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MADRAS LABOUR GAZETTE

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

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THE MADRAS LABOUR GAZETTE

Vol. VIII]

FEBRUARY 1966

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SPECIAL ARTICLES

WAGE DETERMINATION IN A PLANNED ECONOMY.

by

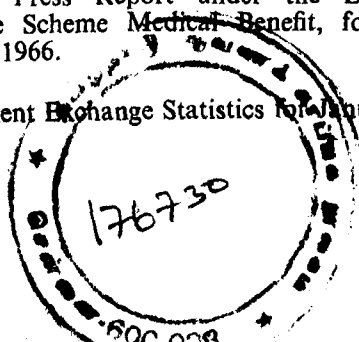
Dr. A. FONSECA S. J.,

Director, Indian Social Institute, New Delhi.

The factors that determine wages in a planned economy are not necessarily different from those that operate in a competitive economy. After all, there is no economy that is completely competitive or fully controlled. We can only speak of relative degrees of competition and control. Even in a planned economy, especially of the mixed type that we have in India, there is still scope for the play of fundamental demand and supply schedules in the pricing process, and the influence of scarce factors in guiding economic strategy. The most important choice before the planners between alternative goods in the matter of production and wages is whether to use capital or labour more intensively or less intensively. In other words whether to invest in production equipment or rather in human resources, or neither goal can be neglected without serious economic or social consequences, how should a balanced choice be made to secure optimal effects.

To some extent this power of choice is limited by the factor that is scarce. In a developing country, the scarce factor appears to be capital. Labour is plentiful, and the supplies of Labour seem excessive. Capital is the limiting factor to greater production and to the rise in productivity.

As a matter of fact, our plans have been built on a model that assumes the main factor of economic growth to be capital. Prof. Mahalanobis' model, which is very similar to that of Professors Harrod and Domar, although formulated independently of them, brings this out very clearly. All these growth models fundamentally assume that growth is a result of capital accumulation which in turn is a function of the rate of saving. Thus if g is the growth rate, and if capital k grows at a constant rate, then the increment in the value of the capital stock over a period of time will be gk , and this must equal the saving within the same period, if r is the rate of



interest (or profit), net profit earned during the period will be rk . If it is further assumed that all savings come out of profits (this is certainly the case in India where workers do not save) and if the proportion of profits saved is s , then it follows that

$$gk = srk \quad \text{or} \quad g = sr$$

Net profits which form the main source of savings are therefore to be encouraged for they determine the rate of progress of the economy. It is savings that determine investment. It is for this reason that the theoretical models of the plans are centred on savings, or investments.

The key factors in our development plans have been the following :—

1. the rate of growth of the population :
2. the proportion of current income of the community devoted to capital formation ;
3. Additional output resulting from such investment.

For the first five year plan, the proportion of investment to national income was found to be 5 per cent. And it was planned to raise this proportion to 20 per cent by the year 1968. In a similar way, a rough and ready estimate of the capital - output ratio during the first five year plan was assumed to be 3:1 with a time lag of 2 years. As a matter of fact for the first plan, it was discovered that the incremental capital - output ratio was really 1.8:1. This was a highly favourable relationship. Nor is this surprising, because the capital - output ratio seeks to compare quantities which do not have fixed relationship with each other and moreover are not homogeneous, either in space or in time. They attempt to reveal only one link, viz. that between the capital employed and the output obtained. The effect of other factors, such as manpower or technical change, which are not negligible and whose influence varies over a given period of time, are ignored. Probably in the first plan, the good monsoons and the utilization of unused capacity of industry were powerful influencing factors in the growth of total output.

During the second plan, it was expected that an investment of Rs. 6,200 crores would yield an increase in the national income of Rs. 2,680 crores. In other words the capital output ratio was presumed to be 2.3:1. A somewhat higher capital intensity than the one which prevailed during the first plan had to be undertaken because of the major policy shift towards the creation of a heavy industrial base. The third plan has continued this trend. The capital output ratio had therefore to be raised to 2.6:1. In the fourth and the fifth plans it is likely that if the same policy and levels of investment persist, the capital output ratios are intended to be 3.4:1 and 3.7:1.

Tied up with the capital output ratio and the percentage of national income to be invested is the amount of employment that the plans are expected to create. In-deed, the aim of the second five year plan was full employment. How was this to be achieved?

The low ICOR (incremental - capital - output - ratio) of the first plan lent encouragement to the idea of creating full employment in the country. A rough type of investment / employment ratio was calculated. It was expected that for a specific figure of total investment, so many millions of men could be provided with employment. During the first plan, the direct employment generated was 4.5 million, while the employment potential was estimated to be 2.25 million including 2.30 million in agriculture, and 2.95 million in irrigation and power projects, other construction and industry.

The employment potential of the second plan was 9.5 viz. 1.6 million, in agriculture, 5.2 million in the Planned non-agricultural sector and 2.7 million in the residuary sector. Similarly, the employment potential of the third plan was estimated to be 14 million, including 3.5 million in agriculture, 6.75 million in the planned non-agricultural sector, and 3.78 million in the residuary sector covering trade, commerce etc.

According to Professor Mahalanobis' breakdown figures for capital investment per worker for each sector in his four sector model, an investment of Rs. 2,000 per worker was required in basic investment goods industries. An investment of Rs. 8,750 per worker was calculated for the factory consumer goods industries. An investment of Rs. 2,500 per worker would be made available for household industries including agriculture. Finally, an investment of Rs. 3,750 per worker was set aside for the services. In this way, given the total available investment, it was possible to determine the number of workers that would be required to achieve the targets of production already chosen.

This was really an exercise in the planning of human resources. But it was rather elementary attempt, because there was no investigation into the types of workers required or the skills they needed no attempt at detecting imbalances brought about by shortages and surpluses of certain types of labour, and the educational and technical training required to produce the desired labour force. These gaps in planning are being filled gradually in the subsequent plans, but to some extent they explain the lags in achieving planned target in production.

It is obvious from this application of planning, that the remuneration of labour will be linked on the one hand with the availability of employment opportunities and on the other with the capital intensity of the sector or industry. It is a fact that the plans have failed to create full employment and absorb surplus labour.

There was a shortfall of one million jobs in the first plan employment target, and a shortfall of 2 million in the employment target originally proposed for the second plan. The backlog of un-employment at the beginning of the third plan was estimated at 9 million. The third plan itself appears to have suffered a shortfall of at least one million jobs in the modest target of 14 million set for the plan. Such a labour surplus is bound to have a depressing effect on the wage level. As a matter of fact, the level of wages of agricultural labourers in rural areas where unemployment is most acute barely touches subsistence level.

On the other hand, the capital intensity of production goods industries abnormally inflates the productivity of labour in these industries, when such productivity is measured by gross output over manhours worked. All technical progress by its very nature leads to such a rise in the amount of capital to be matched with a single unit of labour. At the beginning of the industrial revolution, the machine was greatly feared by the workers of those times, because it is essentially a labour saving device, and its immediate effect is to reduce the demand for human labour, thus bringing about an increase in unemployment. In our own days, automation is the bugbear. When there is already full employment however, and labour is the scarce factor, such technical innovations tend to increase production and at the same time, the marginal productivity of labour and hence the wages rate. In a developing country, it is only those workers fortunate enough to be employed in such capital intensive industries who benefit from the increased production through higher wages. On the other hand the rise in unemployment tends to depress the general wage level. Fortunately there are limits to such substitution of labour by capital. In the words of Hicks, "in the short run particular men may be displaced by an increase in saving; but in the long run, the accumulation of capital is always favourable to the interests of labour".

The type of production function that satisfies the Harrod Domar or Mahalanobis models of growth must emphasise the important role played by capital in the growth of the economy. In fact, these models can be based on either the Leontief or the Cobb Douglas production functions. In the case of the Leontief production function, the factors of production are complementary or partly substitutable. In other words, capital and labour are used in fixed proportions and the relationship between them is necessarily limitational. In the Cobb-Douglas function the factors of production are fully substitutable.

In the case of Leontief function which may be written as

$$P = \frac{1}{v} K; \quad P = \frac{1}{u} L \quad \text{and} \quad \frac{K}{L} = \frac{v}{u}$$

(where v = capital/output ratio,

u = labour/output ratio,

$$\frac{K}{L} = \frac{v}{u} = \text{capital intensity} = \text{limitational ratio),}$$

the price of labour will be determined exogenously. It will partly depend on the rate of growth of the population because if the labour force outstrips the amount of capital available, or in other words grows more than is technically necessary the result will be either a steadily growing industrial reserve army, as prophesied by Marx, or else there may be staggering of the labour force, or a shortening of the working week. An increase in unemployment or a decrease in the manhours of work available, may have a depressing effect on wages in general. On the other hand, if the growth of the population does not keep pace with the capital growth, some of the capital may have to

remain idle, and it is quite likely that the wage level may rise due to a shortage of labour. In India the former case appears to be verified in the stagnation of the real wage level.

In the case of the Cobb-Douglas function, which may be written as

$$P = aK^m L^{1-m}$$

the theory of marginal productivity holds good and wages therefore will be determined by the marginal productivity of labour. As productivity rises, wages will also rise. But the problem is always how precisely to pinpoint the increase in production that is due to labour's effects. Apart from this statistical hurdle, it is obvious that especially where industrial capital is concerned, machinery and equipment would remain sterile without the collaboration of labour. It follows that labour has a right to claim part of the increase in production, and the production function does provide a rough calculation.

In wage determination however, the institutional aspect cannot be neglected. In fact, strong labour unions have always been able to press for a rise in wages, and the comparatively higher wages in industries like cotton textiles, iron and steel, the pharmaceutical and engineering industries are due to the pressure of the unions. In a similar way, the wage boards have significantly raised the level of wages in the industries they have investigated. In sympathy with this increase, wages in industries located nearby but without the benefit of wage boards have likewise risen.

The only problem that still remains is that while money wages have risen significantly, real wages have lagged behind. The following table is revealing in this respect.

Index Numbers of Real Earnings of Employees Earning less than Rs. 200 p.m. in Manufacturing Industries for 1962-63
(Base : 1951 = 100) *

Year	Index number of Money earnings	All-Indian Consumer Price Index No. (Base shifted to 1951 = 100)	Index Number of Real Earnings (Col.2 x 100)
(1)	(2)	(3)	Col. 3 (4)
1952	107.1	98.1	109.2
1953	107.7	101.0	106.6
1954	107.7	96.2	112.0
1955	113.1	91.4	123.7
1956	115.4	100.3	115.4
1957	120.8	105.7	114.3
1958	118.8	110.5	107.5
1959	121.7	115.2	105.6
1960	130.1	118.1	110.2
1961	138.6	120.0	115.5
1962	144.0	123.8	116.3
1963	139.0	127.6	108.9

* Indian Labour Statistics, 1965 p. 101

A fact that must be faced is that the terms of trade have turned against the industrial worker in favour of the agricultural producer. This can happen in a developing country like India where agricultural production is still a gamble on the monsoons and primitive methods of farming are still existent. Moreover planning is not simply an exercise in preparing in-put out-put tables, but implies major changes in social attitudes and the growth of a spirit of initiative and self-reliance.

What about the wages of agricultural labour will they always remain depressed? A recent 'communication' to the American Economic Review on "*Surplus*" *Agricultural Labour and Development*, calls into question several strategic assumptions regarding labour productivity and unemployment in the context of economic development theories. One of the most important of these is the concept of surplus labour and disguised unemployment in developing countries and the fashion to construct models on this assumption.

Data drawn from the extensive 17-volume *Farm Management Studies of Indian Agriculture*, which covered on a sample basis, but in considerable depth, six main agricultural regions in India, show that there is no significant surplus of labour for Indian agriculture as a whole. On the contrary, the author concludes that "the data indicates not only a positive marginal product of labour, but also lends support to the hypothesis that the rationalization and improvement of agricultural techniques, generated by development efforts, will exert a strong upward pull on the demand for agricultural labour. † If this be the case, and the data on which the case has been made are rather convincing it may quite be that within a short wages of agricultural labour will rise in response to the demand. And in this event, it is quite likely that the terms of trade will still remain against the industrial worker, for with the rise of the wages of the agricultural worker, his consumption pattern will improve and may demand many more food commodities that he cannot purchase now.

The only solution seems to be that in order to preserve the real wages of the industrial worker, the essential wage goods he needs should be provided for him by the government through some such mechanism as fair price shops or subsidized consumers cooperatives. It is quite possible that the fourth five year plan may contain this specific remedy as part of its wage policy.

† American Labour Review, March 1965, p 832.

INDUSTRIAL SAFETY

FATALITY DUE TO BREAKAGE OF A BELT

In an oil mill, an expeller was driven by a belt drive. The lower side of the belt was at a height of 3 feet from the ground level. It had a channel type guard only for a part of its length and it was exposed near the pulley. The two ends of the belt were joined together by a bolt and nut type belt fastener. While the expeller was running, the belt broke at the joint and the broken piece which had a fastening bolt on it, hit a worker on his head who was near the expeller. He received a stunning blow due to which he fell down unconscious and later succumbed to the injury.

This accident indicates the danger from unguarded belts. It is recommended that the belt drives should be provided with substantial guards, which should completely enclose the drives to the height of at least 8½ feet above the floor or working platform.

The accident also shows the danger of using bolt and nut type belt fasteners and hence this type should not be used. Multiple clips, leather lacing and cementing are recommended. Where there is risk of ignition of flammable dusts, gasses or vapours, metal belt lacings or fasteners should not be used. Links made of individual staples or wires are dangerous because normal wear may cause sharp-edged pieces to be thrown off by the belt.

(Information sent by the Chief Inspector of Factories, Andhra Pradesh).

FORE-ARM SHEARED-OFF.

A worker in an oil mill climbed up a filter-press to remove the belt of an elevator which was lying loose on an overhead shaft which was running at a speed of 250 R. P. M. In the process, his right hand was entangled with belt and the Shaft and his fore-arm was sheared-off.

This accident shows the danger of allowing a loose belt to rest on running shafts. Section 24 of the Factories Act requires that driving belts when not in use shall not be allowed to rest or ride upon shafting in motion. Also for the purpose of removing the belt, the overhead shaft should have first been stopped. The management should have also provided a guard for the shaft when it was accessible to workers as required by Section 21 of the Factories Act, 1948.

(Information sent by the Chief Inspector of Factories, Gujarat).

WOMAN'S SARI ENTANGLED WITH A SHAFT.

A high speed shaft running at 750 R. P. M. was at a level of 3 feet from the floor. It had a protruding end. A woman worker was working in the vicinity when her sari got entangled with the protruding end of the shaft and she received serious injuries. Next day she died in the hospital.

This accident could have been prevented had the provision of Section 21 of the Factories Act been complied with by fencing the end of the shaft.

(Information sent by the Chief Inspector of Factories, Gujarat).

A GREASER THROWN AGAINST A WALL.

In an oil mill, the driving belt of an expeller broke. The fitter sent the greaser in the underground gulley of the driving belt to hold the belt while he attended to its repairs from above. Accidentally the belt slipped from the hands of the greaser and it fell on the running shaft. The belt was dragged into the gulley and came off from the hands of the fitter also. The free-end of the belt flung with a great force and hit the greaser and threw him against a wall of the gulley. He received serious multiple injuries and died the next day.

The accident would not have happened if the repair of the belt was done only after stopping the driving shaft.

(Information sent by the Chief Inspector of Factories, Gujarat).

LID OF CHAMBER BLOWN OFF

In a textile mill, a worker was working on a yarn conditioning chamber. The chamber was under steam pressure and its lid was held in position by seven bolts. While the worker was trying to open the lid of the chamber, the lid blew off with a great force and hit him. He received serious multiple injuries and died in the hospital later on.

Investigation showed that the deceased tried to open the lid of the chamber while there was still pressure inside it and the cover blew off when five bolts had already been loosened and the sixth bolt was being opened. The worker acted unsafely because he was not given proper training and it was found that he was an unskilled worker and put on the job only four days back. If proper training and instructions had been given to the worker he would have ensured the release of pressure and cut-off the inlet supply before opening the lid.

(Information sent by the Chief Inspector of Factories, Gujarat).

THERMOMETER INVOLVED IN CYANIDE ACCIDENT

In an electroplating shop a pipe fitter was attending to a tank of cyanide plating solution which was not reaching the required temperature. During his investigation he tested the temperature of the solution several times with a glass thermometer similar to large clinical thermometer. He finally decided that the regulator controlling the steam supply was faulty, so he disconnected it and left both the thermometer and the regulator on the bench in the pipe fitter's workshop while he went to the stores.

During his absence a pipe fitter's mate entered the workshop, decided to take his own temperature with the thermometer, and placed it in his mouth.

Fortunately, the fitter returned while he was doing this and promptly took him to the medical department for attention. The man suffered a violent headache and a burning sensation in the mouth, but made a complete recovery.

Following this accident it was decided that no work should be done in the plating shop without reference to the foreman plater, and that nothing should be done in the plating shop without reference to the foreman plater, and that nothing should be taken out of the shop without first being thoroughly washed.

(Industrial Accident Prevention Bulletin April 1964).

"SHOWING OFF" LEAD TO INJURY

A new conveyor system had been installed in the despatch department of a works producing metal smallwares, to handle bins of the finished product. The plant consisted of a small inclined belt conveyor with 9 in. dia. end drums which delivered on to an idle roller conveyor at a height of 2 ft. above the floor. The rolls were 2½ in. in dia. and there was a gap of 2 in. between the head drum end of the belt conveyor and the first idler.

A youth whose job it was to load bins of work on to the belt conveyor, took it into his head to "show off". He stepped on to the moving belt, intending to ride up as far as the roller conveyor and jump off. When he reached the top of the belt conveyor, however, his foot dropped into the gap between the head drum and the first idler before he was able to jump off. His leg was drawn in up to the top of the thigh and he was trapped there until it was possible to dismantle the idle roller conveyor and release him.

He was fortunate to suffer only abrasions to his leg.

After this accident the firm fitted tunnel guards to the conveyor, extending to a safe distance from the trapping area. These guards were of the correct size to accept the work bins in use. Fencing should always be provided for any trapping points that may exist in conveyor systems, before they are put in use.

(Accidents-how they happen and how to prevent them No. 59 April 1964).

RIDE ON FORK-LIFT TRUCK LEADS TO DEATH.

In order to get from one job to another a workman jumped onto a passing forklift truck and sat on the bonnet. As the truck turned sharply to the right he was thrown off and fell underneath it, receiving fatal injuries.

At the subsequent inquiry the driver said that men frequently rode on the truck. Although he knew that there was a works rule prohibiting this practice and that he had the authority, he had never told them to get off.

The men had been issued with a booklet several weeks earlier and a notice had been put up, both of which stated that it was forbidden to ride on fork-lift trucks.

(Industrial Accident Preventions Bulletin, London Sept. 1964)

KILLED BY FALLING CRANE

A crane, with a safe working load of 2 tons 5 cwt, was being used to unload a container off a lorry. As the crane driver began to raise the load the back wheels of the crane lifted off the ground. He lowered the container and asked the lorry driver what was in it. He was told "only shelves". He then luffed the jib and tried the load again. As the crane remained stable he told the lorry driver to draw clear and began lifting, but the crane toppled over and the container crushed and killed a man who was standing underneath.

At the subsequent investigation it was stated that, unknown to the crane driver, the container actually weighed over three tons. Normally if the load was heavier than usual the firm were notified in advance and a different crane would be used.

(Industrial Accident Preventions Bulletin, London Sept. 1964).

HOSE FAILURE - SULPHURIC ACID BURNS.

The shift foreman and the injured employee attempted to fill two containers with sulphuric acid drawn from a filter drain in a chlorine dioxide plant. The sulphuric acid was needed for a water treatment plant because the steam and recovery unit was inoperative.

When the drain was opened the rubber hose ruptured. The injured was sprayed with sulphuric acid suffering burns of the face and neck. Safety glasses protected his eyes.

Action of the acid on the lining of the rubber hose caused the hose to collapse and form a blockage. When pressure was applied the hose ruptured at the point of blockage.

The hose was removed and replaced with a permanent drain line to the sewer. All workers have again been instructed to wear proper protective clothing when handling or working with acids. This will include full face shield, rubber gloves and rubber clothing.

(British Chemical Manufacturers Association, London. Sept. 1964)

LABOUR NEWS

INDUSTRIAL RELATIONS JANUARY 1966

The labour situation in the State was satisfactory. There were 3 strikes and one strike followed by lock-out in Textile Mills and 15 strikes and 1 strike followed by lock-out in other industries (including 3 strikes that were continuing at the end of the previous month) during the month of January 1966. One strike in Textile Mill and one strike in other industries were continuing at the end of the month. The number of workers affected by the work stoppages in textile mills was 1026 and in other industries it was 1926. The number of mandays lost as a result of stoppages in textile mills and in other industries was 11,707 and 16,367 respectively. The details of work stoppages are as follows:—

Textile Mills

The strike by the workers from 8-10-65 and the lockout by the management of Lakshmi Mill Company, Palladam which began on 18-10-65 ended on the advice of the Special Deputy Commissioner of Labour, Madras.

429, out of 725 workers employed in Lotus Mills Ltd., Sundarapuram, Podanur, struck work on 1-1-66 as a protest against the dismissal of 4 workers. The strike was continuing at the end of the month.

105 out of 113 workers of Padma Mills Ltd., Kalapatti struck work on 6-1-66 due to delay in disbursement of wages. The workers resumed work on 12-1-66 on the advice of the Labour Officer.

86 out of 212 workers of Gobald Textiles Ltd., Tiruppur, struck work from 10-1-66 demanding full wages for a worker. The workers resumed work voluntarily on 19-1-66.

Other Industries

The strike in 22 Rubber estates in Kanyakumari District which began on 29-11-65 was ended and the workers resumed work on 10-1-66 since the Government prohibited the continuance of the strike under section 10(3) of the Industrial Disputes Act.

The strike by the workers from 26-12-65 and the lockout by the management of M/s. Mohammed Ismail and Co., Tannery, Katpadi, which began on 30-12-65 were still continuing.

38, out of 44 workers of Vadapalani Refactory, Virugampakkam, struck work from 21-1-66 over the issue of classification of men and women workers. The workers resumed work on 28-1-66 on the advice of the Labour Officer.

All the 117 workers of Thamarai Singam Cigar Factory and Cow-brand Cigar Factory, Panagudi, struck work from the afternoon of 26-1-66 as a protest against the fine imposed on a worker. The workers resumed work on the afternoon of 31-1-66 after direct negotiation.

All the 192 workers of M/s. Abdul Shukoor and Co., Tannery, Vaniambadi, struck work on 21-1-66 as a protest against the non-payment of bonus and advance. The workers resumed work voluntarily on the same day.

About 384 out of 552 workers of the following 11 Tanneries struck work on the dates noted against each, demanding enhanced dearness allowance, introduction of gratuity schemes and payment of wages for weekly holidays. The workers resumed work on the forenoon of 1-2-66 on the mediation by the Collector of Tiruchirapalli.

Name of the Tannery	Date when Stoppage began	No. of workers involved
(1)	(2)	(3)
1. N. M. Tannery Sembattu, Trichy.	21-1-66 F.N.	80
2. Srinivasa & Co., 'A' Tannery, Sembattu.	22-1-66 F.N.	72
3. Srinivasan & Co. 'B' Tannery, Sembattu.	"	62
4. Srinivasan & Co. 'C' Tannery, Sembattu.	"	39
5. Tamilnad Tannery No. 3, Sembattu.	"	22
6. Tamilnad Tannery No. 2, Sembattu.	"	10
7. Southern India Tannery, Sembattu.	"	42
8. Minna Noorudin Tannery, Ramjeenagar.	"	19
9. Abdul Rahim Tannery, Ramjeenagar.	"	10
10. Abdul Shukoor Tannery, Ramjeenagar.	"	16
11. Shick Mohideen Tannery, Ramjeenagar.	"	12

Central Sphere

Conciliation:

(i) The Regional Labour Commissioner (Central), Madras held conciliation proceedings in the dispute between M/s. Dalmia Cement (Bharat) Ltd., Dalmiapuram and the Dalmia Cement National Workers' Union (INTUC), Dalmiapuram over payment of bonus for the year 1965 and brought about an amicable settlement.

(ii) The Assistant/Labour Commissioner, Madras held conciliation proceedings in the dispute between M/s. Caledonian Insurance Co., Madras and the General Insurance Employees' Union, South Zone, Madras, over charter of demands and brought a settlement.

(iii) The Assistant Labour Commissioner (Verification), Madras held conciliation proceedings in the dispute between the contractors of M/s. Burn and Company Limited, Salem and the Magnesite Workers' Union (AITUC) Salem over payment of bonus for the calendar year 1965 and brought a settlement.

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

2. Number of strikes/lockouts	One
3. Number of threatened strikes/lockouts	Nil
4. Particulars regarding disputes:—	
(a) Number of industrial disputes pending at the beginning of the month	5
(b) Number of industrial disputes received during the month	7
(c) Number of industrial disputes Settled/disposed of during the month	5
(d) Number of threatened strikes	Nil
(e) Number of which materialised	Nil
(f) Number of Draft Standing Orders certified	Nil

State Sphere

The Conciliation Officers enquired into and settled 507 disputes during the month of January 1966. Of these 17 were industrial disputes in which settlements were recorded under section 12(3) of the Industrial Disputes Act 1947.

Adjudication under the Industrial Disputes Act, 1947

The Government referred 17 industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras and Labour Courts, Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the statistical part of journal. 23 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort Saint George Gazette during the month of January 1966.

Welfare

Activity reports from the employment Exchanges in the State reported a decline during January 1966 compared to December 1966.

In terms of Exchange Statistics registration decreased by 3,936 (—17.1%). Placements by 905 (—18.4 %) and Vacancies notified by 514 (—8.4%) compared to December 1965.

The ratio of vacancy notified to registrations effected which was 1 : 3.7 during December 1965 has however declined to 1 : 3.4 in January 1966.

The total number of registrations effected and placements made during the month were 18,970 and 4,012 respectively. The number of vacancies notified during the month stood at 5,585. At the end of the month, 2,06,531 applicants remained on the live registers of the Employment Offices.

Shortage of manpower was reported in the following occupations:

Engineer (Degree/Diploma holders) with experience, Supervisor (Textiles), Doctor (Allopathic/Ayurvedic), Maternity Assistant, Health Visitor, Sanitary Inspector, Pharmacist (Degree/Diploma Holder), Teacher, Secondary Grade (Urdu Medium), Graduates Assistant (Science/Mathematics), Tamil Pandit, Telugu Pandit, Hindi Pandit, Tailoring Instructors, Librarian, Instrument Mechanic, Motor Mechanic, Industrial Training Institute Certificate holders in the trades of Turner, Fitter and welder with 5 years experience Meter reader, Steno-typist, Typist (Tamil), Typist (English and Tamil) and Physical Education Teachers.

Surplus of applicants related to graduates in Economics, Law and Zoology, Matriculate and unskilled occupations.

The Professional and Executive Employment Office, Madras registered and placed 171 and 26 applicants respectively during the month. At the end of the month, 1,545 remained on its live register.

The University Employment Information and Guidance Bureau, Annamalai Nagar and Madras registered 20 applicants during the month. At the end of the month, 107 remained on the live register.

The Special Employment office for the physically handicapped, Madras registered 23 (5) deaf dumb and 18, Orthopaedic applicants and placed

13 (1) blind, 2 deaf-dumb and 10 Orthopaedics) in employment during the month. The live register at the end of the month which was 543 comprised 124 blind, 74 deaf-dumb and 345 orthopaedics.

The 12 Vocational Guidance Units in the State gave group guidance to 5,416 and individual information to 2,777 persons during the month. They also gave individually guidance to 142 and placed in employment 22 individually guided applicants during the month. original study in respect of 5 occupations in families 099, 801 and 861 and original study in respect of 5 occupations in families 099, 801 861 and verification work in respect of 13 occupations in three families during the month.

The Employment Information and Assistance Bureau in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli interviewed and counselled 425 applicants besides Registering 336 and renewing 26 registrations during the month.

The mobile Registration Units attached to the District Employment Offices, Ramanathapuram, and Salem registered 154 applicants and effected, 1,101 renewals during the month. They also interviewed and counselled 348 applicants.

Employees' Provident Funds Act, 1952

During the month of January 1966, the Employees' Provident Funds Act 1952 was extended to every bank doing business in one State or Union Territory and having no departments or branches outside that state or Union Territory and employing 20 or more persons as a class of establishment with effect from 31-1-66.

2. 26 establishments/factories were brought under the Employees' Provident Funds Act 1952 during the month of January 1966, thus bringing the total number covered establishments/factories to 3784.

3. A total sum of Rs. 50,99,444.72 (excluding the refund of loan, previous accumulation and administrative charges etc., amounting to Rs. 2,55,196.22) was received as employees' and employer's shares of contributions for December 1965.

4. The total number of employees/subscribers covered under the Employees' Provident Funds Act 1952 in the Madras State at the end of December 1965 was 4,80,239/4,20,613 respectively.

Workers' Education Scheme during February 1966

Shri Sha Nawaz Khan, Union Deputy Minister for Labour, Employment and Rehabilitation participated in the validictory function of the XVIth batch of Worker-Teacher Training Course held at Madras on 19-2-66. The Deputy Minister appreciated the progress of the Scheme in this region and said that we should not rest content with the progress made so far, but should strive to improve the scheme so as to enable the workers to realise their responsibilities towards the society and the country.

MADRAS LABOUR GAZETTE

He referred to the necessity of organising consumers' co-operative societies to make available to the consumers the commodities at reasonable prices. He stressed the importance of Workers' Education and requested the trainees to spread the message of the Scheme to the working masses.

The Worker-Teacher Trainees of XVIth batch of the Madras Regional Centre went on an educational Tour to Agra, Delhi, Nangal and Bombay. The managements extended financial assistance for the Educational Tour.

In the Examination for the XVIth batch of the Worker-Teacher Training Course held on 16th, 17th and 18th February 1966, Sri P. V. Krishnamurthy and Sri M. Sukumaran of Seshasayee Industries Limited, Vadalur and Sri S. A. Pandia of Loco Works, Southern Railway, Madras secured the first three ranks.

Unit level classes were started during the month of February 1966 in the Integral Coach Factory, Madras; Wood Working Unit, Industrial Estate, Guindy; Indian Hume Pipe Company, Arkonam; B & C Mills, Madras; Stoneware Pipes Limited, Tiruvellore; State Transport, Tondiarpet; Burmah-Shell, Tondiarpet; Government Medical Stores Department (Depot), Madras-3; Clothing Factory, Avadi; Swadesamitran, Madras-2; Reserve Bank of India, Madras; Engineering Workshop, Arkonam. A function was arranged in the Engineering Workshop Arkonam on 25-2-66 for the distribution of certificates to the successful Worker-trainees. Validictory functions were held at the Wheels India Limited, Carriage Works, Perambur; Garrison Engineers' Office, Avadi at the conclusion of the Unit level classes. There were 63 unit level classes in session at the end of the month.

The worker-trainees of Government Model Foundry, Madras-32, Integral Coach Factory, Madras; Madras Rubber Factory, Madras-19; Imperial Tobacco Company of India Limited, Madras-19; E.I.D. Parry Limited, Nellikuppam went on Educational Tour to Mysore, Bangalore, Bombay, Poona, Hyderabad, Madras and Coimbatore.

At the end of the month the number of worker-teacher trained was 272 and the Worker-Teachers under training was 30. The number of workers trained was 10995 and the workers under training was 1287.

CURRENT NOTES

BUDGET SPEECH

Replying to the discussion on the "Labour Demand" in the Madras Legislative Assembly on 9th March 1966, the Chief Minister of Madras who is also in charge of Labour said that the medical benefits under Employees' State Insurance Scheme would be extended to the families of workers in Madras City in a few months and that the matter was under examination of the Government. He said that with a view to make available essential commodities to the workers at fair price the scheme approved by the Government provided for opening of consumer Co-operatives in industrial establishments employing 250 and more workers. So far 160 industrial establishments and 27 plantation estates had organised such societies. In addition 31 industrial establishments and 41 plantation estates had set up fair price shops. The average monthly turnover of these stores and fair price shops was of the order of Rs. 85 lakhs. He observed that Madras State has done well in the opening of consumer stores compared to other States.

He said a university Employment Information and Guidance Bureau would be opened in the Madurai University. Already such bureaux were functioning in Madras and Annamalai Universities.

Standing Labour Committee

Main conclusions of the 24th Session of the Standing Labour Committee held at New Delhi on 13th and 14th February, 1966 are given below.

MAIN CONCLUSIONS

GENERAL

I. Closures:

(i) The Committee viewed with grave concern the situation arising from closures and mass retrenchment which had taken place in recent monthss for various reasons. The Committee reiterated the decision of the 16th Indian Labour Conference on the subject and agreed that in cases of closures and mass retrenchment there should be three months notice to workers as well as to Government. In cases of lay off, it was agreed that one months notice would be given except in cases where the giving of such notice was not possible owing to exigencies beyond the control of the employer.

(ii) It was considered that situations arising from closures due to mis-management were covered by the Industries (Development and Regulation) Act.

A point was raised whether it was necessary to hand over to the same management a unit which had been taken over due to mis-management and rehabilitated. It was agreed that the point would be examined by Government.

(iii) As for closures arising from factors such as foreign exchange shortage, shortage of raw material etc., the Chairman explained that the Ministry of Labour had already constituted an Inter-Ministerial Committee and a Central Standing Tripartite Committee to look into such matters and that no fresh machinery was considered necessary to deal with matters arising from such closures. However, State Governments which had not yet set up such bodies should do so without further delay. The working of these bodies at the Central and State levels should also be improved upon.

(iv) The Chairman referred to the need for intensified efforts towards import substitution.

(v) The question of equitable distribution of raw materials was raised and the employers stated that there was already some kind of arrangement in a few cases for making such distribution. The Committee urged that suitable arrangements should be made for the equitable distribution of all types of scarce raw materials, spares and components.

(vi) Wherever possible fabrication should be done within the country, and only critical parts of components should be imported.

II. Family Planning Programme:

The Minister of Health appealed to the Central Organisations of workers that they should associate themselves more actively with the Family Planning Programmes. After some discussions it was agreed that an Advisory Committee consisting of the representatives of the Central Organisations of workers would be set up to advise the Ministry of Health in this regard.

Item 1: Action taken on the main conclusions/recommendations of the 23rd Session of the Standing Labour Committee held at the New Delhi on 27th March 1965.

The worker's representatives drew attention to the proposed legislation concerning fair price shops and contract labour and urged that action in this regard should be expedited. Subject to this, the statement of action taken placed before the Committee was noted.

Item 2: Amendment of Section 10(b) of the Indian Trade Unions Act 1926 so as to empower the Registrars to cancel the registration of a trade union, the executive of which has been found to have violated its registered rules.

The proposal contained in the memorandum was not accepted. However, after discussion, it was agreed that where more than one set of persons claimed to be the office bearers of the same union, provision

should be made in the Trade Unions Act, providing for an election, confined to the members of the Unions concerned, to be conducted under the orders of the Labour Court.

Item 3: Amendment of sub-section (3) of section 1 of the Industrial Employment (Standing Orders) Act 1946 to make provision that the Standing Orders once made applicable to an industrial establishment will continue to apply to it irrespective of any subsequent change in the number of workmen employed therein or in the continuation of such an establishment.

Proposal in the memorandum concerning amendment of the Industrial Employment (Standing Orders) Act was accepted.

Item 4: Reference of cases of adjudication whilst criminal cases are pending against workmen involved in the disputes.

(i) Proposal in paragraph 6(i) of the memorandum (regarding reference of industrial disputes concerning workmen against when prosecutions were pending in a court of law for the same set of charges on the basis of which they have been dismissed by the management, to adjudication before finalisation of the criminal cases) was approved.

(ii) As for subsistence allowance, referred to in paragraph 6(ii) of the memorandum, the proposal that during the period of suspension pending enquiry, the worker concerned should receive 50% of the wages was accepted in principle. As for the duration and date of commencement of the benefit, it was agreed that Government should consider and decide the matter in the light of the practice followed by the Central Government in respect of the employees, in the industry and in the States.

Item 5: Restriction of maternity benefit to the first three births.

The proposal in the memorandum concerning restriction of the maternity benefit to first three births was not approved.

Item 6: Review of the working of the code of discipline.

Item 7: Implementation of labour laws in public sector undertakings.

Consideration of these items was deferred.

Item 8: Constitution of national arbitration promotion board.

(i) The proposal to constitute an Arbitration Promotion Board at the National level was accepted, without prejudice to any existing Boards already set up at the State level.

(ii) As for the functions of the proposed Board and model principles for reference of disputes to voluntary arbitration, the Central organisations would send their comments to the Government.

Item 9: ILO Convention (No. 111) concerning discrimination in respect of respect of employment and occupation.

The Central Organisations of Workers and employers agreed to impress upon their affiliates the need for observing in practice the principle of non-discrimination in employment even where it was not enforced by law.

Item 10: Joint Management Councils.

Item 11: Industrial Co-partnership.

Item 12: Unemployment Insurance Scheme.

Item 13: Payment by results.

Consideration of these items was deferred.

Item 14: Question of recognition of certain organisations as Central Trade Union Organisations of workers.

It was agreed that the status quo in respect of this matter should be maintained. The Chairman, however stated that he would meet the representatives of the Central workers organisations for discussing any proposals they might like to make in this regard.

Item 15: Industrial Disputes Act 1947—Proposal to exclude services in hospitals and dispensaries from the scope of.

The workers' representatives did not agree with the proposal to exclude services in hospitals and dispensaries from the scope of the Industrial Disputes Act 1947. After some discussion, however, it was decided that a Committee should be constituted to examine the matter and make suitable recommendations for safeguarding the interests of the workers, consistent with the interests of the patients. The proposed Committee should consist of four representatives of the workers, Shri R. H. Modi, Labour Ministers of Assam and Gujarat and representatives of the Ministries of Health and Labour, Employment and Rehabilitation. The workers organisations agreed to send the names of their nominees very early. The Committee is expected to complete its work within three months.

Item 16: Role of Labour/Welfare Officers in Industrial undertakings.

Consideration of this item was deferred.

Item 17: Draft scheme of legislation to regulate employment in film industry.

It was agreed that a tripartite Committee should be set up to consider the draft scheme and make suitable recommendations in this regard. The proposed Committee should consist of one representative each from

the Central Organisations of workers and employers, and representatives of the Ministries of Information and Broadcasting and Labour, Employment and Rehabilitation and of the State Governments of Maharashtra, West Bengal, Madras and Andhra Pradesh.

Item 18: Constitution of the National Safety Council for industries other than mines.

The proposal concerning the constitution of the National Safety Council was accepted. As for arrangements concerning financing of the proposed council, raised during the discussions, the Chairman said that this matter and other details should be left to Government.

Item 19: Amendment to the industrial employment (Standing Orders) Act 1946 to provide for appointment of Inspectors.

The proposal to amend the Industrial Employment (Standing Orders) Act contained in the memorandum was accepted.

MEMORANDUM OF SETTLEMENT UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT 1947, ARRIVED AT BEFORE LABOUR OFFICER III, MADRAS-4 ON 20-1-1966

- I. **Name of Parties:** The Management and the workmen of M/s Tube Products of India, Avadi and Tube Products Cold Rolling Mill Factory, Avadi.
- II. **Representing Employers:** Shri A. M. M. Arunachalam, Managing Director, Tube Products of India and Tube Products Cold Rolling Mill Factory, Avadi.
- III. **Representing workmen:** 1. Sri R. Gopal, President, Tube Products Employees' Union, including those of Cold Rolling Mill Factory, Avadi.
2. Sri Nazeer Ahamed Sayeed, Secretary, Tube Products Employees' Union, including those of Cold Rolling Mill Factory, Avadi.
- IV. **Number of workmen covered by the settlement:** About 1200--All workers of Tube Products of India and Tube products Cold Rolling Mill factory, Avadi.
- V. **Short Recital:** The prior agreement dated 2-1-1964 (amended only on dearness allowance with effect from 1-1-1965) lasted till 31-12-1965. Parties now held talks on a number of subjects inclusive of Bonus, which in respect of Period of operation, methods of calculation and other details has been varied by the Payment of Bonus Act, 1965. They have been desirous of avoiding all controversies over the Act and Sections 34(1) and (2) thereof; and have preferred to arrive at an agreement under Section 34(3). This records the same and a settlement on other items raised by the employees.

Terms of Settlement

I. Period of operation:

This settlement is for a period of two calendar years from 1-1-1966 till 31-12-1967 in respect of items other than Bonus which alone will be for the accounting years 1-8-64 to 31-7-65 and 1-8-65 to 31-7-66, dealt with in detail as the last item herein.

II. Dearness Allowance: (Union's claim No. 4)

The Management agree to raise the dearness allowance of the employees from 21 p. to 23 p. from 1-1-1966 for a period of two calendar years ending 31-12-1967.

III. Night shift allowance: (Union's claim Nos. 10 and 17)

The Management agree that night shift allowance shall be 22-1/2% of the basic wages from 1-1-1966 instead of the subsisting 15% worked on the same principles as now.

IV. Fair price shop: (Union's claim No. 5)

The Management did not agree to run a Fair Price Shop. There is provision to run a Stores in the present Co-operative Stores cum Canteen limited. It is for the workers to run the Stores.

V. Incentive Scheme For All Employees: (Union's claim No. 6)

The Management have under consideration scheme for incentive; but due to uncertainty of power and raw materials, this could not possibly be introduced before July 1966. The question of introduction of incentive scheme will have to be considered only after July 1966.

VI. Promotion: (Union's claim No. 7)

Seniority will be normally considered subject to claims of merit.

VII. Conveyance allowance and transport facilities: (Union's claim Nos. 8 and 16)

The Management made it clear that all recruitment was for employment at Avadi in present location and as such no question of Management providing this facility arises. The Management, however, agree to take up this matter with the Government Transport Department to explore possibilities of availability of buses; but the employees must meet actual charges.

VIII. Increase of number of paid holidays to 12 (Union's claim No. 9)

Conditions will not warrant this increase and the present number and practice will continue.

IX. Gratuity scheme: (Union's claim No. 12)

The management will have a scheme to come into effect from 1-6-1967.

X. Payment of 7 full days wages while on ESI leave: (Union's claim No. 12)

The Union will submit a detailed report with regard to this issue and the management agreed to consider the said report and take a decision thereon.

XI. Housing facilities: (Union's claim No. 13)

The Management informed the Union that the side is readily available for the workers and that as Emergency conditions exist the Management is not in a position to proceed further and that if the Union could make any concerned effort in this direction with the help of the Government, it is welcome to do so.

XII. Educational facilities and free books, etc.: Union's claim No. 14)

Other things being equal, issue of employees will receive preference in recommendations for Murugappa Polytechnic or the Sir Ramaswami Mudaliar High School. Free scholarships exist and no other concession is possible.

XIII. Payment of good attendance bonus: (Union's claim No. 15)

Management do not agree to this item—Cash payment for non-sick-leave exists.

XIV. Allotment of company's shares: (Union's claim No. 18)

These cannot form an item of Industrial Dispute.

XV. Overtime wages for paid holidays and Sundays: (Union's claim Nos. 19 & 20)

The Factories Act and the National and Festival Holidays Act will apply as hitherto.

XVI. Financial assistance to TPI Co-op. Thrift Society: (Union's claim No. 21)

This is not possible and employees can if so desired invest bonus earnings.

XVII. Uniforms and steel toed shoes: (Union's claim No. 3)

The workers Manager informed that standard quality steel toed shoes are not available. The Management however informed that orders have been placed for the supply of ordinary shoes. The dates on which the supply could be made have to be indicated to the Union by the Works Manager in consultation with the purchase Manager.

XVIII. Designation and classification: (Union's claim No. 2)

The Management agree that subject to the award of the Engineering Industries Wage Board now functioning, there shall be classification into such categories as skilled, Semi-skilled and unskilled. The General Works Manager and Works Manager have agreed to do the needful. The Management, however, feel that to give a designation at this stage to each employee will affect fluidity and mobility. They prefer to await the Engineering Industries Wage Board's award.

XIX. Bonus: (Union's claim No. 1)

Bonus till now was on basic wages alone and excluded dearness allowance. Irrespective of profit or loss, it was by settlement at the rate of 3 month's basic wages for each calendar year and was therefore agreed to be paid and received at the beginning of every calendar year. Sections 34 (1) and (2) of the Payment of Bonus Act override the existing settlements and mode of payments. They have been questioned in Courts parties desire to avoid controversy and conflict.

They are therefore agreed on these terms:

Bonus for each of the two Accounting years 1-8-64 to 21-7-65 and 1-8-65 to 31-7-66 shall be at 18% (eighteen per cent only) of the wage (Section 2 (21) of the Act) of each eligible employee.

Bonus however for period 1-8-1964 to 31-12-1964 has been on 8-1-1965 disbursed at the rate of three month's basic. When receiving now bonus at 18% under the Act for that period also, the employees who received bonus at 3 month's basic for 1-8-1964 to 31-12-1964 become liable to repay it.

The Union has requested and the Management agree:

(i) that 50% of this may be deducted while making the current disbursement;

(ii) that the repayment of the balance of 50% may be allowed (unless individual employees desire to repay at once or quicker) to be made over a period of five months February, March, April, May and June 1966 out of their pay packets of the month next prior.

(iii) Repayment in instalments will be open only to employees in service.

The sum of Rs. 25/- paid on 13-1-1966 towards bonus agreed hereunder will be deducted at payment on 20-1-1966.

**MEMORANDUM OF SETTLEMENT UNDER SECTION 18(1)
OF THE INDUSTRIAL DISPUTES ACT 1947, ARRIVED AT
ON THE TWENTY SECOND DAY OF JANUARY 1966.**

Parties to the Dispute: The workers and the Management. The Indian Steel Rolling Mills Limited, Nagapattinam.

Representing the Management: Sri C. R. Ramaswamy, Chairman, The Indian Steel Rolling Mills Limited, Madras.
Sri A. L. Narayanam, Chief Accountant, The Indian Steel Rolling Mills Limited, Madras.

Representing the Workers: Sri M. S. Vadivelu, The President Sri S. Paramasivam, The Secretary The Nagapatnam Steel Rolling Mills Workers' Union, Nagapattinam.

Number of workers involved: 577

Short Recital:

General discussions took place about putting the Mills temporarily on two shifts from 25-1-1966. After discussion between the representa-

tives of the Unions and the Management, a settlement has been reached on the following terms.

Terms of the settlement:

1. The Management agree to put the Mills on two shifts with effect from 25-1-1966 and continue to do so subject to availability of billets and electric power, and if at any time either power or sufficient quantity of billets are not available, they will revert back to single shift.

2. From the date of commencement of the double shift operation of the Mills, viz., from 25-1-1966, the Management agree to put back the workers who have been notified change of designations and emoluments, with effect from 1-10-65 back to the original designations and emoluments. From the date of commencement of the second shift, these employees will be entitled to all the privileges and benefits, i.e., whatever they were enjoying before 1-10-1965.

3. In regard to the loss of wages resulting from the lowering of designations from 1-10-1965, the Management agree to make good the difference in basic wages only from 1-10-1965 to 22-1-1966 on or before 7-2-1966. This amount will not count for leave pay and production bonus, but will count for annual bonus, gratuity and Provident Fund etc.

4. The Management agree not to retrench the permanent workers who are on the rolls on the date of commencement of the second shift in the event of there being any reversion to single shift once again.

5. For running the second shift, the Management will remit temporary workers to the following categories and pay them consolidated wages as given below:—

(a) Mills:

		Rs. Ps.
(i) Loopers	...	5-50 per day
(ii) Tongsman 'A'	...	4-00 per day
(iii) Tongsman 'B'	...	3-50 per day
(iv) Hookers	...	3-00 per day
(v) Operator 'A'	...	3-50 per day
(vi) Operator 'B'	...	3-00 per day

(b) Electrical and Mechanical Department:

(i) Fitters	...	3-50 per day
(ii) Crane Drivers	...	3-00 per day
(iii) Helpers	...	2-50 per day

(c) All Departments including Stockyard Electrical and Mechanical Department;

Unskilled Labourers	...	2-00 per day
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These temporary workers will not be entitled to any other privileges, pay or benefits. The workers so recruited in any categories shall continue to be paid wages of these categories even when they are made to work in a lower category.

However when a lower category worker is made to work in a higher category, he will be paid the wages applicable to the higher category, but on reversion he will be paid the wages he was getting in the lower category.

BOOK REVIEW

LABOUR STANDARDS IN INDUSTRIAL UNDERTAKINGS

by

Labour Bureau, Ministry of Labour and Employment, Simla.

Pages. 44.

Price Re. 1-80. paise.

The Govt. of India have published a pamphlet for the guidance of small concerns especially for small scale industries, industrial co-operative and industrial estates for adopting the labour standards laid down in various labour laws. The pamphlet gives a brief description of the provisions in Factories Act, 1948 Plantation Labour Act, 1951 and Mines Act 1952 in relation to working conditions, welfare, health and safety and employment of women and children. In the chapter "Regulation of Wages" the main provisions of the Payment of Wages Act 1936 and the Minimum Wages Act 1948 are described. The chapter on Social Security deals with Workmen's Compensation Act, 1923, Employees' State Insurance Act, 1948, Employees' Provident Funds Act, 1952 and Maternity Benefit Act 1961. The chapter on Industrial Relations deals with the Trade Unions Act, 1926, Industrial Employment (Standing Orders) Act 1946, Industrial Disputes Act, 1947, Code of discipline and grievance procedure.

A description of the Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 and the Apprentices Act, 1961 is given in the Chapter X and a list of Labour Acts and definitions of important terms are given in the Appendices I and II.

The pamphlet will be a useful guide to both large and small industrial undertakings.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. RICHARD (Roberts S.).
Management decisions to automate.
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THE INDUSTRIAL COURT REPORTER

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NOTIFICATIONS

Appointment of Inspector for whole of State of Madras Under Employees' Provident Funds Act.

(G.O.Ms. No. 7, Industries, Labour and Co-operation, (Labour), 3rd January 1966).

II-I. No. 333 of 1966.

In exercise of the powers conferred by sub-section (1) of section 13 of the Employees' Provident Funds Act, 1952 (Central Act XIX of 1952), and in supersession of the Industries, Labour and Co-operation Department Notification II-I No. 4980 of 1965, dated the 25th October 1965, published at page 2193 of Part II-Section 1 of the Fort St. George Gazette, dated the 10th November 1965, the Governor of Madras hereby appoints Sri C. A. Davies Regional Provident Fund Commissioner, Madras to be an Inspector for the whole of the State of Madras for the purposes of the said Act and of any scheme framed thereunder in relation to establishments other than these specified in sub-clause (i) of clause (a) of section 2 of the said Act.

Amendments to Employees' Provident Funds Scheme.

Fort St. George, January 6, 1966.]

II-I. No. 315 of 1966.

The following notification of the Government of India, Department of Social Security, dated New Delhi, the 7th December 1965 is republished:—

G.S.R. 1886.—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 (Thirteenth Amendment) Scheme, 1965.

2. In the Employees' Provident Funds Scheme, 1952.

(i) In paragraph 36A, for the words "Particulars of owners" the words "particulars of all the branches and departments owners" shall be substituted;

(ii) in Form 5A, after item No. 1, the following item shall be inserted, namely:—

"1A. Name(s) and address(es) of the branches/departments of the factory/establishment whether situate in the same place or in different places (indicating whether or not the branch/department has been covered under the Scheme)".

Fort St. George, January 7, 1966.

II-I No. 336 of 1966.

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

G.S.R. 1837.—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 (Fourteenth Amendment) Scheme, 1965.

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

“(ii) as respects stone quarries producing roof and floor slabs, dimension stones, monumental stones and mosaic chips covered by the notification of the Government of India, in the Department of Social Security No. G.S.R. 1779, dated the 4th December 1965, came into force on the 31st day of December 1965”.

**Extension of the Employees' Provident Funds Act to Employees of Stone Quarries
Producing Roof and Floor Slabs Dimension Stones, Monumental Stones and
Mosaic Chips**

Fort St. George, January 7, 1966.

II-No. 337 of 1966.

The following notification of the Government of India, Department of Social Security, dated New Delhi, the 27th November 1965, is republished:—

G.S.R. 1779:—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 of the said Act, the Central Government hereby specifies every stone quarry producing roof and floor slabs, dimension stones, monumental stones and mosaic chips and employing twenty or more persons, as a class of establishments to which the said Act shall, with effect from the 31st December 1965, apply.

Amendment To Madras Factories Rules

*(G. O. Ms. No. 107, Industries, Labour and Co-operation (Labour).
7th January, 1966.)*

S. R. O. No. A-106 of 1966.

In exercise of the powers conferred by by sub-section (2) of section 12 and section 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Madras hereby makes the following amendment to the Madras Factories Rules 1950, published with the late Development department Notification dated the 15th March 1950, at pages 103 to 178 of the Rules Supplement to Part I of the Fort George Gazette, dated the 25th April 1950, as subsequently amended, the same having been previously published as required by section 115 of the said Act.

AMENDMENT

In rule 17 of the said rules, the following sub-rule shall be added as sub-rule (3), namely:—

“(3) In the case of a factory where there are rivers or fisheries at any other water sources in the vicinity, including territorial waters of the sea and these water sources are likely to be affected by the arrangements made for the disposal of the trade wastes and effluents, prior approval shall be obtained from the Director of Fisheries or such authority as the State Government may appoint in this behalf”.

**Appointment of a Committee to fix minimum rates of wages in respect of employment
in Laundries and Washing (Clothes including woollen) under minimum wages Act.**

*(G. O. Ms. No. 169, Industries, Labour and Co-operation (Labour)
17th January 1966)*

III No. 96 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), and in supersession of the Industries, Labour and Cooperation Department Notification III No. 495 of 1965, dated the 6th October 1965, published at page 2228 of Part III of the Fort St. George Gazette, dated the 27th October 1965, the Governor of Madras hereby appoints a committee consisting of the following members to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of the employment in laundries and washing (clothes including woollen):

NOTIFICATION

INDEPENDENT MEMBERS

1. The Deputy Commissioner of Labour, Madras — Chairman.
2. The Director of Statistics, Madras-6 — Member.
3. Sri M. Ethirajalu, M.L.C. — Member.

EMPLOYERS' REPRESENTATIVES

4. Sri J. K. Mullick, Nominee of Triplex Dry Cleaners, Mount Road, Madras-2 — Member.
5. Sri A. K. Sharma Nominee of Mahendra Dry Cleaners, Royapuram, Madras-13 — Member.
6. Sri T. Abdul Jabbar, Officers' Laundry, 16-A, Woods Road, Madras-2 — Member.

EMPLOYEES' REPRESENTATIVES

7. Sri C. R. Kolappa, Nominee of the Tamilnad Salavai Thozhilalar Munnetra Sangam, No. 38, Pilliar Koil Street, Madras-30 — Member.
8. Sri R. Chinnaswamy, Nominee of the Washerman's Federation of Tamilnad, Abdul Razak Street, Saidapet, Madras — Member.
9. Sri M. M. Palanisamy, Nominee of the Nilgiris District Launderers' Union, Commercial Road, Ootacamund — Member.

**Date of coming into Force of Madras Catering Establishments Act in
Singanallur Municipality**

*(G. O. Ms. No. 406, Industries Labour and Co-operation (Labour),
2nd February, 1966).*

II-I No. 587 of 1966.

Under sub clause (ii) of clause (a) of sub-section (3) of section I of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby directs that the said Act shall come into force in the newly constituted. Singanallur Municipality on the date of publication of this notification, in the Fort St. George Gazette.

**Nomination of Member of Committee, Nagapattinam under Employees'
State Insurance (General) Regulations.**

Fort St. George, February 1, 1966.

II-I No. 742 of 1966.

The following notification of the Regional Director Employees' State Insurance Corporation, Madras-14, dated 18th January 1966, is published:—

No. MR/Co-3(36)/64 (1):—It is hereby notified that Shri R. Ramachandran, Welfare-Cum-Personnel Officer, The Indian Steel Rolling Mills Limited, Nagapattinam has been nominated as a member of the Local Committee, Nagapattinam under clause 1 (d) of Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950 with effect from 18th January 1966 vice Shri V. Natarajan.

The following amendment shall accordingly be made to this office Notification No. MR/CO-3 (36/64 (1), dated 31st October 1964, namely for the existing name and address against Serial No. 4, the following shall be substituted:—

“Shri R. Ramachandran, welfare-Cum-Personnel Officer, The Indian Steel Rolling Mills Limited, Nagapattinam.”

List of standing orders Certified from 1-10-65 to 31-12-65 in Madras City, Tanjore, Trichy, Ramnad, Tirunelveli, Kanyakumari and Madurai Districts is set out below:

S. No. (1)	Name of the Industrial Establishment. (2)	Date of Certification. (3)
Madras City		
1.	Mysore Premier Metal Factory, Tondiarpet, Madras-21	29-11-1965
2.	Cane Manufacturing Co., 1-A, Thandavaraya Gramani St., Thondiarpet, Madras-21.	18-12-1965
3.	The English Electric Company of India (P) Ltd., P. B. No. 2392, Madras-27.	18-12-1965
4.	South India Engineering Services, No. 84, Sydenhams Road, Vepery, Madras-7.	30-12-1965
Tanjore District		
5.	Shanmuga Rice Mill, Thiruvilander, Mayuram.	31-10-1965
6.	The Madras Law Journal Press (Branch) Tiruvidamaruthur.	31-12-1965
Trichy District		
7.	Hameedia Match Factory, Illupur Villeg, Kolathur Taluk.	31-10-1965
8.	Ramakrishna Mills, 326-2, Gowripuram Karur.	31-12-1965
9.	Ganesh Match Industries, Pudukottai.	31-10-1965
Ramnad District		
10.	Kaka Match Industries, Tiruthangal.	31-12-1965
Tirunelvely District		
11.	Aruna Math Works, Kalugumalai.	31-10-1965
12.	Kamalakannan Match Work, 380/4, New Road, Kovilpatti.	29-11-1965
13.	Balasubramania Match Work, Kovilpatti.	29-12-1965
14.	Kamachi Match Work, Sattur Road, Kovilpatti.	30-11-1965
15.	Valli Match Industries, Sankaranainarkoll.	29-12-1965
16.	Lalitha Match Works, Andal Buildings, Kovilpatti.	30-11-1965
Kanyakumari District		
17.	Nagammal Mills Ltd., Nagaercoil.	31-10-1965
Madurai District		
18.	Sri Valaguru Ginning Factory, Kalligudi P.O., Thirumangalam Taluq.	31-10-1965
19.	Ranga Saw Mills, Bodinayakanur.	28-12-1965

(1)	(2)	(3)
20.	Palani Sri Murugan Textiles Ltd., A. Kalayamputhar, Palani.	29-12-1965
21.	Sri Krishna Iron Works, 136-C, Ramnad Road, Madurai.	31-12-1965
22.	Thirumagal Match Works, 2/223, Shalavandan Road, Tirumangalam.	"
23.	M/s. Sundaram Metal Industries, T.S. 2149, Rani Ponnammal Road, Madurai.	"
24.	Jayamurugan Industries, 13-6, Industrial Colony, Madurai-7.	"
North Arcot District		
25.	S. Mohamed Samiulla Sahib and Co, Tannery, Kathivadi Road, Melvisharam Post.	—
Salem District		
26.	P. Venkataraman Powerloom and Handloom Weaving Factory, Pallipalayam Post.	—
Amendment to Certified Standing orders		
1.	Burn & Co. Ltd., Salem.	—

MADRAS LABOUR GAZETTE

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 January, 1966.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points in Disputes. (4)		Terms of Settlement. (5)	
1.	Anjaneeya Vilas Coffee Hotel, Virudhunagar.	27-1-66	Bonus for 1964-65.		The management agreed to pay bonus for the year 1964-65 as detailed in the settlement.	
2.	Thulasidas Murarjee & Co., Coimbatore.	27-1-66	Non - employment of certain workers.		The management agreed to provide work to certain workers and to pay compensation under section 25F of Industrial Disputes Act to those workers who are terminated as detailed in the settlement.	
3.	Haridas Bagath Lorry Service, Coimbatore.	31-1-66	Increase in wages, Dearness allowance, and issue of uniform etc.		The management agreed to give an annual increment of Rs. 3/- to drivers and Rs. 2/- to cleaners and to pay an allowance of Rs. 8/- every year towards purchases of chappal as per the settlement.	
4.	Sunder Type Fundry, Madras-7.	5-1-66	Closure of the Establishment.		The management agreed to pay compensation to workers as detailed in the settlement.	
5.	Electro Sales and Experts, Madras.	4-1-66	Revision of wages, Dearness allowance etc.		The management agreed to revise the scales of wages and to pay an additional adhoc increase of Rs. 10/- to all workers as detailed in the settlement.	

(1)	(2)	(3)	(4)	(5)
6.	Asher Teziles Ltd., Tiruppur.	5-1-66	Non employment of a worker.	Both the parties agreed to leave the issue to the informal arbitration by the Commissioner of Labour, Madras or his nominee and abide by his decision.
7.	M/s. Kala Industries (P) Ltd., Coimbatore.	5-1-66	—do—	The management agreed to pay Rs. 500/- to the worker in full and final settlement of all his claims.
8.	Dhandayuthapani Foundry (P) Ltd., Pappanaickenpalayam.	5-1-66	—do—	The management agreed to pay Rs. 425/- to the worker in full and final settlement of all his claims.
9.	Sakunthala Knitting Co., Tiruppur.	22-1-66	Non-payment of bonus for 1964-65 to a worker.	The management agreed to pay Rs. 26/- towards bonus to the worker for the year 1964-65.
10.	Mohan Knitting Co., Tiruppur.	"	Non-payment of bonus for 1964-65 to a worker.	The management agreed to pay Rs. 20/- to the worker as bonus for the year 1964-65.
11.	—do—	"	—do—	The management agreed to give 3½ weeks wages as bonus for the year 1964-65.
12.	B.B.C. Knitting Co., Tiruppur.	"	Non-payment of bonus for 1962-63 to two workers.	The management agreed to pay Rs. 30/- and Rs. 28/- to the workers Sri R. Rathinam and Sri Kandasami respectively as bonus for 1962-63.
13.	Travancore Knitting Co., Tiruppur.	"	Non-payment of bonus for 1964-65 to three workers.	The management agreed to pay 8 week wages, 6 weeks wages and 5 weeks wages to Sri Sethumadavan, Sri Subramaniam and Sri S. Krishnan respectively as bonus for 1964-65.
14.	Attikunna Estate, Uppatti P.O.	17-12-65	Enrolment of the spraying workers.	The management agreed to employ 9 workers on their permanent check roll effect from 1-4-66 as per the settlement.

(1)	(2)	(3)	(4)	(5)
15.	Upper Dodabetta Tea Estate, Ootacamund.	29-1-66	Non-employment of a worker.	The management agreed to take back the worker for work from 31-1-66 with continuity of service but without back wages and to give the work of mistry from 1-3-66.
16.	Silvercloud Estate, Gudalur	19-1-66	Recruitment of workers etc.	The management agreed to recruit permanent workers with effect from 1-1-66 subject to a maximum of the permanent labour strength being 94.
17.	Dodebetta Tea Gardens, Ootacamund.	7-1-66	Charter of demands.	The management agreed to pay Rs. 40/- to each worker for the full attendance during the financial year as bonus for 1964-65 in full and final settlement of bonus claims and to pay Rs. 7/- as way expenses to be permanent workers from 1-4-66 and to settle other demands as detailed in the settlement.
18.	B. K. P. M. G. Bus Service, Krishnagiri.	6-1-66	Charter of demands.	The management agreed to pay Rs. 100/- to each worker as bonus for the year 1964-65 deducting Rs. 40/- which was paid as bonus advance as per the settlement dated 18-10-65.
19.	B. K. P. M. Bus Service, Krishnagiri.	"	—do—	The management agreed to pay Rs. 100/- to each worker as bonus for the year 1964-65 deducting Rs. 40/- which was paid as bonus advance as per the settlement dated 18-10-65.
20.	B. K. P. M. Bus Service, Krishnagiri.	"	—do—	The management agreed to pay Rs. 100/- to each worker as bonus for the year 1964-65 deducting Rs. 40/- which was paid as bonus advance as per the settlement dated 18-10-65.
21.	Salem-Erode Electricity Distribution Co., Ltd., Salem.	18-1-66	Additional bonus for 1960-61 to 1964-65.	The management agreed to pay as bonus for 1964-65 an amount equivalent to three months basic pay as at 31-3-65 subject to the maximum limit of Rs. 750/- p.m. as per the settlement.

(1)	(2)	(3)	(4)	(5)
22.	—do—	31-1-66	Non-employment of certain workers.	The management agreed to provide employment to four workers on temporary basis as detailed in the settlement.
23.	Kalyan Press, Tiruchirapalli.	4-1-66	Closure of Establish- ment.	The management agreed to pay compensation, notice pay, wages for casual leave etc. to seven workers and also agreed to provide employment if the press is run by one of the partners as per the settlement.
24.	Dalmia Cement (Bharat) Limited, Dalmiapuram.	4-1-66	Bonus for accounting year 1965.	The management agreed to pay 33 1/2% of the basic wages/salaries earned by them, to all the eligible workers as bonus for 1965.
25.	Cauvery Colour Press, Kumbakonam.	21-1-66	Non-employment of a worker.	The management agreed to pay Rs. 125/- as compensation to the worker in full and final settlement of all his claims.
26.	Sri Ananda Nataraja Lunch Home, Gudalore.	22-1-66	Charter of demands.	The management agreed to pay a flat rate of increase of Rs. 3/- in the all inclusive wages of each worker from 1-1-66 and also agreed to settle other demands as detailed in the settlement.
27.	M/s. Krishna Chetty Asoka Beta Nut Powder Manufacturer, Pudukkottai.	17-1-66	Closure of establish- ment.	The management agreed to pay service compensation to each worker at the rate of 15 days wages for every completed year of service and to give preference to the affected worker when the factory is reopened in Pudukkottai.
28.	Kumbakonam Electric Supply Corporation Ltd., Kumbakonam.	10-1-66	Non-employment of a worker.	The management agreed to pay Rs. 575/- to the worker as ex-gratia compensation in full and final settlement of all his claims.
29.	Sri R. K. H. Rama Iyer Silk Manufacturer, Kumbakonam.	29-1-66	—do—	The management agreed to pay Rs. 284-50 P. as service compensation to the worker in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
30.	Ramakrishna Silk Throwing Industries and Kohinoor Silk Throwing Industries, Kumbakonam.	29-1-65	General demands.	The management agreed to pay service compensation, one month's notice pay, statutory bonus, wages for the working days and earned leave as on 29-1-66 to each worker as per the settlement in full and final settlement of all their claims.
31.	Sri Sabari Mills (P) Ltd., Power-loom Factory, Somarasampettai.	19-1-65	Closure of the factory.	Both the parties agreed that the decision by Sri M.F.X. Bellarmine, B.A. B.L., shall be final and binding on both parties.
32.	Andhra Mahila Press, Madras-4.	4-1-66	Bonus for the year 1963-64.	The management agreed to pay 4% of the total earnings or Rs. 40/- whichever is higher as bonus for the year 1963-64 to all the workers as per the provisions of the payment of bonus act 1965.
33.	New Eswari Lunch Home, Madras-7.	7-1-66	Closure of the Establishment.	The management agreed to pay Rs. 10,000/- to the Secretary, Madras State Hotel Labour Union as advance towards the claims of the worker for closure Compensation and the union will disburse the amount to the workers.
34.	Joshi's Soaps & Chemical Works & J.B., Silicate, Industry, Madras-3.	17-1-66	Bonus for the year 1964-65.	The management agreed to pay one month's wages (including Dearness Allowance) by way of bonus for the year 1964-65.
35.	M/s. A. Basha, Radiators Specialist, Madras-2.	21-1-66	Non - employment of 18 workers.	The management agreed to pay compensation to the workers in full and final settlement of all their claims as detailed in the settlement.
36.	T.A.S. Rathnam Brothers Snuff Manufacturing Company, Madras.	22-1-66	Charter of demands.	The management agreed to revise the quantum of work and to pay bonus for the years 1963-64 to 1967-68 to the workers as detailed in the settlement.
37.	Livestock Feeds & Equipments Company, Madras-29.	27-1-66	Non-employment of a worker.	The management agreed to reinstate the worker with continuity of service and to pay Rs. 50/- towards back wages.

(1)	(2)	(3)	(4)	(5)
38.	Band Box Dry Cleaners, Madras-17.	28-1-66	—do—	The management agreed to pay Rs. 475/- to the workers in full and final settlement of all his claims.
39.	Mysindia Tiles and Engineering Co., Madras-3.	27-1-66	—do—	The management agreed to reinstate the worker from 28-1-66 with continuity of service without back wages.
40.	Eastern Ore Corporation, Medavakkam, Tambaram P.O., Chingleput District.	31-1-66	—do—	The management agreed to pay Rs. 576-59 to the worker in full and final settlement of all his claims.
41.	Sundaram Transport, Tirumazhisai.	3-1-66	—do—	Both the parties agreed to leave the issues to the informal arbitration of Commissioner of Labour, Madras, and to abide by his decision.
42.	K.C.P. Ltd., (Central workshop), Tiruvottiyur.	6-1-66	Bonus for 1964-65.	The management agreed to pay Rs. 60/- to each of the daily rated workers other than apprentices, who have put in a service of atleast six months during the financial year ended 30-6-65 towards bonus for 1964-65.
43.	Rathinam Oil Mills, East Tambaram.	10-1-66	Non-employment of a worker.	The management agreed to pay Rs. 100/- to the worker in full and final settlement of all his claims.
44.	M/s. Carborandum Universal Ltd., Tiruvottiyur, Madras-19.	17-1-66	Bonus for 1964-65.	The management agreed to pay 17% of the wages as defined by section 2 (21) of the Act to the workers who are eligible on or before 18-1-66.
45.	M/s. Tube Products of India, Avadi and Tube Products Cold Rolling Mill Factory, Avadi.	20-1-66	Charter of demands.	The management agreed to raise the Dearness Allowance from 21 P. to 23 P. from 1-1-66 for a period of two calendar years ending 31-12-67, to raise night shift allowance from 15% to 24% of the basic wages from 1-1-66 and to give bonus for each of the two accounting years 1-8-64 to 31-7-66 at the rate of 18% of the wages of each eligible worker and to settle other demands as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
46.	M/s Hackbridge-Hewittic and Easun Ltd., Madras.	22-1-66	Payment of basic wages and Dearness Allowance bonus etc.	The management agreed to give 25.5 Paise per point over 100 in the Madras City working class cost of Living Index as Dearness Allowance to the regular workers, to revise the scales of basic wages and to pay bonus as detailed in the settlement.
47.	Vadapalani Refractory Works, Madras-26.	27-1-66	Illegal strike.	The workers agreed to call off the strike on 29-1-66 forenoon and the management agreed not to take any action against those workers who participated in the strike.
48.	The Mettupalayam-Coonoor Service (P) Ltd., Mettupalayam.	21-1-66	Dismissal of a worker.	The management agreed to pay Rs. 800/- to the worker in full and final settlement of all his claims.
49.	Coimbatore Coffee Curing Works, Trichy Road, Coimbatore.	22-1-66	Increase in wages.	The management agreed to increase the scales of wages as detailed in the settlement with effect from 1-10-65.
50.	Coimbatore Cotton Mills, Coimbatore.	25-1-66	Oilier promotion to one worker.	Settled as per the settlement.
51.	Sathya Studios (P) Ltd. Adyar, Madras-26.	19-1-66	Daily rate of wages fixed for 8 workers.	Settled as detailed in the settlement.
52.	Venkata Lodge, Madras-7.	7-1-66	Closure of establishment.	—do—
53.	India Tyres Foundry, Madras-7.	5-1-66	Non-employment of six workers.	—do—
54.	Chokkan Transport, Madurai	10-1-66	Non-employment of 14 workers.	Settled as per the settlement.
55.	Sweetland, Madurai.	11-1-66	Closure of Establishment.	—do—

(1)	(2)	(3)	(4)	(5)
56.	Vijayakumar Mills, Palani.	19-1-66	Non-employment of 12 worker.	—do—
57.	No. 1 Madras Restaurant, Dindigul.	20-1-66	Closure of Establishment.	—do—
58.	Highways State, Chinnamanur.	21-1-66	Non-employment of a worker.	—do—
59.	Lakshmi Rice Mills, Madurai.	22-1-66	—do—	—do—
60.	Nagalakshmi Sizing and Warping Mills, Madurai.	25-1-66	—do—	—do—
61.	Madura Mills Co., Madurai.	25-1-66	—do—	Settled as per the settlement.
62.	Sri Palaniappa Transport, Madurai	29-1-66	—do—	—do—

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

Serial No.	Name of the concern.	Date of agreement.	No. of workers involved.	Issues
(1)	(2)	(3)	(4)	(5)
1.	The Skins and Leathers (P) Ltd., Coimbatore.	14-12-65	—	Bonus.
2.	Salem-Coimbatore Transports (P) Ltd., Erode	-do-	—	Bonus.
3.	B. & C. Mills, Madras-12.	24-12-65	2	Change of occupation
4.	Bomby Engineering Co., Madras-1.	8-1-66	24	Demand for bonus for 1965.
5.	B. & C. Mills, Madras.	18-1-66	18	Due to revision of Labour requirement.
6.	The Management of Pullicar Mills Limited, Tiruchengode. Salem District Mill Workers Union, Tiruchengod Branch.	8-1-66	—	Demands of the workers.
7.	The Management of Sundaram Spinning Mills, Komarapalayam. 2. Sundaram Spinning Mill Workers Union, Komarapalayam.	10-1-66	—	Revision of wages to L. T. Guard (Learners.)
8.	1. The Management of Pullicar Mills Limited, Tiruchengode. 2. Salem District Mill Workers Union, Tiruchengode Branch.	18-1-66	—	Demands of the workers.
9.	1. The Management of M.S.M.P. Salamath Transport Private Ltd., Salem-7. 2. 5 workers. (Authorised)	21-1-66	—	Payment of Bonus for the year 1965-66.
10.	P. S. S. Transports, Madurai Vs. P. S. S. Transport Welfare Workers Union, Madurai.	8-1-66	2	Non-employment of P. A. Raju and Sri B. Kuber Sing.
11.	M/s. A. R. P. Sarathy, Madurai. Vs. Madurai Textile Workers Union, Madurai.	8-1-66	165	Introduction of gratuity scheme.
12.	Palni Sri Murugan Textiles, Palni	17-1-66	1	Suspension of G. Chellammal, Reeler.
13.	Sree Sabari Mills (P) Limited, K. Sathanur P. O. Trichy.	21-1-66	—	Increase in wages issue of tickets and reinstatement of retrenched workers.
14.	Cauvery Sugars and Chemicals Ltd., Pettavaithalai.	25-1-66	—	General demand.

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 January 1966.

Sl. No.	Name of the concern in which the dispute has arisen.	Issues	G. O. No. and Date of reference
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1.	K. C. P. Limited, Central Workshops, Tiruvottiyur.	To fix the quantum of bonus for 1963-64.	Government Notification dated 21-12-1965.
2.	Spencer & Co- Ltd., Madras.	1. Whether the demand for cancellation of the suspension order passed on 5 workmen viz. (i) M. Krishnan (ii) P. Chandrasekaran (iii) Rajagopala Rao (iv) B. Shanmugam and (v) C. N. Packinathan is justified, and if so to what relief they are entitled. 2. Whether the demand for promotion of the workmen mentioned in the annexure and to the posts noted against each is justified, and if so, to what relief each of them would be entitled. 3. Whether the demand for payment of double wages to employees of the Watch and Ward Dept. who worked and declared holidays of the Govt. on the demise of Pandit Jawaharlal Nehru and on the day of immersion of his ashes is justified and if so, 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. 24, Industries, Labour & Co-operation, dated 5-1-66.
<i>Coimbatore District</i>			
3.	Coimbatore District Co-operative Central Bank Limited, Coimbatore.	Whether the demand of the workers for additional bonus for the year 1963-64 is justified, and if so, to fix the quantum.	G. O. Ms. No. 68, Industries, Labour & Co-operation, (Lab) dated 6-1-66.

(1)	(2)	(3)	(4)
<i>Madurai District</i>			
4. College House (Boarding and Lodging) Madurai.	Whether the demand for increase in wages is justified and if so to fix the quantum.	G. O. R. No. 2506, Industries Labour & Co-operation, dated 14-12-65.	
5. Rajaratna Mills (Private) Limited, Neikarapatti Palni.	Fixation of work load and wages for Doubling, Cheese winding and Cone winding departments.	G. O. R. No. 10, Industries Labour & Co-operation, dated 3-1-66.	
<i>Tirunelveli District</i>			
6. Sri Ganapathy Mills Co. Ltd., Thalaiyuthu.	To fix the quantum of bonus for the years 1963 and 1964.	G. O. R. No. 2509, Industries, Labour & Co-operation, (Lab) dated 14-12-65.	
<i>Kanyakumari District</i>			
7. Certain Rubber Estates in Kanyakumari Dist.	1. Whether the demand for revision of the rate of rainy-day allowance is justified, and if so, to fix the revised rate. 2. If it is revised whether this should be extended to all the estates referred to in annexure III to this order.	G. O. Ms. No. 62, Industries, Labour & Co-operation, (Lab) dated 5-1-66.	
<i>Labour Court, Madras.</i>			
<i>Madras District</i>			
8. Indian Industrial Company Ltd., Madras.	1. Whether the demand for fixation of wage scales to different categories of workers is justified and if so, to fix the scales of wages with fitment. 2. Whether there is justification for the modification of the existing gratuity scheme of the company, and if so, to formulate a revised scheme. 3. Whether the demand for additional bonus for 1963-64 is justified, and if so, at what rate.	G. O. R. No. 2507, Industries, Labour & Co-operation, dated 14-12-65.	

(1)	(2)	(3)	(4)
9. Bangalore Emporium, Madras.	To Fix the quantum of bonus payable for 1964-65.	G. O. R. No. 2544, Industries Labour & Co-operation, dated 18-12-65	
10. Vijay Structural (Private) Limited, Madras.	Whether the non-employment of the 13 workers mentioned in the annexure 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. 2592, Industries, Labour & Co-operation, dated 24-12-65.	
11. Daily Thanthi, Madras.	Whether the non-employment of E. Palraj 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. 2631, Industries, Labour & Co-operation, dated, 30-12-65.	
12. Kasimari Industrial Corporation and Kasimari Machine Tools, Madras.	1. Whether the non-employment of Sri Doss, Fitter is justified and if not to what relief he is entitled. 2. Whether the demand for revision of the existing wage scale is justified or not and if so to fix the revised wage scale. 3. Whether the demand for separate dearness allowance is justified or not and if so to fix the quantum. 4. Whether the demand for introduction of a gratuity scheme is justified or not and if so to formulate scheme.	G. O. R. No. 2637, Industries, Labour & Co-operation, dated, 31-12-65.	
<i>Chingleput District</i>			
13. Sri Ganesh Bhavan, Sunkuwar Chatram, Chingleput Dist.	Whether the demand for fixation of scales of wages for the various categories of workers is justified and if so to fix the scale of wages and to fix the present incumbents in the scales of wages so fixed.	G. O. R. No. 2594, Industries, Labour & Co-operation, dated 24-12-65.	

(1)	(2)	(3)	(4)
	2. Whether the demand for leave facilities and holidays is justified and if so to what relief the workers are entitled.		
Labour Court, Madurai.			
<i>Tiruchirapalli District</i>			
14. Sri Vani Vilas Syndicate Ltd., Srirangam	1. Whether the demand for fixation of scales of wages is justified if so, to fix the scales and fit the present incumbents in the scales so fixed.	G. O. R. No. 2570, Industries, Labour & Co-operation, dated 21-12-65.	
	2. Whether the demand for fixation of separate dearness allowance is justified and if so, to fix the quantum.		
<i>Kanyakumari District</i>			
15. Krishna New Saraswathi and Lakshmi Talkies, Nagercoil.	Whether the demand of the Krishna, New Saraswathi and Lakshmi Talkies, Nagercoil for increase of wages is justified and if so, the rate of increment may be fixed.	G. O. Ms. No. 5914, Industries, Labour & Co-operation, (Lab) dated 21-12-65.	
Labour Court, Coimbatore			
<i>Coimbatore District</i>			
16. Premier Printers, Coimbatore.	Fixation of quantum of bonus for the year 1964-65 to the workers.	G. O. Ms. No. 78, Industries, Labour & Co-operation, (Lab) dated 6-1-66.	
17. S. M. K. M. Allom, Block No. II and III Thamarai-kulam.	Whether the demand of the workers employed in S.M.K.M. Allom Block numbers II and III, Thamarai-kulam, Kanyakumari District for payment of bonus for the calendar year 1964 is justified and if so, to fix the quantum.	G. O. Ms. No. 5913 Industries, Labour & Co-operation, (Lab) dated 21-12-65.	

4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part II, Section I of the *Fort St. George Gazette*, during the month of January, 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. and date of the references.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1. Ebrahim Currim & Sons, Madras.		3-4 12-1-66	G. O. R. No. 14, Industries Labour & Co-operation, dated 4-1-66.
2. M/s. Vavilla Ramasany Sastrulu & Son, Madras.		1-2 12-1-66 (in R. No. 2B)	G. O. R. No. 42, Industries Labour & Co-operation, (Lab) dated, 7-1-66.
3. Bharathan Publications (P) Ltd., Madras.		17-18 26-1-66	G. O. R. No. 106, Industries Labour & Co-operation, dated 19-1-66.
(Reference under Section 36A)			
<i>Chingleput District</i>			
4. T. I. Cycle of India, Ambattur.		7-12 12-1-66	G. O. Ms. No. 94, Industries, Labour & Co-operation, dated 6-1-66.
<i>North Arcot District</i>			
5. Maharaja Beedi Factory, Ranipet.		16-17 26-1-66	G. O. R. No. 55, Industries, Labour & Co-operation, dated 10-1-66.
<i>Coimbatore District</i>			
6. Sowdambigai Motor Service, Dharapuram, Coimbatore District.		5-6 12-1-66	G. O. Ms. No. 55, (Lab) Industries, Labour & Co-operation, dated, 5-1-66.
<i>Tiruchirapalli District</i>			
7. Karur Mills Ltd., Karur.		4-5 12-1-66	G. O. Ms. No. 16 (Lab) Industries, Labour & Co-operation, dated 3-1-66.

(1)	(2)	(3)	(4)
8.	Chiakesar Alai, Manapparai, Tiruchirappalli District.	18-20 26-1-66	G. O. Ms. No. 150, (Lab) Industries, Labour & Co-oper- ation, dated 17-1-66.
<i>Salem District</i>			
9.	Erode Electricity Distribution Co. Ltd., Salem.	21-23 26-1-66	G. O. Ms. No. 220, (Lab) Industries, Labour & Co-oper- ation, dated 20-1-66.
Labour Court, Madras.			
<i>Madras District</i>			
10.	Wishat Industries, Madras.	1-2 26-1-66	G. O. R. No. 71, Industries, Labour & Co-operation, dated 17-1-66.
11.	Nandagopal Transport, Madras.	2-5 26-1-66	G. O. R. No. 72, Industries, Labour & Co-operation, dated 17-1-66.
12.	V. M. Bus Service, Madras.	5-7 26-1-66	G. O. R. No. 73, Industries, Labour & Co-operation, dated 17-1-66.
13.	T. M. Radakrishnan Chetty & Co. Madras.	7-8 26-1-66	G. O. R. No. 79, Industries, Labour & Co-operation dated 17-1-66.
14. **	-do-	8 26-1-66	G. O. R. No. 80, Industries, Labour & Co-operation dated 17-1-66
Additional Labour Court, Madras			
<i>Madras District</i>			
15.	Vasanth Metal Industries, Madras.	15 26-1-66	G. O. R. No. 81, Industries, Labour & Co-operation, dated 17-1-66
16.	Goyal Industries, Madras.	13-16 26-1-66	G. O. R. No. 105, Industries, Labour & Co-operation, dated 19-1-66.

(1)	(2)	(3)	(4)
Labour Court, Coimbatore.			
<i>Coimbatore District</i>			
17.	Vetrivel Foundry, Coimbatore.	4-13 5-1-66	G. O. Ms. No. 6064, (Lab) Industries, Labour & Co-oper- ation, dated 29-12-65.
<i>Nilgiris District</i>			
18.	Wentworth Estate, Cheranbadi Post, Nilgiris.	1-3 12-1-66	G. O. Ms. No. 30, (Lab) Industries, Labour & Co-oper- ation, dated 4-1-66.
<i>Salem District</i>			
19.	** Shevaroy Bauxite Products, Co. Ltd., Yercaud.	8-10 26-1-66	G. O. R. No. 129. Industries, Labour & Co-operation dated 22-1-66.
20.	-do-	10-15 26-1-66	G. O. Ms. No. 237, Industries, Labour & Co-operation dated 22-1-66.
Labour Court, Madurai.			
<i>Madurai District</i>			
21.	Rajeswari Rice Mill Mahalipatti, Madurai.	3-4 5-1-66	G. O. R. No. 2615, Industries, Labour and Co-operation dated 29-12-65.
<i>Tirunelveli District</i>			
22.	Sri Balasaraswathi Transport (P) Ltd., Tuticorin.	1-3 5-1-66	G. O. R. No. 2614, Industries, Labour & Co-operation, dated 29-12-65.

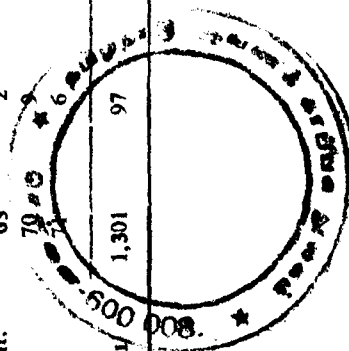
*Awards on appeals under section 33-A

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 January, 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.	Sri Lakshmi Devi Silk Factory, 21, Sami Iyer St., Arni.	Textile	—	Permanent closure		—	—

7. Particulars of complaints received, investigated and settled by the Labour Officers in the State of Madras for the month of January, 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.	Colmbatore-I.	297	25	11	27	—	7	83	—	153	155	295		
2.	Colmbatore-II.	85	14	1	10	2	—	12	—	39	19	105		
3.	Coonoor.	35	10	5	14	—	2	18	—	49	23	61		
4.	Madras-I.	35	12	4	3	—	—	5	—	24	24	35		
5.	Madras-II.	139	7	6	17	1	—	27	—	58	43	154		
6.	Madras-III.	53	2	4	6	—	—	33	—	45	36	62		
7.	Madurai.	261	2	—	27	1	2	17	—	49	61	249		
8.	Nagercoil.	25	—	1	6	—	—	3	—	10	12	23		
9.	Pollachi.	60	—	1	9	—	1	4	—	15	12	63		
10.	Virudhunagar.	28	6	—	12	—	—	6	—	24	17	35		
11.	Salem.	79	2	6	17	—	—	22	—	47	32	94		
12.	Tiruchirapalli.	63	2	1	4	—	2	6	12	27	33	57		
13.	Tirunelveli.	70	—	8	22	—	1	8	—	48	18	100		
14.	Vellore.	71	—	2	10	—	—	6	—	24	22	73		
TOTAL		1,301	97	50	184	4	15	250	12	612	507	1,406		



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

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

1. Number of Standing Orders certified as on 1-1-1966.	4,324
2. Number of Standing Orders certified during the month	6
Total	4,330
3. Number of amendments to Standing orders certified.	Nil

9. Workmen's Compensation Act 1923. :—

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

	Number of accidents.	Amount of compensation.*	
		Rs.	nP.
(a) Death	12	90,855.29	
(b) Permanent disablement	12	1,751.00	
(c) Temporary disablement	57		
Total	81	92,606.29	

* 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 January, 1966.

Sl. No. (1)	Nature of claims (2)	Number previously pending. (3)	Number received. (4)	Total. (5)	Disposed of (6)	Balance. (7)
1.	Application under Section 10 :					
(a)	Fatal	121	7	128	4	124
(b)	Non-fatal :-					
(i)	Permanent	144	10	154	6	148
(ii)	Temporary	34	1	35	—	35
2.	Deposits under Section 8 (1)					
(a)	Fatal	140	25	165	12	153
(b)	Persons under legal disability...	14	2	16	1	15
3.	Deposits under Section 8 (2)	—	—	—	—	—
4.	Memorandum of Agreement:—					
(i)	Permanent disablement	88	9	97	32	65
(ii)	Temporary disablement	20	—	20	4	16

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5.	Recovery under Section 31.	10	1	11	1	10
6.	Indemnification application under Section 12 (2)	10	1	11	—	11
	Total	581	56	637	60	577

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

1.	Pending as on 1-1-'66	814
2.	Received during the month	18
3.	Disposed of during the month	20
4.	Pending as on 31-1-'66	812

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 January, 1966.

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

Pending as on 1-1-1966	379
Received during the month	30
Disposed of during the month	27
Pending as on 31-1-1966	382

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

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

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

Pending as on 1-1-1966	90
Received during the month	14
Disposed of during the month	10
Pending as on 31-1-1966	94

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

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	1/SLM	31-1-66	Engineering	National Engineering & General Workers' Union Komarapalayam Salem District.
2.	2/SLM	31-1-66	Miscellaneous	Madras State Desceeya Thozhilalar Sangam, Manjakuttai Yercaud, Salem District.
3.	3/SLM	31-1-66	-do-	Meccena Flooring Private Limited Workers' Union, Kasakkanur, Suramanglam, Salem District.
4.	2/RMD	5-1-66	Engineering	Government Engineering Factory Workers Unions, Rajapalsyn @
5.	3/MDU	-do-	Transport	Madurai Motor Transport and General Workers Union, Madurai, (Ratified the Code of discipline) @
6.	1/TRI	-do-	Mills	Thiagesar Alal Labour Union, Manapparai. @
7.	2/TRI	-do-	Milk	Tiruchy District Milk Merchants' Association Tiruchy. @
8.	3/TRI	-do-	Miscellaneous	Rice Mill and General Workers Union, Karambakudy. @

(@ Ratified the Code of discipline)

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

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

NIL

13. (b) List of Trade Unions dissolved during the month of January 1966.

Sl. No.	R. No.	Date of Cancellation	Industry	Name and address of the Union
			NIL	

13. (c) List of Trade Unions whose registration was cancelled during January 1966.

Sl. No.	R. No.	Date of registration of dissolution	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	1215	4-1-66	Ice Factory	S.I.R. Ice Factory Labour Union, No 126, Strahans Road, Perambur, Barracks, Madras.
2.	3296	3-1-66	Weaving	Cooptex Pattern Weaving Factory Workers Union, M.C.M. Garden I Lane, T. H. Road, Madras-21.
3.	3653	7-1-66	Book Publishing	Kumudam Group Workers Union No. 57/21, Ganga Reddy Road, Madras-8.
4.	2940	7-1-66	Printing Press	The Central Art Press and Group Companies Workers & Staff Union, No. 14 Bashyakaralu Naidu St., Kondithope Madras-1.
5.	2900	3-1-66	Quarry Works	The Chingleput District Quarry Workers Union, Durga Road Pallavaram.
6.	3505	7-1-66	Ain Works	Ain Thozhilalar Union, No 3, Chingalvaraya Mudali St., Triplicane, Madras-5.
7.	3411	12-1-66	Potering Service	Southern Railway Licenced Porters Association, No. 75, Cockrana Basin Road, Madras-21.

(1)	(2)	(3)	(4)	(5)
8.	1167	12-1-66	Contract Works	The Gannon and Dungenly Group Employees Union, No. 9/111, Lala Market, Devaraj Mudali St., Madras.
9.	3546	17-1-66	Ink Factory	Ganges Ink Factory Labour Union, 15, Basma Koil Street, Arunachalapuram, Adayar, Madras-20.
10.	3525	27-1-66	Paper Industry	Madras Paper Board Industries Workers Union, No. 6/57 Tiruvalluvar Street, Madhavaram.
11.	434	3-1-66	Electricity	The Madras Government Electricity Employees' Union, Papanasam System, Pasumalai.
12.	880	-do-	Miscellaneous	The Southern Railway Licenced Porters' Union, Madurai.
13.	2537	19-1-66	Newspaper	Dinamani Thozhilalar Sangam, Madurai
14.	2791	3-1-66	Hotel	Palani Hotel Workers Union, Palani.
15.	2913	-do-	Sanitation	The National Municipal Scavengers Union, Dindigul.
16.	3599	4-1-66	Bank	Pathinen Grama Arya Vysya Bank Staff Association, Periakulam.
17.	3634	17-1-66	Miscellaneous	Madurai Dist National All Works Labour Union, Madurai-10.
18.	3533	4-1-66	Transport	Vridhachalam Taluk Motor Workers Progressive Union, Vridhachalam.
19.	3078	-do-	Coir	The Kanyakumari District Coir Workers Union, Nagercoil.

(1)	(2)	(3)	(4)	(5)
20.	3190	-do-	Miscellaneous	Nagercoil Kaiwandy Sumandu Thookum Thozhilalar Sangam, Nagercoil
21.	3269	-do-	Khadi	Kumari Dist., Khadi Workers Association Colachel.
22.	3524	17-1-66	Transport	Kumari District Car Drivers' and Owner Union, Nagercoil.
23.	1495	3-1-66	Municipality	The Municipality Thozhilalar Sangam, Virudhunagar
24.	3201	-do-	Weaving	Aruppukottai Taluk Handloom Weaver Association, Aruppukottai.
25.	3427	27-1-66	Textile	Dravida Panchalai Thozhilalar Sangam, Solapuram (P. O.)
26.	3616	3-1-66	Miscellaneous	National Scavenger Workers Union Palayapalayam, Rajapalayam
27.	3278	-do-	Cigar	Virudhungan National Cigar Workers Union Virudhunagar.
28.	3496	4-1-66	Press	Kudanthisvatta Achag Thozhilalar Munnetr Sangam, Kumbakonam
29.	1805	22-1-66	Panchayat	The Panchayat Scavengers Union, Srivakuntam.
30.	2915	3-1-66	Transport	Madras Government National Vehicle Drivers Association Tirunelveli-1.
31.	2818	-do-	Miscellaneous	Pettai Trunk and Nagalai Mavaraippu Labour Union, Pettai Tirunelveli District.

(1)	(2)	(3)	(4)	(5)
32.	3242	-do-	Miscellaneous	Viswa Brama Thozhilalar Sangam Tiruvettanallur Puliangudi (Via) Sankaran Koil.
33.	3449	18-1-66	Steamer	Steamer Workers Union, Tuticorin.
34.	3768	7-1-66	Miscellaneous	Kuthirai Vandi Thozhilalar Sangam, Kovilpatii.
35.	3088	4-1-66	Construction	Tiruchy District Building Workers Union, Tiruchy.
36.	3724	31-1-66	Steel	Tiruchy Steel Rolling Mills Employees Union, Tiruchy.
37.	3658	-do-	Mills	Harvey Mills Kattu Cooly Thozhilalar Munnetra Sangam, Tuticorin.
38.	1542	3-1-66	Sanitary Service	Salem Municipal Workers Union, V. Market, Salem.
39.	2582	-do-	Plantations	Pakku Thotta Thozhilalar Sangam, 11/451 Pakkukara Theru, Mettupalayam.
40.	2619	4-1-66	Coffee and Restaurant	Tiruppathur Hotel Workers Union, Jinna Road, Kaderpet, Vaniyambadi.
41.	3044	-do-	Motor Transport.	Coimbatore Motor Transport Co-operative Society for Ex-Servicemen Ltd., Staff Association, 76, Kadalakara Lane, Avanashi Road, Coimbatore.
42.	3267	-do-	Plantations	South India Estate Supervisor Union, Valparai Post.
43.	3158	12-1-66	Sugar Mills	Amaravathi Co-operative Sugar Mills Staffs Union, 1, Majula Vilas, Krishnapuram, Madathukulam Post, Uduimalpet.

(1)	(2)	(3)	(4)	(5)
44.	3297	22-1-66	Textiles Mills	Attur Taluk Mill and Factory Labourers' Union, Kamaraja Nagar, Attur Post.
45.	3027	31-1-66	Sanitary Service	Coonoor Municipal Employees' Union, Rokeby, Coonoor.
46.	3454	-do-	Miscellaneous	Nilgiri Dist. Carpenters Association Mount Rd., Coonoor.

ABSTRACT

1. Total No. of registered Trade Unions as on 1-1-66	1,331
2. Total No. of trade Unions registered during the month	8
3. Total No. of Trade Unions Amalgamated during the month	Nil
4. Total No. of Trade Unions Dissolved during the month	Nil
5. Total No. of Trade Unions Cancelled during the month	46
6. Total No. of registered Trade Unions as on 31-1-66.	1,293

14. Labour Administration and Statistics for the month of January, 1966.

Sl. No.	Particulars.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
				Factories Act, 1948	Payment of Wages Act, 1936	Madras Maternity Benefit Act, 1947	Madras Shops and Establishments Act, 1947	Madras Catering Establishments Act, 1958	Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958	Minimum Wages Act, 1948	Madras Industrial Establishments (National and Festival Holidays) Act, 1958
1.	No. of establishments inspected.	899	3,219	205	49,252	3,790	495	1,582	4,290		
2.	No. of irregularities noticed.	241	358	30	968	656	18	131	292		
3.	No. of cases warned.	18	49	—	334	159	22	34	70		
4.	No. of prosecutions launched.	38	1	—	37	60	6	2	5		
5.	No. of convictions obtained.	19	6	—	33	37	1	4	12		
6.	Amount of fine imposed	Rs. 1,025/-	180/-	—	655/-	720/-	50/-	100/-	230/-		

15 (a) Numerical List of Factories for the month of January, 1966.

District.	AT THE BEGINNING.				REGISTERED.			REMOVED.			TOTAL.			REMARKS.	
	Section 2 (m) (f)		Section 2 (m) (ff)		Notified		Section 2 (m) (f)		Section 2 (m) (ff)		Notified		Section 2 (m) (f)		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)		(14)
1. North Arcot	230	107	167	Notified	1	2	..	..	..	..	231	109	167	507	
2. South Arcot	120	7	45	..	..	..	..	..	..	..	120	7	45	172	
3. Chingleput	352	22	58	..	4	..	..	..	..	..	356	22	58	436	
4. Coimbatore	1,087	9	80	..	..	..	..	..	..	..	1,087	9	80	1,176	
5. Kanyakumari	71	8	22	..	..	..	..	..	..	..	71	8	22	101	
6. Madras	829	32	111	..	3	..	..	..	..	..	832	32	111	975	
7. Madurai	458	31	44	..	..	..	..	..	..	..	458	31	44	533	
8. The Nilgiris	128	..	5	..	..	..	..	..	..	..	128	..	5	133	
9. Ramanathapuram	264	67	152	..	3	1	..	..	..	..	267	68	152	487	
10. Salem	548	6	141	..	..	..	..	..	..	..	548	6	141	695	
11. Thanjavur	309	10	178	..	..	..	..	..	..	..	309	10	178	497	
12. Tiruchirappalli	289	9	172	..	..	..	..	2	..	..	287	9	172	468	
13. Tirunelveli	319	108	212	..	..	..	..	..	..	11	319	108	201	628	
14. Dharmapuri	20	1	6	..	..	..	..	..	..	..	20	1	6	27	
Total	5,024	417	1,393	..	11	3	..	2	..	11	5,033	420	1,382	6,835	

15. (b) Numerical List of Plantations covered by the Plantations Labour Act, 1951 for the month of January, 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		120	22,780.03	..	..	..	..	120	22,780.03
2. Tea		138	66,415.98	..	..	..	..	138	66,415.98
3. Rubber		19	9,113.12	..	..	..	..	19	9,113.12
4. Cinchona		2	9,406.00	..	..	..	..	2	9,406.00
5. Cardamom		5	3,186.86	..	..	..	..	5	3,186.86
Total		284	1,10,901.99	..	..	..	..	284	1,10,901.99

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

16. (a) Statement of Accidents for the month of January, 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).	..	9
20.	Food Except Beverages	..	28
21.	Beverages	..	1
22.	Tobacco	..	..
23.	Textiles	..	222
24.	Foot-wear, other wearing apparel and made-up textile goods	..	1
25.	Wood and cork except furniture	..	..
26.	Furniture and fixtures	..	3
27.	Paper and paper products	..	4
28.	Printing, Publishing and allied industries	..	12
29.	Leather and Leather products (except foot-wear).	..	2
30.	Rubber and rubber products	..	13
31.	Chemicals and Chemical products	..	62
32.	Products of petroleum and coal	..	1
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	..	41
34.	Basic Metal Industries	..	29
35.	Metal Products (except machinery and transport equipments).	..	56
36.	Machinery (except electrical machinery)	..	195
37.	Electrical Machinery, apparatus, appliances and supplies.	..	73
38.	Transport equipment	..	381
39.	Miscellaneous Industries	..	26
51.	Electricity, Gas and Steam	..	8
52.	Water and Sanitary Services	..	..
83.	Recreation Services (Cinema Studios)	..	6
84.	Personal Services (Laundries, dyeing and cleaning).	..	2
Total		1	1,175

16. (b) Statement of Accidents in Cotton and Jute Mills for the month of January, 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.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1	Opening and Blow Room Machinery.	5	...	...	...	...	...
2	Card Room Machinery	24	...	...	...	...	...
3	Drawing Frames	3	...	...	...	...	...
4	Speed Frames	3	...	...	...	...	...
5	Spinning Machinery	52	1	...	...	...	...
6	Weaving Machinery	20	...	...	...	...	...
7	Finishing Machinery	1	2	...	...	...	...
8	Flying Shuttles	2	...	...	...	...	...
9	Other Miscellaneous Textile Machinery.	28	1	...	...	...	...
10	Miscellaneous non-machinery Accidents.	75	7	...	...	...	...
	Total	213	9	...	...	...	...
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 January, 1965.

Sl. No.	Name of the establishment	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)	(5)

EMPLOYEES STATE INSURANCE ACT

1. Certain factories in Madras state situated in any area in which Chapters IV and V of the Act are in force. All Provisions of the said Act except chapter V-A. Upto 21-1-67 G. O. R. No. 102, Industries, Labour & Co-operation, dated 19-1-66.
2. Certain factories in Chingleput District employing less than 10 persons but in which 20 or more persons are or were working. All provisions of the said Act except chapter V-A. With effect from 30-1-66 upto 21-1-67. G. O. Ms. No. 232, Industries, Labour & Co-operation, (Lab) dated 21-1-66
3. Certain factories in Chingleput District exclusively engaged in wool pressing either with or without cotton pressing and ginning. -do- With effect from 30-1-66 upto 31-12-66. G. O. Ms. No. 233, Industries, Labour & Co-operation, (Lab) dated 21-1-65
4. Certain factories in Chingleput District which are seasonal in nature though not seasonal under Act. -do- With effect from 30-1-66 upto 30-9-66. G. O. Ms. No. 234, Industries, Labour & Co-operation, (Lab) dated 21-1-66.

EMPLOYEES PROVIDENT FUNDS ACT

5. Charitable Institutions working exclusively for the benefit of employees. From the operation of the said Act. Five years from 13-8-65. Govt. Notification dated 31-12-66.
6. Suguna Vilasa Sabha Madras-2. All provisions of the Scheme. With effect from 1-12-65. G. O. Ms. No. 10, (Labour) Industries, Labour & Co-operation, dated 3-1-66.
7. All factories in Madras State. Provisions of sections 51, 52 53, and 54 of the said Act. Three months from 10-9-65. G. O. Ms. No. 5868, (Labour) Industries, Labour & Co-operation, dated 18-12-65.
8. -do- -do- Three months from 10-12-65. G. O. Ms. No. 6017, (Labour) Industries, Labour & Co-operation, dated 28-12-65.

(1)	(2)	(3)	(4)	(5)
9.	Lucas T. V. S. Ltd., Podi, Madras-50.	Provisions of sections 51, 54, 55, and 56 of the said Act.	From 1-7-65 to 31-10-65.	G. O. Ms. No. 12, (Labour) Industries, Labour & Co-operation, dated 3-1-66.
10.	Certain factories noted in the Schedule	Provisions of sections 51, 52, 53, 54, 56 and sub-section (10) of Section 79 of the said Act subject to certain conditions.	3 months from 25-10-64.	G. O. Ms. No. 5846, (Labour) Industries, Labour & Co-operation, dated 17-12-65.
11.	—do—	—do—	3 months from 25-1-65.	G. O. Ms. No. 5863, (Labour) Industries, Labour & Co-operation dated 17-12-65.
12.	—do—	—do—	3 months from 25-4-65.	G. O. Ms. No. 5864, (Labour) Industries, Labour & Co-operation, dated 17-12-65.
13.	—do—	—do—	3 months from 25-7-65.	G. O. Ms. No. 5865, (Labour) Industries, Labour & Co-operation, dated 17-12-65.
14.	—do—	—do—	3 months from 25-10-65.	G. O. Ms. No. 5866, (Labour) Industries, Labour & Co-operation, dated 17-12-65.
15.	All factories in the State of Madras.	Provisions of sections 51, 52, 53 and 54 of the said Act.	3 months from 10-9-65.	G. O. Ms. No. 5868, (Labour) Industries, Labour & Co-operation, dated 18-12-65.
16.	Clothing Factory, Avadi, Madras.	Provisions of section 55 of the said Act.	3 months from 25-10-64.	Government Notification II-1 No. 11 of 1966 dated 5-1-66.
17.	—do—	—do—	3 months from 25-1-65.	Government Notification II-1 No. 13 of 1966 dated 5-1-66.
18.	—do—	—do—	3 months from 25-4-65.	Government Notification II-1 No. 15 of 1966 dated 5-1-66.

(1)	(2)	(3)	(4)	(5)
19.	—do—	—do—	3 months from 5-7-65.	Government Notification II-1 No. 17 of 1966 dated 5-1-66.
20.	—do—	—do—	3 months from 25-10-65	Government Notification II-1 No. 19 of 1966 dated 5-1-66.

MADRAS BEEDI INDUSTRIAL PREMISES (REGULATION OF CONDITIONS OF WORK) ACT 1958.

21.	All Beedi Industrial Premises in the State.	Provisions of sections 18, 21, 26, 27 and 31 of the said Act.	One year from 30-11-65.	G. O. Ms. No. 5856 (Labour) Industries, Labour & Co-operation, dated 17-12-65.
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18. Consolidated Statement of Prices of Cotton and Yarn for the month of January, 1966.

Cotton		Rate per quintal - 100 Kgs.
American	...	Rs. 400 / 520
Cambodia	...	Rs. 315 / 390
Karunganni	...	Rs. 215 / 355

Yarn in French Counts,		Rate per bundle of 5 Kgs.
8s	...	Rs. 18-41
18s	...	Rs. 24-00
36s	...	Rs. 34-00
52s	...	Rs. 45-25
68s	...	Rs. 62-00
84s	...	Rs. 94-00

19. The Cost of Living Index Numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act, XI of 1943) in Madras City and different mofussil urban centres for the month of January, 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	707.8	761.1	504.3	413.8	566.9	639.2
2.	Cuddalore	621.0	892.0	431.0	378.0	607.0	600.0
3.	Tiruchirapalli	658.0	572.0	547.0	352.0	500.0	686.0
4.	Madurai	695.0	531.0	559.0	349.0	433.0	586.0
5.	Coimbatore	696.0	689.0	721.0	629.0	407.0	670.0
(Base: August, 1939: 100).							
6.	Nagercoil	838.0	533.0	754.0	394.0		719.0

Comparative statement of the cost of living index numbers for the months of December, 1965 and January, 1966.

Sl. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			December, 1965.	January, 1966.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City	638.1	639.2	+ 1.1
2.	North Arcot and South Arcot Dists.	Cuddalore	601.0	600.0	- 1.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli	588.0	586.0	- 2.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai	587.0	586.0	- 1.0
5.	Coimbatore and Salem Dists.	Coimbatore	673.0	670.0	- 3.0
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil.	721.0	719.0	- 2.0

MADRAS

The cost of living index number for working classes in Madras City for the month of January, 1966 rose by one point to 639.

The index for the food group fell by two points to 708 due mainly to a fall in the prices of chillies, coconut oil and gingelly oil.

The index for the fuel and lighting group rose by sixteen points to 761 due to an increase in the prices of firewood and charcoal.

The index for the miscellaneous group rose by six points to 567 due to a rise in the price of betel leaves.

The group index numbers in respect of clothing and house-rent remained unchanged at 504 and 414 points respectively.

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

Si. No.	Group.	Weight proportional to the total expen- diture.	Group Index Numbers.	
			December, 1965.	January, 1966.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	709.6	707.8
2.	Fuel and Lighting	8.42	745.3	761.1
3.	Clothing	6.10	504.4	504.3
4.	House-rent	14.57	413.8	413.8
5.	Miscellaneous	12.68	560.9	566.9
	Total	100.00		
Cost of living Index Number.			638.1	639.2

CUDDALORE

The cost of living index number for Cuddalore fell by one point to 600.

The index for the food group fell by eight points to 621 due mainly to a fall in the prices of coconut, chillies, tamarind and gingelly oil.

The index for the fuel and lighting group rose by fifteen points to 892 due to an increase in the prices of firewood and charcoal.

The index for the clothing group rose by four point to 401 due to a rise in the price of dhoties.

The group index numbers in respect of house-rent and miscellaneous remained unchanged at 378 and 697 points respectively.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli fell by two points to 586.

The index for the food group fell by five points to 658 due mainly to a fall in the prices of coconut, chillies, and tamarind.

The index for the miscellaneous group rose by four points to 500 due to an increase in the price of beedis and the shaving charges.

The group index numbers in respect of fuel and lighting, clothing and house-rent remained unchanged at 572, 547 and 352 points respectively.

MADURAI

The cost of living index number for Madurai fell by one points to 586.

The index for the food group fell by one points to 695 due mainly to a fall in the prices of vegetables and gingelly oil.

The index for the fuel and lighting group fell by one points to 531 due to a fall in the prices of kerosene oil.

The Index for the clothing group rose by two points to 559 due to a rise in the prices of sarees and petticoat cloth.

The index for the miscellaneous group rose by one point to 433 due to a rise in the price of tobacco for chewing.

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

COIMBATORE

The cost of living index number for Coimbatore fell by three points to 670.

The index for the food group fell by four point to 696 due mainly to a fall in the prices of dhall, vegetables, and coconut oil.

The group index numbers in respect of fuel and lighting, clothing, house-rent and miscellaneous remained unchanged at 689, 721, 629 and 407 points respectively.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil fell by two points to 719.

The index for the food group fell by seven points to 838 due to a fall in the prices of condiments, fish, coconut oil and coconuts.

The index for the housing group fell by three points to 533 due to a fall in the price of firewood.

The index for the miscellaneous group rose by thirteen points to 394 due to an increase in the prices of betel leaves, arecanuts and soap and toilet.

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

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

CONSUMER PRICE INDEX NUMBERS

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

(Base: Shifted to 1949=100)

Year	All India* Original base 1949	
	General Index (2)	Food Index (3)
(1)		
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1962	130	130
1963	134	135
1964	152	155
1965	166	172
1964:-		
November	163	170
December	164	171
1965 :-		
January	165	172
February	162	167
March	159	162
April	160	163
May	161	164
June	163	168
July	168	173
August	170	177
September	172	178
October	172	178
November	173	181
December	173	179

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued, is linked to the above series at the year 1949. Thus the All-India index on base 1944=100 during the month of December, 1965 was 238.74.

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

(2) Labour Bureau for All-India.

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

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 3,04,973 industrial workers in the event of Employment Injury, Sickness and Maternity Benefit. This protection is made available in two ways viz., by provision of Cash Benefits and by providing Medical Care when needed. There are 52 Offices of the Corporation in the Madras State for disbursement of Cash Benefits.

During the month of January, 1966, 1,440 persons received Rs. 85,743-17. by way of Cash Benefits due to Employment Injury. This includes 298 persons who are in receipt of pensions for Permanent Disablement Benefit and also 120 dependants of deceased Persons.

In the month of January, 1966, 1,164 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need Cash Benefits in the event of Sickness. During the month 36,697 claims were received and an amount of Rs. 5,33,285-29. as sickness benefit involving abstention for 1,71,250. days

During the month of January, 66, 275 Insured Women claimed Rs. 57,057-63 by way of Maternity Benefit.

For recovery of arrears of contribution under the Scheme legal proceedings had to be initiated in 15 cases against defaulting employers for recovery of Rs. 9,640-47.

Penal action was taken against one employer in four cases and was fined Rs. 70/- and another employer Rs. 40/- for non-payment of employer's special contribution and employees' contribution and non-submission of SC 2 returns and contribution cards. For late submission of SC 2 for III/65 and late payment of Employer's special contribution for II/65 and for non-submission of SC 2 and non payment of Employer's special contribution another employer was also find Rs. 80/- in four cases.

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

Sl. No.	Particulars.	For the month of January '66
1.	Total number of Attendance :	
	New 68,231 }	
	Old 2,05,181 }	2,73,412
2.	No. of Medical certificates issued	77,58
3.	No. of Domiciliary visits made	221
4.	No. of Injections administered	1,10,943
5.	No. of X-Ray examinations	896
6.	No. of Laboratory examinations	3,379
7.	No. of Specialist Investigations	3,546
8.	No. of Persons admitted to Hospitals	1,890
9.	No. of bed days occupied during the month	12,673
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 16,591 }	
	Old 25,830 }	42,421
	Diagnostic Centres	-
2.	No. of Prescriptions issued	12,752
3.	Payment made to :-	
	1. Chemists	-
	2. Insurance Medical Practitioners	-
		Rs. 2,449-50 (Coimbatore area.)

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

Sl. No.	Districts	Total Number of						
		(1)	(2)	(3)	(4)	(5)	(6)	(7)
				Registration effected during January 1966.	Applicants on Live Register on 31-1-1966.	Placed in employment during January 1966.	Employers used the employment office during January 1966.	Vacancies notified during January 1966.
1.	Arcot North			1,265	15,995	491	102	591
2.	Arcot South			1,068	14,760	258	146	329
3.	Chingleput.			1,344	16,975	222	73	436
4.	Coimbatore.			1,338	14,964	308	130	428
5.	Kanyakumari.			933	14,338	81	33	116
6.	Madras.			4,458	34,051	877	278	1,161
7.	Madurai.			1,662	18,291	297	126	338
8.	The Nilgiris.			550	7,785	123	37	245
9.	Ramanathapuram.			718	9,042	183	82	243
10.	Salem.			1,624	14,684	497	112	574
11.	Thanjavur.			1,489	14,963	281	104	397
12.	Tiruchirappalli.			1,609	17,377	269	86	442
13.	Tirunelveli.			902	13,306	125	82	285
Total				18,970	2,06,531	4,012	1,391	5,585
Total: for December 1965				22,906	2,09,618	4,917	1,595	6,099
.. for January 1966				16,873	1,83,884	4,209	1,549	5,450

21 (b) Analysis of applicants on the Live Register of Employment Offices in Madras State as on 31-12-1965 by broad occupational Groups.

Sl. No.	Employment Office area	Occupational groups							Persons without work Experience	Total
		Professional, Technical, and related Workers	Administrative, Executive & Managerial	Clerical and related works	Craftsman	Other skilled workers	Unskilled workers			
							Office	Others		
1.	Arcoot North	1,340	9	991	651	512	65	257	13,361	17,186
2.	Cuddalore N. T.	523	51	31	317	229	...	40	6,305	7,456
3.	Neyveli	458	6	21	985	317	...	1,404	4,617	7,808
4.	U.E.I.G.B. Annamalaiagar	27	...	1	...	...	...	...	60	88
5.	Chingleput	803	5	139	1,591	679	47	592	12,652	16,808
6.	Coimbatore	1,358	52	130	1,022	530	...	833	11,007	15,332
7.	Kanyakumari	1,771	18	77	1,692	1,847	...	288	1,956	14,649
8.	Madras-1	1,038	138	178	5,668	2,208	...	102	7,710	17,032
9.	Madras North	6	...	...	1	336	17	1,848	12,593	14,801
10.	P. & E.E.O. Madras-6.	771	678	...	...	...	...	...	...	1,449
11.	E.O.Ph. Madras-14.	21	1	15	170	4	1	6	316	534
12.	U.E.I.G.B. Madras-5.	*	*	*	*	*	*	*	*	16
3.	Madurai	2,370	27	112	823	952	...	718	13,147	18,169
4.	Nilgiris	363	7	89	523	530	77	708	5,522	7,769
5.	Ramanathapuram	1,221	12	37	335	340	...	136	7,055	9,136
6.	Salem	1,367	70	26	249	734	...	340	12,579	15,265
7.	Tanjavur	805	39	52	664	843	...	26	11,862	14,591
8.	Tiruchirappalli	1,431	42	127	1,081	978	...	677	13,681	18,017
9.	Tirunelveli	1,929	8	45	382	689	...	260	9,959	13,572
Total		17,602	1,161	2,071	16,154	12,128	157	8,955	1,51,372	2,09,618

* Figures not available.

21 (c) Educated Applicants on the Live Registers of Employment Office in Madras State as on 31-12-65.

Sl. No.	Name of Employment Office area.	Post Graduate	Graduates			Higher secondary passed including intermediates and under graduates.	Matriculates	Total.
			Engineering.	Medical.	Others			
1.	North Arcot	...	4	...	108	65	2,931	3,198
2.	Cuddalore N. T.	6	2	...	47	77	1,902	2,034
3.	Neyveli	18	1	...	52	65	1,276	1,415
4.	Chingleput	2	6	...	7	84	1,828	1,927
5.	Coimbatore	22	10	4	203	281	4,939	5,459
5.	Kanyakumari	7	...	...	129	188	4,790	5,114
7.	Madras-14	...	...	...	361	23	8,218	2,602
8.	Madras (North)	...	...	...	...	...	6	6
9.	Professional & Executive Employment Office	188	134	12	110	...	...	444
10.	Employment Office for the Physically Handicapped.	*	*	*	*	*	*	*
11.	Madurai	25	6	1	284	140	5,773	6,226
12.	The Nilgiris	18	5	2	75	59	1,968	1,328
13.	Ramanathapuram	7	2	...	104	53	3,117	3,283
14.	Salem	7	...	...	109	219	2,888	3,233
15.	Thanjavur	21	2	...	195	201	4,385	4,804
16.	Tiruchirappalli	28	9	...	164	184	3,481	3,866
17.	Tirunelveli	9	...	...	191	245	5,096	5,541
18.	U. E. I. & C. Annamalaiagar	32	22	...	84	...	...	88
19.	-do- Madras45	...	7	3	6	...	...	16
Total		390	210	22	2,179	1,884	51,699	56,384

* Figures not available.

MADRAS LABOUR GAZETTE

Sl. No.	Name of Office area.	Post Graduates.	Graduates			Higher secondary passed including intermediate & under graduates.	Matriculates.	Total.
			Engineering.	Medical	Others.			
1.	Arcoot North	11	6	...	145	85	3,042	3,278
2.	Cuddalore N. T.	14	2	...	125	57	2,491	2,286
3.	Neyveli	...	...	...	71	80	1,385	1,550
4.	Chingleput	2	6	...	115	53	1,840	3,016
5.	Coimbatore.	17	14	2	132	270	4,338	4,773
6.	Kanyakumari	20	...	...	186	95	2,114	2,415
7.	Madras-14	...	...	...	1,056	19	8,230	9,305
8.	Madras (North)	...	...	...	...	10	...	10
9.	Professional & Executive Employment Office	309	98	5	555	...	...	967
10.	Employment Office for the Physically Handicapped.	*	*	*	*	*	*	*
11.	Madurai	32	60	9	283	179	4,173	4,736
12.	The Nilgiris	6	2	2	63	43	595	711
13.	Ramanad	12	4	...	158	57	2,192	2,423
14.	Salem	3	1	...	154	327	3,592	4,077
15.	Thanjavur	27	5	...	242	222	3,632	4,098
16.	Tiruchy	45	14	...	267	221	3,682	4,229
17.	Tirunelveli	12	2	...	270	239	3,336	3,859
18.	U. E. I. & G. B. Annamalai Nagar	28	17	...	37	...	...	82
19.	-do- Madras-5	...	7	3	7	...	...	16
Total		538	238	21	3,865	1,947	45,222	51,831

*Figurs not available.

21(e) Analysis of applicants on the Live Registers of Employment Offices in Madras State as on 31-12-1965 by age Groups.

Name of Employment Office area.	Upto 19 years.	Age group				Total.
		20 years and more and up-to 24 years.	25 years and more and up-to 34 years.	35 years or more and up-to 44 years.	44 years and more and up-to 54 years.	
1. Arcot North	4,903	7,479	3,886	826	120	17,186
2. Cuddalore N. T.	2,294	3,737	1,035	324	82	7,496
3. Neyveli	1,268	2,782	3,087	569	96	7,808
4. Chingleput	2,895	10,513	2,292	702	375	16,808
5. Coimbatore	4,808	5,723	2,863	1,772	134	15,332
6. Kanyakumari	1,201	10,847	1,949	467	179	14,649
7. Madras-14	2,536	5,541	7,401	1,411	98	17,032
8. Madras (North)	2,206	6,654	5,041	644	340	14,801
9. Professional & Executive Employment Office.	3	1,426	18	2	...	1,449
10. Employment Office for the Physically Handicapped	*	*	*	*	*	534
11. Madurai	2,971	9,070	5,257	699	240	18,169
12. The Nilgiris	2,379	3,372	1,718	236	57	7,769
13. Ramanathapuram	1,632	5,186	1,878	345	85	9,136
14. Salem	4,171	6,890	3,514	675	106	15,365
15. Thanjavur	2,548	9,327	1,992	422	231	14,591
16. Tiruchirappalli	6,822	6,022	2,996	1,597	362	18,017
17. Tirunelveli	5,182	6,353	1,039	687	20	13,172
18. U. E. I. & G. B., Annamalai Nagar	...	22	66	...	...	88
19. -do- Madras-5.	*	*	*	*	*	16
Total	47,819	100,843	46,032	11,376	2,395	2,09,618

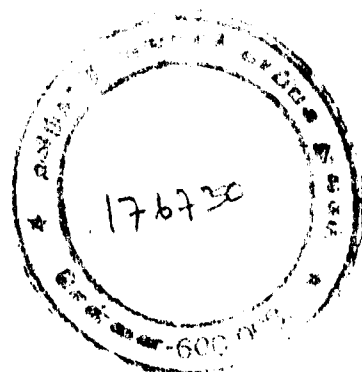
* figures not available.

MADRAS LABOUR GAZETTE

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 February, 1966

S. No.	NAME OF ESTABLISHMENTS	PERIOD
1.	Harinivas, Madras.	Till 28-2-66
2.	Forma Brothers Engineering Works, B. 20, Industrial Estate, Ambattur, Madras-58.	Till 31-3-66
3.	The Empire Vermicelli Company, 52, Choolai Bazaar Road, P. B. 481, Madras-7.	Till 8-1-66
4.	Maharani Talkies, 149, Thiruvethiyur High Road, Madras-21.	Till 31-3-66



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