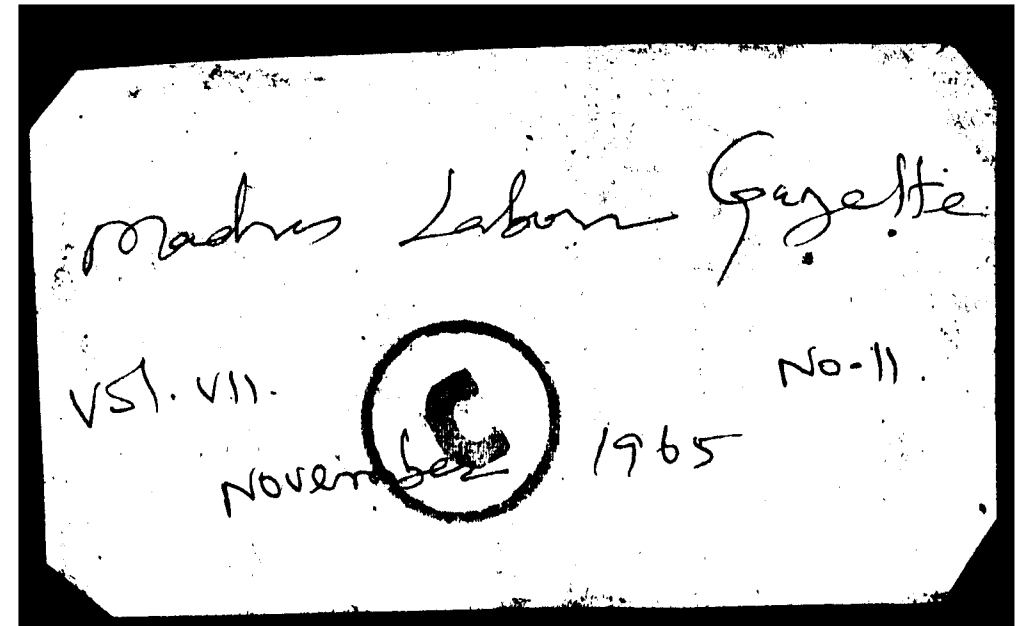




**MADRAS
LABOUR GAZETTE**

**VOL. VII NO. 11
NOVEMBER 1965**



GOVERNMENT OF MADRAS

ISSUED MONTHLY

BY

**THE COMMISSIONER OF LABOUR
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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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CONTENTS

ARTICLES	PAGE
Labour Policy	875
Industrial Safety	879
LABOUR NEWS	881
CURRENT NOTES	886
AWARDS AND AGREEMENTS	894
CURRENT LABOUR LITERATURE	901
NOTIFICATIONS	907
STATISTICAL SUPPLEMENT	
1. Statement showing the details of agreements brought about by the Conciliation Officers under Sec. 12 (3) of the Industrial Disputes Act, 1947, during the month of November, 1965.	913
2. Particulars of voluntary and collective agreements made between employers and employees during the month of November, 1965.	939
3. Statement showing the list of Industrial Disputes referred for adjudication to the Industrial Tribunal Madras and the Labour Courts published in Part II of Section I of the Fort St. George Gazette during the month of Nov., 1965.	940
4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts and published in the Supplement to Part II of Section I of the Fort St. George Gazette during the month of November, 1965.	943
5. Monthly review of work stoppages (strikes and lockouts) for the month of November, 1965.	945
6. Statement showing the closures and stoppages of work in Factories and Mills for reasons other than strikes and lock-outs in the State of Madras, for the month of November, 1965.	946



X-7-21, NSZ 49
N65-7-11

	PAGE
7. Particulars of complaints received and investigated and settled by the Labour Officers during the month of November, 1965.	... 947
8. Statement showing the number of Standing Orders certified during the month of November, 1965.	... 948
9. Workmen's Compensation Act,—Statement of accidents reported and amounts of Compensation paid for the month of November, 1965.	... 948
10. Workmen's Compensation Act,—Statement showing the number of cases filed and disposed of under the workmen's compensation Act, for November, 1965.	... 948
11. Payment of Wages Act, 1936—Statement for the month of November, 1965.	... 949
12. Madras Shops and Establishments Act, 1947— Appeals under Sections 41, and 51 pending, received and disposed of during the month of November, 1965.	... 949
13. List of Trade Unions Registered under the Indian Trade Unions Act, 1926, and Cancelled during the month of November, 1965.	... 950
14. Particulars about the Labour administration and statistics for the month of November, 1965.	... 951
15. Numerical list of Factories and Plantations (covered by the Plantations Labour Act, 1951) for the month of November, 1965.	... 952
16. Statement of Accidents for the month of November, 1965.	... 954
17. Exemption granted to the factories and establishments from the provisions of Acts and Rules as indicated during the month of November, 1965.	... 956
18. Consolidated statement of cotton and yarn prices in the State of Madras for the month of November, 1965.	... 957
19. Comparative statement of the cost of living index numbers for the month of November, 1965.	... 958
20. Monthly Press Report under the Employees State Insurance Scheme Medical Benefit, for the month of November, 1965.	... 962
21. Employment Exchange Statistics for November, 1965.	... 964
22. Labour Laws and Administration	... 969

THE MADRAS LABOUR GAZETTE

Vol. VII]

NOVEMBER 1965

[No. 11

SPECIAL ARTICLES

LABOUR POLICY

by

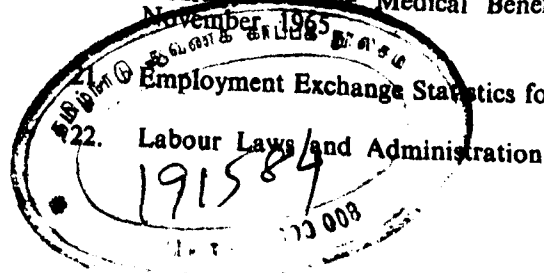
Sri M. BHAKTAVATSALAM,

Chief Minister of Madras

(Inaugural speech by Sri M. Bhaktavatsalam, Chief Minister of Madras at the Indian Labour Conference, held in New Delhi on the 30th October, 1965)

Meeting in an extraordinary time of our lives, this conference itself acquires an extraordinary meaning. It is with great pride that I welcome you, gentlemen, to this meeting. In the overwhelmingly serious situation born out of invasion of our soil, the labour has already expressed determination to meet the challenge by assuming attitudes appropriate for increasing production. The employers, too, have shown a remarkable spirit of purpose and co-operation. This is a matter of pride. The nature of mutual relations between the labour and their employers is important enough to a society even in normal times; on occasion when one's territories are attacked, and peaceful life of a nation rudely disturbed, what the forces of industry, do, and what they fail to do, acquires very great importance. To reflect, therefore, not only on the course the labour problems might have taken since we met last, but also on the special adjustments needed to make use of the energies of labour and management in the best possible manner, should be the concern of this tripartite body. During the next few days, you will discuss such subjects as are on the agenda. To this, I welcome you. But, before you do this, I want to share with you certain thoughts that have occurred to me while thinking on labour policy. I am extremely happy that I have an opportunity of doing so; and for this, I am most thankful to my friend, Sri Sanjivayya, who was good enough to ask me to open this conference.

While speaking to the Indian Labour Conference, at the session it had in Bangalore last year, Sri Sanjivayya had remarked that the tradition of this conference has never been to discuss labour questions in isolation; they were related to the interest of the nation as a whole. To this I will like to add: just as it will be wrong to look upon labour problems as unique, of their kind, with no connection to the larger social and political problems of the country; equally wrong will it be to discuss, in the labour field itself, problems as if they were mere matters of legislation. Labour problems have so many inter-related aspects to them that



any approach which considers them from the regulatory point of view alone, is bound to be limited and, therefore, frustrating. So far, whatever be the theory of it, the labour and the management have been regarded as interests, as if by definition, opposed to each other, where one tried to exploit the other, and the other, resisted such exploitation. Several Acts of Government were undertaken to ensure that they did not create unreasonable hardship to each other and, by so doing, put the economic life of society in danger. To limit their conflict, and the consequences of it, there were enactments; there were regulations; there were rules. Though necessary, at the level of development labour now stands, by themselves these legislations cannot bring about a positive participation of labour and management in high productivity and their social welfare. To achieve that, there has to develop a very positive approach to labour matters.

It is not sufficient, that is to say, merely to administer labour laws in respect of such important aspects of industrial life as conditions of work; payment of wages; settlement of disputes etc. There are underlying economic and sociological realities of which these are parts; and it is only by changing these realities, by mutual influence, that a really satisfactory solution can be found to the labour problems.

The important question of fair wages and sharing of profit, for example, is determined more by a realistic understanding of prices, level of productivity, and productive labour than by enacting a statute, how so much sound academically the statute be. Minimum wages apart, where the State has to give protection to the unorganised sectors of labour, as in the field of agriculture, what the real wages should be, and how they should be linked with productivity on one hand, and with the cost of living on the other, is a question where collective bargaining will be more useful. How this collective bargaining can be established will depend, *inter alia*, upon the strength of trade unions to negotiate. That is possible, in turn when petty rivalries among the unions cease and a more responsible and united labour force emerge. In short, all these are matters where interdependent, worker and his employer, whose ultimate interests cannot be exclusive, should themselves adopt a satisfactory policy.

To promote a climate where such direct engagement is possible, the worker and his employer should be made to realise that their interest, and the interest of community in general, will be best served by such positive activities as: participation of the labour in industry-management through Joint Councils and similar bodies, the education of worker by competent vocational training; increasing the productivity of labour by increasing his skill; and elimination of unwholesome union rivalries. These are matters where, evidently legislation can be of limited use. For, however, comprehensive a legislation may be, supposing legislation on these was possible there will be the inevitable question of enforcement. And enforcement, though often essential, is, in my opinion, still a negative concept. The one major way in which tripartite bodies like the Indian Labour Conference can be useful is in convincing their representative interests that energies both of labour and management should be directed away from industrial disputes and towards developing a positive relationship of mutual assistance and growth. Responsible discussion between

them on questions I have referred a little while ago can establish true industrial harmony: and by that fact, establish sound basis for a wholesome socialistic economic structure.

Social security is an essential feature of any progress in community and the percentage of national income devoted to the promotion of schemes of social security is a good index for assessing the social advancement of any community. We have, in our country, made some progress through the schemes of Employees' State Insurance and Employees' Provident Fund. I am glad that we are also considering a scheme of Unemployment Insurance, on a limited way, to begin with.

Claims of work, in any reasonably happy society, should not so cripple the private life of the worker that he has little time and energy left to devote to his welfare and to the welfare of his family. Not only is it necessary to create better conditions at the place he works and organise his skill to improve productivity, equally important it is that he is allowed by adopting various welfare measures, sufficient time to devote to his family. Industrial disputes can doubtless be settled by labour Courts. But the psychological climate of ill-will, of hostility, of suspicion, once created, cannot be removed by a mere legal decree. Instead of working in a destructive climate of mutual antagonism; anybody who owns responsibility to the welfare of labour would wish both the labour and the management spent their energies on more and more welfare schemes. Consumer Cooperative Stores should cover as large a number of industrial establishments as possible, so that the worker may be helped in buying essential commodities at a reasonable price. I may be allowed to mention here that, in Madras State, for example, by June 30, 1965, of the 181 industrial establishments, employing 300 or more workers, 134 establishments had already organised these consumer cooperative stores. Yet another scheme, which can contribute considerably to the welfare of the worker, relates to Small Savings. The most useful to the worker will, perhaps, be the Pay Roll Savings Scheme. Here, by authorising the employer to deduct from his monthly wages, any sum which is a multiple of Rs. 5/- and put these amounts in a post-office account to be opened in the worker's name, substantial saving can be achieved. It is hardly necessary to say that by doing this and making it a habit, not only will the workers help themselves and their families, but in an additional way, the defence efforts also.

When I talk of a positive attitude in matters of labour relations, I have in mind also, a state of affairs, where both the management and the worker utilise their energies creatively. Such a creative use of energies can, to give another example, be in the direction of encouraging innovations. Encouragement and guidance should be given to people who are full of ideas; who can, perhaps, bring forth propositions by which machines, equipment, tools, productive techniques, and product quality can be improved; who can, perhaps, suggest how labour productivity techniques can be increased and production costs reduced; and who can, perhaps, suggest ways and means of the protection of health and improve the technical safety and conditions of work. Such a movement, if encouraged, and allowed to grow, can create very healthy industrial relations.

There is yet another field in which, I am sorry to say, there has been insignificant work. I am referring to labour research. It is, to my mind, a self-evident proposition that in the highly technical world we live in, social good, in principle something easy to understand, can only be secured by increasing our understanding of all the factors that are responsible for it. Labour questions, as I said in the beginning, are related to the economic, political, social and technical aspects of a society. And unless we are well informed about these, our understanding of labour problems will be inadequate. This conference has, therefore, to consider the necessity of encouraging intensive labour research. Unless there is logical thinking; unless we take advantage of well-developed means of communication; and unless we collect all the relevant data and information required for formulation of policy, our labour problems will lack a co-ordinated approach.

I am happy to see that there are such important subjects on the agenda as Code of Discipline, Joint Management Council; industrial co-partnership; unemployment Insurance Scheme; Payment by results; and Constitution of a National Arbitration Promotion Board. I hope that some of the thoughts that I have placed before you just now, would be kept in view, while considering the Agenda.

To sum up, I would say: let there be less of legislation and more of mutual agreement; let there be a greater concern for increasing productivity than merely avoiding quarrels; let more energy be spent on educating the people engaged in production so that they work safe, work more skillfully and work in happier circumstances. Let more money be spent on providing social security than on settling disputes: for disputes should be as few as possible and when they do arise, should, without bitterness, be settled mutually. Let the worker and his employer realise that they constitute forces which, opposed one to the other, will endanger society; but together, are potent enough to secure the welfare of a whole nation by increasing production and enjoying the fruits thereof.

INDUSTRIAL SAFETY

FINGER CUT PROVED FATAL

A young man worked as a pattern cutter at a textile firm, his duties being to roll up cloth and bale it, using new sheets of brown paper. He received a small cut on his finger from the paper, and went for first-aid attention. The following day he complained of aching, and the day after that spoke of pain in his little finger. He was taken to hospital, where he died eight days after receiving the cut.

Doctors who examined him noted black-blue discolorations on his hands. Post mortem examination revealed that these marks were the results of haemorrhages. There was also signs of internal haemorrhages. Death was caused by cerebral haemorrhages resulting from septicaemia following infections by a germ.

The germ was one which usually caused only boils and pimples, but the deceased may have been unusually sensitive to it or the germ may have been particularly strong. It had probably been introduced through the cut, but it was unlikely that the brown paper had anything to do with it. Ordinary treatment should have been sufficient to deal with the cut.

(Industrial Accident Prevention Bulletin, March 1964)

LIMIT SWITCH FAILED

Some men at a foundry were preparing to help move a heavy casting which was to be lifted by overhead crane. The crane driver had used the smaller of two lifting blocks on his machine to manouvre the casting and was about to operate a 10 ton block to lift it. He raised the smaller hoist to its resting position over 30 ft. above the shop and started to lower the second block. As the 10-ton block was descending, the cable on the lighter one sheared and the small block, which weighed 75 lb., fell to the ground. It struck one of the men below, who died from his injuries.

The crane driver stated afterwards that he had put the gear of the small block into neutral when it reached its resting position; this should have caused the winding drum to stop turning. However, even if he had failed to do so, there was a safety limit switch which should have turned off the power before the block reached the winding drum. The switch had failed to operate and the block had jammed against the drum, which continued to turn until the lifting cable had sheared, allowing the block to fall.

Within an hour of the accident the limit switch was working normally, and the cause of its failure remained unknown.

(Industrial Accident Prevention Bulletin, March 1964)

TWO MEN CAUGHT IN PETROLEUM EXPLOSION

A mixture of Wax, resin, petroleum jelly and other substances was being mixed in a steel pot at a factory producing resins and varnishes for the printing industry. The pot, which was 6 ft. deep, had been heated all night by gas burners to a temperature of 200°C, and in the morning two men were preparing to add some liquid petroleum to the mixture. Before they did this the foreman checked that the gases had been turned off, all naked flames extinguished, and the ring outside the pot dampened with water. When it was certain that the temperature was below 200°C, the men climbed up to the platform surrounding the pot, manhandled the 40-gallon drum of petroleum into position, opened the manhole in the top of the pot and began to pour in the liquid.

They had poured in about half the petroleum when there was a violent reaction, followed by a fire of great intensity. One of the men, although burned, managed to climb down from the platform, but the other could not, and died in hospital from his burns.

A fire officer, commenting on the cause of the explosion, said that it was most likely that the petroleum vapour, which was heavier than air, had flowed down the sides of the pot. Being of a low flash point, it might well have been ignited by the burners, which had been on all night and had only been turned off a few minutes before the accident.

(Industrial Accident Prevention Bulletin, March 1964)

GUILLOTINE BLADE SHATTERED

A guillotine machine was used at a scrapyard for cutting up metal, and a workman was experiencing some difficulty in cutting a particular metal bar. He tried three times to put it through the machine and each time it splintered, causing pieces to fly through the air, but was not cut. He tried again and a piece of the guillotine blade flew off, striking him in the chest. It penetrated his heart, and he died shortly afterwards.

It was later stated by a foreman from the firm that acetylene burners were used for pieces of metal that could not be cut. The deceased was an experienced man and should have known that the piece in question was not suitable for cutting.

(Industrial Accident Prevention Bulletin, March 1964)

LABOUR NEWS

INDUSTRIAL RELATIONS — OCTOBER, 1965

The Labour situation in the State was satisfactory. There were 2 strikers and one lockout in Textile Mills and 12 strikes in other industries (including 2 strikes that were continuing at the end of last month) during the month of October, 1965. One strike and one lockout in Textile Mills and two strikes in other industries were continuing at the end of the month. The number of workers affected by strikes in Textile Mills was 1436 and in other industries it was 2,949. 10,775 mandays were lost due to strike in Textile Mills and 11,037 mandays were lost due to strike in other industries. The details of work stoppages are as follows:

Textile Mills

About 95 out of 719 workers of Kannabiran Mills, Sowripalayam struck work from 1-10-65 as a protest against the allocation of work. The strike lasted for 6 days and the workers resumed work by direct negotiation. 501 workers were indirectly involved.

About 22 out of 406 workers of Lakshmi Mills, Palladam struck work from 8-10-65 as a protest against allocation of work. 384 workers were indirectly affected. The management declared a lockout from 18-10-65. The strike and lockout continue at the end of the month.

The management of D.P.F. Textiles (P) Ltd., Coimbatore declared a lockout on 26-10-65 due to go slow by the workers. about 434 workers were affected. The lockout was continuing at the end of the month.

Others

The strike by the workers of Premier Printers, Coimbatore which began on 27-9-65 was followed by a lockout by the management on 5-10-65. The strike and lockout ended on 21-10-65 on the mediation by the Labour Officer, Coimbatore.

The strike by the workers of Dyeing Works, Kumbakonam which began on 30-9-65 ended on 1-10-65. The workers resumed work after direct negotiation.

About 118 workers out of 197 workers of Vaikundam Estate, Kaliyal struck work on 1-10-65 for reasons not known. The workers resumed work voluntarily on the same day.

About 19 out of 38 workers of Ganapathy Engineering Manufacturers, Porcelein & Plastic Section, Coimbatore struck work on 19-10-65 at 12-30 a.m. demanding bonus for 1964-65. The workers resumed work on the same day on the mediation by the Labour Officer, Coimbatore.

All the 148 workers of Sova (P) Ltd., Kuniamuthur struck work on 20-10-65 demanding bonus for 1964-65. Following the strike the management declared a lockout on 25-10-65. The strike and lockout are continuing at the end of the month.

All the 44 workers of L.C.T. Industries, Singanallur, struck work on 20-10-65 demanding bonus for 1964-65. The workers resumed work on 26-10-65 after direct negotiation.

All the 20 workers of Kamala Industries, Kuniamuthur, struck work on 20-10-65 demanding bonus for 1964-65. The workers resumed work on 25-10-65 after direct negotiation.

All the 139 workers of Hindustan Equipment Manufacturers, Ganapathy struck work from 5 p.m. on 19-10-65, demanding bonus for 1964-65. The workers resumed work on 22-10-65 at 8 p.m. after direct negotiation.

About 1,000 workers directly and 1,000 workers indirectly in certain tanneries in Gudiyatham, Ambur, Valathoor, Ranipet and Vaniyambadi struck work on 29-10-65 demanding payment of Deepavali advance and implementation of G.O. Ms. No. 3746 dated 27-7-65. The workers resumed work on 31-10-65 on the mediation by the Labour Officer, Vellore.

About 40 out of 45 workers of Upper India Bearings (P) Ltd., Industrial Estate, Madras struck work on 8-10-65 demanding the difference in quantum of bonus (advance) for the year 1965-66 to help workers to defray the Deepavali expenses. The workers voluntarily resumed work on 9-10-65 after direct negotiation.

About 82 out of 150 workers of Ruby Rubber Works, Tiruvotiyur struck work on 28-9-65 due to non-consideration of demands. The strike was continuing at the end of the month.

About 204 out of 230 workers of Pilot Pen Company India Ltd., Polal struck work on 7-10-65 due to non consideration of demands. The strike was continuing at the end of the month.

Central Sphere

1. Conciliation:

(a) The Regional Labour Commissioner (Central), Madras held conciliation proceedings in the dispute between the Dalmia Magnesite Corporation, Salem and the Magnesite Workers Union, Salem (AITUC) and Magnesite National Labour Union, Karuppur on payment of bonus for the year 1965 and brought about a settlement.

(b) The Assistant Labour Commissioner, Madras held conciliation proceedings in the dispute between M/s. Gordon Wodroffe & Co. (Madras) Private Ltd. and the Madras Harbour Workers Union, Madras over payment of bonus for the year 1964-65 and brought about an amicable settlement.

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

2. No. of strikes/lockouts	2
3. No. of threatened strikes/lockouts	Nil
4. Particulars regarding disputes:	
(a) No. of I.Ds. pending at the beginning of the month	2
(b) -do- received during the month	10
(c) -do- settled/disposed of during the month	7
(d) No. of threatened strikes	Nil
(e) No. of which materialised	Nil
(f) No. of D.S.Os. certified	One

State Sphere

The Conciliation Officers enquired into and settled 703 disputes during the month of October, 1965. Of these 171 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 9 industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras and Labour Courts, Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the statistical part of the journal. 20 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette in the month of October, 1965.

Welfare

The general employment situation in the State was less favourable during October, 1965. Registrations decreased by 4,757 (18%). Placements effected by 445 (7.6%) and the number of vacancies notified by 2,049 (24.8%) compared to previous month.

The ratio of vacancy notification to registrations effected which was 1:3.2 during September, 1965 increased to 1:3.5 during October, 1965.

The total number of applicants registered and placed in employment during October, 1965 were 21,628 and 5,378 respectively. The number of vacancies notified stood at 6,196. The number on the live registers of the Employment Offices was 208,851, a decrease of 3,091 (1.4%) over the previous month.

The shortage of manpower was reported in the following occupations:

Engineers with experience (Degree/Diploma holders) Medical Officer, Pharmacist (Degree and Diploma Holder) Health Visitor, Sanitary Inspector, Maternity Assistant, School Assistant (Science/Mathematics) Secondary Grade Teacher (Urdu and Telugu Medium), Tamil Pandit, Hindi Pandit, Tailoring Instructress Agricultural Instructor (Degree holder) Librarian (Degree/Diploma holder), Stenographer Typist (Tamil), Typist (English and Tamil) Gram Sevika, Foreman (Instrument Mechanic) Mechanic (Instrument with 5 years experience), experienced (5 years to 8 years) Fitter/Die Setter/Blacksmith/Motor Mechanic, Machine Operator and Physical Training Teacher.

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

The Professional and Executive Employment Office, Madras registered 187 applicants and placed 30 applicants in employment during the month. At the end of the month 1,470 remained on the live register of the office.

The University Employment Information and Guidance Bureau, Annamalai University registered 4 applicants and placed one in employment during the month. At the end of the month, 105 remained on the Live Register of the Office.

The Employment Office for the Physically Handicapped, Madras registered 26 applicants (3 blind, 6 Deaf and dumb and 17 orthopaedics) and placed 11 (2 blind and 9 orthopaedics) in Employment during the month. The Live Register of the office stood at 514 at the end of the month, comprising 129 blind, 77 deaf and dumb and 308 orthopaedics.

The Vocational Guidance Units at Arcot North (Katpadi Extension) Cuddalore N.T. Chingleput at Guindy, Coimbatore, Madras-14, Madurai Ramanathapuram at Madurai Salem, Thanjavur, Tiruchirapalli and Tirunelveli rendered Group Guidance to 4,635 applicants and gave individual information to 2,554 persons during the month. They also placed 15 individually guided applicants during the month. The number of youths given individual guidance by the above units was 18.

All the District Employment Officers (Vocational Guidance) in the State and District Employment Officer (O.I.) administered aptitude tests to the candidates seeking admission for training in various Industrial Training Institutes in the State during the month.

The Occupational Information Officer completed original work in respect of one occupation in family '757' during the month.

The Employment Information and Assistance Bureaux in the districts of Coimbatore, Salem, Ramanathapuram and Tirunelveli effected 607 registrations and made 32 renewals during the month, besides interviewing and counselling 681 applicants.

The Mobile Registration Units attached to the District Employment Offices, Ramanathapuram and Salem registered 172 applicants and effected 2,031 renewals during the month.

Employees Provident Fund Act 1952

The salient features relating to the working of the Employees' Provident Funds Act, 52 and the Scheme framed thereunder, for the month of October, '65 are indicated below:

- (i) 39 establishments/factories were brought under the Employees' Provident Funds '52 during the month of October, '65 thus bringing the total number of covered establishments/factories in the Madras State to 3,658.
- (ii) A total sum of Rs. 55, 11,998.70 (excluding the refund of loan, previous accumulation and administration charges, etc., amount to Rs. 1,67,741.29) was received during October, '65 as employees' and employer's shares of contribution for September 1965.
- (iii) The total number of employees/subscribers covered under the Employees' Provident Funds Act in Madras State at the end of September 1965 was 4,90,953/4,11,402.

Workers Education during November, 1965

At a special function held at Annamalai Mills Ltd., Dindigul on 16-11-65 the Chief Minister of Madras distributed certificates to the 1st batch of worker-trainees. In his speech he pointed out the importance and usefulness of the Workers Education Scheme. The Chief Minister also distributed the certificates to the successful worker-trainees at a function held at Standard Motor Products of India Ltd., on 5-12-1965.

Functions were also held at Government Medical Stores Depot; Loco Works, Southern Railway, Madras; Neyveli Lignite Corporation Ltd., Neyveli; and Highways Estate, Madurai District for distribution of certificates to the successful worker-trainees.

Seventh Worker-Teacher Training Course was started by the Madurai Regional Centre on 5-11-1965. Twenty-one trainees were attending the Course.

During the month of November new unit level classes were started in Clothing Factory, Avadi Engineering Workshop, Arkonam; Sundaram Motor (P) Ltd., Madras, North Arcot District Cooperative Sugar Mills Ltd., Ambur Garrison Engineers' Office, Avadi; Loco Works, Perambur; E.I.D. Parry Ltd., Nellikuppam; Kothari Sugars & Chemicals Ltd., Kattur; Government Tool Room Servicing Shop, Pettai; Soundararaja Mills Ltd., Dindigul Corrimony Estate, Nagercoil, Government Lock Unit, Dindigul and Dalmia Cement (Bharat) Ltd., Dalmiapuram. During the last month 80 units level classes were in session in Madras Region and 43 Unit Level Classes were in session in Madurai Region.

The number of workers trained was 13,719 in Madras Region and 8,011 in Madurai Region. 1,682 workers were under training in Madras Region and 1,100 workers were under training in Madurai Region.

INDIAN LABOUR CONFERENCE

The 23rd session of the Indian Labour Conference was held at New Delhi on 30-31st October, 1965. Sri D. Sanjivayya, Union Minister for Labour and Employment presided over the session. The resolutions passed at the Conference are given below:

The Indian Labour Conference having considered the situation in the country against the background of the current emergency and the uneasy ceasefire along the borders with Pakistan and the continuing threatening posture of China;

- (a) Congratulates the defence forces and assures them fullest support of all sections of this Conference;
- (b) Supports whole-heartedly the Prime Minister's call for self-reliance in every sphere of economic activity and calls upon employers, workers and Government to work together to give a concrete shape to a sustained programme of self-reliance and for this purpose urges Government to mobilize all resources in the country, particularly for defence production.
- (c) Welcomes the declaration by labour to avoid work stoppages and the declaration by employers to maintain uninterrupted production;
- (d) Appreciates the liberal contributions already made by all parties to the defence effort of the country; and
- (e) Believes that while the strengthening of defence potential is imperative the objectives of planned development must also be pursued.

The Indian Labour Conference having considered the hardships caused to the working class by lay-off, retrenchment, unemployment and high prices as well as the difficulties experienced by industry on account of lack of adequate credit facilities, shortage of power and paucity of raw material, urges upon the Central Government to set up immediately an Inter-Ministerial Committee with a view to removing urgently these hardships and difficulties with special reference to the border areas.

The Indian Labour Conference further recommends that compact Standing Tripartite Bodies be constituted at the Central and the State levels with Labour Ministers as chairman to review and resolve major labour and management problems and when necessary forward them for action to the Inter-Ministerial Committee.

SECOND WAGE BOARD FOR SUGAR INDUSTRY

The Government of India have set up a Second Wage Board for the Sugar Industry to consider the question of a further revision of the wage structure in the industry. The composition of the Board is as follows:

Chairman :

Sri K. Bhimasankaran, Retired Judge, Andhra Pradesh, High Court.

Independent Members :

Sri R. S. Panj hazari, M.P.

Prof. D. V. Ramana.

Employers Representatives :

Sri V. V. Ramana,

Sri S. S. Kanoria.

Workers Representatives :

Sri Kashi Nath Pandey, M.P.,

Sri Brij Kishore Shastri.

The Headquarters of the Board will be located at Hyderabad.

MINIMUM WAGES COMMITTEE

The Government of Madras have appointed a Committee under the Chairmanship of the Deputy Commissioner of Labour Madurai to hold enquiries and advise the State Government in revising the minimum rates of wages in respect of employment in tobacco (including beedi making) manufactory. The other members of the committee are:

Independent Members

(1) The Director of Statistics, Madras.

(2) The Joint Director of Industries & Commerce (Handicrafts), Madras.

Employers' Representatives

(1) Sri R. Abdul Khaleel, M.L.A.,

Maharaja Beedi Factory,

Ranipet (North Arcot District).

(2) Sri J. D. Rajamani Nadar,

T. P. Sokkalal Ramsait Factory Private Ltd.,

Mukkudal Post, Tirunelveli Dist.

- (3) Sri K. Swaminatha Mudaliar,
Proprietor, Peacock and Company,
Woraiyur, Tiruchirapalli-3.
- (4) Sri M. Subburaju,
Manager, Bhagavathi Vilas Cigars Factory,
Dindigul.

Employees' Representatives

- (1) Dr. G. Kannabiran,
7/B, Brahmin Street,
Gudiyatham, North Arcot Dist.
- (2) Sri M. Murugesan,
Secretary, Kareem Beedi Factory and Press Employees' Union,
55, Basin Bridge Road, Madras-21.
- (3) Sri P. Kalimuthu,
Secretary, Nagapattinam Cigar Workers' Union,
North Fort Gate, Nagapattinam Post.
- (4) Sri S. Deenadayalu,
President, Cigar Labour Union,
1/73, Broadway, Madras-1.

INDIA PRODUCTIVITY YEAR 1966

With a view to increase the National awareness and the importance of the productivity as the key to raising the living standard of the people the National Productivity Council is launching a nation wide productivity drive during 1966, which will be observed as the India Productivity Year. The President of India and Vice President of India are patron and vice patron respectively, of the India Productivity Year. An 80 member top level IPY National Committee with the Prime Minister of India as the President, has been set up for giving directions to the activities of the IPY.

For planning, directing and implementing the IPY Programme in Madras State, a high level IPY State Committee has been set up with the Governor of Madras as the patron, and the Chief Minister of Madras as the President. The Committee comprises representatives of Government in the Departments of Labour Industries and Commerce, Agriculture, Public Works, Forests, etc., trade unions, Personal management, educational institutions, industrial organisations and local productivity councils.

For the actual implementation of the programmes and policies laid down by the State Committee a Working Committee has been set up with the Minister for Industries as Chairman. The Secretary to Government, Department of Industries, Labour & Co-operation is the Secretary for the Working Committee.

The Madras State Committee was formally inaugurated by Sri M. Baktavatsalam, Chief Minister at Hotel Ashoka on Friday, 5th November, 1965. Sri R. Venkataraman, Minister for Industries presided over the function. Text of the Presidential address by Minister for Industries, and the inaugural address by the Chief Minister are given below:

Presidential Address: Hon'ble Shri R. Venkataraman, Minister for Industries, Madras.

Chief Minister and Friends, when over a year ago, the NPC decided to have 1966 celebrated as a productivity year, I think they should have had a pre-vision. Today in the context of our national emergency, productivity has assumed the greatest importance. Time was when labour looked upon productivity as a device to extract more work out of them. In fact the very word 'Productivity' was anathema to the labour. It was often misunderstood as synonymous with increased production, mainly got out of labour. It took some time for the NPC to clear the mist of doubt and to educate the people with regard to the true meaning of productivity. I think Madras was the first State in the whole of India which offered financial assistance to a State Productivity Council. And I remember when the file came to me together with the usual Finance noting about dearth of finance, I mentioned that any expenditure is worth incurring as the word 'Productivity' is made respectable among the community. I am very glad that since those days, there has a very great change in the outlook of our people among the industrialists, among the labour and among the public with regard to productivity. In fact productivity is the means by which you get maximum production out of minimum effort, out of a given in-put of labour and capital, the largest output and out-turn. That is the essence of productivity and that should be the endeavour of everybody in every country to say that they have maximised production with minimum investment thereon. Now this concept has got to be propagated amongst the sectors engaged in production. There are the industrialists, the managers, the factory heads, the foremen who are all part of the management. There is a feeling that the management know everything about productivity merely because they are interested in greater production. But a large number of less developed countries which met in the International Labour Conference in Geneva decided that in order to increase productivity, there should be as much attention paid to the development of management techniques as of labour techniques. In fact the resolution on management development was adopted in 1958 when I had the privilege of representing India in the International Labour Conference. Management has to see that there is a minimum investment required for a given production, that the capital investment is as low as possible, that the raw materials that are used are as little as absolutely necessary and above all, the conditions are created in which a willing worker will be able to give his utmost and his best. The productivity year will therefore address itself into three groups: one in respect of all improvement that can be effected in management efficiency,

the other, it will be directed towards increasing the efficiency of labour and in bringing about the utmost economy both in the use of material and in time. The third sector which is often neglected is the consumer sector, that is the public. We have to educate the public to go in for goods that would wear well and long, even though they are a little more costly than to go in for goods which are cheap and ultimately prove to be costly because they do not last long. Productivity has therefore a very important role to play today. The present crisis in our country calls for the greatest effort and the greatest cooperation amongst all sections of the society. We have been dealing so far with the industrial sector. So far as agriculture is concerned, our task is going to be more difficult than our task in relation to the industrial sector. For one thing, it is very difficult to change ancient practices and traditional methods in agriculture. There is no use assuming an air of pontifical wisdom and acting accordingly. We must try to live with them and try to change their methods. And here we have a very great responsibility. Today, you are aware that our food problem is assuming very great magnitude that we cannot look for or expect any assistance from other countries, that we may have to live with what we have and in order that we have to steel ourselves to face that situation, we have got to engender a sense of urgency amongst all our people. The urgency may be met either by cutting our consumption or by increasing our production. But I think it must be by both. We have to address ourselves to this very important problem. More than all, the nation as a whole has to be educated in this regard. It is only when the atmosphere is surcharged with a feeling that there must be utmost and rigorous economy in everything that we do, that you can create a sense of urgency with regard to productivity. So long as we have a feeling that whatever we want will be available or would somehow be found, there will be no great urge on the part of our people to put forth their best. All over the world, throughout history, humanity has advanced only during times of war; it is the stress and strain of war and the compulsions of war that has set off a long line of research both in science and in technology and after every war or even during every war, a great deal of technological progress has been achieved by all the countries. However much we may regret the situation that has arisen in the country, I still feel that we can turn this to our advantage and we can put to the best use the great necessity that has come over us. The old saying 'necessity is the mother of inventions' is no less true today as it was when it was first said. Let us therefore pull together in the great task of increasing the national production by minimising our consumption, by minimising the investment and by getting the best out of those in-puts. We are very happy that we are going to have an Executive Committee in addition to the General Council. The Executive Committee will frame various schemes and by and large, this idea of productivity could be carried home to every section of society and in this I look forward to your best co-operation and your valuable suggestions. It is very fortunate we have with us the Chief Minister of Madras to inaugurate this Productivity Year. This Council is going to play a very important role in the national life and it is only fitting that he should spare some of his valuable time to come to us and give us the inspiration. I have great pleasure now in requesting the Chief Minister to inaugurate this meeting.

Inaugural Address: Hon'ble Shri M. Bhaktavatsalam, Chief Minister of Madras, Madras.

As you all know, 1966 will be observed as the India Productivity Year. Our goal will be to make productivity a mass movement and there by develop a national enthusiasm for ever increasing productivity.

"The first thing to do" said Pandit Jawaharlal Nehru "is to create an active atmosphere in favour of higher productivity and better techniques". In that terse statement he has captured the whole concept of the productivity movement, the true objectives of India Productivity Year 1966.

The main objective will be to make the nation productivity minded. We all know that Productivity holds the key to prosperity in times of peace. But in times of emergency such as the present, our very survival depends on it to a large extent. Our nation has passed through many a troublous time in its long history but never was there such a great need for self-reliance and self-sufficiency as to-day. We have been subjected to treacherous attacks by our neighbours. Our recent experience has shown how little, we could depend on friendship of certain other countries. With the prospect of dwindling foreign aid and with an unprecedented strain on our resources consequent on the aggression by Pakistan, productivity is no longer merely a desideratum but has become a vital necessity. IPY 1966 takes on an added significance in the context of our National Emergency. The dark hours of the emergency may well prove to be the prelude to the dawn of a new era of national self-sufficiency and self-reliance.

Many of you who are gathered here are well acquainted with the productivity movement and I do not have to dwell at length on the various ways in which low production has to be attacked. We have not only to strive for better utilisation of plant and equipment and fuels and raw materials but also of human skill. Improvement in plant techniques is also of great importance. But we should not always depend on expensive modernisation programmes or imported equipment which consume valuable foreign exchange and which cannot be acquired at short notice. We must learn to plug loopholes in our existing systems and processes and eliminate wastage by using improvised methods and indigenous material.

While reaching out towards our goal of every increasing productivity and in our preoccupation with improved techniques and technical experts—whose importance I would in no way detract from—let us not forget the human factor. It will not suffice if the workman is told that the experts opine that productivity is desirable. Productivity depends not only on the 'willingness' of workers but also on his "ability" to work. Working conditions have to be healthy, if the worker is not to tire easily. They have to be safe if he is not to suffer injury and be put out of action. They have to be congenial, if he is to work with enthusiasm. Workman will have to be taken into confidence while introducing any changes in technique or processes, if strikes and lockouts are to be avoided. The investments made in safe, healthy and pleasant working conditions and steps taken to educate and train the workmen are bound to yield rich dividends by way of increased productivity.

IPY 1966 is being ushered in under the auspices of a higher power National Committee with the Prime Minister as the President, the Union Minister for Industries as the Chairman and a State Committee has been or is being formed in each State. In each State the Governor of the State is the Patron. The Chief Minister is the President of the Committee. This State Committee will be the Committee of Administration for issuing directives and approving policies.

For the actual implementation of the IPY programmes and policies laid down by the above State Committee, State working Committee with our Minister for Industries as its Chairman is being constituted.

In addition to intensifying its existing activities of training and service to the industry, our State Committee through the National Productivity Council and its Local Productivity Councils would be extending its area of operations to the field of agriculture. Unless agricultural economy is developed and streamlined any amount of effort and improvement in other economies will not have a sustained foundation and a meaning in the economic content of our country. Now that the present situation demands more production of agricultural produce, I feel that it is imperative that we given equal priority and emphasis to agricultural productivity. The agricultural productivity drive would include such activities as study and research of productivity problems in the field of agriculture, rendering assistance to organisations interested in agricultural productivity exploring possibilities of adopting agricultural productivity techniques which are in vogue in other countries. The problems of the small farmer would receive special attention under this programme.

We will also set up targets for ourselves and assist industries and other organisations to realise targets of their own choice. In this endeavour the Local Productivity Councils and such other service institutions will render, I am sure, all the assistance that we would be needing. I understand that several countries in Asia and the West have also promised us support in this regard. For instance the O.E.C.D. of France has offered considerable help in the form of scholarships and the Asian Productivity Organisation has promised to help in organising a seminar on Small Business Management and Training in India.

As regards small industry, we should try to establish productivity cells in industrial estates in collaboration with the small industries organisations to spark off a mass movement for improving the productivity of small industry through specially prepared programmes of Management Development, Work Study, Materials Handling etc.

We should encourage industry to take over its own productivity drive through the establishment of Productivity Councils for each industry and Productivity Cells in each industrial unit. We should intensify or diversify these activities in the context of new needs and circumstances.

Even though the activities during the IPY would aim at generating country wide productivity consciousness through the wide variety of promotional techniques it, would nevertheless be necessary to give concrete shape for the achievement of the IPY. It would be necessary that parti-

cipating organisations and Institutions, industrial agricultural and export Promotin Councils set up Productivity targets for achievement during the IPY.

From the inception of the NPC we have had many slogans such as 'Productivity—Key to Plenty', 'Productivity—Key to Prosperity', 'Productivity—A Quest of National Concern' and so on. The year 1966, the year of mobilising all our resources to achieve highest productivity is definitely going to be the IPY—1966 and our slogans will be 'Productivity—Key to Survival'.

I have great pleasure in inaugurating the Madras State Committee of the IPY 1966 and wish the Working Committee every success.

THE INDUSTRIAL COURT REPORTER

Started in January 1948, The Industrial Court Reporter issued monthly, contains important orders and awards of the Industrial Court and Tribunals in Maharashtra State, as well as the selected decisions of the High Courts and the Supreme Court of India. The Reporter serves employers, employees, Trade Unions and lawyers in finding at one place the case law on Industrial and labour matters.

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**THE COMMISSIONER OF LABOUR
AND DIRECTOR OF EMPLOYMENT**

FRAMJI GAWASJI INSTITUTE BUILDING,
DHABI TALAO, :: BOMBAY-2 (INDIA)

BEFORE THE APPELLATE AUTHORITY UNDER THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

Wednesday the 20th day of October 1965

Present :

Sri M. ABDUL AZEES, B.A., B.L.,
Presiding Officer, Labour Court, Madras and the
Appellate authority

Appeal No. 2 of 1965

1. The Tamilnad Electricity Workers' Federation representing the workmen under the Madras State Electricity Board, 5, Ritchie St., Madras-2.
2. The Madras Electricity Workers' Union, representing the workmen in the Madras Electricity supply (Distribution) Generation under the Board, No. 6, Ritchie St., Madras-2.

Appellants

Vs.

The Madras State Electricity Board, 157, Mount Road, Madras-2.

Respondents

ORDER

This is an appeal preferred by two Unions representing the employees of the Madras State Electricity Board against the order of the Certifying Officer dated 31-5-1965. The objection is raised with regard to 8 items in the draft Standing Orders.

2. In the counter-statement filed by the Electricity Board the certification of the orders are supported. I shall take seriatim the objections raised with regard to the Standing Orders and find out how far the certification can be supported.

3. **Standing Order No. 15(ii):** This relates to the drawing of increments after it has been sanctioned by the competent authority. The objection is that it is not in consonance with the spirit of the Model and Draft Standing Orders as the payments depend on the order of the employer and it can be one for withholding the increment in which case it is a sort of punishment. It is stated that it has not made clear as to on what ground the increment can be refused. Therefore the appellants pray for deleting this Standing Order.

4. On the other hand the contention of the State Electricity Board which will hereafter be referred to as "Board" is that this is purely an

administrative act, that sanction for increments is quite essential by a competent authority as in cases like extraordinary leave the increment might be postponed and that therefore the employee would not become automatically entitled to the increment. I think this Standing Order requires to be retained as every increment should be sanctioned by the head of the office and the disbursing officer will be responsible for sanctioning the increments only in proper cases. As pointed out by the learned counsel for the Board increments may require to be postponed in case of extraordinary leave without salary. Unless there is a supervising authority it would not be possible to check any wrong payment, therefore as is usual in all Government Offices increments will have to be sanctioned as and when the date fall due. Therefore Standing Order 15(ii) will have to be retained and the appeal in this respect fails.

5. **Standing Order No. 20:** This relate to casual leave. According to the certified order every daily rated monthly paid workmen shall be eligible for 12 days of casual leave and 3 days of optional holidays if he had put in 4 years of service. But, however, daily rated weekly paid workmen shall not be eligible for any casual leave. So long as the service is fixed, for being entitled to the casual leave it matters very little whether the workmen is paid monthly or weekly. According to standing orders a monthly paid workman after completing 4 years of service is eligible for casual leave whereas if he is paid weekly instead of monthly he forfeits the right. There is no logic in this order. Why should any discrimination be made between a monthly paid and weekly paid workman so long as he fulfills the conditions of service. Therefore this Standing Order requires to be modified by deleting the last sentence with regard to the weekly paid workman and inserting in the clause to read as "a daily rated monthly or weekly paid workman shall not be eligible for casual leave with wages for the first 4 years of his service. After putting in 4 years of service he will be eligible for casual leave like a monthly rated workman."

6. **Standing Order No. 21:** This order requires permission of competent authority for leaving the head quarters during holidays, off days or leave periods. It is stated for the union that if prior information is sent that should be considered to be sufficient. Even in the counter-statement of the Board it is contended that as public interest is involved the staff should notify their absence to the officers concerned so that in an emergency the department could muster its strength. Therefore I think this clause requires to be retained as the staff is employed in essential service and if the entire staff, for instance, notify their absence and leave their stations no one would be available in an emergency. Therefore to meet any emergency it is necessary that sufficient staff would be required and unless their presence is ensured it may not be possible to requisition their services. Therefore this order will have to be retained.

7. **Standing Order No. 30 (iii):** This order relates to refusal to receive salary which would constitute a misconduct. It is contended that in no standing order refusal to receive salary is considered as a misconduct, and it is unnecessary to have such an order. But the Board's contention is that it will impair the efficiency and the work will be affected if salary is not received. As it will have a direct impact is on efficiency and as it will

also amount to coercion of the management it should be retained. I think the contention of the management is not without force. Even the Government servant's conduct rule a refusal to receive salary is considered to be a misconduct. Therefore this order will be retained.

8. **Standing Order 30(xxii) & 30(xxiii):** Sub-order (xxii) relates to writing of anonymous or pseudonymous letters criticising the Board or any person employed by the Board. Sub-order (xxiii) relates to spreading of false rumours or giving false information which tends to bring into disrepute the Board or those employed by the Board. These acts are considered to be misconduct. The appellants contention is that the orders are so vague that it is not known to whom the latter should not be sent and that whether the rumours are false or true, the same should not bring the Board to disrepute and if they do, they would amount to misconduct. On behalf of the Board it is contended that such a provision is contained in undertakings like the Sindhri Fertilizers and Chemicals Ltd., and Neyveli Lignite Corporation Ltd. In my view these orders would require to be retained. Writing of letters under (xxii) would mean only to the management and spreading of rumours by their very nature should be false and therefore if they bring the Board or the Officers to disrepute such conduct should be considered to be reprehensible and therefore these orders are retained.

9. **Standing Orders 30 (xxxii):** This relates to the absence from duty or post. The language has not been properly worded. There cannot be any question of deserting duty if approval from higher authorities is previously obtained. The order should read as "any one who wants to leave his post or duty should do so only after informing his superiors." The order will be retained in this modified form.

10. **Standing Order 31(vii):** This relates to suspension. It states that where a person has been already suspended the suspension should not exceed 15 days at a time. This has not also been properly worded. The Model Standing Order prescribes a period of not exceeding 4 days of suspension as a penalty. Because this is a large organisation the punishment cannot also for these reasons be a more severe one. Therefore it will be modified as suspension cannot exceed 4 days as a penalty.

11. **Standing Order 32(d):** This relates to the reasonable opportunity to be given to a workman to defend himself and to examine witnesses. The appellants contention is that this standing order should be suitably modified so as to ensure the right of the workman to be defended with the assistance of a representative of a trade union. On the other hand the Board's contention is that the right given to the Madras State Electricity Board Workers' Union at the Basin Bridge Power House was withdrawn as per orders of the Board dated 12-1-1959 and that the concession is no longer in force. I think the withdrawing of this right unilaterally cannot be recognised. Once the right to be defended by a representative of the union is given it cannot be taken away without the consent of the union. In 1956 the Government as employer had given this permission. Under section 9 of the Industrial Disputes Act no modification on this privilege can be entertained. In all the 22 facto-

ries in Madras this privilege is said to be enjoyed by the workmen. Therefore the Standing Order is modified by giving a right to the workman to be defended with the assistance of a representative of a trade union to which he belongs.

Dated at Madras, this the 20th day of October, 1965.

MEMORANDUM OF SETTLEMENT.

Name of parties :—

Representing Employers : Sri H. K. Ramaswami,
Director,
Managing Agents,
South Madras Electric Supply
Corporation Limited.

Representing Workmen : Sri S. Ramaswamy,
Secretary,
The South Madras Electricity
Workers' Union.

Number of Workmen covered by the settlement :

All staff and employees of the South Madras Electric Supply Corporation Ltd. drawing a monthly pay of Rs. 300/- and below.

Short resume of the case :

On the expiry of the Agreement dated 11-3-1963, on 31-3-1965 between the staff and labour of the South Madras Electric Supply Corporation Ltd. and the management the South Madras Electricity Workers' Union approached the Management with their proposals for revision of pay scales, emoluments, etc., and for the renewal of the agreement for a further period. As a result of the detailed discussions between the Management and the representatives of the Union, a satisfactory agreement was reached. The Memorandum of agreement containing all the terms of the settlement is annexed hereto.

Memorandum of Agreement Entered into between the South Madras Electricity Workers' Union representing the Staff and Employees of the South Madras Electric Supply Corporation Limited and the Management of the South Madras Electric Supply Corporation Limited.

In modification of the agreement dated 11-3-1963 entered into between the staff and labour employed in the South Madras Electric Supply Corporation Limited and the Management of the South Madras Electric Supply Corporation Limited, it is now hereby agreed between such staff and labour, now represented by their union namely the South Madras Electricity Workers' Union and the Management as follows:

1. Revision of grades:

The following scales of pay are revised as noted against each, with effect from 1-4-1965:

Designation.	Grade as on 31-3-'65 Col. (i)	Revised grade as on 1-4-'65 (without merger of dearness allowance) Col. (ii)	Revised grade as on 1-4-'65 (after merger of Rs. 45/- as per para 4. Col. (iii)
Asst. Linemen, Watchmen, Attenders, Store Boys, Lorry Cleaners. }	35-2-65	35-3-95	80-3-140
Linemen, Meter Tester }	55-2-75-3-90	55-3-85-4-125	100-3-130-4-170
Head Linemen, Line Inspector }	65-3-95-4-115	65-4-105-5-155	110-4-150-5-200
Line Supervisor Grade II }	80-5-150	80-6-200	125-6-245
Line Supervisor Grade I }	105-7½-210	105-9-285	150-9-330
Junior Engineer	125-12½-300	125-14-405	170-14-450
Bill Collectors Cum Clerks }	50-3-80-4-112	50-4-90-5-140	95-4-135-5-185
Clerks Grade I	80-5-150	80-6-200	125-6-245
Head Clerks	105-7½-210	105-9-285	150-9-330
Office Assistants	125-12½-300	125-14-405	170-14-450
Lorry / Car Drivers	50-5-75-4-115	50-6-170	95-6-215
Stores Checkers, Chief Storeboys }	40-3-85	40-4-120	85-4-165
Sweeper Women	15-1-25	15-2-55	60-2-100

Consequent to the above revision of time scale, the Employees and staff will not draw increments beyond the maximum in the revised scale.

2. Fitment:

In fitting the employees in the revised scale, the basic salary of the employee drawn on 1-4-1965 will be adjusted so as to fit him in the revised scale of pay. If the salary drawn by him as on 1-4-1965 is between the two incremental steps in the revised scale, then employee concerned will be fixed at the higher of the two incremental steps in the revised scale. If the salary drawn by the employee as on 1-4-1965 corresponds to a definite incremental step in the revised scale of employee fitted in the revised scale without alteration in his basic salary.

3. Weightage for past services:

In addition to the above fitment in the revised scale of pay, the following service weightage will be given as personal pay:

- (i) Employees with less than 7 years' of service as on 1-4-1965 Rs. 5/-
- (ii) Employees with service of 7 years and above but less than 15 years as on 1-4-1965 Rs. 10/-
- (iii) Employees with service of 15 years and over as on 1-4-1965 Rs. 15/-

4. Dearness Allowance:

Dearness allowance at the rate of 18 Paise per point over and above 400 points as per Tiruchirapalli cost of living index will be paid.

To neutralise cost of living upto 400 points, the allowance to be paid is fixed at Rs. 45/- per month.

It is further agreed that this amount of Rs. 45/- will be added to the basic pay of each employee subject to the following condition, namely that this merger of Rs. 45/- to the basic pay will not be taken into account in calculating the gratuity payable to the employee. In other words, gratuity payable to the employee will be calculated on the revised basic pay (see Col. ii, para 1) as if the merger of this amount of Rs. 45/- aforementioned had not taken place.

The Union requests that the Management should consider the feasibility of paying gratuity on the basis of this merger with the basic pay at the time the undertaking is taken over by the Government and the employee becomes eligible for gratuity on that ground.

5. Bonus:

One month's bonus including dearness allowances will be paid along with the salary payable in April and another month's bonus including dearness allowance will be paid along with the salary payable in October each year.

The Management will review during September every year as to whether the workers are entitled to more than the two months bonus paid by the company for the year in question under the Bonus Act and if they are entitled, the difference will be paid to the workers.

6. Gratuity:

Gratuity payable on retirement or death will be equal to a maximum of 15 months basic pay, subject to half-months basic pay for every year of satisfactory service and this will be applicable to all staff who have put in a minimum of 5 years service. But the merger of Rs. 45/- in the basic pay out of the fixed dearness allowance will not be taken into account in calculating gratuity payments.

7. Free supply of electricity:

For those employees residing in houses which are electrified, electricity will be supplied free of charge subject to the maximum units prescribed below:

- | | |
|--|-----------------------------|
| (1) Assistant Linemen, etc. peons and attenders, checker, Haveldar and other employees in similar grades | Maximum 10 units per month. |
| (2) For rest of the employees | Maximum 15 units per month. |

8. Period of agreement:

The agreement will be in force upto 31-3-1968 and will have retrospective effect from 1-4-1965.

9. Grievance Procedure Committee:

A Joint Committee called the Grievance Procedure Committee shall be constituted consisting of 5 elected representatives of the employees and 5 representatives nominated by the Management. They shall investigate, examine all grievances of employees that may arise from time to time and recommend measures to redress those grievances to the Management. The Management shall accept all such recommendations which have the approval of the majority members of the Committee.

If the members of the Committee are equally divided on any particular question or issue, it shall be decided by the Labour Commissioner, Madras.

This Joint Committee shall also discharge all the functions of the Works Committee contemplated under the Industrial Disputes Act.

The election of the workers representatives shall be held annually on the date and time stipulated by the Management and it shall bear the expenses of the election.

10. During the currency of the agreement the staff and employees shall not be entitled to put forward any further demands involving financial commitments on the part of the Management.

This Agreement shall be signed by the Representatives of the South Madras Electricity Workers' Union and by the Management in the form and manner prescribed under the Industrial Disputes Act for recording the settlement and a copy thereof shall be sent to Madras State Government and to the Labour Conciliation Officer for registration as provided under the said Act.

Signed this Nineteenth day of October, 1965.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

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State and labour in India
Asia publishing house. pp. xii 279. Rs. 22/-.
2. HARBISON (Fredrick) and MYERS (Charles, A.).
Manpower and education: Country studies in economic development.
London. McGraw hill book company, 1965.
pp. xiii 343. \$ 9.
3. ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT.
Adaptation of rural and foreign workers to industry.
Final report. Paris, 1965, pp. 229.
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CENTRAL WAGE BOARD FOR COFFEE PLANTATION INDUSTRY — FINAL RECOMMENDATIONS

Government of India Resolution No. WB-3(14)/65,
dt. 19th September, 1965.

RESOLUTION

WB 3(14)/65: By their Resolution No. WB. 3(5)/61/1 dated the 7th July, 1961, the Government of India appointed a Central Wage Board for the Coffee Plantation Industry, with the following composition and terms of reference:

I. COMPOSITION

Chairman

Shri L. P. Dave.

Independent Members

Shri T. Manen, M.P.

Dr. R. Balakrishna.

Members representing employers

Shri U. K. Lakshman Gowda,

Shri M. B. Cariappa.

Members representing workers

Shri M. C. Narasimhan,

Shri P. Vriddhagiri.

Consequent on the resignation of Mr. R. Balakrishna, Shri V. L. D'Souza was appointed as member of the Wage Board.

II. TERMS OF REFERENCE

"To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as far as practicable."

In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages, also take into account:

- (i) The needs of the industry in a developing economy;
- (ii) the system of payment by results;
- (iii) the special characteristics of the industry in various regions and areas;
- (iv) categories of workers to be covered (this may be according to the definition of workmen in the Industrial Disputes Act);
- (v) working hours in the industry.

Explanation:

Whenever applying the system of payment by results the Board shall keep in view the need for fixing minimum (fall-back) wage and also to safeguard against over-work and undue speed.

2. The Wage Board made recommendations for grant of interim wage increase. These were accepted by Government. The Board's final report was received by Government on the 6th August, 1965. A summary of the recommendations is appended.

3. After careful consideration Government have decided to accept the recommendations made in the Board's report and to request the employers, the workers and the State Governments concerned to implement the same expeditiously.

4. The Government of India wishes to express their appreciation of the Board's work in dealing with the matter referred to them and submitting a unanimous report.

APPENDIX**Summary of Board's recommendations**

(1) All coffee plantations are covered by the Board's recommendations. The coffee curing works are excluded.

(2) All workers employed in coffee estates coming within the definition of workmen under Section 2 of the Industrial Disputes Act, 1947, are covered by the Board's recommendations.

(3) No contract labour is to be employed in connection with the normal work of coffee plantations except for urgent work owing to extraordinary circumstances. Contract labour is also to be considered as covered by the Board's recommendations and no differentiation is to be made between contract labour and regular workers of the estates in the matters of wages. The principal employer is responsible for implementing all labour laws.

(4) The wage rates recommended are in relation to the daily working hours, i.e., a full 8 hours work for adults and $4\frac{1}{2}$ hours work for children.

(5) Board's recommendations are to remain in force for a period of five years; the new wage structure is to come into force from 1-7-1964 in case of certain categories of workers and in case of others, from 1-1-1965.

(6) The daily minimum rates of wages for the field workers have been fixed which differ between men, women, adolescents and children, as also according to coffee growing areas and the acreage. There are two sets of wages for Mysore State—one for estates of 50 acres and above and the other for estates of below 50 acres. There are three sets of wages in Madras—(1) for estates of 50 acres and above, (2) for estates below 50 acres, and (3) for all estates in Madurai and Salem districts. Kerala will also have three sets of wages—(1) for estates of 300 planted acres and more in Wynad, (2) for estates below 300 planted acres in Wynaad and (3) for all estates in other areas of Kerala.

The wages start with a minimum from 1-7-1964 and by periodic increases reach the maximum on 1-7-1968. The period, except in Madras for estates of below 50 acres, is 6 months in the case of first increase and one year in all other cases. Starting wages (from 1-7-1964) are different for different areas. In Madurai and Salem districts of Madras State, they start at Rs. 1.65 per day for males. In other parts of Madras State and in Mysore State, wages differ for estates below 50 acres and estates of 50 acres and above. In estates of 50 acres and above in all these areas, they start at Rs. 1.80. In estates below 50 acres, they start at Rs. 1.71 in Mysore State and Rs. 1.78 in Madras State. In Wynaad in Kerala State, they start at Rs. 1.68 in case of estates below 300 acres and at Rs. 1.80 in case of others. In other parts of Kerala State they start at Rs. 1.83.

The differences are gradually reduced. From 1-7-1968 there will be only two sets of wages; Rs. 2.12 and Rs. 2.20. The former will be applicable in cases below 50 acres in Madras and Mysore States, all estates in Madurai and Salem districts and estates below 300 acres in Wynaad. The latter would apply to other estates.

(7) Fixation of picking rates (which are piece rates) is not feasible. The picking rates are however to be revised every year bearing in mind the increased wages which the time rate workers would be getting at the time of such revision and the relevant factors which are at present being taken into account in fixing the picking rates.

(8) Maistries in different regions are to get different wages. Mysore has been divided into two regions: (i) Mysore State except Coorg; and (ii) Coorg. The wage rates for maistries in Mysore State except Coorg start from Rs. 2.10 a day on 1-7-1964 and go up to Rs. 2.50 on 1-7-1968; while in Coorg the wage rates of maistries start at Rs. 2.30 and go upto Rs. 2.70.

(9) Wages increases of differing nature are payable to maistries (including kole-maistries) in Madras and Kerala States from 1-7-1964. The maistries covered by the memoranda of settlements in Madras and Kerala States and the Kole-maistries are to get 24 paise more than their daily wage on 30-6-1964 if that wage had been fixed after including commission or headmoney. But the maistries absorbed as supervisors without commission or headmoney and those promoted from labour ranks are to get the minimum time rate of the adult male worker for the time being in force plus a differential of 60 paise per day.

(10) Supervisors directly recruited by the estates of 50 planted acres and above, after 4-11-1958 in Madras and after 20-9-1962 in Kerala are to be placed in the scale of Rs. 2.50—0.20—Rs. 3.90 and their wages are to be fixed in that scale in accordance with the rules laid down in that behalf. Daily wages have however been prescribed for supervisors directly recruited on estates of below 50 planted acres. Starting at Rs. 2.30 on 1-7-1964 and with periodic increases, the daily wage of these supervisors would be Rs. 2.70 from 1-7-1968.

(11) The existing pay scales of the staff, which differ according to estate grading, whether they are large, medium or small, are to continue

except for some changes in the maximum of their pay scales. The increases in the staff's total wages are by way of increases in dearness allowance rates as shown in the new schedule of dearness allowance given in the Report.

(12) Existing pay scales of the employees in the excluded categories in Madras and Kerala States, i.e., qualified midwives, lorry, tractor and ambulance drivers and non S.S.L.C. teachers and non-S.S.L.C. K.Ps. (Kanakkur Pillais) are to be revised from 1-1-1965 and the new scale is Rs. 35—3—53—4—65—5—110.

(13) Members of the staff in all the estates of Mysore, Madras and Kerala and excluded categories of employees in Madras and Kerala States are to get an additional increment in the existing scale of pay on 1-1-1965 and rules have been prescribed for fixing their pay in the new scales.

(14) Existing rates of servant allowance are to continue, i.e., at the rate of Rs. 35/- per month in all coffee estates except in small A Coffee estates in Mysore where the rate of servant allowance is Rs. 17.50 per month.

(15) Pay scales of non-staff categories of employees in Madras Kerala States, other than the excluded categories, such as car drivers, tractor drivers, vehicle drivers, mechanics, peons, office attenders, wardboys and watchmen, both for daily rated as well as monthly rate, have been prescribed and the rules of fitment have been laid down.

(16) Artisans like Carpenters, Blacksmiths, etc. who are not usually borne on the regularly pay rolls, are to be paid fixed periodic increases.

(17) The gratuity schemes for labour and staff which cover a large section of workers at present are also to apply to other workers.

(18) Any split of a coffee estate, as it existed on 30th June, 1964 into smaller units for any reason whatsoever is not to affect the wages of workers.

(19) Government should arrange the supply of food grains regularly and that on foodgrains being so supplied, the employers are to supply foodgrains to their workers on no profit and no loss basis; bearing in addition, all expenses incurred in connection with the storage and distribution of foodgrains.

(20) 75 per cent of the average number of workers, who actually worked on an estate in the year 1-4-1964 to 31-3-1965 excluding the picking season, is to be made permanent. This recommendation does not amount to fixation of land-labour ratio.

(21) Wage increases, etc. recommended by the Board are without prejudice to the existing amenities and benefits which are at present available to the workers.

NOTIFICATIONS

The Employees Provident Funds (Amendment) Act, 1965. Act No. 22 of 1965.

An Act further to amend the Employees Provident Funds Act, 1952.

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

1. Short title and commencement—(1) This Act may be called the Employees Provident Funds (Amendment) Act, 1965.

(2) It shall be deemed to have come into force on the 24th day of November 1964.

2. Amendment of section 2.—In section 2 of the Employees Provident Funds Act, 1952, in sub-clause (i) of clause (a), after the words "a controlled industry", the words "or in relation to an establishment having departments or branches in more than one State," shall be inserted.

Regional Committee for Employees' Provident Funds Scheme.

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

S. O. 3123 :—In pursuance of clause (c) of sub-paragraph (1) or paragraph 4 of the Employees' Provident Funds Scheme, 1952, the Central Government hereby appoints the Chairman of the Employers' Federation of Southern India as a member of the Regional Committee for the State of Madras and in pursuance of the said paragraph directs that the following further amendments be made in the notification of the Government of India in the late Ministry of Labour No. S. R. O. 3381 dated the 2nd November 1954, namely:—

In the said notification,

(i) in entry (6) for "Shri A.B.L. Collins, Ashok Leyland, Limited, 3771 Netaji Subhas Chandra Bose Road, Madras, the following shall be substituted, namely:—

"The Chairman,

The Employers' Federation of Southern India,

Dare House, North Beach Road, Madras-1."

(ii) for entry (10), the following entries shall be substituted, namely:—

"(10) Shri M.V. Arunchalam, Messrs, Carborundum, Universals Limited, 52/53, Johangir Street, Madras.

Non-official members of the Central Board of Trustees ordinarily resident in the State".

(11) Shri K.T.K. Tangamani, Secretary, All India Trade Union Congress, Pudunagar Colony, Tirumangalam, Madurai District, Madras.

Set up of Local Committee For Nagercoil Area Under Employees' State Insurance (General) Regulations.

II-I No. 4796 of 1965.

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 27th September 1965, is published:—

No. MR/CO-3(31)/64 (1)—It is hereby notified that a Local Committee consisting of the following members has been set up for Nagercoil 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 27th September 1965:—

Chairman

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

1. The District Medical Officer, Kanyakumari district at Nagercoil.

Members

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

2. The Labour Officer, Kanyakumari district.

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

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

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

4. Dr. K. Padmanabhan, (Representative of Nagammal Mills Limited), Pioneer Kumaraswamy Bhavanam, Nagercoil-3.

5. Shri T. Krishnalingam (Varced Saw Mill Works), Vadaliyillai, Kattar, Nagercoil-2.

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

6. Shri M. Mohammed Ali, Secretary, Kumari District Mill Labourers' Union, Nagercoil, Kanyakumari district.

7. Shri I.V. Sebastian, Assistant Secretary, Kanyakumari District Press Workers' Union, Chidambaranagar, Nagercoil 2.

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

8. The Manager, Local Office, Employees' State Insurance Corporation, Tirunelveli, (Secretary).

Local Committee (Employees' State Insurance Corporation) For Dalmiapuram Area.

Amendment to Notification.

II-I No. 4798 of 1965.

The following notification of Regional Director, Employees' State Insurance Corporation, Madras, dated 6th October, 1965 is published :—

No. MR/CO-3 (2)/60 (1)—It is hereby notified that Shri A. Venkataraman, Secretary, Dalmia Cement National Workers' Union, Dalmiapuram, has been nominated as a member of the Local Committee (Employee's State Insurance Corporation) for Dalmiapuram area under clause 1 (e) of Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, with effect from 29th September 1965, vice Shri K. Ramiah.

The following amendment shall accordingly be made to this office Notification No. MR/CO-3/63 (1), dated 31st October 1963, namely for the existing name and address against Serial No. 7, the following shall be substituted :—

"Shri A. Venkataraman, Secretary, Dalmia Cement National Workers' Union, Dalmiapuram".

Local Committee for Virudhunagar area under Employees' State Insurance (General) Regulations.

Amendment to Notification.

II-I No. 5043 of 1965.

The following notification of Regional Director Employees' State Insurance Corporation, Madras dated 4th October 1965, is published.

No. MR/CO-3 (35)/64 (1)—It is hereby notified that Shri N. Venkataswamy, Secretary, Indian Textile Paper Tube Co., Workers Union, (I.N.T.U.C.), Virudhunagar has been nominated as a member of the Local Committee (Employees' State Insurance Corporation), for Virudhunagar area under clause 1 (e) of Regulations 10-A of the Employees State Insurance (General) Regulations 1950 with effect from 14th October 1965 in the vacant seat.

The following amendment shall accordingly be made to this office notification No. MR/CO-3(35)/64 dated 23rd March 1965 namely for the existing word 'vacant' against Serial No. 9 the following shall be substituted :—

Shri N. Venkataswamy Secretary, Indian Textile Paper Tube Co., Workers Union (I.N.T.U.C.) Virudhunagar.

Appointment of Commissioner of Labour, Deputy Commissioner and Assistant Commissioner of Labour and Labour Officers as Inspectors under Payment of Bonus Ordinance.

(G. O. Ms. No. 4833, Industries, Labour and Co-operation (Labour)
13th October 1965)

II-I No. 4881 of 1965.

In exercise of the powers conferred by sub-section (1) of section 27 of the Payment of Bonus Ordinance, 1965 (Central Ordinance No 3 of 1965), the Governor of Madras hereby appoints the officers specified in column (1) of the Schedule below to be Inspectors for the purposes of the said Ordinance within the local limits specified in the corresponding entries in column (2) thereof :—

SCHEDULE

Officers. (1)	Local limits. (2)
1. Commissioner of Labour, Madras.	Whole State of Madras
2. Assistant Commissioner of Labour I, Madras.	Do.
3. Deputy Commissioners of Labour at Madras, Madurai and Coimbatore.	Do.
4. Labour Officer I Madras.	Corporation divisions I to 45 of the Madras City.
5. Labour Officer II, Madras.	Corporation divisions 46 to 100 of the Madras City.
6. Labour Officer III, Madras.	Chingleput district.
7. Labour Officer, Tiruchirappalli.	Tiruchirappalli, Thanjavur and South Arcot districts.
Labour Officer I, Coimbatore.	Coimbatore district excluding the taluks of Pollachi, Udumalpet and Dharapuram, in respect of textile engineering and cement industries only.
9. Labour Officer II, Coimbatore.	Coimbatore district excluding the taluks of Pollachi, Udumalpet and Dharapuram, in respect of all industries other than textile, engineering and cement industries.
10. Labour Officer, Madurai.	Madurai district.
11. Labour Officer, Ramanathapuram at Virudhunagar.	Ramanathapuram district.
12. Labour Officer, Salem	Salem district.
13. Labour Officer, Coonoor.	Nilgiris district.
14. Labour Officer, Nagercoil.	Kanyakumari district.
15. Labour Officer, Pollachi.	Pollachi, Udumalpet and Dharapuram taluks of Coimbatore district.
16. Labour Officer, Tirunelveli.	Tirunelveli district.
17. Labour Officer, Vellore.	North Arcot district.

Inclusion of Fertiliser Industry In First Schedule To Industrial Dispute Act

(G. O. Ms. No. 5070, Industries, Labour and Co-operation (Labour)
30th October 1965)

II-I No. 4894 of 1965.

Whereas the Governor of Madras is of the opinion that it is expedient and necessary in the public interest to add the Fertiliser industry to the First Schedule to the Industrial Dispute Act, 1947 (Central Act XIV of 1947);

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 40 of the said Act, the Governor of Madras hereby adds the Fertiliser industry to the First Schedule to the said Act.

Declaration of Fertilizer Industry as a Public Utility Service Under Industrial Disputes Act.

(G. O. Ms. No. 5344, Industries, Labour and Co-operation (Labour),
15th November 1965).

II-1 No. 5301 of 1965.

Whereas the Governor of Madras is satisfied that public interest requires that the fertilizer industry should be declared to be a public utility service for the purposes of the Industrial Disputes Act, 1947 (Central Act XIV of 1947);

Now, therefore in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 read with the proviso thereto of the said Act, the Governor of Madras hereby declares the fertilizer industry in the Madras State to be a public utility service for the purposes of the said Act for a period of six months on and from the date of publication of this notification in the Fort St. George Gazette.

Appointment of Presiding officer of Additional Labour Court, Madras, under Industrial Disputes Act.

G. O. R. No. 2268 Industries, Labour and Co-operation 12th November 1965.

II-I No. 5300 of 1965.

In exercise of the powers conferred by sub-section (2) of section 7 read with section 8 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby appoints Sri K. Seetharama Rao, District and Sessions Judge, as Presiding Officer of the Additional Labour Court, Madras, with effect from and on the date on which he joins duty as Presiding Officer of the said Court.

Authorization for deduction from wages of workers under employ of Madras Transport Department.

(G. O. Ms. No. 5069, Industries, Labour and Co-operation
Department (Labour) 30th October 1965.

II-I No. 5047 of 1965.

In exercise of the powers conferred by clause (e) of sub-section (2) of section 7 and section 11 of the Payment of Wages Act, 1936 (Central Act IV of 1936), the Governor of Madras hereby authorizes deductions towards the value of passes from the wages of such of the workers under the employ of the Madras Transport Department as are governed by the said Act.

2. The making of the above deduction shall be subject to the condition that each individual worker to whom the amenity or service is supplied authorises in writing the making of such deductions.

3. In case of doubt or dispute as to whether a deduction in any particular case is or is not admissible the question shall be referred to the Commissioner of Labour for decision.

Exemption of all Beedi Industrial Premises From all Provisions of Madras Industrial Establishments (National and Festival Holidays) Act,

(G. O. Ms. No. 5099, Industries, Labour and Co-operation (Labour)
1st November 1965).

II-1 No. 5299 of 1965.

In exercise of the powers conferred by sub-section (2) of section 10 of the Madras Industrial Establishments (National and Festival Holidays) Act, 1958 (Madras Act XXXIII of 1958), the Governor of Madras hereby exempts for a period of one year from the date of publication of this notification, all beedi industrial premises declared to be industrial establishments under sub-clause (iv) of clause (e) of section 2 of the said Act in the Industries Labour and Co-operation Department Notification S.R.O. No. A-1188 of 1960, dated the 28th January 1960, published at page 266 of Part I of the Fort St. George, Gazette, dated the 24th February 1960, from all the provisions of the said Act.

Setting up of a Group to Study Productivity in Lime Industry.

(G. O. Ms. No. 5056, Industries, Labour and Co-operation
30th October 1965).

III. No. 598 of 1965.

The National Productivity Council set up a study Panel to study productivity in construction industry. At the meeting of this Panel held on 28th May 1965, in Yojana Bhavan, Planning Commission, New Delhi, it was agreed to constitute a set of Groups to study some of the important building materials industries. The Planning Commission has accordingly decided to set up a Group to study productivity in lime industry in all its aspects. The Group has been constituted as under :

CHARMAN:

1. Major Gen. Hargitar Singh, Adviser (Construction), Planning Commission, New Delhi.
2. Shri N. Macedo, Secretary, Lime Manufacturers' Association of India, 10, Allpur Road, Delhi-6.
3. Shri P.S. Baijal, General Manager, The Satna Stone & Lime Company, Limited, Satna Siding, Satna (C. Rly.)
4. Shri N. Rajagopalan, Manager, Flusolids Lime Calcination Plant, The Mettur Chemical and Industrial Corporation Limited (Registered Office, Mettur Dam R.S.), Sankaridrug (Salem District), Madras.
5. Shri D.M. Endlaw, Additional Chief Engineer (II), C.P.W., Ramakrishna-puram, New Delhi-12.
6. Shri D. Dutt, Managing Director, National Building Construction Corporation Limited, 44, Ring Road, Lajpat Nagar III, New Delhi-14.
7. A representative of the Ministry of Railways (Railway Board), Rail Bhavan, New Delhi.
8. Shri P.S. Phatnagar, Chief Engineer, U.P., P.W.D., Lucknow.
9. Shri B.D. Mathur, Chief Engineer, P.W.D. (B. & R), Jaipur (Rajasthan).
10. Shri H.V. Mirchandani, Superintending Engineer, Chief Engineer Southern Command, Poona (representative of Engineer-in-Chief's Branch, Army Headquarters, New Delhi).
11. Dr. Mohan Raj, Central Building Research Institute, Roorkee (U.P.)
12. Shri B.C. Banerjee, Development Officer (Cement), Directorate-General of Technical Development, Ministry of Industry and Supply, Udyog Bhavan, New Delhi.
13. A representative of the National Productivity Council, 38, Golf Links, New Delhi.
14. A representative of Indian National Trade Union Congress, New Delhi.

MEMBERS-SECRETARY :

15. Shri Rakinder Singh, Joint Director, National Buildings Organization, Minerals of India Baviilion, Exhibition Grounds, New Delhi.

The Chairman will have the authority to co-opt other members.

2. The terms of reference will be :—

(i) to determine the present availability of conventional types of lime and their requirements in the Fourth Plan ;

(ii) to examine the present practices of the use of various types of lime and to suggest ways and means of improving these practices ;

(iii) to examine the impact of scientific and industrial research on the industry and to make recommendations as to how these results could be economically applied in the field ;

(iv) to determine the factors which affect productivity and the quality of the product and to recommend ways of increasing the output economically and improving and standardising its quality ;

(v) to examine the cost structure of the industry and providing incentives to increase production and exploitation in new areas ;

(vi) to determine requirement of capital investment for expanding the manufacture of lime in view of the likely shortage of cement in the foreseeable future and to popularise the use of the different types of lime by suggesting suitable mortar mixtures in lieu of cement mortars ; and

(vii) to suggest any other measure which could increase the productivity and bring in economy.

3. The payment of travelling allowance (including dearness allowance) to the non-officials will be regulated in accordance with the instructions contained in the Ministry of Finance (Department of Expenditure), Office Memorandum No. F6. (28). BIV/59, dated the 5th September 1960 as amended from time to time.

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 October, 1965.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of Disputes. (4)	Terms of Settlement. (5)
1.	Tea Estates India Private Limited, Coonoor.	21-10-65	Enhancement of Cattle Fees in the estates.	Both the Management and Union agreed for the revised fees as detailed in the settlement. These rates will take retrospective effect from the date on which the fees were enhanced in December 1964 and the excess amount collected will be refunded.
2.	The Management of Kasturi and Sons Limited, Madras.	30-10-65	Change in some shifts and in working hours.	It is agreed that the shifts and working hours of the employees will be as prescribed in the settlement. (2) The workers in groups 'M', 'L' and 'O' will be paid a special allowance of Rs. 1-50/- for every day on which they work in the night shifts and this will be paid along with their monthly wages (3) It is also agreed that the workers who work between 14.00/- to 22.00/- hours will be provided with free meals and will be paid a conveyance allowance of 75/- paise.
3.	The Management of Raja Mills, Madurai.	21-10-65	Closure of the Mill Regarding.	The management agreed to reopen the mills with effect from 25-10-65.
4.	M/s. R. C. Rangaswamy Chettiar and Bros., Dyeing Factory, Salem.	19-10-65	Payment of Bonus for the year 1964-65.	The Management agreed to pay one month's wages as Bonus to each worker for theyear 1964-65 before Deepavali.

(1)	(2)	(3)	(4)	(5)
5.	M/s. P. K. Dasappa Chettiar and Company, Dyeing Factory, Salem.	—do—	—do—	The Management agreed to pay 1½ months wages as Bonus to each worker for the year 1964-65 before Deepavali.
6.	B. V. C. Rajan Dyeing Factory, Salem.	—do—	—do—	The Management agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali.
7.	M/s. M. K. R. Ramalinga Chettiar and Bros., Dyeing Factory, Gugai, Salem.	—do—	—do—	The Management agreed to pay one and a half month's wages as Bonus to each worker for the year 1964-65 before Deepavali.
8.	M/s. O. S. Arthanarisamy Chettiar Dyeing Factory, Salem.	—do—	—do—	The Management agreed to pay 1½ month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
9.	M/s. P. S. S. Bonnamma Chettiar and Sons Dyeing Factory, Gugai, Salem.	—do—	—do—	The Management agreed to pay 1 and a half month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
10.	M/s. R. K. K. Nagaraju Chettiar and R. K. R. Arthanarisamy Chettiar, Dyeing Factory, Salem.	—do—	—do—	The Management agreed to pay 1 and a half month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
11.	Sri Lakshmi Sava salai, Salem.	—do—	—do—	The Management agreed to pay 1½ months wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
12.	M/s. O. S. Subramanja Chettiar and Brothers, Dyeing Factory, Gugai Salem.	—do—	—do—	The Management have agreed to pay 1½ months wages as Bonus to each worker for the year 1964-65, before Deepavali 1965.
13.	M/s. K. P. Arumugha Chettiar and Sons, Dyeing Factory, Salem.	—do—	—do—	The Management have agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
14.	Bharath Restaurant, Shevapet, Salem.	—do—	—do—	The Management agreed to pay one month's wages as Bonus to each worker for the year 1964-65. It is agreed that half month's wages will be paid before Deepavali and balance before Pongal (January 1966).

(1)	(2)	(3)	(4)	(5)
15.	Bharath Bhavan Salem.	—do—	—do—	The Management have agreed to pay 1½ months wages as Bonus to each worker for the year 1964-65.
16.	Mangala Vilas Hotel, Salem	16-10-65	Bonus for the year 1964-65.	The Management agreed to pay half a month's wages to each worker as a special Bonus before Deepavali 1965.
17.	M/s. S. Palanisamy Chettiar and Sons Dyeing Factory, Gugai, Salem.	20-10-65	—do—	The Management have agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali.
18.	M/s. K. B. Seetharama Chettiar Dyeing Factory, Gugai, Salem.	—do—	—do—	The Management have agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali.
19.	The Modern Theatres Limited, Salem.	—do—	Charter of demands.	The Management have agreed to pay 1½ months full wages as Bonus to each worker for the year 1964-65. It is agreed that the other demands will be discussed separately.
20.	M/s. K. M. O. Damotharan Dyeing Factory Raja Ganapathy Street, Ammapet, Salem.	—do—	Bonus for the years 1964-65.	The Management agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
21.	M/s. K. K. Raghunatha Chettiar and Sons' Dyeing Factory, Salem.	—do—	—do—	The Management agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
22.	M/s. K. B. Arumugha Chettiar, Dyeing Factory, Rasipuram, Salem District.	—do—	—do—	The Management agreed to pay Rs. 50/- to each worker as Bonus for the year 1964-65 before Deepavali 1965.
23.	M/s. K. N. O. Kandasamy Brothers, Dyeing Factory, Gugai Salem.	—do—	—do—	The Management have agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.

(1)	(2)	(3)	(4)	(5)
24.	M/s. K.A.D. Malleswari and Brothers Sri Murugapuram Dyeing Factory, Gagai, Salem.	21-10-65	-do-	The Management agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
25.	M/s. O.K. Dasappa Chettiar and R. Krishnaswamy Chettiar, Dyeing Factory, Gagai, Salem.	-do-	-do-	The Management agreed to pay 1½ month's wages as Bonus to each worker for the year 1964-65 before Deepavali.
26.	M/s. K. Venkatarasa Chetty and Company, Dyeing Factory, Gagai, Salem.	-do-	-do-	The Management agreed to pay 1½ month's wages as Bonus to each worker for the year 1964-65 before Deepavali.
27.	M/s. P.K. Chandrasekaran and N.K.V.K. Nallayam Kumaran Dyeing Factory, Gagai Salem.	-do-	-do-	The Management agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
28.	M/s. Venkatesa Dyeing Factory Gagai, Salem.	-do-	-do-	The Management agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before December 65.
29.	M/s. G. Jeyaraman Dyeing Factory No. 4, Market Street, Gagai, Salem.	22-10-65	-do-	The Management agreed to pay 1½ month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
30.	M/s. S.M. Sambulingam Chettiar Dyeing Factory, Gagai, Salem.	-do-	-do-	The Management agreed to pay 1½ month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
31.	M/s. T. Sithalingam and Brothers Dyeing Factory, Gagai, Salem.	-do-	-do-	The Management agreed to pay one month's wages as Bonus to each worker for the year 1964-65 before Deepavali 1965.
32.	M/s. Mahatma Dyeing Factory, Gagai, Salem.	-do-	-do-	The Management agreed to pay 1 month's wages as Bonus to each worker for the period ending 23-10-1965 (i.e. Deepavali 1965) before Deepavali.

(1)	(2)	(3)	(4)	(5)
33.	M/s. Oriental Shanmugam & Co., Snuff Manufacturing Company, 20, Ekambara Chetty St., Korukupet, Madras-21.	1-10-65	Certain Demands	The management agreed to pay Rs. 75/- as bonus for the year 1964-65 to each worker in two instalments at Rs. 40/- and Rs. 35/-. It is also agreed that the average daily wages for the purposes of Holidays and Leave with wages will be fixed at Rs. 3/- per day. It is also agreed that the settlement will be in force for 3 years and to pay the same amount of bonus for the years 1965-66 and 1966-67.
34.	Gordon Woodroffes & Co., (Madras) Private Ltd., Madras.	8-10-65	Bonus for the year ending June 1965.	It is agreed that the employee eligible under the payment of Bonus Ordinance 1965 be paid 15% of the total annual earnings for the accounting year July 1964 to June 1965.
35.	Beehive Foundry Engineering Works, Madras-1.	-do-	Certain demands.	It is agreed that the management will pay 33 1/3% basic wages earned during the year 1964-65 as bonus on the usual basic, as given effect to in the previous years, in full and final settlement of the claims of the workers for the said year on 15-10-65.
36.	M/s. Indian Industrial Company, Madras-1.	12-10-65	Bonus for the year 1964-65.	The management agreed to pay 3 months basic wages as bonus for 1964-65 and 1965-66. It is also agreed that the bonus will be paid in 3 (three) instalments, i.e. 1 month basic wages for Deepavali 1965 and 1966. One month basic wages for Pongal 1966 and '67. One month basic wages by the end of December 1965 to December 1966.
37.	Hospital Equipments (Manufacturing) Company, 1, Iron Monger Street, Kondithope, Madras-1.	-do-	Non-employment of Sri V. Thangaraj and four others.	The management and the union agreed to abide by the decision of the Commissioner of Labour, Madras-3 or his nominee in respect of the non-employment of the workers.
38.	M/s. Jai Hind Type Foundry, Madras-1.	13-10-65	Bonus, wages and other demands.	It is agreed that the Management will give an adhoc increase to all workers who have put in more than one year service of Rs. 15/- in the basic salary of the workers to take effect from 1-9-65. It is agreed that the management will pay 2 months basic wages as bonus for 1964-65 in two instalments i.e. one month basic wages one week before Deepavali 1965 and one month basic wages before Pongal 1966 that any amount already paid as bonus for the year 1-64-65 will be adjusted in two instalments.

(1)	(2)	(3)	(4)	(5)
39.	Hotel Esplanade, Madras.	14-10-65	Bonus for 1964-65.	The management agreed to pay 1½ month's wage as bonus for the year 1964-65 to all the workers in full and final settlement of the bonus claim on or before 17-10-65.
40.	M/s. Oriental Glass Factory, Madras-12.	-do-	Charter of demands.	It is agreed that 4 weeks wages will be paid as bonus to all the workers for the period ending Deepavali 1965, out of which 3 weeks wages will be repaid on or before 25-10-65 and the balance before Pongal 1966. It is agreed that 3 carrier boys will be given an increase of 15 paise per day in their wages effective from 1-10-65 and also to supply sarrees to the woman workers working in the chamber and lining section.
41.	M/s. Agarwal Brothers, Steel Rolling Mills, Madras-13.	-do-	-do-	The management agreed to pay one month consolidated wages as bonus to all the workers who worked during the year 1964-65 and also to pay proportionate bonus to all persons who have worked for less than a year on or before 20-10-65.
42.	M/s. Vismittal and its branch Lachmandas & Sons, Madras.	1-10-65	-do-	The management agreed to pay 1½ months basic wages as bonus for 1964-65 in two instalments (i. e.) one month basic wages during Deepavali 1965 and the balance of ½ month's wages during Pongal 1966. Bonus will be paid similarly next year also.
43.	Mill Stores Private Ltd., Madras-1.	-do-	-do-	The management agreed to give an adhoc increment in the special allowance to the persons Kuppam and four others to take effect from 1-8-65 as detailed in the settlement.
44.	M/s. Harisons Boarding and Lodging, Sunkurama Chetty Street, Madras-1.	-do-	Bonus for 1964-65.	The management agreed to pay bonus at 1½ months wages for the year 1964-65. ½ months wages to be paid on or before 20-10-65 and the balance of one month's wages to be paid one week before Pongal 1966.
45.	Ninan's Restaurant and Madras Medical College Canteen, Madras-1.	-do-	-do-	The management agreed to pay 1½ months wages as bonus for 1964-65.

(1)	(2)	(3)	(4)	(5)
46.	Sri Bagavathi Vilas, Mint Street, Madras-3.	16-10-65	-do-	The management agreed to pay 2 months basic wages as bonus for 1964-65.
47.	M/s. Uma Printers, Madras-1	18-10-65	-do-	The management agreed to pay one month's basic wages and Rs. 10/- as bonus for 1964-65 subject to a minimum of Rs. 40/-
48.	Chitram & Company, Madras-13.	-do-	-do-	It is agreed that the management will pay Rs. 100/- on or before October 1965 to all permanent workers as advance bonus pending finalisation of bonus issue for 1964-65. In case bonus payable for the year 1964-65 falls below Rs. 100/- the excess amount will be recovered from the wages of the workers in easy instalments.
49.	East India Rubber Works (P) Ltd., 24/27, Mooker Nallamuthu Street, Madras-1.	19-10-65	Charter of demands.	It is agreed that the management will pay 4% of the total earnings of the workers as bonus for the year 1964-65. It is agreed that Sri. Kannan, and Sri N. Krishnan will be confirmed as Godown delivery boys with effect from 1-11-65 and 1-4-66 respectively. It is also agreed that the management will supply two sets of uniform to office peons and Godown delivery boys every year. For the year 1965 the supply will be made immediately.
50.	Ramakrishna Lunch Home and Sankar Cafe, Madras.	-do-	Bonus for 1964-65	The management agree to pay 40 days wages as bonus for the year 1964-65.
51.	Grand Smity Works, Madras-21.	-do-	-do-	It is agreed that the management will pay Rs 95/- as bonus to each worker for the year 1964-65.
52.	M/s. Sea Shore Traders, Madras-1.	-do-	Charter of demands.	It is agreed that the management will pay their workmen 12% each of their total annual earnings as bonus for 1964-65, in two instalments of 8% before 21-10-65 and the balance of 4% ten days before Pongal 1966.
53.	Broadway Cafe, Madras-1.	20-10-65	Bonus for 1964-65.	It is agreed that the management will pay 1½ months wages as bonus to full and final settlement of their claim for bonus for the year 1964-65. (i. e.) one month's wages will be paid on 21-10-65 and the balance of ½ month's wages one week before Pongal 1966.

(1)	(2)	(3)	(4)	(5)
54.	Electro Sales and Exports, Madras-12.	-do-	-do-	It is agreed that the management will pay one month's consolidated wages as bonus for the year 1964-65 in full and final settlement on or before 21-10-65. It is also agreed that minimum bonus will be Rs. 40/-.
55.	Sri Krishna Bhavan, No. 24, Acharappan Street, Madras-1.	-do-	-do-	It is agreed that the management will pay one month's basic wages to all the workers as bonus in full and final settlement of their claim for bonus for accounting year ending 1965.
56.	Maseys, Royapuram, Madras-13.	21-10-65	-do-	It is agreed that for the accounting year 1964-65 ending Deepavali 1965, the management will pay 2½ months basic wages as Bonus for 1964-65.
57.	Taj Roller Flour Mills Private Ltd., Madras-1.	22-10-65	-do-	The management have paid 1½ month's consolidated wages as Bonus for the year ending 1964-65.
58.	Damodhar Envelope Factory, Madaas-13.	25-10-65	Charter of demands	It is agreed that the management will pay ½ month's total wages as bonus for the year 1964-65 to all the workers employed in the establishment in full and final settlement of the claims for bonus for 1964-65. It is agreed that the workers will not be eligible for wages during the strike period and that the management will not take any disciplinary action against the workers for the strike.
59.	M/s. Kokaraya Industrial and Chemical Works, Madras-1.	27-10-65	Non - employment of one worker.	It is agreed that the management will pay Rs. 500/- on or before 30-10-65 before the Labour Officer to Sri Kumar. as compensation which includes arrear wages, leave wages, bonus etc., in full and final settlement of all his claims.
60.	Perambur Chrome Tannery,	-do-	Charter of demands.	It is agreed that the existing workload in the 22 categories of work will be revised as mentioned in the settlement with effect from 1-11-65. It is also agreed that the existing dearness allowance will be revised at 14 paise per point over 100 points of the Madras Cost of Living Index with effect from 1-11-65. It is also agreed that the workload will be reviewed with the help of an expert from Madras Productive Council, Madras.

(1)	(2)	(3)	(4)	(5)
61.	M/s. Vivekananda Industrial Engineers, Perambur, Madras-11.	29-10-65	-do-	It is agreed that the management withdraw the notice of closure and all the workers be provided employment with continuity of service. And that the workers will not be eligible for wages on 28-10-65. Dearness allowance will be revised at 18 paise per point, over 100 points. Incentive scheme will be given effect to from 1-11-65.
62.	Peirce Leslie & Co. Ltd., Race Course, Coimbatore-1.	13-10-65	Bonus for 1963-64.	The management agreed to pay 8½ per cent of the total wages as bonus for the year ended 30th November 1964 on or before 20-10-65.
63.	Nambiyar Tea Club, Gajala- kshmi Theatre, Tiruppur.	15-10-65	Bonus for 1964-65.	The management agreed to pay 2 month's basic wages as bonus to the workers for the year 1964-65 in full and final settlement of all their claims.
64.	P.C.H. (Catering Establishment) Kumaran Road, Tiruppur.	-do-	-do-	The management agreed to pay 2 month's basic wages as bonus to the workers for the year 1964-65 in full and final settlement of all their claims.
65.	Meccano Floorings Private Ltd., Patel Road, Coimbatore.	16-10-65	Charter of demands.	The management agreed to bring Pressor Helpers, Pollisher helpers and dry and Wet mixture workers under their direct control. The management agreed to pay lay of compensation at 50% of the daily wages. The management agreed to pay increased wages with retrospective effect from 15-7-65 to their workers as detailed in the settlement. The management agreed to allow casual leave with wages for 3 days in a year.
66.	Shaw Wallace and Company Limited, Karamadai.	18-10-65	Bonus for the year 1964-65.	The management agreed to pay Rs. 100/- to each worker on or before 20-10-65 as bonus for the year 1964-65.
67.	Rallis India Limited, Mettupalayam.	-do-	-do-	The management agreed to pay Rs. 53/- to each worker on or before 20-10-65 as bonus for the year 1964-65 in full and final settlement of all their claims.

(1)	(2)	(3)	(4)	(5)
68.	Krishna Mills Private Limited, Coimbatore.	19-10-65	—do—	The management agreed to pay bonus at the rate of Rs. 23-50 for male workers and Rs. 18-50 to female miscellaneous workers who have actually worked for 300 days during the year 1964-65 as per the terms of settlement in full and final settlement of all their claims and the bonus to be paid on or before 20-10-65.
69.	Coimbatore Lakshmi Cotton Press (P) Ltd., Coimbatore.	—do—	—do—	The management agreed to pay bonus to each workers for the year 1964-65 at the rate of Rs. 38-50 to male workers and Rs. 33-50 to female workers as per the terms of settlement in full and final settlement of all their claims and the amount shall be paid to them on or before 20-10-65.
70.	Lakshmi Mills Ltd., Narana- puram Ginning Factory, Coimbatore-1.	19-10-65	Bonus for the year 1964-65.	The management agreed to pay bonus to Kappas Picking, Gin feeders and Kappas carriers and kalas workers and seed removers at the rate of Rs. 9/-, Rs. 14/ and Rs. 17/- respectively on or before 20-10-65 in full and final settlement of all their claims and the amount shall be given to them on the basis of 2/3 of the total working days with a margin of 5 days grace time.
71.	M.C.S. Private Limited and U.B. Private Limited, Mettupalayam.	—do—	—do—	The management agreed to pay the workmen 20% of their earned wages as bonus for the year 1964. Out of this 12½% shall be paid on 21-10-65, and 7½% shall be paid on 10-1-66.
72.	Ideal Lodge, R.S. Puram, Coimbatore.	—do—	—do—	The management agreed to pay 2½ month's basic wages each as bonus for the year 1964-65 in full and final settlement subject to a minimum of Rs. 40/- A proportionate rates of bonus to those workers who have put in less than one year of service.

(1)	(2)	(3)	(4)	(5)
73.	Gandhidasan Achagam, Coimbatore-9.	—do—	—do—	The management agreed to pay on or before 20-10-65 to the workers at 10% of the total earnings of each worker for the year 1964-65.
74.	Coimbatore Coffee Curing Works, Coimbatore.	20-10-65	—do—	The management agreed to pay bonus on or before 20-10-65 to the workers at 16% of the total earnings of each worker for the year 1964-65.
75.	Sarada Trading Company, Coimbatore.	—do—	—do—	The management agreed to pay the female workers a bonus of 16 paise per day for the days actually worked by them during the year in full and final settlement of all their claims and also agreed to pay bonus at the same rate to those who are enjoying Maternity leave, festival holidays and leave with wages. All female workers who have worked for more than 30 days shall be paid bonus on a pro-rata basis.
76.	Pandya and Co., Coimbatore-2.	—do—	—do—	The management agreed to pay the female workers a bonus of 16 paise per day for the days actually worked by them during the year in full and final settlement of all their claims and also agreed to pay bonus at the same rate to those who are enjoying Maternity leave, festival holidays and leave with wages. All female workers who have worked for more than 30 days shall be paid bonus on a pro-rata basis.
77.	Metha and Company, Coimbatore.	—do—	—do—	The management agreed to pay the female workers a bonus of 16 paise per day for the days actually worked by them during the year in full and final settlement of all their claims and also agreed to pay bonus at the same rate to those who are enjoying Maternity leave, festival holidays and leave with wages. All female workers who have worked for more than 30 days shall be paid bonus on a pro-rata basis.

(1)	(2)	(3)	(4)	(5)
78.	Satyanaarayana & Co., Coimbatore.	—do—	—do—	The management agreed to pay the female workers a bonus of 16 paise per day for the days actually worked by them during the year in full and final settlement of all their claims and also agreed to pay bonus at the same rate to those who are enjoying Maternity leave, festival holidays and leave with wages. All female workers who have worked for more than 30 days shall be paid bonus on a pro-rata basis.
79.	Nanco Rubber and Plastics Ltd., Velandipalayam, Coimbatore.	—do—	—do—	The management agreed to pay 13% of their earned wages as bonus for the financial year ending 30th September 1965, and the payment will be made to all the workers as per the Payment of Bonus Act 1965.
80.	Champalal & Co., Coimbatore.	31—10—65	—do—	The management agreed to pay 13% of their earned wages as bonus for the financial year ending 30th September 1965, and the payment will be made to all the workers as per the Payment of Bonus Act 1965.
81.	Vijaya Kumar Cotton Press, Coimbatore.	20—10—65	—do—	The management shall pay a sum of Rs. 1500/- as bonus to all the miscellaneous workers employed in Pressing Willow Section in full and final settlement of their claim and also agreed to pay to the staff employed at half month's wages as bonus for the year 1964—65.
82.	Erode Service, Coimbatore.	—do—	General demands.	The management agreed to pay the running staff an annual bonus for the year 1964—65 at the rate of a sum of equal to 75 days wages at the rate of daily wages paid in September 1965 before 21—10—65. The management agreed to settle the general demands as per the terms of settlement.
83.	Erode Service (Central Workshop) Coimbatore.	—do—	—do—	The management agreed to pay the worker a sum equal to two months basic wages as bonus for the year 1964—65 to provide two sets of uniforms during Pongal in 1966 and to pay the workers on duty a tea allowance of 25 paise daily.

(1)	(2)	(3)	(4)	(5)
84.	Gobi Service, Coimbatore.	—do—	—do—	The management agreed to pay the running staff an annual bonus at the rate of 75 days of wages on the basis of wages paid in September 1965 for the year 1964—65 and also to settle the other demands as detailed in the settlement.
85.	Gobi Service (Central Workshop) Coimbatore.	20—10—65	General demands.	The Management agreed to pay the workers an annual bonus for the year 1964—65 a sum equal to two months' basic wages to provide two sets of uniforms during the Pongal in 1966 and to pay to the workers on duty a tea allowance of 25 paise daily.
86.	Vasantha Ginning Factory, Ganapathy, Coimbatore-6.	21—10—65	—do—	The Management agreed to pay bonus to (1) Kapas Picking press workers at the rate of Rs. 12/-, Rs. 17/- and Rs. 20/- respectively for the year 1964—65. The workers who have worked 2/3 of the total working days allowing a margin of 5 days grace will be eligible for the bonus and the remaining workers who have worked for a minimum of 30 days shall be paid bonus proportionately.
87.	Jagannatha Ginning Factory, Coimbatore.	—do—	Payment of bonus.	The management agreed to pay the workers as Deepavali bonus for the year 1964—65 as follows :— Kapas picking Rs. 9—00. Gin feeders and kapas carriers Rs. 14—00. Kalas workers and seeds Removes Rs. 17—00.
88.	Brindavan Cafe and Hotel, Singanailur, Coimbatore.	—do—	—do—	The Management agreed to pay bonus to their workers for the year 1964—65 at 15% of the total earnings of each workers subject to a minimum of Rs. 40/-. The workers who have put in less than one year service will be paid at 15% of their total earnings. The management also agreed to pay 10% of the bonus amount on or before 21—10—65 and remaining 5% on or before 15—12—65.
89.	Thulasidoss Morarjee and Company, Coimbatore.	22—10—65	—do—	It is agreed that the management shall pay the female workers a bonus of 16 paise per day for the days actually worked by them during the year.

(1)	(2)	(3)	(4)	(5)
90.	N. Krishnasamy Naidu, Cotton Merchant, Lakshmi Mills Ginning Factory, No. 2, Coimbatore.	20-10-65	—do—	The management agreed to pay to the workers Deepavali bonus for the year 1964-65 as follows:— (1) Kappas picking Rs. 9/-; (2) Gin feeders and kapas carriers Rs. 14/-; (3) Kalas workers and seed removers Rs. 17/- as detailed in the settlement.
91.	T. N. Chinnasamy Naidu, Cotton Merchant, Lakshmi Mill Ginning Factory, No. 2, Coimbatore.	—do—	—do—	The Management agreed to pay to the workers Deepavali bonus for the year 1964-65 as follows:— (1) Kappas picking Rs. 9/-; (2) Gin feeders and kapas carriers Rs. 14/-; (3) Kalas workers and seed removers Rs. 17/- as detailed in the settlement.
92.	N. Rudrappan C/o Lakshmi Mills Ginning Factory, No. 2, Coimbatore.	22-10-65	—do—	The management agreed to pay to the workers Deepavali bonus for the year 1964-65 as follows:— (1) Kappas picking Rs. 9/-; (2) Gin feeders and kapas carriers Rs. 14/-; (3) Kalas workers and seed removers Rs. 17/- as detailed in the settlement.
93.	Palaniappan and Company, Lakshmi Mills Ginning Factory, No. 2, Coimbatore.	—do—	Bonus for 1964-65.	The Management have agreed to pay to the workers Deepavali bonus for the year 1964-65 as follows:— (1) Kappas picking Rs. 9/-; (2) Gin feeders and kapas carriers Rs. 14/-; (3) Kalas workers and seed removers Rs. 17/- as detailed in the settlement.
94.	Kalaivani Press, Mettrupalayam Road, Coimbatore.	21-10-65	—do—	It is agreed that the management shall pay 3 5/8 months of annual earned wages as bonus to all the workers for the year 1964-65 ending with 30-9-65.
95.	Abdul Khadar Motor Service, Puduvayal.	7-10-65	Certain demands.	The Management agreed to pay compensation of Rs. 125/- to Sri T. R. Muthukumar and Rs. 20-00 to Sri Krishnaswamy. The Management agreed to employ Sri V. Ramasamy. Driver on a temporary basis as a driver whenever the services of the 6th driver are required. The management agreed to drop all the proceedings claiming damages against the worker R. Vellaichamy, driver

(1)	(2)	(3)	(4)	(5)
96.	K. V. Nadhan Metal Works, Karaiikudi.	15-10 5	Bonus for 1964-65, 1965-66 and 1966-67.	The management agreed to pay six per cent of the total wages earned in the year 1-10-64 to 30-9-65 and seven per cent of the total wages earned in the year 1-10-65 to 30-9-66 and seven per cent in total wages earned in the year 1-10-66 to 30-9-67 as bonus to all the piece rate workers. The management agreed to pay all the monthly paid workers as detailed in the settlement.
97.	T. R. Raghava Jyengar & Co., Metal Merchants, Pallathur.	—do—	Charter of demands.	The Management agreed to pay piece rate wages to Sri S. Solai and others as indicated in the annexure in the settlement. The revised rates of wages will take effect from 11-10-65 and they will be in force upto 31-3-67.
98.	Sentivel Bus and Lorry Service, Paramakudi.	15-10-65	Bonus for 1963, 64 and 1965.	The management agreed to pay Deepavali bonus for 1964 and 1965 as detailed in the settlement at Rs. 60/- for drivers, Rs. 50/- for conductors and Rs. 40/- for cleaners.
99.	Naganathar Motor Service (P) Ltd., Paramakudi.	—do—	—do—	The management agreed pay Rs. 60/- for drivers, Rs. 50/- for conductors, Rs. 40/- for cleaners for the year 1964 and 1965 as detailed in the settlement.
100.	Sri Balasaraswathi Transport, Palayamkottai.	11-10-65	Bonus for 1964 & 1965 and other demands.	The management agreed to pay two months' basic wages as bonus for the years 1964 and 1965.
101.	Balasaraswathi (P) Ltd., Palayamkottai.	13-10-65	Non-employment of certain workers.	The management agreed to pay notice pay and retrenchment compensation of Rs. 180/- and Rs. 190/- to Sri Mani and Sri Kumarasamy respectively and also to pay a sum of Rs. 110/- to Sri Mani and Rs. 110/- to Sri Kumarasami Naidu as bonus as detailed in the settlement.
102.	Iyerpadi Estate, Iyerpadi Post.	—do—	Dismissal of two female workers.	The management agreed to treat the dismissal of Srimathi Karuppayee and Marudayee as discharge and to take them back as new registered workers in other division of Iyerpadi Estate from 18-10-65 in view of the apologies given by them. The management agreed to provide these workers with quarters in other division adjacent to their workspot.

(1)	(2)	(3)	(4)	(5)
103.	Mookkottu Mudi Estate, Mudi Post.	—do—	Suspension of a worker.	The management agreed to reduce the punishment of suspension of Sri Mookkan for 4 days to that of warning in view of the explanation offered by him.
104.	Amaravathi Co-operative Sugar Mills Ltd., Krishnapuram Post.	18-10-65	Dismissal of a worker.	The parties agreed to leave the issue for the arbitration by the Deputy Commissioner of Labour, Coimbatore and to abide by his decision in the matter as detailed in the settlement.
105.	Nagamam Mills Ltd., Nagercoil.	1-10-65	Bonus for 1964-65.	The management agreed to pay a sum of Rs. 100/- to each worker as advance towards bonus for the year 1964-65 subject to final settlement of the dispute.
106.	P. M. Bus Service, Kuzhithurai.	11-10-65	Non-employment of worker.	The management agreed to pay the worker Sri R. Packianathan, a sum of Rs. 400/- which includes the deposit amount of Rs. 150/- on or before 23-10-65.
107.	Revathi Machinery Traders, Podanur.	14-10-65	Bonus for 1964-65.	It is agreed that bonus advance shall be paid on or before 16-10-65, to those who are put in services as follows:— Services of 6 months or more 4% of total wages earned or Rs. 50/- whichever is higher. Services of less than six months—4% of total wages earned or Rs. 25/- whichever is higher. Service of not more than 3 months—4% of total wages earned or Rs. 25/- whichever is higher.
108.	Renuka Engineering Works, Patel Road, Coimbatore.	—do—	Bonus for 1964.	The management agreed to pay bonus for the year 1964 as detailed in the settlement.
109.	Sri Natesar Spinning and Weaving Mills (Private) Ltd., Erode.	16-10-65	Payment of bonus for 1964-65.	The management agreed that an advance equivalent to 8½% of the total earned wages of the workers shall be paid as bonus advance, on or before 19-10-65, subject to adjustment later when bonus for 1964-65 is settled.

(1)	(2)	(3)	(4)	(5)
110.	Pioneer Foundry, Patel Road, Coimbatore.	—do—	—do—	It is agreed that the bonus equivalent to 8% of the earned wages to workers for the period from 1-10-65 to 30-9-65 shall be paid as bonus for the year 1964-65. It is also agreed that if the bonus amount of 8% for 1964-65 falls below what was paid during the previous year, the difference shall also be paid.
111.	Sri Ramakrishna Mission Vidyalaya, Industrial Section, Coimbatore-11.	18-10-65	Bonus for the year 1964-65.	It is agreed the allocable surplus of Rs. 25562-57 based on the audited balance sheet and profit and loss account for the year 1964-65 and calculated as per the payment of bonus Ordinance, 1965, should be distributed as full and final bonus for the year 1964-65 as detailed in the settlement.
112.	Indian Refrigeration Industries Private Ltd., Singanallur, Coimbatore.	18-11-65	Bonus for 1964.	It is agreed that all the workers who were in service of the company during the year 1964 will be paid two months average earned wages as bonus for 1964, during January 1966, but not later than 30-1-66 and also advances towards bonus as detailed in the settlement.
113.	M/s. Industrial Engineering Company Private Ltd., Singanallur, Coimbatore-5.	18-10-65	Bonus for the year 1964-65.	It is agreed that all the workers who were in service of the company during 1-7-64 to 30-6-65 and still in service of the company as on date will be paid one month average wages of 1964-65 as advance against bonus, 75% on or before 22-10-65 and the balance on or before 7-11-65.
114.	T. R. Industrials, Kuniamuthur, Coimbatore-8.	—do—	—do—	It is agreed that the workers shall be paid on or before 20-10-65, bonus at the rate of 7% of the total earnings earned daily the period from 1-4-64 to 31-3-65 for the year 1964-65 in full and final settlement of the claims of the workers towards bonus for the year 1964-65.
115.	Ramakrishna Industrials, Peelamedu, Coimbatore.	—do—	—do—	It is agreed that the workers who are put in a service of 180 days during the year shall be paid bonus advance at 6% of their basic wages and dearness allowance earned during the year 1964-65 subject to a minimum of Rs. 60/- and shall be paid a bonus advance of Rs. 40/- or 6% of basic wages and dearness allowance earned during the year whichever is higher as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
116.	Jemini Knitting Works, Tirupur.	19-10-65	--do--	It is agreed that the worker shall be paid on or before 20-10-65, bonus for the year 1964-65 equivalent to 84 weeks' wages in full and final settlement of the claims of the workers for payment of bonus for the year 1964-65.
117.	Ganapathy Engineering Manufacturers Private Ltd., Ganapathy, Coimbatore-6.	--do--	--do--	It is agreed that all the workers who were in service of the establishment during the year 1964-65 will be paid a bonus advance of 10% of the total earnings. Workers who have joined the establishment after 1-4-65 and are in service now, will be paid a bonus advance of Rs. 30/- to be adjusted when the bonus for 1965-66 is settled.
118.	M/s. Balasubramania Foundry, Patel Road, Coimbatore.	20-10-65	--do--	It is agreed that all the workers who were in service of the establishment during the year 1964-65 shall be paid 26% of the total earnings as bonus as detailed in the settlement.
119.	Excel Industries, Velandipalayam, Coimbatore.	--do--	Payment of bonus for 1964-65.	It is agreed that the workers shall be paid bonus equivalent to 12% of the total wages of the workers as bonus for 1964-65, (i. e.) 8% subject to Rs. 50/- shall be paid before 21-10-65 and the remaining shall be paid before Pongal.
120.	Textool Company Ltd., Coimbatore.	--do--	Bonus for 1964-65.	The management agreed to pay 5% of the total earnings including all allowances or 10% of the total earnings (excluding dearness allowance) as the interim bonus whichever is advantageous to the workers on 21-10-65 which will be adjusted towards the bonus for the year 1964-65 as finally determined.
121.	M/s. Damodara Mudaliar & Co. Landing Contractor for Southern Railways, Ouddalore.	3-10-65	Charter of demands.	It is agreed that the present system of payment of Government hire charges will continue till the matter is finally decided by arbitration.
122.	Certain Tobacco Companies at Pudukkottai.	8-10-65	--do--	The management agreed to pay 7 days average pay (1st January to 31st March in a year) as Chitra Bonus for the years 1965 and 1966 respectively at the time of disbursement of Deepavali bonus for the year 1965.

(1)	(2)	(3)	(4)	(5)
123.	The Indian Steel Rolling Mills Ltd., Nagapattinam.	12-10-65	Bonus for 1963-64.	The management agreed to pay three months basic wages inclusive of adhoc allowances as exgratia bonus for 1963-64. The advance already paid will be adjusted in the amount of bonus payable.
124.	Geetha Press, Tiruchinapalli.	18-10-65	Certain demands.	The management agreed to provide wall clock on or before 1-11-65 and that they would not engage workers in overtime and were not prepared for giving allowance for evening tiffin.
125.	Asoka Betelnut Manufacturing Co., Pudukkottai.	20-10-65	Increase in wages and introduction of Provident Fund Scheme.	The management agreed to pay 64 paise per 1000 packets pasted and packed in 50 packets each with effect from 1-6-65 and that the difference in increase in wages from June 1965 to October 1965 will be disbursed on or before 28-10-65.
126.	The Amco Studios and Laboratories, Madras-26.	16-10-65	Bonus for 1964-65.	It is agreed that the management shall pay 18% of the total annual earnings drawn by the workmen during the financial year exclusive of overtime wages as bonus for 1964-65. Out of the 18%, 10% will be paid before Deepavali 1965 and the balance before Pongal 1966. For Christian and Muslims the entire bonus will be paid a week before Christmas and Ramzan respectively.
127.	Rathina Chemical Industries, St. Thomas Mount, Madras-16.	18-10-65	Certain demands.	It is agreed that the management shall pay compensation on or before 22-10-65 before the Labour Officer, as shown in the appendix to all the 14 workers in full and final settlement of all their claims and that the management shall give preference to the workers in all future appointments.
128.	Kohinoor Confectionery Private Ltd., Arcot Road, Vadapalani, Madras-26.	19-10-65	Bonus for the year ended 1964.	It is agreed that the management shall pay 16% (10% to be paid before Deepavali and the balance before Pongal) of the total annual earnings drawn by the workers during the financial year exclusive of overtime wages as bonus for the year ended 1964 as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
129.	Kolindoor Confectionery Private Ltd., Arcot Road, Vadapalani, Madras-26.	—do—	Non-employment of certain workers.	It is agreed that the management shall reinstate the workers N. Natarajan and 3 others on the terms of employment applicable to them prior to the non-employment without back wages. The workmen will report for duty on 25-10-65.
130.	T.I. Cycles of India, Ambattur.	20-10-65	Certain demands.	The management agree that 17% of the wages of each employee will be paid to and received by each employee eligible therefor and as payable under the Act as bonus for 1964-65. The management agreed to favourable consider the claims of suitable canteen employee to be recruited for factory work, and also to settle the other demands as detailed in the settlement.
131.	Kanthan Press, Kancheepuram.	21-10-65	Non-employment of a worker.	It is agreed that the workman shall call off the strike and resume work from 22-10-65 and that management shall reinstate M. Rajabather with continuity of service, but without back wages.
132.	Geo Industries and Insecticides (India) (P) Ltd., Kaladipet, Madras-19.	30-10-65	Retrenchment of workers.	It is agreed that out of 46 workers except 15 workers all others shall be reinstated with continuity of service but without back wages. It is agreed that the dispute relating to Sri V. Srinivasan and others and the dispute relating to non-employment of 15 workers shall be left to informal arbitration of the Special Deputy Commissioner of Labour, Madras, and also to settle the other demands as detailed in the settlement.
133.	Vijaya Engineering Co., Hindusthan Photo Films, Ootacamund.	8-10-65	Termination of service of 8 workmen.	The management agreed to pay the 8 workers notice pay, bonus etc. as mentioned in the settlement. The workers agreed to resume work on 11-10-65.
134.	Devarsola Estate, Devarsola Post, Nilgiris.	11-10-65	Termination of service of one worker.	The management agreed to re-employ the worker subject to the conditions mentioned in the settlement.

(1)	(2)	(3)	(4)	(5)
135.	Prospect Estate, Naduvattam.	20-10-65	Non-employment of 2 workers and election of Works Committee.	The management agreed to reinstate the worker and hold an election to the Works Committee as per the conditions mentioned in the settlement.
136.	Mysore Lodge Annex, Coonoor.	21-10-65	Bonus for the year 1965 and increase in wages.	The management agreed to pay as in the previous years. 14 month's basic pay as bonus for Deepavali 1965 in full and final settlement, on or before 22-10-65 and also to pay an increase in the existing pay of the workmen as detailed in the settlement.
137.	Dhakshina Bharath Hindi Prachar Sabha, Thirunagar, Madras-17.	1-10-65	Certain demands.	The management agreed to make permanent Sri Chellamuthu and 6 others as detailed in the settlement, and also to withdraw the transfer order issued to Sri P. Narayanan.
138.	Triplicane Urban Cooperative Society Ltd., Big Street, Madras-5.	—do—	—do—	As the management have submitted the union's demand to the Registrar of Co-operative Societies, Madras for orders, the workers agreed to resume work on 1-10-65.
139.	Sree Poolchand Sowcar, Taxi Owner, Madras.	6-10-65	Non-employment of a driver.	The management agreed to reinstate Sri Abdul Samad with continuity of service but without back wages. The work will report for duty on 7-10-65.
140.	New Elphinstone Theatre, Madras.	—do—	Certain demands.	It is agreed that the management shall pay dearness allowance to all the workers at the rate of 22 paise per point over and above 120 points of the Madras Cost of Living Index with effect from 1-10-65 and that bonus for 1963-64 and 1964-65 shall be paid as per the payment of bonus Ordinance 1965.
141.	M/s. Elite Optical Industries, Industrial Estate, Guindy, Madras-32.	7-10-65	Non-employment of a worker.	The management agreed to pay a sum of Rs. 200/- in full and final settlement of all the claims of the worker Sri Hayath Basha in respect of notice pay, leave wages, arrears of wages, earned wages, bonus etc., within 7 days from the date of settlement.

(1)	(2)	(3)	(4)	(5)
142.	Bharathi Vijayam Press, 5, Venkatchala Chettri Street, Triplicane, Madras-5.	8-10-65	Bonus and other demands.	It is agreed that the management shall pay 42 days basic wages as bonus for those workers who are getting 9 monthly salary of Rs. 60/ and above and 45 days basic wages as bonus for those who are getting 9 monthly salary less than Rs. 60/-. The above rate of bonus will be paid for each financial years 1964-65 and 1965-66 as detailed in the settlement. The management agreed to pay Rs. 800/- in full and final settlement of all the claims of the worker Nagappan Compositor as detailed in the settlement.
143.	Sri Vijayalakshmi Motor Service, Madras-15.	12-10-65	Charter of demands.	It is agreed to introduce a revised scales of wages to the running staff as detailed in the settlement, to grant 2 increments to those who have completed 5 years services and above and 1 increment to those who have less than 5 years and above one year of service. A gratuity scheme will be introduced in the terms as detailed in the settlement. The management agreed to pay 1½ months wages as bonus for the year 1963-64 and 1964-65. It is agreed to issue two sets of dresses to the workers.
144.	Easwary Bhavan, Gangu Reddy Street, Egmore, Madras-8.	12-10-65	Bonus for 1964-65.	The management agreed to pay 45 days wages as bonus for the year 1964-65 in full and final settlement of the bonus demand for 1964-65. One month's wages to be paid before Deepavali and the balance before Pongal.
145.	M/s. Nachiappa & Sons, 17, 17A, General Peters Road, Madras-2.	13-10-65	--do--	The management agreed to pay 2 months wages as bonus for 1964-65 on 14-10-65 to all the workers who are in the muster roll as on that date. It is also agreed that the amount to be paid as bonus shall be proportionate to the period of attendance put in by each worker with a minimum of thirty days of duty attended.
146.	Mangala Cafe, Mofussil Bus Stand, Madras-1.	15-10-65	--do--	It is agreed that the management shall pay one month's basic wages on or before 19-10-65 and 27 days wages or one week before Pongal 1966 in full and final settlement of their claims for bonus for the year 1964-65. For those who have not worked for the whole year bonus will be given proportionately on the above basis.

(1)	(2)	(3)	(4)	(5)
147.	Jayalakshmi Vilas, Dr. Natesan Road, Mysapore, Madras.	--do--	--do--	The management agreed to pay one month's basic wages in full and final settlement of the claims of the workmen for bonus for the year 1964-65 on or before 20-10-65. The management agreed to pay a minimum of Rs. 20/- to those who are getting pay less than Rs. 20/- and Rs. 30/- as minimum bonus for those who are getting a pay of less than Rs. 30/- but above Rs. 20/-.
148.	Udipi Lunch Home, Arcot Road, Madras-26.	15-10-65	Bonus for 1964-65.	The management agreed to pay 50 days basic wages to all the workmen in full and final settlement of all their claims for bonus for the year 1964-65 on or before 20-10-65.
149.	Jaya Vilas Hotel, Nainiappa Naicken Street, Madras-3.	--do--	--do--	The management agree to pay one month's basic wages on or one week before Pongal 1966 in full and final settlement of the claims of the workmen for bonus for the year 1964-65. Bonus will be paid proportionately to those who have not worked for the whole period.
150.	Vunmudiars Manufacturers Private Ltd., (Gumdy Factory) No. 162, Mount Road, Madras-2.	--do--	Charter of demands.	The management and workmen agreed to have the scales of wages with effect from 1-6-65 as detailed in the settlement. The management agreed to pay bonus as per Bonus Ordinance, to supply two sets of new dress to the workers before the end of May every year, and also to settle the other demands as detailed in the settlement.
151.	Basant Hotel, 49/60, Lathic Bridge Road, Adyar, Madras-20.	--do--	Closure of the establishment.	It is agreed that the management shall pay to all their workmen the amount shown in the annexure to this settlement in full and final settlement of all their claims on or before 16-10-65.
152.	Karthika Industries, Industrial Estate, Gumdy, Madras-32.	16-10-65	Charter of demands.	The management agreed to introduce the basic scales ^a detailed in the settlement, to pay a separate dearness allowance of Rs. 38/- per mensem with effect from 1-10-65, and to pay exgratia amount equivalent to 15 days wages of Rs. 40/- whichever is higher and also to settle the other demands as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
153.	M/s. Klein and Peyerl, 30, Mount Road, Madras-2.	—do—	Revision of wages and other conditions of service.	It is agreed to that the graded incremental scale of consolidated wages be introduced with effect from 1-4-65 in the place of old consolidated graded scale as detailed in the settlement, responsibility to pay production bonus and/or efficiency bonus and/or responsibility bonus and also to settle the other demands as detailed in the annexure of the settlement.
154.	Alfred Baig & Company (India) Private Ltd., 246-47 Poonamalle High Road, Madras-21.	—do—	Charter of demands.	The management agreed to reinstate the three workers with continuity of services but without back wages.
155.	Sri Ramachandra Printing Works, 177, Kayapettah High Road, Madras-14.	18-10-65	Non-employment of two workers.	The management agreed to pay a sum of Rs. 800/- in full and final settlement of all claims of the workers, K. Murugan and Dayalan including their claims for reinstatement as detailed in the settlement.
156.	Mobiles and Structural Private Ltd., 74, St. Mary's Road, Madras-59.	19-10-65	—do—	The management agreed to pay a sum of Rs. 175/- in full and final settlement of all the claims of the workers as detailed in the settlement.
157.	Triplex Dry Cleaners, 1/38 Mount Road, Madras-2.	—do—	Payment of bonus for 1964-65.	The management agreed to pay 75% of the present total monthly wages as bonus advance to all the workers for the year 1964-65, on 20-10-65 as detailed in the settlement.
158.	Coogan's Dye Castings, C. 15, Industrial Estate, Madras-32.	—do—	Bonus for 1963-64 and 1964-65.	The management agreed to pay 75% of the present total monthly wages to all the workers as bonus advance for the years 1963-64 and 1964-65 on 20-10-65 as detailed in the settlement.
159.	Bhattaram Photo Service, No. 10, Narasingapuram Street, Madras-2.	28-10-65	Non-employment of worker.	The management agreed to pay a sum of Rs. 250/- in full and final settlement of all the claims of the worker N. Shanmugam including his claim for reinstatement, on or before 25-11-65.

(1)	(2)	(3)	(4)	(5)
160.	Tepoo C. 22, Industrial Estate, Guindy, Madras-32.	27-10-65	Non-employment of a worker.	The management agreed to pay a sum of Rs. 280/- in full and final settlement of all the claims of the worker Sri Solomon including his claim for reinstatement as detailed in the settlement.
161.	Maheswari Knitting Factory, Tiruppur.	29-7-65	Non-employment of a worker.	The management agreed to reinstate the worker subject to the conditions mentioned in the settlement.
162.	The Tower Waterfall Estate, Attakatti P.O.	28-10-65	Refusal to give employment to Angamuthu.	It is agreed to leave the issue for arbitration by the Deputy Commissioner of Labour, Coimbatore and to abide by his decision in the matter.
163.	1. Sivakami Achakam. 2. Chentamil Pathal- ppagam. 3. City Press. All at Pudukkottai.	15-10-65	Bonus for 1965.	Managements agreed to pay bonus at 4% of the pay or Rs. 40/- whichever is higher to each worker for the ensuing Deepavali. The final bonus for 1964-65 will be settled in accordance with the payment of Bonus Ordinance 1965.
164.	1. Madras Ribbon Press. 2. Geethanjali Press. 3. Ramamirthan Press. All at Pudukkottai.	14-10-65	Bonus for 1954-65.	The managements agreed to pay bonus at 4% of the pay or Rs. 40/- whichever is higher to each worker for the ensuing Deepavali. The final bonus for 1964-65 will be settled in accordance with the Payment of Bonus Ordinance 1965.
165.	1. Lakshmi Printing Works. 2. Shanmuga Press. 3. Saraswathi Binding Works. Pudukkottai.	15-10-65	Bonus for 1965.	The management agreed to pay 37½ days' wages including dearness allowance as Deepavali bonus for the years 1965 and 1966 respectively as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
166.	The Salem-Erode Electricity Distribution Co. Ltd., Salem.	12-10-65	Increase in dearness allowance.	The management agreed to pay a dearness allowance of Rs. 9/- per month with effect from 1-1-65 for all the employees subject to a maximum of Rs. 150/- per mensem as interim relief pending final settlement.
167.	The Salem-Erode Electricity Distribution Co. Ltd., Salem.	12-10-65	Permanency of temporary mazdoors.	The management agreed to pay an increase of 25 paise per day in wages to the temporary mazdoor with effect from 1-10-65 in settlement of the demand.
168.	The Salem-Bangalore Sri Ranga Vilas Motors (P) Ltd., Krishnagiri.	18-10-65	Bonus for 1964-65.	The management have agreed to pay one month's wages as interim bonus for the year 1964-65 pending further discussion.
169.	B.K.P.M.G. Bus Service, Krishnagiri.	-do-	-do-	The management agreed to pay Rs. 40/- to each worker as interim bonus for the year 1964-65.
170.	B.K.P.M.M. Bus Service, Krishnagiri.	-do-	-do-	The management agreed to pay Rs. 40/- to each worker as interim bonus for the year 1964-65.
171.	B.K.P.M.M. Bus Service, Krishnagiri.	-do-	-do-	The management agreed to pay Rs. 40/- to each worker as interim bonus for the year 1964-65.

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

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues (5)
1.	Jayaram Mills Ltd., Rajapalayam. -Va- National Textile Workers Union, Rajapalayam.	11-10-55	120	Bonus for 1964-65.
2.	Ramaraju Surgical Cotton Mills Ltd., Rajapalayam. -Va- National Textile Workers Union, Rajapalayam.	11-10-65	77	Bonus for 1963-64.
3.	Sutharsanam Spinning Mills Ltd., Rajapalayam. -Va- National Textile Workers Union.	11-10-65	360	Bonus for 1963-64.
4.	Gowri House Metal Works Rajapalayam and their workers represented by National Engineering Workers Union, Rajapalayam.	3-10-65	120	Bonus for 1964.
5.	Loyal Textile Mill Ltd., Kovilpatti and Kovilpatti Labour Union (INTUC)	5-10-65	1150	The workers were paid 4% bonus pending final settlement.
6.	The Tuticorin Spinning Mills Ltd., Tuticorin and The Spinning Mill Thozilalar Sangam, Tuticorin.	11-10-65	780	The workers were paid 8% total earned wages for 1964-65 in full and final settlement.
7.	Nellai Cotton Mills, Thalaiyuthu and Nellai Cotton Workers Union.	18-10-65	300	The workers were paid 4-1/6% of their wages as advance towards bonus pending final settlement.
8.	Titan Paint and Varnish Co., Ltd., Podanur.	27-9-65	-	Retrenchment of 9 workers.
9.	Kalaikathir Achagam, Coimbatore.	10-10-65	-	Bonus for 1964-65.

3 Statement showing the Industrial Disputes referred for adjudication to the Industrial Tribunal, Madras and the Labour Courts, published in Part II, Section 1, of the Fort St. George Gazette during the month of October 1965.

Sr. 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

Madras District

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| 1. M. G. Shahani and Company (Bom) (P) Limited, Madras-19. | 1. Whether the demand of the Workmen for separate dearness Allowance in addition to the present wages is justified and if so, to fix the quantum of dearness allowance. | G. O. R. No. 2016, Industries, Labour & Co-operation, dated 6-10-65 |
|--|---|---|

2. Whether the demand of the Workmen for the introduction of a scheme of gratuity is justified and if so, to formulate a scheme.

Labour Court, Madras.

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|---|---|---|
| 2. G. Raghavulu Naidu and Sons, Madras. | Whether the non-employment of Sri D. Jambulingam, and six others is justified; and to what relief they would be entitled. | G. O. R. No. 1947, Industries, Labour & Co-operation dated 23-9-65. |
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| 3. Vikram Studios, Madras. | 1. Whether the demand for increase in Wages is justified, and if so to fix the revised scales of Wages and fix the existing incumbents in the scales so fixed. | G. O. R. No. 1959, Industries, Labour & Co-operation, dated 24-9-65. |
|----------------------------|--|--|

2. Whether the demand for making Venkateswaralu (Dhoby) permanent is justified;

3. Whether the demand for increased meals and tiffin allowance is justified and if so to fix the quantum.

4. Whether the demand for enhanced rate of batta to workers and drivers during out-door shooting is justified; and if so, to fix the rates.

(1)	(2)	(3)	(4)
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4. Ram Theatre, Madras.

1. Whether the demand for revision of the scales of Wages is justified; if so to fix the scales and to fix the incumbents in the scales so fixed.

G. O. R. No. 2018, Industries, Labour & Co-operation dated 6-10-65.

2. Whether the demand for payment of dearness allowance is justified; and if so to fix the rate.

3. Whether the demand for payment of matinee allowance is justified and if so to fix the rate.

4. Whether the demand for Bonus for 1963 and 1964 is justified, if so to fix the quantum.

5. Variety Emporium, Madras.

1. Whether the demand for fixation of wages scales is justified if so, fix scales of Wages and to fix the existing incumbents in the scales so fixed.

G. O. R. No. 2020, Industries, Labour & Co-operation dated 6-10-65.

2. Whether the demand for payment of dearness allowance is justified and if so to fix the rate.

3. Whether the demand for introduction of a gratuity scheme is justified; if so, to formulate a scheme.

4. Whether the demand for payment of additional bonus for 1963-'64 and 1964-'65 is justified, if so, to fix the quantum.

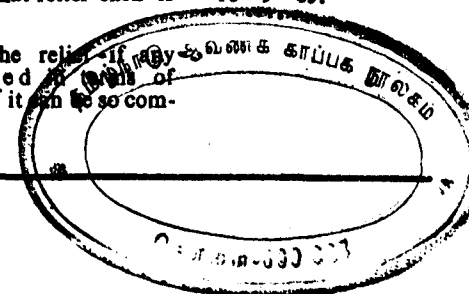
South Arcot District

6. Sri Raja Rajeswari Bus Service, Virudhachalam.

- Whether the non-employment of Sri Raja Ram and fifteen others is justified and if not to what relief each is entitled.

G. O. R. No. 1916, Industries, Labour & Co-operation, dated 18-9-65.

To compute the relief, if any awarded by way of money if it can be so computed.



(1)	(2)	(3)	(4)
	<i>Chingleput District</i>		
7. Lakshmi Silk Products, Kanchēpuram.	Whether the demand for fixation of scales of Wages is justified, if so, to fix the revised scales and to fix the existing incumbents in the scales so revised.	G. O. R. No. 2013, Industries, Labour & Co-operation dated 6-10-65.	
	Whether the non-employment of the two workmen viz., K. Natesan (Foreman) and R. Munusamy Sa is justified, if not to what relief they are entitled to		
	To compute the relief if any awarded in terms of money if it can be so computed.		
	<i>Labour Court, Madurai</i>		
	<i>Tiruchirappalli District:</i>		
8. Thiruvatar Spinning Mills, L. N. Samudram, Karur.	1. Whether the demand of the workers for revision of the existing rates of wages is justified, if so, to fix the revised Wage scales and fit the present incumbents in the scales so fixed.	G. O. R. No. 1914, Industries, Labour & Co-operation, dated 18-9-65.	
	2. Whether the existing rates of dearness allowance requires revision and if so, to fix the revised rates.		
	<i>Labour Court, Coimbatore</i>		
	<i>Salem District</i>		
9. V. Rajamanickam Pillai Transports (Private) Limited, Tiruchengode.	Whether the non-employment of Sri T. R. Thangamuthu (Driver) with effect from 31st March, 1965 is justified; and if not, to what relief he would be entitled.	G. O. Ms. No. 4754, Industries, Labour & Co-operation, (Lab) dated 8-10-65	
	To compute the relief, if any, awarded in terms of money, if it can be so computed.		

4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part II, Section I of the *Fort St. George Gazette*, during the month of October, 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.	Roopchand and Sons and Sha Harakchand Hukmichand, Madras-1.	17-18 13-10-65	G. O. R. No. 2002, Industries, Labour & Co-operation, dated 1-10-65.
<i>Tanjavur District</i>			
2.	Indian Steel Rolling Mills, Nagapattinam.	13-14 13-10-65	G. O. R. No. 1958, Industries, Labour & Co-operation, dated 24-9-65.
<i>Coimbatore District:</i>			
3.	Coimbatore Premier Corporation (P) Ltd., Coimbatore.	18-20 13-10-65	G. O. Ms. No. 4608, I. L. & C. dated 25-9-65
4.	Everest Engineering Works, Coimbatore.	6-7 20-10-65	G. O. Ms. No. 4768, Industries, Labour & Co-operation, (Lab) dated, 11-10-65.
<i>Tirunelveli District</i>			
5.	M. R. Gopalan Motor Service, Tirunelveli.	15-17 13-10-65	G. O. R. No. 2001, Industries Labour & Co-operation dated 1-10-65
<i>Labour Court, Madras</i>			
<i>Madras District</i>			
6.	V. M. Bus Service, Madras.	1-2 13-10-65	G. O. R. No. 1961, Industries, Labour & Co-operation dated 25-9-65.
7.	City Motor Service (P) Ltd., Madras	2-4 13-10-65	G. O. Ms. No. 4604, Industries, Labour & Co-operation, dated 25-9-65.
8.	Chitra Talkies, Madras.	2-3 27-10-65	G. O. R. No. 2099, Industries, Labour & Co-operation, dated, 19-10-65.

(1)	(2)	(3)	(4)
9. V. M. Bus Service, Madras.	3-4 27-10-65		G. O. R. No. 2109, Industries Labour & Co-operation, dated 20-10-65.
South Arcot District			
10. Sri Sivasakthi Bus Service, Kallakurichi.	1-2 27-10-65		G. O. R. No. 2087, Industries, Labour & Co-operation dated 16-10-65.
11. Sri Sivasakthi Bus Service, Kallakurichi.	2 27-10-65		G. O. R. No. 2088, Industries, Labour & Cooperation, dated 16-10-65.
Labour Court, Coimbatore.			
Coimbatore District			
12. Mettupalayam Coonoor Service (P) Ltd., Coimbatore.	4-6 13-10-65		G. O. Ms. No. 4688, (Lab) Industries, Labour and Co-ope- ration dated 1-10-65.
13. K. K. S. Abdul Semath Sahib Tannery. Peria Agrabaram Post, Erode.	6-8 13-10-65		G. O. Ms. No. 4690, (Lab) Industries, Labour & Co-ope- ration dated 1-10-65.
14. Textool Co. Ltd., Ganapathy Post, Coimbatore.	1-3 20-10-65		G. O. R. No. 2036, Industries, Labour & Co-operation, dated 8-10-65.
Salem District			
15. M. K. N. Bus Service, Kriahmagiri.	3-4 20-10-65		G. O. R. No. 2037, Industries, Labour & Co-operation, dated 8-10-65.
16. Literary Press, Salem.	5 20-10-65		G. O. Ms. No. 4757, (Lab) Industries, Labour and Co-ope- ration dated 8-10-65.
Labour Court, Madurai.			
Madurai District			
17. P. S. S. Transport, Madurai.	4-5 20-10-65		G. O. R. No. 2066, Industries, Labour and Co-operation dated 13-10-65.

(1)	(2)	(3)	(4)
Arbitration Award			
Sri K. RAMASWAMI GOUNDER, B.A., M.L.			
18.	Textool Co., Ltd., Coimbatore.	8-9 13-10-65	G. O. R. No. 2035, Industries, Labour & Co-operation dated 8-10-65.
19.	—do—	9 13-10-65	G. O. Ms. No. 4687, Industries, Labour & Co-operation (Lab) dated 1-10-65.
20.	—do—	10-13 13-10-65	G. O. Ms. No. 4689, Industries, Labour & Corporation (Lab) dated 1-10-65.

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 October, 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.	Madura Mills Co., Limited Ginning and Pressing Factory P.B. No. 14, Virudhunagar.	Cotton Ginning 01/010 (a)	18	27-9-65	...	Cotton season is over.	...
2.	Virudhunagar Industrial Works, Virudhunagar.	Foundry	40	11-10-65	...	Difference of opinion among partners.	No. compensation has been paid.
3.	Sri Sumuka Vilas Hotel, Big Bazaar St., Coimbatore.	Catering Establishment.	31	24-10-65	...	...	All the workers were paid compensation.
4.	Authigudi Hotel, Trichy.	Catering Establishment.	18	10-10-65	Permanent	Slump in Trade.	Compensation has been paid to all workers.
5.	Beema Central Lunch Home Trichy.	-do-	22	28-10-65	"	Due to the ill health of the proprietor.	-do-
6.	The Coimbatore Spinning and Weaving Co., Ltd.,	23/231(a)	1200	24-8-65	Till cotton is procured	Non-availability of cotton due to finance position.	-do-
7.	Basant Hotel, 59/60, Lattices Bridge Road, Madras-20.	Catering Establishment.	19	15-10-65	Permanent.	—	Compensation paid.

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received.								No. of complaints investigated and otherwise disposed of including those previously pending.	No. of complaints pending at the end of the month.
			Wages and allowances	Bonus	Personnel (dismissal and suspension, etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Coimbatore-I.	324	8	42	22	1	10	22	—	105	145	284
2.	Coimbatore-II.	163	4	68	5	—	—	5	—	82	86	159
3.	Coonoor.	59	2	—	3	—	—	8	—	13	31	32
4.	Madras-I.	64	4	15	—	—	—	—	—	19	42	41
5.	Madras-II.	117	—	21	2	3	—	20	—	46	59	104
6.	Madras-III.	63	8	9	10	—	—	16	—	43	43	63
7.	Madurai.	229	2	48	22	—	—	10	—	82	99	212
8.	Nagercoil.	20	1	—	2	—	1	2	—	6	8	18
9.	Pollachi.	22	—	1	24	—	—	4	—	29	13	38
10.	Virudhunagar.	47	—	7	9	—	—	5	—	21	30	38
11.	Salem.	87	4	21	14	—	2	17	—	58	58	87
12.	Tiruchirappalli.	78	4	12	6	—	1	22	—	45	42	81
13.	Tirunelveli.	56	6	12	19	—	2	11	—	50	38	68
14.	Vellore.	43	2	4	13	—	—	12	—	31	9	65
TOTAL		1,363	45	260	151	4	16	154	—	630	703	1,290

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

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

1. Number of Standing Orders certified as on 1-10-1965.	...	4,301
2. Number of Standing Orders certified during the month.	...	6
3. Total	...	4,307
4. Number of amendments to Standing orders certified.		1

9. Workmen's Compensation Act 1923. :—

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

	Number of accidents.	Amount of compensation.*
		Rs. nP.
(a) Death	4	* 1,25,188.85
(b) Permanent disablement	32	8,849.40
(c) Temporary disablement	66	13,277.65
Total	102	1,47,315.90

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

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed and Disposed of under the workmen's compensation Act, for October, 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	112	8	120	4	116
(b)	Non-fatal :-					
(i)	Permanent	136	13	149	8	141
(ii)	Temporary	33	1	34	...	34
2.	Deposits under Section 8 (1)					
(a)	Fatal	130	33	163	17	146
(b)	Persons under legal disability...	9	3	12	4	8
3.	Deposits under Section 8 (2)	1	...	1	...	1
4.	Memorandum of Agreement:—					
(i)	Permanent disablement	84	49	133	40	93
(ii)	Temporary disablement	4	16	20	2	18

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5.	Recovery under Section 31.	14	...	14	1	13
6.	Identification application under Section 12 (2)	8	1	9	...	9
Total	...	531	124	655	76	579

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

1. Pending as on 1-10-'65	...	793
2. Received during the month	...	62
3. Disposed of during the month	...	50
4. Pending as on 31-10-'65	...	805

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 October, 1965.

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

Pending as on 1-10-1965	...	389
Received during the month	...	28
Disposed of during the month	...	39
Pending as on 31-10-1965	...	378

12. (b) Appeal under Section 51 of the Madras Catering Establishments Act. 1958.

Pending as on 1-10-1965	...	3
Received during the month	...	1
Disposed of during the month	...	Nil
Pending as on 31-10-1965	...	4

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

Pending as on 1-10-1965	...	72
Received during the month	...	34
Disposed of during the month	...	29
Pending as on 31-10-1965	...	77

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

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

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

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

ABSTRACT

1. Total No. of registered Trade Unions as on 1-10-65	1,385
2. Total No. of trade Unions registered during September 1965	NIL
3. Total No. of Trade Unions Cancelled during the September 1965	Nil
4. Total No. of Trade Unions amalgamated, dissolved etc. during the September 1965	NIL
5. Total No. of registered Trade Unions as on 30-9-65.	1,385

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

Sl. No.	Particulars.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.		923		3,660	304	52,454	4,123	481	1,528	4,164
2.	No. of irregularities noticed.		266		351	163	1,296	1,015	39	205	341
3.	No. of cases warned.		21		48	—	519	315	19	47	68
4.	No. of prosecutions launched.		81		29	1	44	132	34	18	13
5.	No. of convictions obtained.		19		22	..	28	133	6	3	5
6.	Amount of fine imposed		Rs. 1,545/-		533/-	..	538/-	2,524/-	95/-	160/-	84/-

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 (Regulations of Conditions of Work) Act, 1958.

Minimum Wages Act, 1948

Madras Industrial Establishments (National and Festival Holidays) Act, 1958.

15 (a) Numerical List of Factorles for the month of October, 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)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1. North Arcot	212	108	170	2	2	..	3	1	3	211	109	167	487
2. South Arcot	131	7	45	2	1	..	1	..	..	132	8	45	185
3. Chingleput	345	22	58	1	..	..	6	..	..	340	22	58	420
4. Coimbatore	1,085	9	87	4	..	..	3	..	6	1086	9	81	1176
5. Kanyakumari	70	8	22	..	..	..	2	..	..	68	8	22	98
6. Madras	832	31	113	3	..	..	..	..	1	835	31	112	978
7. Madurai	464	35	45	3	..	..	11	3	1	456	32	44	532
8. The Nilgiris	131	..	8	..	..	..	..	..	3	131	..	5	136
9. Ramanathapuram	263	67	154	2	..	..	2	2	2	263	65	152	480
10. Salem	571	9	147	10	..	..	8	..	..	573	9	149	729
11. Thanjavur	305	10	178	1	..	..	3	..	..	303	10	178	491
12. Tiruchirappalli	287	9	172	1	..	..	..	..	..	288	9	172	469
13. Tirunelveli	310	110	213	3	..	..	3	3	..	310	107	213	630
Total	5,006	425	1,412	32	3	..	42	9	16	4996	419	1,396	6,811

15. (b) Numerical List of Plantations covered by the Plantations Labour Act, 1951 for the month of October, 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	..	120	22,854.72	..	..	..	..	120	22,854.72
2. Tea	..	141	66,483.98	..	..	1	..*	140	66,483.98*
3. Rubber	..	18	9,003.12	..	..	..	..	18	9,003.12
4. Cinchona	..	2	9,406.00	..	..	..	..	2	9,406.00
5. Cardamom	..	5	3,186.86	..	..	..	..	5	3,186.86
Total	..	286	1,10,934.68	..	..	1	..	285	1,10,934.68

Note: A. Number of Plantations

B. Acreage under cultivation.

* No change in the acreage, since the removal is due to amalgamation with other estate

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

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	1
20.	Food Except Beverages	...	40
21.	Beverages	...	1
22.	Tobacco	...	...
23.	Textiles	...	244
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	2
25.	Wood and cork except furniture	...	1
26.	Furniture and fixtures	...	3
27.	Paper and paper products	...	10
28.	Printing, Publishing and allied industries	...	10
29.	Leather and Leather products (except foot-wear).	...	13
30.	Rubber and rubber products	...	26
31.	Chemicals and Chemical products	1	141
32.	Products of petroleum and coal	...	1
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	41
34.	Basic Metal Industries	...	44
35.	Metal Products (except machinery and transport equipments).	...	66
36.	Machinery (except electrical machinery)	...	255
37.	Electrical Machinery, apparatus, appliances and supplies.	...	84
38.	Transport equipment	...	433
39.	Miscellaneous Industries	...	5
51.	Electricity, Gas and Steam	...	13
52.	Water and Sanitary Services	...	1
83.	Recreation Services (Cinema Studios)	...	2
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		1	1,437

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

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	3	...	...	...	...	...
2.	Card Room Machinery	25	...	...	...	...	...
3.	Drawing Frames	4	...	...	...	...	...
4.	Speed Frames	10	...	...	...	...	...
5.	Spinning Machinery	49	...	...	Nil	...	...
6.	Weaving Machinery	52	...	...	...	...	...
7.	Finishing Machinery	3	1	...	...	...	...
8.	Flying Shuttles	2	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery,	25	1	...	...	...	...
10.	Miscellaneous non-machinery Accidents	67	2	...	...	...	...
Total		240	4	...	...	...	...
JUTE MACHINERY							
		...	Nil	...	...	...	...

'A'—Fatal

'B'—Non-Fatal

17. Exemption to the following factories and establishments from the provisions of the Acts and Rules indicated below were granted during the month of October, 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.	R. Subramanian and Co., (P) Ltd., Madras.	From all Provisions of the said scheme.	With effect from 1-11-65	G. O. Ms. No. 4719, Industries, Labour and Co-operation (Labour) dated 6-10-65
FACTORIES ACT,				
2.	Brakes India Ltd., Padi, Madras-50.	From Provisions of sections 51, 52, 54, and 56 of the said Act.	Three months from 15-8-65	G. O. Ms. No. 4801, (Labour) I. L. & C. dated 11-10-65.
MADRAS BEEDI INDUSTRIAL PREMISES (REGULATION OF CONDITIONS OF WORK) ACT.				
3.	Beedi Industrial Premises in Tirunelveli District in which Beedi Industries is carried on by a women in her residence.	From the provisions of sections 3 and 4 of the said Act subject to certain conditions.	One year from 20-6-65	G. O. Ms. No. 4452, (Labour) I. L. & C. dated 16-9-65.
MINIMUM WAGES ACT.				
4.	Plantation Estates.	Provisions of sections 13 and 14 of the said Act.	One year from 10-10-65	G. O. Ms. No. 4750, I. L. & C. dated 8-10-65.

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

Report for Week the ending.	Prices of Cotton per quintal of 100 Kilograms		Prices of yarn per Bundle of	
	Cambodia.	Karunganny.	10 Lbs.	20 Lbs.
2-10-'65	Rs. 230/310	Rs. 295/310	Rs. ...	Rs. 22.75
9-10-'65	-do-	-do-	...	-do-
16-10-'65	-do-	-do-	...	-do-
23-10-'65	-do-	-do-	...	-do-
30-10-'65	-do-	-do-	...	-do-

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

Sl. No.	Centre.	Food.	Fuel and Lighting.	Cloth-ing.	House Rent.	Miscel-laneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base: Year ended June, 1936: 100).							
1.	Madras City ...	676.2	719.5(a)	504.4	413.3	568.9	617.5(b)
2.	Cuddalore ...	607	713	401	378	704	581
3.	Tiruchirapalli ...	624	514	547	352	476	559
4.	Madurai ...	661	531	555	349	438	567
5.	Colombatore ...	683	675	670	621	404	657
(Base: August, 1939: 100).							
6.	Nagercoil ...	787	536	754	392		687

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

Sl. No.	Zone	Centre.	Cost of living index numbers for the months of		Variation.
			September, 1965.	October, 1965.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	616.3	617.5(b)	+ 1.2
2.	North Arcot and South Arcot Dists.	Cuddalore ...	582.0	581.0	- 1
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	557.0	559.0	+ 2
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ..	563.0	567.0	+ 4
5.	Colombatore and Salem Dists.	Colombatore ..	643.0	657.0	+ 14
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil. ...	683.0	687.0	+ 4

MADRAS

The cost of living index numbers for working classes in Madras City for the month of October, 1965 rose by one point to 617.

The index for the food group fell by three points to 676 due mainly to a fall in the prices of rice, dhall, coconut oil, gingelly oil and ghee.

The index for the fuel and lighting group rose by nine points to 719 due to a rise in the prices of firewood and charcoal.

The index for the miscellaneous group rose by fourteen points to 569 due to an increase in the price of betel leaves and in shaving charges.

The group index numbers in respect of clothing and house-rent remained unchanged at 504 and 413 points respectively.

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

Sl. No.	Group.	Weight proportional to the total expenditure.	Group Index Numbers.	
			September, 1965.	October, 1965.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	678.8	676.2
2.	Fuel and Lighting	8.42	709.6	719.5(a)
3.	Clothing	6.10	504.3	504.4
4.	House-rent	14.57	412.8	413.3
5.	Miscellaneous	12.68	555.1	568.9
Total		100.00		
Cost of living Index Number.			616.3	617.5(b)

(a) 719.45 to two decimal places.

(b) 617.46 to two decimal places.

CUDDALORE

The cost of living index number for Cuddalore fell by one point to 581.

The index for the food-group rose by one point to 607 due mainly to an increase in the prices of dhall, vegetables, and chillies.

The index for the fuel and lighting group rose by seven points to 713 due to an increase in the price of kerosene oil.

The index for the miscellaneous group fell by thirteen points to 704 due to a fall in the prices of betel leaves and tobacco for chewing.

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 two points to 559.

The index for the food group rose by three points to 624 due mainly to an increase in the prices of coconut, milk, ghee and jaggery.

The index for the fuel and lighting group fell by fourteen points to 514 due to fall in the prices of firewood and kerosene oil.

The index for the house-rent group rose by two points to 352 due to the revision of house-rent figures.

The index for the miscellaneous group rose by five points to 476 due to a rise in the price of betel leaves.

The group index numbers in respect of clothing, and remained unchanged at 547 points.

MADURAI

The cost of living index number for Madurai rose by four points to 567.

The index for the food-group rose by four points to 661 due mainly to an increase in the prices of coconut, tamarind, gingelly oil and ghee.

The index for the fuel and lighting group rose by four points to 531 due to an increase in the prices of charcoal and kerosene oil.

The index for the clothing group rose by thirteen points to 555 due to an increase in the prices of dhoties, shirting cloth and petticoat cloth.

The group index numbers in respect of house-rent and miscellaneous remained unchanged at 349 and 438 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by fourteen points to 657.

The index for the food-group rose by nine points to 683 due mainly to an increase in the prices of rice, cholam, tamarind, and coconut oil.

The index for the fuel and lighting group fell by one point to 675 due to a fall in the price of kerosene oil.

The index for the clothing group rose by twelve points to 670 due to a rise in the price of shirting cloth.

The index for the house-rent group rose by fifty two points to 629 due to the revision of house-rent figure.

The index for the miscellaneous group rose by two points to 404 due to an increase in shaving charges.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil rose by four points to 687.

The index for the food group rose by five points to 787 due mainly to an increase in the prices of condiments, vegetables and coconut.

The index for housing group rose by one point to 536 due to a rise in the price of domestic utensils.

The index for the miscellaneous group rose by three points to 392 due to a rise in the prices of betel leaves and 'soap and toilet'.

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

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

CONSUMER PRICE INDEX NUMBERS

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

(Base : Shifted to 1949=100)

Year	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:-		
August	156	161
September	159	165
October	163	170
November	163	170
December	164	171
1965 :-		
January	165	172
February	162	167
March	159	162
April	160	163
May	161	164
June	163	168
July	168	173
August	170	177
September	172	178

* 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 September, 1965 was 237.36.

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

(2) Labour Bureau for All-India.

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

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2,99,132 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 Madras State for disbursement of Cash Benefits.

During the month of October, 1965, 1,193 insured persons received Rs. 80,118-90. by way of Cash Benefits due to Employment Injury. This includes 236 persons who are in receipt of pensions for Permanent Disablement Benefit and also 96 dependants of deceased Persons.

In the month of October, 1965, 1,374 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need Cash Benefits in the event of Sickness. During the month 26,152 claims were received and an amount of Rs. 4,47,035-88. as sickness benefit involving abstention for 1,54,463.

During the month of October, '65, 249 Insured Women claimed Rs. 48,977.06 by way of Maternity Benefit.

For recovery of arrears of contribution under the Scheme legal proceedings had to be initiated in 15 cases against defaulting employers for recovery of Rs. 9,863.06.

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

Sl. No.	Particulars.	For the month of September '65
1.	Total number of Attendance :	
	New 68,588 } Old 1,98,844 }	2,67,432
2.	No. of Medical certificates issued	71,401
3.	No. of Domiciliary visits made	102
4.	No. of Injections administered	92,796
5.	No. of X-Ray examinations	1,320
6.	No. of Laboratory examinations	3,872
7.	No. of Specialist Investigations	3,845
8.	No. of Persons admitted to Hospitals	2,532
9.	No. of bed days occupied during the month	13,567
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 16,691 } Old 24,957 }	41,648
	Diagnostic Centres	---
2.	No. of Prescriptions issued	11,392
3.	Payments made to :—	
	1. Chemists	---
	2. Insurance Medical Practitioners.	Rs. 26,403/- (Colombatore area.)

21. Employment Exchange Statistics for the Month of October, 1965.

Sl. No.	District	Total No. of registrations	Total No. of applicants placed in employment	No. of Employers used the Exchange	No. of applicants on live register on 30-10-'65	No. of vacancies Notified
1	2	3	4	5	6	7
1.	North Arcot	2,057	433	96	17,427	575
2.	South Arcot	1,557	562	163	16,482	485
3.	Chingleput	1,632	279	84	16,560	441
4.	Coimbatore	1,866	525	122	14,862	568
5.	Kanyakumari	915	137	51	14,953	96
6.	Madras	4,220	1,152	296	33,121	1,327
7.	Madurai	1,711	341	129	17,953	397
8.	The Nilgiris	637	98	45	7,001	227
9.	Ramanathapuram	959	224	74	8,729	343
10.	Salem	1,893	690	146	16,095	694
11.	Thanjavur	1,456	426	121	14,127	399
12.	Tiruchirapalli	1,637	323	110	17,514	389
13.	Tirunelveli	1,088	188	105	14,027	255
Total		21,628	5,378	1,542	2,08,851	6,196

21(a) Analysis of applicants on the Live Register of Employment Offices in Madras State on 30-9-1965 by broad occupational Groups.

Sl. No.	Employment Office area	Professional, Technical and related Workers	Administrative, Managerial and Executive	Clerical and related works	Craftsman	Other skilled workers	Unskilled workers	Persons without Work Experience	Total
						Office	Others		
1.	Arcot North	2,429	8	102	478	70	326	13,294	17,166
2.	Arcot South	1,239	77	16	297	..	62	6,427	8,499
3.	Neyveli	657	11	7	1,275	..	1,290	4,734	8,314
4.	Employment & Information Bureau Annamalai Nagar	47	3	..	..	..	..	62	112
5.	Chingleput at Guindy	2,035	4	144	2,618	79	1,077	9,923	16,695
6.	Coimbatore	1,695	61	82	797	1	923	11,230	15,449
7.	Kanyakumari at Nagercoil	2,559	33	209	1,685	..	522	8,527	15,199
8.	Madras-14	692	..	165	5,999	..	126	7,019	15,257
9.	Madras North	4	..	..	..	14	1,292	14,041	15,783
10.	Professional and Executive Employment Office, Madras.	985	428	..	..	..	..	..	1,413
11.	Employment Office for Physically Handicapped, Madras.	18	..	15	179	2	4	280	500
12.	Madurai	2,898	54	86	780	977	643	12,580	18,015
13.	The Nilgiris at Ooty	463	1	36	265	..	298	5,718	8,774
14.	Ramanathapuram	2,014	15	39	275	..	195	5,718	8,774
15.	Salem	3,806	36	39	252	..	196	12,265	17,254
16.	Tanjavar	2,128	44	154	694	..	628	10,229	14,611
17.	Tiruchirapalli	2,416	39	225	1,048	..	1,081	11,438	17,372
18.	Tirunelveli	2,700	5	64	621	..	360	10,562	14,511
Total		28,785	821	1,383	17,263	175	9,023	1,43,986	2,11,942

21(b) Analysis of applicants on the Live Registers of Employment Offices in Madras State as on 30-9-1965 according to period of Registration.

Sl. No.	Name of Employ- ment Office area	Less than one year		One year or more but less than 2 Yrs		Two years or more but less than 3 Yrs.		Three years or more		Total
		Submitted to Employer	Not Submitted	Submitted to Employer	Not Submitted	Submitted to Employer	Not Submitted	Submitted to Employer	Not Submitted	
1.	Arcot North	4,424	5,201	3,865	1,113	1,737	112	697	17	17,166
2.	Arcot South	3,610	2,196	1,941	148	448	14	142	..	8,499
3.	Neyveli	1,702	3,833	2,602	59	102	..	16	..	8,314
4.	Chingleput	4,411	6,362	3,017	1,622	972	..	311	..	8,314
5.	Coimbatore	6,368	5,763	2,436	401	394	..	87	..	16,695
6.	Kanyakumari	515	5,782	624	4,191	1,217	1,575	1,123	172	15,199
7.	Madras-14	4,696	3,009	4,207	1,796	923	190	411	25	15,257
8.	Madras (North)	192	8,111	658	4,306	1,434	466	574	42	15,783
9.	Professional & Executive	710	306	264	122	6	4	1	..	1,413
10.	Employment Office for the Physically handicapped	..	..	..	..	..	..	..	..	500*
11.	Madurai	3,061	8,811	3,886	1,250	712	205	93	..	18,018
12.	The Nilgiris	1,332	2,888	559	596	968	185	487	..	7,015
13.	Ramanathapuram	2,516	3,699	1,123	695	485	38	218	..	8,774
14.	Salem	6,574	8,340	1,693	225	328	5	84	..	17,254
15.	Thanjavur	6,342	3,019	3,343	570	1,011	21	305	..	14,611
16.	Tiruchirappalli	2,983	9,073	1,736	951	1,14	372	987	96	17,372
17.	Tirunelveli	2,288	7,596	2,485	1,055	631	..	456	..	14,511
18.	U.E.I. & G.B., Annamalainagar	58	54	..	..	..	..	..	..	112
Total		51,782	84,043	34,444	19,100	12,542	3,187	5,992	352	2,11,942

* Break up figures not available.

PAYMENT OF BONUS ORDINANCE

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

S. No.	NANE OF ESTABLISHMENT	PERIOD
1.	Greems Botton and Company Limited, 19, Second Line Beach, Post Box No. 207, Madras-1.	Time Upto 31-12-1965
2.	The Madras State Ware Housing Corporation, 9/10, Moore Street, Madras-1.	Extension of time upto 28-2-1966

ERRATA TO THE MADRAS LABOUR GAZETTE AUGUST, 1965.

Page No.	Para & Line No.	Corrections
577	Para 1, Line 15	'Harry' in place of 'Hany'
577	Para 1, last but one line	'find in those' in place of 'find in these.
578	Para 2, line 12	'Fromm' in place of 'From'
578	Para 2, line 20	'matter' in place of 'Matter'
578	Para 2, line 21	'Add' 'realised' after employers
578	Para 2, last but one line	'prosper' in place of 'proper'
578	Para 3, line 8	'could not hire' in place of 'would not Lire'
578	Para 3, line 13	'inter-personal' in place of 'inter-personnel'
578	Para 3, line 15	'genuine' in place of 'general'

LABOUR LAWS AND ADMINISTRATION

MADRAS MOTOR TRANSPORT WORKERS RULES, 1965

**(G.O. Ms. No. 5120 (Labour) Industries, Labour and Co-operation
dated 2-11-1965)**

NOTIFICATION

In exercise of the powers conferred by sub-sections (1) and (2) of section 40 of the Motor Transport Workers' Act, 1961 (Central Act 27 of 1961), the Governor of Madras hereby makes the following rules, the same having been previously published as required by sub-section (1) of the said section 40, namely:

RULES

CHAPTER I

Preliminary

1. **Short title, extent and commencement:** These rules may be called the Madras Motor Transport Workers Rules, 1965.

(2) They extend to the whole of the State of Madras.

(3) These rules, except rules 16 to 22 (inclusive) and rule 24, shall come into force at once, and rules 16 to 22 (inclusive) and rule 24 shall come into force on such date as the State Government may, by notification in the Fort St. George Gazette, appoint.

2. **Definitions:** (1) In these rules, unless the context otherwise requires,

(a) "Act" means the Motor Transport Workers' Act, 1961 (Central Act 27 of 1961);

(b) "Form" means a Form appended to these rules;

(c) "Inspector" means an Inspector appointed under section 4 and includes the Chief Inspector;

(d) "Section" means a section of the Act;

(e) "Undertaking" means a motor transport undertaking.

(f) "Unit" means a branch office of the undertaking and includes the place or the premises where a motor transport vehicle belonging to the undertaking halts;

(g) "Year" means the calendar year.

3. **Interruptions during running time:** Any interruption of less than ten minutes shall be counted towards running time.

CHAPTER II

Registration of motor transport undertakings

4. **Authority to which, the form in which and the time within which application for registration shall be made.**

(1) The authority to which an application for the registration of an undertaking shall be made shall be the chief inspector.

(2) Such application shall be in Form No. I in duplicate and shall be made—

(a) in the case of any undertaking in existence on the date on which these rules except rules 16 to 22 (inclusive) and rule 24 come into force, within sixty days from that date; and

(b) in the case of any new undertaking, not less than thirty days before the date on which it is proposed to operate such undertaking.

(3) Every application under sub-rule (1) shall be accompanied by a treasury receipt showing that the appropriate fee for the certificate of registration has been paid in the local treasury.

(4) The fees to be paid for the grant of a certificate of registration under the Act in this State shall be as specified in the table below:

Table of Fees

Maximum number of motor Transport Workers to be employed on any day during the year				Fees	
(1)				(2)	
Not more than 10				Rs.	10/-
More than	10 but not more than	25		Rs.	25/-
More than	25	-do-	50	Rs.	50/-
More than	50	-do-	100	Rs.	100/-
More than	100	-do-	250	Rs.	250/-
More than	250	-do-	500	Rs.	500/-
More than	500	-do-	750	Rs.	750/-
More than	750	-do-	1,000	Rs.	1,000/-
More than 1000				Rs.	1,500/-

Explanation: (i) For the purposes of the above sub-rule, the number of Motor Transport Workers to be employed during the year specified in column (1) of the Table of Fees referred to above shall be the maximum total number of workers employed in all the units of the undertaking within the territorial limits of the State of Madras irrespective of whether the headquarters office of the undertaking is situated within or outside this State.

Explanation (ii): A worker shall be deemed to be employed within this State, if his headquarters is within this State, that is if he resides within this State.

(5) The registration certificate issued to a motor transport undertaking by the chief inspector appointed under the Act, shall be exhibited in a conspicuous place in the head of the undertaking within a week from the date of its receipt from the chief inspector. Copies of the certificate issued by the chief inspector shall also be exhibited in a conspicuous place in the offices of all its units, referred to in the application submitted in Form No. I, within the period specified above.

5. Grant of Certificate of Registration

(1) A certificate of registration for an undertaking shall be issued to the employer of the Motor Transport undertaking by the chief inspector in Form No. II and in the case of undertakings having units outside their headquarters, copies of the said certificate shall also be sent by him simultaneously to the Inspectors of Labour concerned having jurisdiction over each of the units specified in the certificate of registration.

(2) An application for the issue of a certificate of registration may be rejected if it does not satisfy any of the provisions of the Act or of these rules governing its issue.

6. Validity of certificate of registration

Every certificate of registration issued under rule 5 shall remain in force upto the 31st December of the year for which the certificate is issued.

7. Amendment of certificate of registration

(1) The certificate of registration issued under rule 5 or renewed under rule 8, may be amended by the Chief Inspector or Inspector of Labour concerned as the case may be.

(2) The application for the amendment of a certificate of registration shall be accompanied by:

(i) a statement indicating the nature of the amendment required;

(ii) a statement showing the change in particulars already furnished in the application for registration under rule 4, which necessitates the amendment;

(iii) a treasury receipt showing that the appropriate fee for the amendment of the certificate of registration has been paid in the local treasury; and

(iv) the certificate of registration originally issued.

(3) The fee for the amendment of the certificate of registration shall be rupees five in addition to the amount, if any, by which the fee that would have been payable if the certificate of registration had been originally issued in the amended form exceeds the fee originally paid for the certificate of registration.

8. Renewal of Certificate of Registration

(1) The employer of every motor transport undertaking who has obtained a certificate of registration under rule 5 shall submit to the Inspector of Labour having jurisdiction, an application in Form No. I in duplicate for the renewal of the registration certificate. An application for renewal shall be made not less than 30 days before the date on which the certificate of registration expires and shall be accompanied by the original certificate, if it is not already available with the Inspector of Labour and the original treasury receipt for payment of the prescribed fee for such renewal.

(2) The fees payable for renewal of certificate of registration shall be as specified in the Table under sub-rule (4) of rule 4:

Provided that if the application for renewal is not sent within the time specified in sub-rule (1), but is sent after the date of expiry of the certificate of registration, an additional fee of twenty five per cent of the fee ordinarily payable for the certificate of registration shall be payable for such renewal.

Provided further that in cases where the Chief Inspector or the Inspector of Labour concerned is satisfied that delay in submission of the application is due to unavoidable circumstances beyond the control of the employer, he may reduce or remit, as he thinks fit, the payment of such excess fee.

(3) If the application has been made in accordance with this rule, the undertaking shall be deemed to be duly registered until such date as the Inspector of Labour concerned may pass orders on the application for renewal of the registration.

9. Transfer of certificate of registration

(1) An employer holding a certificate of registration may, at any time before the expiry of its validity, apply for permission to transfer the certificate to another person in Form No. III.

(2) Every application under sub-rule (1) shall be made together with the certificate of registration in original and a treasury receipt showing that a fee of rupees five has been paid in the local treasury to the Inspector of Labour concerned who shall, if he approves of the transfer, enter upon the certificate of registration under his signature an endorsement to the

effect that the certificate of registration has been transferred to the person named.

10. Procedure on death or insolvency of employer

If an employer holding a certificate of registration dies or becomes insolvent, his legal representative if he desires to carry on the business of the undertaking shall, within two months from the date of death or insolvency of the holder of the certificate of registration, make an application for the transfer of the certificate of registration to his name in Form No. III together with the certificate of registration in original and a treasury receipt showing that a fee of rupees five has been paid in the local treasury to the Inspector of Labour concerned who shall, if he approves of the transfer enter in the certificate of registration under his signature an endorsement to the effect that the certificate of registration has been transferred to the applicant.

11. Issue of duplicate certificate of registration

(1) Where a certificate of registration is lost or destroyed, the holder of the certificate of registration shall forthwith report the matter to the Chief Inspector and the Inspector of Labour concerned and apply in Form No. I to the authority who issued the certificate which was lost for the issue of a duplicate certificate. Every such application shall be accompanied by a treasury receipt showing that a fee of rupees five has been paid in the local treasury for the issue of a duplicate certificate of registration.

(2) On receipt of an application referred to in sub-rule (1), the Chief Inspector or the Inspector of Labour concerned shall furnish to the applicant a duplicate copy of the certificate of registration duly stamped "duplicate" in red ink.

12. Payment and refund of fees

(1) All fees payable under these rules shall be paid into the local Government treasury under the head of account—"XXXII—Miscellaneous—Social and Development organisations—Labour and Employment—Receipts under the Madras Motor Transport Workers Rules, 1965."

(2) If an application is rejected, the fee if any paid along with it shall be refunded.

13. Marking of the Registration number on the vehicles

The registration number of the undertaking shall be marked on the left hand side of every vehicle in letters and figures 7.6. C.M. high and 1.3. C.M. thick.

CHAPTER III

Inspecting Staff

14. Qualifications of an Inspector

No person shall be eligible for appointment as Chief Inspector or Inspector unless he is a member of the Madras General Service-Category XXVII or of an equivalent or higher category.

15. Powers of Inspectors

An Inspector shall, for carrying out the purposes of the Act, have power to do all or any of the following acts, namely:

(i) to photograph any motor transport worker, to inspect or sketch, as the case may be, any motor transport vehicle, building, room, appliance, apparatus, register or document, which is under the use, occupation or possession of any understanding, or anything provided for the purpose of securing health and welfare of motor transport workers; and

(ii) to require any employer to furnish or send any return or information relating to the provisions of the Act, or of these rules.

CHAPTER IV

Welfare and health

16. Canteens

(1) The employer of every undertaking shall provide in or near every place wherein not less than one hundred motor transport workers ordinarily call on duty during every day, an adequate canteen.

Provided, however, that motor transport undertakings which are situated within reasonable distances from one another may, with the approval of the Chief Inspector, combine and provide joint canteens and share their expenses. For this purpose, the undertakings concerned shall submit to the chief inspector particulars regarding the location of the joint canteens, the unit or units of undertakings served, the distances between each of the undertakings from the place where the canteen is proposed to be located, the number of workers employed in each of the undertakings, the manner in which the canteen is to be managed and such other particulars as may be called for by the chief inspector.

(2) The employer/employers shall submit for the prior approval of the chief inspector, plans and site plans in duplicate of the building/buildings to be constructed or adapted for use of a canteen/joint canteen/canteens.

(3) The canteen/joint canteen/canteens building shall be situated not less than 15.2 metres from any latrine, urinal or any other source of dust, smoke or obnoxious fumes.

Provided, the chief inspector may, for reasons to be recorded in writing, relax the provisions of this sub-rule subject to such conditions as he may deem fit and may require the employer to take such measures to secure the essential purpose of this rule.

(4) The canteen/joint canteen/canteens building shall be constructed or adapted in accordance with the plans approved by the chief inspector and shall accommodate at least a dining hall, kitchen, store room and pantry and also washing places separately for workers and for utensils.

(5) In every canteen/joint canteen/canteens, the floor and all inside walls upto a height of 1.2 metres from the floor shall be made of smooth impervious material; the remaining portion of the inside walls shall be made smooth by cement plaster or in any other manner approved by the Chief Inspector.

(6) The doors and windows of a canteen/joint canteen/canteens buildings shall be of fly-proof construction and shall allow adequate ventilation.

(7) The canteen/joint canteen/canteens shall be sufficiently lighted at all times when any person has access to it.

(8) (a) In every canteen/joint canteen/canteens:

(i) all inside walls of rooms and all ceiling passages and stair cases shall be limewashed, colour washed or painted, as the case may be. Lime washing or colour washing shall be carried out once in every year and painting shall be carried out once in every three years;

(ii) all wood work and all internal structural iron or steel work shall be varnished or painted once in every three years.

Provided that inside walls of the kitchen shall be lime-washed once in every four months.

(b) Records of dates on which lime-washing, colour washing, varnishing or painting, as the case may be, is carried out shall be maintained in a register in Form No. IV.

(9) The precincts of the canteen/joint canteen/canteens shall be maintained in a clean and sanitary condition. Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance. Suitable arrangement shall be made for the collection and disposal of garbage.

17. Canteen hall

(1) The dining hall shall accommodate atleast thirty per cent of the motor transport workers likely to call on duty during every day;

Provided that in any particular undertaking or in any particular class of undertakings, the State Government may, by notification in this behalf in the *Fort St. George Gazette*, alter the percentage of workers to be accommodated.

(2) The floor area of the dining hall, excluding the area occupied by service counter and any furniture, except tables and chairs, shall not be less than 0.9 square metre per diner to be accommodated under sub-rule (1).

(3) Sufficient tables, chairs or benches shall be available for the number of diners to be accommodated under sub-rule (1).

(4) (i) Wash basins with adequate water supply shall be provided in the dining hall for the use of the workers.

(ii) Soaps and towels shall be provided at the washing places in the dining hall.

18. Equipment

There shall be provided and maintained sufficient utensils, crockery, cutlery furniture and any other equipment necessary for the efficient running of the canteen.

(2) The equipment referred to in sub-rule (1) shall be maintained in a clean and hygienic condition. A service counter, if provided, shall have a top of smooth and impervious material. Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and other equipment.

19. Prices to be charged

(1) Food, drink and other items served in the canteen/joint canteen/canteens shall be sold on a non-profit basis and the prices charged shall be subject to the approval of the canteen managing committee constituted under rule 21. In the event of the committee not approving the price list or where the committee are equally divided on the issue, the price list should be sent to the chief inspector for approval.

(2) The charges per portion of food stuffs, beverages and any other items served in the canteen/joint canteen/canteens shall be conspicuously displayed in the canteen/joint canteen/canteens.

20. **Accounts:** (1) Proper accounts pertaining to the canteen/joint canteen/canteens shall be maintained. All books of accounts registers or any other documents used in connection with the running of a canteen/joint canteen/canteens shall be produced before the Inspector on demand.

(2) The accounts pertaining to the canteen/joint canteen/canteens shall be audited once in every twelve months by registered accountants and auditors. The balance sheet prepared by the said auditors shall be submitted to the canteen managing committee not later than two months of the closing of the audited accounts.

Provided that the accounts pertaining to the canteen/joint canteen/canteens in any public sector undertaking having its own Accounts Department may be audited in that Department.

21. **Canteen managing committee:** (1) The employer and in the case of a joint canteen, the employers of the undertaking concerned shall constitute a canteen managing committee which shall be consulted from time to time as to—

(a) the quality and quantity of food, drink and other items served in the canteen;

(b) the arrangement of menus;

(c) times of meals in the canteen; and

(d) any other matter as may be directed by the committee.

(2) The canteen managing committee shall consist of equal number of persons nominated by the employer, or the employers concerned in the case of a joint canteen and elected by the motor transport workers of the undertaking or of all the undertakings concerned in the case of a joint canteen as the case may be. The number of elected workers shall be in the proportion of one for every five hundred workers employed in the undertaking or undertakings as the case may be.

Provided that in no case shall there be more than five or less than two motor transport workers on the committee and in cases where the workers refuse to elect their representatives, the employer or the employers concerned shall nominate the workers' representatives.

(3) The employer/employers shall appoint, from among the persons nominated by him/them a chairman of the Canteen Managing Committee.

(4) The employer/employers shall determine and supervise the procedure for election to the canteen managing committee.

(5) The chairman and members of canteen managing committee shall hold office for a period of two years from the date on which it is constituted.

Provided that such members shall, notwithstanding the expiration of their term, continue to hold office until the constitution of the next canteen managing committee.

22. **Rest room:** (1) The employer of every undertaking shall provide a rest room which shall conform to the following standards.

(a) The building shall be soundly constructed or adopted and all the walls and roof shall be of suitable heat resisting materials and shall be waterproof. The floor and walls to the height of 0.9 metre shall be so laid or finished as to provide a smooth, hard and impervious surface.

(b) The height of every room in the building shall be not less than 3.7 metres from the floor level to the lowest part of the roof and there shall be atleast 4.6 square metres of floor area for every motor transport worker required to halt at night.

The Chief Inspector may, for reasons to be recorded in writing relax the provisions of this sub-rule subject to such conditions as he may deem fit and may require the employer to take such measures to secure the essential purpose of this sub-rule.

(c) Effective and suitable provisions shall be made in every room for securing and maintaining adequate ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting.

(d) Every rest room shall be adequately furnished with cots.

(e) Every rest room building and precincts thereof shall be kept in a clean and tidy condition.

Provided, however, that motor transport undertakings which are situated within reasonable distances from one another may, with the approval of the chief inspector, combine themselves and provide a joint rest room conforming to the above standards. For this purpose, the undertakings concerned shall submit to the chief inspector a joint application showing particulars of the location for joint rest room, the unit or units of undertaking for whom rest room is provided, the distances of each of the undertaking from the place, where the rest room is to be located and such other particulars as may be called for by the chief inspector.

Provided that where the chief inspector is satisfied that in respect of any particular place the provision of rest rooms to the above standards is not reasonably practicable, he may by order in writing approve any suitable alternative accommodation subject to such conditions as he may specify:

(f) A latrine and a bathroom shall be provided adjacent to the rest room.

(2) The employer or the employers in the case of a joint rest room shall submit for the approval of the chief inspector, plans and site plans in duplicate of the building/buildings to be constructed or adopted, for use as a rest room/joint rest room, as the case may be.

23. **Uniforms:** (1) Every employer of an undertaking shall provide free of cost for the drivers, conductors and line-checking staff uniforms and rain coats as specified in the Table below:

THE TABLE

Category of staff (1)	Particulars of articles. (2)	Quantity (3)	Period of supply (4)
1. (a) Drivers conductors Traffic Inspectors and Ticket Examiners.	(a) Cotton shirt or coat	2	Every twelve months.
	Cotton long trousers	2	
	(b) Semi-closed chappals (Pathani type)	One-pair	—do—
2. Traffic Inspectors, Ticket Examiners and other Line checking staff if required to go out in rains for their normal work.	Rain coat with cap.	One (1)	Once in every five years.

Provided that the motor transport workers belonging to any of the above categories and working in such hill areas as the State Government may by notification in the Fort St. George Gazette specify, shall in addition be provided with a woollen coat, woollen long trousers and woollen cap every three years.

(2) Unless the employer has made at his own cost adequate arrangements for the washing of uniforms provided by him under sub-rule (1) there shall be paid to the drivers, conductors and line-checking staff an allowance for washing of such uniforms at the rate of rupees two per month and such amount shall be paid in arrears on the day on which the wages or salary of the drivers, conductors and line-checking staff are paid.

24. **Medical facilities:** (1) At every place or halting station where in not less than 250 motor transport workers ordinarily call on duty during every day or halt for the day, as the case may be; a dispensary shall be provided and maintained with such equipment and drugs as the State Government may direct.

Provided however that motor transport undertakings may, with the approval of the chief inspector, combine and provide joint dispensaries and share their expenses. For this purpose, the motor transport undertakings concerned shall submit to the chief inspector particulars regarding the location of joint dispensaries, the names and addresses of the transport undertakings served, the number of workers employed in each undertaking, and such other particulars as may be called for by the chief inspector.

(2) The dispensary shall be in charge of a qualified medical practitioner, assisted by such staff as the State Government may direct. Such medical practitioner shall make himself available in the dispensary during such hours as the State Government, may by notification in the Fort St. George Gazette, specify.

(3) The dispensary shall have a floor area of at least 23.2 square meter and smooth, hard and impervious walls and floor and shall be adequately ventilated and lighted by both natural and artificial means. An adequate supply of wholesome drinking water shall be provided.

(4) At every place and halting station where less than 250 motor transport workers call on duty during every day or halt for the day as the case may be first aid boxes or cup-boards of the standard, specified in the Table below shall be provided. Every first aid box or cup-board shall be distinctively marked with a red cross on a white back ground and shall be kept stocked and in good order. Such first aid boxes of cup-boards shall be readily accessible during all working hours and shall be in charge of an employee of the undertaking who is trained in first aid.

THE TABLE

(A) For places and halting stations wherein 10 and not exceeding 50 motor transport workers ordinarily call on duty during every day.

Each first aid box or cub-board shall contain in the following equipment:

- (i) Twelve small sterilized dressings.
- (ii) Six medium size sterilized dressings.
- (iii) Six large size sterilized dressings.
- (iv) Six large size sterilized burn dressings.
- (v) Six ($\frac{1}{2}$ oz.) packets sterilized cotton wool.
- (vi) One (2 oz.) bottle containing a two per cent alcoholic solution of iodine.
- (vii) One (2 oz.) bottle containing salvolatile having the dose and mode of administration indicated on the label.
- (viii) One roll of adhesive plaster.
- (ix) One snake bite lancet.
- (x) One 1 (oz.) bottle of potassium permanganate crystals.
- (xi) One pair scissors.
- (xii) One copy of the approved first aid leaflet.

(B) For places and halting stations wherein more than 50 motor transport workers ordinarily call on duty during every day.

Each first aid box or cub-board shall contain the following equipment:

- (i) Twenty four small sterilized dressings.
- (ii) Twelve medium size sterilized dressings.
- (iii) Twelve large size sterilized dressings.
- (iv) Twelve large size sterilized burn dressings.
- (v) Twelve ($\frac{1}{2}$ oz.) packets sterilized cotton wool.
- (vi) One snake bite lancet.
- (vii) One pair scissors.
- (viii) Two (1 oz.) bottle of potassium permanganate crystals.
- (ix) One (4 oz.) bottle containing a two per cent alcoholic solution of iodine.
- (x) One (4 oz.) bottle of sal-volatile having the dose and mode of administration indicated on the label.
- (xi) One copy of the approved first aid leaflet.
- (xii) Twelve roller bandages 4 inches wide.

- (xiii) Twelve roller bandages 2 inches wide.
- (xiv) Two rolls of adhesive plaster.
- (xv) Six triangular bandages.
- (xvi) Two packets of safety pins.
- (xvii) A supply of suitable splints.
- (xviii) One tourniquet.

Provided that in respect of stage carriages plying within a municipal town or stage carriages plying both within a municipal town and outside it also but returning to the municipal town each day after completion of the scheduled trips for the day, it shall be sufficient if the first aid boxes are made available at the terminal points and at places where the motor transport workers halt.

Explanation: A motor transport worker shall be deemed to have halted at a place if he is required to break off for the day after the completion of his spell of duty at any place other than the place where he signed on.

25. First aid facilities: The contents of every first aid box which shall be provided in every motor transport vehicle shall be as specified in the table below and every such first aid box shall be distinctly marked with a red cross on the white background and shall be kept stocked and in good order.

- (i) a copy of the first-aid leaflet;
- (ii) twenty-four sterilized finger dressings;
- (iii) twelve sterilized hand or foot dressings;
- (iv) twelve sterilized large or body dressings;
- (v) one extra large, two large and three small sterilized burn dressings;
- (vi) two half-ounce packets of sterilized cotton wool;
- (vii) a bottle of 2 per cent tincture of iodine;
- (viii) a bottle of sal volatile;
- (ix) an empty bottle fitted with cork and camel hair brush for eye drops; and
- (x) two-ounce medicine glass.

CHAPTER V

Hours and Limitations of Employment

26. Extra hours of work: (1) The Chief Inspector, may on written application from an employer, subject to such conditions and for such period as he may think fit, permit motor transport workers who are engaged in the running of any motor transport service (i) on any route

or 120 kilo meters or more or (ii) on such festive or other occasions as may be certified by the Chief Inspector in the Official Gazette to work for more than 8 hours on a day or 48 hours in a week, but in no case more than 10 hours in a day or 54 hours in a week as the case may be.

(2) The authority competent to accord approval for the employer requiring or allowing any such motor transport worker as is referred to in the first proviso to section 13 to work for more than the hours of work specified in that section shall be the inspector.

(3) In any case referred to in the second proviso to section 13, an employer shall not require or allow any motor transport worker to work for more than sixteen hours in any day and seventy two hours in any week nor shall any such motor transport worker be required or allowed to work for more than the hours of work specified in section 13 unless he had atleast eight consecutive hours of rest between the termination of duty and commencement of the next duty.

27. Notice of hours of work: (1) The notice of hours of work shall be in Form No. V.

(2) It shall be,

(a) written in English, Tamil and if necessary in a language understood by a majority of motor transport workers;

(b) displayed not later than the day immediately preceding the day on which the hours of work specified in the notice may take effect, at a conspicuous place where the motor transport workers ordinarily call on duty; and

(c) maintained in a clear and legible condition.

A copy of the notice shall be sent simultaneously to the Inspector having jurisdiction over the undertaking.

Provided that if any change in the notice displayed, becomes necessary a notice of such change shall be exhibited before such change is given effect to and a copy of the said notice together with the statement of reasons for the change shall be sent simultaneously to the Inspector.

Provided further that if the Chief Inspector is of opinion that the duty schedule or any other record maintained as a part of the routine of the undertaking gives the particulars required under this rule, he may, by order in writing, direct that the maintenance of such record shall be sufficient compliance with the provisions of this rule.

28. Weekly rest: (1) Every motor transport worker shall be allowed a day of rest with wages in every period of seven days and an entry to that effect shall be made in the appropriate column in Form No. V.

(2) No motor transport worker shall be required or allowed to work on a day of rest fixed for him (here-in-after referred to as "the said day") unless—

(a) he has or will have a holiday for a whole day (here-in-after referred to as "the substituted day") on one of the three days immediately before or after the said day; and

(b) the employer has before the said day or substituted day which ever is earlier;

(i) delivered a notice at the office of the inspector of his intention to require the worker to work on the said day and of the substituted day; and

(ii) displayed a notice to that effect at the premises of the undertaking.

(iii) delivered on the employee a notice in writing requiring him to work as aforesaid.

(3) Any notice given under sub-clause (1) of clause (b) of sub-rule (2) may be cancelled by a notice delivered at the office of the inspector and to the employee concerned and a copy thereof displayed at the premises of the undertaking not later than the day before the said day or the substituted day to be cancelled, whichever is earlier.

(4) Where in accordance with the provisions of sub-rule (2) any motor transport worker works on the said day and has had a holiday on one of the three days immediately before it, that said day shall, for the purpose of calculating his weekly hours of work, be included in the week immediately preceding.

Provided that if any change in the notice displayed, becomes necessary a notice of such change shall be exhibited before such change is given effect to and a copy of the said notice together with the statement of reasons for the change shall be sent simultaneously to the inspector.

29. Compensatory holidays: (1) Every employer shall display before the end of the month in which holidays are lost, a notice showing the dates of compensatory holidays allowed during the same month or within two months immediately following at the place at which the notice of hours of work referred to in section 18 is displayed. Any subsequent change in the said notice shall be made not less than three days in advance of the date of the respective compensatory holiday.

(2) Any compensatory holiday or holidays to which a motor transport worker is entitled shall be given to him before he is discharged and dismissed and shall not be reckoned as part of any period of notice required to be given before discharge or dismissal.

30. Certificate of fitness: (1) For the purpose of examination and certification of adolescents who wish to obtain certificates of fitness, the certifying surgeon shall arrange a suitable time and place for the attendance of such persons and shall give previous notice in writing of such arrangements to the employers of undertakings or any class of undertakings within the local limits of his jurisdiction.

(2) The Certifying Surgeon shall grant the certificate of fitness in Form No. VI. The foil and counterfoil shall be filled in and the left thumb mark of the adolescent person in whose name the certificate is granted shall be taken on them. On being satisfied as to the correctness of the entries made therein and of the fitness of the adolescent person examined, he shall sign the foil and initial the counterfoil and shall deliver the foil to the adolescent person in whose name the certificate is granted. The foil so delivered shall be the certificate of fitness granted under section 23. All counterfoils shall be preserved for a period of not less than two years from the date of grant of the certificate.

(3) The Certifying Surgeon shall, upon request by the Chief Inspector, carry out such examination of adolescents and furnish him with such report as the Chief Inspector may indicate in respect of any undertaking or class of undertakings where—

(a) cases of illness have occurred which it is reasonable to believe are due to the nature of work or other conditions of work prevailing therein; or

(b) adolescents are, about to be, employed in any work which is likely to cause injury to their health.

(4) If the Certifying Surgeon is as a result of his examination of the opinion that any adolescent person employed in any undertaking is no longer fit to work he shall inform the employer in writing accordingly. On receipt of such information the employer shall not employ such person in that work for the period recommended by the Certifying Surgeon unless he is certified fit for the work by the Certifying Surgeon. The period of non-employment shall be treated as leave for which such person is eligible and if there is no leave to his credit or if such period exceeds the leave for which he may be eligible such excess period shall be treated as leave without pay.

(5) The employer shall afford to the certifying surgeon all facilities to inspect any work in which any adolescent person is employed or is likely to be employed.

(6) If the Certifying Surgeon wishes to conduct any medical examination at a place of the undertaking to be fixed in consultation with the representatives of motor transport workers the employer shall provide for the purpose of such examination for his exclusive use a room which shall be properly cleaned and adequately ventilated and lighted and furnished with a screen, a table with writing materials and chairs.

(7) If a qualified medical practitioner employed in a dispensary referred to in Chapter IV is appointed to be the Certifying Surgeon an appeal will lie against his finding to the Civil Surgeon of that area in which the undertaking is situated.

CHAPTER VI

Wages and Leave

31. **Over-time:** When any motor transport worker works for more than eight hours in any day or more than forty-eight hours in any week

or in any case referred to in the second proviso to section 13, he shall be entitled to wages in respect of overtime work at one and a half times the ordinary rate of wages.

32. **Holidays:** (1) Every motor transport worker shall be allowed in each calendar year a holiday of one whole day on the 26th January, the 15th August and the 2nd October and five other holidays, each of one whole day for such festivals as the Inspector of Labour may, in consultation with the employer and the motor transport workers, specify in respect of any undertaking.

(2) Every motor transport worker shall be paid wages at the ordinary rate of wages for each of the holidays allowed under sub-rule (1);

Provided that no such worker shall be entitled to any wages for any of the holidays allowed under sub-rule (1), other than the 26th January, the 15th August and the 2nd October, unless he has been in the service under the employer for a total period of thirty days within a continuous period of ninety days immediately preceding such holiday.

(3) (a) Every employer shall, within thirty days from the date on which these rules come into force, in the case of an undertaking in existence on that date and within thirty days from the date of commencement of operation of the undertaking in the case of any new undertaking, send in duplicate together with a copy of the notice mentioned in clause (b) to the Inspector of Labour having jurisdiction over the undertaking his proposal for the specification of festivals in Form No. VII.

Provided that in the case of any undertaking the Inspector of Labour may, if he thinks fit, extend the period within which the proposal for the specification of the festivals should be sent.

(b) The employer shall, on the day on which he sends to the Inspector of Labour, the proposal mentioned in clause (a), display at a conspicuous place where the motor transport workers ordinarily call on duty in such manner as can be readily seen and read by the motor transport workers, a notice in Form No. VIII;

Provided that the employer may consult the motor transport workers before formulating his proposal mentioned in clause (a).

(c) Objections or suggestions, if any, to the proposal of the employer shall be sent to the Inspector of Labour, having jurisdiction over the undertaking by the motor transport workers or by the trade unions representing the motor transport workers within a period of fifteen days from the date on which the notice mentioned in clause (b) is displayed under that clause.

(d) The Inspector of Labour shall, after considering the proposal of the employer and the objections and suggestions, if any, of the motor transport workers received within the period specified in clause (c) specify the five festivals for which holidays are to be allowed under sub-rule (1).

(e) The festivals specified by the Inspector of Labour under clause (d) shall be communicated to the employer in Form No. IX in duplicate. The employer shall, within seven days of receipt of the communication exhibit at a conspicuous place where the motor transport workers ordinarily call on duty a copy thereof in such manner as can be readily seen and read by the motor transport workers.

4(a) The employer or a majority of the motor transport workers or any trade union representing a substantial number of motor transport workers in any undertaking in respect of which festivals have been specified under sub-rule (1) may, at any time, apply to the Inspector of Labour for a change in all or any of the festivals so specified.

(b) The application for changing the specified festivals shall be sent to the Inspector of Labour having jurisdiction over the undertaking in Form No. X in duplicate. If such a change in all or any of the festivals specified is proposed by a majority of the motor transport workers or any trade union representing a substantial number of motor transport workers in any undertaking, a copy of the application shall also be sent to the employer.

(c) The provisions of sub-rule (3) shall, *mutatis mutandis* apply to the change of festivals under this sub-rule.

(d) The change made by the Inspector of Labour shall take effect from the 1st day of the calendar year immediately following the year in which such change is effected.

(e) Every employer shall maintain a register of holidays allowed under this rule in Form No. XI.

(5) Notwithstanding anything contained in sub-rule (1) any motor transport worker may be required by the employer to work on any holiday allowed under that sub-rule, if the employer has, not less than twenty four hours before such holiday;

(a) served on the worker a notice in writing in Form No. XII requiring him to work as aforesaid; and

(b) sent a copy of the said notice to the Inspector of Labour having jurisdiction over the area in which the undertaking is situated and displayed in the premises of the undertaking.

(6) When a motor transport worker works on any holiday allowed under sub-rule (1), he shall be entitled to wages at the ordinary rate of wages for such day and to avail himself of a substituted holiday with wages on any other day, within three days immediately preceding or succeeding the holiday on which he is required to work.

(7) The Government may by notification exempt either permanently or for any specified period, any undertaking or person or class of persons from all or any of the provisions of this rule subject to such conditions as the Government may deem fit.

Explanation I: For the purpose of the proviso to sub-rule (2), a weekly or any other holiday or authorised leave availed of by a motor transport worker shall be included in computing the period of thirty days specified therein.

Explanation II: For the purposes of sub-rules (2) and (6) and rule 31, the expression "ordinary rate of wages" means the basic wages plus such allowances including the cash equivalent of the advantage if any, accruing through concessional sale to workers of foodgrains and other articles, as the worker is for the time being entitled to, but does not include a bonus.

CHAPTER VII

Miscellaneous

33. **Leave with wages:** (1) Every employer shall maintain a register of annual leave with wages, in Form No. XIII upto date.

(2) The register of leave with wages shall be preserved for a period of three years from the date of the last entry in it and shall be produced before the Inspector on demand.

34. **Leave Book:** (1) Every employer shall provide each motor transport worker with a book in Form No. XIV (hereinafter in this rule referred to as the leave book). The leave book shall be the property of the worker and the employer or his agent shall not demand it except to make necessary entries and shall not keep it for more than a week at a time.

(2) If a motor transport worker loses his leave book, the employer shall provide him with another copy on payment of six paise and shall complete it from his records.

35. **Register of workers:** Every employer shall maintain a muster roll of all the workers employed in the undertaking in Form No. XV in which the overtime hours of work and payment therefore shall be correctly entered. This muster roll shall at all reasonable hours be available for inspection.

36. **Individual control book:** (1) No employer shall allow operation of any motor transport vehicle unless each motor transport worker travelling with the vehicle is provided with and maintains individual control book in Form No. XVI. The book shall be bound with the forms in duplicate and each form shall be numbered consecutively.

(2) Every motor transport worker travelling with the vehicle shall make entries daily in the individual control book and forward or hand over to his employer the original copy of the form on the first working day after completion of the work to which the form relates.

(3) Every employer shall maintain the original copies of the individual control book mentioned in sub-rule (2) in separate files for each motor transport worker for a period of three years and shall produce it before the Inspector on demand.

(4) Every motor transport worker travelling with the vehicle shall carry and retain with himself the individual control book for atleast six months from the date of the last entry in it and produce it for inspection on demand by an inspector.

37. **Register of compensatory holidays:** Every employer shall maintain a register of compensatory holidays in Form No. XVII which shall be preserved for a period of three years from the date of the last entry in it and shall be produced before the Inspector on demand.

38. **Maintenance of Registers:** The registers, records and notices maintained or exhibited under the provisions of these rules shall always be available in the undertaking and shall be produced or caused to be produced for inspection at all reasonable hours by any Inspector of Labour having jurisdiction.

39. **Entry in the Register:** In any Register or record which an employer is required to maintain under those rules, the entries relating to any day shall be made on such day.

40. **Exemption from liability to maintain register, records etc., in certain cases:** Notwithstanding anything contained in rules 32(4)(e), 33, 34, 35, 36, and 37, if the Chief Inspector is of the opinion that any register, muster roll or individual control book maintained as part of the routine of any undertaking or return made by the employer of any leave book or similar record issued by the employer to the worker contains in respect of any or all the workers the particulars required for the enforcement of the Act and these rules, he may by order, in writing direct that such register, muster roll, individual control book, return, leave book or similar record shall to the corresponding extent be maintained in the place of and be treated as register, the muster roll, or individual control book, return, leave book or similar record required to be maintained or provided under the aforesaid rules in respect of that undertaking.

41. **Payment of wages if the motor transport worker dies:** If a motor transport worker dies while in service or during the period of leave with wages, the balance of his wages if any, for the period of his employment including for the period of leave availed and not availed of by him and other dues if any shall be paid to his nominee within one week from the date of receipt of his claim by the employer.

(2) For the purpose of sub-rule (1) each motor transport worker shall submit a nomination in Form No. XVIII duly signed by him and attested by two witnesses. The nomination shall remain in force unless the nominee predeceases the worker, or until it is cancelled or revised by another nomination.

(3) Notwithstanding anything contained in sub-rule (1), if no person has been nominated by the deceased motor transport worker referred to in that sub-rule for receiving payment of the wages or other dues referred to therein, such wages or dues shall be paid to the legal heir or heirs of the deceased motor transport worker. The employer may, before making such payment, insist upon the production of—

(i) a certificate issued by a Tahsildar, if the amount to be paid does not exceed one thousand rupees.

(ii) a succession certificate, if such amount exceeds one thousand rupees.

42. **Appeals:** (1) The employer may appeal to the Chief Inspector against any order of an Inspector and to the State Government or such authority as the State Government may appoint in this behalf against any order of the Chief Inspector, within thirty days from the date of receipt by him of the order appealed against.

(2) The appeal shall be in the form of a memorandum and shall set forth concisely the grounds of objection to the order. The appeal shall be accompanied by a certificate copy of the order appealed against.

43. **Returns:** The employer of every undertaking shall furnish to the Inspector of Labour or other Officer appointed by State Government an annual return in duplicate in Form No. XIX by the first day of February of the year immediately succeeding to that to which it relates.

44. **Language of registers, records, etc:** All registers, records and notices required to be maintained, exhibited or furnished under these rules shall be either in Tamil or in English.

45. **Service Certificate:** Every worker shall be entitled to a service certificate at the time of leaving the service, dismissal or discharge.

APPENDIX

FORM No. I

(See sub-rule (2) of rule 4 sub-rule (1) of rule 8 and sub-rule (1) of rule 11 of the Madras Motor Transport Workers' Rules, 1965)

Application for the registration of a motor transport undertaking under sub-section (2) of section 3 of the Motor Transport Workers' Act, 1961 (Central Act 27 of 1961).

1. Name of motor transport undertaking

(i) Full address of the Head quarters of the undertaking

(ii) Full address/addresses of each of the Units of the undertaking

2. Full address to which communications relating to the motor transport undertaking including its various units should be sent

3. Nature of motor transport service e.g. passenger service, freight service

4. Details of routes

From	To	Distance	Total No. of trips per day	Total mileage per day	No. of vehicles in the route	
					Passenger service	Freight service

5. Total number of motor transport vehicles on the last date of the preceding year (with particulars of registration number of the vehicles)

6. Maximum number of motor transport workers employed on any day during the preceding year.

7. Full name of the employer and his residential address

8. Full name and residential address of other partners if the motor transport undertaking is a firm within the meaning of the Indian Partnership Act 1932 (Central Act IX of 1932) or other directors in the case of a company within the meaning of the Companies Act, 1956 (Central Act I of 1956).

9. Amount of fee Rs. (Rupees)

on (vide Challan No.) paid in Treasury enclosed)

Signature of employer

Date :

This form should be completed in ink in block letters or typed

FORM No. II

(See rule 5 of the Madras Motor Transport Workers' Rules, 1965)

Form of certificate of registration issued by under sub-section (3) of section 3 of the Motor Transport Workers' Act, 1961 (Central Act 27 of 1961).

Registration No.

Fee Rs.

Serial No.

Certificate of registration is hereby granted to (name of the employer) to operate motor transport services known as at employing not more than persons on any one day during the year subject to the provisions of the Motor Transport Workers' Act, 1961 (Central Act 27 of 1961), and the rules made thereunder.

The Certificate of registration hereby issued shall remain in force till the 31st day of December 19

The

19

Chief Inspector

Date of renewal Amount of fees paid Date of expiry Signature of the Chief Inspector

FORM No. III

(See rules 9 and 10 of the Madras Motor Transport Workers' Rules, 1965)

(Application for transfer of the Certificate of Registration)

1. Name of the Motor Transport Undertaking.

2. Full Postal address and situation of the Motor Transport undertaking including its various Units.

3. Registration certificate No.

4. Name of the persons in whose name the certificate of registration has been issued.

5. (1) the name and address of the person to whom the registration certificate is to be transferred.

(2) the reasons in brief for the proposed transfer (e.g. in the case of death or insolvency of an employer) the date of death or insolvency may be mentioned)

6. Whether the transfer of the permit under the Motor Vehicles Act has been ordered by the Regional State Transport Authority concerned.

7. Amount of fee of Rs. (Rupees)

) paid in treasury (vide Chalan

No dated)

I agree that I will accept all liabilities of the transferer in respect of labour.

Signature of the Transferee.

I agree that the registration certificate No. dated may be transferred in the name of

Signature of the transferor.

Date;

FORM No. IV

(See clause (b) of sub-rule (8) of rule 16 of the Madras Motor Transport Workers Rules, 1965. Record of Lime washing painting of canteen provided under section 8 of the Motor Transport Workers Act, 1961) (Central Act 27 of 1961)

Description of room	Parts lime-washed colour washed, varnished or painted, (e.g.) walls, ceiling, wood work etc.	Treatment, whether lime-washed, colour washed, varnished or painted	Date or which lime washing, colour washing, varnishing or painting, was carried out (according to the English Calendar).			Remarks
(1)	(2)	(3)	Day	Month	Year	(7)
			(4)	(5)	(6)	

SIGNATURE OF EMPLOYER.

FORM No. V

See sub-rule (1) of rule 27 and sub-rule (1) of rule 28 of the Madras Motor Transport Workers' Rules, 1965)

Notice of periods of work for Motor Transport Workers displayed under section 18 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961)

Name of undertaking

Place:

Category of workers	Time of signing on	Time of signing off	Code or serial No. of duty.	No. of hours of work	Day on which rest is allowed	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Drivers and Conductors						
2. Line checking staff						
3. Station and other staff						

Date on which the notice is displayed.

Signature of employer

FORM No. VI

(See sub-rule (2) of rule 30 of the Madras Motor Transport Workers Rules, 1965)

Certificate of fitness granted under section 23 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961)

1. Serial No.	Serial No.
Date	Date
2. Name	I certify that I have personally examined
3. Father's name	(name) son of
4. Residence	residing at
	who is desirous of being employed in a motor transport undertaking and that his age, as nearly as can be ascertained from my examination is
5. Date of birth If available, and/or certified age	years, and that he is fit for employment in a motor transport undertaking as an adolescent.
6. Physical fitness	His descriptive marks are.....
7. Descriptive marks	
8. Reason for	
(1) Refusal of certificate	
(2) Certificate being revoked	
Thumb impression	Thumb impression
Initials of Certifying Surgeon	Certifying Surgeon

Note: Exact details of cause of physical disability should be clearly stated.

FORM No. VII

(See clause (a) of sub-rule (3) of rule 32 of the Madras Motor Transport workers Rules, 1965.)

Notice of specification of festivals for which holidays are allowed under sub-section (1) of section 27 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961)

From

(Name and address of the employer)

To

(Designation and address of the Inspector of Labour having jurisdiction over the area in which the motor transport undertaking is situated)

I propose that the following festivals may be specified under rule 32 of the Madras Motor Transport Workers Rules, 1965 in respect of(a)..... at.....(b).....

Serial number	Description of festivals
1	
2	
3	
4	
5	

2. The total number of employees in the above motor transport undertaking.

3. A notice in Form No. VIII has been exhibited in the above undertaking on the.....
A copy of the notice aforesaid is enclosed.
4. The names of the trade unions which claim to represent the employees are.
To my knowledge there is no trade union representing the employees (c).

Yours faithfully,

Signature of the employer.

Date :

- Note :* (a) Here enter the name of the motor transport undertaking.
(b) Here enter the full address of the motor transport undertaking.
(c) Delete portion not applicable to the motor transports undertaking.
This form shall be completed in ink in block letters or typed.

FORM No VIII

(See clause (b) of sub-rule (3) of rule 32 of the Madras Motor Transport Workers' Rules, 1965).

Notice specifying the period within which objections or suggestions should be sent against the specifications of festival holidays under sub-section (1) of section 27 of the Motor Transport Workers' Act, 1961 (Central Act 27 of 1961).

I have proposed to the (a)
that the following
* festivals mentioned in column (2) of the statement below may be specified
festivals mentioned in column (3) of the statement below may be specified in lieu of the
festivals already specified and mentioned in column (2) thereof
under rule 32 of the Madras Motor Transport Workers' Rules, 1965 in respect of this
motor transport undertaking.

STATEMENT

Serial Number	Description of the festival/s	Description of festival/s proposed for specification in lieu of that/those mentioned in column (2)
(1)	(2)	(3)
1.		
2.		
3.		
4.		
5.		

2. Any employee of this motor transport undertaking or trade unions representing the employees of this motor transport undertaking may send to the above mentioned Inspector of Labour objections or suggestions, if any, to the proposal mentioned above.

3. The objections or suggestions should reach the above mentioned Inspector of Labour within a period of fifteen days from the date on which this notice is displayed in the premises of the motor transport undertaking.

Date on which the notice is exhibited, Signature of the employer.

Note : (a) Here enter the designation and address of the Inspector of Labour having jurisdiction over the area in which the motor transport undertaking is situated.

*Delete whichever is not applicable.

This Form shall be completed in ink in block letters or typed.

FORM No. IX

(See clause (e) of sub-rule (3) and clause (d) of sub-rule (4) of rule 32 of the Madras Motor Transport workers Rules, 1965.

Proceedings of the Inspector of Labour specifying or changing the festival holidays under sub-section (1) of section 27 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961).

I specify the festivals mentioned in column (2) of the statement below for which festival/s mentioned in column (3) of the statement below, in lieu of

holidays
the festival/s mentioned
.....in column (2) thereof which was/were specified for the motor transport undertaking in proceedings No. dated the for which holidays shall be granted every year to the employees in the motor transport undertaking, namely (b) at (c)

STATEMENT

Serial number	Description of festival/s	Description of festival/s specified in lieu of that those mentioned in column (2)
(1)	(2)	(3)
1.		
2.		
3.		
4.		
5.		

Date :

Signature of the Inspector of labour.

Note : (a) Here enter designation of the Inspector of Labour having jurisdiction over the area in which the motor transport undertaking is situated.

(b) Here enter the name of the motor transport undertaking.

(c) Here enter the full address of the motor transport undertaking.

Delete whichever is not applicable.

This Form shall be completed in ink in block letters or typed.

FORM No. X

(See clause (b) of sub-rule (4) of rule 32 of the Madras Motor Transport Workers Rules, 1965)

Application for changing the festival holidays specified under sub-section (1) of section 27 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961).

To

(Designation and address of the Inspector of Labour having jurisdiction over the area in which the motor transport undertaking is situated).

Sir,

Reference :—Your proceedings No.

Dated

I the employer of the motor transport undertaking namely
we, the employees in the motor transport undertaking namely
I, the Secretary of the trade union representing a substantial number of employees in the
undertaking namely,

at @ +
at @ +
propose that the festival/festivals mentioned in column (3) of the statement below may be
specified under rule 32 of the Madras Motor Transport Workers Rules, 1965, in respect of
the above motor transport undertaking @ + in lieu of the festivals/festivals
mentioned in column (2) which was/were specified in the proceedings cited.

STATEMENT

Serial Number	Description of festival/ festivals specified	@ Description of festival/ festivals proposed for specifi- cation in lieu of that/those mentioned in column (2)
(1)	(2)	(3)
1.		
2.		
3.		
4.		
5.		

2. The total number of employees in the above motor transport undertaking is.

3. A notice in Form No. VIII has been exhibited in the above motor transport undertaking on the A copy of the notice aforesaid is enclosed.

@ A copy of the application has been sent to the employer of the above mentioned motor transport undertaking by pre-paid registered post on the same date on which this is sent to you.

@@4. The names of the trade unions which claim to represent the employee are there is no trade union representing the employees

Date

Yours faithfully,

@ Signature of the employer.

Signature of the employees.

Signature of the Secretary of
the Trade Union represent-
ing a substantial number of
employees.

- Notes:** (1) This Form shall be filled in ink in block letters or typed.
(2) Against reference, the number and date of the Proceedings in which the festivals were specified shall be given.
(3) + Here enter the full name of motor transport undertaking.
(4) + Here enter the full address of the motor transport undertaking.
(5) @@ Delete the portion which is not applicable to the motor transport undertaking.
(6) @ Delete whichever is not applicable.

Form No. XI

(See clause (e) of sub-rule (4) of rule 32 of the Madras Motor Transport Workers Rules, 1965).

Register of National and Festival Holidays allowed under sub-section (1) of section 27 of the Motor Transport Workers Act, 1961 (Central Act, 27 of 1961).

Serial Number and name of the employee	Ticket Number or father's Name	Days, dates and months of the year on which National and Festival Holidays are allowed under rule 32 of the Madras Motor Transport Workers Rules, 1965.	Remarks
		(1) (2) (3) (4) (5) (6) (7) (8)	

To be marked as follows:

'H' for holidays allowed

W/D for work on double wages

W/H for work with substituted holiday

N/E if not eligible for the wages

Form No. XII.

(See clause (a) of sub-rule (5) of rule 32 of the Madras Motor Transport Workers Rules, 1965).

Form of notice requiring the employee to work on a holiday allowed
under sub-section (1) of section 27 of the Motor Transport
Workers Act, 1961 (Central Act 27 of 1961.)

Under sub-rule (5) of rule 32 of the Madras Motor Transport Workers Rules, 1965, the following employee is hereby required to work on.....which is a holiday allowed under rule 32 of the said rules.

He shall be entitled to wages at the ordinary rate of wages for such day and to avail himself of a substituted holiday with wages under sub-rule (6) of rule 32 of the said rules.

Dated at.....the.....day of 19

To

Sri (here enter the name of the employee)

Copy to the Inspector of Labour,

Signature of employer.

FORM No. XIII

(See sub-rule (1) of rule 33 of the Madras Motor Transport Workers Rules, 1965).

Register of annual leave with wages granted under section 27 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961)

Adults/Adolescents

S. No.

Name of the Undertaking.....Name of the Motor Transport Worker.....

Father's Name.....

Address.....

Date of entry into service.....

Date of discharge.....

Date and account of payment made in lieu of leave due.....

Calendar year of service	Wage period from.....to.....	Wages earned during the wage period	No. of days of work performed	Balance of leave from preceding year.	Leave to credit	Leave earned during the year, mentioned in Column 1.	Total of Columns 5 and 6	Whether leave was refused	Leave enjoyed from.....to.....	Balance of leave to credit	Normal rate of wages	Cash equivalent of advantage accruing through concessional rate of food grains & other articles.	Rate of wages for the leave period (Total of Columns 11 and 12)	REMARKS
1	2	3	4	5	6	7	8	9	10	11	12	13	14	

FORM No. XIV

(See sub-rule (1) of rule 34 of the Madras Motor Transport Workers Rules, 1965.)

Leave book showing the particulars of leave granted under section 27 of the Motor Transport Workers Act, 1961, (Central Act 27 of 1961)

Serial No.

Adults/Adolescents

Name of the Undertaking

Name of the Motor Transport Worker :

Address

Date of entry into service.

Date of discharge

Date of amount of payment made in lieu of leave due.

Calendar year of Service	Wage period from.....to.....	Wages earned during the wage period.	No. of days of work performed.	Balance of leave from preceding year	Leave earned during the year mentioned in column 1	Leave to credit	Total of Columns 5 and 6	Whether leave was refused	Leave enjoyed from.....to.....	Balance of leave to credit.	Ordinary rate of wages	Cash equivalent of advantage / accruing through concessional rate of food grains and other articles.	Rate of wages for the leave period (Total of columns 11 and 12)	REMARKS
1	2	3	4	5	6	7	8	9	10	11	12	13	14	

Note: The leave book shall be made out for each worker on thick bound sheets.

Form No. XV.

(See rule 35 of the Madras Motor Transport Workers Rules, 1965).

Name of Establishment.

Master Roll for the month of.....

Name of employer.

Address :

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Sl. No.	Name of worker.	Father's or Husband's name.	Sex.	Nature of work (designation)	Age or date of birth	Date of entry into service.	Periods of work.			Total number of hours worked during the month.	Days on which overtime work is done and extent of such overtime on each occasion.	Extent of overtime worked during the month.	Remarks	
							Time at which work commenced.	Rest interval.	Time at which work ceased.					
										Hours worked on 1, 2.....31.				

Form No. XVI

(See sub-rule (1) of rule 36 of the Madras Motor Transport Workers Rules, 1965.)

Individual control book maintained under clause (n) of sub-section (2) of section 40 of the Motor Transport Workers Act, 1961. (Central Act 27 of 1961).

Week from Sunday.....to Saturday.....19
Name of the Motor Transport Worker

Date	On duty (D) or Rest (R)	Time and place.		Spreadover	Period when vehicle was on road.	Period of interruption of five minutes or more referred to in rule 3.	Running time (7-8)	Time spent in subsidiary work.	Periods or more attendance at terminals of less than 15 minutes.	Hours of works (9+10+11)	Interval of rest.	Length of overtime worked.	Circumstances under which overtime worked.	Remarks.
		of taking up duty.	ending duty.											
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.
Sunday														
Monday														
Tuesday														
Wednesday														
Thursday														
Friday														
Saturday.														

Note :—A new working week begins at midnight on Saturday particulars of hours of work and rest on Saturday should be included in the form for the previous week and those on Sunday should be included in the form for the following week.

Date and Signature of the Motor Transport Worker.

FORM No. XVII

(See rule 37 of the Madras Motor Transport Workers Rules, 1965)

Register of Compensatory Holidays maintained under clause (h) of sub-section (2) of section 40 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961)

Serial No.	S. No. in the Register of workers.	Name	No. and date of exempting order	Weekly rest day lost due to the exempting order in					Date of compensatory holidays given in				Lost rest days carried to the next year.	REMARKS
				Year	January to March	April to June	July to September	October to December	January to March	April to June	July to September	October to December		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

FORM No. XVIII

(See sub-rule (2) of rule 41 of the Madras Motor Transport Workers Rules, 1965).

Form of nomination for payment of wages due to a deceased worker prescribed under clause (n) of sub-section (2) of section 40 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961)

I hereby certify that in the event of my death the balance of my pay, if any due and any other dues shall be paid to..... who is my..... and..... resides at.....

Signature of motor transport worker-

Witness:

(1)

(2)

FORM No. XIX

(See rule 41 of the Madras Motor Transport Workers Rules, 1965)

Annual return prescribed under clause (n) of sub-section (2) of section 40 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961)

1. Name of the Motor Transport Undertaking
- Year ending 31st December 19.....
2. Postal address
3. *Average number of workers employed daily } Adults :
Adolescents :
4. Normal hours worked per day } Adults :
Adolescents :
5. What rest intervals were given ? } Adults :
Adolescents :
6. The number of workers exempted from the provisions of sections } 13
19
7. Leave with wages.
- (i) No. of workers who are entitled to annual leave with wages during the calendar year to which this return relate : } Adults :
Adolescents :
- (ii) No. of workers who were granted leave during the year : } Adults :
Adolescents :
- (iii) No. of workers discharged or dismissed from service during the year : } Adults :
Adolescents :
- (iv) No. of discharged workers paid wages in lieu of leave. } Adults :
Adolescents :
- (v) Total amount of wages paid in lieu of leave.

* The average daily number should be calculated by dividing the aggregate number of attendances on working days by the number of working days during the year. In reckoning attendances, attendances by temporary as well as permanent employees should be counted. Attendances on separate shifts should be counted separately. Day on which the undertaking was not operating, for whatever cause, should be treated as working days.

8. Compensatory holidays:

- (i) No. of workers exempted from section 19 : } Adults :
Adolescents :
- (ii) No. of workers who received holidays in the
- (a) Same month.
- (b) Following month.
- (c) Third month.

9. Canteens

(Number of canteens and situations).

10. Medical Facilities

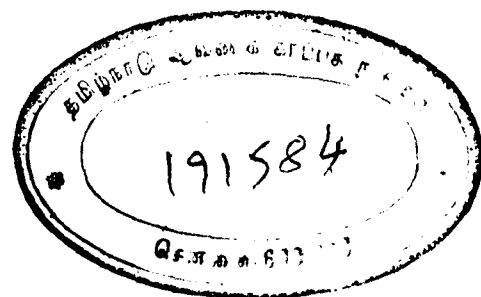
- (i) No. of dispensaries and situations.
- (ii) No. of Doctors.
- (iii) No. of Nurses.

11. Rest Rooms

- (i) Number of Rest Rooms
- (ii) Details of accommodation furniture and other equipment provided.
- (iii) Approximate average daily attendance of workers.

Date.....

Signature of employer.



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