper and offered valuable suggestions.

1. Charles A. Myers, *Industrial Relations in India* 1960 p. XI.

proposals for a substantial change in the machinery for the settlement of disputes. Under these circumstances he resigned his Ministership in August 1954.

But Sri V. V. Giri did not change his personal views on the problem. "A basic policy with reference to the settlement of trade disputes must be evolved in India. An earnest trial of the policy of internal settlement of industrial disputes, giving freedom to the parties from the shackles of compulsory arbitration, restoring to them their self-confidence and responsibility and inculcating in them a spirit of self-government should be the basis of this policy.² Unresolved disputes may be settled through conciliation boards and voluntary arbitration.³ He is equally aware of the need to take steps in a grave emergency for the settlement of disputes by the appointment of adjudicators or otherwise as a last resort.⁴ Hence 'Giri Approach' stands for collective bargaining, voluntary arbitration and the gradual abolition of compulsory adjudication in the settlement of labour problems.

Collective Bargaining:

Collective bargaining as a technique for the fulfilment of the needs and objectives of workers and employers is an integral part of an industrial society. It is, in fact, an extension of the principles and practices of democracy to industry.⁵ Its meaning and form vary from time to time and hence it is difficult to define it precisely. According to Wilson Randle it 'covers the negotiation of the contract, the grievance procedure and the settlement of disputes as well as economic sanctions such as strikes and lockouts'.⁶ Lloyd Reynolds points out that 'in general the alternative to collective bargaining is no bargaining'.⁷ Hence collective bargaining can never become individual bargaining. Thus it involves organised group relationships on both the sides of the bargaining table. Indeed, it is an institutionalised representative process.⁸

The pre-requisites of Collective Bargaining:

For the successful and effective operation of collective bargaining there are certain pre-requisites. These are:⁹

1. Existence of a truly representative, enlightened and strong union functioning strictly on constitutional trade union lines;
2. Existence of a progressive and strong management, conscious of its responsibilities and its obligations to the owners of the business, the employees, the consumers and the country;

2. V. V. Giri, *Labour Problems in Indian Industry*, 1959, p. 100.
3. Ibid, p. 102.
4. Inaugural Address at the Seminar on Labour Problems, *Andhra Pradesh Labour Seminar Souvenir*, June 1961, p. VI.
5. Government of India, *Indian Labour Journal*, March 1963, p. 254.
6. Wilson Randle, *Collective Bargaining-Principles and Practices*, p. VIII.
7. Lloyd G. Reynolds, *Labour Economics and Labour Relations*, 1949, p. 169.
8. Government of India, *Indian Labour Journal*, March 1963, p. 255.
9. Indian Institute of Personnel Management, *Personnel Management in India*, 1961, p. 175.

3. Unanimity on the basic objectives and recognition of mutual rights and obligations;
4. Delegation of authority to local management, where there are several units of a company;
5. Acceptance of a fact-finding approach and willingness to use new methods and tools for the solution of industrial problems.

Collective Bargaining in Advanced Countries:

On account of the fulfilment of the pre-requisites listed above, the industrially advanced countries like the U.S.A., the U.K. and Canada have achieved considerable success in the sphere of collective relations in industry. Of late, the scope of collective agreements has been expanding. Collective agreements in those countries, contain provisions relating to recruitment, working conditions, work-loads, allowances, incentives, promotion, over-time payment, gratuity and other related matters besides wages.¹⁰ The role of Statutory wage regulation is very insignificant and is mainly confined to employment where 'very low-wages' and 'sweating' are most prevalent. In fact, trade unions resent labour legislation because they are now in a position to safeguard their interests by collective bargaining. No wonder collective bargaining has become an indispensable institution of Western Capitalism in general and American free enterprise in particular.

Collective Bargaining in India:

The role of collective bargaining has been limited in Indian industry chiefly on account of the absence of the pre-requisites. However, the scope for collective bargaining is increasing on account of the growth of trade unionism, change in the managerial set up and attitudes and the development of better labour-management relations in recent years. 'The increasing number of agreements signed each year clearly indicates an encouraging trend in industrial relations'.¹¹ The agreements on bonus signed at the Bombay and Ahmedabad Textile Mills, by the Indian Tea Association and in the Aluminium industry during 1954-57 are worth mentioning.¹² Problems of productivity and rationalisation were the main themes of the first Tata agreement with their workers at Jamshedpur in 1956. Also several other agreements were concluded in different industries covering different aspect of employment. A recent study of 142 collective agreements reached in various industries carried out by the Employers' Federation of India came to the conclusion that "as a factor in the determination of wages and working conditions of industrial workers the influence of collective bargaining can be considered marginal."¹³ What are the causes for the poor use of collective bargaining in India?

10. For more details vide *Indian Labour Journal*, March 1963, p. p. 254-262.
11. Indian Institute of Personnel Management, *Personnel Management in India*, 1961, p. 184.
12. Ibid, p. p. 186-188.
13. *Commerce*, 29th February 1964, P. 324.

Trade Unionism:

The existence of a strong, 'enlightened' trade union organisation is essential for the successful operation of collective bargaining system in any country. In fact, the chief purpose of trade unionism in the present day advanced countries is collective bargaining. But in countries like ours trade unionism is not in a position to shoulder the heavy responsibilities connected with collective bargaining on account of a multiplicity of factors.

It is true that in India the movement has grown to a considerable strength in recent years. The following table reveals the growth of trade unionism.

TABLE I

The Growth of Trade Unionism@ (Workers' and Employers' Organisations) 1951-52—1960-61

Year	No. of Registered trade unions	No. of unions submitting returns	Membership of unions submitting returns (in thousands)
1951 - 52	4,623	2,556	1,996
1952 - 53	4,934	2,718	2,099
1953 - 54	6,029	3,295	2,113
1954 - 55	6,658	3,545	2,170
1955 - 56	8,095	4,006	2,275
1956 - 57	8,554	4,399	2,377
1957 - 58	10,045	5,520	3,015
1958 - 59	£ 10,228	6,040	3,647
1959 - 60	10,881	6,588*	3,923
1960 - 61	(p) 11,175**	6,829***	3,782

@ Although under the Indian Trade Unions Act (1926), trade unions include, even employers organisations, they are essentially organisations of workers.

£ Excludes Rajasthan.

* Excluding membership of two employers unions which was reported as 25 mills and 29 companies in the two cases.

** Figures for 1960-61 exclude Assam.

*** Excluding membership of two employers unions which was reported as 28 mills and 31 companies.

(p) Provisional.

Source: The Indian Labour Year Book 1962, 1963, p. 87.

It will be seen from the table above that there has been a considerable increase in the number of registered unions, unions submitting returns and the membership. Having regard to the limitations notified under the table, the number of registered unions in India (excluding Jammu and Kashmir and Manipur) during the period 1951-52 to 1960-61 increased by 142 per cent whereas the number of unions submitting returns and their membership increased by 167 and 89 per cent respectively.

However, the solidarity of the movement is weakened on account of its political affiliations. It is fragmented and sub-divided among the major political parties of the country. The unions affiliated to the national organisations act as the labour wings of the respective political parties. The following table gives the details of the division of the movement.

TABLE II

Membership of All-India Trade Unions

National Organisations.	No. of unions affiliated			Membership (in lakhs)		
	1958	1959	1960	1958	1959	1960
Indian National Trade Union Congress (INTUC)	727	886	860	9.10	10.23	10.53
All-India Trade Union Congress (AITUC)	807	814	886	5.38	5.08	5.09
Hind Mazdoor Sabha (HMS)	151	185	190	1.93	2.42	2.80
United Trade Union Congress (UTUC)	182	172	229	0.82	0.91	1.10

Source: Commerce Annual Number 1962, p. 104.

It is clear from the table above that a great proportion of the unions and membership is affiliated to the All-India Trade Union organisations. The INTUC is under the control of the Indian National Congress where as the AITUC and HMS are under the control of the Communist Party of India and the Praja Socialist Party (now the Samyukta Socialist Party) respectively. Although the UTUC is apparently unconnected with any political party, its leanings are said to be towards Communism. Thus the division of the movement among the political parties has undermined its strength and solidarity.

Since the advent of the code of discipline in industry and the inter-union code of conduct, some of the problems connected with the mitigation of rivalries between the unions, recognition of unions etc. have been solved.¹⁴

The finances of the unions are also considerably improved in recent years. The income and expenditure of workers unions increased from

14. For more details vide, *The Indian Labour Year Books* 1958—'62.

Rs. 50.84 and 45.32 lakhs in 1951-52 to Rs. 154.09 and Rs.134.65 lakhs in 1959-60 respectively.¹⁵ Also the structure and stature of the trade union leadership are bound to undergo a substantial change as the programme of workers' education further expands.^{15a}

Management in Industry:

On account of the peculiarities of industrial evolution and organisation, the management in Indian industry has not attuned itself to the changing requirements of a dynamic society. The management of business is patrimonial and the family members occupy all important positions and decide policies. Authority is being centralised at the top, the employees enjoy little delegation and communication. The management philosophy is authoritarian and paternalistic in character.¹⁶

"Even in the public enterprises the importance of industrial management is not properly appreciated, and the same pattern of administration is often noticeable as in other Government departments."¹⁷ "In the long run much important work and many decisions must be delegated to levels far from the top hierarchial posts A gradual extension of discretion all down the line is of the essence if India's achievements are to keep pace with her espoused programs. This is notably true when urgency of performance is high. Urgency is especially pressing in the area of public enterprises."¹⁸

The outlook of management towards labour problems and trade unions has not been favourable on account of the factors cited above. The Report of the Central Wage Board for the Cotton Textile Industry points out that 'in the absence of willingness on the part of employers to recognise the trade unions enjoying confidence of the workers and negotiate and come to terms with them, the trade unions have not been able to take an active part in the shaping of the wage structure. Whatever influence, they can exert under such conditions is for the most part indirect through agitation etc.' Thus one of the factors which has caused the agitative attitude of the unions is the negative outlook of the management.

Labour-Management Relations:

For the successful negotiation, conclusion and operation of collective agreements, the approach and attitude of both labour and management should undergo a radical change. They should realise that they are partners in a common venture and that both of them would be adversely affected by the break-down of the enterprise. This requires greater communication within the industry, joint consultation and workers' participation in management, the realisation of their responsibilities and a fact-finding and enlightened approach with a positive outlook on almost all industrial problems by both the parties.

15. Government of India, *The Indian Labour Year Books* 1962, 1963 p. 91.

15. (a) Government of India, *The Third Five Year Plan*, 1961, p. 255.

16. *The Asian Economic Review*, Vol. V. No. 2, p. 120.

17. *Ibid.*

18. Paul H. Appleby, Re-examination of India's Administrative System with special reference to Administration of Government's Industrial and Commercial Enterprises, 1956, p. 58.

Despite the fact that there is no unanimity of opinion between labour and management with regard to rationalisation, productivity, bonus, dearness allowance etc., the code of discipline in industry and the inter-union code of conduct went a longway in improving matters. The tendency towards professionalisation of management, the realisation of the need for management education and the setting up of the Institutes of Management at Calcutta and Ahmedabad besides the Administrative Staff College at Hyderabad and the implementation of the programme of workers' education and labour participation in management are bound to exert a healthy influence on the development of labour-management relations in India.¹⁹ These developments provide a better scope for the growth of collective bargaining in the country.

Voluntary Arbitration:

However comprehensive the system of collective bargaining might be, it may not be in a position to provide solutions to certain difficult problems in under-developed countries. Under these circumstances, recourse has to be taken to voluntary arbitration according to Sri V. V. Giri. The two former Union Labour Ministers, namely Sri Khandubhai Desai and Sri G. L. Nanda were also strong advocates of this method. Besides, there is a long tradition of voluntary arbitration in Indian industry, however small its coverage might be. It may be said to have commenced with the settlement of the Ahmedabad Textile Wage dispute in 1918 by Mahatma Gandhi. Even to-day, the Ahmedabad Cotton Textile industry is an outstanding example of the tradition of voluntary arbitration of industrial disputes.

The 15th, 16th, 17th and 18th Sessions of the Indian Labour Conference recommended the adoption of voluntary arbitration in the settlement of industrial disputes.

Since the advent of the code of discipline in industry, the emphasis placed on voluntary arbitration has been increasing. The Industrial Truce Resolution of November 1962 also reiterated the need for the quick settlement of industrial disputes through voluntary arbitration. In order to discourage the tendency towards litigation under the code of discipline, a Screening Machinery was set up by the Central organisations of employers and workers to screen cases of industrial disputes. The screening committee of the Employers Federation of India screened 20 cases during 1961 and persuaded the employers in 5 cases not to file appeals in higher courts against the decisions of Industrial Tribunals.²⁰ Among the workers organisations the HMS and the UTUC screened 21 and 16 cases during 1961 and were successful in persuading their members in 14 and 13 cases respectively not to go to higher courts.²¹

In order to reinforce the efforts of the central organisations of employers and workers, the Implementation Machinery (of the Awards, Agreements, Code of Discipline etc.) both at the Centre and in the States attempt out-of-court settlement of cases of industrial disputes pending in

19. Commerce 9th February, 1963. p. 237 and *The Indian Labour Book* 1962, 1963 pp. 115-119.

20. Government of India, *The Indian Labour Year Book* 1962, 1963, pp. 106-107.

21. *Ibid.* pp. 107.

High Courts or the Supreme Court by bringing together the contending parties. The Machinery has so far (by 1962) succeeded in 44 per cent of the cases taken up by it.²²

In order to make voluntary arbitration effective, a study group of the Conference of the Personnel and Welfare Officers in 1963, inter alia, reached the following conclusions.²³

- (1) The organisations of employers and workmen in each industry should draw a panel of independent persons to work as arbitrators;
- (2) Reference to arbitration should be at the Joint instance of the employer concerned and the recognised union;
- (3) The decision of the arbitrators shall be binding on both the parties;
- (4) A dispute once decided on arbitration and implemented by the parties concerned, should not be referred by Government to adjudication under the Industrial Disputes Act, 1947.

The Report of the Third Plan states that "ways will be found for increasing the application of the principle of voluntary arbitration in resolving differences between workers and employers. Steps will be taken to remove certain hindrances in the way of fuller recourse to voluntary arbitration. The same protection should be extended to proceedings in this case, as is now applicable to compulsory adjudication. The Government should take the initiative in drawing up panels of arbitrators on a regional and industry-wise basis. Employers should show much greater readiness to submit disputes to arbitration than they have done hitherto. **This has to be the normal practice, in preference to adjudication,** as an important obligation accepted by the parties under the Code."²⁴

Industrial peace and Social Justice:

However, 'Giri Approach' is not without its critics. It is objected on grounds of industrial peace and social justice. Sri B. N. Datar feels that an influential section is of the opinion that "no one knows, what will happen if compulsory adjudication is withdrawn. In all likelihood it may result in war-fare."²⁵ But Professor Van Dusen Kennedy who had made a personal study of the Indian industrial relations rightly remarks that 'a system of free collective bargaining might result in a smaller or at least no greater volume of work stoppages than occurs now.'²⁶ Sri V. V. Giri himself points out that, "as long as compulsory adjudication forms part of the Statute Book the employers and workers will hesitate to put their cards on the table and they would give secondary importance

to collective bargaining and voluntary conciliation; an attitude of suppressed hostility in the one party and of unconcealed satisfaction and triumph in the other in the case of compulsory arbitration may lead to transient truce but not lasting peace".²⁷

It is a matter of fact that in recent years a climate of good industrial relations is created not on account of compulsory adjudication but on account of the several positive steps taken by the State in ameliorating the conditions of workers, the working of the 'codes' the Industrial Truce Resolution of 1962 and the development of better labour-management relations.²⁸ The objections raised on grounds of social justice are equally invalid as strong foundations have been laid by way of labour legislation in the prevention of exploitation of workers by employers. Among the working classes industrial labour is already considered to be the elite. Also the fear that free collective bargaining gives room to the growth of Communism is not justified. 'With little exception, in the rest of the world, strong and responsible unionism, that is really involved in collective bargaining has been anti-communist.'²⁹ Hence the need to develop collective bargaining and voluntary arbitration for the promotion of better industrial relations.

Conclusion:

It is obvious from the fore-going study of the developments in the field of industrial relations that 'Giri Approach' is gaining strength. The growth of the trade union movement, despite the limitations, the professionalisation of management and the adoption of the code of discipline, the code of conduct, the Industrial Truce Resolution of November 1962 and the changing pattern of labour-management relations indicate that the background is prepared for the introduction of 'Giri Approach'. As the recent experience shows, the problem of evolving satisfactory industrial relations in India is fundamentally a problem of developing an efficient and comprehensive system of collective bargaining. If a good tradition of collective bargaining and voluntary arbitration could be built up, it will smoothen the path of industrialisation, lessen industrial unrest and usher in an era of industrial democracy.

22. Ibid.

23. Commerce, 30th March 1963, p. 564.

24. Government of India, *The Third Five Year Plan*, 1961, p. 254.

25. K. N. Vaid (Edited) *Labour Management Relations*, p. 95.

26. Ibid. p. 84.

27. *The Indian Journal of Labour Economics*, Vol. V. No. 1 & 2 p. 7.

28. For more details vide *The Third Five Year Plan* 1961, p. p. 250-263, and *The Indian Labour Year Book* 1962, 1963 pp. 86-115.

29. K. N. Vaid (Edited) *Labour Management Relations*, p. 84.

INDUSTRIAL SAFETY

FAILURE OF OVERLOADING SLINGS

A load of 20 rejected C.I. moulds, each weighing 189 Kg. was moved from the foundryshop to the scrap yard by a crane. When it was about to be lowered on the ground, one of the two chain slings carrying the moulds suddenly snapped and the moulds fell down upon a worker who was making arrangement to unload the moulds standing just below the load. He was killed.

The chains were m.s. short links of $\frac{1}{2}$ inch diameter and the load being carried was 3780 Kg. One link of the chain snapped, but the broken link could not be traced. The chain in question was forwarded to the Government Test House for a thorough test. Radiographic examination showed serious flaws like lack of fusion and slag inclusion in some of the welded regions of the links of the chain. This was also corroborated by the results of microscopic examination of the welded joints of the links also showed the presence of overheated structures characteristic of mild steel. The fact that the chain links were not given proper heat treatment was evident from the results of metallographic examination. The results of examination and test conducted clearly indicated that the unsoundness of welded joints of the chain links were so serious as to be detrimental to the usefulness and serviceability of the chain.

The B.S. 590; 1949 for mild steel chain recommends the SWL of 6d2 tons where 'd' is the nominal diameter of the chain material with a minimum breaking load of 30d2 tons, i.e., a maximum safe working load of 1 ton 10 cwt. or 1524 Kg., for mild steel link chain of $\frac{1}{2}$ inch diameter material. The full advantage may be taken, only when the chain is used for lifting purposes under normal conditions with little or no danger of shock loading. But if, however, the conditions of working are hazardous or the chains are subjected to considerable shock loading, as it was likely in this particular case, consideration should be given to reduce the permitted SWL which was not done. The chains were, therefore, subjected to a much greater load than the safeworking load in contravention of the provision of Section 29(1)(b) of the Factories Act, 1948. The management was therefore, held responsible for the accident.

Preventive Measures

1. The provisions of Section 29(1)(b) which stipulates that "no lifting machine and no chain, rope or lifting tackle shall, except for the purpose of test be loaded beyond the safe working load which shall be plainly marked thereon together with an identification mark and duly entered in the prescribed register; and where this is not practicable a table showing the safe working loads of every kind and size of lifting machine or chain, rope or lifting tackle in use shall be displayed in prominent positions on the premises", shall be strictly observed.

2. The provisions of rule 55(2)(b) of the West Bengal Factories Rules, 1958, which stipulates that "a table showing that the safe working loads of every kind and size of chain, rope or lifting tackle in use, and, in the case of a multiple sling, the safe working loads at different angles

of the legs, shall be posted in the store room or place where or in which the chains, ropes or lifting tackles are kept, and in prominent positions on the premises and no rope, chain or lifting tackle not shown in the table shall be used, so however, that the foregoing provisions of this paragraph shall not apply in respect of such lifting tackle if the safe working load there of, or in the case of a multiple sling to safe working load at different angles of the legs, is plainly marked upon it", shall be strictly observed.

3. Chains and other gear made of steel shall be thoroughly examined by a competent person once at least in every twelve months and particulars entered in the prescribed register.

4. Chains should be subjected to correct periodic heat treatment.

5. All chains should be examined periodically for stretch, cut and other defects. Chains shall be withdrawn from use whenever the chains have stretched more than 5 per cent of their length or worn out excessively.

6. A chain which has been condemned should be cut up to avoid any possible future use.

7. Special care should be taken in welding chain links, otherwise cracks and defects may develop during welding.

8. Great care should be taken to ensure careful slinging and steady lifting.

9. When objects with sharp edges are to be hoisted with chain, pads should be placed between the edges and the chains.

10. Chains should not be dragged from under a load.

11. Sling chains, when not in use, should be stored under cover and kept on suitable racks or pegs.

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

FATALITY CAUSED BY A ROLLING LOG OF WOOD

In a logyard at a railway workshop, loading of logs was being carried out by means of a hand crane into a wagon. The supervisor was sitting on a log and supervising the loading operations. When a log was being prepared for lifting, the wooden packing placed under the log for inserting the chain sling slipped and the log rolled down and hit the supervisor in his stomach. The supervisor did not report the accident to anyone and continued to work as there was no external injury. After sometime, he felt some pain in his stomach and at the close of the work, he went to a hospital and got himself admitted there. Next day he expired.

The supervisor should have taken care to see that he occupied a safe position during the work. Further he should have not delayed the reporting to the hospital.

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

DROWNED IN WATER SPRAY TANK

In a sugar factory, the condenser water was cooled by spraying through nozzles in a spray tank about 12 feet deep. The nozzles got choked and a worker was sent for cleaning them. An improvised flating platform was used for going and standing over the surface of the water in the tank. The platform consisted of four empty barrels tied together with a wooden planks and the top. The man paddled the platform upto nozzles and started cleaning them when suddenly he slipped from platform and fell down in the tank. By the time he could be taken out from the water by other workers, he was dead. Artificial respiration was given, but he could not be revived.

The accident could be avoided if the man who knew swimming and had proper training in the work was reserved for this work. Further the accident could have been avoided if a life-belt was made available to this workers.

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

ELECTROCUTION DUE TO DEFECTIVE EARTHING

In a tile factory a revolving press was run by a 7.5 H.P., 3-phase electric motor which was mounted on two m.s. channels fixed on the body of the press. Due to some defect in the starter of the motor, a live terminal came in contact with its cover which became charged. As the body of the motor was connected to the cover of the starter through the copper earthing wire, it also energized including the entire body of the press. When a worker came to collect the waste clay from near the press, he touched it unknowingly and got electrocuted.

It was found that though the motor was grounded but the earthing was defective and as such the current did not flow to the earth but made the entire metal work alive. Further it was also detected that though the switch controlling the supply to the starter of the motor was in "OFF" position at the time of the accident, it did not completely cut off the supply due to some mechanical defect. The accident was thus caused due to poor maintenance of the electric machine and control gear.

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

DEATH DUE TO FALL FROM HEIGHT

In a factory a worker went up a roof truss for fixing a pulley block. He stood on a cross-member of the truss and tried to tie a piece of jute cloth around the truss where the block was to be fixed. While doing so, he fell down through a height of about 80 feet. He was given first aid by the factory doctor and then removed to a hospital where he died after a few hours.

A life belt is essential when working at heights.

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

LABOUR NEWS**INDUSTRIAL RELATIONS, NOVEMBER, 1965**

The Labour situation in the State was satisfactory. There were 4 strikes and 1 lockout in Textile Mills and 8 strikes in other Industries (including 1 strike and 1 lockout in Textile Mills and 3 strikes in other Industries that were continuing at the end of the last month) during the month of November, 1965. One strike and one lockout in Textile Mills and 4 strikes in other Industries were continuing at the end of the month. The number of workers affected by work stoppages in Textile Mills was 2,001 and in other Industries it was 2,486. The number of mandays lost as a result of stoppages in Textile Mills and other industries was 17,288 and 9,623 respectively. The details of the work stoppages are as follows:

Textile Mills

The strike by the workers from 8-10-65 and the Lockout by the Management of the Lakshmi Mills Co. Ltd., Palladam which began on 18-10-1965 were still continuing.

The lockout by the Management of the D.P.F. Textiles (Private) Ltd., Coimbatore which began on 26-10-1965 was still continuing.

About 100 workers out of 584 workers of the Karthikeya Spinning and Weaving Mills, Siganallur struck work on 22-11-65 as a protest against the suspension of 2 workers. The workers resumed work on the same day through the mediation by the Labour Officer.

About 938 workers out of 1,750 workers of Kaleeswarar Mills Ltd., Coimbatore struck work on 2-11-1965 for sending workers for lay off due to power cut. The workers resumed work on the mediation by the Labour Officer on 4-11-1965.

About 123 workers out of 133 workers of Venkatesa Mills Ltd., Redhills, Chingleput struck work on 8-11-1965 for alleged provocation of the Management. The strike was called off unconditionally on 22-11-1965.

Others

The strike by the workers from 20-10-65 and the lockout by the Management of Sova (P) Ltd., Kuniamuthur on 25-10-1965 were still continuing.

The strike by the workers of Ruby Rubber Works, Tiruvottiyur Madras-19, which began on 28-9-1965 ended on 4-11-1965 as a result of the Government order prohibiting the strike under Section 10(3) of the Industrial Disputes Act, 1947.

The strike by the workers of the Pilot Pen Company (India) Ltd., Redhills, which began on 7-10-1965 was still continuing.

About 1,179 workers out of 1,500 workers of 22 Rubber Estates in Kanyakumari District struck work on 29-11-1965 demanding revision of wages and settlement of other demands. The strike was still continuing.

About 197 workers out of 3,873 workers of the Textool Company Ltd., Coimbatore struck work on 17-11-1965 protesting against the transfer of 5 workers. The workers resumed duty on 18-11-1965 on the advice of the Labour Officer.

All the 43 workers of Revathy Machinery Traders, Podanur struck work on 10-11-1965 protesting against the retrenchment of 19 workers. The Management declared a lockout on 13-11-1965. The strike and Lockout were continuing at the end of the month.

About 487 workers out of 857 workers of Ennore Foundries, Ennore, struck work on 13-11-1965 for refusing to do alternative job. The strike was called off by direct negotiation on the same day.

About 146 workers out of 170 workers of the Madhuranthagam Co-operative Sugar Mills, Ltd., Padalam struck work on 8-11-1965 for non-employment of a worker. The workers resumed work on 19-11-1965 on the mediation of the Labour Officer.

Central Sphere

1. Conciliation:

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

(i) Between M/s. South India Corporation (Agencies) Ltd., Madras and the Madras Port & Dock Workers' Congress; Madras over non-provision of alternative work, non-payment of increased D.A. and interim relief to the ex-workmen engaged in unloading fertilisers.

(ii) Between the Union Insurance Society of Canton Ltd., Madras and the General Insurance Employees' Union, Madras regarding deprivation of the existing rights and privileges to Shri M. V. Subramanian.

(iii) Between the Bank of Baroda Ltd., and the Bank of Baroda Staff Union, Madras regarding non-implementation of the provisions of the Award in respect of halting allowance for shroff and subordinate staff at Ambattur and Manna-challanur.

(iv) Between the Madras Port Painting & Shipping Contractors' Association, Madras and the Madras Harbour Workers' Union, Madras over implementation of the recommendations of the Central Wage Board for Post & Dock workers.

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

2. No. of strikes/lockouts	(One hunger strike)
3. No. of threatened strike/lockout	Nil
4. Particulars regarding disputes:	
(a) No. of I.Ds. pending at the beginning of the month	5
(b) No. I.Ds. received during the month	12
(c) No. of I.Ds. settled/disposed of during the month	10
(d) No. of threatened strikes	Nil
(e) No. of which materialised	Nil
(f) No. of Draft Standing Orders certified	Nil

State Sphere

The Conciliation Officers enquired into and settled 508 disputes during the month of November, 1965. Of these 71 were Industrial Disputes in which settlements were recorded under 12(3) of the Industrial Disputes Act, 1947.

Adjudication under the Industrial Disputes Act, 1947

The Government referred 13 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. 18 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette in the month of November, 1965.

Welfare

The employment situation in the State during November, 1965 did not show any improvement compared to previous month. Although the fall in placings (—44) and vacancies notified (—4) was negligible, registrations increased by 4,731 (+ 21.8%) and the live register by 674 (+ 0.3%) over the previous month. A Vocational Guidance Unit at Kanyakumari and an University Employment Information and Guidance Bureau at Madras University were opened during the month.

The ratio of vacancy notification to registrations effected during the month edged to 1:4.2 compared to 1:3.5 during October, 1965.

The total No. of registrations effected and the applicants placed in employment during the month were 26,359 and 5,334 respectively. The

No. of vacancies notified during the month stood at 6,192. At the end of the month, 2,09,525 applicants remained on the live register of all the Employment Offices in the State.

Shortage of manpower was reported in the following occupation during the month:

Engineer (Degree/Diploma holder) with experience, Doctor, Nursing orderly with 2 years Training, Maternity Assistant, Sanitary Inspector, Pharmacist (Degree/Diploma Holder) Assistant Professor in Chemistry English/Sanskrit, Lecturer in Engineering, Lecturer in Commerce, Professor in Hindi, Graduate Assistant, Tamil Pandit, Telugu Pandit, Secondary Grade Teacher (Urdu Medium), Secondary Grade Teacher (Telugu Medium) Mat weaving Instructor, Drawing Master, Tailoring Instructress, Overman (Mines), Stenographer, Typist (Tamil), Typist (Tamil and English) S.S.L.C. with 5 years experience. (Blacksmith, Shaper, Turner, Die Fitter Surface Grinder Driller, Jig Bore Die maker, Tool maker), Plumber, Auto Electrician, Mechanic Maintenance/Instrument/Radio/Air conditioning and Refrigeration, Photographer and Physical Education Teacher.

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

The Professional and Executive Employment Office, Madras registered 165 applicants and placed in Employment 26 during the month. At the end of the month, 1,351 remained on the live register.

The University Employment Information and Guidance Bureau, Madras Registered 2 applicants while the Bureau at Annamalai University registered 10 applicants during the month. The No. of applicants remained on the Live Register at the end of the month at Annamalai Nagar and Madras were 102 and 2 respectively.

The Special Employment Officer for Physically Handicapped, Madras registered 53 applicants (4 blind, 6 deaf and dumb and 43 orthopaedics) and placed 9 (1 blind, 2 deaf-dumb and 6 orthopaedics in employment during the month. At the end of the month 513 remained on the Live Register of the Office comprising 117 blind, 74 deaf and dumb and 322 orthopaedics.

The Vocational Guidance units at Arcot North (Katpadi Extension) Cuddalore N.T., Chingleput at Guindy, Coimbatore, Madras-14, Kanyakumari at Nagercoil, Madurai, Ramanathapuram at Madurai, Salem, Tanjore, Tiruchirappalli and Tirunelveli rendered group guidance (pre-registration) to 5,757 applicants and gave individual information to 2,939 persons during the month. The No. of youths given individual guidance and the No. of individually guided applicants placed in employment by these units are 25 and 24 respectively.

The Occupational Information Officer completed original work in respect of 10 occupations in families 002,013,099,842 and 843 during the month.

The Employment Information and Assistance Bureau in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli effected 621 Registrations and made 13 renewals, besides interviewing and counselling 625 applicants, during the month.

The Mobile Registration Units attached to the District Employment Offices, Ramanathapuram and Salem registered 141 applicants and effected 1,738 renewals during the month.

Employees' Provident Funds Act, 1952

(i) 30 establishments/factories were brought under the Employees' Provident Funds Act, 1952 during the month of November, 1965, thus bringing the total number of covered establishments/factories to 3,688.

(ii) A total sum of Rs. 53,16,888.11 (excluding the refund of loan, previous accumulations and Administration charges etc., amounting to Rs. 12,27,686.01) was received as employee's and employer's shares of contributions for October, 1965.

(iii) The total number of employees/subscribers covered under the Employees' Provident Funds Act in the Madras State at the end of October, 1965 was 4,76,737/4,15,625 respectively.

Workers' Education during December, 1965

The sixteenth batch of worker-Teacher Training Course was started on 6-12-1065 at Madras Regional Centry. 30 workers including one woman worker were undergoing training in that batch.

Unit level classes were started in

English Electric Company of India Ltd.,

Dunlop Rubber Co. of India Ltd.,

Ananda Vikatan,

Madras State Electricity Board,

Tube Products of India Ltd.,

Richardson and Cruddas Ltd.,

Enfield India Ltd.,

Highways and Rural Works Workshop, Madras,

Garrison Engineers' Offices at Madras and Tambaram,

Madras Port Trust, Rane (Madras) Ltd.,

Engineering Workshop, Arkonam,

Metal Box Co. of India Ltd.,

Vehicle Depot, Avadi,

Base Ordinance Depot, Avadi,
 Engine Valves, Madras, Government Structural,
 Workshop, Ambathur, Karur Municipality,
 Southern Railway, Tiruchy Division,
 India Cements Ltd., Sankaranagar.

The number of unit level classes in session was 67 in Madras Region and 54 in Madurai Region.

Functions were held at the Garrison Engineers' Office, Tambaram and Madras Port Trust for the distribution of certificates to the successful worker trainees.

20 worker-trainees of Wheels India Ltd., went on educational tour to Bangalore and Mysore from 24-12-1965 to 29-12-1965. The management paid Rs. 350/- towards tour expenses and four day special leave with wages.

The number of workers trained upto the end of December, 1965 was 14,221 and 9,063 in Madras and Madurai region respectively. The number of workers under training was 1,279 and 1,359 in Madras and Madurai region respectively.

CURRENT NOTES

INAUGURATION OF INDIA PRODUCTIVITY YEAR 1966

Sri P. Chandra Reddy, Acting Governor of Madras inaugurated the India Productivity Year, 1966 at a function held at Hotel Dasaprakash on 8th January, 1966. Sri R. Venkataraman, Minister for Industries, in his welcome speech said that the campaign should be able to achieve its object of producing a psychological atmosphere for eliminating waste, maximising industrial production and better utilisation of land. He also said that the labour had accepted productivity as a cardinal principle of trade unionism.

The text of the inaugural address of the Governor is given below:

It gives me great pleasure to be amidst you to-day and to inaugurate the India Productivity Year 1966. The object of the India Productivity Year is to focus attention on the imperative need to increase our efficiency in every area of human endeavour, be it agriculture, industry, commerce or administration. To this end, it is planned to arrange seminars and symposia all over the country to discuss the need for increasing productivity and to heighten the awareness of the role of productivity in raising the standards of living of our people. It is also proposed to bring to the notice of everybody concerned the scope and value of services available in this regard and to establish and promote a system of regular discussion which will enable co-operative action to continue even after the expiry of the India Productivity Year.

We have launched, through our Five Year Plans, a massive programme of economic development through large scale industrialisation. Considerable progress has been made in the development of power, transport and heavy industry which constitute the infra structure for large scale industrial development. In our own State, we have implemented the Plan with vigour and have considerably expanded and diversified our industrial structure. A number of industrial estates have been organised during the plan periods involving a large capital outlay, providing factory accommodation, power, service facilities etc. This has given a good impetus to the development of small scale and ancillary industries in the State.

There has been considerable growth particularly in engineering and chemical industries in the State in the private sector. In the co-operative sector, 13 spinning mills have been erected with a large capital outlay. Four co-operative sugar mills have come into existence. In the Central sector, the Integral Coach Factory, the Neyveli Lignite Project, the Hindustan Teleprinters, the Surgical Instruments Project, the Hindustan Photo Films, the High Pressure Boiler Plant, the Small Arms Factory and the Avadi Tank Factory have helped to provide employment to a large number of people and to stimulate the growth of ancillary industries. All these are developments of which we can be justifiably proud. Yet, it has to be conceded that it has not proved possible to realise fully the aims of

the Third Five Year Plan. The sharp increase in population—the density of population in our State is much higher than the national average—and the short-fall in agricultural production resulting from failure of monsoon etc. have contributed to accentuate the upward trend in prices resulting from the large developmental expenditure.

Agriculture continues to be the main-stay of our economy, and if we are to contain the inflationary forces and develop our industry on a stable basis, it is absolutely necessary that we should raise our productivity in agriculture. We have probably reached the limit in the utilisation of our irrigational facilities. So in the coming years, our waste lands and better agricultural performance would depend upon improved farm techniques and this will require in its turn, fertilisers, adequate pump-sets, and agricultural implements. This means expansion of our chemical and engineering industries etc. Large input of personnel, material and investments are going into intensive agricultural development in selected areas with scientific practices and for the provision of adequate credit and marketing facilities. In order that these heavy inputs bear fruit and bring in adequate return, a high standard of organisation and administrative efficiency are called for. These observations would indicate how agriculture and industry are inter-dependent for achieving high levels of performance and would highlight the importance of enhancing productivity. In other words, greater output should be achieved with the same set of resources.

Even in industrially advanced countries of the West, there is an incessant drive in industry for continual increase in productivity and elimination of waste. The spectacular recovery of Germany and Japan after the holocaust of the Second World War has been probably due to the high productivity of their industry and agriculture more than to any other factor.

In the context of our growing economy, with the inadequacy of our money resources and foreign exchange, the threat to our living standards posed by inflationary trends and the threat to our security from the enemy on our borders, the need to make the fullest use of our machinery, men and materials, has become all the more compelling. So the techniques of Work Study, Industrial Engineering, Job Evaluation, Quality Control, Cost Control, etc. adopted with great success in factory management in the West, will have to be increasingly applied in Industry.

We have had for many years a sellers' market in our country and so not much attention has been given to the quality of the product produced. As this state of affairs cannot be expected to continue indefinitely, it is necessary to ensure the good quality of our products. The Indian Standards Institution can be of great service to industry in this direction. The improvement in quality and the reduction of cost would alone enable us to export our manufactures to foreign countries and earn the necessary foreign exchange for importing machinery etc. essential to expand our industry and to start new line of production. It should certainly prove possible to find markets, particularly for our light, engineering goods in the Middle East and in Africa among other regions.

Ever since the inception of the National Productivity Council, seven years ago, the National Productivity Council and the Local Councils have conducted various programmes such as seminars, inter-firm circuits, training courses in various branches of Industrial Engineering, etc. However, in view of the paucity of trained persons, it is essential that the utilisation of the staff is concentrated on undertakings which are alive to the need for scientific, industrial and business management in order to achieve the best results.

The importance of human factor is increasingly recognised. Legislation regulating the working conditions and provision of welfare measures, machinery for negotiation and resolution of disputes, measures of social security like the Employees Provident Fund and Employees State Insurance Schemes are intended to ensure that the worker, as one of the partners in industry, receives a fair deal. At the plant level, the organisation of sound personnel management which would pay particular attention to the problem of recruitment and training of workers within industry and to the task of inculcating a sense of participation and motivation of higher performance will greatly help to improve the social equilibrium within the factory and to maximise production.

With the increase in size and organisation of industry, the managerial function has become more and more complex and is being recognised as a specialised one calling for high professional skill. The establishment of the Institutes of Management at Calcutta and Ahmedabad and the conduct of courses given on scientific management in the various Regional Institutes of Management and under the auspices of Productivity Councils are an indication of the recognition of the importance of scientific management.

It would seem that a high rate of productivity is a result of planned and effective utilisation of resources and that productivity is not only a method of working in economic terms but also a way of thinking and acting.

With a stable administration, a growing entrepreneurial class, a stream of trained men emerging from the increasing number of educational and technical institutions, we have reason to be proud of our performance in recent years. But with the threat to living standards posed by inflationary trends and the threat to our security on our frontiers, we need to gird our loins and put forth our best efforts in farm, factory, and office so that we may achieve a break-through in the development of our economy during the Plan period.

MEMORANDUM OF SETTLEMENT

UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT, 1947
REACHED BEFORE SRI L. KARI, B.Sc., DSSA, LABOUR
OFFICER III MADRAS ON 24th DAY OF NOVEMBER 1965

Name of Parties : Workmen and the Management of Madras Sheet Glass Works (P) Ltd., Tiruvottiur, Madras-19.

Representing Management : Sri D. Rama Dorai, B.Sc., J.P., Personal Officer.

Representing Workers : Sri S. C. C. Anthoni Pillai, President, Sri Balaram, Vice President, Sri A. Damodaran, Vice President, Sri P. George, Secretary, Sri A. Somasundaram, Asst. Secretary, Madras Sheet Glass Works Employees Union.

Short Recital of the Case

Whereas there have been stoppages of work by workmen from time to time and whereas both parties are desirous of ensuring the maintenance of good industrial relations to avoid any strike action due to unresolved grievances, taking into account the peculiar nature of the Sheet Glass making industry and the stage of infancy of the undertaking, and the current emergency as a result of discussions, it is mutually agreed as follows:

Terms of Settlement

1. Both parties agree to observe the Code of Discipline and the Industrial Truce Resolution and other conventions regarding industrial relations adopted unanimously from time to time by the Indian Labour Conference.

2. The workers agree not to resort to any strike action or stoppage of work for the same period as the settlement dated 11th March, 1965.

3. Both parties agree to the introduction of the following grievance procedure, without prejudice to observance of the Standing Orders of the Factory.

(a) The Union will nominate a Departmental Representative in each of the following departments in each shift, and a convener amongst them.

- (i) Production including Batch House.
- (ii) Engineering.
- (iii) Cutting.
- (iv) Packing.

(b) An agrieved worker with the departmental representative will in the first instance present his grievances orally to the Supervisor in charge of his work or the Head of the Department and thereafter during the lunch interval or at the end of his shift to the Personnel Officer. If oral representation has not resolved the grievance, the worker or the departmental representative will record the grievance in a grievance book maintained in the Department. An answer will be endorsed by the Supervisor within 48 hours of the recording of the grievance. If the worker is not satisfied with the endorsement of the Supervisor he may with the assistance of the departmental representative present the grievance at a time three hours after the start of his shift to the Head of the Department, who will record his reply within two days of the presentation of the grievance.

(c) If the worker considers the decision of the Departmental Head as unsatisfactory, he may, with the assistance of a departmental representative take the unresolved grievance during the lunch interval or at the close of the shift to the Personnel Officer who will communicate his remarks within 5 days of the presentation of the grievance to him.

(d) If the worker is still not satisfied he may present his grievance with the assistance of a departmental representative to the Manager who will pass final orders in disposal of the grievance/petition within 5 days of receipt of the grievance/petition by him. This may be extended by another five days by notice in writing to the worker or the departmental representative, taking into account the nature of the grievance.

(e) If even thereafter the grievance is unresolved, the Union will ask for a formal meeting of the Union representatives and the Management representatives on the said unresolved grievance and a meeting may be fixed within 7 days of receipt of such request, and the proceedings of the meeting will be recorded.

(f) Departmental and general grievances, as distinct from individual grievances, will be presented by the Departmental Representative or the Convenor of the Departmental Representatives on the lines of procedure mentioned above, or directly to the Manager through the Personnel Officer if the situation warrants.

(g) In calculating the various time intervals under the above clause holidays shall not be reckoned.

(h) If a grievance arises out of reasonable order given by the Management, the said order shall be complied with before the worker concerned invokes the procedure laid down for redressal of grievances.

4. If as a result of discussions between the Union Representatives and the Management Representatives, in pursuance of the Grievance procedure detailed above, there are any issues on which no agreement is reached, the parties agreed to voluntary arbitration on those issues in the following manner, and the decision, award or direction of the arbitrator will be final and binding on both the parties.

4. (i) By an officer of the Labour Department mutually agreed upon by the parties in cases of individual or minor grievances such as discrepancy in wage calculation, dismissal, suspension as substantive punishment etc.

(ii) In cases of grievances of a general nature involving the finances of the Company or affecting the policy of the Company or matters of a technical nature or matters of points of Law, the parties agree to arbitration by a Retired Judge or Judge or the Labour Court or Tribunal or an arbitrator from amongst the panel of arbitrators for industrial Disputes maintained by the Government of Madras, as mutually agreed upon, who shall have in cases of a technical nature, the assistance of an Assessor technically qualified for the purpose. The decision or award and directions of the arbitrator so mutually agreed upon shall be final and binding on the parties on the grievances referred to him.

(iii) In the event of there being no agreement as to who should be the arbitrator, or with regard to the interpretation of this settlement both parties will request the Commissioner of Labour to nominate the arbitrator and the decision of the arbitrators so nominated will be final and binding on the parties.

(iv) The arbitrator will be requested by both parties to interpret his award or directions in the event of disagreement, and this too will be binding on the Parties. It is also agreed that, that in the event of failure to implement his award or directions he may decide the quantum or nature of penalty for such failure, and either or both parties as the case may be shall abide by the same.

(v) The petitions currently pending before the Labour Court and the Labour Officer III will be withdrawn by the Union and the issues will be discussed with the management and failing settlement resolved by arbitration under the grievance procedure outlined above.

(vi) The costs of arbitration will be borne by the parties as per the orders of the arbitrator.

5. The company agrees to accord recognition, under the Code of Discipline, to the Madras Sheet Glass Works Employees Union. Recognition will continue to be accorded if there is no breach of the Code of discipline and or any of terms of this settlement.

6. In view of the apology submitted by the Union for the indiscipline and sudden stay-in-strike by the workers on 6-10-1965 and 7-10-1965 and their undertaking to abide by this settlement, the Management will, as a gesture of good will drop further proceedings on the workers concerned in the stay-in-strike.

7. The workers will avoid 'go slow'.

8. In the event of a break-down, the workers will, in realisation of the urgency of such situations, co-operate irrespective of their position to restore normal working conditions.

9. If, notwithstanding the terms of the settlement, there should be a stoppage of work due to any cause whatsoever the Union assures that the following 'Essential Personnel' will be directed to work and not participate in such stoppage of work. Participation in stoppage of work by such personnel or their absence from duty on such occasions, will constitute a grave act of misconduct and the persons concerned will be liable for severe disciplinary action:

Essential Personnel

(i) Conservancy

(ii) Watch & Ward

(iii) Water and Electrical Supply

(iv) Furnace heating 5 Nos. which include Compressor attendant Burner Operators and a fitter for each shift.

Men belonging to categories (iii) and (iv) above will be paid an Essential Service Allowance of Rs. 2.60 per mensem. This allowance will not be paid for any month during which the worker has failed to do the overtime work or to come to work on a day which is his normal day of rest or on a festival holiday, if advised in writing so to do.

10. Both parties agree to discuss frankly and objectively all matters to achieve normal efficiency and productivity. When Norms have been established for the jobs, the Management will bear in mind the desideratum of equitably sharing the gains of efficiency and productivity above normal which may be achieved. The proceedings of such meetings may be recorded. Also, in such discussions assistance of an Assessor Technically qualified may be availed of.

11. This settlement will be effective for the same period as the settlement dated 11th March, 1965.

Dated at Madras this day of 24th November, 1965.

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2. INTERNATIONAL LABOUR OFFICE.
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3. SRIVASTAVA (P.C.).
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pp. xxx + 376. Rs. 20/-.
4. BELBIN (R.M.).
Training methods for older workers.
Organisation for economic cooperation and developments.
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5. ARTHUR (Okun, M.), Ed.
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pp. xvii + 204. \$. 1.75.
6. RICHARD (Lester, A.), Ed.
Labor readings on major issues.
New York. Random house, 1965, pp. ix + 629. \$. 4.95.

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1. MAYADEO (M.S.) and KAEMAERKAR (S.B.).
Feeling the workers' pulse.
Industrial times. Vol. 7. No. 24. December, 15, 1965.

2. MIRANDA (Brinston).
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3. AGARWAL (J.S.).
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4. BALA (M.S.).
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5. RAMANUJAM (G).
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6. BUCH (A.N.)
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7. GOIL (R.M.).
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8. SAXENA (Prem Narain).
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Commerce, 1965. Annual number. Vol. 111. No. 2852.
December, 1965.
9. BASU (C.K.).
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January, 1966.
10. SRNSKA (Milena).
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11. HARBISON (Fredrick) and MYERS (Charles. A.).
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April—July, 1964.
12. KONDRATIEV (V.A.).
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April-July, 1964.
13. HARRIS (Philip).
Attitudes in compulsory arbitration.
American labour review. Vol. 19. No. 1. January, 1966.

THE INDUSTRIAL COURT REPORTER

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THE COMMISSIONER OF LABOUR
AND DIRECTOR OF EMPLOYMENT

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NOTIFICATIONS

Inspectors of Labour authorised to make examination on oath under Workmen's Compensation Rules.

(G. O. Ms. No. 5146, Industries, Labour and Co-operation (Labour)
3rd November 1965).

II-I No. 5338 of 1965.

Under sub-rule (1) of rule 23 of the Workmen's Compensation Rules 1924 and in suppression of the Industries, Labour and Co-operation Department Notification II-I No. 2471 of 1963, dated the 2nd April 1963, published at page 1113 of Part II Section I of the Fort. St. George Gazette, dated the 1st May 1963 as subsequently amended by the Industries, Labour and Co-operation Department Notification II-I No. 621 of 1964, dated the 2nd January 1964, published at page 227 of Part II Section I of the Fort. St. George Gazette, dated the 5th February 1964, the Governor of Madras hereby authorises the Inspectors of Labour for the purpose of that sub-rule,

Direction regarding remission of deductions from wages of employees to Madras State Electricity Board for electricity supplied.

(G. O. Ms. No. 5366, Industries, Labour and Co-operation (housing)
16th November 1965).

II-I No. 5342 of 1965.

Under Section II-B of the Payment of Wages Act, 1936 (Central Act IV of 1936), the Governor of Madras hereby directs that deductions for payment to the Madras State Electricity Board constituted under section 5 of the Electricity Supply Act, 1948 (Central Act LIV of 1948), for Electricity supplied to the employer persons and other charges and claims connected thereto, made by the employers under clause (dd) of sub-section (2) of section 7 of the said Act shall be remitted in the following manner namely :—

1. The employer within one week from the date on which deduction is made, shall remit the amount so deducted into the Head Office or the nearest cash office of the Madras State Electricity Board with a copy of the Statement of demand collection and balance. The amount may be paid either in cash or by cheque drawn in favour of the Chief Accountant of the respective electricity system or any other office nominated by the Chairman of the Madras State Electricity Board.

2. Where in any particular case or cases it has not been possible to make deductions, the employer shall on or before the 15th of the month immediately following to which the demand relates intimate to the Madras State Electricity Board the particulars of such case or cases and the amount involved together with the reasons for not making the deductions.

Inclusion of Employment in Automobile workshops to Schedule to Minimum Wages Act.

(G. O. Ms. No. 5215, Industries, Labour and Co-operation (Labour)
8th November 1965).

II-I No. 5426 of 1965.

Whereas the Government of Madras are of opinion in respect of the employment in automobile workshops that minimum rates of wages should be fixed under the Minimum Wages Act, 1948 (Central Act XI of 1948):

Now, therefore, in exercise of the powers conferred by section 27 of the said Act, the Governor of Madras hereby adds to Part I of the Schedule of said Act, the employment aforesaid, notice of the intention so to do having been previously published as required by the said Section.

Amendment to rules under Workmen's Compensation Act.

(G. O. Ms. No. 5208, Industries, Labour and Co-operation (Labour) 8th November 1965)

S.R.O. No. A-1214 of 1965.

In exercise of the powers conferred by sub-section (1) of Section 32 of the Workmen's Compensation Act, 1923 (Central Act VIII of 1923), the Governor of Madras hereby makes the following amendment to the rules published with the Law (General) Department Notification No. 459 dated the 18th July 1924, at pages 847-852 of Part I of the Fort St. George Gazette, dated the 18th July 1924, as subsequently amended, the same having been previously published as required by sub-section (2) of section 34 of the said Act.

AMENDMENT

In the said rules, in rule 26 for the word 'English' the word 'Tamil' shall be substituted.

Appointment of Committee for revising minimum rates of wages in respect of employment in tobacco (including beedi making) manufactory rates.

(G. O. Ms. No. 5539, Industries, Labour and Co-operation (Labour) 26th November 1965).

II-I No. 651 of 1965.

In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Governments in revising the minimum rates of wages in respect of the employment in tobacco (including beedi making) manufactory fixed in G. O. Ms. No. 1224, Industries, Labour and Co-operation (Labour) dated the 10th March 1959, and in G. O. Ms. No. 446, Industries, Labour and Co-operation (Labour) dated the 15th December 1959 :—

Independent Members.

1. The Deputy Commissioner of Labour, Madurai—Chairman.
2. The Director of Statistics, Madras-5 Member,
3. Joint Director of Industries and commerce (Handicrafts) Madras—Member.

Employers representatives.

4. Sri R. Abdul Kallel, M. L. A., Maharaja Beedi Factory, Ranipet, (North Arcot District) Nomination of North Arcot District Beedi and Tobacco Merchants Associations, Vellore.
5. Sri J. D. Rajamani Nadar, T. P. Sokkalal Ramsalt Factory Private Limited, Makkudal Post, Tirunelveli district (Nominee of T. P. Sokkalal Ramsalt Factory Private Limited, Makkudal, Tirunelveli District).
6. Sri K. Swaminatha Mudaliar, Proprietor, Peacock and Company, Woraiyur, Tiruchirappalli-3 (Nominee of Cigar Manufacturers' Association, Tiruchirappalli).
7. Sri M. Subburaju, Manager, Bhagavathi Vilas Cigar Factory, Dindigul (Nominee of Bhagavathi Vilas Cigar Factory, Dindigul)

Employees' representatives.

8. Sri G. Kannabiran, 7/B Brahmin Street, Gudiyatham, North Arcot District (Nominee of Gudiyatham Beedi Workers' Union, Gudiyatham).
9. Sri M. Murugesan, Secretary, Kareem Beedi Factory and Press Employees' Union, 55, Basin Bridge Road, Madras-21 (Nominee of Kareem Beedi Factory and Press Employees' Union, Madras-21).

10. Sri P. Kallimuthu, Secretary, Nagapattinam Cigar Workers' Union, North Fort Gate, Nagapattinam Post (Nominee of Nagapattinam Cigar Workers' Union, Nagapattinam)
11. Sri S. Deenadayalu President, Cigar Labour Union, 1/73, Broadway, Madras-1, (Nominee of Cigar Labour Union Madras),

Appointment of Inspectors under Factories Act.

AMENDMENTS TO NOTIFICATION.

(G. O. Ms. No. 5478, Industries Labour and Co-operation (Labour) 23rd November 1965.)

II-I No. 5592 of 1965.

In exercise of the powers conferred by sub-section (1) of Section 8 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby makes the following amendments to the Industries, Labour and Co-operation Department Notification II-I No. 896 of 1964, dated the 28th January 1964, published at page 341 of Part II of Section I of the Fort St. George Gazette, dated the 26th February 1964.

The amendments hereby made shall be deemed to have come into force on the 2nd October 1965.

AMENDMENTS.

In the said Notification :—

(1) In Schedule I, for the entries in column (2) against the item "Superintending Inspector of Factories, Tiruchirappalli, Assistant Inspector of Factories, Tiruchirappalli" in column (1) thereof, the following entries shall be substituted, namely :—

"Salem, Dharmapuri, Tiruchirappalli and Thanjavur districts".

(1) In Schedule II for the item Inspector of Factories Salem I" and entries relating thereto the following item and entries shall be substituted, namely :—

"Inspector of Factories Dharmapuri at Salem. Dharmapuri district, Salem taluk excluding electoral wards 28 to 32 of Salem Municipality Yercaud and Omalur taluk of Salem District.

(3) In Schedule III, for the entries in column (2) against the item "Inspectress of Factories, Coimbatore", in column (1) thereof, the following entries shall be substituted namely :—

"Coimbatore, Salem, Dharmapuri, Ramanathapuram, Madurai and Tirunelveli districts.

Extension of Madras Shops and Establishment Act to Singanailur Municipality.

(G. O. Ms. No. 5573, Industries, Labour and Co-operation (Labour) 29th November 1965.)

II-I No. 5593 of 1965.

In exercise of the powers conferred by clause (b) of sub-section (3) of section 1 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947) the Governor of Madras hereby directs that all the provisions of the said Act shall come into force in the newly constituted Singanailur Municipality in the Coimbatore District on the date of the publication of this Notification in the Fort St. George Gazette.

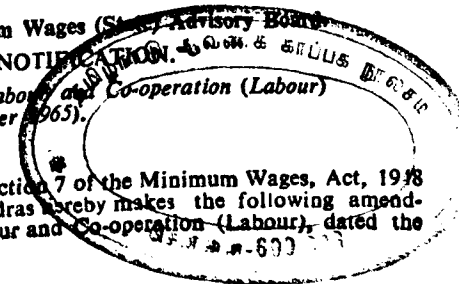
Inclusion of a member in the Minimum Wages (Salem) Advisory Board.

AMENDMENT TO NOTIFICATION.

(G. O. Ms. No. 5586, Industries, Labour and Co-operation (Labour) 29th November 1965.)

II-I No. 5594 of 1965.

In exercise of the powers conferred by section 7 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby makes the following amendment to G. O. Ms. No. 4152, Industries, Labour and Co-operation (Labour), dated the 25th August, 1964 :—



AMENDMENT.

In paragraph 1 of the Notification appended to the said Government order, under the heading "Independent Members" for item 2, the following item shall be substituted, namely :—

2. "Deputy Secretary to Government (Programme) Rural Development and Local Administration Department, Madras-9".

Appointment of Presiding Officer of Special Industrial Tribunal, Coimbatore.

(G. O. Ms. No. 5698, Industries, Labour and Co-operation (Labour),
8th December (1965).

II-I No. 5601 of 1965.

In exercise of the powers conferred by sub-section (2) of section 7-A of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby appoints Sri T. Sankaranarayanan Menon, District and Session Judge Coimbatore, in the place of Sri S. P. Sriram, as the Presiding Officer of the Special Industrial Tribunal, Coimbatore constituted in the Industries, Labour and Co-operation Department Notification II-I No. 5343 of 1965 dated the 25th November 1965, published at page 232x of Part II section 1 of the Fort St. George Gazette dated the 1st December 1965, with effect on and from the date on which he joins duty as the Presiding Officer of the said Tribunal.

Setting up of a Group to Study Productivity in Brick and Tile Industry

(G. O. Ms. No. 5596, Industries, Labour and Co-operation (Industries)
30th November 1965).

The following resolution of the Government of India, Planning Commission, dated 1st October 1965 is republished :—

No. Pc/Const/N P C / 1 / (4) (1) / 65— The National Productivity Council set up a study Panel to study productivity in construction industry. At the meeting of the Panel held on 28th May 1965 in Planning Commission, Yojana Bhavan New Delhi, it was agreed to constitute to set of Groups to study some of the important building materials industries. The Planning Commission has accordingly decided to set up a Group to study productivity in brick and tile industry in all its appeals. The Group has been constituted as under :—

CHAIRMAN.

1. Major General Harkirah Singh, Adviser (Construction), Planning Commission, New Delhi.

MEMBER.

2. Shri S. D. Contractor, President, All-India Brick and Tile, Manufacturers' Association and Federation, case of Naroji N. Vakil & Co., Naroda Road, Ahmadabad-2.
3. Shri Amar Nath Kapahi, Vice - President, Delhi Brick Kiln Owners' Association, I B / 21 Jhandewalan, New Delhi.
4. Shri A. R. Rajagoplan, Managing Director, Sri Krishna Tiles and Potteries (Madras) Private Limited, Post Box and Bag No. 614, Madras-4.
5. Shri P. N. Chadha, 13, Theatre communication Building, Connaught Circus, New Delhi.
6. Shri Y. G. Patel, President, Builders' Association of India, United India Building, 2nd Floor West Wing, Sir Pherozshah Mehta Road, Fort Bombay-1.
7. Shri J. S. Bango, I. A. S., Chairman, State Housing Board, 36, Mount Road, Nandanam P. O., Madras - 35.
8. A representative of the Ministry of Railways (Railway Board), Rail Bhavan, New Delhi.

9. Shri D. Dutt, Managing, Director National Building Construction, Corporation Limited, 14, Ring Road Lajpat Nagar-III, New Delhi-4.

10. Shri L. C. Jain, Central Building Research Institute Roorkee (U. P.)

11. Shri N. R. Srinivasan, Development Officer (Ceramics), Directorate-General of Technical Development, Ministry of Industry and supply, Udyog Bhavan, New Delhi.

12. A representative of the National Productivity Council, 38, Golf Links, New Delhi-23.

13. Shri P. V. Parameswaran, Chairman, Mercantile Employees' Association, Calicut, (Representative of I. N. T. U. C.)

14. Shri Rabinder Singh, Joint Director (M), National Buildings Organisation Minerals of India, Pavillion, Exhibition Grounds, New Delhi.

The Chairman will have the authority to Co-operate other members.

The terms of reference will be —

- (i) To determine the present availability of conventional types of bricks and tiles and their requirements in the Fourth Plan;
- (ii) To examine the present practice of moulding and burning in different types of kilns and to suggest ways and means of improving these practices;
- (iii) To determine the factors which effect productivity losses in handling and the quality of products and to recommend ways including mechanisation by which the output can be economically increased;
- (iv) To examine the cost structure of the industry incentives, licensing policy, control of prices, and recommend rationalisation and equitable methods to determine fair price to the manufacturers as well as users;
- (v) To examine impact of scientific and industrial research on Industry and to make recommendations as to how for these results could be economically applied in the field; and
- (vi) To indicate the any other measures by which increase in productivity could be affected.

The payment of travelling allowance (including dearness allowance) to the non-official will be regulated in accordance with instructions contained in the Ministry of Finance (Department of Expenditure's), Office Memorandum No. F. 6 (28)-E, IV / 59, dated the 5th September 1960, as amended from time to time.

Reconstitution of Advisory Board for Plantation Labour Housing.

AMENDMENT TO NOTIFICATION

(G. O. Ms. No. 5770, Industries, Labour and Co-operation (Labour),
14th December 1965).

II-I. No. 738 of 1965.

In exercise of the powers conferred by clause (iii) of sub-rule (1) of the rule 54 of the Madras Plantations Labour Rules, 1955, the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification II-I No. 38 of 1964, dated the 2nd January 1964, published at pages 159-160 of Part III of the Fort St. George Gazette, dated the 22nd January 1964 :—

AMENDMENT

In the said notification, under the heading "Representatives of employers", for item 6, the following item shall be substituted, name'y :—

" 6. Sri K. J. Tanna, Glenmorgan Estate, Glenmorgan (P. O.), The Nilgiris".

Amendment to Madras Plantations Labour Rules.

(G. O. Ms. No. 5836, Industries, Labour and Co-operation (Labour).
16th December, 1965.)

S. R. O. No. A-1349 of 1965.

In exercise of the powers conferred by sub-section (1) of section 43 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951) the Governor of Madras hereby makes the following amendment to the Madras Plantations Labour Rules, 1955, published with the Industries, Labour and Co-operation Department Notification, dated the 28th December, 1965 at pages 1-30 of the Rules Supplement to Part I of the Fort St George Gazette, dated the 4th January 1956, as subsequently amended, the same having been previously published as required by sub-section (1) of the said section 43 :—

AMENDMENT

In the said rules, for clause (i) of sub-rule (1) of rule 54, the following clause shall be substituted, namely :—

“(1) The Secretary to the State Government in the Department concerned or if so authorized by the State Government, the Additional Secretary or the Joint Secretary in such Department, who shall be the Chairman of the Board.”

Notification of Additional Commissioner for Workmen's Compensation
Mylapore, Madras-4.

Workmen's Compensation Act - Distribution of compensation to the dependants of deceased Sri Jesupadam - Notification - Issued.

The Assistant Engineer, Public Works Department North West Sub-Division Madras-5 on behalf of Sri V. S. Padmanaban, Public Works Department Contractor Madras has deposited with this court a sum of Rs. 1200/- (Rupees One thousand two hundred only) for distribution to the dependants of deceased Sri Jesupadam who met with a fatal accident at Madras on 18-8-1962.

The Assistant Engineer, Public Works Department, North West Sub-Division, Madras-5 in his letter No. 541-M dated 8-9-1965 has reported that the names and addresses of the dependants are not known. The local address of the deceased as furnished by the employer in the statement of deposits in Form 'A' is 186, Siva Shanmughapuram, Madras.

It is hereby notified that the dependants of the deceased Sri Jesupadam as defined in Section 2 (1) (d) of the Workmen's Compensation Act should prefer their claim for Compensation, in the court of the Additional Commissioner for Workmen's Compensation, Mylapore, Madras-4 on or before 31-3-1966 furnishing their names, relationship full postal address etc.

Applications received after the due date will not be considered.

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 November, 1965.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points in Dispute. (4)	Terms of Settlement. (5)
1.	Theni Mudi Estate, Mudi Post, Vaiparai	4-11-65	Suspension of a worker.	The management agreed to convert the punishment of suspension to that of warning since the worker regretted for his misconduct and to treat the period of suspension as leave on loss of pay.
2.	Glendale Estate, Coonor-2.	5-11-65	Disciplinary action against a worker.	The management agreed to stay further disciplinary action against the worker on the conditions that the cow should be disposed off outside the estate on or before 15-1-1966.
3.	Ferndale Estate, Kotagiri.	6-11-65	Non - employment of certain workers.	The management agreed to reinstate the workers Maruthan Chettiar and Avanasai back to work from 8-11-65 on their giving a letter of regret. The management agreed to pay Rs. 145/- to Nanjamma in full and final settlement of all her claims and to pay a sum of Rs. 105/- as gratuity on or before 8-11-65 to Mallamma. On certain conditions.
4.	'Kalejothi' Rajalakshmi Estate, Gudalur, Nilgiris District.	8-11-65	Payment of interlem increase in wages as per the recommendations of Coffee wage Board and bonus for 1963-64 and 1964-65.	The management agreed to pay the final payment of Bonus for the year 1963-64 as per the bonus ordinance on the principle of Rs. 40/- or 4% of the earnings whichever is higher, for full attendance and to pay pro-rata bonus to the others.

(1)	(2)	(3)	(4)	(5)
5.	Upper Dodde Betra Tea Estate, Ootacamund.	10-11-65	Payment of bonus for the year 1964-65.	The management agreed to treat the advance already paid as advance towards Bonus to be adjusted during the final payment of Bonus.
6.	Vandavan Plantations, Aravenu Post.	16-11-65	Non-employment of 6 workers.	The management agreed to pay the workers 15 days wages as compensation for every completed year of service or any part thereof in excess of 6 months, gratuity of 15 days wages for every completed year of service and on month's notice pay and leave with wages.
7.	Liddesdale Estate, Naduvattam.	17-11-65	Non-employment of two workers.	The management agreed to re-employ the workers Cheluvu and Thimman from 18-11-65 with continuity of service but without back wages.
8.	Chamraj Estate, Chamraj Post.	18-11-65	Non-employment of 2 workers.	The management agreed to reinstate the worker Sri Muthu- kumar with continuity of service but without back wages on his tendering an apology. Regarding to non-employ- ment of Sanjeevi, the parties agreed to abide by the decision of the Deputy Commissioner of Labour, Coimbatore.
9.	Ramanathan Estate, Coonoor.	20-11-65	Non-employment of a woman worker.	The management agreed to pay Rs. 90/- to the worker in full and final settlement of all the claims against the company except the Bonus for 1964-65.
10.	Royal Valley Estate, Naduvattam.	22-11-65	Certain demands.	The management agreed to issue two baskets per year and pay gratuity to the worker Lankai.
11.	Dodde Betra Tea Plantations, Ootacamund.	27-11-65	Payment of bonus for 1964-65.	The management agreed to treat the advance already paid as advance towards bonus to be adjusted during the final payment of bonus.
12.	G. N. Vyas and Co., Coimbatore-2.	15-11-65	Bonus for 1964-65.	The management agreed to pay bonus for female workers at the rate of Rs. 42/- for those who have worked for 300 days during the year and to leave the issue of bonus to male workers for arbitration.
13.	B. M. S. (P) Ltd., Avanshi Road, Coimbatore.	24-11-65	—do—	The management agreed to pay bonus to all the workers who had completed 12 months service on 13-4-65 at the rate of 44 months basic wages for 19-4-65 and pro-rata for those who had put in less than 12 months of service.
14.	B. M. S. (P) Ltd., Coimbatore.	24-11-65	General demands.	The management agreed to increase Rs. 10/- towards uniform of chappal allowance from January 1966 and to increase Town Bus batta by 50 P. to each driver and conductor for each shift, with effect from 1-12-65
15.	Kodeveri Ginning Factory, Mettupalayam Road, Coimbatore.	22-11-65	Bonus for 1964-65.	The management agreed to pay the workers Festivals Holidays, leave with wages and Deepavali bonus for 1964-65 as detailed in the settlement.
16.	Ramakrishna Transports (P) Ltd., Coimbatore.	25-11-65	—do—	The management agreed to pay advance towards bonus for 1964-65 to all workers who have worked during the year at 4% of their total earnings or Rs. 40/- whichever is higher.
17.	Salem Co-operative Spinning Mills Ltd., Ammapet, Salem.	6-11-65	Suspension of seven workers.	The management agreed to treat the period of suspension of each worker as leave without wages since the union Sec- retary has assured that the workers will behave properly in future.
18.	Salem Co-operative Spinning Mills Ltd., Ammapet, Salem.	6-11-65	Suspension of three workers.	The management agreed to treat the period of suspension of each worker as leave without wages since the union Secre- tary has assured that the workers will behave properly in future.
19.	Virudhunagar Textile Mills Ltd., Sualakarai, Virudhunagar.	4-11-65	Promotion of a worker.	The management agreed to promote Sri M. N. Ponniah as Wireman with effect from 1-11-65.
20.	Samv & Co. Scented Tobacco Factory, Thalavaipuram.	9-11-65	Increases in wages and dearness allowance.	The Management agreed to increase the rates of basic wages of each worker by Rs. 5/- from 1-7-65 and to grant dear- ness allowance at revised rate of 20% of the basic wages to each worker.

(1)	(2)	(3)	(4)	(5)
21.	M/s. Ganapathy Engineering Manufacturer Private Ltd., Ganapathy, Coimbatore-6.	11-11-65	Bonus for 1963-64.	The management agreed to pay bonus at 3½ months' average basic earnings as detailed in the settlement.
22.	Kumaran Dyeing Factory, Padmavathipuram, Gandhinagar, Tiruppur.	24-11-65	Non-employment of Ponnusamy.	The management agreed to take back the worker in service with effect from 26-11-65 with continuity of service but without back wages.
23.	Kisha Knitting Company, Tiruppur.	23-11-65	Non-employment of Deivasigamani and Rajen.	The management agreed to pay Rs. 100/- to Deivasigamani in full and final settlement of all his claims and to take back the worker Sri Rajan without back wages with effect from 1-12-65.
24.	Goverdhan Engineering Industries, Ukkadam South Coimbatore-1.	28-11-65	Charter of demands.	The management agreed to pay an adhoc increment to the workers according to their years of service as detailed in the settlement.
25.	Everest Engineering Works, Coimbatore.	29-11-65	Retrenchment of 11 workers.	The management agreed to pay the workers retrenchment compensation, leave wages and arrears of wages in full and final settlement of all their claims as detailed in the settlement.
26.	Revathy Machinery Traders, Podanur.	30-11-65	Retrenchment of 19 workers.	The parties agreed to the informal arbitration by the Deputy Commissioner of Labour, Coimbatore.
27.	Truthfull Company, West Mead Street, Madurai.	22-11-65	Non-employment of a worker.	The Both parties agreed to the informal arbitration by the Deputy Commissioner of Labour, Madurai and to abide by his decision.
28.	Naz Dry Cleaners and Launderers Madurai.	22-11-65	Non-employment of a worker.	The management agreed to pay Rs. 200/- to the worker Sri D. Dawood Bai in full and final settlement of all his claims.
29.	P. K. Viswanathan & Co., Madurai.	22-11-65	—do—	The management agreed to pay Rs. 50/- to the worker Sri P. Venkatesamy in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
30.	G. N. Chakrapani Chetty & Sons, (P) Ltd., Automobile Engineers, Tirunelveli.	1-11-65	Payment of gratuity, increase in dearness allowance etc.	The management agreed to pay gratuity as per the existing terms of the settlement dated 21-8-1962, as detailed in the settlement.
31.	Sri Balasaraswathi Transport, Palayamkottai.	11-11-65	Supply of spectacles, leave cards, etc.	The management agreed to supply spectacles to the workmen who require and to supply leave cards to each of the workmen.
32.	Bharath Engineering Motor Works, Palayamkottai.	24-11-65	Increase of dearness allowance and supply of dresses, leave cards etc.	The management agreed to raise the existing rate of dearness allowance by Rs. 10/- to contribute an equal share of 10% of wages towards employer's contribution to the Provident fund and also to settle the other demands as detailed in the settlement.
33.	Bawanish Metal Rolling Mills (P) Ltd., Thachanallur, Tirunelveli District.	30-11-65	Non-employment of 3 female workers and other demands.	The management agreed to provide work for 4 days in a week to Smt. Kanniammal and Smt. Veerakalliammal, treating the period of non-employment as on leave on loss of pay and to pay Rs. 75/- and Rs. 135/- to Smt. Onappuammal and Sri A. Arumugam respectively as compensation in full and final settlement of all their claims.
34.	Venkateswara Minerals (P) Ltd., Madras-1.	11-11-65	Charter of demands.	The management agreed to make permanent Sri T. Manickam and 13 others as detailed in the settlement and to pay bonus as per Bonus Act and to settle the other demands as detailed in the settlement.
35.	East Asiatic Company (India) (P) Ltd., Madras-1.	15-11-65	Refusal of employment to casual workers.	The management agreed to pay ex-gratia amounts of 15 days wages to those workers who have put less than one year of service subject to a maximum of 30 days work and 30 days wages for those workers who have put in a service of one year and above.
36.	Sri Devi Dry Cleaners, Madras-1.	23-11-65	Closure.	The management agreed to pay Rs. 3000/- in full and final settlement of all the claims of the workers mentioned in the settlement.

(1)	(2)	(3)	(4)	(5)
37.	Mrs. Akbar Begum, Taxi Owner, Perambur, Madras-11.	25-11-65	Non-employment of a driver.	It is agreed that the management will pay Rs. 10/- to Sri C. Ekambaram, driver in full and final settlement of all his claims.
38.	Government Telegraph Employees' Co-operative Society Ltd., Madras.	29-11-65	Charter of demands.	The management agreed that the demand for payment of bonus for the year 1961-62 to the workers of the Society may be decided in accordance with the Bonus Ordinance 1960 and also to settle the other demands as detailed in the settlement.
39.	M/s C. Gopal Nayagar and Son, Basin Foundry, Madras-21.	30-11-65	—do—	The management agreed to pay Bonus for the years 1952-63 and 1963-64 to all the permanent workers to pay the workers Sri G. Kannan and Sri Natarajah Rs. 865/- and Rs. 775/- respectively in full and final settlement of their claims and to settle the other demands as detailed in the settlement.
40.	Shaw Wallace & Co. Ltd., Avadi.	2-11-65	Lay off.	It is agreed that as and when the lay off is necessary the management shall lay off permanent workers by rotation and in the event of lay-off permanent workers will be provided work only in rotation.
41.	Sarveday Industries, Pallavaram.	12-11-65	Non-employment of certain workers.	It is agreed that on and from 15-11-65 the management shall provide work to the workers M. Munuswamy and 13 others with continuity of service but without back wages.
42.	A. M. Ahmed & Company, Pattabiram, Chingleput District.	12-11-65	Charter of demands.	It is agreed that the management shall confirm 15 gangs for the purpose of attendance Bonus which will be Rs. 0-75 P. per diem, that the existing maistris shall be paid Rs. 30/- p m as salary. That the existing rates of bonus of 6 P. will be increased to 8 P.
43.	Sri Ramakrishna Foundry, Thirumazhisai.	16-11-65	Charter of demands.	It is agreed that the management shall pay an adhoc increase to the workmen as shown in the settlement.

(1)	(2)	(3)	(4)	(5)
44.	Chemical Engineering Corporation Private Ltd., Ponpadi.	16-11-65	—do—	It is agreed that the parties make a joint application to the Government, as per Industrial Disputes Act to refer the issues relating to fixation of wages, dearness allowance introduction of gratuity scheme and non-employment of 2 workers to the Labour Court, Madras.
45.	The Madurantakam Co-operative Sugar Mills Ltd., Pada am. Chingleput District.	18-11-65	Non-employment of certain workers.	Both the parties agreed to leave the issue of non employment to the informal arbitration of the Commissioner of Labour, Madras and to abide by his decision and that the decision would be deemed as a term of the settlement for all purposes.
46.	Garlick and Co. (P) Ltd., Madras-16.	22-11-65	Demand for night shift allowance.	The management agreed to pay 15% of their basic wages or 22 paise whichever is higher as night shift allowance from 1-7-65 to those workers who would be employed in the second shift and the arrears would be paid on or before 15-12-65.
47.	M/s. Rambal (P) Ltd., Madras-41.	29-11-65	Charter of demands.	The management agreed to introduce basic scale of wages, and to pay Dearness allowance as detailed in the settlement, to provide each workmen three sets of uniforms for each year effective from 1966 and also agreed to pay Rs. 2-5) paise as washing allowance. The management further agreed to pay bonus as follows: 1954-65 — 8 (eight) per cent. 1965-66 — 10 (ten) per cent. 1966-67 — 12 (twelve) per cent
48.	Madras Sheet Glass Works (P) Ltd., Madras-19.	24-11-65	Certain demands.	of total annual earnings (which includes basic wages and dearness allowance only) as detailed in the settlement. In view of the apology submitted by the union for the disciplined and sudden stay in-strike by the workers on 6-10 1965 and 7-10-1965 and on the undertaking to abide by this settlement. The management will, as a gesture of good will drop further proceedings on the workers concerned in the stay-in-strike, and to settle the demands detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
49.	Taj Talkies, Vellore.	9-11-65	Non-employment of a worker.	The management agreed to pay Rs. 75/- as compensation to the worker in full and final settlement of all his claims.
50.	Ambi's Cafe Meals Hotel, Vellore.	15-11-65	—do—	The management agreed to pay Rs. 350/- as compensation to the worker in full and final settlement of all his claims.
51.	Golden and Co., Madras.	4-11-65	Bonus for 1964-65, increase in dearness allowance etc.	The management agreed to pay another 15 days wages at the time of Pongal 1966 in addition to the 15 days wages paid at the time of Deepavali as bonus for 1964-65 and also agreed to increase Dearness Allowance by Rs. 3/- as an interim arrangement with effect from October 1965.
52.	Bharat Motors, Madras.	5-11-65	Increase in dearness allowance.	The management agreed to increase the present dearness allowance from Rs. 40/- to Rs. 47-50 from 1-10-1965 as an interim arrangement.
53.	Rita Ice Cream Co., Madras-4.	6-11-65	Bonus as per the settlement dated 20-10-65.	The management agreed to pay bonus as per the terms of the settlement dated 10-8-1965 without any deduction to all workers except 2 workers.
54.	Officer's Laundry, Madras.	10-11-65	Non-employment of a worker.	The management agreed to pay a sum of Rs. 150/- to the worker R. Annamalai in full and final settlement of all his claims.
55.	Genco (P) Ltd., Madras.	10-11-65	Bonus for 1964-65. Non-employment of a worker, increase in wages etc.	The management agreed to increase the existing wages by Rs. 10/- from 1-5-1965 and to pay 4% of the total earnings or Rs. 40/- whichever is higher as bonus in full and final settlement of the workers for bonus for 1964-65 before 1-1-1965 and also agreed to pay retrenchment compensation to the retrenched worker as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
56.	Ajay Engineering Works, Madras.	16-11-65	Bonus for 1964-65, non-employment of certain workers etc.	The management agreed to pay an adhoc increase of Rs. 5/- to all workers with effect from 1-10-65, to pay retrenchment compensation as per section 25 F of the Industrial Disputes Act 1947, and also an additional salary of 15 days wages as exgratia to the retrenched workers. And also agreed to pay bonus for 1964-65 to the workers as per the payment of Bonus Act 1965.
57.	Sri Sambandamoorthy Bus Service, Madras-35.	16-11-65	Certain demands.	The management agreed to introduce the scales of wages for the running staff and a gratuity scheme as detailed in the settlement and to give 3/4 months wages for 1963-64 and one month's wages for 1964-65 as bonus and also to settle the other demands as detailed in the settlement.
58.	Jupiter Press (P) Ltd., Madras-11.	16-11-65	Increase in dearness allowance.	The management agreed to give an adhoc increase of Rs. 10/- in Dearness allowance per mensem to those who are getting a basic wage of Rs. 50/- and above and Rs. 7/- to those who are getting a basic wage below Rs. 50/-
59.	Dhairyam Mental Nursing Home and Clinic, Madras-34.	17-11-65	Non-employment of two workers.	The management agreed to pay a lump sum of Rs. 500/- and Rs. 300/- to M/s A. Balan and Doraikannan respectively in full and final settlement of all their claims.
60.	Lakshmi Talkies, Madras-29.	20-11-65	Increase in wages, dearness allowance etc.	The management agreed to increase the existing basic wages by Rs. 10/- and to increase dearness allowance by Rs. 13/- to the Operators and Rs. 8/- to others over and above the existing Dearness allowance with effect from 1-11-65 and also to introduce the gratuity scheme as detailed in the settlement.
61.	Retort Laboratories, Madras-31.	24-11-65	Bonus for 1963-64 and 1964-65 Non-employment of two workers etc.	The management agreed to pay Rs. 100/- as ex-gratia amount to Sri A. Francis and Rs. 625/- to Sri Kannappan in full and final settlement of all their claims and also agreed to pay an additional 15 days wages as bonus for the year 1963-64 to those who are drawing a salary less than Rs. 150/- per mensem.

(1)	(2)	(3)	(4)	(5)
62.	K. M. Parthasarathy Chettiar Oil Mills, Madras.	24-11-65	Non-employment of a worker.	The management agreed to pay a sum of Rs. 325/- to the worker Sri P. S. Chengalvaraya Chettiar in full and final settlement of all his claims.
63.	Poor Cottage Industries, Kumbakonam.	5-11-65	Bonus for the year 1965 and non-employment of two workers.	The management agreed to pay bonus for the year 1965 as detailed in the settlement and agreed to provide employ- ment to Sri P. Raju and Chinnathambi with effect from 5-11-65.
64.	Sri Veljee Laxmidas and Co., Asafoetida Factory, Kumbakonam.	5-11-65	Charter of demands.	The management agreed to pay an increase of Rs. 5/- in the dearness allowance to each worker with effect from 1-1-65 and agreed to pay bonus in accordance with the Payment of Bonus Act 1965. The management also agreed to grant 25 days as annual leave with wages in addition to the festival holidays.
65.	M. A. & Sons, Virdhachalam.	13-11-65	Charter of demands.	The management agreed to pay an increase of Rs. 3/- as Dearness allowance to all workers from October 1965 to pay one month's wages inclusive of dearness allowance as bonus for 1964-65 and also agreed to provide employ- ment to Sri Kaliamoorthy, Conductor, as and when vacancy arises in preference to others.
66.	Chidambaram Co-operative Milk Supply Union, Chidambaram.	13-11-65	Non-employment of a worker.	The management agreed to pay a sum of Rs. 159.90 to Sri R. K. Kaliamoorthy in full and final settlement of all his statutory claims including reinstatement.
67.	St. Joseph Industrial School Press, Tiruchirapalli.	15-11-65	Bonus for the year 1964-65.	The management agreed to pay 2 months basic wages as bonus to each worker and also agreed to pay ex-gratia payment of Rs. 25/- to each worker.
68.	Pioneer Picture Palace, Nagercoil.	6-11-65	Payment of bonus for the years from 1959- 1960 to 1962-63.	The management agreed to give one month's basic wages to all the workers as bonus for the years beginning from 1959-60 to 1962-63.

(1)	(2)	(3)	(4)	(5)
69.	Rapid Industries, Rapid Nagar, Kovur.	18-11-65	Non-employment of certain workers.	The management agreed to reinstate 9 workers if they produce a certificate of physical fitness from a Certifying Surgeon appointed under Factories Act before 30-11-65. The management also agreed to pay compensation to the four dismissed workers as detailed in the settlement.
70.	Sri Jothi Power Loom Factory, Madurai.	4-11-65	Closure of the factory.	The management agreed to re-open the Factory on 7-11-65 subject to certain conditions.
71.	Tamilnad Mercantile Bank Ltd., Tuticorin-Tirunelveli District.	29-11-65	Non-employment of a worker revision of basic pay and dear- ness allowance. Bonus for the year 1964 etc.	Both the parties agreed to refer the issues to the informal arbitration of the Deputy Commissioner of Labour, Madurai, whose decision will be final and binding.

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

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues (5)
1.	V. R. T. Trans ports (P) Ltd., Coimbatore.	16-11-65	...	Bonus for 1964-65.
2.	The Management of Sundaram Spinning Mills, Komarapalayam.	5-11-65	...	Working hours of two Shifts.
3.	The Management of Sundaram Spinning Mills, Komarapalayam.	5-11-65	...	-do-
4.	The Management of Sundaram Spinning Mills, Komarapalayam.	5-11-65	—	-do-
5.	The Management of Belpahar Refractories, Karupur.	11-11-65	—	Demands of the workers.
6.	The Management of Sundaram Spinning Mills, Komarapalayam.	20-11-65	...	Non-employment of Sri P. Ramawsami, T.No. 202, Watchman
7.	The Management of M/s Lilly Spinning Industries Komarapalayam.	26-11-65	...	Change of shift timings.
8.	Suguna Mills Ltd., Kuniamuthur.	22-9-65	10	Permanency, imple mentation of wage Board recommendations Dearness Allowance to 10 workers.
9.	Sahappa Textiles Ltd. Tiruppur.	18-10-65	27	Bonus for 1963-64.
10.	Suguna Mills Ltd., Kuniamuthur.	29-10-65	1	Permanency as Spinner cum-doubler from 1-11-65.
11.	Kothari Textiles Ltd., Mills No. 2, Vadamadurai.	25-9-65	70	Basic wages of workers in the winding Department.
12.	Kotaari Textiles Ltd., Mills No. 2, Vadamadurai.	1-10-65	70	Revision of wages scales of maistries, Jobbers, Fitters and certain other categories of workers.

(1)	(2)	(3)	(4)	(5)
13.	Madura Metal Products Madurai. Vs. Workers.	9-10-65	20	Bonus for the year 1965-66, 1966-67, 1967-68, 1968-69, 1969-70, 1970-71 and 1971-72.
14.	-do-	9-10-65	136	-do-
15.	Rajeswari Mills, Madurai. Vs. Madurai Textile Workers' Union, Madurai	21-10-65	...	Bonus for the year ended June 1965
16.	Madura Sugar Ltd., Pandiarajapuram. Vs. Madura Sugar Mills Labour Union, Madurai.	2-11-65	412	Revision of dearness allowance.
17.	Premier Industries, Madurai Vs. Madurai District General Workers Union, Madurai.	15-11-65	4	Retrenchment of workers.
18.	Parry & Co, Madras-1.	2-11-65	20	Allowance.
19.	B & C Mills, Madras.	6-11-65	1	Transfer to another Department.
20.	-do-	8-11-65	1	-do-
21.	-do-	13-11-65	1	-do-
22.	R. K. M. Manufacturing, Madras	20-11-65	19	Bonus.
23.	B & C Mills, Madras.	26-11-65	3	Transfer to another Department.
24.	Hindustan Lever Ltd., Tiruchirapalli.	19-11-65	...	Payment of loan to the workers.

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X: 9-21, 25, 26
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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 November 1965.

Sl. No.	Name of the concern in which the dispute has arisen.	Issues	G. O. No. and Date of reference
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1.	Commercial Printing and Publishing House, Madras.	Whether the demand of the Union for enhancement of the present dearness allowance is justified or not, if justified to fix the quantum.	Government Notification II-1 No. 4792 of 1965 dt. 16-10-65.
2.	Ruby Rubber Works (Madras) Limited, Tirvottiyur.	1. Whether there is any increase in workload and reduction of emoluments after the introduction of the new mixing machine in the Foam Section; and whether the workers are entitled to any relief. 2. Whether the suspension of three workers and the transfer of two workers from Foam Section to cycle tube section are justified; and if not, to what relief each is entitled. 3. Computation of the relief, if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5011, Industries, Labour & Co-operation, (Lab) dated 26-10-65
3.	Damodhar Envelope Factory, Madras.	1. Whether the demand for introduction of scales of wages is justified; if so, to fix the scales and to fit the present incumbents in the revised scales. 2. Whether the demand for payment of separate dearness allowance is justified if so, to fix the rate. 3. To fix the quantum of additional bonus if any, payable for the year 1963-64.	G. O. R. No. 2209, Industries, Labour & Co-operation, dated 5-11-65.

(1)	(2)	(3)	(4)
<i>Kanyakumari District</i>			
4.	Nagammal Mills Limited Nagercoil.	"Whether the workers are entitled for payment of additional bonus for the years 1962-63 and 1963-64.	G. O. Ms No. 5203, Industries, Labour & Co-operation (Lab) dated 8-11-65.
<i>Salem District</i>			
5.	The Salem Co operative Sugar Mills Limited, Mobanur.	"Whether the action of the Management in having increased the office hours of the staff from 7 hours to 8 hours is justified, and if not, to what relief the staff would be entitled."	G. O. Ms. No. 5258, Industries, Labour & Co-operation, (Lab) dated 10-11-65.
<i>Labour Court, Madras.</i>			
<i>Madras District</i>			
6.	Sha Harakchand Hukmichand, Madras.	Whether the non-employment of Sri K. Panchaliah 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. 2044, Industries, Labour & Co-operation, dated 11-10-65.
7.	Padmanabha Metal Works, Madras.	Whether the non-employment of Sri Syed Ismail and two others is justified and if not, to what relief each is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 2068, Industries, Labour & Co-operation dated 13-10-65.
8.	P. Rangaswamy Motor Service, Chetpet.	Whether the demand for payment of bonus for 1963-64 is justified and if so to fix the quantum.	G. O. R. No. 2139, Industries, Labour & Co-operation dated 25-10-65.
9.	Geo Industries and Insecticides India (P) Limited, Madras.	Whether the retrenchment of Sri V. R. Srinivasan and 9 others is justified, if not, to what relief they are entitled. To compute the relief if any, awarded in terms of money if it can be so computed.	G. O. R. No. 2145, Industries, Labour & Co-operation, dated 26-10-65

(1)	(2)	(3)	(4)
Labour Court, Coimbatore			
Salem District			
10. Ammapet Handloom Weavers' Co-operative Production and Sales Society Limited, Ammapet.	Whether the demand of Sri S. K. Raju and 46 others for payment of wages for the period from 22nd to 31st December 1964 and 1st to 6th January, 1965 is justified, and if so, to what extent.	G. O. Ms. No. 5041, Industries, Labour & Co-operation (Lab) dated 28-10-65.	
Coimbatore District			
11. Sri M. R. Xavier, Contractor, Anaimudis Estate, Mudis Post.	1. "Whether the non-employment of Sri V. L. Francis Mason is justified, and if not, to what relief he would be entitled."	G. O. Ms. No. 5130, Industries, Labour & Co-operation (Lab) dated 2-11-65.	
	2. "To compute the relief if any, awarded in terms of money if it can be so computed."		
12. Precifit Products Company (Private) Limited, Peelamedu.	1. "Whether the non-employment of Sarvasri M. Subramaniam and V. Palaniswamy is justified, and if not, to what relief each is entitled."	G. O. Ms. No. 5318, Industries, Labour & Co-operation (Lab) dated 12-11-65.	
	2. "To compute the relief, if any, awarded in terms of money, if it can be so computed."		
13. Diamond Talkies, Coimbatore.	"Whether the demand of the workers for increase in Dearness Allowance is justified, and if so to fix the rates".	G. O. Ms. No. 5320, Industries, Labour & Co-operation (Lab) dated 12-11-65.	

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 *Port St. George Gazette*, during the month of November, 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			
Madras District			
1.	Shaw Wallace Company Ltd., Madras.	7-9 24-11-65	G. O. R. No. 2288, Industries, Labour and Co-operation dated 16-11-65.
2.	Spencer and Company Ltd., Madras.	9-11 24-11-65	G. O. R. No. 2289, Industries, Labour & Co-operation dated 16-11-65.
Tirunelveli District			
3.	*M. R. Gopalan Motor Service, Tirunelveli.	9-12 17-11-65	G. O. R. No. 2211, Industries, Labour & Co-operation dated 5-11-65.
Labour Court, Madras			
Madras District			
4.	M. M. Ali Motor Service (P) Ltd., Madras.	2-4 3-11-65	G. O. R. No. 2218, Industries, Labour & Cooperation dated 21-10-65.
5.	Plaza Theatre, Madras.	4-5 3-11-65	G. O. R. No. 2146, Industries, Labour & Co-operation, dated 26-10-65.
6.	Ashok Transport, Madras.	5-6 3-11-65	G. O. R. No. 2147, Industries, Labour & Co-operation, dated 26-10-65.
7.	Natarajan Engineering Works, Madras.	1-2 10-11-65	G. O. R. No. 2207, Industries, Labour & Co-operation, dated 5-11-65.
8.	*Mysindia Tiles and Engineering Company, Madras.	3 24-11-65	G. O. R. No. 2262, Industries, Labour & Co-operation, dated, 11-11-65.
9.	—do—	—do—	G. O. Ms. No. 2263, Industries, Labour & Co-operation, dated 17-11-65.

(1)	(2)	(3)	(4)
<i>North Arcot District</i>			
10. Vijayaraj Transport (P) Ltd., Tiruvannamalai.	1-7 17-11-65	G. O. R. No. 2231, Industries, Labour & Co-operation, dated 9-11-65.	
11. Sri Ramakrishna Service, Natrampalli.	7-9 17-11-65	G. O. R. No. 2232, Industries, Labour & Co-operation, dated 9-11-65.	
<i>South Arcot District</i>			
12.* Sri Sivasakthi Bus Service, Kallakurichi.	1-2 24-11-65	G. O. R. No. 2254, Industries, Labour & Co-operation, dated 11-11-65.	
13.* Sri Sivasakthi Bus Service, Kallakurichi.	5-6 24-11-65	G. O. R. No. 5302, Industries Labour & Co-operation, dated 11-11-65	
14. Thennemara Mark Cigar Factory, Cuddalore.	7 24-11-65	G. O. Ms. No. 5303, Industries, Labour & Co-operation, (Lab) dated, 11-11-65.	
<i>Labour Court, Coimbatore.</i>			
<i>Salem District</i>			
15. Seshasayee Paper and Board Limited, Cauvery R. S. Salem District.	1-2 3-11-65	G. O. R. No. 2095, Industries, Labour & Co-operation, dated 19-10-65.	
<i>Labour Court, Madurai.</i>			
<i>Madurai District</i>			
16.* Sri Suthanthiram Transport (P) Ltd., Madurai.	3-4 24-11-65	G. O. R. No. 2295, Industries, Labour & Cooperation, dated 17-11-65.	
17.* —do—	4 24-11-65	G. O. R. No. 2297, Industries, Labour & Co-operation, dated 17-11-65.	
18.* —do—	4-5 24-11-65	G. O. R. No. 2298, Industries Labour & Co-operation, dated 17-11-1965.	

*Awards under section 33-A of the Industrial Disputes Act.

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 November, 1965.

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closures, { Began. Ended. }	Causes.	Amount of Compensation paid to workers
1			4	5 6	7	8
1.	The Coimbatore Spinning and Weaving Mills Ltd., Coimbatore.	Cotton Textiles	2500	8-11-1965	Non-Supply of power.	...

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

Sl. No.	Labour Officers	No. of complaints received.										No. of complaints pending at the end of the month.
		No. of complaints pending at the beginning of the month	Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment	Leave facilities and hours of work.	Others (Not clarified.)	Causes not known	Total.	No. of complaints investigated and otherwise disposed of including those pending	
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Coimbatore-I.	284	15	15	23	1	18	45	—	117	84	317
2.	Coimbatore-II.	159	4	4	15	—	Nil	3	—	26	82	103
3.	Coonoor.	32	1	4	21	—	—	9	—	35	45	22
4.	Madras-I.	41	5	8	3	—	—	5	—	21	22	40
5.	Madras-II.	104	83	12	8	8	—	16	—	47	37	114
6.	Madras-III.	63	8	6	9	—	—	12	—	35	40	58
7.	Madurai.	212	4	3	30	—	—	21	—	58	30	240
8.	Nagercoil.	18	2	—	2	—	—	1	—	5	4	19
9.	Pollachi.	38	—	—	6	—	—	6	—	12	16	34
10.	Virudhunagar.	38	6	3	6	—	—	4	—	19	20	37
11.	Salem.	87	3	2	19	—	—	6	—	30	49	68
12.	Tiruchirappalli.	81	8	2	—	—	1	13	—	24	34	71
13.	Tirunelveli.	68	8	1	9	—	—	9	—	27	28	67
14.	Vellore.	65	6	2	8	—	—	2	—	18	17	66
TOTAL		1,290	73	62	159	9	19	152	—	474	508	1,256

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

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

1. Number of Standing Orders certified as on 1—11—1965.	...	4,307
2. Number of Standing Orders certified during the month.	...	4
3.	Total	4,311
4. Number of amendments to Standing orders certified.		1

9. Workmen's Compensation Act 1923. :—

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

	Number of accidents.	Amount of compensation.*	
		Ra.	nP.
(a) Death	25	* 2,34,211.73	
(b) Permanent disablement	18	6,124.20	
(c) Temporary disablement	56	3,026.60	
Total	99	2,43,262.53	

* 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 the workmen's compensation Act, for November, 1965.

Sl. No. (1)	Nature of claims (2)	Number previously pending. (3)	Number received. (4)	Total. (5)	Disposed of (6)	Balance. (7)
1.	Application under Section 10 :					
(a)	Fatal	116	4	120	6	114
(b)	Non-fatal :-					
(i)	Permanent	141	7	148	9	139
(ii)	Temporary	34	—	34	1	33
2.	Deposits under Section 8 (1)					
(a)	Fatal	146	31	177	12	165
(b)	Persons under legal disability...	8	5	13	1	12
3.	Deposits under Section 8 (2)	1	1	2	1	1
4.	Memorandum of Agreement:—					
(i)	Permanent disablement	93	23	116	25	91
(ii)	Temporary disablement	18	4	22	8	14

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5. Recovery under Section 31.	...	13	...	13	4	9
6. Indemnification application under Section 12 (a)	...	9	1	10	...	10
Total	...	579	76	655	67	588

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

1. Pending as on 1-11-'65	...	805
2. Received during the month	...	73
3. Disposed of during the month	...	82
4. Pending as on 30-11-'65	...	796

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 November, 1965.

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

Pending as on 1-11-1965	...	378
Received during the month	...	70
Disposed of during the month	...	65
Pending as on 30-11-1965	...	383

12. (b) Appeal under Section 51 of the Madras Shops Establishments Act, 1947.

Pending as on 1-11-1965	...	4
Received during the month	...	—
Disposed of during the month	...	1
Pending as on 30-11-1965	...	3

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

Pending as on 1-11-1965	...	77
Received during the month	...	17
Disposed of during the month	...	22
Pending as on 30-11-1965	...	72

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

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	1/MDS	2-11-65	Milk Supply	Madras Co-operative Milk Supply Employees' Union 36/2-B, Palayakara St., Ayana-varam, Madras-23.
2.	2/MDS	2-11-65	Miscellaneous	State Bank of India, Supervision Staff Association (Madras Circle) C/o State Bank of India First Line Beach, Madras-1.
3.	3/MDS	-do-	-do-	Madras Corporation Road Rollers Workers' Union, 19-A, Thoppai Pillai Street Periamet, Madras-3.
4.	4/MDS	-do-	-do-	South Zone Railwaymen Rights Association, 149/23, K. H. Road, Ayanavaram, Madras-23.
5.	5/MDS	-do-	-do-	Amrutanjan Ltd., Employees' Union, 14/15, Luz Church Road, Madras-4.
6.	6/MDS	-do-	-do-	New India Assurance Development Employees Association (Southern Region), 20, Poes Road, Teynampet, Madras-18.
7.	7/MDS	-do-	-do-	Madras Advertising Agencies Employees Union, 6, Rajachar Street, T. Nagar Madras-17.
8.	8/MDS	2-11-65	Motor Industry	Sundaram Transport Workers Union, 11, Phillips St., Madras-1.
9.	1/CPT	-do-	Glass Industry	Madras Sheet Glass Workers' Welfare Association, Tiruvotiyur, Madras-19.

(1)	(2)	(3)	(4)	(5)
10.	2/CPT	-do-	Sugar Industry	Madurantakam Co-operative Mills Staff Union, Padalam Post, Chingleput District.
11.	9/MDS	3-11-65	Miscellaneous	Swadesamitran Staff Union 8, Natasingapuram Street, Madras-2,
12.	3/CPT	12-11-65	Leather Industry	Madhavaram Tannery Workers Union, No. 6/57, Thiruvalluvar St. Madhavaram, Madras-60.
13.	1/TAJ	30-11-65	Fire works	Sundaram Group Employees Union, No. 1, Murthy Chetty Street, Kumbakonam.

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

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

ABSTRACT

- Total No. of registered Trade Unions as on 1-11-65 1,385
- Total No. of trade Unions registered during November 1965 13
- Total No. of registered Trade Unions as on 30-11-65. 1,398

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

Sl. No.	Particulars.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1,308	4,429	454	53,871	4,966	711	2,255	5,244		
2.	No. of irregularities noticed.	469	654	73	1,181	989	75	391	386		
3.	No. of cases warned.	72	83	—	441	336	47	55	61		
4.	No. of prosecutions launched.	22	28	—	42	122	56	18	22		
5.	No. of convictions obtained.	39	12	1	36	86	19	4	12		
1.	Amount of fine imposed	Ra. 1,235/-	320/-	10/-	527/-	1,747/-	670/-	90/-	140/-		

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

Districts.	AT THE BEGINNING.				REGISTERED.			REMOVED.			TOTAL.			REMARKS			
	Section 2 (m) (f)		Section 2 (m) (ff)		Notified		Section 2 (m) (f)		Section 2 (m) (ff)		Notified		Section 2 (m) (f)		Section 2 (m) (ff)		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)		(14)		
1. North Arcot	211	109	167	2	...	...	...	...	...	...	213	109	167	489			
2. South Arcot	132	8	45	1	...	...	...	...	...	...	133	8	45	186			
3. Chingleput	340	22	58	11	...	...	...	...	...	...	351	22	58	431			
4. Coimbatore	1,086	68	81	4	...	...	...	11	...	1	1,079	9	80	1,168			
5. Kanyakumari	835	31	112	4	...	...	...	6	...	...	833	32	111	976			
6. Madras	456	32	44	1	...	...	...	...	1	...	457	31	44	532			
7. Madurai	131	...	5	...	...	...	...	3	...	...	128	...	5	133			
8. The Nilgiris	263	65	152	1	...	2	...	...	...	...	264	67	152	483			
9. Ramanathapuram	552	8	141	...	...	...	...	...	...	...	552	8	141	701			
10. Salem	303	10	178	1	...	...	...	...	...	...	304	10	178	492			
11. Thanjavur	288	9	172	...	...	...	...	...	...	...	288	9	172	469			
12. Tiruchirappalli	310	107	213	1	...	...	...	...	...	1	311	107	212	630			
13. Tirunelveli	21	1	6	...	...	...	...	...	...	...	21	1	6	28			
14. Dharmapuri	...	...	...	...	...	...	...	...	...	...	...	...	...	...			
Total	4,996	419	1,396	26	3	...	...	20	1	3	5,002	421	1,393	6,816			

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

Sl. No.	Category of Plantations.	At the beginning of the month.			Registered.			Removed.			At the end of the month		
		A. B. A.			A. B. A.			A. B. A.			A. B. A.		
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1. Coffee	...	120	22,854.72	...	...	...	...	1	120.00	119	22,734.72	...	...
2. Tea	...	140	66,483.98	...	...	...	...	2	68.00	138	66,415.98	...	...
3. Rubber	...	18	9,003.12	1	110.00	...	...	...	...	19	9,113.12	...	...
4. Cinchona	...	2	9,406.00	...	...	...	...	...	...	2	9,406.00	...	...
5. Cardamom	...	5	3,186.86	...	...	...	...	...	...	5	3,186.86	...	...
Total	...	285	1,10,934.68	1	110.00	...	...	3	188.00	283	1,10,856.68	...	...

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

16. (a) Statement of Accidents for the month of November, 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	...	40
21.	Beverages	...	5
22.	Tobacco	...	...
23.	Textiles	...	271
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	3
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	7
27.	Paper and paper products	...	7
28.	Printing, Publishing and allied industries	...	8
29.	Leather and Leather products (except foot-wear).	...	4
30.	Rubber and rubber products	...	30
31.	Chemicals and Chemical products	...	91
32.	Products of petroleum and coal	...	...
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	32
34.	Basic Metal Industries	...	52
35.	Metal Products (except machinery and transport equipments).	...	69
36.	Machinery (except electrical machinery)	1	305
37.	Electrical Machinery, apparatus, appliances and supplies.	...	87
38.	Transport equipment	1	436
39.	Miscellaneous Industries	...	33
51.	Electricity, Gas and Steam	...	3
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	1	9
84.	Personal Services (Laundries, dyeing and cleaning).	...	1
Total		3	1,493

16. (b) Statement of Accidents in Cotton and Jute Mills for the month of November, 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. E.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	8	...	...	...	...	...
2.	Card Room Machinery	24	...	...	...	...	...
3.	Drawing Frames	8	...	...	...	...	...
4.	Speed Frames	3	...	...	...	...	...
5.	Spinning Machinery	86	...	...	Nil	...	...
6.	Weaving Machinery	38	...	...	...	...	...
7.	Finishing Machinery	1	...	...	...	...	...
8.	Flying Shuttles	6	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	23	2	...	...	...	...
10.	Miscellaneous non-machinery Accidents	71	1	...	...	...	...
Total		268	3	...	...	...	...
JUTE MACHINERY							
		...	Nil	...	...	...	...

'A'—Fatal

'B'—Non-Fatal

17. Exemption to the following factories and establishments from the provisions of the Acts and Rules indicated below were granted during the month of November, 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.	250 M. W. Thermal of Neyveli Corporation Limited, Neyveli.	Clause (a) of sub-section (1) of section 17 of the said Act.	With effect from 1-6-65	G. O. Ms. No. 4802, Industries, Labour and Co-operation (Labour) dated 11-10-1965.
2.	Dollar Company, Madras-1.	—do—	With effect from 1-12-65	G. O. Ms. No. 4947, I. L. & C. (Lab) dated 20-10-1965.
3.	Wheels India (P) Ltd., Padi, Madras-50.	—do—	—do—	G. O. Ms. No. 5243, I. L. & C. (Labour) dated 9-11-1965.

EMPLOYEES STATE INSURANCE ACT

4.	Central Asphalt Plant Egmore, belonging to Corporation of Madras.	All provisions of the said Act except chapter V-A.	One year from 20-11-1965	G. O. R. No. 2194, I. L. & C. dated 3-11-1965.
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FACTORIES ACT

5.	English Electric Company of India Ltd., Madras-27.	Provisions of section 51 of the said Act.	Three months from 28-8-65	G. O. Ms. No. 5158, I. L. & C. dated 4-11-1965.
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MADRAS SHOPS AND ESTABLISHMENTS ACT

6.	Crompton Engineering Company (Madras) Ltd., Madras-1.	Provisions of section 25 of the said Act.	One year from 17-11-1965	G. O. Ms. No. 5101, I. L. C. (Labour) dated 1-11-1965.
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MADRAS INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL) HOLIDAYS ACT

7.	All Beedi Industrial Premises.	All provisions of the said Act.	One year from 24-11-1965	G. O. Ms. No. 5099, (Lab) I. L. C. dated 1-11-1965.
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18. Consolidated Statement of Prices of Cotton and Yarn for the month of November, 1965.

Report for Week the ending.	Prices of Cotton per quintal of 100 Kilograms		Prices of yarn per Bundle of	
	Cambodia.	Karunganny.	10 Lbs.	10 Lbs.
6-11-'65	Rs. 230/310	Rs. 295/310	Rs. ...	Rs. 22.75
13-11-'65	-do-	-do-	...	-do-
20-11-'65	-do-	-do-	...	-do-
27-11-'65	-do-	-do-	...	-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 different mofussil urban centres for the month of November, 1965, as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Sl. No.	Centre.	Food.	Fuel and Lighting.	Clothing.	House Rent.	Miscellaneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base: Year ended June, 1936: 100).							
1.	Madras City ...	696.1	732.4	504.6	413.8	563.0	629.5 (c)
2.	Cuddalore ...	623.0	777.0	396.0	378.0	688.0	593.0
3.	Tiruchirapalli ...	645.0	538.0	547.0	352.0	471.0	572.0
4.	Madurai ...	675.0	532.0	557.0	349.0	433.0	574.0
5.	Coimbatore ...	70.0	689.0	677.0	629.0	407.0	670.0
(Base: August, 1939: 100).							
6.	Nagercoil ...	836.0	536.0	754.0	380.0		716.0

Comparative statement of the cost of living index numbers for the months of October, and November 1965.

Sl. No.	Zone.	Centre	Cost of living index numbers for the months of		Variation.
			October, 1965.	November, 1965.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	617.5 (b)	629.5 (c)	+ 12
2.	North Arcot and South Arcot Dists.	Cuddalore ...	581.0	593.0	+ 12
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	559.0	572.0	+ 13
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	567.0	574.0	+ 7
5.	Coimbatore and Salem Dists.	Coimbatore ...	657.0	670.0	+ 13
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil. ...	687.0	716.0	+ 29

MADRAS

The cost of living index numbers for working classes in Madras City for the month of November, 1965 rose by twelve points to 629.

The index for the food group rose by twenty points to 696 due mainly to an increase in the prices of rice, vegetables, chillies, tamarind, coconut oil, and gingelly oil.

The index for the fuel and lighting group rose by thirteen points to 732 due to an increase in the prices of firewood and charcoal.

The index for the clothing group rose by one point to 505 due to a rise in the price of sarces.

The index for the house-rent group rose by one point to 414 due to the revision of house-rent figure.

The index for the miscellaneous group fell by six point to 563 due to a fall in the price of betel leaves.

(* 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.	
			October, 1965.	November, 1965.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	676.2	696.1
2.	Fuel and Lighting	8.42	719.5 (a)	732.4
3.	Clothing	6.10	504.4	504.6
4.	House-rent	14.57	413.3	413.8
5.	Miscellaneous	12.68	568.9	563.0
	Total	100.00		
Cost of living Index Number.			617.5 (b)	629.5 (c)

(a) 719.45 to two decimal places.

(b) 617.46 to two decimal places.

(c) 629.47 to two decimal places.

CUDDALORE

The cost of living index number for Cuddalore rose by twelve points to 593.

The index for the food group rose by sixteen points to 623 due mainly to an increase in the prices of vegetables, chillies, tamarind and gingelly oil.

The index for the fuel and lighting group rose by sixty four points to 777 due to a rise in the price of firewood.

The index for the clothing group fell by five points to 396 due to a fall in the prices of dhooties.

The index for the miscellaneous group fell by sixteen points to 688 due to a fall in the prices of betel leaves.

The index for the house-rent group remained unchanged at 378 points.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by thirteen points to 572.

The index for the food group rose by twenty one points to 645 due mainly to an increase in the prices of chillies, tamarind, coriander seeds, coconut oil and gingelly oil.

The index for the fuel and lighting group rose by twenty four points to 538 due to a rise in the prices of firewood kerosene oil.

The index for the miscellaneous group fell by five points to 471 due to a fall in the price of betel leaves.

The group index numbers in respect of clothing and house-rent remained unchanged at 547 and 352 points respectively.

MADURAI

The cost of living index number for Madurai rose by seven points to 574.

The index for the food group rose by fourteen points to 675 due mainly to an increase in the prices of vegetable chillies, tamarind and gingelly oil.

The index for the fuel and lighting group rose by one point to 532 due to an increase in the prices of charcoal.

The index for the clothing group rose by two points to 557 due to an increase in the prices of dhoties and shirting cloth.

The index for the miscellaneous group fell by five points to 433 due to a fall in the price of betel leaves.

The index for the house rent group remained unchanged at 349 points.

COIMBATORE

The cost of living index number for Coimbatore rose by thirteen points to 670.

The index for the food group rose by eighteen points to 701 due mainly to an increase in the prices of dhall, vegetables, chillies, tamarind and coconut oil.

The index for the fuel and lighting group rose by fourteen points to 689 due to an increase in the price of firewood.

The Index for the clothing group rose by seven points to 677 due to an increase in the price of shirting cloth.

The index of the miscellaneous group rose by three points to 407 due to an increase in shaving charges.

The index for the house rent group remained unchanged at 629 points.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil rose by twenty nine points to 716.

The index for the food group rose by forty nine points to 836 due mainly to an increase in the prices of condiments, Pulses, vegetables and coconut oil.

The index for the miscellaneous group fell by twelve points to 380 due to a fall in the prices of betel leaves.

The group index numbers in respect of housing, and clothing remained unchanged at 536 and 754 points respectively.

CONSUMER PRICE INDEX NUMBERS

19. (a) Interim Series of All-India Average Consumer Price Index Numbers for Working Class

(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:-		
September	159	165
October	163	170
November	163	170
December	164	171
1965 :-		
January	165	172
February	162	167
March	159	162
April	160	163
May	161	164
June	163	168
July	168	173
August	170	177
September	172	178
October	172	...

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued, is linked to the above series at the year 1949. Thus the All-India index on base 1944=100 during the month of October, 1965 was 237.36.

Source —(1) I.L.O. except for All-India.

(2) Labour Bureau for All-India.

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

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2,95,233 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 Card when needed. There are 52 Offices of the Corporation in the Madras State for disbursement of Cash Benefits.

During the month of November, 1965, 1,767 insured persons received Rs. 90,192-90. by way of Cash Benefits due to Employment Injury. This includes 349 persons who are in receipt of pensions for Permanent Disablement Benefit and also 116 dependants of deceased Persons.

In the month of November, 1965, 1,518 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 37,613 claims were received and an amount of Rs. 5,59,612-08. as sickness benefit involving abstention for 1,95,792. days

During the month of November, '65, 326 Insured Women claimed Rs. 53,405.86 by way of Maternity Benefit.

For recovery of arrears of contribution under the Scheme legal proceedings had to be initiated in 24 cases against defaulting employers for recovery of Rs. 14,844.64.

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

Sl. No.	Particulars.	For the month of November '65
1.	Total number of Attendance :	
	New 77,531 } Old 2,33,843 }	3,11,374
2.	No. of Medical certificates issued	85,499
3.	No. of Domiciliary visits made	272
4.	No. of Injections administered	99,786
5.	No. of X-Ray examinations	1,151
6.	No. of Laboratory examinations	3,939
7.	No. of Specialist Investigations	4,101
8.	No. of Persons admitted to Hospitals	1,995
9.	No. of bed days occupied during the month	13,567
Additional data for Panel System.		
1.	No. of attendance: New 19,921 } Old 30,460 }	50,381
	Diagnostic Centres	—
2.	No. of Prescriptions issued	15,130
3.	Payments made to :—	
	1. Chemists	—
	2. Insurance Medical Practitioners	Rs. 41,524-50 (Coimbatore area.)

21 (a) Employment Exchange Statistics for the month of November, 1965.

Sl. No.	Districts	Total Number of					Applicants on Live Register on 30-11-1965.
		Registration are effected during November 1965.	Placed in employment during November 1965.	Employees used the employment office during November 1965.	Vacancies notified during November 1965.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1.	North Madras	2,145	445	120	514	17,058	
2.	Arcot South	1,843	452	149	360	15,772	
3.	Chingleput.	2,319	280	120	297	17,451	
4.	Coimbatore.	1,823	313	170	425	15,109	
5	Kanyakumari.	897	157	40	90	14,677	
6.	Madras.	4,870	1,172	374	1,320	33,783	
7.	Madurai.	2,120	418	145	452	18,204	
8.	The Nilgiris	1,099	158	43	561	7,544	
9.	Ramanathapuram	1,141	225	59	200	8,707	
10.	Salem.	2,266	588	169	719	15,483	
11.	Thanjavur.	2,213	503	120	574	14,328	
12.	Tiruchirappalli.	2,299	362	100	375	18,134	
13.	Tirunelveli.	1,324	261	99	305	13,275	
Total : for November 1965		26,359	5,334	1,708	6,192	2,09,525	
.. for October 1965		21,628	5,378	1,542	6,196	2,08,851	
.. for November 1964		17,864	4,833	1,648	6,078	1,95,666	

PAYMENT OF BONUS ACT

The Commissioner of Labour has granted extension of time under the proviso to Section 19 of the Act, to the following establishments during the month of December, 1965.

S. No.	NAME OF ESTABLISHMENT	PERIOD
1.	Wellington Talkies & Co., Mount Road, Madras-2.	Till 31-1-1966
2.	Woodlands Hotel, 1/23, Edward Elliotts Road, Madras-4	Till 28-2-1966
3.	Sun Theatre, Madras-6.	up to : 31-1-1966

THE INDUSTRIAL DISPUTES (AMENDMENT) ACT, 1965

Act No. 35 of 1965

An Act further to amend the Industrial Disputes Act, 1947

BE it enacted by Parliament in the Sixteenth Year of the Republic of India as follows:—

1. **Short title and commencement.**—(1) This Act may be called the Industrial Disputes (Amendment) Act, 1965.

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

2. **Amendment of section 2.**—In section 2 of the Industrial Disputes Act, 1947 (hereinafter referred to as the principal Act),—

(i) in sub-clause (i) of clause (a), after the words and figures “Employees’ State Insurance Act, 1948, or”, the words and figures “the Indian Airlines and ‘Air-India’ Corporations established under section 3 of the Air Corporations Act, 1953, or” shall be inserted;

(ii) in clause (p), before the words “the appropriate Government” the words “an officer authorised in this behalf by” shall be inserted.

3. **Insertion of new section 2A.**—After section 2 of the principal Act, the following section shall be inserted, namely:—

“2A. **Dismissal, etc., of an individual workmen to be deemed to be an industrial dispute.**—Where any employer discharges, dismisses, retrenches or otherwise terminates the services of an individual workman, any dispute or difference between that workman and his employer connected with, or arising out of, such discharge, dismissal, retrenchment or termination shall be deemed to be an industrial dispute notwithstanding that no other workman nor any union of workmen is a party to the dispute.”

4. **Amendment of section 12.**—In section 12 of the principal Act, in sub-section (3), after the words “the appropriate Government”, the words “or an officer authorised in this behalf by the appropriate Government” shall be inserted.

5. **Substitution of new section for section 25C.**—For section 25C of the principal Act, the following section shall be substituted, namely:—

“25C. **Right of workmen laid off for compensation.**—Whenever a workman (other than a badli workman or a casual workman) whose name is borne on the muster rolls of an industrial establishment and who has completed not less than one year of continuous service under an

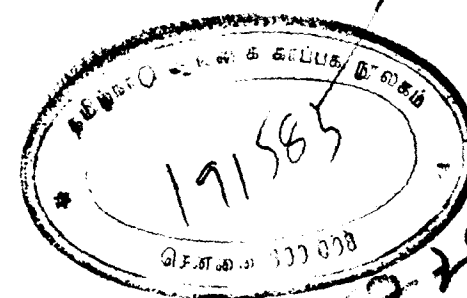
employer is laid off, whether continuously or intermittently, he shall be paid by the employer for all days during which he is so laid off, except for such weekly holidays as may intervene, compensation which shall be equal to fifty per cent, of the total of the basic wages and dearness allowance that would have been payable to him had he not been so laid off:

Provided that if during any period of twelve months, a workman is so laid off for more than forty-five days, no such compensation shall be payable in respect of any period of the lay off after the expiry of the first forty-five days, if there is an agreement to that effect between the workman and the employer:

Provided further that it shall be lawful for the employer in any case falling within the foregoing proviso to retrench the workman in accordance with the provisions contained in section 25F at any time after the expiry of the first forty-five days of the lay off and when he does so, any compensation paid to the workman for having been laid off during the preceding twelve months may be set off against the compensation payable for retrenchment.

Explanation.—‘Badli workman’ means a workman who is employed in an industrial establishment in the place of another workman whose name is borne on the muster rolls of the establishment, but shall cease to be regarded as such for the purposes of this section, if he has completed one year of continuous service in the establishment.”

6. **Amendment of section 29.**—In section 29 of the principal Act, after the words “which may extend to six months, or with fine, or with both”, the words “and where the breach is a continuing one, with a further fine which may extend to two hundred rupees for every day during which the breach continues after the conviction for the first” shall be inserted



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