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MADRAS LABOUR GAZETTE

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

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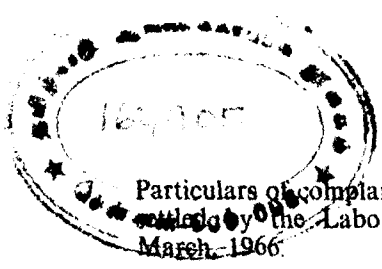
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THE

MADRAS LABOUR GAZETTE

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SPECIAL ARTICLES

திருச்சி வாஞ்ஞவி நிலையத்திலிருந்து 17—3—66ம் தேதி தொழிற்சாலை
துணை ஆணையாளர், திரு. செ. இரா. விசுவநாதன் அவர்களால்
ஒலிபரப்பப்பட்டது.

வேலையாட்கள் இழப்பீட்டுச் சட்டம்

(சிறப்பு இயல்புகள்)

நம் நாட்டில் முதல் முதலாகத் தொழிலாளர் நலத்திற்காக இயற்றப் பட்ட முக்கியமான சட்டம் 1923ம் ஆண்டு வேலையாட்கள் இழப்பீட்டுச் சட்டமே யாகும். தொழிற்சாலைகளில் இயந்திரங்களில் வேலை செய்யும் போது விபத்துக்களும் அதன் விளைவாக காயங்களும் சில விபத்துக்களில் மரணமும் ஏற்படுகின்றது. விபத்துக்களில் ஏற்படும் ஊனங்களினால் தொழிலாளர் ஓர் அளவோ, முழுதாகவோ, ஓர் குறிப்பிட்ட காலத் திற்கோ அல்லது நிரந்தரமாகவோ வேலை செய்ய இயலாத நிலை அடைந்து ஊதியம் சம்பாதிக்கும் திறமையை இழக்கின்றார். இது போன்ற வேலை செய்ய இயலாத நிலையைத் தொழிலாளர் அடையும் பொழுதும் விபத் துக்களின் விளைவாக தொழிலாளி மரணம் அடைய ஏற்பட்டாலும் அவனைச் சார்ந்த மனைவி மக்கள் வயது முதிர்ந்த தாய் தந்தையர் வயது வராத, தம்பி தங்கையர் வருவாய் இன்றி வாழ்க்கை நடத்த பெரிதும் அல்லல் உருகின்றனர். இவை போன்ற நிலைகளில் வேலையாட்களுக்கும் அவனைச் சார்ந்து அவன் வருவாயில் வாழ்க்கை நடத்தி வந்த மனைவி மக்கள் போன்ற சார்ந்தோர்களுக்கும் ஓரளவு உதவி செய்ய இந்த வேலை யாட்கள் இழப்பீட்டுச்சட்டம் வழிவகுக்கிறது. இச்சட்டப்படி முதலாளி யின் தொழில் அல்லது வாணிபத்தில் வேலைக்கு அமர்த்தப்பட்டுள்ள ஒரு தற்காலிக வேலையாளரும் உதவி பெற உரிமை உண்டு. இச்சட்டத்தின் கீழ் வேலையாள் எனக்கருதப்பட, தொழிற்சாலைகளிலோ சுரங்கங்களிலோ துறைமுகங்கள், இரயில்வேக்கள், விமானங்கள், கப்பல்கள் முதலியவை களிலோ குறிப்பிட்ட கட்டிடங்கள், அணைகள், பாலங்கள், சாலைகள் கால் வாய்கள் முதலியன கட்டுதல், செப்பணிடுதல், இடித்தல் போன்ற வேலை யில் ஈடுபட்டுள்ளோர்களும், கணக்கர், எழுத்தர் அல்லாத வேலைகளில் உள்ள காப்பி, டி, ரப்பர், கொய்னா, ஏலக்காய் தோட்டங்களில் வேலை செய்வோர், சினிமாப் படங்கள் தயாரிப்பில் ஈடுபட்டுள்ளோர், மின் விளக்குகள் பொருத்துதல், இன்னும் இதுபோன்ற விபத்துக்கள் ஏற்படக் கூடிய சட்டத்தில் குறிப்பிடப்பட்டுள்ள பலவேலைகளில் ஒன்றில் ஈடு பட்டுள்ளவராக இருக்கவேண்டும். ரூபாய் 500க்கு மேல் மாத ஊதியம் பெரும் தொழிலாளர் இச்சட்டத்தின் பலன் பெற இயலாது. தொழிலா

ளர் அரசுக்காப்பீட்டுச் சட்டம் செயலிலுள்ள தொழிற்சாலைகளில் அச்சட்டப்படி இழப்பீடு அளிக்கப்படுவதால் அவர்களுக்கும் இச்சட்டம் பொருந்தாது.

வேலையின் விளைவாக வேலையில் ஈடுபட்டு இருக்கும் பொழுது அல்லது வேலையின் தொடர்பாக ஏற்படும் விபத்தினால் தொழிலாளிக்கும் காயம் ஏற்பட்டு மூன்று நாட்களுக்கு மேல் வேலை செய்ய இயலாநிலை நீடித்தால் வேலையாளின் சராசரி மாத ஊதியப்பிரிவைப் பொருத்து இச்சட்டத்தின் நான்காம் இணைப்பில் கண்டுள்ளபடி வேலை செய்ய இயலாத நாட்களுக்கு அரைமாதத் தவணைகளில் இழப்பீட்டுத் தொகை கொடுக்கப்படும்.

கேள்வி :—விபத்தின் விளைவாக ஏற்படும் ஊனத்தினால் ஒரு தொழிலாளிக்கு நிபந்தனாகவே வேலைசெய்ய முடியாநிலை ஏற்பட்டு விட்டால் முதலாளி வேலையாளருக்கு நிரந்தரமாகக் காலவரையின்றி இழப்பீட்டுத் தொகை கொடுக்கவேண்டுமா?

பதில் :—சாதாரணமாக தற்காலிகமாய், குறுகிய காலங்களுக்கு நீடிக்கும் இயலாநிலைகளுக்கே அரை மாதத்தவணையில் இழப்பீட்டுத் தொகை கொடுக்கப்படும். விபத்தின் விளைவாக ஏற்பட்ட காயம் அல்லது ஊனத்தினால் ஏற்பட்ட வேலை செய்ய முடியாநிலை மாதங்களுக்கு மேல் நீடித்தால் முதலாளியோ தொழிலாளியோ அரைமாதத் தவணைகளில் கொடுபடும் இழப்பீட்டுத் தொகையை ஒரு மொத்தத் தொகையாக மாற்றிக் கொடுக்கும்படி தொழிலாளர் இழப்பீட்டு இணை ஆணையாளரிடம் விண்ணப்பித்துக் கொள்ளலாம்.

கேள்வி :—ஒரு தொழிலாளிக்கு வேலையின் விளைவாக ஏற்படும் விபத்தினால் ஒரு கையை இழக்க நேரிட்டால் தொழிலாளிக்கு என்ன இழப்பீட்டுத் தொகை கிடைக்கும்? அது எவ்வாறு கணக்கிடப்படுகிறது?

பதில் :—இதைப்போன்ற நிரந்தர, ஓரளவு வேலை செய்ய இயலாநிலை ஏற்பட்டால் இவற்றிற்கு சட்டத்தின் ஒன்றாவது இணைப்பில் சாதாரணமாக விபத்தின் விளைவினால் ஏற்படும் ஊனங்களும் அந்த ஊனங்களினால் ஏற்படும் வேலைசெய்ய இயலாநிலை சதவிகித அடிப்படையில் கணக்கிட்டு கொடுக்கப்பட்டுள்ளது. தோள்வரை ஒரு கை வெட்டி எடுக்கப்பட்டால் சதவிகித வேலைசெய்ய இயலாநிலை 90 என்று குறிப்பிடப்பட்டுள்ளது. அந்த தொழிலாளியின் ஊதியம் ரூ. 100/- எனக்கொண்டால் ரூ. 80/-க்கு மேல் ரூ. 100% க்கு மேற்படாத சராசரி மாத ஊதியப் பிரிவின் தொழிலாளிக்கு முழுதும் வேலை செய்ய இயலாநிலைக்குக் கொடுக்க வேண்டிய இழப்பீட்டுத்தொகை ரூ. 8400/- தோள்வரை ஒருகை இழந்ததற்கு கொடுக்க வேண்டிய இழப்பீட்டுத் தொகை இத்தொகையில் 90 சதவிகிதம். அதாவது ரூ. 7,560/- இதேபோல் வேலையின் விளைவாக ஏற்பட்ட குறிப்பிட்ட காயங்களுக்கும் ஊனங்களுக்கும் சட்டத்தில் கண்டுள்ளபடி ஊதியம் பெறும் திறன் இழப்பு கணக்கிடப்பட்டு இழப்பீட்டுத்தொகை நிர்ணயிக்கப்படுகிறது.

கேள்வி :—விபத்தினால் தொழிலாளிக்கு மரணம் ஏற்பட்டு விட்டால் இழப்பீட்டுத் தொகை யாருக்குக் கொடுக்கப்படுகிறது?

பதில் :—விபத்தின் விளைவாக தொழிலாளி மரணம் அடைந்தாலும் இழப்பீட்டுத்தொகை தொழிலாளியின் மனைவி, வயது, வராத மக்கள் விதவைத் தாயார் முதலியோர்களுக்கு அளிக்கப்படும் சராசரி மாத ஊதியம் 10/- ரூபாய் உள்ள தொழிலாளி இறந்தால் ரூபாய் 1000/- இழப்பீடும் 400/- ரூபாய்க்கு மேல் சராசரி மாத ஊதியப் பிரிவில் வரும் தொழிலாளியின் சார்ந்தோர்களுக்கு ரூபாய் 10,000/- இழப்பீடும் நிர்ணயிக்கப்பட்டுள்ளது. ரூ. 10/-க்கு மேல் ரூ. 400/-வரை உள்ள சராசரி வருமானப்பிரிவில் வரும் தொழிலாளர்களுக்கு ரூ. 7,000/-, ரூ. 8,000/- என்று படிப்படியாகத் தொகை நிர்ணயிக்கப்பட்டுள்ளது.

கேள்வி :—சராசரி மாத ஊதியப்பிரிவு எவ்வாறு கணக்கிடப்படுகிறது?

பதில் :—வேலையாளர் இழப்பீட்டுச்சட்டத்தில் ஊதியத்தைக் கணக்கிடுவதில் சம்பளத்துடன் பணமாகக் கணக்கிடக்கூடிய எல்லாச் சலுகைகளையும் நலன்களையும் சேர்த்துக் கொள்ளலாம். உதாரணமாக, பஞ்சப்படி, இலவச வீட்டின் உத்தேச வாடகை, இலாபப்பங்கீட்டு போனஸ் ஆகியவைகளையும் சம்பளத்துடன் சேர்த்துக்கொள்ளவேண்டும். ஆனால் பிரயாணப்படி, பிரயாணச்சலுகை, ஓய்வூதிய நிதி, சேமநல நிதி இவைகளுக்கு முதலாளி செலுத்தும் தொகை, வேலையில் தனிப்பட்ட தன்மையை பொருத்து ஏற்படும் தனிப்பட்ட செலவுகளுக்கு ஈடு செய்யும் பொருட்டு முதலாளி செலுத்தும் தொகைகளை சம்பளத்தில் கணக்கிடக்கூடாது.

விபத்து ஏற்படும்பொழுது அந்த வேலையில் விபத்துக்குள்ளான தொழிலாளி 12 மாதங்களுக்கு மேல் தொடர்ந்து வேலை செய்திருந்தால் விபத்து ஏற்பட்ட தேதிக்கு முன் 12 மாதங்களில் தொழிலாளி பெற்றுள்ள மொத்த ஊதியத்தை 12-ஆல் வகுத்து மாத சராசரி ஊதியத்தை நிர்ணயிக்க வேண்டும். மற்றவர்களுக்கு விபத்திற்கு முன்பு வரை தொடர்ச்சியாக, தொழிலாளி வேலை செய்த காலத்தில் அவன் சம்பாதித்த மொத்த தொகையை அந்தக் கால அளவில் அடங்கி உள்ள மொத்த நாட்களால் வகுத்து வரும் தொகையின் 30 மடங்கு, சராசரி மாத ஊதியமாகக் கொள்ளவேண்டும்.

கேள்வி :—ஒரு விபத்திற்குள்ளான தொழிலாளி தன் கவனக்குறைவினாலோ அல்லது குடிபோதையினாலோ விபத்திற்குள்ளாயிருந்தால் நஷ்டஈடு கொடுக்கப்படுமா?

பதில் :—வேலையின் விளைவாக ஏற்படும் விபத்தினால் தொழிலாளி மரணம் அடைந்தால் அத்தொழிலாளி விபத்தின் போது குடி அல்லது மருந்து போதையில் இருந்தாலும் பாதுகாப்பிற்காக பிறப்பிக்கப்பட்ட ஆணை அல்லது விதிகளை வேண்டும் என்றே மீறியிருந்தாலும், பாதுகாப்புக் கருவிகளை நீக்கி இருந்தாலும்கூட முழு நஷ்டஈட்டுத் தொகை பெற உரிமையுண்டு. ஆனால் அத்தகைய விபத்தினால் தொழிலாளி மரணம் அடையாது ஓரளவு அல்லது முழு வேலை செய்ய இயலாநிலை ஏற்பட்டிருந்தால் விபத்தின் விளைவுகளுக்கு நஷ்ட ஈடு பெறும் உரிமை கிடையாது.

கேள்வி :—விபத்திற்குட்பட்ட தொழிலாளி அல்லது அவனைச்சார்ந்தோர் நஷ்ட ஈடு பெற மேற்கொள்ளவேண்டிய நடவடிக்கைகள் என்ன?

பதில் :—இச்சட்டத்திற்குட்பட்ட வேலையாட்களுக்கு விபத்துக்களினால் ஏற்படும் காயம் அல்லது தீங்குகளினால் வேலைசெய்ய இயலாநிலை ஏற்பட்டால் கூடியவிரைவில் முதலாளிக்கு அல்லது தான் வேலை செய்யும் பிரிவின் நிர்வாகிக்கு விபத்து நிகழ்ந்த அறிவிப்பு கொடுக்க வேண்டும். இதில் காயம் அடைந்தவரின் பெயர், விலாசம், விபத்து நடந்த தேதி, விபத்திற்கான காரணம் முதலியன குறிக்கப்பட்டு நேரிலோ அல்லது பதிவுத்தபால் மூலமோ அனுப்ப வேண்டும். விபத்து அறிவிப்புப் புத்தகம் இருந்தால் அதில் குறித்து வைக்கலாம். அறிவிப்புக் கொடுத்த 3 நாட்களுக்குள் தொழிலாளிக்கு இலவச மருத்துவ சோதனை செய்ய நிர்வாகம் ஏற்பாடு செய்தால் தொழிலாளி இணங்கவேண்டும். மருத்துவரின் ஆலோசனைப்படி நடக்கவேண்டும். நிரந்தரமான ஓரளவு அல்லது முழு அளவு வேலை செய்ய இயலாநிலை ஏற்பட்டிருந்தால், தொழிலாளி அரசினரால் பதிவு செய்யப்பட்ட மருத்துவரிடம் ஊதியம் பெறும் திறன் இழப்பின் சதவிகிதத்தை இச்சட்டத்தின் கீழ் நிர்ணயித்து மருத்துவச் சான்றிதழ் பெற வேண்டும். பின்னர் முதலாளியிடம் இழப்பீட்டுத் தொகையைக் கோரலாம். அவர் இழப்பீட்டுத்தொகை கொடுக்க மறுத்தால் சென்னை, கோவை அல்லது மதுரையில் உள்ள இழப்பீட்டு இணை ஆணையாளருக்கு தன் சராசரி மாத ஊதியப்பிரிவின்படி சேரவேண்டிய இழப்பீட்டுத் தொகைக்கு விண்ணப்பித்துக் கொள்ளலாம். இவ்விண்ணப்பத்தில் தான் பெற வேண்டிய இழப்பீட்டுத் தொகை 500/- ரூபாய்க்கு ரூ 1/- வீதம் நீதிமன்றத் தபால் விலைகள் ஒட்டவேண்டும். பின்னர் இணை ஆணையாளர்கள் விசாரணை நடத்தி நஷ்ட ஈட்டுத் தொகைக்கு உத்தரவு இடுவார்கள்.

வேலையின் விளைவாக வேலையின் பொழுது விபத்து ஏற்பட்டு அவருக்கு காயமும் வேலை செய்யா நிலையும் ஏற்பட்ட தென்பதை நிரூபித்தால் தான் நஷ்ட ஈடு பெறமுடியும். வேலைக்கும், விபத்து நடந்ததற்கும் ஓரளவு தொடர்பாவது இருத்தல் வேண்டும். இதை நிரூபிக்கும் பொறுப்பு முக்கியமாக தொழிலாளி அல்லது அவனைச் சார்ந்தோரினுடையது.

கேள்வி :—என் நண்பன் ஒருவன் ஒரு சிறு தொழிற்சாலையில் வேலையிற் சேர்ந்த ஒரே வாரத்தில் ஒரு பெரும் விபத்திற்குள்ளாகி கையில் 3 விரல்களை இழக்க நேரிட்டது. இது நடந்து 1 வருடகாலமும் ஆகி விட்டது, இதற்கு ஏதேனும் நஷ்ட ஈடு பெற முடியுமா?

பதில் :—இந்தச் சட்டத்தின் கீழ் வேலையில் சேர்ந்த முதல் நாளிலேயே விபத்து ஏற்பட்டிருந்தாலும் தன் சராசரி மாத ஊதியப்பிரிவின் அடிப்படையிலும், வேலைசெய்ய இயலா நிலையின் சதவிகிதத்தின் அடிப்படையிலும் இழப்பீட்டுத்தொகை கிடைக்கும். இழந்த விரல்களில் ஒன்று கட்டை விரலாக இருப்பின் ஊதியம் சம்பாதிக்கும் திறன் இழப்பு 50 சதவிகிதமாகக் கொள்ளவேண்டும் என்றும் சட்டத்தின் 1-ஆம் இணைப்பில் தரப்பட்டுள்ளது. அந்தத் தொழிலாளியின் சராசரி மாத ஊதியப்பிரிவின் படி நிரந்தர முழு வேலை செய்ய இயலா நிலைக்கு கொடுக்கவேண்டிய இழப்பீட்டுத்தொகையில் 50 சதவிகிதம் இந்த இழப்பிற்கு நஷ்ட ஈட்டுத் தொகையாகும்.

இச்சட்டத்தின்படி விபத்து ஏற்பட்ட தேதியிலிருந்து அல்லது மரணத்தேதியிலிருந்து 2 வருடம் முடிவதற்குள் இழப்பீடுகோரி வேலையாளர் இழப்பீட்டு ஆணையாளருக்கு விண்ணப்பித்துக் கொள்ளலாம். எனவே இந்த விபத்திற்குள்ளான தொழிலாளி இப்பொழுது கூட மொத்த

மாக இழப்பீட்டுத் தொகை கோரி இழப்பீட்டு ஆணையாளருக்கு விண்ணப்பித்துக்கொள்ளலாம்.

கேள்வி :—மரணம் ஏற்படும் விபத்துக்களில் இழப்பீட்டுத்தொகைக்கு யார் விண்ணப்பித்துக் கொள்ளவேண்டும்? இழப்பீட்டுத்தொகை எவ்வாறு பங்கிட்டுக் கொடுக்கப்படுகிறது?

பதில் :—விபத்தின் விளைவாக ஏற்படும் மரணங்களில் இழப்பீட்டுத் தொகைக்கு மரணம் அடைந்த தொழிலாளியின் சார்ந்தோர்கள் விண்ணப்பம் செய்து கொள்ளவேண்டும். இறந்த தொழிலாளியின் விதவை, சட்டப்படி பிறந்த வயது வராத மகன், மணமாகாத 18 வயதுக்குட்பட்ட மகள், விதவைத்தாயார் ஆகியோர் எல்லா நிலைகளிலும் இழப்பீடு பெறத் தகுதியுள்ள சார்ந்தோர் ஆவர். வயது வந்த மகனும், மகளும் முழுதும் வேலைசெய்ய இயலா நிலையிலிருந்து மரணம் ஏற்பட்ட பொழுது முழுதும் தொழிலாளியின் வருமானத்திலேயே வாழ்க்கை நடத்தி வந்திருந்தால் மட்டும் இழப்பீடு பெறலாம். மரணத்தின்போது முழுமையாகவோ அல்லது ஓரளவோ தொழிலாளியின் ஊதியத்தின் உதவி கொண்டு வாழ்க்கை நடத்திவந்திருந்தால் மட்டும் மனைவி இழந்தோர், விதவைத்தாய் அல்லாத மற்ற பெற்றோர், சட்டப்படி இல்லாத வயது வராத மகன், மணமாகாத 18 வயதுக்கு கீழ்ப்பட்ட மகள், விதவையான மகள் வயது வராத சகோதரன், மணம் ஆகாத அல்லது விதவையான வயது, வராத சகோதரி, விதவையான மருமகள், தொழிலாளியின் பெற்றோர் இல்லாவிடில் அவரது தந்தை வழிப்பாட்டன், பாட்டி முதலியோர் இழப்பீடு பெற விண்ணப்பித்துக் கொள்ள உரிமை உண்டு. தொழிலாளியின் ஊதியத்தில் ஓரளவாவது உதவி பெற்று வாழ்க்கை நடத்தி வந்திராவிட்டால் தகப்பனாருக்கும் இழப்பீடு பெற இயலாது.

கேள்வி :—தொழிலாளிக்கு மரணம் ஏற்படாமல் நிலக்கரி சுரங்கங்களில் வேலை செய்வோருக்கு வரும் நியுமோகோலிடியாஸீஸ் போன்ற தொழில் சம்பந்தமான வியாதிகளால் பாதிக்கப்பட்டால் இழப்பீடு பெற உரிமை உண்டா?

பதில் :—இச்சட்டத்தில் குறிப்பிட்டுள்ள வேலைகளில் ஈடுபட்டிருக்கும்பொழுது அவ்வேலைகளில் ஏற்படக்கூடிய தொழில் சம்பந்தமான வியாதிகள் ஏற்பட்டால், நோய்வாய்ப்பட்டது விபத்தின் விளைவாக ஏற்பட்ட விபத்து எனக்கொண்டு அதற்கும் இழப்பீடு பெற வசதியுண்டு. ஆனால் தொழிலாளி அவ்வாறு தொழில் சம்பந்தப்பட்ட வியாதிகளில் பாதிக்கப்படுவதற்கு முன் தொடர்ச்சியாக 6 மாதமாவது அதே தொழிற்சாலை அல்லது நிறுவனத்தில் வேலை செய்திருந்தால் மட்டும் இழப்பீடு பெறும் தகுதியுடையவர் ஆவர்.

கேள்வி :—ஒரு தொழிலாளி ஒரு சிறு கண்டிராக்டரிடம் வேலை செய்து வந்து விபத்து ஏற்பட்டால் முழு நஷ்ட ஈடு பெற முடியுமா?

பதில் :—வேலையாட்கள் இச்சட்டத்தில் குறிப்பிட்ட தொழில்களில் சிறு கண்டிராக்டரிடம் வேலைசெய்திருந்தாலும் நஷ்ட ஈட்டுத் தொகை செலுத்த வேண்டிய முதல் பொறுப்பு முக்கிய முதலாளி அல்லது முதல்வருக்கு உண்டு. விபத்திற்குட்பட்ட தொழிலாளி நேரடியாக முதல் முதலாளியின் பேரிலேயே இழப்பீடு கோரி விண்ணப்பிக்கலாம்.

கேள்வி :—இறந்த தொழிலாளியின் சார்ந்தோர்கள் பலர் இருப்பின் இழப்பீட்டுத்தொகை எவ்வாறு பங்கிடப்படுகிறது?

பதில் :—பல சார்ந்தோர்கள் இழப்பீட்டுத்தொகை பெற விண்ணப்பித்திருந்தால் தொழிலாளியின் ஊதியத்தில் எந்த அளவு பங்கு பெற்று வாழ்க்கை நடத்தி வந்தார்கள் என்பதையும் அவர்களின் தேவைகளையும் கருதி தொழிலாளர் இழப்பீட்டு இணை ஆணையாளர் சார்ந்தோர்களுக்கு இழப்பீட்டுத்தொகையைப் பங்கிட்டு செய்து பங்கிட்டு உத்திரவு செய்வார். இதன்படி இழப்பீட்டுத் தொகை அளிக்கப்படும். வயதடைந்த ஆண்களுக்கு மட்டும் இழப்பீட்டுத் தொகை மொத்த தொகையாக வழங்கப்படும். பெண்களுக்கும் வயது வராத பையன்களுக்கும் அளிக்கப்பட்ட இழப்பீட்டுத் தொகையை தொழில் ஆணையாளர், தபாலாயில் சேமிப்பு நிதியில் கட்டிவைத்து மூன்று மாதங்களுக்கு ஒரு முறை தேவையையும் அளித்துள்ள இழப்பீட்டுத் தொகையையும் பொருத்து இழப்பீட்டுத் தொகை அனுப்பி வைக்கிறார்.

பெண்கள், சிறுவர்களுக்கு அளிக்கப்பட்ட தொகையை அவர்கள் நிலம் அல்லது வீடு வாங்க விரும்பினால் அவர்கள் வாங்க விரும்பும் நிலம் அல்லது வீட்டின் விலைவாசியைத் தெரிவித்தால் அந்த நிலம், வீடு விலைவாசியை இல்லாதிருந்து விலையும் பொருத்தமாயிருந்தால் தபாலாயுக்குப் பணம் அனுப்பப்பட்டு நிலத்தைச் சார்ந்தோர்களின் பெயரில் வாங்கிப் பதிவு செய்ய வசதிசெய்து கொடுக்கப்படும்.

கேள்வி :—தொழிற்சாலை மருத்துவ அதிகாரிகள் நிரந்தர இழப்பீட்டை மிகக் குறைவாக மதிப்பிட்டுவிட்டால் தொழிலாளிபாதிக்கப்படுவாரே?

பதில் :—தொழிற்சாலை மருத்துவர் கொடுத்த இழப்பீடு சதவிகிதம் ஏற்றுக் கொள்ள முடியாததாய் இருந்தால் தொழிலாளி வேறு அரசினர் பதிவு செய்த மருத்துவ அதிகாரிகளிடம் சான்றிதழ் வாங்கி அதன் அடிப்படையில் இழப்பீடு கோரலாம். இரு சான்றிதழ்கள் தொழிலாளியின் ஊதியம் பெறும் திறன் இழப்பை வெவ்வேறு சதவிகிதமாக நிர்ணயித்திருந்தால் இரு மருத்துவர்களையும் விசாரித்து ஆணையாளர், இழப்பீடு சதவிகிதத்தை நிர்ணயிக்கலாம். அல்லது அரசினர் மாவட்ட மருத்துவ அதிகாரியை ஊதியம் பெறும் திறன் இழப்பை இச்சட்டத்தின் அடிப்படையில் நிர்ணயிக்க ஏற்பாடு செய்து அதன்படி இழப்பீடு வழங்கப்படுகிறது.

இவ்வாறு இந்தச் சட்டம் தொழிலாளர்களுக்கும் சார்ந்தோர்களுக்கும் பெரும் அளவில் உதவி செய்து வருகின்றதென்பதில் ஐயமில்லை.

(அனுமதியுடன் அச்சிடப்பட்டுள்ளது)

INDUSTRIAL SAFETY

IMPROVISED SLING FAILS.

At an electrical equipment factory, a metal cover weighing 19 cwt. had to be moved a short distance and an overhead travelling crane was used for the purpose. The 'sling' used consisted of a length of 1/4 in wire rope of unknown breaking strength.

When the crane had finished the traverse and had lowered the load to within a foot of the ground, the rope parted. The cover struck the floor vertically and, turning over towards the slinger, pinned him in a standing position against a nearby waste bin. He received fatal injuries.

During later inquiries it was stated that the rope used had originally been employed for lashing scaffold planks and poles. It was old, distorted, kinked and flattened at several points. Its lifting capacity was unknown, and no attempt had been made to ascertain the weight of the cover before moving it. Both the slinger and crane driver were said to be experienced men and they should have established the weight of the cover which was such as to require two 1/2 in. in wire rope slings to move it.

(Industrial Accident Prevention Bulletin, London, February, 1964)

BOY'S SCARF ENTANGLED ON REVOLVING BAR.

A fifteen-year-old youth was being trained to use a screwing machine in a small engineering works. The machine consisted essentially of a revolving chuck bearing threading dies, at the left of the machine, with a jig carrying a vice at the right side.

An experienced older employee was showing the boy how to use the machine for putting a thread on the ends of long metal bars. The bar to be threaded was clamped in the vice with an end pointing towards the chuck. The jig bearing the vice was then moved towards the chuck so that the dies cut the thread on the end of the bar. The jig was then withdrawn and the bar replaced with a new bar.

The boy was watching the man operate the machine, and to do this he leaned over the end of the bar farthest from the chuck. He was wearing a long scarf, which dangled forward from his jacket. The man failed to clamp a bar securely in the vice, and when the bar end was fed to the chuck the bar started to revolve with the chuck. The boy's scarf became entangled on the revolving bar, and tightened about his throat and pulled him towards the bar. Fortunately the man reacted very quickly and switched the machine off before a really serious accident resulted. But the boy was severely shocked, and was off work for some weeks.

Too little attention too often is given to the dangers of unsuitable clothing. Dangling scarves and ties, badly frayed sleeves, torn clothing and gloves have all contributed to serious accidents through the garments catching on moving machinery.

The boy in this accident should not have been allowed to approach machinery wearing his ill-adjusted scarf, and the man who was training him should have been alert to the risks. And employers should always ensure that the persons training new entrants are careful and safety-conscious workers-which was not the case with the man who was training this boy.

(Industrial Safety, London, February, 1965)

WOMAN'S HAIR CAUGHT ON REVOLVING SHAFT.

An experienced and conscientious woman power press operator, employed at a small engineering works, was working at electrically driven 25-ton geared crank press, forming metal components.

The firm had taken all possible precautions against the well-known risk of injury at the tools, and these were securely fenced at the front, sides and rear. The guards were inspected at the beginning of every shift, and after tool-setting.

There was an 18 inch length of smooth shafting passing through the side frame work at the rear of the press, forming part of the drive. This shafting was 4 ft. above the floor, and about 2½ in. in diameter, and revolved continuously when the press was switched on.

The components formed at the tools were delivered down a chute at the rear of the press into a box. When the box was full it was part of the operator's normal duties to change it for an empty one and to do this she stood at the side of the machine, pulled the full box away, and pushed the empty one into position at the end of the chute.

She was changing the boxes when she noticed that some of the components bore traces of oil. Investigating she found that oil had apparently been dripping on to the chute during routine oiling of the press. She stepped behind the machine, to wipe the chute with a piece of rag. Her hair caught on the 18 in. length of smooth shafting, causing partial scalping.

The shaft was undoubtedly a dangerous part of machinery, which should have been securely fenced. When deciding whether a part of machinery is dangerous, the behaviour of persons employed must always be considered. A part of machinery is considered to be dangerous if it is a reasonably foreseeable cause of injury to anybody acting in a way in which a human being may be reasonably expected to act in circumstances which may be reasonably expected to occur. The firm in this case should have foreseen that an employed person might approach the revolving shaft, particularly as components were delivered into a box virtually situated below the shaft.

While shafting is well-known as a cause of accidents many people think of the risk of injury only with a shaft having projections like keys or bolts; the risk of completely smooth shafting is not always recognised;

Users of machinery should always carefully consider every exposed part of any machine in the light of their 'reasonably foreseeable' test. It is not sufficient to deal only with a very obvious hazard, such as the tools of a power press.

(Industrial Safety, London, February, 1965)

FOUNDRYMEN BURNED.

Water slopped out of a jug led to several men being burned in a foundry. One of the men was so severely burned that he was away from work for several months; only prompt action by his workmates saved him from even more severe injury.

Some metal alloys made in the works contained a small proportion of sodium which was purchased in bars some six or seven inches long. The explosive chemical reaction resulting from an accidental mixture of water and sodium was well known, and the bars of sodium were stored, under paraffin, in a locked store outside the foundry.

Only two or three bars were allowed to be taken into the casting shop at one time. They were placed, under paraffin, in an open basin which had no lid or cover. This basin was placed under a slatted wooden table in the casting shop until the bars had been used up. The bars were cut up, and small pieces added to molten metal already prepared in a bale-out type furnace. The alloy was then cast into small components by traditional methods.

It was the practice of some casters to take jugs of drinking water into the casting shop. One day, one of these men went to the slatted wooden table on which was a jug he thought to be empty. He picked it up carelessly intending to go and fill it with water. But the jug was half-full of water, which spilled out into the open basin containing the sodium bars under paraffin. The sodium exploded on contact with water, the paraffin caught fire, and blazing paraffin was blown out of the basin on to the clothing of several men nearby.

Several simple measures could have been adopted to prevent such accidents.

Firstly, it is possible to purchase metallic sodium in small pellets, in individual waterproof wrappings, which can be added, in their wrappings, to the furnaces as required.

Secondly, although less satisfactorily the bars could have been taken into the casting shop in a non-spill container with a well-fitting lid.

Thirdly, it would be safer to limit drinking to the messroom provided in accordance with Regulation 16(1) of the Non-Ferrous Metals (Melting and Founding) Regulation, 1962.

(Industrial Safety, London, February, 1965)

INDUSTRIAL RELATIONS, MARCH 1966

The Labour situation in the State was satisfactory. There were three strikes in textile mills including one strike followed by lockout. There were also five strikes in other industries including one strike followed by lockout which was continuing at the end of the previous month. The number of workers affected by the work stoppages in textile mills was 2865 and in other industries it was 173. The number of mandays lost as a result of work stoppages in textile mills and in other industries was 20686 and 571 respectively. The details of work stoppages are as follows:

TEXTILES

All the 1200 workers of somasundaram Mills (P) Ltd., Coimbatore struck work from 7 A.M. on 2-3-66 as a protest against the retrenchment of 299 workers. The management then declared a lockout from 7 A.M. on 4-3-66. On the advice of the Deputy Commissioner of Labour, Coimbatore, the management lifted the lockout and the workers resumed work on 16-3-66.

All the 380 workers of Raveendra of Mills Ltd., Coimbatore struck work from 12-3-66 as a protest against the retrenchment of 19 workers. The strike was continuing.

All the 1285 workers of Combodia Mills Ltd., Coimbatore struck work from 14-3-66 demanding settlement of their demands. The strike was continuing.

OTHER INDUSTRIES

The strike by the workers from 26-12-65 and lockout by the management of M/S Mohamed Ismail and Co. Tannery, Katpadi were still continuing.

All the 33 workers of Sri Ram Cotton Press, Singanallur Coimbatore struck work from 16-2-66 as a protest against the non-employment of one worker. The strike was called off on the mediation of the Labour Officer and the workers resumed work on 11-3-66.

13 out of 90 workers of E. K. Mohamed Ibrahim & Sons, Tannery Erode struck work from 17-3-66 protesting against the change of nature of work. The strike was called off on the mediation of the Labour Officer and the workers resumed work on 18-3-66.

60 out of 85 workers of Shevaroy Bauxite Products Co (P) Ltd., Yercaud struck work from 8 A.M. on 7-3-66 as a protest against the non implementation of the award of the Labour Court, Coimbatore and the workers resumed work voluntarily on the same day at 5 P.M.

67 out of 85 workers of Shevaroy Bauxite Products Co (P) Ltd., Yercaud struck work again on 18-3-66 for non implementation of the award of the Labour Court, Coimbatore. The strike was called off on the mediation of Labour Officer and the workers resumed work on 21-3-66.

CENTRAL SPHERE

Conciliation:—

- (i) The Regional Labour Commissioner (Central), Madras held conciliation proceedings in the following disputes and brought about settlements.
 - (a) Between the Dalmia Magnesite Corporation, Salem-5 and the Magnesite Workers' Union (AITUC) Karuppur over bonus for the year 1965.
 - (b) Between the Dalmia Magnesite Corporation, Salem-5 and the Magnesite National Labour Union (INTUC), Karuppur regarding bonus for the year 1965.
- (ii) The Asst. Labour Commissioner (Central), Madras held conciliation proceedings in the following disputes and brought about settlements:—
 - (a) Between M/s. South India Corporation (Agencies) Private Ltd., Madras and the Madras Port & Dock Workers Congress (INTUC) Madras over implementation and payment of arrears as per Wage Board's Recommendations to Driver, cleaner Shri G. H. Swaminatha Pillai.
 - (b) Between M/S. A. Arumugham Chettiar, Stevedores, Madras and the Madras Port & Dock Workers' Congress (INTUC) Madras over payment of Bonus for the year 1964-65.
 - (c) Between M/S. South India Corporation (Agencies) Private Ltd., Madras and the Madras Port & Dock Workers Congress (INTUC) Madras over implementation of the recommendations of the Central Wage Board for the Port and Dock workers.
 - (d) Between M/S South India Corporation (Agencies) Private Ltd., Madras and the Madras Port and Dock Workers Congress (INTUC), Madras regarding payment of Dearness Allowance as per appointment order to Sarvashri S. Arumugham and Venugopal, Labour Supervisors.
- (iii) The Asst. Labour Commissioner (Central), Verification, Madras held conciliation proceedings in the following disputes and brought about settlements.
 - (a) Between the contractor of M/S Tidemand & Co., Madras and Shri Antony and 60 others relating to their employment in grain Tankers.

(b) Between M/S C. M. Nataraja Mudaliar & Sons., Stevedores and Shop Chandless Madras and the Madras Harbour Workers' Union (AITUC), Madras over payment of Bonus for the year 1964-65.

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

2. No. of strikes and lockouts	-	2
3. No. of threatened strikes/lockouts	-	4
4. Particulars regarding disputes:		
a. No. of industrial disputes pending at the beginning of the month		6
b. No. of industrial disputes received during the month		15
c. No. of industrial disputes settled/disposed of during the month		13
d. No. of threatened strikes		4
e. No. of which materialised		Nil
f. No. of Draft Standing Orders certified		2

STATE SPHERE

The Conciliation Officers enquired into and settled 597 disputes during the month of March 1966. Of these 87 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 38 industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the Statistical Part of the journal. 43 awards given by the Industrial Tribunal, Madras and Labour Courts and one arbitration award by arbitrator Sri K. Ramaswami Gounder are published in the Fort St. George during the month of March 1966.

Welfare

The general employment situation during the month continued to pickup during March 1966.

Registrations effected during the month was 23,874 and placings 5,629 an increase of 764 and 810 respectively over the previous month. The

Live Register stood at 201,971 as against 204,779 in the previous month. The number of vacancies notified was 6,332, an increase of 590 over February 1966. The ratio of registrations to vacancies notified, however, recorded a slight decline from 3.1:1 during February 1966 to 3.9:1 during March 1966.

Shortage of manpower was reported in the following occupations:

Chemical Engineer with experience, Mines Manager (Degree holder), Rural Medical Practitioner, Doctor (Allopathic) Doctor (Unani), Male Nurse (Trained), Pharmacist (Certificate holder/diploma holder), Veterinary Assistant Surgeon, Sanitary Inspector (fully qualified), Health Assistant (Lady), B. T. Assistants (Maths and Science), Tamil Pandit, Sanskrit Pandit, Braille Instructor, Agricultural Instructor, Secretarial Asst. (Experienced), Chartered Accountant, Laboratory Technician, Demonstrator in musical instruments, Social Welfare Worker (female/trained), Tamil Typist, Higher Grade Typist (English and Tamil), Stenographers, Librarian, S. T. Driver with Hy Endorsement, Telephone Operator (with 2 years experience), Instrument Mechanic, Tube well mechanic, Fitters (with 5 years experience), Workshop Instructor experienced Millwright Fitter, Foreman (Refrigeration and Airconditioning), Refrigeration Mechanic, Pumping Station Driver, Operator, Hot and Cold Heat Exchangers, Operator, Water Treatment Plant, Pump Fitter, Radio Mechanic, Electrician (with 5 years experience), Assistant Photographer, Survey Instrument Repairer and Physical Education teacher (male/female with Higher Grade).

Surplus of applicants contained to exists in the categories Economic Graduates, Law Graduates, Zoology Graduates, Matriculater and other unskilled occupations.

The Professional and Executive Employment Officer at Madras registered 171 and placed 28 applicants during the month. At the end of March 1966, 1273 applicants remained on the Live Register of the Office.

The University Employment Information and Guidance Bureau at Annamalaiagar and Madras Universities register 40 applicants. At the end of March 1966, 157 applicants remained on their Live Registers.

The Special Employment Officer for physically handicapped applicants at Madras registered 26 applicants (3 blind, 8 deaf and dumb and 8 orthopaedics) and placed in jobs 19 applicants (2 blind, 9 deaf and dumb and 8 orthopaedics) during March 1966. At the end of the month, 547 (122 blind, 69 deaf and dumb and 336 orthopaedically handicapped) remained on the Live Register of the Office.

The Vocational Guidance Units attached to the District Employment Office, Katpadi Extension, Cuddalore N.T., Chingleput at Guindy, Coimbatore, Kanyakumari at Negercoil, Madras-14, Madurai, Ramanathapuram at Madurai, Salem, Thanjavur, Tiruchirapalli and Tirunelveli gave group guidance to 5856 applicants and individual information to 3125 applicants during the month. They also gave individual guidance to 86 applicants and placed 26 individually guided applicants in Employment during the month.

The Occupational Information Officer at the Headquarters completed the original study in respect of the occupation in Group 07 and send the report along with the original schedule to the State Government for onward transmission to the Government of India.

The Employment Information and Assistance Bureaux in the Districts of Coimbatore, Salem, Ramanathapuram and Tirunelveli registered 483 applicants, effected 44 renewals and interviewed and offered employment counselling to 608 applicants during the month.

The Mobile Registration Units attached to the District Employment Officer, Ramanathapuram and Salem registered 300 applicants and effected 1473 renewals. They had also interviewed and offered employment counselling to 244 applicants during the month.

Employees' Provident Funds Act 1952

The salient features relating to the working of the Employees' Provident Funds Act 1952 and the Scheme framed thereunder for the month of March 1966 are indicated hereunder:

(1) During the month under review, no fresh category of establishment/factory has been brought under the fold of the Employees' Provident Funds Act. 1952.

(2) 48 establishments/factories were brought under the Employees' Provident Funds Act 1952 during the month of March, 1966. Thus the total number of covered establishments/factories comes to 3848.

(3) A total sum of Rs. 52,86,909.11 (excluding the refund of loan, previous accumulations and Administration charges etc., amounting to Rs. 5,00,482.41) was received as employees' and employer's shares of contributions for the month of February, 1966.

(4) The total number of employees/subscribers covered under the Act in this region at the end of March 1966 was 4,86,246/4,27,272 respectively.

Workers' Education during April, 1966

The 17th batch of worker-teacher training course was started at the Madras Regional Centre on 4-4-1966. Eighteen workers were undergoing the course.

A valedictory function was arranged on 8-4-1966 at Hotel Asoka for the distribution of certificates to the successful worker-trainees of Integral Coach Factory Unit level classes. Sri I. Hydari, General Manager of Integral Coach Factory, presided over the function. Sri S. Chellapandian, Speaker, Madras Legislative Assembly distributed the certificates to the successful worker-trainees and gave away pens to those who secured first two ranks in the unit level class examination.

A function was held on 22-4-1966 at Madras Rubber Factory, Madras-19, for the distribution of certificates to the successful worker-trainees. Sri P. Kakkani, Minister for Home Dept. distributed the certificates and prizes to the trainees.

During the month, Unit Level classes were started at LOCO Works, Madras, Southern Railway Headquarters Office (Mechanical Branch) E.I.D. Parry Ltd., Ranipet and Ennore, Madras Dock Labour Board, Wheels India Ltd., Madras; Highways and Rural Works Workshop, Madras; Thirumagal Mills, Gudiyatham; and Rajeswari Mills, Gudiyatham. 56 Unit Level classes were in session in Madras Region during the month.

The worker-trainees of Thirumagal Mills, Gudiyatham LOCO Works, Madras Engine Valves, Madras; State Transport Dept., Clothing Factory, Avadi; Enfield India Ltd., Madras; Highways and Rural Works Workshop, Madras; Richardson and Crudoss, Madras went on an educational tour to Coimbatore, Madurai, Pondichery, Hyderabad, Bangalore, Mysore, Calcutta etc.

At the end of the month, the number of workers trained in Madras Region was 11550 and the number of workers under training was 1125.

THIRD ALL INDIA SKILLS COMPETITION PRESENTATION OF AWARDS

A function was held at Rajaji Hall, Madras on 23rd April, 1966 for the presentation of awards to the best State and the winners in the Third All India Skills Competition of Industrial Training Institutes held in November 1965. Sri M. Bhaktavatsalam, Chief Minister of Madras presided over the function. Sri Jagjivan Ram, Union Minister for Labour, Employment and Rehabilitation distributed the awards. Madras State was adjudged best in India in the field of industrial training programmes and the President's Rolling Shield presented by the Union Minister was received by Sri R. Venkataraman, Minister for Industries on behalf of the State Government. The Union Minister distributed silver medals to the following six trainees who were adjudged best in their trades.

<i>Names of the trainees</i>	<i>Trade</i>	<i>State</i>
1. Sri Dimbeshwar Borah	Fitter	Assam
2. Sri R. Srinivasan, Industrial Training Institute, Ariyalur.	Turner	Madras
3. Sri Surjit Singh	Machinist	Punjab
4. Sri G. Vasudevan, Industrial Training Institute, North Madras.	Welder	Madras
5. Sri Murlidharan	Moulder	Kerala
6. Sri Bhagavan Prakash	Electrician	Delhi.

The above six trainees will go to the United States for a six month study-cum-training tour. Sri R. Venkataraman, Minister for Industries in his speech said that the State Government have received the informal concurrence of the Government of India for the expansion of the technical training programme to provide for 20,000 candidates in the Industrial Training Institutes in this State during the Fourth Plan, which will be almost double the present strength.

The text of the speeches of the Chief Minister of Madras and the Union Minister are given below:

Speech of Sri M. Bhaktavatsalam, Chief Minister of Madras

It is a matter of great satisfaction that the critical role of trained craftsmen in economic growth has come to be increasingly recognised in India. This function, therefore, is quite significant as it brings out the importance that all of us, Government, employers and labour, attach to the acquisition of skills.

We are a nation of many millions. Quite often, abundance of manpower is taken for granted for abundance of skills. In reality, it is not so. The vast number of our people can be converted into an asset only by training them in specific skills, consistent with the requirements of our economy. After all, the problem of development is one of mobilisation of resources to the optimum — and human resources constitute one such significant factor. In our country, this optimum cannot be achieved very easily in view of our limited resources. However, all possible efforts should be made to meet the demands of the industry for trained manpower. The skill structure in industry-employment is like a pyramid, the high level skills at the apex and the craftsmen-skills constituting a wide supporting base. This means that craftsmen are very crucial and that we have to train an ever increasing number of craftsmen in different skills. Connected with this is another consideration and that is of reducing unemployment. Reduction of unemployment can be achieved only through increasing the employability of the people. It is our experience that people who are largely unemployed are those who lack skills. The problem of unemployment for skilled persons is the most minimal. This is amply borne out by persistent shortages for skilled craftsmen. Therefore, I would suggest to our young friends that they should not stand still but learn a skill.

Defence in modern times is the entire effort of the community. In this, the workers in the factories and fields are as much fighters as the men in arms at the front. The life line of defence has to be maintained and the volume of production increased. This is possible only when our workers get increasingly trained both in skills and in discipline.

Another consideration for development of skills is the imperative need to earn foreign exchange which is so badly needed in the country. One of the surest way of earning foreign exchange is to be able to sell our goods abroad and foreign buyers are hard bargainers and highly sophisticated in choice. The market is highly competitive. Survival and success in foreign markets can come about only through economic costing and competitive rates superimposed on quality of products. In other words, few buyers are motivated by sentiments other than the best bargain. We have, therefore, to produce the best, export most and earn most. This involves better production higher productivity and better quality with economy. All these factors predicate the involvement in a large measure of human skills.

Of particular relevance to day is the imperative need to improve productivity. This is ultimately determined by quality of skills. The human element is as important in productivity as the other factors of production. Situated as we are we should not only increase the volume of production but also the rate of productivity of each worker. This is one sure way of competing here and abroad among more advanced countries. This should not be difficult if we have the will. There are the examples of Germany and Japan whose phenomenal recovery has been particularly due to the high quality of skills of the workers. It is quite appropriate that the Union Ministry of Labour and Employment have undertaken a programme of institutional training, apprenticeship and other schemes for self-improvement. The organisation of this function to reward the highest proficiency in skills is most welcome and opportune. I very much appreciate the presence of the Union Minister for Labour on this occasion. I should be pardoned if I share with you my legitimate pride in Madras having won

the Rolling Shield for the best State besides winning two prizes. I am also happy to learn that other States are also making very good progress.

Friends, I need hardly emphasize that, be it development or defence, export-promotion, production or productivity — in short in every facet of our economic activity, we will have to consistently improve our skills.

Speech of Sri Jagjivan Ram, Union Minister for Labour and Employment

I am indeed very happy to be associated with this ceremony for the award of prizes to the best State and the individual winners of awards for the Third All-India Skills Competition held in November last year.

Such an occasion has, however, more than an individual significance. Due to several factors and historical reasons we developed a preference for foreign manufactured goods. That tendency has not completely disappeared. This is unfortunate but the fact remains that between two identical items we are inclined to choose the one manufactured abroad.

My reference to manufacture was also deliberate, because we do know that in the manufacture of what are called "traditional handicrafts" we have developed a considerable degree of skill and finesse over the centuries.

Why should it be that we, almost instinctively, concede superiority to foreign products over indigenous one. The concept of manufacture to-day demands so many things such as design, quality of parts and components, managerial competence, knowledge of production techniques and the like. The skill of workers is not less important. I have no hesitation in admitting that we have not as yet given the workers' skill, the importance it deserves.

Fortunately, we have realized our mistake before it is too late and earnest efforts are now being made to give to our workers, enough training so that they can embark upon their careers with a confidence and modern skills which their predecessors did not possess. Our institutional training programmes have increased quantitatively in a substantial measure during the last few years. Keeping in view the size of the country and the magnitude of the problems that we have, even what we have in the way of institutional training to-day, is not enough. It is proposed to increase the institutional programmes even more during the current i.e. the Fourth Plan. I am sure that this rate of increase will have not only to be kept up but even enhanced in the future.

So far, I have referred only to numbers. However, there is no point in increasing the numbers, if the quality is not improved. Serious thought has been given to this aspect and many proposals are under consideration to ensure that quality is simultaneously improved whilst the programmes are multiplied. One effective way to improve the quality was to introduce a competition amongst the institutions every session so that all institutions exert to maintain their efficiency and even improve upon it. This competition has been so arranged that all institutions participate in it at one stage or the other. At first, individual institutions select the best boys in certain

trades; from among such selected boys the best within the State are selected and finally all these best boys from within each State compete in the All-India Skills Competition. All the States participate in these competitions with great keenness and real sporting spirit exhibited by all the competitors during their final tests. This is exactly as it should be and augurs well for the future.

One very important feature of modern manufacture is that it is team-work. There is no trade which is more or less important than the others. Every one has a part to play in it and so long as every-body plays it honestly and diligently, nothing is to fear from any one.

The importance of skill in team-work is paramount. Previously, the shield for the best State was called only the "Directorate of Training" Shield. On the occasion of the ceremony for the awards for the 2nd All-India Skills competition, the head of our "National Team", the President, very kindly agreed that the Shield could be renamed as the "Presidents' Shield."

Delhi State won the shield on the first two occasions. In the Third Competition, Madras scored and won the Shield. May I congratulate Madras on their excellent show last time. I do not know which State will win the President's Shield at the Fourth Competition. I shall simply say, "May the best State win it"! India is one and indivisible. Skill of any State will benefit the whole country as the prosperity of any State enriches the country as a whole.

To the six boys, who have won the All-India awards, I offer my heartiest congratulations. I hope that they will not rest on their laurels but consider the winning of the All-India awards as only the first step of a bright future career. Let them remember that engineering is not a soft career. Science and technology are making progress with rapid strides and the moment one slackens off only for a short-time, one is almost out of date. Therefore one has always to learn and work.

So far, we have not taken part in any international skills competitions but the time is not far off when we will take part in them with confidence and show to the other nations that this old country, though a late starter in modern technology can outpace the best and youngest of them.

SEMINAR ON BONUS LAW

A Seminar on Bonus Law was held under the auspices of the Madras Productivity Council at the U.S.I.S. Auditorium, Mount Road, Madras, on 25th April, 1966. The Seminar was inaugurated by Sri V. V. Giri, Governor of Mysore. Sri K. Gurumurthi, President, Madras Productivity Council presided over the Seminar. About 84 representatives of the employers and trade unions participated in the Seminar. In his inaugural speech, Sri V. V. Giri said that in the long run it should be our attempt to discontinue the payment of bonus. He said that if the underlying idea of bonus payment was to raise the wage levels of working class to a living wage we should aim at a bigger pay packets which should contain bonus.

The Seminar was addressed by Sri K. N. Basu, Regional Labour Commissioner (Central) Madras, Sri K. Eswaran, Director, Easun Group of Companies, Dr. P. H. Daniel, Working President, Estate Staff Union of South India, Sri M. R. Narayanaswami, Advocate, Sri B. R. Dola, Advocate, Sri A. K. Sivaramakrishnan, Partner, Fraser and Ross and Sri S. C. C. Anthony Pillai, President, Madras Labour Union. Sri R. N. Basu, explained the provisions of the Bonus Act favourable to the workers and the management. Sri K. Eswaran said that bonus should be linked to production. Dr. Daniel said that the implementation of the Bonus Act would adversely affect the majority of workers, would hinder the healthy growth of Trade Unions and disturb the existing peace in the Plantations. Sri M. R. Narayanaswami explaining the objectionable features of the legislation, observed that the Act far from resolving or minimising the dispute between the employers and employees on the vexed question of payment of bonus, would keep them alive almost in perpetuity. The Seminar concluded after a brief summing up by Sri K. Gurumurthy.

COMPETITIONS AT THE INTERNATIONAL EXHIBITION OF SAFETY, IN NANCY — PARIS

The International Exhibition of Safety in Nancy, 6th to 11th October, 1966 will take place for the first time and is the only one to be presented in France, agreed by the Minister of Economy and Finance.

The International Exhibition of Safety will associate the two following manifestations: the International Exhibition of Material for Professional and Industry Safety and the International Exhibition of Equipment for Fire-fighting and Defence against disasters.

The International Exhibition of Safety will be a meeting place very interesting for the responsible specialists for the professional, industrial and civil protection, i.e. for safeguarding the human life and its goods at any time and at any places.

This Exhibition will be the setting for the 2 following competitions:

(1) With the collaboration of the National Centre of Prevention and Protection, the International Competition of the best inventions of safety against fires and work accident will be organised. This competition has been created for the first time in Nancy in 1964.

(2) The Competition of the best inventions will concern the individual and collective ways of prevention and protection against work incidents and fires.

The competition is opened to any person, society or firm, french or foreigner.

The works will be judged by two different juries, including representatives of the industry safety and representatives of fire-fighting.

The recompenses will be, for the first price, 1.000 Frs.

The inventions must be sent before the 3rd October, 1966, to the Salon International de-la Soourite, Parc des Exposition — Nancy, where all informations about this competitions will be given.

Those who desire to participate in the competition, may get a copy of the regulations for participation from Director General, Factory Advice Service, 2-A/3, Asif Ali Road, New Delhi, by the end of June, 1966 and send their inventions direct to Nancy under intimation to him.

INDUSTRIAL COMMITTEE ON CHEMICAL INDUSTRY

The main conclusions of the first session of Industrial Committee on Chemical Industry held at Bombay on 13th March 1966 are given below:

Main Conclusions

Item No. 1: **Health Precautions.**

Item No. 3: **Toxic Exposures in the Chemical Industry.**

Item No. 9: **Measures of Protecting the Health of Workers engaged in the Manufacture and use of Hazardous Intermediates such as Benziding etc.**

(i) These three items were taken together. It was considered that information already available about matters concerning safety and health of the workers in the Chemical Industry was quite extensive and that fresh surveys proposed by some of the members during the discussions, were not quite necessary. The question essentially was one of fuller utilisation of the available information on the subject and of securing better standards of compliance with the accept safety and health standards and practices.

(ii) Joint Committees on Industrial Safety and Hygiene should be set at the Unit level to deal with matters relating to safety and health of the workers.

(iii) There was need to promote safety consciousness and to organise a suitable educational programme for the purpose. The proposed Joint Committee referred to in (ii) above could lend a great help in the promotion of this safety consciousness. It would also be desirable to organise suitable programme for the benefit of the managerial staff.

(iv) Attention was drawn to the Handbook on Safety brought out by the British Chemical Manufacturers Association. It was suggested that a similar code on Safety and Health, suited to the Indian conditions, might also be evolved for adoption by the Chemical Industry in India.

(v) Some of the State Governments had appointed Medical Inspectors and Chemical Inspectors of Factories to supervise and ensure compliance with the safety provisions in the Chemical factories. States which have not yet appointed such officers should do so and should have laboratory facilities for carrying out analytical work.

(vi) Complete information about the hazards, protective equipment and the emergency medical treatment that might be necessary should be compiled and translated into regional languages for being made available to the workers for their guidance.

(vii) In case of the installation of new Plant, complete information regarding the possible effect on safety and health of the operatives of the new processes should be obtained before hand so that these are taken into account during the designing and intallation of the Plant.

(viii) Efforts should be made to manufacture simple indigenous protective equipment within the country. Where suitable indigenous equipment was not available, assistance should be given to import equipment essential for protecting the workers.

(ix) The measures listed by the West Bengal Govt. (in the memorandum on item 9) on the basis of the Report of the Sub Committee of the Dyes Panel of the Development Council for Organic Chemical Industry, to which the A.I.T.U.C. Memorandum also drew attention, should be adopted.

Item No. 2: **Work Study and Introduction of Incentive Schemes.**

Item No. 7: **Need for Co-operation from Trade Unions in Productivity Programmes.**

It was considered that good industrial and human relations and effective cooperation of workers were an essential pre-requisite for carrying out work studies and for smooth, implementation of incentive schemes and schemes to secure improvements in productivity. These schemes should be properly explained to the workers and introduction of such schemes should be preceded by agreement with the workers. It was also suggested that Joint Management Councils can contribute a good deal to the formulation of incentive schemes with a view to improving productivity.

Item No. 3: **Difficulties experienced in respect of the Application of Factories Act in the Chemical Industry.**

Item No. 4: **Relaxation of the Rule (To the extent of ½ hour) in regard to Prohibition of overlapping of Shifts at the Time of change over of Shifts for purpose of Relieving the Counterparts.**

It was considered that the difficulties pointed out in the memorandum relating to these two items were not of a general nature and could be taken care of by the State Governments under the existing statutory provisions.

Item No. 5: **Provisions for Prohibiting Workmen from going on strike without Reasonable Notice.**

Item No. 6: **Declaration of Chemical Industry as Public Utility Service.**

It was explained that the Industrial Truce Resolution provided that Chemicals, Petroleum and its products etc., may be declared as Public Utility Services under the Industrial Disputes Act, 1947, and that it was open to the State Governments to consider each case on its merits.

Item No. 10: **Standardisation of Trade Wastes and Effluents.**

Item No. 11: **Rationalisation of Wastes and Effluents Treatment.**

(1) The representative of the Ministry of Health explained that the question of setting up a Trade Wastes and Effluents Disposal Board at the Central level as also of similar bodies at the State levels was already under consideration by the Government, and that a committee had been appointed to work out details in this regard and draft suitable legislation for the purposes. It was suggested that it would be desirable to associate the State Chief Inspectors of Factories with the work of the above Committee.

(2) The Chemical Industry should indicate to these Boards and the Public Health authorities, the priorities in research to evolve measures for the disposal of trade wastes and effluents.

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(The Special Original Jurisdiction)

Wednesday, the Sixteenth day of March, one thousand nine hundred and sixty-six 25th day of Phalguna-1887-Saka.

Present :

The Honourable Mr. Justice KAILASAM.

Writ petition No. 2088 of 1964.

The workmen employed in Ondiputhur Weavers Co operative Production and Sales Society Ltd, Coimbatore represented by the General Secretary, State National Labour Union, Coimbatore.

Petitioner

(Vs)

1. The State of Madras represented by the Secretary to Government, Industries, Labour and Co-operation Fort. St. George, Madras-9
2. The Management of Ondiputhur Weaver's Co-operative Production and Sales Society Ltd., Coimbatore.

Respondents

Petition under Article 226 of the Constitution of India, praying that in the circumstances stated therein, and the affidavit filed therewith, the High Court will be pleased to issue a writ of Mandamus after calling for the records in G. O. Rt. No. 1030, Industries, Labour and Cooperation dated 21—4—64 of the First Respondent and direct the first respondent to dispose of the matter according to law.

ORDER :

This Writ petition coming on for hearing upon perusing the petition and the affidavit filed in support thereof the order of the High Court, dt. 12—3—64 and made herein, and the counter and reply affidavit filed herein and the records in G. O. Rt. No. 1030, Industries, Labour and Co-operation dt. 21—4—64 on the file of the 1st Respondent herein and comprised in return of the 1st Respondent herein to the writ made by the High Court, and upon hearing the arguments of Mr. S. Ramasundaramaniam, Advocate for the petitioner, and of Mr. P. R. Gokulakrishnan, Advocate for the 2nd Respondent and of Mr. K. S. Bakthavatsalam for the Additional Government Pleader on behalf of the 1st Respondent, the Court made the following :

ORDER :

This petition is filed for the issue of a writ of mandamus calling for the records in G. O. Rt. No. 1030, dated 21—4—64 from the state of Madras and directing the Govt. to dispose of the matter according to law. One Murugesan who is a member of the petitioner Union was employed as the Goods Section Clerk under the Ondiputhur Weavers' Cooperative Production and Sales Society Ltd., Coimbatore. On 14—7—1955, the Society dismissed the said Murugesan and one Ponnuswami for shortage of 27 sarees in a parcel to be sent which contained 200—sarees. They filed an appeal under the Madras Shops and Establishments Act, and the order of dismissal was set aside on 31—12—1955. These two workers had been taken back into service as per the compromise arrived at between the parties. The management filed an arbitration case before the Deputy Registrar of Co-operative Societies, Coimbatore, and the Deputy Registrar passed a decree against Murugesan for a sum of Rs. 286-11-0. The management directed a show cause notice against Murugesan as to why he should not be dismissed from service and also demanded the payment of the decree amount. On 1—12—1960 the management issued another notice stating that an enquiry would be conducted on 7—12—1960. The worker appeared before the Board of Directors and submitted a memorandum stating that his revision petition is pending disposal. On 8—12—60 the order of dismissal was passed against Murugesan. An appeal preferred by him to the Board of Directors was also dismissed.

The revision petition filed by Murugesan against the order of the Deputy Registrar giving a decree for Rs. 286-11-0 was remanded back to the Deputy Registrar. The Deputy Registrar held an enquiry and gave a decree for Rs. 150/- against him. The petitioner-Union on behalf of the workers took up the matter before the Labour Officer-II, Coimbatore for conciliation with regard to the reinstatement of the two workers. The Labour Officer reported failure of conciliation to the Government of Madras. The Government after taking into consideration all the facts, came to the conclusion that it was not a fit case for reference under section 10 (1) of the Industrial Disputes Act. In its order the Government stated that it is reported that the charge against the worker S. T. Murugesan of having lost 27 sarees of the Society was held proved in the enquiry conducted by the management.

The contention of the learned counsel for the petitioner is that so far as the loss of 27 sarees is concerned there was an enquiry by the Deputy Registrar which ended in a decree for Rs. 286-11-0 which was ultimately reduced to Rs. 150/- which was alleged to have been said to the society by Murugesan. This allegation that the amount had been paid has not been denied by the Society. But whether the decree had been satisfied or not, the fact that the sarees had been lost by the worker had been found against after the enquiry and on this finding the Government was not willing to make a reference under section 10 (1) of the Act. I am unable to say that the Government failed to perform any statutory duty that it was bound to do. The Government, in the circumstances of the case entitled to decline, to make a reference.

The petition is dismissed. No order as to costs.

CURRENT LABOUR LITERATURE

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8. GARG (M. L.).
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9. RAMACHENDRAN (V).
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Exemption of Shops and Establishments Employing three and less than three Persons from provisions of Madras Shops and Establishments Act, Subject to certain conditions

(G.O. Ms. No. 1164, Industries, Labour and Co-operation, (Labour)
9th March 1966)

II-1 No. 1532 of 1966.

In exercise of the powers conferred by section 6 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), the Governor of Madras hereby exempts for a further period of one year from the 10th February 1965, the shops and establishments in this State, in which excluding the employer, only three or less than three persons are employed, from the provisions of Chapters II, III, V and VI and section 31 of Chapter VII of the said Act subject to the following conditions, namely:—

1. Every person employed in any of the establishments aforesaid shall be allowed in each week, a holiday of one whole day with wages:

Provided that no person employed in any such establishments be required to work consecutively for more than six days;

2. The following registers prescribed under the Madras Shops and Establishments Rules, 1948, shall be maintained in each establishment:—

- (a) A register of wages prescribed under rule 11 (5);
- (b) A register of employment prescribed under rule 16 (1);
- (c) A visit book prescribed under rule 16 (11);

3. A 'J' notice prescribed in rule 16 (4) shall be exhibited with up to date particulars in each establishment;

4. The aforesaid registers and notices shall be always available in the establishment and shall be produced or caused to be produced for inspection by the employer as required by rule 16-B of the said Madras Shops and Establishments Rules, 1948.

Extension of Provisions of Industrial Employment (Standing orders) Act to All Industrial Establishments Employing less than Hundred Persons in Madras State

(G.O. Ms. No. 1350, Industries, Labour and Co-operation, (Labour)
19th March 1966).

II-1 No. 1533 of 1966.

In exercise of the powers conferred by sub-section (3) of section 1 of the Industrial Employment (Standing Orders) Act, 1948 (Central Act XX of 1948), and in supersession of the Industries, Labour and Co-operation Department Notification No. 439, dated the 2nd June 1955, published at page 876 of Part I of the Fort St. George Gazette, dated the 15th June 1955 as subsequently amended, the Governor of Madras hereby directs that the provisions of the said Act shall apply to all industrial establishments in the State of Madras which are factories as defined in clause (m) of section 2 of the Factories Act, 1948 (Central Act LXIII of 1948), and wherein less than one hundred workmen are employed, the intention of the Government to do so having been previously published as required by the first proviso to sub-section (3) of the said section 1.

Amendments to Madras Industrial Employment (Standing Orders) Rules.

Fort St. George, April 1st 1966.

Erratum. The word "not" shall be included after the words "if he had" and before the words "been suspended" occurring in the last sentence in sub-section (5) of Model Standing Order No. 17, in the Schedule I to the G. O. Ms. No. 297, Industries, Labour and Co-operation (Labour), dated 28th January 1965, published as Notification S. R. O. No. A-194 of 1966 at pages 170-179 in Part V of the Fort St. George Gazette, dated 23rd February 1966.

Constitution of Minimum Wages Central Advisory Board

AMENDMENT TO NOTIFICATION

Fort St. George, February 5, 1966.

III No. 560 of 1966.

The following notification of the Government of India Ministry of Labour and Employment No. G. S. 3833, dated 4th December 1965 is republished:—

S. O. No. 3433 —In exercise of the powers conferred by section 8 of the Minimum Wages Act, 1948 (11 of 1948), read with rule 3 of the Minimum Wages (Central Advisory Board Rules, 1949, the Central Government hereby nominates Shri K. I. Vidyasagar, Joint Secretary, Ministry of Labour and Employment, as a member of the Central Advisory Board and, appoints the said Shri K. I. Vidyasagar as Chairman of the Central Advisory Board, vice Shri N. N. Chatterjee and makes the following amendment in the notification of the Government of India in the Ministry of Labour and Employment No. S. O. No. 2590, dated the 17th November 1959, namely:—

In the said notification, under the heading "Independent Members", for item 1, the following item shall be substituted, namely:—

"1. Shri K. I. Vidyasagar, Joint Secretary Ministry of Labour and Employment Government of India, New Delhi."

Appointment of Committee to hold enquiries and advise the State Government in Revising the minimum rates of Wages in respect of Employment in salt pans Under Minimum Wages Act.

(G. O. Ms. No. 1358, Industries, Labour and Co-operation (Labour),
19th March 1966.)

II-1 No. 1655 of 1966.

In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948). The Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Government in revising the minimum rates of wages in respect of the employment in salt pans in this State, fixed in G. O. Ms. No. 4924, Industries, Labour and Co-operation (Labour), dated 25th October 1960.

INDEPENDENT MEMBERS

The Deputy Commissioner of Labour, Madurai—Chairman.

The Director of Statistics or his nominee—Member (Independent).

EMPLOYERS' REPRESENTATIVES

Sri S. S. P. Rangaswamy Nadar (nominee of the Tuticorin Salt Manufacturers and Merchants Association, (Tuticorin), 159, Victoria Street, Tuticorin 1. Member.

Sri M. Venugopal (nominee of the Western India Match Company Limited, Vedaranyam Salt Factory), Kodaikanal Village, Vedaranyam P. O., Thiruthurai-poondi taluk, Thanjavur district—Member.

EMPLOYEES' REPRESENTATIVES

Sri M. S. Selvarajan, M.L.A., (nominee of the Salt Labour Union), Arumuganeri P.O., Tirunelveli district—Member.

Sri K. R. Ramalingam, M. C (nominee of the Tuticorin Salt Labour Union, Tuticorin), 16-B, Boltonpuram, 1 Street, Tuticorin-3—Member.

Application of Employees' Provident Funds Act to the Employees of Certain Banks Specified
Fort St. George, February 3, 1966

III No. 561 of 1966.

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

G. S. R. No. 2.—In exercise of the powers conferred by clause (b) of sub-section (3) of section 1 of the Employees' Provident Funds Act, 1952 (19 of 1952), and subject to the provisions contained in section 16 thereof, the Central Government hereby specifies every bank doing business in one State or Union Territory and having no departments or branches outside that State or Union Territory and employing twenty, or more, persons as a class of establishments to which the said Act shall apply with effect from the 31st January 1966.

Amendment to Employees' Provident Funds Scheme

Fort St. George, March 15, 1966

II-1 No. 1294 of 1966

The following notification of the Government of India, Department of Social Security, New Delhi, dated the 20th January 1966, is republished:—

G. S. R. 170.—In exercise of the powers conferred by section 5 read with sub-section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely:—

1. This Scheme may be called the Employees' Provident Funds (Amendment) Scheme, 1966.

2. In the Employees' Provident Funds Scheme, 1952, in clause (b) of sub paragraph (3) of paragraph 1, sub-clause (iii) shall be re-numbered as sub-clause (1 iii) and before sub-clause (iii) as so re-numbered the following sub-clause shall be inserted, namely:—

“(iii) as respects banks doing business in one State or Union territory and having no departments or branches outside the State or Union territory covered by the notification of the Government of India in the Department of Social Security No. G. S. R. 2, dated 18th December 1965, come into force on the 31st day of January 1966”.

Certain Person Appointed as member of Regional Committee for State of Madras Under Employee's Provident Funds Scheme.

II-I No. 1615 of 1966.

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

S. O. 49.—In pursuance of clause (c) of sub-paragraph (1) of paragraph 4 of the Employees' Provident Funds Scheme, 1952, the Central Government hereby appoints Shri Deepak L. Banker as member of the Regional Committee for the State of Madras and makes the following further amendment in the notification of the Government of India in the late Ministry of Labour No. S. R. O. 3381, dated the 2nd November 1954, namely:—

In the said notification in entry (4), for ‘Shri M. V. Arunachalam, Honorary Secretary, Madras State Board of A. I. M. O. Swastik House, Armenian Street Madras’ the following shall be substituted, namely:—

‘Shri Deepak L. Banker Messrs. Adoni Spinning and Weaving Company Limited Oriental Building, Armenian Street, Madras-1.

Amendment to Employees' Provident Funds Scheme.

Fort. St. George, March 15, 1966.

II-1 No. 1294 of 1966

The following notification of the Government of India, Department of Social Security, New Delhi, dated the 20th January 1966, is republished:—

G. S. R. 170.—In exercise of the powers conferred by section 5 read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely:—

1. This Scheme may be called the Employees' Provident Funds (Amendment) Scheme, 1966.

2. In the Employees' Provident Funds Scheme, 1952, in clause (b) of sub-paragraph (3) of paragraph 1, sub-clause (1 ii) shall be re-numbered as sub-clause (1 iii) and before sub-clause (1 iii) as so re-numbered, the following sub-clause shall be inserted, namely:—

“(1 ii) as respects banks doing business in one State or Union territory and having no departments or branches outside the State or Union territory covered by the notification of the Government of India in the Department of Social Security No. G. S. R. 2, dated 18th December 1965, come into force on the 31st day of January 1966.”

Appointment of a member to represent Employers on the Second Central Wage Board for Sugar Industry

Fort St. George, March 21, 1966.

III No. 562 of 1966

The following resolution of the Government of India, Ministry of Labour, Employment and Rehabilitation No. WB-7 (2)/65, New Delhi, the 6th January 1966, is republished:—

No. WB. 7 (21)/65.—In partial modification of the Ministry of Labour and employment Resolution No. WB. 7 (2)/65, dated the 16th November 1965, Shri R. P. Nevatia, is appointed as a member to represent Employers on the Second Central Wage Board for Sugar Industry, vice Shri S. S. Kaneria, resigned.

Extension of Employees' State Insurance Scheme to Thirumangalam area in Chingleput District

Fort St. George, February 25, 1966

II-1 No. 1292 of 1966

The following notification of Director-General, Employees' State Insurance Corporation, New Delhi, dated the 11th February 1966, is republished:—

No. INS. I. 22(1)-1/65(12).—In exercise of the powers conferred by sub-regulation (1) of regulation 5 of the Employees' State Insurance (General) Regulations, 1950, I hereby determine that in the areas specified in the schedule given below the first contribution and first benefit periods for Sets A, B and C shall begin and end in respect of persons in insurable employment on the appointed day of midnight of 29th January 1966, as indicated in the table given below:—

TABLE

Set,	First contribution period.		First benefit period.	
	Begins on midnight of.	Ends on midnight of.	Begins on midnight of.	Ends on midnight of.
(1)	(2)	(3)	(4)	(5)
A ...	29th January 1966	30th July 1966	29th October 1966	29th April 1967.
B ...	29th January 1966	26th March 1966	29th October 1966	31st December 1966
C ...	29th January 1966	28th May 1966	29th October 1966	25th February 1967.

(ii) In pursuance of the proviso to section 47 of the Employees' State Insurance Act, 1918 (34 of 1948), the condition regarding minimum number of twelve contributions payable during a contribution period for entitlement to sickness benefit in the corresponding period is hereby waived for the first contribution period in respect of the insured persons in the areas specified in the schedule given below who are allotted Set B and C for whom the first contribution period begins on midnight of 29th January 1966 and ends on midnight of 26th March 1966 and 28th May 1966 respectively.

SCHEDULE.

The area comprised within the revenue villages of Thirumangalam and Koyambedu in Saidapet taluk of Chingleput district in the State of Madras.

Appointment of Certain Officers to be Authorities to hear and Decide all Claims Arising out of Deductions from wages Under Payment of Wages Act.

AMENDMENT TO NOTIFICATION

(G. O. Ms. No. 1470, Industries Labour and Co-operation (Labour),
24th March 1966),

II-I No. 1611 of 1966.

In exercise of the powers conferred by sub-section (1) of section 15 of the Payment of Wages Act, 1936 (Central Act IV of 1936), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification II-I No. 4637 of 1964, dated the 6th October 1964, published at page 1991 of Part II-section 1 of the Fort St. George Gazette dated the 28 October 1964.

AMENDMENT

In the said notification, for the entry in column (2) of the Table against the item 'Deputy Commissioner of Labour and Additional Commissioner for Workmen's Compensation, Coimbatore' in column (1), the following entry shall be substituted, namely ;

"Coimbatore, the Nilgiris, Salem, Dharmapuri and North Arcot districts."

Appointment of Certain Officers to be Inspectors Under Payment of Wages Act.

AMENDMENT TO NOTIFICATION

(G.O. Ms. No. 1472, Industries, Labour and Co-operation (Labour)
24th March 1966),

II-I No. 1617 of 1966.

In exercise of the powers conferred by sub-section (3) of section 14 of the Payment of Wages Act, 1936 (Central Act IV of 1936), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department, Notification II-I No. 4633 of 1964, dated the 6th October 1964, published at pages 1989-1990 of Part II-Section I of the Fort St. George Gazette, dated the 28th October 1964:—

AMENDMENT

In the Table under the said notification for the entries in column (3), against the items 'Deputy Commissioner of Labour, Coimbatore and Inspector of Labour, Vellore' in column (1) thereof, the following entries shall respectively be substituted, namely:—

'Coimbatore, Nilgiris, Salem, Dharmapuri and North Arcot Districts' and North Arcot, Dharmapuri and Salem Districts.

Employers of All Plantations Exempted from Provisions of Certain Sections of Plantation Labour Act in respect of Hospital and Medical Staff, etc.

(G. O. Ms. No. 1476, Industries, Labour and Co-operation (Labour)
24th March 1966)

II-I No. 1656 of 1966

In exercise of the powers conferred by section 42 of the Plantations Labour Act, 1951 (Central Act XIX of 1951), and with the previous approval of the Central Government, the Governor of Madras hereby exempts the employers of all plantations from the provisions of sections 19, 20, 21 and 22 of the said Act in respect of the hospital and medical staff, domestic servants, nurserymen, watchmen, cattle keepers, scavengers and sweepers employed by them subject to the following conditions, namely:—

(i) Overtime payment at twice the ordinary rate of wages shall be paid to workers for work done on their weekly holidays;

(ii) A notice containing the following particulars shall be sent to the Inspector of Plantations concerned within one week whenever the exemption hereby granted is availed of:—

- (1) Serial number.
- (2) Token number.
- (3) Names of workers who are requested to work overtime.
- (4) Designation.
- (5) Normal working hours of the workers.
- (6) Hours of overtime work.
- (7) Purpose.
- (8) Date on which overtime work is done; and

(iii) The exemption hereby granted shall be in force so long only as the exemption granted to the workers aforesaid from the provisions of sections 13 and 14 of the Minimum Wages Act, 1948 (Central Act XI of 1948) is in force.

Appointment of Certain Labour Enforcement Officers as Inspectors Under Dock Workers (Regulation of Employment) Act.

Fort St. George, March 19, 1966.

II-I No. 1534 of 1966.

The following notification of Government of India, Ministry of Labour and Employment, New Delhi, dated the 10th February 1966, is republished:—

S. O. 517—In exercise of the powers conferred by sub-section (1) of section 6 of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948), the Central Government hereby appoints the following Labour Enforcement Officers to be Inspectors in addition to the Conciliation Officers (Central) (now designated as Assistant Labour Commissioners), at the Ports mentioned against them for the purposes of the said Act, namely.

- | | | |
|--|-----|-------------------|
| 1. All Labour Enforcement Officers, Bombay | ... | Bombay Port |
| 2. All Labour Enforcement Officers, Calcutta | ... | Calcutta Port. |
| 3. All Labour Enforcement Officers, Madras | ... | Madras Port. |
| 4. Labour Enforcement Officer, Ernakulam | ... | Cochin Port. |
| 5. Labour Enforcement Officer, Visakapatnam | ... | Vizagapatnam Port |
| 6. Labour Enforcement Officer, Vasvo-da-Gama | ... | Mormugao Port. |

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 March, 1966.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of Disputes. (4)	Terms of Settlement. (5)
1.	The Salem Co-operative Spinning Mills Limited, Salem.	7-3-66	Non-employment of a worker.	The management have agreed to reinstate the worker with effect from 9-3-66 with continuity of service, but without back wages.
2.	-do-	-do-	-do-	The management have agreed to reinstate the worker with effect from 9-3-66 with continuity of service, but without back wages.
3.	Raja Restaurant, Bus Stand, Salem.	16-3-66	Bonus for 1964-65.	The management agreed to pay one month's wages to each worker as bonus for the year 1965-65.
4.	The Shevaroy Bauxite Products Company (Private) Limited, Yercaud.	21-3-66	Implementation of award (on Bonus)	The management have agreed to pay 15% of the total emoluments as advance against bonus for the year 1963-64 to all the present eligible workers. If the Supreme Court decides that the workers are eligible for a lesser quantum the management are entitled to recover the excess amount paid from the Bonus for the year 1964-65 or from the wages of the workers as detailed in the settlement.
5.	Premier Printers, 17/24, Raja Street, Coimbatore.	3-3-66	Retrenchment of 4 workers.	The management agreed to pay an ex-gratia payment to 3 workers in full and final settlement of all their claims. The case of another worker was not pressed.

(1)	(2)	(3)	(4)	(5)
6.	The Coimbatore District Central Co-operative Supply and Marketing Society Limited, Coimbatore-2.	11-3-66	Retrenchment of 10 workers.	The management agreed to pay retrenchment compensation as detailed in the settlement in full and final settlement of all claims of the workers except their bonus for 1965-66
7.	Sahul Hameed, Contractor, Champakal and Brothers (Private) Limited, Coimbatore.	25-3-66	Payment of Bonus for the year 1964-65 to the worker Sri Rangan.	The management agreed to pay on or before 30-4-66 a sum of Rs. 70/- as bonus for the year 1964-65 in full and final settlement.
8.	Sri Sathyanarayanan and Company, K. S. Purnam, Coimbatore-2.	25-3-66	Non-employment of 3 workers	The management agreed to reemploy the three workers with effect from 23-2-1966 treating the period of non-employment (14-6-65 — 22-2-66) as continuity of service.
9.	City Transport (Private) Limited, Coimbatore-11.	31-3-66	Dismissal of a worker.	The management agreed to pay a lumpsum compensation of Rs. 250/- in full and final settlement of all the claims of Sri Anthoniswamy, Cleaner.
10.	Ananda Transport, Tirupathur	14-3-66	Charter of demands	The management agreed to issue two sets of Uniforms for the year 1965-66 to all the workers on or before 1-4-66. The union does not press other issues.
11.	R. V. and Garswood Estate, Kattasettu P. O.	2-3-66	Enrolment of 2 workers and other demands.	The management agreed to pay the woman worker Chellamma a sum of Rs. 42/- as ex-gratia payment. If the worker Selvaraj produces a Medical Certificate that he is a major the Management agreed to take him as a permanent worker subject to the approval of the owners. The woman worker Chellamma will be registered as a permanent worker subject to the approval of owners. The worker Selvaraj will be paid his bonus for the year 1964 and the interim Wage increase if they are entitled and if it has not already been paid.
12.	O'Valley Group of Estate, Gudalur.	3-3-66	Regarding issue of Strike Notice.	The management agreed to pay a Bonus Advance to the temporary workers who had worked in the year 1964 as paid to the permanent workers on or before 15-4-66

(1)	(2)	(3)	(4)	(5)
13.	Kattary Estate, Katary P. O.	11-3-66	Payment of Bonus to the temporary workers.	It is agreed that all the temporary workers who worked for more than 30 days during the year 1964 will be paid an advance on account to every worker, an amount equivalent to - % of the earnings during the year 1964 or Rs. 40/- whichever is higher for the full attendance during the year 1964. The workers who have put less number of attendance will be paid prorata as detailed in the settlement.
14.	Kodaner Estate, Kotagiri.	11-3-66	Settlement of accounts of some workers.	The management agreed to pay all the 34 workers gratuity at the rate of 15 days wages for every year of service, to pay way expenses due to them for the year 1965 and unavailed leave with wages. The Management agreed to pay 10% of their total earnings as Bonus for the financial years 1964-July to 1965 June and for the period from 1965 July till the date of settlement in full and final settlement of all their claims for Bonus for the above periods and also to settle the other demands as detailed in the settlement.
15.	Devershola Estate, Devatshola P. O.	14-3-66	Non-employment of a worker, payment of way expenses to a Gurkha watchman and registration of a worker in the Factory.	The management as a special case agreed to pay Sri K. Aluvy a sum of Rs. 170/- as ex-gratia payment in full and final settlement of all his claims to pay a sum of Rs. 25/- as way expense to watchman Sri Lal-Bhahadur and to register the worker Sri Pocker as a permanent worker with effect from 1-7-66.
16.	Sulthana Estate, Kullakamby	15-3-66	Implementation of Coffee Wage Board Recommendations for the Maistries.	The management agreed to pay the Maistries Natesan, Chami and Palanimalai Rs. 2.50 per day as wages with effect from 1-1-66 and to pay each Maistry a sum of Rs. 50/- in full and final settlement towards his arrears of wages.
17.	Kil-Kotagiri Estates, Kil-Kotagiri.	19-3-66	Non-payment of Gratuity to a woman worker Maruthayee	The management agreed to put the worker on the list for payment of gratuity as a very special case and to pay her gratuity within the next four months.
18.	Vijaya Engineering, H. P. F. Ootacamund.	20-3-66	Non-employment of Sri Bajan Singh and Sri Ebenezer.	The management agreed to pay Sri Bajan Singh a sum of Rs. 425/- in full and final settlement of all his claims against the management except Bonus and to pay Sri Ebenezer an ex-gratia payment of Rs. 30/- for his services with the company.
19.	Katary Estate, Katary P. O.	26-3-66	Continued absence for more than 10 days.	The management agreed to reinstate the worker with continuity of service but without back wages with effect from 28-3-66.
20.	Catharine Falls Estate, Kotagiri.	31-3-66	Non-employment of 2 workers and payment of Bonus to a worker.	The two workers will be paid compensation in lieu of reinstatement at the rate of 15 days wages for every completed year of service or part thereof in excess of 6 months in full and final settlement of all their claims against the management as detailed in the settlement. The Management agreed to pay the worker Marakka a sum of Rs. 30/- as Bonus for the year 1962 and to pay worker Nanjanima W/o Palaniappan Rs. 35/- as medical expenses.
21.	Catharine Falls Estate, Kotagiri.	31-3-66	The transfer of the Estate by the Management.	The management agreed to pay the workers gratuity at the rate of 15 days wages for every completed year of service or part thereof in excess of six months to pay bonus at the rate of Rs. 40/- each year in full and final settlement of all their claims towards Bonus against the Management for the years 1964 and 1965 and to settle the other demands as detailed in the settlement.
22.	West India Plastic Trading Company, 7, Narayana Mudali Street, and 16, Kasi Chetty Street, Madras.	4-3-66	Retrenchment of 16 workers.	It is agreed that the management will pay a sum of Rs. 2,950/- to the union as compensation to the workers which includes arrears of Bonus, arrears of wages, leave wages etc to be divided among 16 workers as detailed in the settlement.
23.	Grand Smithy Works, 25/25, Kammalamman Koil Street, Tondiarpet, Madras-21.	4-3-66	Wages and dearness allowance.	It is agreed that the permanent workers mentioned in the annexure to this settlement shall be paid an adhoc increase in wages of 0-20 paise per day with effect from 1st January 1966, and that the arrears shall be paid on or before 31-3-66.

(1)	(2)	(3)	(4)	(5)
24.	C. S. K. Transport, 12, East Madakoil Stree, Royapuram, Madras-13.	7-3-66	Closure of Establishments.	The management agreed to pay the workers the amount mentioned in the settlement being the notice pay, closure compensation and bonus in full and final settlement of all claim of the workers.
25.	Geetha Engineering Works, Kondithope, Madras-1.	11-3-66	Non-employment of Sri D. Santhal-ingam.	It is agreed that the worker will report for duty on 16-3-66. The period of non-employment will be treated as leave without wages and he is entitled for continuity of service.
26.	Andhra Patrika, 7, Thambu Chetty Street, Madras-1.	14-3-66	Revision of wages, Dearness Allowance, Gratuity Scheme etc.	The management have agreed to pay an additional flat sum of Rs. 10/- to the non-working journalists with effect from 1-1-66 as detailed in the settlement. It is agreed till the decisions of the Non-working Journalists wage Board are announced no demand involving any financial commitment for the management shall be raised.
				It is agreed that the existing Gratuity scheme shall stand modified to the extent of enhancing the quantum of gratuity from 10 days basic wages to 15 days wages.
27.	Ruxley Press, 114, Armenian Street, Madras-1.	18-3-66	Non-employment of Sri E. Annamalai.	It is agreed that the management will pay Rs. 45/- to the worker in two instalments (i.e.) Rs. 225/- to be paid on 30-3-66 and the remaining Rs. 25/- to be paid on 15-4-66 in full and final settlement of all his claims
28.	J. C. F. Employees' Consumers' Co-operative Stores Limited, Madras-38.	19-3-66	Charter of demands	It is agreed that the management will fix the quantum of Dearness Allowance taking into consideration the award to be published in the Integral Coach Factory Shell and Annex Canteen Vide G. O. Rt No. 477 dated 4-3-66 and 11-3-66 respectively as detailed in the settlement.
29.	South India Engineering Services, 24, Sydenhams Road, Vepery, Madras-7.	19-3-66	Bonus for 1964-65.	It is agreed that the Management will pay 24 days wages as bonus in full and final settlement of bonus claim for 1964-65, on or before 30-6-66.

(1)	(2)	(3)	(4)	(5)
30.	Brighton Talkies, 97, Suryasayanam Chetty Street, Royapuram, Madras-13.	21-3-66	Charter of demands.	The management agreed to pay the basic salary to the categories of employees mentioned in the settlement as detailed in the settlement to pay a sum of Rs. 65/- per month as (Dearness allowance) to each employee. The Management agreed to pay gratuity to these employees happened to be terminated from services for the period of services rendered by them at the rate of 15 days basic salary for each year of services rendered prior to the introduction of Employees' Provident Fund Scheme.
31.	M/s. Chitram and Company, Royapuram, Madras-13.	24-3-66	Bonus for 1964-65.	It is agreed that the Management will pay each worker 12½% of their total earnings during the accounting year 1964-65 in full and final settlement of their claim for Bonus.
32.	Tellicherry Timber Depot, Madras-1.	26-3-66	Non-employment of Sri P. Arumugham.	It is agreed that the management will pay Rs. 250/- to Sri P. Arumugham in full and Final Settlement of all his claims, on or before 30-4-66.
33.	Zubeida Fancy Stores, Madras-1. (Tailoring House)	28-3-66	Charter of demands.	It is agreed that the management will pay the 4% of total earnings or Rs. 40/- whichever is higher as Interim Bonus for the year 19-4-65 on or before 31-3-66 will introduce a incentive bonus scheme with effect from 1-4-66 and introduce a gratuity scheme as detailed in the settlement.
34.	Zubelda Fancy Stores, Madras-1 (Tailoring House)	28-3-66	Bonus for 1963-64.	It is agreed that the management will pay 10% of the total wages earned by the workers during 1963-64 as bonus in full and final settlement of the claims of the workers for Bonus and that the dispute in I. D. No. 10/65 will be with-drawn as not pressed.
35.	Agarwal Brothers Steel Rolling Mills, Madras-13.	30-3-66	Charter of demands.	It is agreed that the Management will give adhoc increase in wages with effect from 1-1-66 as detailed in the settlement and that an allowance of Rs. 10/- will be paid to the workers who were provided with dress and boots in lieu of dress and boots.

(1)	(2)	(3)	(4)	(5)
36.	Pioneer Works (Private) Limited, Nagercoil.	7-3-66	Permanency of 3 workers.	The management agreed to make the workers permanent with effect from 1-3-66.
37.	Sri Sankara Allom (Private) Limited, Nagercoil.	11-3-66	Cooling Glasses and Aruvadai Allowance for the workers.	The management agreed to pay a sum of Rs. 6/- to each of the Permanent workers engaged in scrapping work on or before 21-3-66.
38.	The Steamer Agents and the Stevedores at Tuticorin and the Stevedore workers at Tuticorin.	29-3-66	Increase in wages of the Stevedore workers.	The Stevedores Association agreed to pay 20% increase over the existing wages to the Stevedore workers, with effect from 1-5-1966.
39.	Madras Hotel, Vellore.	2-3-66	Non-employment of Balaraman.	The management agreed to pay Rs. 190/- to the worker as compensation, in full and final quits of all his claims against the management.
40.	Raja Tea Stall, Kasba, Vellore.	2-3-66	Non-employment of Gopal.	The management agreed to pay Rs. 150/- to the worker as compensation including the arrears of wages in full and final settlement of all his claims against the management.
41.	Bharathi Bus Service, Sholinghur	29-3-66	Non-employment of a worker.	The management agreed to pay Rs. 475/- as compensation to Sri Govindaswami Naidu in full and final settlement of all his claims against the management.
42.	Sova (Private) Limited, Kuniamuthur.	9-3-66	Regarding Eight days wages cut in October 1965.	The management agreed to refund the eight days wages cut already effected as detailed in the settlement.
43.	Navamani and Company, Pappanaickenpalayam, Coimbatore.	31-3-66	Payment of Bonus for 1964-65.	The management agreed to pay 3 1/4% of total wages more as Bonus for the year 1964-65 in addition to the quantum already paid, namely 4% of total wages. This shall be in full and final settlement of Bonus for 1964-65.
44.	Khader Knitting Company, Tiruppur.	25-3-66	Non-employment of a worker Sri N. Arumugham.	The management agreed to pay and the worker agreed to receive a sum of Rs. 150/- as an ex-gratia payment in full and final settlement of all his claims with the management including his claim for reinstatement.

(1)	(2)	(3)	(4)	(5)
45.	Raj Knitting Company, Tiruppur.	25-3-66	Bonus for the year 1964-65.	The management agreed to pay and the workers agreed to receive five weeks' wages as bonus for the year 1964-65 in full and final settlement of the claims of the workers regarding Bonus for 1964-65.
46.	Lakshmi Mills Company Limited, Palladam.	18-3-66	Non-employment of Chinnasamy and 12 others.	The parties agreed for informal arbitration by Sri G. Kamalaratnam, M.A., B.L., Special Deputy Commissioner of Labour, Madras and to abide by his decision.
47.	Siyanl Textiles (Private) Limited, Singaullur P. O., Coimbatore.	29-3-66	Certain demands.	It is agreed that the temporary workers will be paid at the rate of Rs. 4-50 per day from 1-3-66 that they will be given tickets from 1-4-66 and that the management will give one set of uniform to all the workers before the end of April 1966.
48.	Chandrabhabha Cottage Spinning Mills, Chittode, Erode.	30-3-66	Alleged non-provision of work to the workers from 17-1-66 to 5-2-66.	The management agreed to issue tickets to the workers from 15-4-66 and also to put up lay off notices in advance in future.
49.	Coimbatore Cotton Mills Limited, Singanallur.	18-3-66	Non-employment of a worker	The worker and the Union Secretary agreed to give assurance that the worker will behave well and will not indulge in going out of department without prior written permission, in future, including for tea. The Management in turn agreed to reinstate the worker in service with continuity of service but without back wages.
50.	Chandra Prabha Cottage Spinning Mills, Chittode, Erode.	30-3-66	Non-payment of wages on 12-1-66.	The management agreed to pay wages to the workers for 12-1-66 as stated in the settlement.
51.	Janardhana Mills Limited, Singanallur.	7-3-66	Retrenchment of one worker.	The management and the Union agreed to the informal arbitration by the Deputy Commissioner of Labour, Coimbatore on the issue and to abide by his decision.

(1)	(2)	(3)	(4)	(5)
52.	B. N. K. Press, Private Limited, Madras-26.	7-3-66	Certain demands.	The management agreed to revise the scales of pay as detailed in the settlement to pay Dearness Allowance to the workers at the rate of 19 paise per point above 10 points of cost of living index applicable to Madras City to introduce a gratuity scheme as detailed in the settlement and also to settle the other demands as detailed in the settlement.
53.	M/s. Saradha Binding Works, Madras-26.	7-3-66	Certain demands.	The management agreed to introduce a revised scale of wages with effect from 1-1-66 as detailed in the settlement, to pay Dearness Allowance to the workers at the rate of 19 paise per point above 100 points of cost of Living Index. applicable to Madras City to introduce a gratuity scheme in the establishment as detailed in the settlement and also to settle the other demands as detailed in the settlement.
54.	Prasad Process Private Limited, Madras-26.	7-3-66	Certain demands.	The management agreed to introduce a revised scales of wages with effect from 1-1-66 as detailed in the settlement, to pay Dearness Allowance to the workers at the rate of 19 paise per point above 100 points of cost of Living Index. applicable to Madras City to introduce a gratuity scheme in the establishment as detailed in the settlement and also to settle the other demands as detailed in the settlement.
55.	Reliance Motors Private Limited 151, Mount Road, Madras-2.	9-3-66	Reinstatement of B. Kanniappan.	The management agreed to reinstate the worker with continuity of service but without back wages as detailed in the settlement.
56.	Udipi Durgh Bhavan, Ramakrishna Mutt Road, Madras-28.	14-3-66	Non-employment of a worker Palani-samy.	The management agreed to pay Rs. 200/- in full and final settlement of all the claims of the worker including his claims for reinstatement, bonus, wages, leave wages etc., as detailed in the settlement.
57.	Paramount Printers, Madras-2	15-3-66	Non-employment of a worker and non-implementation of award.	The management agreed to pay the workers Sri Srinivasan Rs. 75/- Sri Harikrishnan Rs. 85/- and Sri Vedachalam Rs. 925/- in full and final settlement of all their claims as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
58.	Murugan Transports, Dindigul.	29-3-66	Non-employment of a driver.	The management agreed to reinstate the worker in service with effect from 1-4-66 with continuity of service but without back wages.
59.	Dindigul Skin Merchants Association, Dindigul	30-3-66	Bonus for 1965-66.	It is agreed that the workers who have put in 240 days 180 to 239 days of attendance during the year 1965-66 will be paid bonus at flat rates as detailed in the settlement.
60.	Lakshmi and Company, Tanners and Exporters. Dindigul.	30-3-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 65/- to Srimathi Arokiammal in full and final settlement of all her claims against the management as detailed in the settlement.
61.	Sri Ranga Rice Mills, Dindigul.	31-3-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 90/- in full and final settlement of all the claims of the worker against the Management as detailed in the settlement.
62.	Chandra Vilas Scented Tobacco and Cigar Manufacturing Company, Dindigul.	31-3-66	Bonus for 1964-65.	It is agreed that in addition to the interim bonus already paid at the time of Deepavali 1965, the workers in cut piece section shall be paid an additional bonus of Rs. 25/- each and the workers in Scented Tobacco Section shall be paid Rs. 15/- each as additional bonus as detailed in the settlement.
63.	Mathalam Estate, Sivumalai, Dindigul.	31-3-66	Non-employment of a worker.	The management agreed to reinstate the worker Sri K. Pottivadan in service with effect from 14-4-66 in continuity of service but without back wages.
64.	Chandra Vilas Scented Tobacco and Cigar Manufacturing Company, Dindigul.	31-3-66	Bonus for 1964-65.	It is agreed that in addition to the interim Bonus as already paid at the time of Deepavali 1965, the workers in Scented Tobacco Section shall be paid Rs. 15/- each as additional Bonus as detailed in the settlement.
65.	Ultramarine and Pigments Limited, Ambathur.	4-3-66	Non-employment of a worker.	The management agreed to reinstate the worker in Sri Chandran back into employment from 7-3-66 without back wages for the period of his non-employment effective 16-12-1965.

(1)	(2)	(3)	(4)	(5)
66.	E. I. D. Parry Limited, Ereore.	7-3-66	Non-employment of a worker.	The management agreed to reinstate the worker Sri M. P. Haneef with effect from 9-3-66 on the conditions detailed in the settlement.
67.	Shaw Wallace and Company Limited, Fertiliser and Superphosphate Factory, Avadi.	11-3-66	Retrenchment of about 104 workers.	It is agreed that lay off by rotation will cease from 1st March 1966 till 15th September 1966 and until the 15th September 1966 if and when lay off is necessary, workers will be laid off on the basis of last in first. The retrenchment notices issued to the 104 workmen will be withdrawn and cancelled with immediate effect and the 104 workmen will be treated as having been laid off from 1-3-66 as detailed in the settlement.
68.	M's. Sarada Studios, Madras-26.	19-3-66	Charter of demands.	The management agreed to revise the scales of wages as detailed in the settlement with effect from 1-1-66, to provide two set of uniforms free of cost each year to the workers and also to provide one pair of shoes free of cost each year as detailed in the settlement.
69.	M/s. Adayar Industries, Madras-20.	25-3-66	Non-employment of three workers.	The management agreed to pay 18 days, 45 days and 15 days wages to Sri P. Natarajan, D. Durai and M. Panduranga respectively in full and final settlement of all their claims.
70.	Madras Engineering Enterprises, Madras-58.	31-3-66	Fixation of grades, revision of wages etc.,	Parties agreed that the system of paying consolidated wages may continue and the management agreed to fix the grades, and wages to pay attendance bonus, etc., as detailed in the settlement.
71.	Metal Industries, Industrial Estate, Guindy, Madras-32.	3-3-66	Charter of demands	The Management agreed to pay an adhoc increase in Dearness Allowance by Rs. 10/- p.m. to their workers with effect from 1-1-66 and to give bonus for 1963/64 and 1964/65 as per the provisions of the payment of Bonus Act, 1965 and also to pay retrenchment compensation to retrenched workers and to reinstate workers Munuswamy and Manickam with back wages as detailed in the settlement.
72.	Southern Automatic Industries, Madras-32	7-3-66	Non-employment	The Management agreed to pay Rs. 175/- to the worker in full and final settlement of all his claims including Bonus for the period upto the end of the termination of the worker as detailed in the settlement.
73.	Krishna Bhavan Hotel, Jawahar Bazaar, Karur.	7-3-66	Certain demands	The Management agreed to pay annual increment one month wages as bonus for every completed year of service at the time of Deepavali and it is agreed that workers who had put in a continuous service of three years and more shall be entitled to payment of gratuity as detailed in the settlement.
74.	Dhanalakshmi Vilas Coffee Hotel, Car Street, Karur.	7-3-66	Certain demands	The Management agreed to pay annual increment, one month's wages as bonus, for every completed year of service at the time of Deepavali and the workers who had put in a continuous service of 3 years or more shall be entitled to payment of gratuity as detailed in the settlement.
75.	Sri Mariamman Chappati Stall, Car Street, Karur.	7-3-66	Certain demands	The Management agreed to pay annual increment, to pay one and a half months wages as bonus for every completed year of service, to each worker at the time of Deepavali and gratuity to the workers who have put in a continuous service of 3 years and more as detailed in the settlement.
76.	Senthamil Pathipagam, Pudukkottai.	10-3-66	Bonus for 1964-65	Management agreed to pay 30 day's wages inclusive of dearness Allowance as bonus for the year 1964-65 in full and final settlement as detailed in the settlement.
77.	Santhi Bhavan Hotel, Car Street, Karur.	9-3-66	Certain demands	The management agreed to pay annual increment to pay one month's wages as bonus for every completed year of service at the time of Deepavali to each worker, and to pay gratuity as detailed in the settlement.
78.	Ashok Bhavan Hotel, Villupuram.	16-3-66	Payment of compensation on closure of the establishment.	The management agreed to pay service compensation for leave, Bonus and Leave salary to the nine workers as set out in the annexure to the settlement in full and final settlement of all their claims.

(1)	(2)	(3)	(4)	(5)
79.	Karur Transports (Private) Limited, Karur.	31-3-66	Non-employment of Sri R. Malayalam.	The management agreed to pay Rs. 1,250/- as ex-gratia compensation to the worker in full quite.
80.	Tamilnad Tannery No. 2, Sembattu, Tiruchirappalli.	31-3-66	Discharge of D. Omaharithan.	The management agreed to pay Rs. 175/- as compensation to the worker in full and final settlement.
81.	Rama Rice Mill, Kumbakonam Metlakaveri, Kumbakonam.	28-3-66	Non-employment of Sri Perumal alias Paraman.	The management agreed to pay Rs. 75/- on 28-3-66 to the worker in full and final settlement of all his claims.
Settlements effected by the Deputy Commissioners of Labour under section 12 (3) of the Industrial Disputes Act, 1947				
82.	M. L. J. Press (Private) Limited, Maaras-4.	7-3-66	Applicability of the recommendations of the Central Wage Board for non-Journalists.	The management agreed to pay Rs. 7.50 to the workmen from January 1965 onwards on the terms contained in the settlement dated 3-8-65. Until an authoritative decision is reached in regard to the applicability of the Wage Board Recommendations.
83.	Rallis India Limited, Madras.	26-3-66	Bonus for the year 1963-64 and 64-65.	The management agreed to pay Rs. 10.5 lakhs deducting the bonus actually paid for the accounting year 1964-65 to all eligible employees in full and final settlement of their claim for bonus for the year 1964-65 and 1965-66. The Bonus amount to be paid will be distributed to the workers as detailed in the Settlement.
84.	Stanmore Estate, Valparai.	9-3-66	Non-payment of Extra-wages for the May day.	The management agreed to pay half a day's wages in addition to any wages already paid for 1st May 1965.
85.	Somasundaram Mills (Private) Limited, Coimbatore	15-3-66	Proposed retrenchment of 299 workers.	The management agreed to drop the proposed retrenchment-workers who had already accepted the retrenchment compensation shall be entitled to resume work with continuity of service if they report back for duty within ten days from the date of settlement. The amount taken as retrenchment compensation shall be recovered in easy monthly instalments.

(1)	(2)	(3)	(4)	(5)
86.	M. B. D. Motor Service, Arcot.	16-3-66	Non-employment of 9 workers and certain other demands.	The management agreed to reinstate 8 workers with continuity of services but without back wages and to settle the claims of the other workers as detailed in the settlement.
87.	Dhandayuthapani Foundry (Private) Limited, Coimbatore-1.	30-3-66	Non-payment of increased wages and refund of 8 days' deducted wages.	Both the parties agreed to refer the issues to the informal arbitration of the Special Deputy Commissioner of Labour, Madras and to abide by his decision.

2 Particulars of voluntary and collective agreements made between employers and employees during the month of March, 1966.

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues (5)
1.	Belpahar Refractories Ltd. Karuppur. Belpahar Refractories National Employees' Union, Karuppur.	7-3-66	—	Demand of the workers for the supply of shoes to the workers.
2.	Balu and Company C. C. S. Grand Hotel, Coimbatore	28-2-66	—	Dismissal.
3.	The United Coffee supply Company, Coimbatore.	2-3-66	—	Increase of dearness allowance.
4.	B & C Mills Ltd. Madras.	1-3-66	5	Due to revision of labour requirements.
5.	B & C Mills Ltd. Madras.	3-3-66	1	Change of work.
6.	Mysore Premier Metal Factory, Madras	—	5	Due to revision of Wages.
7.	B & C Mills, Madras-12.	5-3-66	1	Change of work
8.	B & C Mills, Madras-12.	7-3-66	1	Change of work
9.	P. Devaraj Haidu & Sons., Madras-12.	19-2-66	31	Charter of demands.
10.	B & C Mills, Madras-12.	8-3-66	16	Change of work
11.	B & C Mills, Madras-12.	24-3-66	250	Wages, allowance etc.
12.	Madurai Alanganallur Transports, Madurai Madurai Motor Labourers' Union, Madurai.	22-3-66	—	Demand for annual increment batta etc.
13.	Tirunelveli Chelliah Pillai Saival Meals Hotel, Madurai, Madurai District General Workers Union, Madurai.	31-3-66	4	Retrenchment of four workers.

3 Statement showing the Industrial Disputes referred for adjudication to the Industrial Tribunal, Madras and the Labour Courts, published in Part II, Section I, of the Fort St. George Gazette during the month of March 1966.

Sl. No. (1)	Name of the concern in which the dispute has arisen. (2)	Issues (3)	G. O. No and Date of reference (4)
Industrial Tribunal, Madras			
<i>Coimbatore District</i>			
1.	Coimbatore Cotton Jubilee Mills, Singanallur, Coimbatore	Are the piecers and doffing boys working in the staple fibre and cotton sections entitled to the monthly rate of basic wages of Rs. 82/- and Rs. 50/- respectively irrespective of any efficiency or production.	G. O. Ms. No. 1062, Industries, Labour & Co-operation (Lab) dated 4-3-66.
		2. Is the Management entitled to link the basic wages fixed by the Arbitrator (The Hon'ble Chief Minister) in his decision, dated 20-12-1963 to production and efficiency.	
		3. Can the existing scheme, if any, linking the basic wages to production and efficiency remain in operation after the decision of the Arbitrator dated 20th December 1963.	
		4. If the concerned piecers and doffing boys are found entitled to only Rs. 82/- and Rs. 50/- respectively irrespective of production and efficiency, then the date from which the difference is to be calculated.	
<i>Madras District</i>			
2.	K. C. P. Limited, Central Workshop, Tiruvottiyur.	Whether the non-employment of Sri T. Ranganathan is justified, and if not to what relief he is entitled.	G. O. R. No. 301, Industries, Labour & Co-operation, (Lab) dated 14-2-66.
		2. To compute the relief, if any awarded in terms of money if it can be so computed.	

(1)	(2)	(3)	(4)
3. Messrs. Jeevanlal (1929) Limited, Madras.	Whether the demand for payment of additional bonus for the year 1964 is justified and if so to fix the quantum.	G. O. R. No. 442, Industries, Labour & Co-operation, dated, 1-3-66.	
4. W. A. Beardsell and Company (Privated) Ltd, Madras.	1. Whether the demand for revision of wage scales is justified and if so to revise the wage scales and define the manner of fitment of workers therein. 2. Whether the demand for revision of dearness allowance is justified and if so to refix the rate of dearness allowance. 3. To fix the quantum of bonus payable for 1963-64.	G. O. R. No. 444, Industries Labour & Co-operation, dated 1-3-66.	
5. Tamilnadu Handloom Weavers' Co-operative Society, Ltd. Madras.	Whether the demands of the employees in respect of the following issues is justified and if so to what relief they would be entitled. 1. Revision of Scales of pay 2. Revision of dearness allowance 3. Payment of house rent allowance 4. Weightage for past service 5. Special allowance for typist with higher grade qualifications. 6. Special allowance for salesman and Assistant salesman 7. City allowance 8. Fixation of age of retirement at 60 9. Payment of leave salary at the last drawn 10. Bonus for 1963-64 and 1964-65 11. Remission of 1 per cent in recovery of shortage from appeaisers	G. O. Ms. No. 1233, Industries, Labour & Co-operation, (Lab) dated 12-3-66.	

(1)	(2)	(3)	(4)
<i>North Arcot District</i>			
6. Beedl Factories in North Arcot District.	Whether the demand of the workers for increased remuneration for pasting ring labels is justified and if so to fix the quantum.	G. O. Ms. No. 767, Industries, Labour & Co-operation dated 18-2-66.	
<i>Salem District</i>			
7. Salem Brode Electricity Distribution Company Limited, Salem.	Whether a revision of the existing rates of dearness allowance should be linked with the cost of living index number if so the formula and the quantum and the date from which this must be given effect to.	G. O. Ms. No. 1141, Industries, Labour & Co-operation, dated 8-3-66.	
<i>Labour Court, Coimbatore</i>			
<i>Coimbatore District</i>			
8. Dyeing and Bleaching and Printing Unit Tirupur.	To determine the workload and wages.	G. O. Ms. No. 625 Industries Labour & Co-operation (Lab) dated 15-2-66.	
9. Ravrendra Mills Ltd. Singanallur, Coimbatore.	Whether the non-employment of the workers mentioned in the annexure are justified and if so to what relief each would be entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 743, Industries, Labour & Co-operation, (Lab) dated 17-2-66.	
10. Thondamuthur Trading Company, Coimbatore.	Whether the non employment of Sri T. Deasi Gowder, Driver is justified, and if not to what relief he would be entitled. To compute the relief any awarded in terms of money if it can be so computed.	G. O. Ms. No. 770, Industries, Labour & Co-operation dated 18-2-66.	

(1)	(2)	(3)	(4)
11. The Kasthuri Mills Ltd. Ondiputhur, Coimbatore	Whether the non-employment of Sri Senniappan is justified, and if not to what relief he would be entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 771, Industries, Labour & Co-operation, dated 18-2-66.	
12. The Kadri Mills (Coimbatore) Limited, Oddarpalayam Coimbatore.	Whether the non-employment of the six workers mentioned in the annexure is justified and if so to what relief each would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 772, Industries, Labour & Co-operation, dated 18-2-66.	
13. Tamilnad Cottage Industries, Limited Spinning Mills, Tirupur.	Whether the non-employment of the two workers mentioned in the annexure is justified and if not to what relief each would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 782, Industries, Labour & Co-operation, dated 19-2-66.	
14. Thondamuthur Trading Company, Ltd, Coimbatore.	Whether the demand for increase of dearness allowance is justified and if so to fix the same.	G. O. Ms. No. 967, Industries, Labour & Co-operation dated 1-3-66.	
15. V. R. T. Transport, Coimbatore.	Whether the non-employment of Sri P. Kumaraswamy is justified if not to what relief he would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 982, Industries, Labour & Co-operation, dated 1-3-66.	
16. Textool Company Ltd, Coimbatore.	Whether the non-employment of the Seven workers mentioned in the annexure is justified if not to what relief each would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 1017, Industries, Labour & Co-operation, dated 3-3-66.	

(1)	(2)	(3)	(4)
Hindustan Equipment Manufacturers Ganapathy post, Coimbatore.	Non-employment of two workers viz N. Palani-swamy and Sambar Payment of night allowance to the workers.	G. O. Ms. No. 1229, Industries, Labour & Co-operation, dated 11-3-66.	
18. Pollachi Roadways (P) Limited, Pollachi.	Whether the non-employment of Sri S. Saminathan (Driver) is justified and if not to what relief he would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 1276, Industries, Labour & Co-operation, dated 15-3-66.	
19. Pannimede Estate, Mudis Post	Whether the non-employment of the three women workers is justified and if not to what relief each would be entitled.	G. O. Ms. No. 1321, Industries, Labour & Co-operation, dated 17-3-66.	
20. Kasthuri Mills Limited, Ondipudur, Coimbatore	Whether the non-employment of Sri G. Govindarajulu (T. No. 119) and Srimathi Cauvery Ammal (T. No. 105) is justified and if not to what relief each would be entitled. To compute the relief if any in terms of money if it can be so computed for each	G. O. Ms. No. 1322, Industries, Labour & Co-operation, dated 17-3-66.	
21. High Forest Estate Mudispost.	Whether the non-employment of Sri Kuppuswami (No. 489) Lower Division High Forest Estate, is justified and if not to what relief he would be entitled.	G. O. Ms. No. 1323, Industries, Labour & Co-operation, dated 17-3-66.	
<i>Nilgiris District</i>			
22. Sutton Estate, Kulakamby Post, Coonoor.	Whether the non-employment of Chickamby is justified and if not to what relief he would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 741, Industries, Labour & Co-operation, dated 17-2-66.	

(1)	(2)	(3)	(4)
Labour Court, Madras.			
<i>Madras District</i>			
23. Zubeida Fancy Stores, Madras.	To fix the quantum of bonus for 1963-64	G. O. R. No. 334, Industries, Labour & Co-operation, dated 18-2-66.	
24. Best Electroplaters, Madras.	To fix the quantum of bonus for 1963-64 2. Whether the demand for continuance of the allowance from 1st October 1964 is justified.	G. O. R. No. 334, Industries Labour, & Co-operation, dated 18-2-66.	
25. Messrs. Sugasan and Company (Private) Ltd. Madras.	Whether the demand for fixation of scales of wages is justified if so to fix the wages scale and to fit the existing incumbents in the scales so fixed. Whether the demand for linking dearness allowance with the cost of living index is justified and it so to fix the rate.	G. O. R. No. 342, Industries Labour, & Co-operation, dated 18-2-66.	
26. Kay Corporation Transport Company, Madras.	Fixation of the quantum of bonus for 1963-64. 2. Whether the non-employment of Sri G. R. Seethapetty and Sri D. Swamidoss is justified and if not to what relief, they are entitled. To compute the relief if any, awarded in terms of money if it can be so computed.	G. O. R. No. 336, Industries' Labour & Co-operation, dated 1-2-66.	
27. The East Asiatic Company, (India) Private Limited, Madras.	Whether the dismissal of Sri T. Rajagoyan, token No. 1261 is justified and if not to what relief he is entitled. To compute the relief, if any, awarded in terms of money if it can be so computed.	G. O. R. No. 474, Industries, Labour & Co-operation, dated 4-3-66	
28. Malai Murasu, Madras.	Whether the non-employment of Sri E. Rathinam (compositor) is justified and if not to what relief he is entitled. 2. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 475, Industries, Labour & Co-operation, (Lab) dated 4-3-66.	

(1)	(2)	(3)	(4)
29. Integral Coach Factory, Amnir canteen, Madras.	Whether the demand for revision of dearness allowance is justified and if so to fix the rate.	G. O. R. No. 477, Industries, Labour & Co-operation, dated 4-3-66.	
30. Integral Coach Factory, Canteen (Shell) Madras.	Whether the demand for revision of dearness allowance is justified and if so to fix the rate.	G. O. R. No. 536, Industries, Labour & Co-operation, dated 11-3-66.	
31. A. S. B. Engineering Works, Madras.	Whether the non-employment of the seven workers mentioned in the order is justified and if not to what relief each is to be entitled To compute the relief, if any, awarded in terms of money if it can be so computed.	G. O. R. No. 509, Industries, Labour & Co-operation, dated 9-3-66.	
32. Mohamed Sait and Sons, Madras.	Whether the non-employment of Sri Shahada is justified and if not to what relief he is entitled. To compute the relief if any, awarded in terms of money if it can be so computed.	G. O. R. No. 476, Industries, Labour & Co-operation, dated 4-3-66.	
<i>North Arcot District.</i>			
33. S. Beedi Factory, Gudiyatham.	Whether the reduction in commission from 25 paise to 20 paise for 1000 beedies to the branch managers is justified and if not to what relief they are entitled. Whether the non-employment of Sri V. S. Nawab Sahib, and Sri M. Ismail Sahib is justified and if not to what relief they are entitled. To compute the relief, if any awarded in terms of money, if it can be so computed.	G. O. R. No. 473, Industries, Labour & Co-operation, dated 4-3-66.	

(1)	(2)	(3)	(4)
	<i>South Arcot District</i>		
34. Sri Kamatchi Amman Motor Service, Virudhachalam.	Whether the non-employment Sri O. N. Perias my is justified and if not to what relief he is entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G. O. R. No. 332, Industries, Labour & Co-operation, dated 18-2-66.	
	<i>Labour Court, Madurai</i>		
	<i>Kanyakumari District</i>		
35. Kanyakumari District Co-operative supply and Marketing society Ltd, Nagercoil.	Whether the non-employment of the worker Ayyam Pillai is justified, and if so, to what relief he is entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 742, Industries; Labour & Co-operation, (Lab) dated 17-2-66.	
36. Pioneer Works (Private) Limited, (Tile works) Nagercoil.	Whether the demand of the workers for increase of wages and annual increments is justified if so a scale may be prescribed for various categories of workers employed.	G. O. Ms. No. 745, Industries, Labour & Co-operation, (Lab) dated 17-2-66.	
37. Pioneer Motors, Nagercoil.	Whether the non-employment of Sri K. Chellam Conductor is justified and if not to what relief he would be entitled. To compute the relief if and awarded in terms of money if it can be so computed.	G. O. Ms. No. 1351, Industries, Labour & Co-operation, (Lab) dated 19-3-66.	
	<i>Ramnad District</i>		
38. Sri Shanmuga Mills Rajapalayam.	Whether the non-employment of Sri S. Sanjeevi Naicker from 9th November 1965 is justified and if not, to what relief he is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 360, Industries, Labour, & Co-operation, dated 19-2-66.	

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 March, 1966.

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. & date on which the award was given
(1)	(2)	(3)	(4)
<i>Industrial Tribunal, Madras</i>			
<i>Madras District</i>			
1. Damodhar Envelope Factory, Madras.		22-24 9-3-66	G. O. R. No. 409, Industries, Labour & Co-operation, dated 25-2-66.
2. Indian Oxygen Limited, Tondiarpet, Madras (Reference under section 36-A)		13 16-3-66	G. O. R. No. 489, Industries, Labour & Co-operation, dated 15-3-66.
3. Remington Rand of India Limited, Madras.		15-21 30-3-66	G. O. R. No. 576, Industries, Labour & Co-operation, dated 17-3-66.
<i>Chingleput District</i>			
4. Chrome Leather Company, Limited, Chrompet.		10-13 16-3-66	G. O. R. No. 481, Industries, Labour & Co-operation, dated 4-3-66.
5. Ashok Leyland Limited, Ennore, Madras.		6-7 23-3-66	G. O. R. No. 526, Industries, Labour & Co-operation, dated 10-3-66.
6. —do—		11-15 30-3-66	G. O. R. No. 575, Industries, Labour & Co-operation, dated 17-3-66.
<i>Thanjavur District:</i>			
7. Indian Steel Rolling Mills Limited, Nagapattinam.		13-14 16-3-66	G. O. Ms. No. 1085, Industries, Labour & Co-operation, (Lab) dated 5-3-66.
<i>Coimbatore District</i>			
8. Sova (P) Limited, Kumiamuthur, Coimbatore.		20-21 9-3-66	G. O. R. No. 374, Industries, Labour & Co-operation, dated 22-2-66.

(1)	(2)	(3)	(4)
<i>Salem District</i>			
9. Salem Co-operative Sugar Mills Limited, Mohanur.	15-16 16-3-66	G. O. Ms. No. 1234 Industries, Labour & Co-operation, (Lab) dated 12-3-66.	
<i>Madurai District :</i>			
10. College House, Boarding and Lodging, Madurai.	14 2-3-66	G. O. R. No. 373, Industries, Labour & Co-operation, dated 22-2-66.	
<i>Kanyakumari District :</i>			
11. Vaikundem Estate, Kaliyal Post	21-22 9-3-66	G. O. R. No. 375, Industries, Labour & Co-operation, dated 22-2-66.	
12. Nagammal Mills Limited, Nagercoil.	21-22 30-3-66	G. O. R. No. 609, Industries, Labour & Co-operation, dated 22-3-66.	
<i>Labour Court, Madras. Madras District</i>			
13. Lipton (India) Limited, Madras.	4-8 2-3-66	G. O. R. No. 382, Industries, Labour & Co-operation, dated 22-2-66.	
14. M/s. A. Basha Radiator Specialists, Madras.	1-2 9-3-66	G. O. R. No. 417, Industries, Labour & Co-operation, dated 28-2-66	
15. English Cycle and Motor Importing Company Madras and Royal Cycle and Motor Company, Madras.	2-6 9-3-66	G. O. R. No. 418, Industries, Labour & Co-operation, dated 28-2-66.	
16. Bangalore Emporium, Madras.	7-9 9-3-66	G. O. R. No. 432, Industries, Labour & Co-operation, dated 28-2-66.	
17. Paragan Talkies, Madras.	9-11 9-3-66	G. O. R. No. 433, Industries Labour & Co-operation, dated 28-2-66.	
18. Nutan Bharat Engineering Services, Villivakkam.	12-16 9-3-66	G. O. R. No. 449, Industries, Labour & Co-operation, dated 1-3-66.	

(1)	(2)	(3)	(4)
<i>Madras District</i>			
19. Agri Horticultural Society, Madras.	17 9-3-66	G. O. Ms. No. 932, Industries, Labour & Co-operation, dated 28-2-66.	
20. Avery Company of India (P) Limited, Madras.	2 16-3-66	G. O. R. No. 521, Industries, Labour & Co-operation, dated 10-3-66.	
<i>Additional Labour Court, Madras Madras District</i>			
21. Madras Enamel Works, Limited, Madras.	8-10 2-3-66	G. O. R. No. 383, Industries, Labour & Co-operation, dated 22-2-66.]	
22. Kasthuri Printers, Madras.	10-11 2-3-66	G. O. R. No. 384, Industries, Labour & Co-operation, dated 22-2-66.]	
23. Kohinoor Confectionery (P) Limited, Madras.	5-6 16-3-66	G. O. R. No. 522, Industries, Labour & Co-operation, dated 10-3-66.	
24. P. Natesan and Company, Madras.	6-7 16-3-66	G. O. R. No. 523, Industries, Labour & Co-operation, dated 10-3-66.	
25. National Tobacco Company of India Ltd. Madras.	1-2 23-3-66	G. O. R. No. 524, Industries, Labour & Co-operation, dated 10-3-66.	
26. M/s. Firestone Tyre and Rubber Company India (Private) Limited, Madras.	2 23-3-66	G. O. R. No. 525, Industries, Labour & Co-operation, dated 10-3-66.	
<i>Chingleput District</i>			
27. Chrome Leather Company, Limited Chrompet	1 2-3-66	G. O. R. No. 372, Industries, Labour & Co-operation, dated 22-2-66.	

(1)	(2)	(3)	(4)
<i>Tanjavur District</i>			
28. Mantbalai Cigar Company, Nagapattinam.	2-4 2-3-66	G. O. R. No. 381 Industries, Labour & Co-operation, dated 22-2-66.	
29. Lakshmi Vilas Coffee Hotel, Kumbakonam.	17-19 9-3-66	G. O. R. No. 441, Industries, Labour & Co-operation, dated 1-3-66.	
30. New Sakthi Confectionary Factory, Sirkali.	2-5 16-3-66	G. O. R. No. 510, Industries, Labour & Co-operation, dated 5-3-66.	
31. Sri Nataraja Foundry, Vijayapuram Post, Tiruvarur.	7-10 16-3-66	G. O. Ms. No. 1150, Industries, Labour & Co-operation, dated 8-3-66.	
32. K. T. P. Transports, Pudukottai.	11-12 9-3-66	G. O. R. No. 440, Industries, Labour & Co-operation, dated 1-3-66.	
Labour Court, Coimbatore.			
<i>Coimbatore District</i>			
33. Iyerpadi Estate, Pollachi, Coimbatore District.	12-14 2-3-66	G. O. Ms. No. 744, Industries, Labour & Co-operation, (Lab) dated 17-2-66.	
34. Kalceswarar Mills Limited, Coimbatore.	9-11 30-3-66	G. O. R. No. 624, Industries, Labour & Co-operation, (Lab) dated 24-3-66.	
<i>Kanyakumari District</i>			
35. M. K. M. Allom, Block Nos. II and III Thammaraikulam.	1-2 16-3-66	G. O. R. No. 48, Industries, Labour & Co-operation, (Lab) dated 25-2-66.)	
Labour Court, Madurai			
<i>Madurai District</i>			
36. Rajeswari Press, Madurai.	11-12 2-3-66	G. O. R. No. 392, Industries, Labour & Co-operation, dated 23-2-66.	

(1)	(2)	(3)	(4)
37.	Sree Meenakshi Metal Industries Madurai.	1-7 30-3-66	G. O. R. No 564, Industries, Labour & Co-operation, dated 16-3-66.
38.	Rajeswarl Press, Maduri.	8-9 30-3-66	G. O. R. No. 595, Industries, Labour & Co-operation, dated 19-3-66.
39.	Raja Litho Works, Sivakasi.	7-8 30-3-66	G. O. Ms. No. 573, Industries, Labour & Co operation, dated 17-3-66.
<i>Tiruvallur District</i>			
40.	M. R. Gopalan Motor Service Palayamkottai.	2-3 23-3-66	G. O. Ms. No. 551, Industries, Labour & Co-operation, dated 15-3-66.
41.	Sri Balasaraswathi Transport, Palayamkottai.	3-4 23-3-66	G. O. R. No. 552, Industries, Labour & Co-operation, dated 15-3-66.
<i>Kanyakumari District</i>			
42.	S. M. K. M. Allom (Block Nos. I, II & III) Thamaraikulam.	4-6 23-3-66	G. O. M. No. 1292, Industries Labour & Co-operation, dated 16-3-66.
Before The Arbitrator, Sri K. Ramaswami Gousder, Coimbatore.			
43.	Additional Arbitration award of arbitrator Sri K. Ramaswami Gounder in respect of dispute between the workmen and manage- ment of Textool Company, Limited, Gana- pathy Post, Coimbatore District.	1-67 22-3-66	G. O. Ms. No. 1251, Industries, Labour & Co-operation, dated 14-3-66.
* Award under section 33-A of the Act.			

6. Statement showing the closures and stoppages of work in the factories and mills for reasons other than strikes and lockouts in the State of Madras, for the month of March, 1966.

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.	Paralai Tea Factory, Iyerpadi P. O.	20/ 209 (c)	20	14-3-66	22-3-66	Overhauling of machines.	Alternative work has been given.
2.	Tirupur Cotton Spinning and Weaving Mills, Ltd., Tirupur.	23/ 231 (a)	500	28-3-66	—	Financial position.	—

7. Particulars of complaints received, investigated and settled by the Labour Officers in the State of Madras for the month of March, 1966.

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.	280	32	18	4	7	19	86	—	166	161	285
2.	Coimbatore-II.	109	5	3	3	3	—	28	—	42	28	123
3.	Coonoor.	52	6	3	13	—	2	15	—	39	44	47
4.	Madras-I.	54	20	22	7	1	—	10	—	60	57	57
5.	Madras-II.	135	24	7	40	1	1	21	—	94	49	180
6.	Madras-III.	63	3	4	8	1	—	9	—	25	36	54
7.	Madurai.	239	7	2	44	—	2	19	—	74	55	258
8.	Nagercoil.	25	4	6	12	—	—	3	—	25	4	46
9.	Pollachi.	69	—	—	5	—	—	3	—	8	10	67
10.	Virudhunagar.	39	2	4	14	—	—	3	—	23	17	45
11.	Salem.	79	6	2	18	—	—	14	—	40	43	76
12.	Tiruchirappalli.	54	6	—	2	3	—	21	—	32	34	52
13.	Tirunelveli.	103	8	2	24	—	2	30	—	66	30	139
14.	Vellore.	57	4	1	14	—	—	8	—	27	29	55
TOTAL		1,360	127	74	208	16	26	270	—	721	597	1,484

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

Statement showing the number of Standing Orders, certified during the month of March, 1966.

1. Number of Standing Orders certified as on 1—3—1966.	...	4,356
2. Number of Standing Orders certified during the month.	...	11
Total	...	4,367
3. Number of amendments to Standing orders certified.		4

9. Workmen's Compensation Act 1923. :—

Statement showing the number of accidents reported and amount of compensations paid for the month of March, 1966.

	Number of accidents.	Amount of compensation.
		Rs. nP.
(a) Death	8	67,043.00
(b) Permanent disablement	29	3,760.37
(c) Temporary disablement	35	—
Total	72	*70,803.37

* 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 March, 1966.

Sl. No.	Nature of claims	Number previously pending.	Number received.	Total.	Disposed of	Balance.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Application under Section 10 :						
(a) Fatal	---	129	6	135	5	130
(b) Non-fatal :-						
(i) Permanent	---	137	11	148	17	131
(ii) Temporary	---	37	2	39	1	38
2. Deposits under Section 8 (1)						
(a) Fatal	---	137	17	154	28	126
(b) Persons under legal disability...	---	16	2	18	3	15
3. Deposits under Section 8 (2)						
	---	---	---	---	---	---
4 Memorandum of Agreement:—						
(i) Permanent disablement	---	76	48	124	35	89
(ii) Temporary disablement	---	6	10	16	4	12

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5. Recovery under Section 31.						
	---	10	1	11	---	11
6. Indemnification application under Section 12 (2)						
	---	12	1	13	1	12
Total	---	560	98	658	94	564

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

1. Pending as on 1—3-'66	---	579
2. Received during the month	---	51
3. Disposed of during the month	---	60
4. Pending as on 31—3-'66	---	570

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 March, 1966.

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

Pending as on 1—3—1966	---	375
Received during the month	---	58
Disposed of during the month	---	56
Pending as on 31—3—1966	---	377

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

Pending as on 1—3—1966	---	2
Received during the month	---	2
Disposed of during the month	---	2
Pending as on 31—3—1966	---	2

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

Pending as on 1—3—1966	---	97
Received during the month	---	26
Disposed of during the month	---	19
Pending as on 31—3—1966	---	104

13. (a) List of Trade Unions registered under the Trade Unions Act, 1926 during the month of March 1966.

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	4/CBE	31-3-66	Miscellaneous	Koval Javulikadai Kumasthakkal Sangam, Lakshmi Narasimmaswamy Devasthanam, South Ukkadam, Coimbatore.
2.	5/CBE	31-3-66	Motor Transport	Gobi Motor Workers, Union, 139, Katcheri St., Gobichettipalayam.
3.	3/NAT	31-3-66	Beedi	Cheyyar Beedi Worker's Union, 7, Mett Street, Konarirayanpet, Cheyyar Post.
4.	5/SLM	31-3-66	Chemical	Dalmia Magnesite Corporation Employees' Union, C. 60-A, Swarnapurai.
5.	12/MDS	22-3-66	Engineering	Southern Switchgear Employees' Union No. 1, Stringer Street, George Town, Madras-1.
6.	13/MDS	22-3-66	Miscellaneous	Hivelm Industries Employees' Progressive Union, 110, Demellows Road Madras-12.
7.	14/MDS	22-3-66	Miscellaneous	Madras Ganges Printing Ink Factory Limited, Employees' Union, 30, Karaneswaran Koil Street, Saidapet Madras-15.
8.	15/MDS	22-3-66	Beedi	Chingleput District Beedi Workers' Union, 53-A, Srirangammal Street Madras-21.
9.	16/MDS	24-3-66	Miscellaneous	Madras Leather Plastic and Allied Works Employees' Union, 2/149, Mount Road Madras-2.

(1)	(2)	(3)	(4)	(5)
10.	17/MDS	24-3-66	Miscellaneous	Kilburn Employees' Union, 5, Ritchie St., Madras-2.
11.	18/MDS	24-3-66	Commerce	Park town Co-operative Whole Sales Stores Employees' Union, 2, Rangiah Chetty Street, Choolai, Madras-7.
12.	19/MDS	24-3-66	Engineering	Coromendal Steels Employees' Union, 2/44, Royapettah High Road, Madras.
13.	20/MDS	24-3-66	Oil & Oil Products	Indian Oil Employees' Union, (Southern Branch) 12/13, Angappa Naicken St., Madras-1.
14.	21/MDS	25-3-66	Commerce	Sethuram Thiagarajan & Co., Employees' Union, 9/111, Devaraja Mudali Street, Madras-3.
15.	22/MDS	25-3-66	Engineering	Government Industrial Estate Workers' Union, Govt. Tool Room Shop, Industrial Estate, Madras-32.
16.	23/MDS	26-3-66	Miscellaneous	Madras Corporation Drainage Pumping Station Workers Union 19-A, Thoppai Pillai St., Perlamet, Madras-3
17.	6/CPT	22-3-66	Rubber	Ruby Rubber Works Employees' Union, 33, N. P. St., Tiruvottiur, Madras-19.
18.	7/CPT	29-3-66	Miscellaneous	Class IV Workers Union, 74-A, Rly. Quarters Pt. M. S., I. A. F. Post, Avadi, Madras-55.

All the above unions have ratified the code of discipline.

13. (b) List of Trade Unions amalgamated during the month of March 1966.

<i>Sl. No.</i>	<i>R. No.</i>	<i>Date of registration of amalgamation</i>	<i>Industry</i>	<i>Name and Address of the Union</i>
(1)	(2)	(3)	(4)	(5)
NIL				

13. (c) List of Trade Unions dissolved during the month of March 1966.

<i>Sl. No.</i>	<i>R. No.</i>	<i>Date of registration of dissolution</i>	<i>Industry</i>	<i>Name and address of the Union</i>
(1)	(2)	(3)	(4)	(5)
NIL				

13. (d) List of Trade Unions whose registrations were cancelled during March 1966.

<i>Sl. No.</i>	<i>R. No.</i>	<i>Date of Cancellation</i>	<i>Industry</i>	<i>Name and address of the Union</i>
(1)	(2)	(3)	(4)	(5)
1.	3292	26-2-66	Miscellaneous	Wallajapet Improvement Silk Weaving Workers' Union, 2, Venkataramana Bagavadar Street, Wallajapet.

ABSTRACT

1. Total No. of registered Trade Unions as on 1-3-66	1,284
2. Total No. of trade Unions registered during the month	18
3. TOTAL	1,302
4. Total No. of Trade Unions Amalgamated during the month	Nil
5. Total No. of Trade Unions Dissolved during the month	Nil
6. Total No. of Trade Unions Cancelled during the month of February and omitted to be included.	1
— do — during the month	Nil
7. Total No. of registered Trade Unions as on 31-3-66.	1,301

15. (b) Numerical List of Plantations covered by the Plantations Labour Act, 1951 for the month of March, 1966.

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	—	122	22,717.53	6	222.00	...	...	128	22,939.53
2. Tea	—	139	66,902.06	...	...	...	...	139	66,902.06
3. Rubber	...	19	9,319.57	...	...	...	...	19	9,319.57
4. Cinchona	...	2	9,406.00	...	...	...	...	2	9,406.00
5. Cardamom	...	5	3,186.86	...	...	...	...	5	3,186.86
Total	—	287	1,11,532.02	6	222.00	...	...	293	1,11,754.02

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

16. (a) Statement of Accidents for the month of March, 1966.

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	...
20.	Food Except Beverages	...	1 42
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	1 278
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	...
27.	Paper and paper products	...	...
28.	Printing, Publishing and allied industries	...	...
29.	Leather and Leather products (except foot-wear).	...	...
30.	Rubber and rubber products	...	...
31.	Chemicals and Chemical products	...	...
32.	Products of petroleum and coal	...	...
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	...
34.	Basic Metal Industries	...	...
35.	Metal Products (except machinery and transport equipments).	...	...
36.	Machinery (except electrical machinery)	...	...
37.	Electrical Machinery, apparatus, appliances and supplies.	...	...
38.	Transport equipment	...	...
39.	Miscellaneous Industries	...	...
51.	Electricity, Gas and Steam	...	...
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	...
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		5	1,809

16. (b) Statement of Accidents in Cotton and Jute Mills for the month of March, 1966.

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.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	3	...	...	...	...	...
2.	Card Room Machinery	29	...	...	...	...	...
3.	Drawing Frames	2	...	...	...	...	...
4.	Speed Frames	4	...	...	...	...	...
5.	Spinning Machinery	68	...	...	...	...	...
6.	Weaving Machinery	41	...	...	...	...	...
7.	Finishing Machinery	2	1	...	...	...	...
8.	Flying Shuttles	3	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	61	3	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	1	61	...	...	...	...
Total		1	274	...	...	...	...
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 March, 1966.

Sl. No.	Name of the establishment	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)	(5)
EMPLOYEES PROVIDENT FUNDS ACT				
1.	India Company (P) Ltd., Madras-1.	All provisions of Employees Provident Funds Schemes subject to certain conditions.	With effect from 1—3—66	G. O. Ms. No. 776, Industries, Labour & Co-operation, (Lab) dated 19—2—66.
2.	Sethuram Thiagarajan and Company, Madras-2.	-do-	-do-	G. O. Ms. No. 905, Industries, Labour & Co-operation (Lab) dated 25—2—66.
3.	Indo Franch Pharmaceutical Company, Catholic Centre, Madras-1.	-do-	With effect from 1—4—66	G. O. Ms. No. 965, Industries, Labour & Co-operation, (Lab) dated 1—3—66.
EMPLOYEES STATE INSURANCE ACT				
4.	State Transport Depots at Tondiarpet, Adayar, Ayangaram, Tiruchirapalli and Coimbatore.	All Provisions of the said Act except chapter V-A.	With effect from 24—3—66	G. O. R. No. 495, Industries, Labour & Co-operation, (Lab) dated 7—3—66.
FACTORIES ACT				
5.	Heavy Vehicles Factory, Avadi.	From the Provisions of sections 51, 52, 53, 54, 55, 56, 61, 64 (4) (i) (ii) (iii) and 79 (10) of the said Act subject to certain conditions.	3 months from 21—2—66	G. O. Ms. No. 1021, Industries, Labour & Co-operation, (Lab) dated 3—3—66.
MADRAS SHOPS AND ESTABLISHMENTS ACT				
6.	Otis Elevator Co., (India) Limited, Madras-32.	From Provisions of sub-sections (1) of section 25 of the said Act subject to certain conditions;	One year from 9—3—66	G. O. Ms. No. 769, Industries, Labour & Co-operation, (Lab) dated 18—2—66.
7.	Khadi and Village Industries Work Centre in State of Madras.	All provisions of the said Act except Sections 25, 31, 41, 43, 50 and 51 thereof subject to certain conditions.	One year from 16—3—66	Government Notification dated 24—2—66.
8.	Branch Office of Syndicate Bank Ltd. Coimbatore.	From the provisions of Section 33 of the said act subject to certain conditions.	One year from 16—3—66	G. O. Ms. No. 994, Industries, Labour & Co-operation (Lab) dated 3—3—66.

18. Consolidated Statement of Prices of Cotton and Yarn for the month of March, 1966.

Cotton		Rate per quintal - 100 Kgs.
American	...	Rs. 400 / 520
Cambodia	...	Rs. 315 / 330
Karunganni	...	Rs. 215 / 355

Yarn in French Counts,		Rate per bundle of 5 Kgs.
8s	...	Rs. 12-50
18s	...	Rs. 24-50
36s	...	Rs. 34-25
52s	...	Rs. 47-00
68s	...	Rs. 66-00
84s	...	Rs. 95-00

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 March, 1966, 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 ...	675.3	779.1	519.0	413.8	591.0	625.7
2.	Cuddalore ...	617.0	785.0	418.0	389.0	701.0	594.0
3.	Tiruchirapalli ...	687.0	572.0	579.0	354.0	496.0	606.0
4.	Madurai ...	684.0	517.0	569.0	349.0	434.0	580.0
5.	Colombatore ...	708.0	690.0	721.0	629.0	437.0	680.0
		Food.	Housing.	Clothing.	Miscel-laneous.	Cost of Living Index.	
(Base : August, 1939 : 100).							
6.	Nagercoil ...	797.0	525.0	754.0	400.0		692.0

Comparative statement of the cost of living index numbers for the months of February, 1966 and March, 1966.

Sl. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			February, 1966.	March, 1966.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base : Year ended June, 1936 : 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	629.9	625.7	- 4.2
2.	North Arcot and South Arcot Dists.	Cuddalore ...	593.0	594.0	+ 1.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	589.0	606.0	+ 17.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	579.0	580.0	+ 1.0
5.	Colmbatore and Salem Dists.	Colmbatore ...	667.0	680.0	+ 13.0
(Base : August 1939 : 100)					
6.	Kanyakumari Dist.	Nagercoil. ...	710.0	692.0	- 6.0

MADRAS

The cost of living index number for working classes in Madras City for the month of March, 1966 fell by four points to 626.

The index for the food group fell by thirteen points to 675 due mainly to a fall in the prices of dhall, vegetables, tamarind and coconut oil.

The index for the fuel and lighting group rose by thirteen points to 779 due to an increase in the prices of firewood and matches.

The index for the clothing group rose by four points to 519 due mainly to an increase in the prices of shirting cloth, and sarees.

The index for the miscellaneous group rose by sixteen points to 591 due to an increase in the price of betel nuts and tobacco for chewing.

The index for the house-rent remained unchanged at 414 points

(* 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.	
			February, 1966.	March, 1966.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	688.3	675.3
2.	Fuel and Lighting	8.42	766.1	779.1
3.	Clothing	6.10	515.0	519.0
4.	House-rent	14.57	413.8	413.8
5.	Miscellaneous	12.68	574.9	591.0
	Total	100.00		
	Cost of living Index Number.		629.9	625.7

CUDDALORE

The cost of living index number for Cuddalore rose by one point to 594.

The index for the food group rose by two points to 617 due mainly to an increase in the prices of rice, fish and gingilly oil.

The index for the fuel and lighting group fell by sixty three points to 785 due to a fall in the price of firewood.

The index for the clothing group rose by seventeen points to 418 due to an increase in the prices of dhoties, shirting and upper cloth.

The index for house-rent rose by eleven points to 389 due to revision of house-rent figure.

The index for the miscellaneous group rose by eleven points to 701 due to an increase in dhobi charges.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by seventeen points to 606

The index for the food group rose by twenty three points to 687 due mainly to an increase in the prices of rice, meat, gingely oil and ghee.

The Index for the clothing group rose by thirty two points to 579 due mainly to an increase in the prices of dhoties, shirting cloth, sarees and petticoat cloth.

The index for house-rent rose by two points to 354 due to revision of house-rent figure.

The group index numbers in respect of fuel and lighting and miscellaneous remained unchanged at 572 and 496 points respectively.

MADURAI

The cost of living index number for Madurai rose by one point to 580.

The index for the food group rose by two points to 684 due mainly to an increase in the prices of rice and sugar.

The index for the fuel and lighting group fell by fourteen points to 517 due to a fall in the prices of firewood.

The index for the clothing group rose by five points to 569 due to an increase in the price of dhoties, shirting cloth and sarees.

The index for the miscellaneous group rose by one point to 434 due to a rise in the price of tobacco for chewing.

The index for house-rent remained unchanged at 349 points.

COIMBATORE

The cost of living index number for Coimbatore rose by thirteen points to 680.

The index for the food group rose by twenty point to 703 due mainly to an increase in the prices of rice and cholan.

The index for the fuel and lighting group rose by one point to 690 due to an increase in the price of matches

The group index numbers in respect of clothing house-rent and miscellaneous remained unchanged at 721, 629, and 437 points respectively.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil fell by eighteen points to 692.

The index for the food group fell by twenty seven points to 797 due to a fall in the prices of condiments, pulses, vegetables, coconut oil and coconuts.

The index for the miscellaneous group fell by six points to 400 due to a fall in the prices of betel leaves, and tobacco.

The group index numbers in respect of housing and clothing remained unchanged at 525 and 754 points respectively.

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

20 (a) Monthly Press Report for the Month of March, 1966

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2,86,699 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 benefit when needed. There are 52 Offices of the Corporation in the Madras State for disbursement of Cash Benefits.

During the month of March, 1966, 2,257 persons received Rs. 95,433-75. by way of Cash Benefits due to Employment Injury. This includes 357 persons who are in receipt of pensions for Permanent Disablement Benefit and also 146 dependants of deceased Persons.

In the month of March, 1966, 1,831 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 44,401 claims were received and an amount of Rs. 6,87,041-79, as sickness benefit involving abstention for 2,18,451 days

During the month of March, 66, 312 Insured Women claimed and were paid Rs 53,096-59 by way of Maternity Benefit.

For recovery of arrears of contributions under the Scheme legal proceedings had to be initiated in 26 cases against defaulting employers for recovery of Rs. 14,738 00.

20 (b) Employees State Insurance Scheme, Medical Benefits for the month of March, 1966.

Sl. No.	Particulars	For the month of March '66
1.	Total number of Attendance :	
	New 77,661 } Old 2,32,001 }	3,09,662
2.	No. of Medical certificates issued	91,195
3.	No. of Domiciliary visits made	132
4.	No. of Injections administered	1,07,764
5.	No. of X-Ray examinations	1,563
6.	No. of Laboratory examinations	2,403
7.	No. of Specialist Investigations	4,730
8.	No. of Persons admitted to Hospitals	2,060
9.	No. of bed days occupied during the month	15,897

Additional data for Panel System.

1.	No. of attendance: New 20,994 } Old 37,398 }	58,392
	Diagnostic Centres	—
2.	No. of Prescriptions issued	16,500
3.	Payment made to :—	
	1. Chemists	—
	2. Insurance Medical Practitioners.	Rs. 60,272-65 (Coimbatore area)

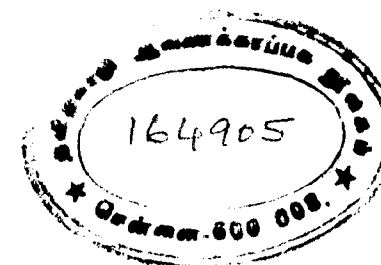
21 (a) Employment Exchange Statistics for the month of March, 1966.

Sl. No.	Districts	Number of applicants					Vacancies notified during March 1966.
		Registration effected during March 1966.	Remained on the Live Register on 31-3-1966.	Placed in employment during March 1966.	Employers used the employment office during March 1966.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1.	Arcot North	1,646	15,742	375	80	338	
2.	Arcot South	1,626	13,969	433	117	410	
3.	Chingleput.	1,881	17,193	245	116	605	
4.	Coimbatore.	1,503	13,101	513	142	620	
5.	Kanyakumari.	1,013	14,130	135	32	129	
6.	Madras.	4,955	34,195	1,224	318	1,369	
7.	Madurai.	2,167	18,237	451	115	526	
8.	The Nilgiris.	650	7,369	203	44	113	
9.	Ramanathapuram.	1,110	9,255	300	75	257	
10.	Salem and Dharmapuri.	2,384	13,982	520	86	741	
11.	Thanjavur.	1,620	15,634	512	134	504	
12.	Tiruchirappalli.	2,026	16,097	391	96	455	
13.	Tirunelveli.	1,293	13,067	330	76	265	
Total		23,874	2,01,971	5,629	1,431	6,332	
Total : for February 1966		23,110	2,04,779	4,819	1,442	5,832	
.. for March 1966		22,453	1,74,655	5,262	1,638	7,378	
Average for 1965		25,655	1,96,384	5,127	1,595	6,878	

PAYMENT OF BONUS ACT

The Commissioner of Labour has granted extension of time under the proviso to Section 19 of the Act, to the following establishments during the month of April, 1966.

S. No.	NAME OF ESTABLISHMENTS	PERIOD
1.	Southern Railway Employees' Co-operative Credit Society Ltd, P. B. No. 9, Tiruchi-1.	Upto 31-8-66



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