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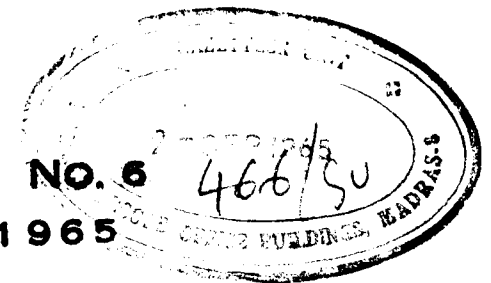
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**MADRAS
LABOUR GAZETTE**

**VOL. VII No. 6
JUNE 1965**



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ISSUED MONTHLY

BY

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MADRAS LABOUR GAZETTE

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

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THE MADRAS LABOUR GAZETTE

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[No. 6

SPECIAL ARTICLES

REPORT OF THE STUDY TEAM ON "OFFICE MANAGEMENT" (NPC Report number 37)

The National Productivity Council sponsored a Team on Office Management in collaboration with and through the courtesy of US Agency for International Development. The Team consisted of 12 members with Sri K. K. Dasgupta, Senior Executive, Bird & Co., Ltd., Calcutta, as Leader, Sri T. S. Sundaram, Director, Sree Meenakshi Mills, Madurai as Alternative Leader, and Sri J. Prasad, Deputy Director, National Productivity Council, New Delhi as secretary. The Team visited Japan, U.S.A. and Britain, and has submitted its report to the National Productivity Council. The report of the Team has been published by the Council.

The team in its report has observed that in Japan, the U.S.A., and the U.K. due importance has been given to efficient management of office, because it was apprehended that the tempo of technological advance might be arrested for lack of attention to efficiency of office. It is reported that a change is taking place in all industrially advanced countries. There are two phases of this change. One involves management control. It covers the increasing complexity of business and the consequent need of management for better control through reports, which are the end result of the extensive and growing paper work procedures. The other involves the need to protect the profit margin and covers expanding cost of paper work and clerical cost and the necessity of reducing these costs.

Work simplification in Office

The Team has reported that the management of large, medium and small industrial units in the U.S.A., Japan and the U.K. are seized with the problem of rising office costs, and they have launched a programme of work simplification in office. The Team observes that in India considerable economics are possible in the operations of any organisation—industry, business, public utility, social service—through programmes of work simplification. It is reported that India is very much behind the other developing countries in the use of computer.

Work Study in Office

The Team has observed that most of the advanced countries in the U.S.A and the U.K. have determined the work standards for clerical operations and this has been made necessary because of the installation of the

*

expensive computers. In these countries the studies on work standards has been conducted and standard data for various clerical operations have been compiled

Records Management

The Team has reported that considerable improvements have been made in the foreign countries in the field of Records Management. The Record Management comprises of (1) Rational economical filing system (2) Records retention, storage and microfilming (3) location and organisation for records and (4) Forms control.

Office Standards

The Team has observed that factory workers all over the world are assured of certain facilities and amenities in accordance with the provisions of Factory Acts, but the large working population in the offices have nothing comparable to it. In the U.K. the Government have realised the need for prescribing certain standards regarding office premises etc., and the Offices Act, 1960 was enacted prescribing provisions for health, welfare and safety in offices. In U.S.A. office equipment manufacturers and stationery companies have laid down certain guiding principles for lay out of the departments, furniture etc. The report observes that in India neither the Office Equipment Association nor the Indian Standards Institution has evolved standards for office equipment and supply.

Office Management Associations

The report says that all the industrially developed countries have recognised Office Management as a subject with specialised body of knowledge as distinct from Accountancy with which it is generally mixed up. Office Management has gained recognition as a profession and in the U.S.A., U.K. and Japan Office Management Associations have gained considerable stature.

Personnel Problems of office-workers

The personnel problems of office workers have been a subject of research and discussion in the U.S.A. the U.K., and Japan because of the increase in the number of men and women employed in offices and also because of the remarkable rise in the salary rates. In India the Team observes that the personnel problem of office workers have not received any special attention.

Education and Training

In the U.S.A. Office Management is included in the curricula of university MBA degrees. In the U.K. many institutions offer training in office management and office organisation. Facilities also exist in the U.K. and Japan for business executives to equip themselves with the theory and practice of office management through short training programme offered by the universities, colleges and institutes.

Recommendations

The Recommendations of the Team are given below :

OFFICE EXPENSE IS AN IMPORTANT element of overhead cost of production, and although in financial terms savings on this account may not be very substantial, an efficient office run economically does conserve profits and avoids their dissipation, through more effective management controls over the entire field of activity of an enterprise. Managers of industry therefore cannot ignore this aspect in their efforts for greater profit at less cost.

2. An Institute of Office Management should be established with the active support of industry, business and the Government. The Institute will have close liaison with Office Management Associations abroad. This Institute should provide the following services to its members:

- i) Training for the senior executives of member-companies in systems and procedure so that "paper personality" is developed in them, and an atmosphere of efficiency is created in an organisation.
- ii) Exchange of information between the members in the country and also securing of information from advanced countries.
- iii) Standardisation of statements which are required to be submitted to State Governments and the Central Government with regard to the various aspects of the operation of industry or business. Efforts will be made to devise a system in case of each industry business to collect relevant official data without unnecessarily adding to the clerical cost of paper work.
- iv) It will urge training in subjects of office managements at post-graduate, graduate and under-graduate levels.
- v) It will promote consciousness of office-cost among the high executives and top management through a series of seminars and discussions.
- vi) It will seek standardisation of certain office equipment and supplies for the benefit of manufacturers and consumers.
- vii) It will conduct research in certain fields of office activity and personnel.

3. Very few companies in India have recognised the importance of office in their activities and generally office procedures are developed on an adhoc basis, mostly to conform to the dictates of the Accounting System. A few companies have allocated this work to the Industrial Engineering Department, forgetful of the fact that office is a different nature of activity as compared to a shop floor. The large companies in India should be pioneers in bringing about a change in outlook in office management by encouraging specialisation in "organisation" and methods with due encouragement and support of top management.

4. The small industrialists in India are handicapped in their operations because of the large overheads, and office is a major factor to be reckoned. Considerable cost reduction could be achieved by the companies housed in the industrial estates if certain common office services could be organised on a co-operative basis. Common services like local despatch, reproduction (cyclostyping), printing, and even reception could be organised collectively by the units housed in an industrial estate.

5. "Office manpower" companies should be established in important cities to cater to the seasonal fluctuations of office workload. A small beginning has been made in Bombay and Calcutta by a few companies which undertake office jobs like preparation of dividend warrants, share certificates, share registers, etc., on contract basis. This should be encouraged in other cities as well.

6. Mechanisation of office systems is not very common as yet in India, though, of late industry has shown keenness for this. Indian industry should take lesson from the experience of other advanced countries in adopting mechanised systems without first streamlining the working of the office. Work simplification in office should precede any machine installation, and for this a company could either secure the services of a trained organisation-and-methods man or expose its own executive to such a training.

7. The Government should encourage manufacture of office equipment within the country, and foreign collaboration for such projects should be welcomed. Simple office-aids like the key-sort (Royal McBee & Co. U.S.A.) and Summarisers (singlewriting system) should be manufactured in India. Such simple and inexpensive devices could contribute enormously to office efficiency.

8. Public utility concerns like Railways, Posts & Telegraphs, Transport and Electricity should undertake programmes on 'Work Simplification in Office' which would not only make these undertakings efficient, but would create a fund of goodwill in the public with which they have to deal. The efficiency thus brought about could yield better consumer satisfaction and also reduce operating costs which could either contribute to lower prices or larger contribution to national fund.

9. For greater co-ordination between the demand of accountants and the need for economy and efficiency in office (i.e. information planning), a basic course of training in office, organisation and management could be either usefully incorporated in the syllabus or the existing syllabus on the subject could be expanded, to include all aspects, in the examinations, such as those of the Institute of Chartered Accountants, the Institute of Cost and Work Accountants, the Company Law Administration (Company Secretaryship).

10. As far as possible office work should be mechanized only when it is imperative to do so. Installation of expensive office machinery should be justified in the context of large unemployment and the scarcity of foreign exchange necessary for importing such machines.

INDUSTRIAL SAFETY

UNSAFE STACKING

In a Jute Mill, a worker was fatally injured for not giving due attention to the principles of safe stacking. Investigation revealed that a crane operator was de-stacking four finished bales slinged together with the help of an electrically operated crane in the godown at the time of accident. Each bale was about 36" x 29" x 29" in size and weighed about 721 lbs. Some bales were stacked one over the other upto five tiers without any bonding to bind the bales together and in many cases there was overhangings of bales. The result was that the stack consisted of a series of adjacent walls some about 12 feet high with incorrect vertical alignment. Single bales placed one above the other formed each wall. Another worker standing on the stack was slinging the bales with the help of a crowbar as there was no clearance between the rows. While the bales at the fifth tier were being removed for de-stacking from one of the inner rows, the equilibrium of the portion of the stack in front of the bales which were being removed, was disturbed due to the movement of bales. As a result nine rows of bales from the front collapsed and some bales fell on the deceased worker who was waiting at a distance to receive the bales after de-stacking and was fatally injured.

To prevent similar accidents, the following preventive measures are suggested :

1. The bales should be stacked in cross-layers to secure stability by interlocking the bales themselves. Overhanging should be avoided.
2. High stacks should be stepped back one bale or half a bale in every third bale in height.
3. Only similar bales should be stacked together.
4. De-stacking should be carried out from the side and the stack should be taken down tier by tier, so that no part is endangered as would happen if the stack were "bitten into" locally.
5. One person should be responsible for the manner in which stacking and de-stacking is carried out. This is particularly very important when gangs are employed.

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

Finger caught between the nip of the chain and chain wheel

In a cotton mill while worker was trying to remove the fluff sticking to the chain of the winding machine, his right hand finger was caught in between the nip of the chain and the chain wheel causing injury disabling him for 28 days. During the process, usually, cotton fluff gets accumulated in between the chain and the chain wheel. A sheet metal guard has been fixed to the drive of the chain and the chain wheel. But it is customary to air-clean the chain wheel, and its drive after stopping the machine and after

removing the guard provided for the drive. After cleaning was done in this particular case, the guard for the drive has not been replaced in position, with the result the chain and the chain wheel were exposed. When the worker came for the job, he saw some of the fluff sticking to the chain and attempted to remove it with his finger, with the result that his finger was caught and injured.

PREVENTIVE MEASURE

As air-cleaning is done twice a day, the guard is removed every time when the cleaning has to be done. Not replacing the guard in position is the reason for the accident. Supervision should ensure that the workers develop the habit of replacing the guards whenever they have to be removed for cleaning purposes. Alternatively the feasibility of fixing the guard to the frame of the machine suitably hinged so that the guard can be opened for purposes of cleaning may be examined. Then the guard will always be on the machine. This will facilitate closing the guard in position then and there.

(Information sent by C.I.F., Madras)

Poisoning due to sulphur Dioxide Fumes

In the sulphuric acid plant of a chemical works, a worker was engaged in the charging of nitre and sulphur to the burners. On the day of the occurrence, he removed a nitre pot from the furnace after opening its door. Sometime later, he complained of feeling indisposed to his colleague and while resting, he vomited twice. He was immediately rushed to the dispensary, where he expired the same day.

During an investigation, air samples from the burner section were analysed for detection of Nitrogen oxides and sulphur dioxide. It was found that the nitrogen oxide fumes were within the threshold limits whereas the concentration of sulphur dioxide was very high.

To prevent the reoccurrence of the similar accidents in the future, it was recommended that :-

1. The general ventilation in the burner section should be improved to reduce the atmospheric concentration of sulphur dioxide ;
2. The various pipe lines in the plant should be efficiently maintained.
3. The workers should be provided with personal and respiratory protective equipment.

Man hurt while clearing swarf

A centre drilling machine was being used for drilling the centre mark in the ends of shafting. The machine comprised two centre drills located at either end of a bedplate. There was a circular fixed chuck which held the

shaft and this had an opening of about $2\frac{1}{2}$ in., diameter. There was another opening in the chuck, about $1\frac{1}{4}$ in. by $\frac{3}{4}$ in., used for feeding suds on to the cutting tool.

Without having first stopped the machine, the machinist was pushing a length of wire down the studs opening to clear swarf from the centre drill. The wire became entangled on the drill and pulled his finger against the edge of the studs opening, amputating the tip.

The motor controls were well placed, close to the operating position, and the man could easily have stopped the machine before attempting to clear the swarf. There is, however, a step that can be taken that will eliminate the need for workers to take such action and therefore prevent the possibility of accidents occurring. This is the provision of specially designed chip-breaking tools, whose object is to break the swarf down to fragments that will fall clear of the tool and the work. They can be used with drilling, turning or milling machines, and aid production as well as safety.

INDUSTRIAL RELATIONS, MAY 1965.

The labour situation in this State was satisfactory. There were 11 strikes and lockouts in Textile Mills (including the one strike that was continuing at the end of the last month) and nine strikes and lockouts in other industries (including 2 strikes and lockouts that were continuing at the end of the last month) during the month of May 1965.

Out of the 11 strikes and lockouts in Textile Mills 4 strikes and lockouts were continuing at the end of the month and out of the 9 strikes and lockouts in other industries 3 were continuing at the end of the month. The No. of workers affected by the strikes in textile mills was 7784 and in other industries it was 2212. 26422 mandays were lost due to strikes in textile Mills and 18752 mandays were lost due to strike in other industries. The details of the work stoppages were as follows :—

TEXTILE MILLS.

The strike by the workers of the Somasundaram Mills (P) Ltd., Coimbatore, which commenced on 4-4-1965 and the subsequent lockout by the management ended on 5-5-65 on the advice of the Deputy Commissioner of Labour, Coimbatore.

About 44 workers out of 269 workers of Sri Gopalakrishna Mills (P) Ltd., Ganapathi struck work on 2-5-65 protesting against the suspension of some workers. Following the strike on 2-5-65 the management declared a lock out on 11-5-65. The strike and the lockout ended on 27-5-65 on the advice of the Deputy Commissioner of Labour, Coimbatore.

About 250 workers out of 800 workers of the Lotus Mills Ltd., Sundarapuram, Coimbatore, struck work on 24-5-65 refusing to obey the lawful orders of the management. The workers resumed work on 29-5-65 on the advice of the Labour Officer, Coimbatore.

About 158 workers out of 710 workers of Kadri Mills Ltd., Odderpalayam struck work on 18-5-65 protesting against the closure of second shift. The workers resumed work on 29-5-65 as a result of direct negotiation.

About 48 workers out of 710 workers of Kadri Mills Ltd., Odderpalayam, Coimbatore, struck work on 25-5-65 protesting against the procedure adopted by management in posting of acting oilers in the shifts. The Strike was continuing at the end of the month.

About 4000 workers in Silk Twisting Factories in Arni Taluk struck work on 17-5-65 protesting against the deduction of wages by certain

managements. The workers resumed work on 20-5-65 on the advice of the Labour Officer, Vellore.

About 304 out of 7938 workers of Madura Mills Co. Ltd., Madurai struck work on 12-5-65 as a mark of sympathy for a workman who met with a fatal accident. The workers resumed work of their own accord on the same day.

About 130 workers out of 144 workers of Bojraj Textiles Ltd., Theni, struck work on 13-5-65 demanding reinstatement of a few dismissed workers and grant of weekly holidays etc. The workers resumed work on 16-5-65 on the advice of the Labour Officer.

About 22 out of 7938 workers of Madura Mills Co. Ltd., Madurai struck work on 29-5-65 as a protest against the suspension of 4 workers by the management. The strike was continuing at the end of the month.

About 133 out of 3000 workers of Sri Meenakshi Mills Ltd., Madurai struck work on 31-5-65 protesting against the action of the Management in insisting workload in powerloom section, as per settlement arrived at with the Indian National Trade Union Congress Union. The strike was continuing at the end of the month.

About 200 out of 350 workers in Karur Mills Ltd., Thanthoni Malai, Karur, struck work on 27-5-65 protesting against the disciplinary action taken by the management on some of the workers in Cleaning gang. Following the strike the management declared a lockout from 27-5-65. The strike and the lockout were continuing at the end of the month.

OTHERS.

The strike by the workers of the Titan Paints and Varnishing Co. Ltd., Podanur, which commenced on 30-4-65 ended on 5-5-65 on the mediation by the Labour Officer.

The strike by the workers of M/s. Vinayakar Mark Cigar Factory, Madras, which commenced on 16-4-65 was called off on 7-5-65 on the mediation by the Labour Officer.

The Management of Best & Co. (P) Ltd., Madras, declared a lockout on 14-5-65 due to alleged go-slow tactics of the workers. The lockout was continuing at the end of the month.

All the 245 workers of M/s. Best & Co. (P) Ltd., (mechanical engineering branch) struck work on 26-5-65 in pursuance of the lockout of 3 factories demanding bonus etc. The strike was continuing at the end of the month.

All the 150 workers of Messrs. Eltex Engineering Corporation, Ganapathi, Struck work on 2-5-65. The workers voluntarily resumed work on 4-5-65.

About 358 workers out of 450 workers of Peirce Leslie & Co. Ltd., Coimbatore, struck work on 26-5-65 due to failure of talk on settlement. The strike was continuing at the end of the month.

About 58 workers out of 118 workers of Tamilnad Daily, Madurai struck work on 24-5-65 demanding immediate implementation of interim relief recommended by the Wage Board for working journalists. The workers resumed work on 25-5-65 on the advice of the Labour Officer.

About 193 out of 1581 workers of Western India Match Co., Ltd., Tiruvotthiyur, Madras-19 struck work on 3-5-65 protesting against the action of the management in converting the boxes from 5E to 5F. The workers resumed work on 12-5-65 on the advice of the Deputy Commissioner of Labour, Madras.

About 78 out of 180 workers of the Tiruchy Srirangam Transports Co., (P) Ltd., Tiruvanaikoil struck work on 10-5-65 protesting against the stoppage of increment for the year 1965. The strike was called off on 12-5-65.

CENTRAL SPHERE.

1. CONCILIATION.

(a) The RLC (C), Madras held conciliation proceedings in the following disputes and brought about Settlements:—

(i) Between M/s. Burn & Co., Salem, Salem Magnesite (P) Ltd., and Dalmia Magnesite Corporation and Magnesite Workers Union (All India Trade Union Congress) Karuppur over revision of Dearness Allowance.

(ii) Between the managements of (i) M/s. Burn & Co. Ltd., Salem, Dalmia Magnesite Corporation, Salem and Salem Magnesite National Labour Union, Salem, over revision of Dearness Allowance.

(iii) Between M/s. Burn & Co. Ltd. Salem and Magnesite Workers Union (All India Trade Union Congress) and Magnesite National Labour Union (Indian National Trade Union Congress) over revision of Dearness Allowance.

(b) The C. O. (C) Madras, held conciliation proceedings in the following disputes and brought about settlements:—

(i) Between the Madras Steamers Agents Association, Madras and the Madras Harbour Workers Union, Madras, over revision of wages and allowances for casual workmen and staff under the stevedoring companies.

(ii) Between the Madras Port Coal Employers Association, Madras, and the Madras Harbour Workers Union (All India

Trade Union Congress) Madras over charter of demands like amendment in the unregistered scheme, minimum wage, Dearness Allowance etc.

(c) The Conciliation proceedings held by the C/o. (C), Madras in the dispute between M/s. Dalmia Cement (Bharat) Ltd., Dalmiapuram and the Cement Workers Union, Dalmiapuram was ended in failure.

(d) Ten disputes were selected/disposed off at the intervention of the officers of this Machinery without holding any formal conciliation proceedings.

3. Number of strikes/lockouts. One

4. Number of threatened strikes/lockouts. Nil

5. Particulars regarding disputes received:—

(a) No. of Industrial Disputes pending at the beginning of the month. 3

(b) No. of industrial disputes received during the month. 15

(c) No. of Industrial disputes settled/di-
posed during the month. 16

(d) No. of threatened strikes. Nil

(e) No. of which materialised. Nil

(f) No. of D. S. Os. certified. Nil

STATE SPHERE.

The conciliation Officers enquired into and settled 477 disputes during the month of May 1965 of these 62 were industrial disputes in which settlements were recorded under section 12 (3) of the Industrial Disputes Act 1947.

ADJUDICATION UNDER THE INDUSTRIAL DISPUTES ACT, 1947.

The Government referred 18 Industrial disputes in which settlements could not be brought about by conciliation for adjudication by 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. 21 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette in the month of May 1965.

WELFARE.

The general employment situation in the State did not improve during the month in spite of increased vacancy notification compared to April 1965.

More Registrations, More Vacancy Notification, increased Live Register and lesser placings were the main features of the activities of National Employment service during the month. The ratio of vacancy notified which was 1 : 5.2 during April, 65 rose to 1 : 4 in May 1965.

The number of vacancies notified and placements effected during the month were 7,588 (+2,308) and 4,064 (-267) respectively. The total registrations made was 30,843 an increase of 3,261 over the previous month. The number of applicants remained on the live register stood at 1,90,611, an increase of 11,143 over the previous month.

Shortages were reported in the following occupations :—

Engineering Diploma holders with experience, Textile Supervisor, Loco Foreman, Foreman (Refrigeration and Air Conditioning equipment), Doctor, Nurse, Pharmacist, Maternity Assistant, Sanitary Inspector, Professor/Lecturer in Engineering (Civil/Electrical/Mechanical), Lecturer in English/Physics/Chemistry/Mathematics) School Assistant, Secondary/Higher Grade Teacher (Urdu Medium), Higher Grade Teacher (Telugu Medium), Tamil Pandit, Hindi Pandit, Tailoring Instructor, Music Mistress, Toy Making Instructor, Drawing Master, Weaving Instructress, Laboratory Technician, Scientific Assistant, Librarian, Steno-Typist, Typist (English and Tamil), Observer, Motor Cycle Driver, Fitter, Machinist, Tool Maker, Grinder, Pattern Makers, Plumber, Blacksmith, Glass Blower, Bore-well Foreman, Refrigerator Mechanic, Wireman, Physical Education Teacher (Women).

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

The Professional and Executive Employment Office, Madras, registered 138 applicants and placed 30 in employment during the month. At the end of the month 1,031 remained on the Live Register of the Office.

The University Employment Information and Guidance Bureau, Annamalainagar registered 50 applicants, gave guidance to 46 applicants and individual information to 10 during the month.

The Employment Office for Physically handicapped Madras registered 20 applicants (6 blind, 2 deaf and 12 Orthopaedics) and placed in employment 10 (3 blind, 3 deaf-mute and 4 orthopaedics) during the month. At the end of the month 344 applicants, comprising 126 blind 70 deaf and 148 Orthopaedics, remained on the Live Register.

The Vocational Guidance Units at Arcot (North), Cuddalore, Chingleput, Coimbatore, Madras, Madurai, Ramanathapuram and Tiruchirappalli rendered Group guidance to 7,158 applicants and gave individual guidance to 100, during the month. The number of candidates received individual information during the month and the number of individually guided applicants placed in employment stood at 3,394 and 34 respectively.

The Employment Information and Assistance Bureaux in the Districts of Coimbatore, Ramanathapuram, Salem and Tiruchirappalli interviewed and counselled 1,183 applicants and registered 1,588 during the month. The total number of renewals made during the month was 42.

The Mobile Registration Units attached to the District Employment Offices, Ramanathapuram and Salem registered 497 applicants and effect 1,605 renewals during the month.

EMPLOYMENT PROVIDENT FUNDS ACT 1947

i) 14 establishments/factories were brought under the Employees' Provident Funds Act 1952 during the month of May 1965, thus bringing the total No. of covered establishments factories to 3503.

ii) A total sum of Rs. 54,22,402-14 (excluding the refund off loan, previous accumulations and administrative charges etc., amounting to Rs. 3,42,427-15) was received as employee's and employer's contributions during the month of April 1965.

iii) The total No. of employees covered under the Employees' Provident Funds Act in the Madras State at the end of April 1965 was 4,05,908.

WORKERS' EDUCATION SCHEME

During the month of May 1965 Unit level Classes were started at Mysore Premier Metal Factory, Tondiarpet, Southern Railway Engineering Workshop and Southern Railway Headquarters Office, Madras, Functions were held at T. I. Cycles of India, Ambattur on 3-5-65 and at National Carbon Company, Madras on 5-5-65 for the distribution of certificates to the successful trainees.

The Workers trainees of Rajeswari Mills, Gudiyatham, Standard Motor Products of India Ltd., Perungalattur, Thirumagal Mills, Gudiyatham, Pilot Pen Co., Madras, Southern Railway Engineering Workshop, Arkonam and Clothing Factory, Avadi went on an educational tour to Bombay, Bangalore, Mysore, Pondicherry, Agra, Delhi etc.

Worker—Teachers and workers trained by the end of May 1965.

1. Worker-Teachers trained	267
2. Worker-Teachers under training	54
3. Workers trained	11,942
4. Workers under training	1,662
5. Unit level classes in Session	72

CURRENT NOTES

SPECIAL OFFICER FOR TEXTILE MILLS

In connection with the implementation of the recommendation of the first Central Wage Board for Cotton Textile Industry, regarding the extent and nature of rationalisation and programme for its implementation as well as the basis for the distribution of the gains of rationalisation in textile mills in Coimbatore, the Government appointed in 1961 the Industrial Tribunal, Madras as the umpire. Due to various reasons the umpire could not make much headway. The Government have therefore appointed a special officer of the grade of Deputy Commissioner of Labour, with headquarter in Madras for a period of six months to bring about a settlement in the textile mills at the unit level.

HOUSING

Sri R. Venkataraman, Minister for Industries and Housing laid the foundation stone for the Subsidised Industrial Housing Colony at Tiruppur on 18th June. The Colony will be constructed by the State Housing Board at a cost of Rs. 5 lakhs and will contain 52 two storeyed one roomed tenements.

STATE AWARDS FOR INDUSTRIAL SAFETY

A state function for the presentation of safety Awards to industrial establishments which have achieved the largest percentage of reduction in frequency rate as compared to their own frequency rate during the previous year and rewards to workers for good suggestions on Safety was held at Rajaji Hall, Madras on 7th July 1965. A Special committee constituted with the Commissioner of Labour, Madras as chairman, and Sri R. D. Nadir Shaw, Chief Mechanical Engineer, Integral Coach factory and Sri K. P. Rao, President, National Safety Association, as members was entrusted with the task of selecting the industrial establishments for the award of Rolling Shields and Merit Certificates out of the factories that have worked six lakhs man hours and entered the competition. A special Committee with the Chief Inspector of Factories, Madras as Chairman and Sri M. K. Raju, Director and General Manager, India Pistons Ltd., Madras-11, Sri P. R. Surendranathan, Regional Director, Regional Labour Institute, Madras and Sri S. Padmanaban, Joint Secretary, National Safety Association, Madras as Members for selecting the winners out of the 325 suggestions including posters and slogans from 65 workers from industries all over the state, for the cash rewards. The Chief Minister Sri M. Bhaktavatsalam presented the awards to eleven Industrial establishments and cash rewards ranging from Rs. 250 to Rs. 100 to 18 workers who had offered useful and practical suggestions on Safety. The following is the text of the speech of the Chief Minister.

"I am happy to associate myself with today's function. Progressive industrialisation has brought in its wake many problems, one of them being accident prevention. Accident prevention work cannot be tackled by official Government Agencies alone. Accident prevention work is essentially a team

work in which employers, workers and Factory Inspectorate have their own roles to play. It is, therefore, essential that the managements should actively organise campaigns against industrial accidents, as only with their lead and active participation and with the enthusiastic co-operation of workers, we can reduce the annual toll of industrial accidents.

Work in factories is associated with multifarious hazards and if they are not eradicated in time they will eventually result in accidents. Proper attention to safety is, therefore, of paramount importance and it must be constantly borne in mind by those in industry that accidents are avoidable.

Provision of safe plant and tools, guarding of dangerous machinery, lay-out of plant with due care to safety, maintenance of an effective system to discover and correct hazards, elimination of risks of occupational disease, prompt detection and treatment of such diseases, appointment of safety minded supervisors, constitution of safety committees, training in safety of all workers, investigation of accidents and suggestion of measures for prevention are essentially the main functions of the managements with regard to safety.

It is the duty of the supervisory personnel to inculcate in the minds of the workers, who are in their charges, safety consciousness by constantly watching that guards are properly mounted on running machines and that machines and tools are properly maintained and repaired, that correct working methods are followed and that no unsafe practices are tolerated. If they show that production with safety has to be kept in mind all the time and do everything that reasonably can be done to prevent accidents, workers will follow their examples. Human failure alone, at one stage or other, has resulted in 98% of the accidents.

The Factory Inspectorate is vitally interested in reducing human suffering in industry and its services will be available to you for reducing the incidence of accidents in industries.

To achieve this, the Factory Inspectorate, apart from pointing out defects and making suggestions for remedial measures and promoting the work of accident prevention through safety committees, has been conducting courses on Industrial Safety for the benefit of supervisory personnel; organising talks on industrial safety with the audio visual aids sending out posters on industrial safety issued by Chief Adviser Factories, from time to time.

Further, in order to stimulate and maintain the interest of both the managements and workers, and based on the conclusions reached at the Labour Ministers' Conference held in January, 1960, and with a view to implement the conclusions, the State Government have approved two schemes; one for the State Safety Awards and another for Rewards for Safety Suggestions.

The Safety Awards Scheme has been instituted for giving due recognition to the industrial undertaking which is most outstanding in accident

prevention at the highest level, so that such recognition may stimulate and maintain the interest of both the management and workers, in accident prevention work.

The object of the Scheme for Rewards for Safety Suggestions is to stimulate the interest amongst industrial workers in accident prevention and to secure practical suggestions and ideas on safety from industrial workers. In this Scheme Suggestions which have a practical application in the field of industrial safety embracing practically all hazardous branches of work are eligible to compete. The workers, an important partner in industry, have offered useful and practical suggestions for reduction of accidents and it is but meet that they are duly rewarded with the cash prizes they are offered now.

I have no doubt, that these Schemes will motivate and create active interest in the various levels of Managements, the supervisory staff and the workers, in Accident prevention.

I extend my warm felicitations to the industrial establishments which have been adjudged as the winners for the receipt of the Awards and workers who have been chosen for being given rewards, for the useful suggestions made by them.

I request you kindly to bear in mind the adage that "an accident prevented is a benefaction and an accident compensated is an apology".

Rolling Shields and merit certificates were awarded to the following eleven industrial establishment.

Textiles

- | | |
|--|-------------------|
| 1. The Kaleeswarar Mills Ltd., Coimbatore. | Rolling Shield |
| 2. The South Indian Co-operative Spinning Mills, Pettai. | Merit Certificate |
| 3. The Buckingham & Carnatic Mills Limited, Madras-12. | Merit Certificate |

Chemicals

- | | |
|---|----------------|
| 1. Addison Paints & Chemicals Ltd., Sembium, Madras-11. | Rolling Shield |
|---|----------------|

Engineering

- | | |
|-----------------------------------|-------------------|
| 1. Addison & Co., Madras-2. | Rolling Shield |
| 2. P. W. D. Workshops, Madras-1. | Merit Certificate |
| 3. India Pistons Ltd., Madras-11. | Merit Certificate |

Transport (Manufacture)

- | | |
|--|-------------------|
| 1. Integral Coach Factory (Shell and Furnishing), Madras-23. | Rolling Shield |
| 2. Ashok Leyland Ltd., Ennore. | Merit Certificate |

Transport (Other than Manufacture)

- | | |
|--|-------------------|
| 1. State Transport Workshop, Chromepet. | Rolling Shield |
| 2. Sundaram Motors (Private Limited, Madras-6. | Merit Certificate |

Some of the methods adopted by the Award Winners for the reduction of accidents are given below :—

1. Safety main Committee and Sub-committee for each Department.
2. Safety induction and training.
3. Suggestion schemes and rewards for good suggestions by the management.
4. Investigation of serious accidents.
5. Only experienced people are allowed to do maintenance jobs.
6. Display of accident statistics graph.
7. Improving the illumination.
8. Deputing Supervisors for training programme conducted by the Chief Inspector of Factories.
9. Disciplinary action for disobeying safety rules.
10. System of monthly inspection of the shop by the members of the Safety Committee from the stand point of safety.
11. Every month the effigies of White elephant are displayed in front of the Shops having the highest number of accidents during the previous month. This produces a feeling of shame in those shops.
12. To promote safety consciousness among the supervisory staff, a Rolling Shield has been instituted for presentation to the Shop having the smallest accident rate during the year.
13. Periodical Inspection of the Plant and Machinery and spot out hazardous conditions and elimination of the same.

14. Periodical issue of Safety instructions to the supervisory staff and theoretical classes to apprentices.
15. Issue of Safety Bulletins, Slogan contest, propogation of Safety Slogan through pay envelopes, periodical meetings, film shows etc., help to enliven the interest among the workers on the subject of safety.
16. Implementation of various recommendations to the Safety Committee, and the Safety measures taken by the Department themselves for their own Safety, has contributed to a large extent to the reduction of accidents.
17. Introduction of attendance bonus which enables the employees to earn extra cash payment by attending the factory all the working days.

As regards the Reward for Safety suggestions the following workers were given cash rewards for the suggestions noted against them.

Name (1)	Amount of Reward (2)	Suggestion (3)
'A' Class Prize (Two A Prizes split up into 4 prizes of Rs. 250 each.)		
1. Sri K. Vaidyanathan, India Pistons Ltd., Madras-11.	Rs. 250/-	For suggestion on Safety Slogan in Tamil
2. Sri P. K. Ramakrishnan, Turner. Spindle Section, Block No. 6, Textool Co., Ltd., Coimbatore.	Rs. 250/-	For suggestion on Good House-Keeping.
3. Sri S. S. Giri, Steno, India Pistons Limited, Madras-11.	Rs. 250/-	For Safety poster in English.
4. T. Sundararajan, Die-Maker, Engineering Dept., Tool Room; The Metal Box Co., of India Ltd., Madras-21.	Rs. 250/-	For General theme
'B' Class Prize		
1. Sri J. Sadhanandam, Talley Clerk, Metal Box Co., Of India Ltd., Madras-21.	Rs. 250/-	For suggestions on training in Safety.
2. Sri A. Monively, Oldham & Sons (India) Ltd., Madras-32.	Rs. 250/-	For safety poster in Tamil.

(1)	(2)	(3)
3. Sri M. Silverking, C. Spinning-1., Spinning Department, The Coimbatore Spinning and Weaving Company Ltd., Coimbatore.	Rs. 250/-	For suggestion on Guarding.
4. Sri P. N. Yesudoss, Inspector, India Pistons (P) Ltd., Madras-11.	Rs. 250/-	For suggestion on Safety Slogan in Tamil.
'C' Class Prize		
1. Sri A. Harisankar, Operator, Deodarising bleaching, Hindustan Lever Ltd., Tiruchirapalli.	Rs. 100/-	For suggestion accepted and awarded by the management.
2. Sri C. Ponnudurai, Viewer, Metal Box Co. of India Ltd., Madras-21.	Rs. 100/-	"
3. Sri K. Marudhachalam, T. No. 28, Kaleeswarar Mills Ltd., Coimbatore.	Rs. 100/-	For suggestion on Safe operation etc.
4. Sri D. E. Radhakrishnan, Electroplating Section, Textool Co., Coimbatore.	Rs. 100/-	"
5. Sri R. Mohanraj, Miller, Gear Wheel Section, Textool Co., Limited, Coimbatore.	Rs. 100/-	For suggestion on safe methods of work.
6. Sri R. D. Immanuel, Oldham & Sons (India) Limited, Madras-32.	Rs. 100/-	For suggestion on Safety poster in English.
7. Sri S. S. Giri, Steno, India Pistons, Ltd., Madras-11.	Rs. 100/-	For suggestion on safety slogan in English.
8. Sri D. K. Ananda Rao, Fitter, India Pistons Ltd., Madras-11.	Rs. 100/-	For suggestion on slogan in English.
9. Sri S. Pandyan, Ring Frame T. No. 3464, Madurai Mills Co., Ltd., Madurai.	Rs. 100/-	For suggestion accepted and awarded by the management.
10. Sri M. Ramaswamy, Spinning, 281, Sri Saradha Mills Ltd., Podanur.	Rs. 100/-	For the suggestion on fire prevention and extinguishment.

The Chief Minister also distributed certificates to trainees who had participated in the industrial safety courses organised by the Factory Inspectorate.

AWARDS AND AGREEMENTS

Memorandum of Settlement under section 12 (3) of the Industrial Disputes Act, 1947 dated the 26th June, 1965.

Present :

Sri C. R. Viswanathan, B.A., LL.B., D.S.W.
Assistant Commissioner of Labour-I, Madras.

Names of parties to the dispute :	The workers and the Management of Messrs. Hoe & Co., Madras.
Representing the Management :	Sri M. S. Krishnamurthi, Secretary, Messrs. Hoe & Company, Madras.
Representing the employees :	1. Sri A. Govindaswamy, General Secretary, Madras Press Labour Union, Madras, 2. S. Deenadayalu, } Secretaries. 3. M. Vedachalam }
	Madras Press Labour Union.

Short recital :

A dispute having arisen between the workers and the Management of Messrs. Hoe and Co., Madras regarding (1) payment of bonus for the years, 1959-60, 1960-61, 1962-63, and 1963-1964. (2) Payment of arrears of difference on naye Paise calculation in respect of Dearness Allowance (3) Supply of Uniforms (4) additional leave facilities, (5) introduction of a gratuity scheme and fixation of wage scales, etc., and whereas the payment of bonus for the year 1959-60 in I. D. No. 37/62 and fixation of wages having been demanded back to the Industrial Tribunal, Madras by the High Court of Judicature, at Madras and is pending adjudication and whereas the demand for additional bonus for the year 1962-63, demand for formulation of a gratuity scheme and the demand for the supply of uniform to all the workers other than Machine Department are before the Commissioner of Labour for a decision by informal arbitration, and the demand for the payment of additional bonus for the year 1963-64 and the demand for additional leave facilities are now pending before the Labour Officer I, Madras negotiations were initiated by the then Labour Officer I, Madras, Sri T. Ramalingam, B.A., D.S.W., and as a result of further discussions and negotiations before the Assistant Commissioner of Labour-I and with a view to have cordial relationship and better working of the Press, a settlement is arrived at on the following terms ;

AWARDS AND AGREEMENTS

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Term I: The Management agree to pay additional bonus in partial modification of the Award on the following basis for the full year of service and pro rata for lesser period of service in the year to all the workers :-

For the year 1959-60 :—	One month's basic wage
For the year 1960-61 For the year 1961-62	} One month's basic wage for each year less the amount already paid as advance as per settlement before the Labour Officer-I, Madras dated 11/4/65.
For the year 1962-63	Half a month's basic wage.
For the year 1963-64	Half a month's basic wage.

The criteria for payment of bonus shall be the service in the year and not whether the employee is in service on the date of payment. In payment of these bonus amounts, the calculation shall be based on the basic wage prevailing for the year in question. This shall fully settle the question of implementation of the Awards of the Industrial Tribunal in respect of claim for bonus for the years upto 1961-62 and the bonus for the year 1962-63 now pending decision by arbitration before the Commissioner of Labour and the bonus for the year 63-64 now pending before the Labour Officer-I, Madras.

It is hereby agreed that both the parties shall file a joint Memorandum before the Industrial Tribunal, Madras to the effect that the issue in dispute has already been settled and request a compromise award in terms of this settlement, in I.D. No. 37/62.

The parties also hereby agree to file a joint Memorandum requesting the Arbitrator, the Commissioner of Labour, Madras to decide the issues before him on the following terms :

(a) that the issue for additional bonus for the year 1962-63 shall be settled on the payment of an additional bonus of half a month's basic wage.

(b) that the demand for the introduction of a gratuity scheme and the demand for the supply of uniforms are to be disposed of as not pressed by the Union.

Term II: Without prejudice to the contentions of the parties, it is hereby agreed that the arrears of difference of Dearness Allowance arising out of calculation on naye Paise basis shall be settled fully on payment of 50% of the amount to each worker after deducting the advance amounts already paid on this account as per the settlement dated 11-4-1965 before the Labour Officer-I.

Term III: It is hereby agreed that in respect of the demand for payment of gratuity to the 8 deceased workers the Management agree to pay them a lump sum ex-gratia payment as indicated below:-

Name of the deceased worker.	Amount
1. M. Pichiappan, T. No. 261	Rs. 480.00
2. P. A. Ganapathy, T. No. 217	Rs. 480.00
3. P. Govindarajulu, T. No. 330	Rs. 455.00
4. Kuppaswamy, T. No. 451	Rs. 75.00
5. Rasheed Baim T. No. 197	Rs. 985.00
6. Lakshmanan, T. No. 279	Rs. 125.00
7. Natarajan, T. No. 271	Rs. 110.00
8. Muthialu Chetty, T. No. 7	Rs. 370.00

Term IV: It is hereby agreed that workers, on death or on mental disorder, occurring between the date of this settlement and the institution of a gratuity scheme shall be paid an ex-gratia lump sum payment at $\frac{1}{4}$ a months' basic salary last drawn for every year of service.

Term V: It is hereby agreed that all the workers shall be given a special increment of Rs. 2/- (Rupees Two) per mensem each over and above what has already been paid with effect from 1-6-65. The parties will take up the two issues namely the demand for fixation of wage scales and institution of a gratuity scheme for direct negotiations on 1st July 1966 and in case no settlement is reached on or before 31-3-66 both the parties hereby agree to refer the two issues jointly to the Industrial Tribunal direct by joint application under section 10 (2) of the Industrial Disputes Act, 1947.

For purpose of clarification, it is specifically agreed that the advances paid shall continue to be recovered until the advance is fully realised as per settlement dated 11-4-65.

Term VI: In view of the above settlement it is specifically agreed that, both the parties shall observe the Code of Discipline in letter and spirit and the workmen shall ensure continued and unstinted co-operation in all respects for the better prosperity of the Press.

Term VII: The amounts payable shall be paid on or before 22nd July, 1965.

Memorandum of settlement recorded under section 12 (3) of the Industrial Disputes Act arrived at before the Labour officer, Virudhunagar.

Present :-

Sri C. Sheik Haidar, B.A.,

Virudhunagar.

Dated : 22-6-1965.

Parties to the Dispute :

The Management of The Alagappa Cotton Mills, Rajapalayam and their workers.

Representing Employer :

1. Sri T. Thiagaraja, Superintendent.
2. Sri S. Seshathiri, Factory Manager, The Alagappa Cotton Mills, Rajapalayam.

Representing Employees :

1. Sri M. Manickam, President,
2. Sri S. V. Rajendran, Assistant Secretary, National Textile Workers Union, Rajapalayam.

Short Recital of the case :

A dispute having arisen between the Management of the Alagappa Cotton Mills, Rajapalayam, and their workers represented by the National Textile Workers Union, Rajapalayam regarding the workload and wages for the counts Nf. 34 to Nf. 38 in the Ring Frame Department of the mills as well of some other matters, a settlement is reached before the Labour Officer, Virudhunagar on the following terms.

Terms of Settlement :

1. The Management agrees to pay the wages Rs. 37-37P. per 300 spindles and 6p for every spindle over and above the 300 spindles in the counts Nf. 34 to Nf. 38.

2. The Management agrees to pay arrears in wages to the workers if any accruing on the basis of the above calculation during the months of February to June 1965.

3. The Management also agrees to pay the arrears if any to the workers who were working in 60's on the basis of Rs. 67/- for 600 spindles and 6p for each spindle over and above the 600 spindles.

4. The piecers agree to mind three sides i.e., 648 spindles per spinner in the counts Nf. 34 to Nf. 38. The parties agree to review the position after six months from the date of this settlement for fixing workload in all counts.

5. The Management agree to reinstate the dismissed workers (1) T. Duraisamy, (2) V. Raju, (3) M. Chinna Ganesan, (4) P. Guruswamy and (5) K. Ponnayya and agree to treat the period of their non-employment as leave on loss of pay with continuity of service. The workers should report themselves for duty on 23-6-1965.

6. The Management also agree to drop all actions for the time being pending against the workers viz., (1) T. Lourdu, (2) M. Navaneethakrishnan, (3) P. Muthiah (4) M. Ganesan, (5) P. Velusamy, (6) S. Ganesan, (7) G. Ayyanar, (8) S. Duraipandian, (9) G. Kethiah, (10) V. R. Sundararajan, (11) P. Ramaswamy, (12) V. Ponnu, (13) S. Srinivasan, (14) K. Kalumuthu and (15) T. Nambiraj.

7. The Management also agree to pay the wages for the month of May 1965 to the workers on the basis of calculation specified in clause 1 and 3 above.

8. The amount specified in clause 2 and 3 above, if any will be paid by the management on or before 30-6-1965.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

BOOKS

1. KAUSHAL (Om. P.)
Management organisation and control in public enterprises.
Allied publishers (P) Ltd., Bombay. pp. 197. Rs 22/-.
2. RADHAKAMAL MUKERJEE, *Ed.*
Labour and Planning.
Allied publishers (P) Ltd., Bombay. pp. 267. Rs. 22/-.
3. JEROME (Blood W.), *Ed.*
Personnel job in a changing world.
New York. American management association, 1964.
pp. 368. \$. 9/.
4. WILLARD (Writz William).
Labour and the public interest.
Harper & Row, 1964. pp. xxi + 196. \$. 3.95.
5. LAWRENCE (Stessin).
Practice of personnel and industrial relations :
A case book.
London. Pitman publishing corporation, 1964.
pp. xxiv + 421. \$. 8-50/.
6. DONNA (Allen).
Fringe benefits: Wages or social obligation.
New York. Cornell university, 1964. pp. ix + 273.
\$. 4-75/.

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1. JAGANNADHAM (V).
Towards social security.
Indian journal of social work. Vol 26. No. 2 July, 1965.

2. DATAR (B. N.).
Integration of social security scheme.
Indian journal of social work.
Vol. 26. No. 2. July, 1965.
3. FRIEDLAND (W. H.).
Unionism and industrial relations in developing countries.
American labour review. Vol. 18. No. 7. July, 1965.
4. SANJIVAYYA (D).
Improving safety measures in mines.
Indian worker. Vol. 13. No. 38. June 21, 1965.
5. BHEEKHABHAI (Says).
Future of industrialised developing nations linked.
Indian worker. Vol. 13. No. 38. June 21, 1965.
6. DATAR (B. N.).
Productivity movement in India.
Andhra pradesh labour bulletin. Vol. 5.
Nos. 1 & 2. January & February, 1965.
7. SANJIVAYYA (D).
Developing countries and workers' well being.
Kerala labour gazette. Vol. 7. No. 6. June, 1965.
8. KUKILLAYA (P. S.).
Need for an organised campaign against accidents in factories.
Kerala labour gazette. Vol. 7. N. 6. June, 1965.
9. NARAYANA (D. L.).
Training of manpower for economic development.
Parts I and II.
Commerce. Vol. 110. Nos. 2825 & 2826.
June 19 and 26, 1965.

**Salient features of the Annual Report on the working of the
Workmen's Compensation Act, 1923 for the year 1964.**

The Commissioner of Labour continued to be the Commissioner for Workmen's Compensation and the Assistant Commissioners of Labour as Additional Commissioners for Workmen's Compensation under the Workmen's Compensation Act, 1923 during the year 1964. The three Deputy Commissioners of Labour sanctioned in G.O. Ms. No. 3451 (Lab) I.L.C. dated 6-7-64 were also appointed as Additional Commissioners for Workmen's Compensation in their respective jurisdictions with the headquarters at Madras, Madurai and Coimbatore.

2. During the year under review, the Commissioner for Workmen's Compensation awarded or and disbursed compensation in 110 cases of workers involved in fatal accidents. 55 cases of workers who had sustained permanent disability and 12 cases of workers who had sustained temporary disability. The corresponding figures for the previous year were 230, 133 and 6 respectively. Out of the total number of 177 accidents 48 were in respect of workers earning Rs. 50/- p.m. or less; 91 in respect of workers earning between Rs. 51-100 p.m. and 38 in respect of workers earning above Rs. 100/- p.m. 168 claims for compensation were pending at the beginning of the year. During the year 754 cases were filed, and 10 cases were transferred to this State by the Commissioners of other States. Of these 932 cases, 538 cases were disposed of during the year. The total amount of compensation deposited with the Commissioner for Workmen's Compensation was Rs. 8,26,044 as against 7,78,712 during the previous year. The Compensation allotted to women and persons under legal disability was invested on their behalf in the Post Office Savings Bank for payment to them in instalments. 198 post office savings bank accounts were opened during the year.

3. The total amount of compensation paid during the year was 12,02,792 out of which an amount of Rs. 4,16,470 was for death; Rs. 5,13,421 for permanent and Rs. 2,72,901/- for temporary disability.

4. Factories and establishments are statutorily required to furnish annual returns to the Commissioner for Workmen's Compensation, under Workmen's Compensation Act, 1923 giving particulars of accidents. Out of 9489 factories and establishments, from which returns were called for, 6639 furnished the returns.

NOTIFICATIONS

NOTIFICATIONS

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AMENDMENT.

In rules 56 of the said rules :—

(i) for sub-rules (3), the following sub-rule shall be substituted, namely.

“(3) the Chairman and Members of a Court or Board, Labour Court or Tribunal and assessors of a Labour Court or Tribunal wherever the Chairman, Members, Assessor or other person concerned is not a salaried officer of the Government shall be granted such fees or honorarium as may be decided by the Courts concerned taking into account the value of work involved and the status of the Chairman, Members, Assessors or any persons concerned subject to the approval of the State Government in each case”;

(ii) sub-rules (4) and (5) shall be re-numbered as sub-rules (5) and (6), respectively, and before sub-rule (5) as so renumbered the following sub-rule shall be inserted, namely :—

“(4) (i) Conciliation Officers can be utilised as assessors purely for fact finding and reporting in cases in which their services are considered necessary by the Industrial Tribunal or Labour Courts. The Conciliation Officers' reports shall not contain any personal expression of opinions or views that may later compromise their position as Conciliation Officer in respect of that establishment.

(ii) The Industrial Tribunal and Labour Courts shall consult the Commissioner of Labour prior to the appointment of Conciliation Officers as Assessors. The Commissioner of Labour as the Head of Department, before permitting any conciliation Officers to be Assessor shall satisfy himself :

(a) that the Conciliation Officer concerned is suitable for taking up the work of the Assessor in any particular case, and

(b) that his work as an Assessor shall not interfere with his normal duties as a Conciliation Officer

(iii) No Conciliation Officer shall act as an Assessor more than two times in a year.

(iv) The remuneration fixed by the Industrial Tribunal and Labour Courts for the work of Conciliation Officer as Assessor shall not exceed in each case 50 per cent of the actual pay of the Conciliation Officer.

(v) Drawal of remuneration by the Conciliation Officer for working as Assessors shall be with the prior approval of the Commissioner of Labour in each case.”

Declaration of Air Transport Industry as an employment under Defence of India Rules, 1962.

II-I No. 2579 of 1965.

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

S. O. 1427 :—Whereas the Central Government is of opinion that employment in any undertaking engaged in the transport of carriage of passengers or goods by air is essential for securing the defence of India and for maintaining supplies and services necessary to the life of the community.

Now, therefore, in exercise of the powers conferred by rule 126-AA of the Defence of India Rules, 1962, the Central Government hereby declares the said employment to be an employment to which the said rule 126AA of the Defence of India Rules, 1962, Applies.

Application of certain proviso of Employees' Provident Funds Act to Coffee Plantations

II-I. No. 2684 of 1965.

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

G. S. R. 712—In exercise of the powers conferred by the first proviso to section 6 of the Employees Provident Funds Act, 1952 (19 of 1952), the Central Government,

Appointment of Deputy Commissioners of Labour Madras, Coimbatore and Madurai as Additional Registrars under Indian Trade Unions Act.

(G. O. Ms. No. 2542, Industries, Labour and Co-operation
(Labour) 13 May, 1965)

II-I No. 2355 of 1965.

In exercise of the powers conferred by sub-section (2) of section 3 of the Indian Trade Unions Act, 1926 (Central Act XVI of 1926). The Governor of Madras hereby appoints the Deputy Commissioners of Labour, Madras, Coimbatore and Madurai as Additional Registrars of Trade Unions within their respective jurisdictions as specified below and directs that the said Additional Registrars shall exercise and discharge within their respective jurisdictions all the powers and functions of the Registrar under the said Act except the question of deciding the validity of the selection of office-bearers of the trade unions.

Officers.	Local limits.
(1) Deputy Commissioner of Labour and Additional Registrar of Trade Unions, Madras.	Madras City and Chingleput District.
(2) Deputy Commissioner of Labour and Additional Registrar of Trade Unions Coimbatore.	Coimbatore, Nilgiris, Salem and North Arcot Districts.
(3) Deputy Commissioner of Labour and Additional Registrar of Trade Unions, Madurai.	Madurai, Tirunelveli, Kanyakumari, Tiruchirapalli, Thanjavur, Ramanathapuram and South Arcot Districts.

Appointment of certain person as Inspector under Employees Provident Funds Act.

Fort St. George, May 14, 1965.

II-I No. 2356 of 1965.

In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (Central Act XIX of 1952), the Governor of Madras hereby appoints Sri S. Rangaramanujam, to be an Inspector for the whole State of Madras for the purpose of the said Act and of any scheme framed thereunder in relation to establishments other than those specified in sub-clause (1) of clause (a) of section 2 of the said Act.

Amendment to Madras Industrial Disputes Rules.

Erratum—For the Industries, Labour and Co-operation Department Notification S. R. O. No. A-417 of 1965, dated the 1st April 1965, published with G. O. Ms. No. 1889, Industries, Labour and Co-operation (Labour) dated the 1st April, 1965 at page 446 of Part V of the Fort St. George Gazette, dated the 21st April 1965, the following shall be substituted, viz :—

“In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to the Madras Industrial Disputes Rules, 1948 published with the Industries, Labour and Co-operation Department, Notification S. R. O. No. A-258 of 1958, dated the 18th December 1959, at pages 1-25 of Part I of the Fort St. George Gazette Extraordinary, dated the 27th December, 1958, as subsequently amended, the same having been previously published as required by Sub-section (1) of the said Section :—

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after making necessary enquiry into the matter, hereby specifies every establishment of Coffee Plantations, in which fifty or more persons are employed, as an establishment to which the said proviso shall apply with effect from the 1st June 1965.

Constitution of Local Committee for Vellore area under certain regulation of Employees' State Insurance (General) Regulations.

II-1 No. 2685 of 1965.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 13th May 1965, is republished : —

No. MR/CO-3 (37)/64 (1)—It is hereby notified that a Local Committee consisting of the following members has been set up for Vellore area (where Chapters IV and V of the Employees' State Insurance Act, 1948 are in force) under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950 with effect from the 13th May 1965 :—

Chairman

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

1. The District Medical Officer, North Arcot District.

Members.

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

2. The Labour Officer, North Arcot.

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

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

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

4. Shri Jalal Mohamed Basheer, C/o Messrs, Rafeeque Ahmed and Company, Tanners, P. B. No. 7, Vellore (North Arcot District).

5. Shri M. S. Keshavamurthy, B. E, Chief Engineer, The Vellore Electrical Corporation Limited, Vellore-1.

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

6. Shri K. R. Sundaram, C/o., North Arcot District Motor Workers Union 34/3C, Katpadi Road, Vellore.

7. Shri K. Vijayarangam, 36, Kandaswamy Jamedar Street, Kosapet, Vellore.

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

1. The Manager, Local Office, Guindy (Secretary).

The Medical Officer-in-charge of the Government Hospital, Vellore, will attend the meetings of the Local Committee as a special invitee without the power of voting.

Extension of Employee's Provident Funds Act to Stemming or redrying of tobacco leaf industry.

II-1 No. 2818 of 1965.

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

G. S. R. 768.—Whereas the Central Government is of opinion that a provident fund scheme should be framed under the Employees' Provident Funds Act, 1952 (19 of 1952), in respect of the employees of the stemming or redrying of tobacco leaf industry, that is to say, any industry engaged in the stemming, redrying, handling, sorting, grading or packing of tobacco leaf :

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4 of the said Act, the Central Government hereby adds with effect from the 30th June 1965, the said industry to schedule I to the said Act.

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 May, 1965.

Sl. No.	Name of the Establishment.	Date of settlement.	Points of Disputes.	Terms of Settlement.	
				(1)	(5)
1.	Benukkal Estate, Katary Post Coonor.	7-5-65	Non-employment of nine workers and suspension of one worker.	The management agreed to pay one month's wages to the workers as per the terms of settlement and to refund 2 days wages to the suspended workers.	
2.	Chamraj Estate, Chamraj Estate Post, Coonoor.	10-5-65	Dismissal of five workers.	The management agreed to reinstate four workers with immediate effect with continuity of service and without back wages. In respect of the dismissal of Karuppannan both the parties agreed to refer the issue of his non-employment and the relief to the informal arbitration by the Deputy Commissioner of Labour, Coimbatore.	
3.	Sutton Estate, Kullakumby P.O., Coonoor.	20-5-65	Suspension of one worker and non-payment of compensation to one worker.	The management agreed to reduce the four days suspension of the worker to two days without prejudice to the contention of the parties. They also agreed to examine the claim for compensation for the injury of Subramani after verification of Hospital records.	
4.	M/s. Vijaya Engineering and Trading Company, Ootacamund.	21-5-65	Certain demands of the workers.	The management agreed to re-employ the workers with immediate effect as per the terms of settlement and to settle the other demands on the terms of the settlement.	
5.	Nagamall Mills Ltd., Nagercoil.	3-5-65	Suspension of a worker.	The management agreed to condone the mis-behaviour and reinstate him by treating the period of suspension as leave with wages.	

(1)	(2)	(3)	(4)	(5)
6.	Corrimony Estate, Nagercoil.	3-6-65	Non-employment of 7 workers.	The management agreed to pay leave wages and bonus to the workers and to settle the other claims as per the terms of settlement.
7.	Kumar Palkulam Estate, Nagercoil.	10-5-65	Demands.	The management agreed to follow the procedure followed in the neighbouring Palkulam Estate and to settle the claims as per the terms of settlement.
8.	Nagammal Mills Ltd., Nagercoil.	27-5-65	Bonus for 1962-63 and 1963-64.	The management and union agreed to submit an application under section 10 (2) of the Industrial Disputes Act, for reference of this dispute to the Industrial Tribunal, Madras.
9.	Sri Sankara Allem (P) Ltd., Nagercoil.	31-5-65	Non-employment of a worker.	The management agreed to give the worker work with effect from 1-6-65 without break in service.
10.	-do-	31-5-65	Increase of wages.	The management agreed to pay Rs. 2-06 per day per worker with effect from 1-6-65.
11.	-do-	31-5-65	Bonus for 1964.	The management agreed to pay bonus of 7½% to the permanent workmen and to the monthly paid staff at the rate of one month's pay.
12.	Vijayakumar Cotton Press, Coimbatore.	5-5-65	Revision of wages of 7 monthly paid workers.	The management agreed to pay revision of wages to the 7 workers as per the terms of settlement.
13.	Triplex Dry Cleaners, Coimbatore.	22-5-65	Dismissal of 14 workers	The management agreed to take back the 7 workers into service as new employees with effect from 24-5-65 on the pay which they draw last. The management agreed to pay ex-gratia payment in respect of the 7 workers of Lilly White Launderers in full and final settlement.
14.	K. R. Lakshmanan, Cotton Merchant, Coimbatore.	25-5-65	General demands.	The management agreed to give work to the workers.

(1)	(2)	(3)	(4)	(5)
15.	Raja Theatre, Coimbatore.	28-5-65	Non-employment of one worker.	The management agreed to pay a sum of Rs. 1,133-15 to the worker in full and final settlement as per the terms of settlement.
16.	Kumar Transports (P) Ltd., Karur.	3-5-65	Regarding extension of double batta wages to other festival holidays.	The management agreed to continue the existing payment of double batta wages to Deepavali.
17.	Dhanalakshmi Vilas Tea Hotel, Manaparai.	13-5-65	Closure of the hotel.	The management agreed to pay compensation inclusive of leave wages to each of the workers as per the terms of settlement.
18.	K. R. S. Tape Factory, Tiruchy.	27-5-65	Demand for increase of dearness allowance.	The management agreed to pay as Dearness allowance at 12 P. over 100 points of Tiruchi cost of living index.
19.	Southern Printers, Salai Road, Tiruchy.	27-5-65	Non-employment of a worker.	The managements agreed to pay compensation of Rs. 110/- in full and final settlement.
20.	Prapath Cigar Company, Allimal Street, Tiruchy.	31-5-65	Non-employment of a worker.	The management agreed to pay Rs. 50/- to the worker being the compensation in full and final settlement.
21.	Modern Type foundry, Madras.	13-5-65	Closure of establishment.	Management agreed to pay a net sum of Rs. 800/- to all the workmen after adjusting the advance paid to them and also to pay 50% of the wages for the period of non-employment from 1-5-65.
22.	Efficient Cargo Carrier, Madras-20.	14-5-65	Non-employment of a worker.	Management agreed to pay a sum of Rs. 100/- to the worker in full and final settlement.
23.	Kalighat Tooth Powder Company, Madras-7.	15-5-65	Non-employment of a worker.	Management agreed to pay a sum of Rs. 60/- to the worker in full and final settlement.
24.	Swadesi Type Foundry, Madras-2.	15-5-65	Closure of the establishment.	The Management agreed to pay an ex-gratia of ten days wages over and above the legal dues to all the workmen such as notice pay, retrenchment compensation etc.

(1)	(2)	(3)	(4)	(5)
25.	Indoken (P) Ltd., Madras-3.	17-5-65	Non-employment of a driver.	The management agreed to pay a sum of Rs. 865/- to the driver as compensation.
26.	N. K. Ahamed Timber Depot, Madras-4.	18-5-65	Non-employment of certain workers.	The management agreed to settle the dispute on the terms of settlement.
27.	Associated Pharmaceutical Ltd., Madras-17.	25-5-65	Payment of bonus for 1963-64.	The management agreed to pay two months basic wages for the year 1963-64 as last drawn in 1963-64 to all workmen who are drawing basic salary of Rs. 120/- and below as an ex-gratia payment.
28.	S. K. R. Kannappa Chettiar Metal Stores, Madras.	31-5-65	Bonus for 1963-64 and non-employment of a worker.	The management agreed to pay a sum of Rs. 50/- as additional bonus for 1963-64 and agreed to as per terms of settlement.
29.	Chettinad Mercantile Bank Ltd., Karaikudi.	5-5-65	Granting of additional bonus for the year 1963 and bonus for 1964.	The management agreed to pay their employees 18% of their salary as bonus for the year 1964 in full and final settlement of all their claims for bonus for that year.
30.	Sri Ayyanar Spinning and Weaving Mills Ltd., Virudunagar.	31-5-65	Non-employment of two workers.	The management agreed to reinstate the two workers with continuity of service but without back wages.
31.	M/s. Ramalingam & Co., Tuticorin.	5-5-65	Non-employment of four workmen.	The management agreed to reinstate the four workers as per the terms of settlement.
32.	Rathnam Food Stuff Supply Co., Tuticorin.	17-5-65	Wage increase.	The management agreed to increase the wages with effect from 1-4-65 as per terms of settlement.
33.	C. S. S. Motor Services, Tenkasi.	28-5-65	Daily batta and non-employment of a worker.	The management agreed to pay to the drivers and conductors daily batta as per the terms of settlement and to refer the issue of non-employment of the worker for the informal arbitration of the Deputy Commissioner of Labour.

(1)	(2)	(3)	(4)	(5)
34.	i) K. R. M. S. (Mohan Bros) Dharmapuri. ii) C. A. Vimalan, Proprietor, K. R. M. S., Dharmapuri. iii) S. D. U. M. S. (P) Ltd., Dharmapuri.	1-5-65	Demands of the workers.	The management agreed to make permanent six drivers and conductors with effect from 1-5-65 as per the terms of settlement.
35.	V. K. Oil Mills, Salem.	20-5-65	Non-employment of a worker.	The management agreed to pay to the worker a sum of Rs. 90/- in full and final settlement of his claims.
36.	Tamilnad Cottage Industries Ltd., Tiruppur.	15-5-65	Fixation of wages and workload etc. and non-employment of 6 workers.	Both the parties agreed to abide to the informal arbitration by the Deputy Commissioner of Labour, Coimbatore.
37.	Kasturi Engineers Ltd. Coimbatore.	15-5-65	Payment of enhanced wages and dearness allowance to workers — classification of workers, terms of apprenticeship etc.	The management agreed to pay increment to all the permanent workers as per the terms of settlement.
38.	Colmbatore Murugan Mills Ltd., Coimbatore.	26-5-65	Demotion of a worker.	Both the parties agreed to refer the issue to the arbitration of Sri Ramanathan, Law Officer, Southern India Mill Owners Association, Coimbatore and abide by his decision.
39.	Sabapathy Knitting Company, Tiruppur.	26-5-65	Non-employment of two workers.	The Management agreed to pay a lump sum of Rs. 100/- each Shanmugam and Muthuswamy in full and final settlement of all their claims.
40.	Muthuswamy Gounder Bleaching Company, Tiruppur.	28-5-65	Non-employment of 7 workers.	The management agreed to re-instate all the 7 workers with effect from 1-6-65 with continuity of service.
41.	Excel Industries, Velandipalayam, Coimbatore.	28-5-65	Demand for increased wages dearness allowance etc.	The parties agreed to settle the demands as per the terms of settlement.

(1)	(2)	(3)	(4)	(5)
42.	Paralai Estate, Iyerpadi Post.	13-5-65	Suspension of a worker.	The management agreed to reduce the period of suspension by one day.
43.	Karamalai Estate, Valparai P.O.,	18-5-65	Non-employment of a worker.	Both the parties agreed to leave the issue relating to non-payment of a worker for arbitration by the Deputy Commissioner of Labour, Coimbatore and to abide by his decision in the matter.
44.	Rajah Mills Ltd., Pollachi.	26-5-65	Non-implementation of Section 12 (3) settlement dated 3-1-64 and certain other demands.	Both the parties agreed to leave the issues for the arbitration of the Commissioner of Labour, Madras and to abide by his decision in the matter.
45.	Sri Chockanatha Transporta, Madurai.	5-5-65	Non-employment of a worker.	The Management agreed to pay a lump sum amount of Rs. 32 1/2 to the worker in full and final settlement of all his claims.
46.	Weaving Mill Parts Manufacturing Co. Ltd., Madurai.	24-5-65	Non-employment of a worker.	The management agreed to reinstate the worker with continuity of service from 6-5-65 and to treat the period of non employment from 25-1-65 to 5-5-65 as leave on loss of pay.
47.	Gomas & Gomathi Transporta, Madurai.	26-5-65	Non-employment of two workers.	The management agreed to pay Rs. 300/- to Muthuraman and Rs. 75/- to Abdul Kadar in full and final settlement of all their claims.
48.	Loyolo Printers, Madurai.	27-5-65	Non-employment of a worker.	The management agreed to pay the worker a sum of Rs. 41/- to the worker in full and final settlement of all his claims.
49.	Subramania & Co., Madurai.	27-5-65	Non-employment of a worker.	The management agreed to pay the worker a sum of Rs. 105/- in full and final settlement of all his claims.
50.	Pandian Board Works, Madurai.	31-5-65	Non-employment of a worker.	The management agreed to reinstate the worker with continuity of service with effect from 1-6-65.

(1)	(2)	(3)	(4)	(5)
51.	Venkateswara Industries C/o. M/s. Sundaram Industrial Estate (P) Ltd., Madras.	18-5-65	Non-employment of Sri D. Srinivasan.	Union agreed not to press reinstatement of D. Srinivasan on the understanding that the management shall provide work to R. Sundaramurthy with immediate effect.
52.	K. S. R. Transporta, Tiruvallur.	21-5-65	Charter of demands.	The management agreed to revise the scales of pay of drivers, conductors, checking Inspectors and Cleaners with effect from 1-5-65 as per the terms of settlement.
53.	M/s. Citidal Fine Pharmaceutical, Velachery.	21-5-65	Non-employment of a worker.	The management agreed to pay a lump sum of Rs. 120/- in full and final settlement of all the claims of the worker.
54.	Golden Bricks and Tiles Co. Nerkundram.	24-5-65	-do-	The management agreed to pay Rs. 275/- to the worker in full and final settlement of all his claims.
55.	K. Janakiram & Co. Madras-21.	1-5-65	Non-employment of certain workers.	The management agreed to give a sum of Rs. 3200/- to the workers as per the term of settlement.
56.	Combined Engineering Workers	3-5-65	Demands.	The Management agreed to grant an increase in the existing wages to the workmen with effect from 1-4-65 as per the terms of settlement and also agreed to give 33 days as wages as bonus for 1963.
57.	Ever Bright Products, Madras-7.	5-5-65	Retrenchment of workers.	The management agreed to pay a lump sum of Rs. 500/- to the workers in full and final settlement of all their claims as per the terms of settlement.
58.	Vinayagar Mark Cigar Co., Madras-1.	7-5-65	Charter of demands.	The Management agreed to increase the rates of wages of the workers as per the terms of settlement.
59.	S. T. Shanmugam Snuff Co., Madras-1.	16-5-65	-do-	The management agreed to pay Rs. 120/- to all the permanent workers as bonus for the year 1964-65 and to settle the other demands as per the terms of settlement.

(1)	(2)	(3)	(4)	(5)
60.	Threeyem Printers, Madras-1.	17-5-65	-do-	The management agreed to pay an adhoc increase of Rs. 5/- in the existing wages for those who are drawing a pay within Rs. 100/- and Rs. 10/- for those who are drawing more than Rs. 100/- with effect from 1-1-1965 as per the terms of settlement.
61.	Dhandayuthapani Foundry, Pappanaickenpalayam, Coimbatore-1.	26-5-65	Demands.	The management agreed to increase the existing basic wages by Rs. 4/- per month, and agreed to fix the annual increment in respect of unskilled category at Rs. 2/- per mensem. They also agreed to revise the dearness allowance as per the terms of settlement.
62.	The Best & Co. Private Ltd., Madras.	6-5-65	Non-employment of a workers.	The management agreed to allow the worker to resume work with effect from 8-5-65 treating the period of break as leave without pay.

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

Serial No.	Name of the concern.	Date of Agreement.	No. of workers involved.	Issues
(1)	(2)	(3)	(4)	(5)
1.	United Coffee Supply Company, Limited, Coimbatore	7-5-65	1	Retrenchment of one of the workers
2.	Vincent and Company, Coimbatore	24-5-65	...	Revision of wages
3.	Alagappa Cotton Mills, Rajapalayam, and their workers represented by the National Textile Workers Union Rajapalayam	15-3-65	125	The Management agreed to give permanent tickets to their workers mentioned in the Annexure I of the settlement and to grant them occupational wages and to grant a consolidated daily wages of Rs. 3-40 nearly to fifty workers who are holding temporary tickets
4.	1. The Management of : i) K. R. M. S. (Mohan Bros) Dharmapuri ii) S. D. U. M. S. (P) Ltd., Dharmapuri iii) Sri A. Vimalan, Bus Proprietor, K. R. M. S. Dharmapuri iv) Sri A. Jayathilakan, Bus Proprietor, K. R. M. Dharmapuri	1-5-65	...	Demand of the workers for the revision of increment.
5.	The Management of Sundaram Spinning Mills, Komarapalayam	14-5-65	...	Non-employments of Sri P. Sengodan, A Murugesan, and S. Venkatachalam
6.	The Management of M/s. Vincent and Company, (P) Limited, Tiruchirapalli	24-3-65	...	Demands of workers
7.	The Management of Sundaram Spinning Mills, Komarapalayam	20-5-65	...	Non-employment of Sri Rajul and M. Kannayyan

(1)	(2)	(3)	(4)	(5)
8.	United Bleachers, Mettupalayam	29-4-65	28	Wages increase and Dearness Allowance
9.	Kothari Textiles Ltd., K. Vadamathurai	29-4-65	136	Wages increase to piecers and doffers
10.	Sri Hari Mills, Ltd., Ondipudur	19-5-65	26	Efficiency in winding department.
11.	Kothari Textiles Ltd., Mill No. 2, K. Vadamathurai	10-5-65	All spinners and doffing boys	Wages increase of Rs 10, to spinners doffers as per rationalisation
12.	Suguna Mills (P) Ltd., Kuniamuthur	27-4-65	138	Designation and Wages
13.	Subramaniam Powerloom Factory, Madurai	12-4-65	29	Bonus for 64-65
14.	Murugan Mills, Palani	30-4-65	150	Revision of wages
15.	Nataraja Lodge, Meals and Biriyan Hotel, Madurai	17-5-65	18	Closure of the hotel
16.	B and C Mills, Madras-12	8-5-65	2	Demotion of workers
	-do-	8-5-65	1	-do-
	-do-	8-5-65	16	-do-
	-do-	8-5-65	11	-do-
	-do-	15-5-65	2	-do-
	-do-	4-5-65	2	-do-
	-do-	18-5-65	2	-do-

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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 May 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>Coimbatore District</i>			
1.	Coimbatore Coffee Curing Works Coimbatore.	1. Whether the demand for introduction of Gratuity Scheme to the workers of Garbling Section is justified and if so to formulate a scheme.	G. O. Ms. No. 2073, Industries, Labour and Co-operation, dated 17-4-65.
<i>Kanyakumari District</i>			
2.	Vaikundam Estate, Kaliyal Post.	1. Whether the demand of the Union to make permanent all the workers mentioned in the Order is justified and if so to what relief they would be entitled.	G. O. Ms. No. 2527 Industries, Labour and co-operation, dated, 11-5-65.
<i>Madras District</i>			
3.	Associated Pharmaceutical Industries (Private) Ltd., Madras.	1. Whether the demand of the workmen for 4 mon hs wages as bonus for the year 1963-64 is justifiable and if so to fix the quantum.	G. O. R. No. 903, Industries, Labour and Co-operation, dated, 27-4-65.
Labour Court, Madras.			
<i>Madras District</i>			
4.	Delux Plastic Products, Madras.	1. Whether the non-employment of a Worker Sri S. K. M. Abubukker 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. 814, Industries Labour & Co-operation, dated 20-4-65. 192326
5.	Ramachandrayya Chetty Sons and Company, Madras.	1. Whether the non-employment of M/s. R. Muni-samy Naidu and Jayaraman is Justified if not to what relief they are entitled to compute the relief if any awarded in terms of money if it could be so computed.	G. O. R. No. 840, Industries, Labour & Co - operation dated 23-4-65. 192326

(1)	(2)	(3)	(4)
6. Imperial Tobacco Co., of India Limited, Tiruvottiyur.	1. Whether the non-employment of Sri Tiruvengadam 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. 847, Industries, Labour & Co-operation dated 23-4-65.	
7. The English Cycle and Motor Importing Company, (Private) Limited Madras.	1. Whether the non-employment of Sri P.A. Aruldooss and 10 others is justified and 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. 916, Industries, Labour & Co-operation (Lab) dated 28-4-65.	
8. Motor and Allied Industries, Madras.	1. Whether the demand of the workmen for fixation of scales of wages is justified and if so to fix the rates of wages and to fit the present incumbents in the scale so fixed. 2. Whether the demand of the workmen for the payment of a separate dearness allowance is justified and if so to fix the rate. 3. Whether the demand of the workman for bonus for the year 1963-64 is justified and if so, to fix the quantum. 4. Whether the non-employment of Sri. K. P. Varadhan and 22 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. 923, Industries, Labour & Co-operation (Lab) dated 29-4-65.	
9. Goyal Industries, Madras.	1. Whether the demand for bonus for the year 1963-64 is justified and if so to fix the quantum of bonus and	G. O. Rs. No. 1006, Industries, Labour and Co-operation, dated, 11-5-65.	

(1)	(2)	(3)	(4)
	2. Whether the non-employment of Sri Srinivasan Blacksmith is justified and if not to what relief he is entitled. 3. To compute the relief if any awarded in terms of money if it can be so computed.		
10. Kohinoor Confectionary (Private) Limited, Vadapalani, Madras.	1. Whether the demand of the workmen for bonus for the year 1963 is justified and if so to fix the quantum.	G. O. R. No. 1007, Industries, Labour and Co-operation, dated 11-5-65.	
11. Tanjore District. K.T.P. Transports, Pattukottai.	1. Whether the demand of the workers for the introduction of a gratuity scheme is justified and if so to formulate the scheme. 2. Whether the non-employment of Conductor K. T. Natarajan 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. 919, Industries Labour and Co-operation, dated, 28-4-65.	
Labour Court Coimbatore			
<i>Coimbatore District.</i>			
12. Sri Ramakrishna Transports (P) Ltd., Coimbatore.	1. Whether the non-employment of the workers Sri Baskaran, Sri S. Velusamy and Sri K. Krishnaswamy is justified and if not to what relief each would be entitled. To compute the relief if any awarded in terms of money if it can be so computed for each.	G. O. Ms. No. 2213, Industries Labour and Co-operation, dated 23-4-65.	
13. Palani Andavar Mills Ltd., Udumalpet.	1. Whether the demand for additional wages to Sri Veerasami for looking after more deliveries is justified and if so to fix the additional wages.	G. O. Ms. No. 2339, Industries, Labour & Co-operation, (Lab) dated 29-4-65.	

(1)	(2)	(3)	(4)
14. Mukottu Mudis Estate. Coimbatore.	1. Whether the non employment of Smt. Muthammal of the second division by the management with effect from 29th June 1963 is justified and if not to what relief he would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 2396, Industries, Labour and Co-operation, dated 3-3-65.	
<i>Salem District</i>			
15. Namakal Ramalingam Co (P) Ltd., Rasi-puram.	1. Whether the demand of the workman for the payment of bonus for the year 1963-64 is justified and if so to fix the quantum.	G. O. Ms. No. 2084 (Lab) Industries, Labour and Co-operation, dated 17-4-65	
<i>Labour Court, Madurai.</i>			
<i>Madurai District</i>			
16. Meenakshi Talkies, Madurai.	1. Whether the retrenchment of Sri P. Subbiah 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. 780, Industries, Labour and Co-operation, dated 17-4-65.	
<i>Trichy District.</i>			
17. Karur Transports (P) Ltd., Karur.	1. Whether the demand of the workers for the customary bonus of three months and an additional bonus at 20% inclusive of basic wages and Dearness Allowance for the year 1963-64 is justified and if so to fix the quantum.	G. O. Ms. No. 917, (Lab) Industries, Labour and Co-operation dated, 20-4-65.	
18. Rajam Transports, Trichy.	1. Whether the non-employment of Sri A. Pattusamy 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. 865, Industries, Labour and Co-operation, dated 24-4-65	

1. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part II, Section I of the *Fort St. George Gazette*, during the month of May, 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)
<i>Industrial Tribunal, Madras</i>			
<i>Madras District</i>			
1. Hoogly Ink Company Ltd. Madras.		5-7 19-5-65	G. O. R. No. 1023, Industries, Labour & Co-operation dated 13-5-65
2. Thompson & Co. (P) Ltd., Madras.		5-6 12-5-65	G. O. R. No. 949, I. L. & C. dated 1-5-65
<i>Salem District</i>			
3. Mettur Industries Ltd., Mettur Dam.		11-12 5-5-65	G. O. Ms. No. 2221, (Lab) I. L. & C. dated 23-4-65
<i>Colmbatore District</i>			
4. Associated Cement Companies Ltd., Madukkarai Cement Works, Madukkarai.		13-14 5-5-65	G. O. Ms. No. 2283, (Lab) I. L. & C. dated 27-4-65
<i>Tirunelveli District</i>			
5. Loyal Textile Mills Ltd., Kovilpatti.		4 & 5 12-5-65	G. O. R. No. 946, I. L. & C. dated 1-5-65
<i>Labour Court, Madras</i>			
<i>Madras District</i>			
6. Shyamala Studios, Madras.		5-8 5-5-65	G. O. Ms. No. 2239, (Lab) I. L. & C. dated 24-4-65
7. Hoogly Ink Company, Madras.		8-10 5-5-65	G. O. Ms. No. 2240, (Lab) I. L. & C. dated 24-4-65
8. Technical and Engineering Products & Co. Ltd., Madras.		1-2 12-5-65	G. O. R. No. 945, I. L. & C. dated 1-5-65
9. Parry & Co., Ltd., Madras.		3-4 12-5-65	G. O. R. No. 955, I. L. & C. dated 3-5-65
10. Mehraj Metal Stores, Madras.		2 12-5-65	G. O. R. No. 953, I. L. & C. dated 3-5-65

(1)	(2)	(3)	(4)
11.	Technical and Engineering Products Co. Ltd., Madras.	2-3 12-5-65	G. O. R. No. 954, I. L. & C. dated 3-5-65
12.	Nutan Bharat Engineering Services, Villivakkam.	4 12-5-65	G. O. R. No. 956, I. L. & C. dated 3-5-65
13.	V. T. C. Transport, Madras.	1-2 19-5-65	G. O. R. No. 1013, I. L. & C. dated 11-5-65
14.	Wilfred Pereira (P) Ltd., Madras.	2-3 19-5-65	G. O. Ms. No. 2529, (Lab) I. L. & C. dated 11-5-65
15.	-do-	3 to 5 19-5-65	G. O. R. No. 2530, I. L. & C. dated 11-5-65
16.	-do-	5 19-5-65	G. O. Ms. No. 2531, (Lab) I. L. & C. dated 11-5-65
17.	M/s. Gordon Woodroffe Leather Manufacturing Co. Ltd. Madras.	3-5 26-5-65	G. O. R. No. 1065, I. L. & C. dated 19-5-65
<i>North Arcot District</i>			
18.	Sri Lakshmi Saraswathi Motor Transport Company, Vellore.	3-5 5-5-65	G. O. R. No. 888, I. L. & C. dated 24-4-65
<i>Labour Court, Coimbatore</i>			
<i>Coimbatore District</i>			
19.	Maniam Theatres, Coimbatore.	1-2 5-5-65	G. O. R. No. 849, I. L. & C. dated 23-4-65
20.	Pollachi Roadways (P) Ltd., Pollachi.	3 5-5-65	G. O. R. No. 850, I. L. & C. dated 23-4-65
21.	Avanasilingam Transport Co. Ltd., Coimbatore.	1-3 26-5-65	G. O. R. No. 1058, I. L. & C. dated 17-5-65

6. Statement showing the closures and stoppages of work in factories and mills for reasons other than strikes and lockouts in the State of Madras, for the month of May 1965.

Sl. No.	Name of the concern	Industry.	No of workers involved.	Closures		Causes	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Swadeshi Type Foundry, 61, Gurusvappa Chetti Street, Madhav-2.		11	11-5-65	Permanent	...	The management agreed to pay compensation etc. according to law and further they agreed to pay 10 days' wages as exgratia over the payment of legal dues.
2.	The Salem Co-operative Sugar Mills Ltd., Pettapalayam, Mobarur Post, Namakkal Taluk.	20/207 (a)	343	21-5-65	Work will be restarted in July '65 or 1st week of August '65.	Production work will be carried on only intermitently. As the raw materials i.e. sugarcane tracted for the main season 64-65 was exhausted crushing was stopped.	As the sugar factory fallen under section 25 (A)(b) of the Industrial Disputes Act 1947 payment of compensation payable does not apply to this Factory.
3.	The Kumaran Mills Ltd., Narasimhasakkenpalayam, Textiles, Coimbatore-7.	23/231 (a) Textiles 22	26 22	17-4-65 (1½ hours) 17-4-65 (Full day)	17-4-65 17-4-65	Accumulation of unreel cops in Reeling Section and shortage of empties in spinning Section.	Rs. 150-87

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
4.	Asher Textiles Ltd., Tiruppur.	23/231 (a) Textiles	17 16 8 23 15 25 26 27 27 16 9 16 19 30 21 10 6 2 1	1-4-65 3-4-65 4-4-65 5-4-65 6-4-65 7-4-65 9-4-65 10-4-65 11-4-65 12-4-65 15-4-65 18-4-65 19-4-65 20-4-65 21-4-65 23-4-65 24-4-65 26-4-65 27-4-65	1-4-65 3-4-65 4-4-65 5-4-65 6-4-65 7-4-65 9-4-65 10-4-65 11-4-65 12-4-65 15-4-65 18-4-65 19-4-65 20-4-65 21-4-65 23-4-65 24-4-65 26-4-65 27-4-65	Shortage of cops and accumu- lation of stock in processing Unit	Rs 22-44
5.	Brindavan Properties (Private) Ltd., Wellington Bazaar (P. O.) Nilgiris (N. G. 89)	20/209 (c)	268	3-5-65	...	Uneconomic condition.	Compensation have been given.
5.	Pannimedu Tea Factory, Nardypet (P. O.) (via) Pollachi.	-do-	48	1-6-65	15-9-65	Amalgamation of Estates.	Alternative work has been given.
7.	Ananda Bodhini Power Press, Madras.	Printing Press.	...	...	...	...	...

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received							Total.	No. of complaints investigated and otherwise disposed of including those pending.	No. of complaints pending at the end of the month.
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known			
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Coimbatore-I.	305	11	1	26	1	6	42	—	87	166	226
2.	Coimbatore-II.	94	2	1	10	1	—	12	—	26	22	98
3.	Coonoor.	37	—	—	8	1	—	10	—	19	8	48
4.	Madras-I.	66	3	2	10	1	—	7	—	23	14	75
5.	Madras-II.	123	—	11	30	1	—	13	—	55	41	137
6.	Madras-III.	62	4	2	8	—	—	10	—	24	26	60
7.	Madurai.	111	1	1	27	—	—	28	—	57	50	118
8.	Nagercoil.	40	2	—	3	—	—	3	—	8	19	29
9.	Pollachi.	76	1	—	7	—	—	7	—	15	20	71
10.	Virudhunagar.	47	—	1	10	—	—	9	—	20	21	46
11.	Salem.	85	2	1	10	—	1	18	—	32	24	93
12.	Tiruchirappalli.	96	3	—	6	—	—	13	—	22	26	92
13.	Tirunelveli.	67	5	1	14	—	—	8	—	28	31	64
14.	Vellore.	38	3	—	6	1	—	—	—	10	9	39
TOTAL		1,247	37	21	175	6	7	180	—	426	477	1,196

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

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

1. Number of Standing Orders certified as on 1-5-1965.	...	4,278
2. Number of Standing Orders certified during the month.	...	2
Total	...	4,280
3. Amendments to Standing Orders were certified during the month.	...	—

9. Workmen's Compensation Act 1923:—

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

	Number of accidents.	Amount of compensation.
		Rs. nP.
(a) Death	15	1,11,005.87
(b) Permanent disablement	9	1,586.28
(c) Temporary disablement	50	1,577.08
Total	74	1,14,169.23*

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

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed and Disposed of under of the workmen's compensation Act, for May, 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	88	4	92	4	88
(b)	Non-fatal:-					
(i)	Permanent	107	4	111	1	110
(ii)	Temporary	13	15	28	...	28
2.	Deposits under Section 8 (1)					
(a)	Fatal	116	17	133	16	117
(b)	Persons under legal disability...	4	2	6	1	5
3.	Deposits under Section 8 (2)	1	...	1	...	1
4.	Memorandum of Agreements:—					
(i)	Permanent disablement	80	30	110	40	70
(ii)	Temporary disablement	1	14	15	3	12

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5.	Recovery under Section 31.	14	...	14	...	14
6.	Identification application under Section 12	5	...	5	...	5
Total	...	429	86	515	65	450

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

1. Pending as on 1-5-'65	...	610
2. Received during the month	...	42
3. Disposed of during the month	...	55
4. Pending as on 31-5-'65	...	597

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 May, 1965.

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

Pending as on 1-5-1965	...	342
Received during the month	...	28
Disposed of during the month	...	37
Pending as on 31-5-1965	...	333

12. (b) Appeals under Section 51:—

Pending as on 1-5-1965	...	1
Received during the month	...	2
Disposed of during the month	...	NIL
Pending as on 31-5-1965	...	3

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

Pending as on 1-5-1965	...	77
Received during the month	...	31
Disposed of during the month	...	34
Pending as on 31-5-1965	...	74

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

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	3847	5-5-65	Textiles	Tesco Employees Union 52, St Peter Kovil Street, Tuticorin.
2.	3848	6-5-65	Miscellaneous	Union Carbide staff Union 12, Kumbalamm Koil Street, Madras-21.
3.	3849	-do-	-do-	Seshasayee Pattaligal Sangam C/o S. P. B. Limited, Erode-7.
4.	3850	-do-	-do-	Senthivel and Naganathar Motor Workers' Union, 30/AW. 16/Kavarayar Street, Vellipattinam P. O. Ramanathapuram.
5.	3851	-do-	Agriculture	Desia Vivasayigal Sangam Karuppanturai, Kunnamthur P. O. Tirunelveli Taluk.
6.	3852	-do-	Textiles	Sri Ayyanar Spinning and Weaving Mills National Workers Union, DD Rosalpatti Road, Virudhunagar.
7.	3853	18-5-65	Commerce	Thondahmuthur Trading Co., limited Workers Union, 15, Krishna-swamy Mudaliar Road, Coimbatore-1.
8.	3854	-do-	Miscellaneous	Visvakarma Iyenthozhil Valarchi Sangam, 7-B Karudarapatti Street, Manjakuppam, Guddalore-1.
9.	3855	19-5-65	Glass and Glass Products	Salem District Kannadi Thozhilalar Sangam, Attur, Salem District.
10.	3856	19-5-65	Textiles	Madurai District United Handloom Workers Union, R. S. Naidu Street, Sellur, Madurai-2.

(1)	(2)	(3)	(4)	(5)
11.	3857	19-5-65	Miscellaneous	Madurai Nool Kayiru Thirikkum Thozhilalar Sangam, 10 Nallamuthu Pillai Road, Keerathurai, Madurai.
12.	3858	-do-	Sanitary Service	Arcot Municipal Workers Union, C/o. A. N. Velalai New Vellore Road, Arcot, North Arcot District.
13.	3859	20-5-65	Miscellaneous	Simco Meter Employees' Union, C/o Ramaswamy, Rajan's Clinic, Tiruchirappalli.
14.	3860	20-5-65	Banks	Bank of Baroda Staff Union, C/o Bank of Baroda Limited, Madras-1.
15.	3861	20-5-65	Barber and Beauty Shop	Kumari District Hair Dressing Workers Union, Everest Saloon, Kottar, Nagercoil P. O. Kanyakumari District.
16.	3862	20-5-65	Transport	K. T. P. Transport Workers' Union, 33 Chow Kandi Street, Pattukottai.
17.	3863	20-5-65	Engineering	Engineering Metal and General Workers Union, 12 Kumbalamm Kovil Street, Madras-21.
18.	3864	31-5-65	Press	Kovilpatty Achu Thozhilalar Sangam 279/17/3 Muthia Nadar Mall Street, Kovilpatti.

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

<i>Sl. No.</i>	<i>R No.</i>	<i>Industry</i>	<i>Name of the Union amalgamated.</i>
1.	831	Engineering	Mysore Premier Metal Factory and Hindustan Rolling Mills Workers' Union, Madras-21
2.	2058	—do—	Ramakrishna Kulwantraai Steel Rolling Mills Employees Union, Madras-19
3.	2619	—do—	Engineering, Metal and General Workers Union, Madras.

The amalgamation of these three unions was registered on 20-5-65 under the name 'Engineering, Metal' and General Workers Union' and assigned Registration No. 3863.

**List of Trade Unions Cancelled, Dissolved Etc. Under the Trade Act, Unions 1926,
During the Month of May 1965.**

NIL

ABSTRACT

1. Total No. of registered Trade Unions as on 30-4-65	1,300
2. Total No. of trade Unions registered during May 1965	18
3. Total No of Trade Unions amalgamated during May 1965	3
4. Total No. of Trade Unions cancelled etc. during May 1965.	NIL
5. Total No. of registered trade Unions as on 31-5-65.	1,321

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

Sl. No.	Particular.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
		Factories Act, 1948	Payment of Wages Act 1936	Madras Maternity Benefit Act, 1934	Madras Shops and Establishments Act, 1947.	Madras Catering Establishments Act, 1958.	Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958.	Minimum Wages Act, 1948	Madras Industrial Establishments (National and Festival Holidays) Act, 1958.		
1.	No. of establishments inspected.	1,292	4,208	499	52,273	4,489	680	1,907	4,706		
2.	No. of irregularities noticed.	149	504	78	853	716	23	160	276		
3.	No. of cases warned.	109	74	...	382	222	10	31	26		
4.	No. of prosecutions launched.	23	5	2	66	47	4	9	14		
5.	No. of convictions obtained.	65	3	...	59	49	...	10	10		
6.	Amount of fines imposed (in Rupees.)	2350/-	75/-	...	1087/-	1099/-	...	245/-	115/-		

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

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

District	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			Remarks
	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1. North Arcot	194	108	172	1	..	..	1	4	..	194	104	172	470
2. South Arcot	129	7	45	..	..	..	..	..	..	129	7	45	181
3. Chingleput	296	23	60	21	..	..	1	..	..	316	23	60	399
4. Coimbatore	1,058	11	92	9	..	..	..	..	..	1,067	11	92	1,170
5. Kanyakumari	70	9	28	..	..	..	..	..	..	79	9	28	107
6. Madras	832	32	124	4	..	..	2	..	8	834	32	116	982
7. Madurai	464	35	48	3	..	..	..	..	..	467	35	48	550
8. The Nilgiris	128	..	8	1	..	..	..	..	..	129	..	8	137
9. Ramanathapuram	263	69	165	3	..	..	1	..	..	265	69	165	499
10. Salem	561	10	153	4	1	..	..	..	..	565	11	153	729
11. Thanjavur	297	10	183	6	..	..	..	..	..	303	10	183	496
12. Tiruchirappalli	279	11	177	1	..	..	..	1	..	280	10	177	467
13. Tirunelveli	299	110	241	3	..	..	..	..	..	302	110	241	653
Total	4,870	435	1,496	56	1	..	5	5	8	4,921	431	1,488	6,840

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

Sl. No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month.	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee	..	135	27,008.00	..	..	..	..	135	27,008.00
2. Tea	..	129	61,866.63	..	..	..	..	129	61,866.63
3. Rubbers	..	17	9,079.57	..	..	..	..	17	9,079.57
4. Cinchona	..	2	9,416.00	..	..	..	..	2	9,416.00
5. Cardamom	..	5	2,923.20	..	..	..	..	5	2,923.20
Total	..	288	1,10,283.40	..	..	..	..	288	1,10,283.40

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

16. (a) Statement of Accidents for the month of May 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).	...	3
20.	Food Except Beverages	...	53
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	1	279
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	2
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	...
27.	Paper and paper products	...	5
28.	Printing, Publishing and allied industries	...	9
29.	Leather and Leather products (except foot-wear).	1	11
30.	Rubber and rubber products	...	43
31.	Chemicals and Chemical products	...	85
32.	Products of petroleum and coal	...	3
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	51
34.	Basic Metal Industries	...	56
35.	Metal Products (except machinery and transport equipments).	...	131
36.	Machinery (except electrical machinery)	...	272
37.	Electrical Machinery, apparatus, appliances and supplies.	...	126
38.	Transport equipment	2	516
39.	Miscellaneous Industries	...	17
51.	Electricity, Gas and Steam	...	6
62.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	2
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		4	1,670

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

Sl. No.	Name of Industry	Adults.		Adolescents.		Children.			
		Men.	Women.	Male	Female.	Boys.	Girls.		
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A.	B.	A.	B.	A.	B.	A.	B.
COTTON MACHINERY:—									
1.	Opening and Blow Room Machinery.	8	...	...	...	...	...	...	...
2.	Card Room Machinery	25	...	...	...	...	...	...	...
3.	Drawing Frames	5	...	...	...	...	...	...	...
4.	Speed Frames	1	...	...	...	...	...	...	...
5.	Spinning Machinery	66	...	...	...	...	...	...	...
6.	Weaving Machinery	1	19	...	...	...	...	...	...
7.	Finishing Machinery	2	...	...	...	...	...	...	...
8.	Flying Shuttles	9	1	...	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	50	2	...	...	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	91	...	...	...	...	...	...	...
Total		1	276	...	3	...	...	...	...
JUTE MACHINERY ... Nil									
'A'—Fatal									
'B'—Non-Fatal									

17. Exemption to the following factories and establishments from the provisions of the Act and Rules indicated below were granted during the month of May 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. Madras Race Club, Guindy, Maaras-12. All provisions of the employees Provident Fund Scheme subject to certain conditions. With effect from 1-9-65 G. O. Ms. No. 2252, (L a b) I. L. C. & dated 24-4-65

FACTORIES ACT

2. Mettur Industries Ltd. Mettur Dam R. S. Salem. Sections 51 and 52 of the Factories Act subject to certain conditions. With effect from 30-11-64 to 3-1-65 G. O. Ms. No. 2075 (L a b) I. L. & C. dated 17-4-65.
3. Heavy Vehicles Factory, Avadi. Sections 51, 52, 53, 54, 55, 56, 61, 64, (4) (i) (ii) and (iii) and 79 (i) of the said Act subject to certain conditions. For a period of 3 months from 21-2-65 G. O. Ms. No. 2172, (L a b) I. L. & C. dated 20-4-65.
4. Ashok Leyland Ltd. Ennore, Madras. Section 51, 52, 54, 55 and 56 of the said Act. For a period of 3 months from 16-2-65 G. O. Ms. No. 2286, (L a b) I. L. & C. dated 27-4-65.
5. Wheels India Ltd. Padi, Madras-50. Sections 51, 52, 54 and 56 of the said Act. For a period of 3 months from 19-2-65 G. O. Ms. No. 2297, (L a b) I. L. & C. dated 27-4-65.

MADRAS BEEDI INDUSTRIAL PREMISES (REGULATION OF CONDITIONS OF WORK ACT)

6. All Beedi Industrial Premises in the State. Sections 18, 21, 26, 27 and 31 of the said Act. For a further period of one year from 30-11-64 G. O. Ms. No. 1951, (L a b) I. L. & C. dated 5-4-65.

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

For the Week ending	Prices of Cotton per quintal of 100 Kilograms.	
	Cambodia.	Karunganny.
	Rs.	Rs.
1-5-'65	Rs. 230 / 310	Rs. 295 / 310.
8-5-'65	-do-	-do-
15-5-'65	-do-	-do-
22-5-'65	-do-	-do-
29-5-'65	-do-	-do-

For the Week ending	Prices of Yarn per bundle of	
	10. lbs.	20 lbs.
		Ra. nP.
1-5-'65	...	22. 75
8-5-'65	...	-do-
15-5-'65	...	-do-
22-5-'65	...	-do-
29-5-'65	...	-do-

19. The Cost of Living Index Numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act, XI of 1948) in Madras City and the different mofussil urban centres for the month of May, 1965, as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Sl. No.	Centre.	Food.	Fuel and Lighting.	Cloth- ing.	House Rent.	Miscel- laneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base : Year ended June, 1936 : 100).							
1.	Madras City ...	671.5	675.4	505.6	379.2	559.6	604.9
2.	Cuddalore ...	589.0	683.0	401.0	378.0	702.0	568.0
3.	Tiruchirapalli ...	601.0	566.0	547.0	349.0	473.0	548.0
4.	Madurai ...	645.0	472.0	536.0	347.0	426.0	551.0
5.	Coimbatore ...	667.0	620.0	653.0	577.0	371.0	631.0
		Food.	Housing.	Clothing.	Miscel- laneous.	Cost of Living Index.	
(Base : August, 1939 : 100).							
5.	Nagercoil ...	725.0	583.0	725.0	384.0	640.0	

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

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

Sl. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			April, 1965.	May, 1965	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	603.1	604.9	+ 1.8
2.	North Arcot and South Arcot Dists.	Cuddalore ...	556.0	568.0	+ 12.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	544.0	541.0	+ 4.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	548.0	551.0	+ 3.0
5.	Colombatore and Salem Dists.	Colombatore ...	623.0	631.0	+ 8.0
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil. ...	640.0	640.0	—

MADRAS

The cost of living index numbers for working classes in Madras City for the month of May 1965 rose by two points to 605.

The index for the food group rose by two points to 672 due mainly to an increase in the prices of vegetables, meat and tamarind.

The index for the fuel and lighting group rose by eight points to 675, due to a rise in the prices of firewood and charcoal.

The index for the clothing group rose by one point to 506 due to a rise in the prices of dhoties, sarees and petticoat cloth.

The index for the miscellaneous group rose by two points to 560 due to a rise in the price of tobacco for chewing.

(The index for the house-rent group remained unchanged at 379 points).

Sl. No.	Group.	Weight proportional to the total expenditure.	Group Index Numbers.	
			April, 1965.	May, 1965
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	669.8	671.5
2.	Fuel and Lighting	8.42	667.2	675.4
3.	Clothing	6.10	504.6	505.6
4.	House-rent	14.57	379.2	379.2
5.	Miscellaneous	12.68	558.5 (a)	559.6
Total		100.00		
Cost of living Index Number.			603.1	604.9

(a) 558.46 to two decimal places.

CUDDALORE

The cost of living index number for Cuddalore rose by twelve points to 568.

The index for the food group rose by fifteen points to 589 due mainly to an increase in the prices of rice, vegetable and milk.

The index for the fuel and lighting group rose by thirty-six points to 673 due to a rise in the price of firewood.

The index for the miscellaneous group fell by three points to 702 due to a fall in the price of betel leaves.

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

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by four points to 548.

The index for the food group rose by eight points to 601 due mainly to an increase in the prices of vegetables, tamarind and gingelly oil.

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MADRAS LABOUR GAZETTE

The index for the miscellaneous group fell by twelve points to 473 due to a fall in the prices of betel leaves and beedies.

The group index numbers in respect of fuel and lighting, clothing and house-rent remained unchanged at 566, 547 and 349 points respectively.

MADURAI

The cost of living index number for Madurai rose by three points to 551.

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

The index for the fuel and lighting, group rose by seventeen points to 472 due to a rise in the price of kerosene oil.

The group index numbers in respect of clothing, house-rent and miscellaneous remained unchanged at 536, 347 and 426 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by eight points to 631.

The index for the food group rose by ten points to 667 due mainly to a rise in the prices of dhall, vegetables, meat and coconut oil.

The index for the fuel and lighting group rose by twenty-three points to 620 due to a rise in the prices of firewood and kerosene oil.

The index for the house-rent group rose by one point to 577 due to the revision of the the house-rent figure.

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

NAGERCOIL

(Base: August 1939=100)

The cost of living index number for Nagercoil remained unchanged at 640 points.

The index for the food group fell by ten points to 725 due mainly to a fall in the prices of Vegetables, fish and Coffee powder.

The index for the housing group rose by twenty-three points to 503 due mainly to a rise in the price of firewood and kerosene oil.

The index for the clothing group rose by twenty-one points to 725 due to a rise in the prices of thorthu and mundu.

The index for the miscellaneous group advanced by three points to 384 due to a rise in the prices of arecanut and tobacco.

OTHER CONSUMER PRICE INDEX NUMBERS

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

(Base: Shifted to 1949=100)

Year	All India* Original base 1949	
	General Index	Food Index
(1)	(2)	(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:-		
March	143	143
April	144	145
May	147	147
June	150	152
July	154	158
August	156	161
September	159	165
October	163	170
November	163	170
December	164	171
1965:-		
January	165	172
February	162	167
March	159	162
April	160	163

* 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 April, 1965 was 220.80.

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

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

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2,92,588 industrial workers in the event of Employment Injury, Sickness and Maternity Benefit. This protection is made available in two ways viz., by provision of Cash Benefits and by providing Medical Care when needed. There are 52 Offices of the Corporation in the State for disbursement of Cash Benefits.

During the month of May, 1965, 1,781 insured persons received Rs. 90,551-62P. by way of Cash Benefits due to Employment Injury. This includes 299 persons who were in receipt of pensions for Permanent Disablement Benefit and also 100 dependants of deceased Insured Persons.

In the month of May 1965, 1,890 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need Cash Benefits in the event of Sickness. During the month 36,617 claims were received and an amount of Rs. 5,994,63-53. was paid out as sickness benefit involving abstention for 2,19,103 days.

During the month of May '65 326 Insured Women claimed Rs. 44,625-02 by way of Maternity Benefit.

For recovery of arrears of contribution under the Scheme legal proceedings had to be initiated in 20 cases against defaulting employers for recovery of Rs. 11811-34.

Penal action was taken against one employer in a cases of wrong declaration and punished to be bound ever for one year for good conduct and behaviour and to execute a bond for Rs. 500/-. One employer in 2 cases for non-payment of E S C and non-submission of Contribution Cards was fined Rs. 20/- in each case total fine Rs. 40/- One employer in 4 cases for non-payment of E S C and E C non-submission of SC-2 returns and contribution cards was fined Rs. 10/- in each case total Rs. 40/-. One employer was fined Rs. 100/- in the first two cases and Rs. 200/- in the third case total fine Rs. 400/- for late payment of E S C and late of submission of S C-2 Returns and Contribution Cards.

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

Sl. No.	Particulars.	For the month of May '65
1.	Total number of Attendance :	
	New 70,790 } ...	3,02,303
	Old 2,31,515 }	
2.	No. of Medical certificates issued	88,658
3.	No. of Domiciliary visits made	265
4.	No. of Injections administered	87,856
5.	No. of X-Ray examinations	1,298
6.	No. of Laboratory examinations	3,833
7.	No. of Specialist Investigations	4,364
8.	No. of Persons admitted to Hospitals	2,098
9.	No. of bed days occupied during the month	11,932
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 19,953 } ...	53,301
	Old 33,348 }	
	Diagnostic Centres	---
2.	No. of Prescriptions issued	14,471
3.	Payments made to :—	
	1. Chemists	---
	2. Insurance Medical Practitioners	NIL
		(Coimbatore area.)

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

Sl. No.	Districts	Total No. of registrations made during May 1965.	Total No. of applicants placed in employment during May 1965.	Total No. of applicants on the Live Register at the end of May 1965.	No. of employers used the Exchange during May 1965.	No. of vacancies notified during May 1965.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot, North	2,109	294	13,569	123	446
2.	Arcot, South	1,915	377	14,913	65	805
3.	Chingleput.	2,005	216	15,887	78	1,016
4.	Coimbatore.	2,774	333	12,488	208	1,091
5.	Kanyakumari.	1,150	116	15,025	76	112
6.	Madras.	4,658	1,034	28,584	568	1,098
7.	Madurai.	2,622	319	15,268	157	750
8.	The Nilgiris.	608	84	6,379	40	168
9.	Ramanathapuram.	1,770	147	8,263	107	301
10.	Salem.	4,404	303	17,082	98	424
11.	Thanjavur.	2,172	369	14,366	134	596
12.	Tiruchirappalli.	2,697	216	14,647	112	497
13.	Tirunelveli.	1,919	245	14,140	129	292
Total : for May		30,843	4,053	1,90,611	1,845	7,588
.. for April		27,582	4,331	1,79,468	1,391	5,280
.. for May		25,197	3,805	1,97,293	1,600	7,633

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

21 (b) applicants on the Live Register of Employment offices in Madras State as on 31st March 1965—occupational Analysis of/

Name of the District Employment office	Professional Technical & related workers.	Administrative Executive & Managerial workers.	Clerical & related workers.	Craftsmen	Other skilled workers.	Unskilled workers office.	Unskilled workers (others)	Persons without work experience	Total
1. Arcot North	855	4	55	361	419	58	201	9,632	11,585
2. Cuddalore N. T.	482	10	28	202	308	50	—	6,307	7,387
3. Nellore.	318	7	24	848	315	—	1,321	3,677	6,510
4. University Employment Information & Guidance Bureau, Annamalai Nagar	—	—	—	—	—	—	—	—	—
5. Chinglepet	552	—	108	2,730	1,022	78	—	42	42
6. Coimbatore	936	12	126	703	723	—	485	12,866	17,341
7. Kanyakumari	1,635	25	121	1,685	1,375	—	965	6,919	10,384
8. Madras-14	232	—	484	4,251	963	—	565	8,876	14,282
9. Madras-North	6	—	—	—	493	—	357	4,330	10,617
10. Professional & Executive Employment Office Madras	693	614	—	—	—	27	1,651	13,519	15,696
11. Employment Office for physically Handicapped, Madras	17	—	—	—	—	—	—	—	1,307
12. Madurai	1,823	8	13	157	1	3	5	115	341
13. The Nilgiris	227	3	70	790	803	—	517	9,286	13,297
14. Ramanathapuram	1,448	1	12	220	257	—	82	5,573	6,374
15. Salem	1,218	41	36	127	248	—	148	4,933	6,941
16. Thanjavur	1,216	38	40	368	739	—	427	10,080	12,913
17. Tiruchirappalli	926	21	160	573	762	—	416	10,129	13,291
18. Tirunelveli	1,674	13	324	688	615	131	827	9,810	13,342
Total	14,258	797	1,638	14,094	9,555	347	8,184	1,25,982	1,74,655

PAYMENT OF BONUS RULES, 1965.

In exercise of the powers, conferred by section 38 of the Payment of Bonus Ordinance, 1965 (3 of 1965), the Central Government hereby makes the following rules, namely.

1. Short title and commencement.

- (1) These rules may be called the **Payment of Bonus Rules, 1965.**
- (2) They shall come into force at once.

2. Definitions.

In these rules :—

- (a) "form" means a form appended to these rules :
- (b) "Ordinance" means the Payment of Bonus Ordinance, 1965 (3 of 1965):
- (c) "Section" means a section of the Ordinance :
- (d) Words and expressions used but not defined in these rules and defined in the Ordinance shall have the meanings respectively assigned to them in the Ordinance.

3. Authority for granting permission for change of accounting year.

The prescribed authority for the purposes of the proviso to paragraph (b) of sub-clause (iii) of class I section 2 shall be :—

- (a) in the case of an establishment in relation to which the Central Government is the appropriate Government under the Ordinance, the Chief Labour Commissioner (Central);
- (b) In any other case, Labour Commissioner of the State in which the establishment is situated.

4. Maintenance of registers.

Every employer shall prepare and maintain the following registers, namely :—

- (a) a register showing the computation of the allocable surplus referred to in clause (4) of section 2 in form " A "
- (b) a register showing the set-on and set-off of the allocable surplus, under section 15, in form " B ".
- (c) a register showing the details of the amount of bonus due to each of the employees, the deductions under sections 17 and 18 and the amount actually disbursed, in form " C ".

5. Application of rules under the Industrial Disputes Act etc., to disputes under section 22.

The rules made by the Central Government or the State Government under the Industrial Disputes Act, 1947 (14 of 1947) or under any corres-

pending law relating to investigation and settlement of industrial disputes in force in a State, shall so far as may be, apply in relation to disputes under section 22.

FROM A

(See rule 4 (a))

Computation of the allocable surplus under section 2 (4)

Name of the establishment Accounting year ending on the

Gross profit for the accounting year. (Rs.)	Sums deducted from gross profits			
	Depreciation under Section 6 (a)	Development rebate or Development allowance section 6 (b)	Direct taxes section 6 (c)	Further sums as are specified under the Third Schedule to the Ordinance
(1)	(2)	(3)	(4)	(5)
Total of sums deducted (Cols. 2, 3, 4 and 5).	Available surplus for the accounting year. (Col. 1 minus Col. 6)	Amount of allocable Surplus. (@ 67% x 60% of Col. 7)	Amount of allocable surplus under the first proviso to subsection (1) of section 34 in case where that section applies.	
(6)	(7)	(8)	(9)	

@ Section 2 (4) (a)
x Section 2 (4) (b)

FORM B

(See rule 4 (b))

Set on and set-off of allocable surplus under section 15.

Accounting year	Amount allocable as bonus (in Rs.)	Amount payable as bonus (in Rs.)	Amount of set on or set-off (in Rs.)	Total set on or set off carried forward.
(1)	(2)	(3)	(4)	(5)

FORM C

(See rule 4 (d))

Bonus paid to employees for the accounting year ending on the.....

Name of the establishment

No. of working days in the year.....

Sl. No.	Name of the employee.	Father's name	Whether he has completed 15 years of age at the beginning of the accounting year.	Designation	No. of days worked in the
(1)	(2)	(3)	(4)	(5)	(6)

Total salary or wage in respect of the accounting year.	Amount of bonus payable under section 10 or section 11 as the case may be.	Deductions.			Deduction on account of financial loss, if any caused by misconduct of the employee.
		Puja bonus or Other customary bonus paid during the accounting year	Interim bonus or bonus paid in advance.		
(7)	(8)	(9)	(10)		(11)

Deductions.					Signature of Thumb impression of the employee
Total sum deducted (Cols. 9, 10 and 11)	Net amount payable (Col. 8 minus Col. 12)	Amount actually paid.	Date on which paid		
(12)	(13)	(14)	(15)		(16)

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