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MADRAS LABOUR GAZETTE

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

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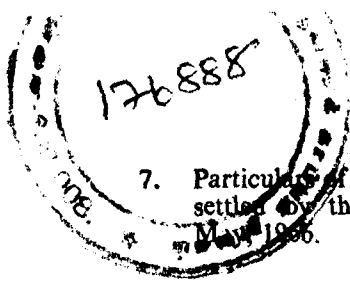
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THE MADRAS LABOUR GAZETTE

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SPECIAL ARTICLES

தொழிற் பராமரிப்பு

திருச்சி, வாஞ்சுலி நிலையத்திலிருந்து 16-6-66-ம் தேதி,
திருச்சி, உற்பத்தித்திறன் குழுவின் தொழிற்பொறியாளர் &
திரு. கே. எம். செங்கசாமி அவர்களால் ஒலிபரப்பப்பட்டது.

பராமரிப்பு அவசியம் :

தொழிற் துறையில் விரைவாக முன்னேறிவரும் நாடு நல்ல தரமுடைய பொருட்களை உற்பத்தி செய்து வெளிநாடுகளுக்கு ஏற்றுமதி செய்வது மிக அவசியம். இந்த குறிக்கோளை அடைவதற்கு நாம் நமது தொழிலகங்களின் காரியங்களை நன்கு திட்டமிட்டு திறனுடன் இயக்குதல் வேண்டும்.

உற்பத்தி செய்வதற்கு இன்றியமையாததாக இருப்பவை இயந்திரங்கள், தேயில், கருவிகள் முதலியன. நன்கு உற்பத்தியைக் கொடுக்கக் கூடிய மிஷன்கள், நமக்கு மிகுந்த தேவையான தரத்தில் பழுத்தடைந்து விடுகின்றன. இதனால் தொழில் ஸ்தாபனத்திற்கு உற்பத்தியில் தாமத மேற்படுகிறது. இதன்மூலம் நஷ்டமேற்படுகிறது. மேலும் இயந்திரங்கள், நன்கு பராமரிக்கப் படாமலிருந்தால், இயந்திரத்திற்கு அதிக தேய்மானமும், தரக் குறைபாடும் ஏற்படும்.

இங்ஙனவாந்து, அமெரிக்கா, மேற்கு ஜெர்மனி முதலான மேல்நாடுகளிடமிருந்து நாம் பல வகையான இயந்திரங்களை இறக்குமதி செய்திருக்கிறோம். இயந்திரங்கள் பல்வேறு ரகமானவைகளாக இருப்பதால் பராமரிப்பின் வேலை இன்னும் அதிகமாகிறது. மேலும் இந்த இயந்திரங்கள் திடீரென நின்று “ப்ரேக் டௌன்” ஆகாமல் இருந்தால் தான், நாம் அவற்றின் மூலம் அதிகமான பயனை அடைய முடியும்.

ஆகவே இயந்திரங்கள் வாங்கிய புதிதில் என்ன தரத்தில் இருந்தனவோ, எந்த தரத்தில் ஓடிக் கொண்டிருந்தனவோ, அதே தரத்தில் இருக்கும் வண்ணம், பராமரிப்பு டிபார்ட்மென்ட் வைத்திருக்கவேண்டும்.

பராமரிப்பென்றால் என்ன?

இயந்திரங்கள் ஓடிக் கொண்டிருந்தால் மட்டும் போதாது. அவை, வேண்டிய உற்பத்தியை திறனுடனும் சிக்கனமாகவும் கொடுத்தல் அவசியம்.

பராமரிப்பென்பது வெறும் ரிப்பேர், மராமத்து செய்வதை மட்டும் குறிப்பதால் உற்பத்தித் திறனை உயர்த்தக் கூடிய ஒரு முக்கியமான கருவியாகவும் விளங்குகிறது.

பராமரிப்பில் பல வகைகளுள்ளன. ஒரு இயந்திரம் முன் எச்சரிக்கையின்றி நின்றனவிட்டதென்போம். அப்போது பராமரிப்பு இலாகாவிலுள்ள “எம்ர்ஜன்ஸி” என்ற பிரிவு அந்த இயந்திரத்தினிடம் சென்று அதற்கு வேண்டிய ரிப்பேர்களை செய்வார்கள். இம்மாதிரி செய்யப்படும் பராமரிப்புக்கு “பிரேக் டௌன்” பராமரிப்பு என்று பெயர். இயந்திரங்கள் “பிரேக் டௌன்” ஆவதால் அதன் ஆயுள் வெகுவாகக் குறைகிறது. இயந்திரத்தின் பல பாகங்களுக்கும் சேதமேற்படும். இது ரிப்பேர் சிலவையும் நேரத்தையும் அதிகப்படுத்துகிறது. ஒரு இயந்திரத் தொகுப்பு திடீரென நின்றனவிடுவதால், வேலை ஆட்களும் வேலையிலிருந்து நீக்கப்படலாம். ஆனால் தொழிற்சாலையில் நாம் எவ்வளவு முன்னெச்சரிக்கையாக இருந்தாலும் சில சமயங்களில் “பிரேக் டௌன்” ஏற்படலாம். அப்போது நாம் பழுதுகளைப் புதுப்பிப்பதுடன், இந்த பிரேக் டௌன் ஏன் ஏற்பட்டதென தீர் ஆராய்ச்சி செய்து அதன் காரணத்தை கண்டுபிடித்து பின்னால் இந்தமாதிரி இயந்திரம் நிற்காமல் தடுக்கவேண்டும்.

‘பிரிவெண்டிங்’ பராமரிப்பு:

ஒருவனுக்கு நோய் கண்டபிறகு அதற்கு சிகிச்சை செய்ய முற்படுவதைக் காட்டிலும் நோயே வராமல் ‘வருமுன் காப்போனாக’ இருப்பது மிக்க நலம். இதேபோல் இயந்திரம் பிரேக் டௌன் ஆவதற்கு முன்னாலேயே அதன் நுணுக்கத்தை அறிந்து அதற்கு வேண்டிய பராமரிப்பை செய்து பிரேக் டௌன் ஆவதை தடுத்தல் வேண்டும். இந்த பராமரிப்பைப் ‘பிரிவெண்டிங் பராமரிப்பு’ என்று கூறுவர். ஆனால் இந்த பராமரிப்பு செய்வதற்கு நாம் அந்த இயந்திரம் உற்பத்திதற்குப் பயன்படும் காலத்தே எவ்வகையில் தேய்மானம் அடைகின்றன என தெரிந்துகொண்டு நன்கு திட்டமிட வேண்டும்.

முதலில் தொழிற்சாலையில் எவ்வளவு இயந்திரங்கள் உள்ளன எனத் தெரிந்து கொள்ளவேண்டும். அவை பல பிரிவுகளாகப் பிரிக்கப்பட வேண்டும். ஒவ்வொரு இயந்திரத்திற்கும் நாம் ஒரு அட்டவணை வைத்துக்கொள்ளவேண்டும். இதை “Equipment Data” கார்டு என்பர். இந்த அட்டவணையில் இயந்திரத்தைப் பற்றிய பல குறிப்புகளை குறிப்பிட வேண்டும்.

பிறகு அவ்வப்போது இயந்திரங்களுடைய பல்வேறு பாகங்கள் கண்காணிக்கப்படவேண்டும். 3 அல்லது 4 மாதங்களுக்குப் பிறகு, இயந்திரத்தை நாம் பரிசோதிக்கும்போது அதில் ஏதாவது ஒரு பாகத்தில் தேய்மானம் அளவுக்கு மேல் அதிகமுடையதாக இருந்தால், நாம் அதை உடனே புதுப்பித்து விடுவோம். புதுப்பித்த விவரத்தை உடனே ‘மிஷின்’ சரிதை கார்டில் நாம் குறித்துவிடுவோம். இம்மாதிரி நாம் அந்த ஒரு பாகத்தை புதுப்பிக்காமல் விட்டுவிட்டால், பின்னால் இயந்திரமே பிரேக் டௌன் ஆகும்போது இயந்திரத்தின் பல பாகங்கள் கெட்டுப்போய் இதனால் பல பாகங்களை புதுப்பிக்க வேண்டிய அவசியம் ஏற்படலாம். ஒரு தையல் போட்டு கிழிசை முடுவதற்கு பதில் ஒன்பது தையல்கள் போடவேண்டிய நிலை ஏற்பட்டுவிடும்.

ஒரு வைத்தியர் நோயாளியைப் பரிசோதிக்கிறாரென வைத்துக் கொள்வோம். டாக்டர், நோயாளியின் நாடி, இதயத் துடிப்பு முதலியவற்றைப் பரிசோதிக்கிறார். பிறகு நோயாளியின் வாக்குமூலத்தையும் வாங்கிக் கொள்கிறார். இம்மாதிரி நோயினுடைய, நோயாளியின் பாலுள்ள பல அம்சங்களை ஆராய்ந்து பிறகு வைத்தியம் செய்கிறார். இதே போன்று, இயந்திர பராமரிப்பு செய்யும்போது, இயந்திரங்களின் பல பாகங்களுடைய நிலை, தேய்மானம் முதலியவை எவ்வண்ணமிருக்கின்றன எனத் தெரிந்தால்தான், இந்த இயந்திரத்திற்கு தகுந்த பராமரிப்பு செய்ய முடியும்.

ஆனால் ஒரு இயந்திரம் எப்போது பிரேக் டௌன் ஆகும்?

எந்தெந்த பாகங்கள் எவ்வளவு கால அளவுவரை திறனுடன் வேலை செய்யும் என்ற கேள்வி எழும். இதை அறிவது மிகச் சலபமான காரியமல்ல. இதைத் தெரிந்து கொள்வதற்குத் தான் நாம் குறிப்பிட்ட கால அளவை வைத்துக்கொண்டு அந்த கால அளவுக்குப் பிறகு பாகங்களின் அளவு அதன் தேய்மானம் இவற்றைக் கண்காணித்து அதைக் குறித்து வரவேண்டும். இதையே “பிரிவெண்டிங் இன்ஸ்பெக்ஷன்” என்று கூறுவர். இந்த விதமான கண்காணிப்பிலிருந்தால்தான், நாம் பாகங்கள் பிரேக் டௌன் ஆவதற்கு முன்னாலேயே புதுப்பிக்க முடியும்.

எண்ணெய் போடுதல்:

மிஷன்களின் தேய்மானம் அதிகமாகாமல் இருப்பதற்கு சுழலுகின்ற பாகங்களுக்கிடையில் எண்ணெய் போடவேண்டும். இதைத்தான் (Lubrication) என்று கூறுகிறார்கள். சரியான எண்ணெய், சரியான அளவில், சரியான இடத்தில் சரியான நேரத்தில் இடப்படவேண்டும். இப்படி இடுவதால் மிஷன்களுக்கிடையிலுள்ள உஷ்ணம் குறைகிறது. தேய்மானமும் குறைகிறது. பாகங்களின் ஆயுளும் நீடிக்கிறது. இயந்திரத்தின் (Accuracy) ‘அக்யூரஷி’ நிலைப்படுகிறது.

ஒரு தொழிற்சாலையில் நல்ல “லூப்ரிகேஷன்” முறையிலிருப்பதற்கு முன்று அம்சங்களை நாம் கவனிக்கவேண்டும்.

லூப்ரிகேஷன் முறை நன்கு திட்டமிடப் படவேண்டும். இதற்காக பெரிய தொழிற்சாலைகளில் தனியான ஒரு லூப்ரிகேஷன் இன்ஜினியரை நியமித்திருப்பார்கள். எந்த எண்ணெயை எந்த மிஷனுக்கு உபயோகிப்பது என அறிய எண்ணெய் கம்பெனியாரிடமிருந்து நாம் நுண்ணறிவைப் பெறலாம்.

திட்டத்தின் வெற்றி, அது செயல்படுவதில் தான் இருக்கிறது. லூப்ரிகேஷன் முறை செயல்படுவது தொழிலாளியின் ஒத்துழைப்பைப் பொறுத்தே இருக்கிறது. ஆய்வர் சரியான ‘கிரீசு’ எண்ணெய் முதலியவைகளை சரியான நேரத்தில் சரியான பாகங்களுக்குச் சரியான அளவில் இடவேண்டும். இதைச் செவ்வனே செய்வதற்கு தொழிலாளி ஊக்குவிக்கப்படவேண்டும். தொழிலாளி எண்ணெய் போடுவதன் அவசியத்தைத் தெரிந்துகொள்ளும்படி மேலாட்சியார் செய்யவேண்டும். அவர்களுக்கு கென தனிக் கல்வித் திட்டம் வகுக்கலாம். நமது லூப்ரிகேஷன் முறை

கள் எவ்விதம் மிஷன்களினால் பயனளிக்கின்றன என அறிய இயந்திரத்தின் வேலைத் திறன் எவ்வாறு இருக்கின்றது எனத் தெரிந்து கொள்கிறோம். இந்த ஆராய்ச்சி அதாவது “ஃபிட் பாக்” மூலம் எண்ணெய் அதிகமிடப் படுவதையோ குறைவாக இடப்படுவதையோ தடுக்கமுடியும். இதனால் எண்ணெய் திறனுடன் உபயோகப்படுத்தப்படுகிறது. எண்ணெய் போடப்படவில்லையாகில் பாகங்கள் ஒட்டத்தினால் சூடடைந்து இதனால் தேய்மானம் வெருவாக அதிகரிக்க ஏதுவாகிறது.

தொழிற் ஸ்தாபனங்களில் ஏற்படும் எதிர்பாராத ப்ரேக் டௌன்களில் காரணங்களை ஆராய்ந்ததில் சுமார் 80 சதவீதம் நல்லவிதமாக எண்ணெய் போடாததாலேயே ஏற்படுகிறதென கண்டறிந்திருக்கிறார்கள். ஆகவே நாம் நல்லவிதமாக திட்டமிட்டபடி எண்ணெய் போட்டுவந்தால், ப்ரேக் டௌன் ஆவதைப் பெரிதும் தடுக்கலாம்.

பாதுகாப்பின் அவசியம் :

இயந்திரங்கள் நின்றவிட்டால், ப்ரொடக்ஷன் ஆட்கள் இந்த தகவலை பராமரிப்பு இலாகாவுக்குத் தெரிவித்துவிடுவர். அப்போது பராமரிப்பு தொழிலாளர்கள் பழுதடைந்த அபாயமான இயந்திரங்களை கையாள வேண்டியிருக்கிறது. இந்த சூழ்நிலையில் பராமரிப்பு தொழிலாளி மிகுந்த கவனம் வாய்ந்தவனாக இருப்பதுடன் பாதுகாப்புணர்வுடனிருக்கவேண்டியது அவசியம்.

இயந்திரத்தின் பாகத்தில் கோளாறு ஏற்பட்டால் அதை புதுப்பித்து சரிப்படுத்திவிடலாம். தொழிலாளிக்கு ஏதாவது அங்கவீனம் ஏற்பட்டால் அதைச் சரிப்படுத்த முடியாது. ஆகவே பராமரிப்பு தொழிலாளி எப்பொழுதும் பாதுகாப்பு விதிகளை அனுசரிப்பதுடன், கொடுக்கப்பட்ட பாதுகாப்பு அணிகளை உடுத்துவதும் மிக்க அவசியம்.

தொழிலாளியின் பொறுப்பு :

நல்ல பராமரிப்புக்கு தொழிலாளிதான் முதுகெலும்பு, இயந்திரங்களின் பக்கத்திலிருந்து அதை இயக்குபவர் தொழிலாளி. ஆகவே அவன் வேலை செய்யும்போது ஏதாவது கோளாறு ஒவிகள் ஏற்பட்டால் அதை உடனே போர்மனிடம் அறிவிக்கவேண்டும். இதன்மூலம் மிஷன்களில் ஏற்படும் கோளாறு அதிகமாகாமல் தடுக்கப்படுகிறது. அதோடு மிஷனுக்கு செய்யவேண்டிய தொழிலாளியின் ஒத்துழைப்பு தேவை.

பராமரிப்பு இலாகா, இயந்திரங்கள் நல்ல தரத்திலிருப்பதற்குப் பெரிதும் உதவுகிறது. ஆதலின் உற்பத்தி சாலையில், உற்பத்தி இலாகா தங்களுக்குத் தேவையில்லாதபோதே அல்லது உற்பத்தி சிறிதுகாலம் தாமதப்பட்டால் பாதகமில்லை என்ற காலங்களை முன்னதாகவே பராமரிப்பு இலாகாவிற்கு அறிவித்து விடவேண்டும். அப்போது இந்தத் தகவல்களை வைத்துக்கொண்டு பராமரிப்பு இலாகா எந்தெந்த காலங்களில் எந்தெந்த மிஷன்கள் பராமரிக்கப்படுமென திட்டமிட்டு பராமரிப்பு செய்வார்கள். இதை ஷெட்யூல்டு பராமரிப்பு என்று கூறுவர். எந்தெந்த தொழிலாளிகள் என்னென்ன செய்வர் என நிர்ணயம் செய்வதையே திட்டமிட்ட பராமரிப்பு என்று கூறுவர்.

நல்ல சுற்றுப்புறம் :

நல்லவிதமான பராமரிப்பு செய்வதற்குமுன் தொழிலகத்தின் சுற்றுப்புறங்களை சுத்தமாக வைத்துக்கொள்ளவேண்டும். சுற்றுப்புறத்தை சுத்தமாக வைப்பதால் நல்ல பராமரிப்பு வரவிடும். திறமான பராமரிப்பை நாம் அவலமான ஒழுங்கற்ற சூழ்நிலைகளைக் கொண்டு அடைய முடியாததன்பதை நினைவாகக் கூறலாம். சுற்றுப்புறத்தை சுத்தமாக வைத்துக்கொள்ளாதல், சீராக பொருட்கள் கருவிகளை வைத்துக் கொள்ளல் முதலியவை தொழிலாளியின் பொறுப்பு.

வாழ்க்கைத் தர உயர்வு :

நல்ல சுற்றுப்புறம், நல்ல தொழிற் பராமரிப்புக்கு அடி கோலாகிறது. நல்ல தொழில் பராமரிப்பு நல்ல மாணேஜ்மெண்டை எடுத்துக் காட்டுகிறது. நல்ல மாணேஜ்மெண்ட் நல்ல உற்பத்தித் திறனைப் பெருக்க வகை செய்கிறது. உற்பத்தித் திறன் பெருகினால் விலைவாசி குறைகிறது. மக்களின் வாழ்க்கைத் தரம் உயர்கிறது. வியாபாரம் பெருகுவதால் அதிகமான தொழிலாளர் வேலைக்கு எடுத்துக் கொள்ளப்படுகிறார்கள். தொழில் வளம் பெருகுவதனால் ஏற்படும் நன்மைகளை தொழிலாளர்களும், மாணேஜ்மெண்டாரும் மக்களும், அனுபவிக்கிறார்கள்.

(திரட்சி வானொலி நிலையத்தாரின் அனுமதியுடன் அச்சிடப்பட்டுள்ளது)

INDUSTRIAL SAFETY

DANGEROUS IMPROVISATIONS

A large totally-enclosed stainless steel tank was used for bulk storage of sugar solution, which was pumped under an atmosphere of nitrogen to prevent oxidation. The nitrogen blanketing equipment consisted of a high-pressure manifold connected to nitrogen cylinders, two reducing valves, and the pipework connecting it to the storage tank. The equipment was new and installation was nearly completed. When it was found that the flexible connexions between the manifold and the gas cylinders would not fit the cylinders, and they were returned to the suppliers for examination and replacement.

In the meantime, supplies of the sugar solution were urgently needed and the fitter engaged on the installation fabricated a temporary connection, using $\frac{1}{4}$ in. $\times$ 18 gauge soft copper tubing and a standard form of compression joint. He had considerable difficulty in making his connexions gas-tight.

When the cylinders were exhausted another fitter was instructed to change them and, he turned on the supply from the new cylinder, the compression fitting collapsed and the tubing flew out with great force, striking him in one eye; fortunately, his sight was not impaired.

The accident clearly illustrates the inadvisability of modifying or departing from design requirements, especially when dealing with high pressures.

(Industrial Accident Prevention Bulletin, London, April, '65)

ABRASIVE WHEEL BURST

An Operator was working on a lathe on which was mounted a precision grinding attachment. The abrasive wheel used in the machine was 6 in. diameter, $\frac{1}{2}$ in. thick and was held between 2 $\frac{1}{2}$ in. diameter flanges. To adjust the speed of the spindle there were various pulleys, and the operator selected one which would give a speed of 8,500 r.p.m.; the wheel subsequently burst and the operator was injured in one eye.

It transpired that the safe working speed of the wheel was only 6,500 r.p.m. but this had not been marked on the wheel itself, only on the invoice.

The safe working speed of all types of abrasive wheels used in factories should be marked on them and a table showing these speeds should be displayed. Spindle speeds ought also to be indicated and, if these are variable, a table giving pulley diameters and spindle speeds should also be displayed.

(Industrial Accident Prevention Bulletin, London May, 1964)

HORSEPLAY WITH STACKER TRUCK

The platform on a hand-operated stacker truck was locked in position by the ratchet wheel. One man, playing the fool in the lunch hour, raised two other men on the truck to a height of 9-10 ft. and then, using a piece of string, disengaged the locking pawl from the ratchet wheel. The platform descended suddenly causing the lifting handle to fly round at a high speed; this in turn struck the lever used for pushing the truck around and broke. The man "working" the stacker was hit in the throat by the jagged end of the handle and sustained serious injuries. The other two were thrown to the ground when the ratchet re-engaged and caused the platform to stop suddenly.

(Industrial Accident Prevention Bulletin, London, May 1965)

TANK REFILLED WITH WRONG CHEMICAL

A load of concentrated sulphuric acid was being delivered by road tanker to a chemical works on a dark and foggy night. At the gatehouse the driver handed in a note indicating the plant to which the load should be delivered. As he had only visited the works once before he asked if the plant was near the garage which he knew. On being told it was he assumed he knew the plant he was supposed to visit.

Unfortunately, the plant to which he drove was not the one expecting a delivery of sulphuric acid; a delivery of sodium bisulphite solution was, however, expected as there was only about three inches of solution left in the storage tank. The plant operator, who normally supervised the delivery, was extremely busy and asked the driver to wait until he was free. He added that the discharge pipe on the storage tank might be frozen and would need hot water to free it. The driver, apparently a little impatient, found a fitter who examined the pipe and found it was not frozen. The tanker was then connected to the storage tank and the driver switched on the pump to discharge the sulphuric acid.

There was an immediate violent reaction between the sulphuric acid and the sodium bisulphite. The driver and fitter saw fumes seeping from an opening in the top of the tank and noticed the smell of sulphur dioxide gas. The driver immediately turned off the pump and the fitter, using a nearby piece of wet sacking as a respirator, entered the plant. He found the plant operator staggering from the stage below the storage tank and assisted him from the building. Other personnel were also immediately evacuated and no one was seriously gassed. If the same set of circumstances had led to the mixing of other chemicals, the results could have been far more disastrous.

To prevent a recurrence of this type of accident the firm provided the gatehouse with rubber stamps for each plant and made the gatehouse attendant responsible for stamping all delivery notes clearly with the name of the appropriate plant, so as to minimize the risk of doubt in the minds of drivers; all discharge pipes for tankers were marked with con-

spicuous notices showing the chemical in the storage vessel; and the lighting in the works' yard was improved to contend with such dark and foggy conditions.

In addition to such precautions, it should be the responsibility of one man on the plant, fully conversant, with the necessary working practice and precautions, and with the knowledge of expected deliveries, to supervise the discharge of loads of chemicals.

(Industrial Accident Prevention Bulletin, London March 1965.)

THE WINDOW CLEANERS BORROWED A CRANE

A self-employed window cleaner and his self-employed partner employed a mate, and had a contract with a factory occupier to clean the insides of the skylights at the works.

The window cleaners went to the factory to do their work at night, when only a skeleton staff of factory employees were at work. On their own initiative, one of the window cleaners asked one of the factory workers if he was going to use a pendant-controlled overhead travelling crane. The factory worker said 'No', and the two window cleaning partners took over the crane.

They took their working platforms, buckets and cleaning materials on to the crane bridge, and then used the crane for moving themselves and their equipment along the length of the workshop, and for gaining access to roof trusses on which they placed their working platform to reach the skylights. Their mate remained on the ground to control the crane.

The crane bridge was some 3 ft. wide, and provided with guard rails along its open sides. The window cleaners had originally gained access to the bridge from a fixed access ladder at one end of the bay. This ladder was normally used for crane drivers to gain access to the cab of a cab-driven overhead crane in an adjacent bay.

When this pendant-controlled crane was half way down the length of the factory, workmen employed in the factory processes were about to make tea, and the window cleaners' mate shouted to the partners that he would go and get some himself. One of the partners apparently decided to climb down from the crane bridge, using a stanchion forming part of the building support. As he descended from the bridge one of his hands touched the 440 volt bare live cross travel wires of the crane. He was killed instantly, and dropped to the ground, some 16 ft. below, when the men on the floor realised what had happened and switched off the power to the crane.

When the factory occupier and management learned of this accident they were horrified. They had a very strict safe system of work in operation when any of their own employees had to go on to the bridge of the crane for maintenance. These measures included isolating the crane,

only persons authorised in writing to go on to the bridge, and posting of conspicuous notices. It had not occurred to the occupier and management that the window cleaners would use the crane. The skeleton night staff assumed that the management had given permission for the window cleaners to use the crane, although they realised the dangers involved.

These type of circumstances arise all too frequently in factories when outside contractors are called in for various purposes. It is often not appreciated that factory occupiers owe a duty to every person employed or working on the premises, even when those persons are not employed by them. Workmen brought in from outside should be made fully aware of any dangers in the department, and properly instructed about safe means of access and safe means of employment.

On the electrical hazard, it could also have been foreseen that the cross travel wires of the crane might be approached from the bridge, and that they would need to be insulated.

(Industrial Safety, London, May, 1965)

INDUSTRIAL RELATIONS, MAY, 1966

The Labour situation in the State was satisfactory. There were forty four strikes in textile mills including one strike followed by lock-out. Among the forty four strikes, two strikes were continuing at the end of the previous month. There were also four strikes in other industries including one strike followed by lock-out. Among the four strikes, two strikes were continuing at the end of the previous month. The number of workers affected by the work stoppages in textile mills was 20652 and in other industries it was 1748. The number of mandays lost as a result of work stoppages in textile mills and other industries were 83842.6 and 4188 respectively. The details of work stoppages are as follows:

TEXTILES

The strike by the 380 workers of Ravendra Mills Limited, Singanallur, Coimbatore from 12-3-66 protesting against the retrenchment of 19 workers was still continuing at the end of the month.

The strike by the 1285 workers of Combodia Mills Limited, Ondiputhur, Coimbatore from 14-3-66 was called off on the advice of the Special Deputy Commissioner of Labour, Madras on 27-5-66.

All the 343 workers of Srivilliputhur Co-operative Spinning Mills Limited, Srivilliputhur struck work from 10-5-66 in sympathy with the refusal of doffers to work and also suspension of workers. The strike was called off on 18-5-66 on the advice of the Labour Officer, Virudunagar.

232 out of 536 workers of South India Co-operative Spinning Mills Limited, Petai, Tirunelveli-4 staged a stay-in-strike from 7 A.M. to 3-30 P.M. on 5-5-66 as a protest against suspension of a worker. The workers resumed work voluntarily on the same day.

All the 411 workers of Rajeswari Mills Limited, Gudiyatham, struck work on 5-5-66 over certain demands. The workers resumed their work voluntarily on the same day.

The workers in the following textiles struck work on 5-5-66 protesting to re-open the closed mills and also for speedy settlement of bonus dispute, providing employment to Badli and temporary workers. The strike ended at midnight on 5-5-66. The workers resumed duty on midnight on 5-5-66.

	No. of workers affected.
1. Palani Andavar Mills, Udumalpet.	183
2. Sri Venkatesa Mills, Udumalpet.	450
3. Premiar Mills, Pulamkinar.	354

295 out of 400 workers of Pullicar Mill Limited, Tiruchengodu, staged a stay-in strike on 30-5-66 as a protest against the alleged imposition of higher work load in spinning department. The Management declared a lock-out on the same day. The strike and the lock-out were still continuing at the end of the month.

530 workers of Pandian Mills Madurai and 4400 workers of Madura Mills Company Limited, Madurai staged a stay-in strike for one hour on 19-5-66 as a protest against the action of the management interminating the service of one worker. The workers resumed their work on their own accord on the same day.

The workers in the following textile mills struck work as a protest against the general working and service conditions in the textile mills in the region. The workers resumed their work voluntarily.

Name and Locality of the concern	No. of workres affected	Strike Began	Ended
1	2	3	4
1. Lakshmi Mills Company Limited, Palladam (Staple Fibre Unit)	153	5-5-66	5-5-66
2. Lakshmi Mills Company Limited, Palladam (Cotton Unit)	35	do	do
3. Sri Ramalinga Choodambigai Mills, Limited, Tiruppur.	502	do	do
4. Sri Ranilaxmi Mills, Ltd. Arasur.	116	do	do
5. Danalakshmi Mills, Ltd. Tiruppur.	1395	do	do
6. Danalakshmi Mills, Ltd. B Mills, Tiruppur.	58	do	do
7. Gnanambigai Mills, Ltd. Vellaikinar.	137	do	do
8. Sri Balasubramaniam Mills, Singanallur.	364	do	do
9. Suryaprabha Mills, (P) Ltd. Kuniyamuthur.	98	do	do
10. Kumaran Mills, Ltd. Narasimmanaickenpalayam.	377	do	do
11. Coimbatore Murugan Mills, Ltd. Coimbatore.	332	do	do
12. Sivananda Mills, Ltd. Saravanampatti	9	do	do
13. Sri Padma Mills, Ltd. Kalapatti.	107	do	do
14. Prakash Mills, Ltd. Peelamedu.	172	do	do
15. Sivananda Mills, Saravanampatti.	370	19-5-66 11-30 a m	19-5-66 3-30 p m
16. Jothi Mills Ltd. Perianaickenpalayam.	544	26-5-66 (Midnight)	28-5-66 (Fore noon)
17. Rajalakshmi Mills, Singanallur.	1215	26-5-66 (Midnight)	28-5-66 (Fore noon)

18. Sri Kannabiran Mills Ltd. Sowripalayam.	523	do	do
19. Somasundara Mills (P) Ltd. Coimbatore.	1120	do	do
20. Kaleswarar Mills, Ltd. Coimbatore.	1337	do	do
21. Gopalakrishna Mills, (P) Ltd. Ganapathy.	50	do	do
22. Coimbatore Pioneer Mills Ltd. Peelamedu.	104	do	do
23. Sri Balasubramanya Mills, Ltd. Singanallur.	14	do	do
24. Lakshmi Mills Co., Ltd. Palladam (Cotton Unit)	59	do	do
25. Lakshmi Mills Co., Ltd. Palladam (Fibre Unit)	61	do	do
26. Kasthuri Mills, Ltd. Ondiputhur.	422	do	do
27. Kothari Textile Ltd. Singanallur.	587	do	do
28. Sujani Textiles Ltd. Sowripalayam.	57	do	do
29. Southern Textiles Ltd. Sular.	199	do	do
30. Sri Ramakrishna Mills, (P) Ltd. Ganapathy.	664	do	do
31. Sri Hari Mills (P) Ltd. Ondiputhur.	391	do	do
32. V. R. Textiles (P) Ltd. Punjai Puliampatti.	180	do	do
33. Kottari Textiles 'B' Mills, K. Vadamadurai.	37	do	do

OTHER INDUSTRIES

The lockout by the management of Messrs. Mohamed Ismail and Company, Tannery Katpadi, from 30-12-65 following a strike by the workers was still continuing at the end of the month.

105 workers of Perambur Chrome Tannery, Madras-11, struck work from 29-4-66 demanding payment of bonus for 1965-66. The strike was still continuing at the end of the month.

All the 1596 workers of T.I. Cycles of India, Ambattur, struck work from 17-5-66 as a protest against the suspension of 9 workers. The strike was called off on 19-5-66 by the intervention of the Labour Officer-III, Madras.

9 out of 31 workers of Naaz Dry Cleaners & Launderers, Madurai struck work from 27-4-66 as a protest against the action of the management in retrenching 13 workers. The workers resumed work on 6-5-66 on the advice of the Labour Officer.

CENTRAL SPHERE

1. Conciliation:

The Assistant Labour Commissioner (Central) Verification, Madras held conciliation proceedings in the following disputes and brought about settlements:—

(a) (i) Between M/S Pandyan Insurance Co. Ltd., Madurai and the (1) Pandyan Insurance Employees Union and (2) Staff Union Pandyan Insurance Co. Ltd., Madurai over charter of demands like, revision of scales of pay, D.A., overtime allowance, house rent allowance, gratuity, provident fund, etc.

(ii) Between the Bank of Madura Ltd., Madurai and Bank of Madura Employees Union (AIBEA) Coimbatore over refusal of leave salary to Sri V. Sundaram.

(iii) Between Bank of Madurai Ltd., Madurai and Bank of Madura Employees Union (AIBEA), Coimbatore, over non-payment of enhanced house rent allowance to certain employees working in Madras Branches.

(b) Four disputes were ended in failure.

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

2. Number of strikes and lockouts : 5

3. Number of threatened strikes/lockouts : Nil

4. Particulars regarding disputes :

(a) No. of industrial disputes pending at the beginning 7

(b) No. of industrial disputes received during the month 7

(c) No. of industrial disputes settled/disposed during the month 11

(d) No. of threatened strike Nil

(e) No. of which materialised Nil

(f) No. of draft Standing Orders certified. Nil

STATE SPHERE

The conciliation officers enquired into and settled 460 disputes during the month of May 1966. Of these, 65 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 19 Industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras and the Labour Courts Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the statistical part of the journal. 32 awards given by the Industrial

Tribunal, Madras and the Labour Courts, are published in the Fort St. George during the month of May 1966.

WELFARE

The Employment Officers in Madras State registered 28,775 applicants during May 1966 and placed in employment 3330 registrants. The number of vacancies notified by the 1507 employers who utilised the services of the Employment Offices during the month stood at 8717. At the end of May 1966, there were 2,13,166 employment seekers waiting on the Registers of Employment Exchanges in the State seeking employment assistance.

An analysis shows that during May 1966, Registrations and placings declined by 1809 and 723 respectively compared to the previous month, vacancies notified however increased by 3590 and the Live Register by 2940. As a result of the ratio of registrations to the vacancy notifications improved from 5.9:1 during April 1966 to 3.3:1 during the current month.

Shortage of manpower was reported in the following occupations:—

Assistant Town Planning Officer, Doctor (Allopathic), Medical Officer, Veterinary Assistant Surgeon, Pharmacist, Maternity Assistant, Head Nurse, Sanitary Inspector, B.T. Assistant (Maths/Science), Higher Grade Teacher (Urdu/Kannada/Malayalam), Diploma holder in Engineering and Pharmacy with 2 to 3 years experience Secondary Grade Teacher (Urdu), Tamil Pandit Grade I, Lecturer (Maths and English), Drawing Master, Commerical Instructor, Sewing Mistress, Music Mistress, Tailoring Instructress, Secretarial Assistant, Junior Statistician, Band Master, Laboratory Technician, or Librarian, Stenographer (English), Typist (Higher Grade in English and Tamil), Workshop Instructor, Designer, Cutter (Holdall), Top Inspector, Typewriter Serviceman, Documentation Assistant, Winder Driver (Steam Engine), Diesel Generator Operator, Production control Assistant, Estimator, Rate Fixer, Physical Training Instructor/Instructress and also in the undermentioned occupations which further carried the condition of minimum experience for three years.

Die Setter, Heat Treater, Sharpening Machine Operator, Milling Machine Operator, Son Winding Machine Operator, Cylindrical and Surface Grinder, Broaching Machine Operator, Half-hand grinder, Horizontal Borer, Marker, Double spindle grinder, scalpet grinding operator, Sharpening machine operator and Forceps cleaner.

Surplus of applicants continued, to exist in the categories of Economics and Law graduates, Matriculates, clerks and in other unskilled occupations. Surplus was also experienced in the trades of Driver (Light), Automobile cleaner and Binder.

The Professional and executive Employment Office, Madras registered 194 applicants and placed in employment 30 registrants during May 1966. At the end of the month there were 1,324 registrants on the Live Register of this office.

The University Employment Information and Guidance Bureaus at Annamali and Madras Universities registered 48 applicants and placed in job one registrant during May 1966. At the end of May 1966, there were 268 employment seekers on the Live Registers of both the offices.

The Special Employment Office for Physically Handicapped applicants, Madras registered 41, (9 blind, 7 deaf and dumb and 25 orthopaedically handicapped applicants and placed in employment 6 (2 deaf and dumb and 4 orthopaedically handicapped) registrant during the month. At the end of May 1966, there were 607 (134 blind, 75 deaf and dumb 398 orthopaedically handicapped) applicants remaining on the Live Register of this office.

The vocational Guidance units attached to the District Employment offices at Katpadi, Cuddalore, Guindy, Coimbatore, Nagercoil, Madras-14, Madurai, Salem, Thanjavur, Tiruchirapalli and Tirunelveli gave group guidance to 5957 applicants and individual information to 3472 registrants, during May 66. They also gave individual guidance to 45 applicants and placed in employment 30 individually guided applicants during the month.

The occupational Information officer at the Headquarters visited 6 institutions during the month. The study on the occupations was in progress at the end of the month.

The Mobile Registration Units attached to the District Employment Offices of Ramanathapuram and Salem Districts, registered 664 applicants and effected 3,064 renewals. They had interviewed and counselled 281 applicants during May 1966.

EMPLOYEES' PROVIDENT FUNDS ACT 1952.

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

2) 28 establishments/factories were brought under the Employees' Provident Fund Act '52 during the month of May '66. Thus the total Number of covered establishments/factories comes to 3926.

3) A total sum of Rs. 54,56,222.31 (excluding the refund of loan, previous accumulation, and Administrative charges etc. amounting to Rs. 2,84,028 - 95) was received as employees' and employer's shares of contributions for the month of April, 1966.

4) The total number of employees/subscribers covered under the Act in this Region at the end of April, 66, was 4,94,397/4,30,880, respectively.

WORKERS' EDUCATION SCHEME, DURING JUNE 1966

During the month of June 1966, the second batch of Refresher course for the benefit of the worker-teachers trained in the first two batches was conducted from 20-6-66 to 25-6-66. 19 worker-teachers attended the above course. They received instructions on the latest methods of teaching and the ways and means of implementing the scheme better.

The worker-Teacher Trainees of XV and XVII batches of worker-Teacher Training Course of the Madras Regional Centre led by Sri G. Sundaram, Educational Officer went on an educational tour to Bombay, Poona, Mysore, Bangalore, Coimbatore and Ootacamund from 18-6-66 to 3-7-66. Certain managements extended financial assistance for the educational tour.

A certificate distribution function was arranged at Wheels India Limited, Padi, Madras-50 on 30-6-66. The Administrative Director of Lucas-T.V.S Sri T.S. Rathinam presided and distributed the certificates to the successful worker-trainees of the first batch. The General Manager and the works Manager also spoke on the occasion. Sri P.V. Narasimhachari, Educational Officer stressed the importance of maintaining industrial peace and expressed his hope that the trained worker-trainees will do their best to maintain good industrial relations.

Unit level classes were started during the month of June 1966 in Pressed Metal Products, Madras-1, Enfield India Limited, Madras-19 and State Transport Dept., Madras-21.

CURRENT NOTES**INDIA PRODUCTIVITY YEAR**

Under the auspices of the Madras Productivity Council a public meeting was held on 22nd June, 1966 at Sathyamurthy Bhavan, Royapettah, in connection with the India Productivity Year 1966 with Sri K. Gurumurthi, President of the Madras Productivity Council in the chair. Sri D. Sanjivayya, Union Minister of Industry who participated counselled employers and workers to utilize the forum of IPY-1966 to evolve a formula according to which they could maintain the best industrial relations. He said that the task of increasing production and productivity would then become easier.

The Government, Sri, Sanjivayya said, was doing everything in its power to liberalize imports of raw materials components, spare parts etc., to enable the industrialists to go into full production, so that, besides meeting the internal demand, they can have an export surplus also. The industrialists must avail of the opportunities provided to them, so that the objective of the India Productivity Year may be achieved.

Sri Sanjivayya welcomed the suggestion by the employers to make "payment by results", as such an incentive scheme would be beneficial to all. The Union Minister said that he was in favour of making workers shareholders in industries instead of making them merely participants in management as this would give them a sense of belonging and would automatically solve many problems.

Earlier, Sri K. Gurumurthi and Sri K. Easwaran, President and Vice-President of the Council, respectively, Sri N.S. Bhat, Chairman, the Employers' Federation of Southern India and Sri S.C.C. Anthoni Pillai, President, Madras Labour Union, also addressed the gathering.

AWARDS AND AGREEMENTS

AWARDS AND AGREEMENTS

455

BEFORE THE NATIONAL INDUSTRIAL TRIBUNAL AT BOMBAY.

Reference No.1 (NT) of 1964.

PARTIES :

The Synthetic Drugs Project, Hyderabad managed by the Indian Drugs and Pharmaceuticals Ltd., New Delhi.

AND

Their Workmen

PRESENT :

Shri Salim M. Merchant-Presiding Officer.

APPEARANCES :

For the employers - Shri I.L.N. Sastry, Legal Adviser with Shri S.L. Manindroo, Junior Administrative Officer.

For the Workmen - Shri A.K. Ramachander Rao, General Secretary with Shri Rafi Ahmed, Organising Secretary and Shri Khutubuddin, Joint Secretary, Synthetic Drugs Project Employees' Union.

Dated at Bombay the 19th day of April, 1965.
Industry: Drugs and Pharmaceuticals : STATE: Andhra Pradesh (Hyderabad)

AWARD

The Central Government, by the Ministry of Labour and employment's order No. S.O. 896 dated 6th March, 1964, made under Section 7B of the Industrial Disputes Act, was pleased to constitute a National Industrial Tribunal with headquarters at Bombay and appoint me as the Presiding Officer thereof. By another order S.O. 902 of the same date, made in exercise of the powers conferred by Sub-section (1A) of Section 10 of the Industrial Disputes Act, 1947 (ACT XIV of 1947), the Central Government being of the opinion that the dispute between the parties above-named was of such a nature that industrial establishments in more than one State were likely to be interested in or affected by such dispute, referred the following dispute to me for adjudication : --

SCHEDULE

"Whether the demand of class IV employees of the Synthetic Drugs Project, Hyderabad, for grant of Central Government Pay scales is justified? If not, to what relief are the employees entitled?"

2. After the usual notices were issued on (1) the chairman and Managing Director, Indian Drugs and Pharmaceuticals Limited, New Delhi, (2) the General Secretary, Synthetic Drugs Project Employees Union, Hyderabad (3) Indian Drugs & Pharmaceuticals Limited unit : Synthetic Drugs project, Hyderabad (4) Madras Surgical Instruments Project, Madras, (5) Phyto Chemical Project, Neriampalam, Kerala and (6) the Anti-Bioxotics Project, Rishikesh, U.P., the Synthetic Drugs Project Employees' Union (hereinafter referred to as the 'Union') file its written statement of claim dated 15th May 1964 and the written statement on behalf of the management was filed by the Project Administrator, Synthetic Drugs Project, (hereinafter referred to as the employers) dated 15th May 1964. The Union, thereafter on 21st May 1964, filed a rejoinder to the written statement filed by the employers, who, in their turn filed their reply thereto dated 26th May 1964. The employers filed yet another counter-statement dated 11th September 1964. The dispute was thereafter fixed for hearing on 9th October 1964 when directions were given to the parties to file certain particulars and statements arising out of their written statements and the hearing was adjourned to 12th November 1964 when further submissions of the parties were heard and certain further directions were given. The submissions of the parties were finally heard on 27th February 1965.

3. Before dealing with the dispute on its merits, it is necessary first of all to dispose of the preliminary objections urged by the employers. It was urged by the employers that the reference is bad and there is no industrial dispute as there has been no espousal of the cause of the employees. I am rather surprised at this contention having been urged considering that it was admitted at the hearing that the only union of the workmen of this project employed at Hyderabad is the union on record. It is admitted that it is a registered union bearing Registration No. 2491 and it is not denied that a substantial number of the workmen are members of the Union. It is also admitted that it was this union that raised an industrial dispute and that conciliation proceedings were held by the State Government's conciliation Officer. Since this dispute has been referred to me as National Industrial Tribunal under sub-section 1A of Section 10 of the Industrial Disputes Act, it does not in the least matter that the Conciliation proceedings were held by the Conciliation Officer at the State and not the Central Government. The point is that the only registered union of these workmen is the Union on record and that it was this union which had raised the industrial dispute which was conciliated upon by the State Government's conciliation machinery and it is the same dispute which has been referred for adjudication to me by the Central Government as National Industrial Tribunal because Industrial establishments in more than one State are likely to be interested in or affected by such a dispute. In my opinion this completely establishes espousal of the cause of the workmen.

4. It was next urged, also by way of a preliminary objection, that no industrial dispute could be raised in respect of the class IV employees of this project. This surprising argument urged in support was that as these were Class IV employees and the work of production in the project had not started and was not likely to start till 1966 they could not raise an industrial dispute. In my opinion this argument has no substance bear-

ing in mind the following definition of the term 'industrial dispute' as contained in section 2 (k) of the Industrial Disputes Act.

'Industrial dispute' means any dispute or difference between employers and employers or between employers and workmen, or between workmen and workmen which is connected with the employment or non-employment or the terms of employment or with the conditions of labour of any person.'

5. It is not denied that the Company employees a large number of class IV employees in its project at Hyderabad and there are 136 sanctioned posts for them. It is also admitted that there is an employer - employee relationship between them and the employer company. Precisely, therefore, when these class IV employees claim wage scales for themselves as are paid to Central Government employees of the same status in the Hyderabad region, they are raising an industrial dispute with regard to the terms and conditions of their employment. It makes no difference that they are not yet confirmed in service. This is, therefore, an industrial dispute and there no substance whatever in the argument urged by the learned advocate for the Administration against the not being a Valid reference of an industrial dispute.

6. Before setting out the submissions of both parties as contained in the written statements and at the hearing, I may state that this project at Hyderabad is managed by the Indian Drugs and Pharmaceuticals Limited, New Delhi. The Hyderabad Project is one of the four projects for the construction and management of which the Government of India has constituted a fully owned company under the name and style of the Indian Drugs and Pharmaceuticals Limited. The other three projects are (1) the Madras Surgical Instruments Project, Madras, (2) the Phyto Chemical project, Neriamangalam and (3) the Anti-Biotics Project, Rishikesh, U.P. The project was initiated in Hyderabad in 1961 and according to the employers is still in the planning and construction stage and is expected to start production in 1966, that all the employees have been appointed on a purely temporary basis since future requirements have still to be determined and the management has urged that the absorption of the required staff in the permanent posts is to be considered only when the necessary substantive posts are created.

7. The project at Hyderabad employees in all about 474 workmen. It was admitted at the hearing that under the Fundamental Rules which are applicable in the employees of the project all those on the maximum basic pay of less than Rs. 110/- are considered to be class IV employees. The union has also adopted the same position and it says that the employer company has already adopted the Fundamental and Supplementary Rules of the Central Government under which class IV employees are those who are in a basic pay scale with a maximum of less than Rs. 110/-. It is admitted that there are 136 sanctioned posts for such class IV employees at Hyderabad and this dispute has been raised with regard to them.

8. The union in its written submissions and at the hearing has, in support of its demand for Central Government scales of pay for Class

IV employees, submitted that on principle it is desirable that (1) there should be uniform system of scales of pay for all employees in a Government of India project and (2) that the project administration itself had, in respect of other payments constituting the wages of the workmen such as city compensatory allowance and house rent allowance and other conditions of service, granted these Class IV employees the Central Government rates of payment and conditions of service applicable to Central Government employees at Hyderabad. The union has pointed out, and this is admitted, that this project at Hyderabad is at present employing about 130 class III employees to whom it is paying the scales of pay, dearness allowance, house rent allowance and city compensatory allowance payable to Central Government employees posted at Hyderabad. The Union has further stated that by paying the Central Government scales of pay to its said 130 class III employees and others, and not the State Government's, the project administration had already undertaken a liability of about Rs. 31,684/- per year. It has stated, and this was not seriously disputes, that if the Central Government scales of pay were made applicable to the 136 class IV employees, the burden thereof on the administration would not be more than Rs. 41,889/- per annum as shown in the statement filed by the Union (Ex.W.1) The Union has urged that the circular Note of the Project Administrator, Hyderabad No. SDP/A.58/61 dated 13th June 1963. (Annexure-1) shows that the employees of the Company's Synthetic Drugs Project were to be governed by the rules and conditions of service applicable to the Central Government servants and, therefore, the Class IV employees, being the employees of the company, were entitled to be granted the Central Government's scales of pay, particularly since the Class III employees are paid Central Government scales of pay and allowances, including travelling allowances.

9. The Union has annexed to its written statement copies of orders on class III employees (Annexure III and Annexure IV) to show that direct class III recruits are being paid the Central Government scales of pay whilst direct recruits to class IV posts (see items 3 and 4 in Annexure IV) are being paid the State Government's scales of pay. The Union has pointed out that an analysis of para 2 of the Circular letter No.SDP/A-58/61 dated 13th June 1963 (Annexure 1) establishes that:

- (a) that the employees of the company will be governed by the rules and regulations applicable to Central Government as specified in the Central Civil Service (Classification control and Appeal) Rules, and the Central Civil Service (conduct) Rules 1955.
- (b) that the appointment of the employees will be based on the above rules and regulations.
- (c) that the management will conform to these rules and regulations.
- (d) that the service conditions of the employees of the company will be governed by these rules and regulations.

10. The Union also relies upon another Memorandum-Memorandum No.SDP/A.P.F. (1)/62 dated 7th February 1963 specifying the terms

and conditions of appointment in the company (Marked Annexure II), to show that as far as allowances are concerned i.e. dearness allowance, city compensatory allowance, travelling allowance and house rent allowance, Central Government allowance have been applied to Class III employees only. It has urged that Class IV employees in spite of the fact that they are also employees of the company have been deprived of the Central Government scales of pay and allowances and that this amounts to open discrimination. It has urged, 'to favour one set of employees against another in the fixation of scales of pay constitutes unfair labour practice and is in violation of principles of natural justice'. The Union has also relied upon the 18th Report of the Public Accounts Committee of the Lok Sabha for 1957 which had recommended that Government should issue suitable instructions to all public undertakings and other Corporations to bring their service regulations in conformity with those applicable in Central and State Government service and it has, in this connection, relied upon the observations contained in the award part I dated 8th October 1963 of the learned Industrial Tribunal Shri M.R. Meher in Ref.No.IT.147/1962 Hindustan Antibiotics Ltd., Pimpri Vs the workmen employed under it published in the Maharashtra Government Gazette Part I-L dated 7th November 1963 at pages 3632 at pages 3643-3647.

11. The Union has urged that the fixation scales of pay is an integral part of the service conditions of an employee and therefore, as the Class IV employees of the company are governed by the service conditions of the Central Government, they are also entitled to the Central Government's scales of pay and allowances for Class IV employees working in Hyderabad. It has in this connection relied upon the following observations of the Hon'ble Supreme Court in the case of the Standard Vacuum Refining Co. of India Ltd., Bombay and its workmen including clerical staff and others (1961 - 1 LLJ 227). It has also supported its claim for the Central Government scales of pay for class IV employees by relying upon the need based wage formula adopted at the 15th session of the India Labour conference.

12. The management in its written statement dated 15th May, 1964 and in the submissions made at the hearing has, in opposing this demand submitted that this project is one of a series of four projects and that the scales of pay and other service conditions governing the respective employees of each undertaking are being adopted to suit the local conditions of each State, in order to maintain cordial relationship and harmony between the employers and their workmen and furthering industrial peace; that the scales of pay for the employees of this project have been formulated after taking into consideration the existing local scales of pay of the State Government of Andhra Pradesh and of the Central pay scales and other wage rates that are prevalent in the industrial undertakings of the places for similar types of work, that a 'Constructive wage structure' was evolved by the project to suit the varied categories of employees which are working in different grades in relation to the nature of their work etc. which satisfied what is known as the industry-cum region basis of wage payment. It has pointed out that it is in addition granting other benefits such as wages for one month for every completed year of service as a contributory provident fund, free transport from the

houses of the employees to the site of the project, medical facilities, uniforms, washing allowance and a special allowance of Rs. 10/- per month to the drivers and quarters are also made available to the employees on nominal rent. It has pointed out that these facilities are not open either to the State Government employees or to the Central Government staff that are working in Hyderabad. It has urged that the project is still in the planning and construction stage and is expected to start functioning in 1966 only and as such all the employees have been appointed purely on a temporary basis since future requirements cannot be assessed, and that the absorption of the required staff in the permanent posts would be considered only when the necessary substantive posts are created; that its capacity to pay cannot be judged since the project has not gone into production and it is premature to contemplate the profits it would make. It has urged that the mere fact that the project is a Government of India undertaking would not entitle the employees to demand the applicability of Central Government pay scales to the Class IV employees of the Project since this is an independent organisation with its distinct functions, rules and regulations and also management and it has an inherent right to adopt such scales of pay as it deems fit, that the grades and scales of pay are intended to be long term schemes and should not be disturbed unless a change of circumstances is alleged and proved.

13. The Union in its rejoinder dated 21st May 1964 to the Administration's written statement has submitted that its demand is not for enhancement of scales of pay, but application of Central Government scales of pay to which the Class IV employees are entitled. The Union has stated that the contentions of the management that the scales of pay had been formulated taking into consideration the existing scales of pay cannot be accepted in view of the admission made by it that the service conditions of its employees working in the synthetic drugs unit at Hyderabad are to be those applicable to Central Government Employees, until the service conditions of the employees are framed. It has urged that since the class III employees of this project at Hyderabad are being paid the Central Government scales of pay there was no justification for denying the Central Government scales of pay to the class IV employees working in its factory. The union has denied the company's claim that it has formulated a constructive wage structure. It has urged that the grant of Central Government pay scales to one class of employees (class III employees) and the state Governments scale of pay to another class of employees (class IV employees) cannot be said to constitute a constructive wage structure. On the contrary such an arrangement was likely to create discontent among the employees of the same concern, amounting to discrimination which would not be conducive to industrial peace. The Union has contended that the fact that the factory has not yet gone into production cannot justify denial of Central Government's scales of pay to the Class IV workmen.

14. The Project in its Rejoinder dated 26th May 1964 has stated that the circular dated 13th June 1963 never contemplated application of Central Government's pay scales, as it did not speak of any pay scales at all that the circular clearly expressed the intention of the Project to frame its own rules and conditions of service. It has urged that the

Administration intended to follow the Civil Service Rules only as a matter of expediency and convenience and not of necessity, and obligation. It has urged that the simple fact that certain grades given to certain categories of the employees of the Project conform to the Central pay scales does not justify the stand that the Project is applying the Central pay scales to its employees. It has disputed the construction put by the Union on the letters of appointment (Annexure II to the Union's written statement) and has denied that there has been any discrimination on its part. It has pleaded that its wage structure is based on local conditions and conform to the industry cum region principle. It has urged that until its own rules and conditions of service are formulated by the Project, certain rules of Central civil service were adopted and in the same certain pay scales may have been copied simply because they suit the requirements of the Project. Hence the mere co-incidence of certain pay scales does not justify the demand that Central pay scales alone should be applied to all the employees of the Project. It has urged that if the intention of the Government was merely to ask the Tribunal to decide whether the Central Government's pay scales should be made applicable for all Class IV employees, it would not have added the clause about other reliefs if the demand for Central Pay scales was not held to be justified.

15. The Project on 11th September 1964 urged certain objections to the maintainability of this reference with which I have already dealt.

16. In my opinion the demand of the workmen has substance and is justified. Now there is no vagueness about who constitute class IV employees because under the Fundamental Rules all those who are on scales of pay with a maximum of less than Rs. 110/- are deemed to be class IV employees and both parties at the hearing agreed that this was so. There is therefore, no vagueness or uncertainty as to the class of employees who are covered by this reference.

17. Now with regard to the wage scales, it is admitted that the Project pays its class IV employees in the scale of Rs. 50-1-59-2-65, which is the Andhra Pradesh State Government's scale of pay for Class IV employees at Hyderabad. It is also admitted that the Project is now paying dearness allowance to these employees at Rs.20/- per month whereas the Central Government's rate of dearness allowance for these employees upto 1st October 1964 was Rs. 20.50 paise per month. This has now been raised under the recommendations contained in the One man Independent Body's report, to Rs. 28.00 per month with effect from 1st October 1964. It may be stated here that the rates of dearness allowance for Central Government employees do not vary from State to State. It is not disputed that since this reference was made the Project has granted to its class IV employees an increase of Rs. 10/- in its dearness allowance Rs. 5/- from 1st April 1964, and Rs. 5/- from 1st October '64, thus reducing the difference in the dearness allowance paid by it and that paid by the Central Government to its class IV employees to only 0.50 paise per month upto 1st October 1964. It is admitted that all these 136 class IV employees are paid house rent allowance and city compensatory allowance with effect from 1st April 1964 at Central Government rates prior to which the company was paying house rent allowance only to those employees who were on

Central Government scales of pay and not the employees on the State Governments scales of pay. Thus it is clearly established that in respect of city Compensatory allowance and house rent allowance, this company is now paying its class IV employees at the rates applicable to the Central Government employees in Hyderabad. I am not at all satisfied with the plea of the Project that it was just be accident that it came to fix scales of pay and rates of other allowance to certain categories of its employees which coincide with those paid by the Central Government to its employees in Hyderabad. The company's circulars and orders on which the Union relied do not support such a plea. I think that the scales of pay fixed by this company for its class III employees were deliberately based on the Central Governments scales of pay for those categories and those were adopted because they were central Governments scales of pay for such class of employees and I am not at all impressed with this plea of the Project. In fact I am a little surprised that such an argument should have been urged and pressed with such vehemence. I am also inclined to think that the rates of city compensatory allowance and house rent allowance for the class IV employees were revised to Central Governments rates of such payments to employees in Hyderabad intentionally and with the view to make them conform to the Central Government rates of such payments in Hyderabad.

But reverting to the scales of pay it is admitted that the lowest paid Central Government class IV employees in Hyderabad e.g. Peons are paid in the scale of Rs. 70-1-80-1-85. At the hearing it was stated that under the Central Government scales of pay applicable to its employees in Hyderabad the Lowest paid class IV employee would as on 30th September 1964, be entitled to a basic pay of Rs.70/- plus Rs.20.50 as dearness allowance plus Rs. 6/- as city Compensatory allowance plus Rs. 9/- as House rent allowance making a total of Rs. 105.50 whereas a class IV employee of the Project was as on 30th September 1964, entitled to a total remuneration of Rs.85/- made up as follows :

Rs.50/- basic pay Rs. 20/- dearness allowance Rs. 6/- city compensatory allowance and Rs. 9/- as House rent allowance. It is also admitted that in matters of leave, travelling allowance etc. the Project employees are getting the same benefits as are being granted to the Central Government employees under the fundamental and supplementary rules of the Government of India. It is equally admitted that to the employees of this company's project at Delhi, the scales of pay, dearness allowance etc. are the same as for Central Government employees. I am not satisfied that this is an accidental circumstance, as suggested by the Project because Delhi happens to be the seat of the Central Government. A number of circulars have been issued by the Projects head office at Delhi fixing the payment of house rent allowance, city compensatory allowance and dearness allowance at Central Government rates applicable for Hyderabad which is treated as a 'B' grade city. This would suggest that the head office of the project desired as a matter of principle, and in my opinion a sound one, that there should be uniformity on the basis of the Central Government rate of payment in respect of dearness allowance, city compensatory allowance and house rent allowance. The union has very seriously contended and there is material enough to sup-

port the contention that by the company's memorandum dated 7th February 1963 what was intended was that the Central Government pay scales and other conditions of service should also apply to the Project's employees at Hyderabad. But I need not go into a detailed analysis of that memorandum as even without that there are sufficient grounds to justify the demand of the workmen.

18. I would therefore hold that the demand for the Central Governments pay scales being made applicable to the class IV employees is justified for the following among other reasons.

1. The Company itself is repaying the class III employees of its Project at Hyderabad the Central Government scales of pay as is applicable to the Central Government employees at Hyderabad.
2. That the class IV employees are being paid city compensatory and house rent allowance as is applicable to the Central Government employees at Hyderabad.
3. The dearness allowance paid by this Project to its employees at Hyderabad till 1st October 1964 was almost the same as is payable to Central Government Employees at Hyderabad.
4. That on Principle it is desirable that all grades of employees of a project at a particular centre should be governed by uniform rules.
5. That it is not desirable that there should be discrimination in respect of the basis on which the scales of pay of class III and class IV employees of the same administration in the same centre, should be fixed.
6. That the Class IV employees of the Company in Delhi are being paid basic wages on the Central Government scales of pay.

19. I accept the Union's contention that such discrimination would lead dissatisfaction resulting in industrial unrest. The sound principle is that in the same unit in the same concern at least there should be uniformity of the basis on which the scales of pay are fixed for the different classes of employees. The Honourable Supreme Court in the case of Rai Bahadur Diwan Badri Das and others and Industrial Tribunal, Punjab and others, (1962 II LLJ P. 366 has observed as follows.

'In the instant case all the workmen in the press section are governed by the same conditions of service except the leave facilities, in respect of which alone a distinction was made between workmen employed on or before 1st July 1956 and those employed after that date. Generally, in the matter of providing leave rules, industrial adjudication prepares to have similar conditions of service in the same industry situated in the same region. The fact is that the very same concern provides for better

facilities of earned leave to a section of its employees when other terms and conditions of service are the same in respect of both categories of employees. It is not difficult to imagine that the continuance of these two different provisions in the same concern is likely to lead to dissatisfaction and frustration amongst the new employees. It cannot be denied that the existence of Industrial peace and harmony and the continuance of the said peace and harmony are relevant factors, but their importance should not be unduly exaggerated.'

20. It is no doubt true that some of the other Central Government undertakings in Hyderabad are not paying the Central Government scales of pay to their employees and in this connection the management has cited the cases of three such undertakings viz. Heavy Electricals Ltd., Ramachandrapura, Hyderabad, Hindustan Machine Tools Ltd. and Praga Tools Corporation. But, as pointed out by the Union, Hindustan Machine Tools Ltd., have recently enhanced their dearness allowance to bring them to the Central Government's rates of dearness allowance. With regard to the Praga Tools Corporation Limited, this was a state owned corporation till August 1963. It has since been taken over by the Defence Department and its workmen are being paid annual bonus as also production bonus. It will thus be seen that at least two of these three Central Govt. undertakings in Hyderabad have distinct features of their own.

21. The parties have shown that a burden of Rs. 36,528 and Rs. 63,459 per year would be imposed if the employees of the company at its Madras and Rishikesh Projects respectively were also to be paid at the Central Government rates of pay. But I think that in the interest of industrial peace and in the interest of uniformity this burden cannot be considered too heavy. As pointed out earlier, the burden on this project if its present Class IV employees are granted the Central Government scales of pay for their respective categories would be about Rs. 41,848 per annum. This is no doubt a fairly a large amount but considering that the company itself voluntarily undertook the burden of about Rs. 81,684, when it decided to pay its 130 class III employees the Central Government's scaled of pay and not the State Government's scale of pay, I cannot hold that it would be unjust and unjustified to call upon the company to bear an additional burden of Rs. 41,800 per annum in paying its present class IV employees the Central Government scales of pay.

22. In the circumstances and for the reasons stated above I am satisfied that the claim of the class IV workmen of this project at Hyderabad for the Central Government scales of pay is justified.

23. What remains to be determined is from what date the Central Government pay scales should be made applicable to them. In fixing the date from which these scales of pay should come into operation, I must take into consideration the fact that the project has not yet gone into operation and it is not known for certain when it will start production. In this circumstances there is no justification in the Union's demand for its grant from the date this reference was made in my opinion the proper date from which the awarded scales of pay should come into force

should be 1st April 1965. It will also be necessary to give directions as to how the existing pay should be fitted into the new scales prescribed.

24. I, therefore, direct that with effect from 1st April, 1965 the class IV employees of this Project at Hyderabad shall be entitled to the Pay scales prescribed by the Central Government of the respective category of class IV employees employed by the project and the same shall be revised by the project from time to time as prescribed by the Central Government. The Central Government scales of pay for the various categories of class IV employees of the project as paid to the project's employees at Delhi are stated in Exhibit E.1 and these scales shall apply to the Company's various categories of employees in its project at Hyderabad. By class IV employees are meant all those who are in a basic scale of pay with a maximum of Rs. 109 or less. I further direct that all those whose basic pay is less than Rs. 70/- as on 1st April 1965 shall be pulled upto Rs. 70/- and those on a basic pay of higher than Rs. 70/- but the amount of which is not a step in the Central Government scales of pay for his category, as awarded shall be stepped up to the next higher step in the prescribed wage scale. I further direct that all the dues of the workmen (class IV) under this award shall be paid to them within one month of the date this Award come into force.

25. I think this a fit case in which an order for costs should be made in favour of the Union, and I award Rs. 250/- as costs to the Union to be paid also within one month of the date of this award becomes enforceable.

Memorandum Of Settlement Arrived At Under Section 12 (3) Of The Industrial Disputes Act 1947 Before The Commissioner Of Labour, Madras on 15-6-1966.

Present : Sri M.G. Balasubramanian, I.A.S.

Name of the parties to the dispute :

The workmen and the Management of Madras Rubber Factory Limited, Tiruvottiyur, Madras-19.

Representing Employers :

1. Dr. H.R. Alimchandani, Personnel and Industrial Engineering Manager, Madras Rubber factory Limited.
2. Sri K. Lukose, Production Manager, Madras Rubber Factory Limited.

Representing Workmen :

1. Sri P. Panchaseelan, Vice President, Madras Rubber Factory Employees' Union.
2. Sri V. Chandrasekharan, Secretary, Madras Rubber Factory Employees' Union.

PREAMBLE

An industrial dispute arose between the workmen represented by the Madras Rubber Factory Employees' Union, Tiruvottiyur and the Management of Madras Rubber Factory Limited, Tiruvottiyur, Madras-19, over a charter of demands relating to-

1. Bonus for the years 1963-64 and 1964-65.
2. Incentive Scheme for the Engineering Department.
3. Washing allowance for workers in Banbury Department.
4. Supply of foot-wear for workers in Banbury Department.
5. Dust allowance for workers in Banbury Department.
6. Rotation of millmen amongst workers in Banbury Department.
7. Supply of both towel to workers in Banbury Department.
8. Increase in lunch interval to workers in Banbury Department.

The industrial Dispute was taken up for conciliation by the Labour Officer-III, Madras. Though an understanding was reached between parties in respect of item Nos. (4) and (7) above only, conciliation failed. The workmen went on strike with effect from 4-6-66. As a result of discussions held by the parties before the Commissioner of Labour on 7-6-66, 8-6-66, 11-6-66, 13-6-66 and 14-6-66, the following settlement under section 12 (3) of the Industrial Disputes Act 1947 is reached, in respect of all the issues raised by the union in the charter of demand and in the strike notice dated 16-5-66.

TERMS OF SETTLEMENT:

1. In respect of bonus for the Accounting year 1964-65, the union accepts the management's offer to pay to each of the workmen, including casuals, the minimum bonus as per the payment of Bonus Act, 1965, and in accordance with the provisions of the Act.
2. The Management agree to the suggestion of the union to pay bonus as per clause (1) above to the apprentices in the company also.
2. The management agree to the suggestion of the union to pay compensatory/personal allowance paid in lieu of bonus to certain workers, shall not be deducted from the bonus amount to be paid as per clause (1) above.
4. The union gives up its demand for payment of bonus for the period prior to the accounting year 1964-65.

5. The management will make a payment of an exgratia sum of Rs. 40/- (forty only) as per their letter dated 15-6-66 to all the permanent, apprentices and temporary employees, who had entered the service of the Company on or before 1-1-1966 and who were on the rolls of the Company on 1-6-1966 and to all the casual workmen who had put in 240 days of service during the calendar year 1965 and who were employed by the Company in the month of May 1966.

6. The management agree to introduce with effect from 1-8-66 incentive schemes progressively in the Engineering Department to cover the majority of workers.

7. The management agree to give to workmen attached to the Banbury section to whom the management issue uniforms.

(a) a washing allowance of Rs. 3/- p.m.

(b) A subsidy upto a maximum of Rs. 15/- towards the purchase of a pair of shoes once every year, from a dealer to be authorised by the Company.

(c) A pair of Turkish type bath towels (size 3' x 2' approximately) once a year.

8. The amounts payable to workmen under clauses (1) and (5) above shall be paid within ten days from the day the workmen resume work.

9. The union agrees to call off the strike forthwith.

10. The workmen shall not be paid any wages for the period they were on strike.

11. The management agree not to take any action against any of the workmen for his having gone on strike.

12. The demands relating to items (5), (6) and (8) referred to in the Preamble are not pressed by the union.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. NATIONAL PRODUCTIVITY COUNCIL.
Indian Productivity year 1966 Vol. VII No.1
National Productivity council, New Delhi-3.
pp. 154 Rs.3/-.
2. ARONSON (ROBERT L).
Jobs wages and changing technology-
recent experience
New York State School of Industrial and Labour Relations, 1965
pp. 74
3. MARSH (ARTHUR).
Industrial relations in engineering.
Pergamon Press, 1965.
pp. 362.30 \$.
4. INTERNATIONAL LABOUR ORGANISATION
Year book of labour statistics.
International Labour Office, Geneva.
pp. 749 £2.9s.6d.
5. INTERNATIONAL LABOUR ORGANISATION.
Bulletin of labour statistics 2nd quarter 1966
International Labour Office, Geneva.
pp. 181. 6s. 3d.
6. SITRA
Management development programme-proceedings.
South India textile research Association.
Coimbatore-14.
pp. 428 Rs.30/-

IMPORTANT ARTICLES

1. BALA (M.S.).
Preventing an illegal strike.
capial Vol.CLVI-3914 June 9th, 1966.
2. BENJAMIN AAROW
Grievance procedure and voluntary arbitration in America
American labour review Vol.XIX No.7, July 1966.
3. MUSON (FRED.C) AND NANDA (A.C.).
Influence of legal framework on labour leaders and their unions.
Indian Journal of Industrial Relations.
Vol.2 No.1. July 1966.
4. RANDOLPH COMSTOCK (G).
Challenge of automation.
Indian Worker Vol.XIV.No. 38, June 20th, 1966.
5. ASOKA MEHTA
Next ten years : A socia-economic sketch
Indian Worker Vol.XIV.No. 39, June 27th, 1966.

NOTIFICATIONS

**Enhancement of Rate of Provident Fund Contributions to Every Establishment
Engaged in the Manufacture of Natural Silk under Employees
Provident Funds, Act.**

Fort St. George, May 13, 1966.

II-I No. 2285 of 1966.

The following notification of Government of India, Department of Labour and Employment, dated New Delhi, the 22nd March 1966, is republished :—

G. S. R. No 446 : In exercise of the powers conferred by the First Proviso to section 6 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government, after having enquired into the matter, hereby specifies that, with effect from the 1st April 1966, section 6 of the said Act, shall, in its application to every establishment engaged in the manufacture of textiles made wholly or in part of Natural Silk and employing fifty or more persons, be subject to the modification that for the words "six and a quarter per cent", the words "eight per cent" were substituted.

Revision of Jurisdiction of Labour Officers Coimbatore

(G. O. Ms. No. 2336, Industries, Labour and Housing (Labour), 26th May 1966)

II-I No. 2291 of 1966.

In exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947, Central Act XIV of 1947), the Governor of Madras, hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification S. R. O. No. A 4.4763 of 1959, dated the 1st August 1959 published at pages 1147 and 1148 of Part I of the Fort St. George Gazette, dated the 5th August 1959, as subsequently amended :

AMENDMENTS

In the table under the said Notification, for items 11, 12 and 13 and the entries relating thereto, the following items and entries shall be substituted, namely :—

11. Labour Officer I, Coimbatore.	Coimbatore District	Textile including handlooms and rayon products.
12. Labour Officer II, Coimbatore.	-do-	Motor transport service and automobile workshops and all other industries not assigned to Labour Officer I or III.
13. Labour Officer III, Coimbatore.	-do-	Plantations, cement, asbestos cement and engineering (except automobile work- shops)

II-I No. 2292 of 1966.

Under sub-section (3) of section 22 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification S. R. O. No. A-4764 of 1959, dated the 1st August 1959, published at page 1148 of Part I of the Fort St. George Gazette, dated the 5th August 1959, as subsequently amended :—

AMENDMENT

In the table under the said Notification, for items 5, 6 and 7 and entries relating thereto, the following items and entries shall be substituted, namely :—

5. Labour Officer, Coimbatore I.	Coimbatore District	Textile including handlooms and rayon products.
6. Labour Officer, Coimbatore II.	-do-	Motor transport services and automobile workshops and all other industries not assigned to Labour Officer I or III.
7. Labour Officer, Coimbatore III.	-do-	Plantations, cement, asbestos cement and engineering (except automobile workshops)

Revision of Jurisdiction of Labour Officers I and II, Madras

(G. O. Ms. No. 2392, Industries, Labour and Housing, (Labour), 31st May 1966)

II-I No. 2634 of 1966.

In exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification S. R. O. No. A-4763 of 1959, dated the 1st August 1959, published at pages 1147-1148 of Part I of the Fort St. George Gazette, dated the 5th August 1959, as subsequently amended:—

AMENDMENT

In the table under the said notification, for the entries in column (2) against items 7 and 8 in column (1), the following entries shall respectively be substituted, namely:—

- “Corporation Divisions 1 to 55 and 61 to 67 of the City of Madras”, and
 “Corporation Divisions 56 to 60 and 68 to 100 of the City of Madras.”

II-I No. 2635 of 1966.

Under sub-section (3) of section 22 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification S. R. O. No. A-4764 of 1959, dated the 1st August 1959, published at page 1148 of Part I of the Fort St. George Gazette, dated the 5th August 1959, as subsequently amended:—

AMENDMENT

In the table under the said notification, for the entries in column (2) against items 1 and 2 in column (1), the following entries shall respectively be substituted, namely:—

- “Corporation Divisions 1 to 55 and 61 to 67 of the City of Madras”; and
 “Corporation Divisions 56 to 60 and 68 to 100 of the City of Madras.”

Revision of Jurisdiction of Labour Officers, Madurai and Ramanathapuram

(G. O. Ms. No. 2399, Industries, Labour and Housing (Labour) 31st May 1966)

II-I No. 2497 of 1966.

In exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947) the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification S. R. O. No. A 4763 of 1959, dated the 1st August 1959, published at pages 1147-1148 of Part I of the Fort St. George Gazette, dated the 5th August 1959 as subsequently amended:—

In the table under the said notification, for items 17 and 18 and the entries relating thereto, the following items and entries shall be substituted, namely:—

17. Labour Officer Madurai-I.	Madurai District and Ramanathapuram district,	Textile industry.
18. Labour Officer, Madurai II.	-do-	All other Industries excepting textile industry.”

II-I No. 2498 of 1966

Under sub-section (3) of section 22 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department, Notification S. R. O. No. A-4764 of 1959, dated the 1st August 1959, published at page 1148 of Part I of the Fort St. George Gazette, dated the 5th August 1959 as subsequently amended:—

AMENDMENT

In the table under the said notification, for items 11 and 12 and the entries relating thereto the following items and entries shall be substituted, namely:—

11. Labour Officer, Madurai-I.	Madurai and Ramanathapuram districts.	Textile industry.
12. Labour Officer, Madurai-II.	-do-	All other industries excepting textile industry.

Setting up of a Central Wage Board for Leather and Leather Goods Industry.

(G. O. R. No. 929, Industries, Labour and Housing, 10th May, 1966)

III No. 899 of 1966.

The following resolution of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 21st March, 1966, is republished:—

RESOLUTION

WB-19 (2)/65-In pursuance of the recommendations made in paragraph 25 of Chapter XXVII of the Second Five-Year Plan and in paragraph 20 of Chapter XV of the Third Five-Year Plan, the Government of India have decided to set up a Central Wage Board for the Leather and Leather Goods Industry.

2. The Composition of the Wage Board will be as follows:—

Chairman

Shri M. Sriramamurthy.

Independent members

Shri T. Jiyar Das.

Dr. D. L. Narayana.

Members Representing Employers

Shri Haji Mohamed Sami.

Shri A. Mohd. Ghouse.

Members Representing Workers

Shri Ramanand Das.

Shri Sailen Paul.

3. The following will be the terms of reference of the Board:—

(a) to determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation.

(b) To work out a wage structure based on the principles of fair wages as set forth in the Report of the Committee on Fair Wages; as conditions and problems in Tanneries differ substantially from those in leather and foot-wear industries, the Board shall take into account such differences while making its recommendations, and if necessary evolve separate wage structures for these two industries.

Explanation :—In evolving a wage structure, the Board will take into account, in addition to the considerations relating to fair wages.

- (i) the needs of the industry in a developing economy including the need for maintaining and promoting exports ;
- (ii) the requirements of social justice ;
- (iii) the need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill ;
- (iv) the special features of the leather and leather goods industry ; and
- (v) the desirability of extending the system of payment by results.

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

4. The coverage of the Wage Board will be restricted to establishments employing 20 or more workers.

5. The Board may consider the demands of labour for the grant of interim relief and make recommendations thereon. While recommending such interim relief, the Board will take into account the different levels of wages in various units of the industry.

6. The headquarters of the Board will be located at Madras. The correspondence intended for the Board shall be addressed to the Chairman, Central Wage Board for leather and leather goods industry, 'Lemon House' No. 5, Venkatanarayana Road, T. Nagar, Madras-17.

Amendment to Madras Industrial Disputes Rules

G. O. Ms. No. 2294, Industries, Labour and Housing Labour 24th May, 1966.

S. R. O. No. A-499 of 1966

In exercise of the powers conferred by section 38 of the Industrial disputes Act, 1947 (Central Act, XIV of 1947) the Governor of Madras hereby makes the following amendment to the Madras Industrial Disputes Rules, 1958, published with the Industries, Labour and Co-operation Department Notification S. R. O. No. A-8258 of 1958, dated the 18th December 1958, at pages 1-25 of Part I of the Fort St. George Gazette, Extraordinary dated the 27th December, 1958, as subsequently amended, the same having been previously published as required by sub-section (1) of the said section :—

AMENDMENT

In the said rules, after sub-rule (4) of rule 13 the following sub-rule shall be added, namely :—

“(5) Every workman entitled to vote at an electoral constituency shall have as many votes as there are seats to be filled in the constituency :

Provided that each voter shall be entitled to cast only one vote in favour of anyone candidate”.

Appointment of Presiding Officer of Special Industrial Tribunal Madras, Under Industrial Disputes Act

(G. O. Ms. No. 2537, Industries, Labour and Housing (Labour), 14th June 1966)

II-I No. 2595 of 1966

In exercise of the powers conferred by sub-section (2) of section 7-A of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby appoints Sri K. S. Palaniswamy, Chief Judge, Court of Small Causes, Madras, as the Presiding Officer of the Special Industrial Tribunal, Madras, constituted in the Industries, Labour and Housing Department Notification II-I No. 1898 of 1966, dated the

4th May 1966, published at page 1 of Part II Section I of the Fort St. George Gazette Extraordinary (Issue No. 81), dated the 6th May 1966, with effect on and from the date on which he joins duty as presiding Officer.

Appointment of Deputy Commissioner of Labour As Controller of Weights and Measures For the States of Madras

(G. O. Ms. No. 2559, Industries, Labour and Housing, 16th June 1966)

II-I No. 2529 of 1966

In exercise of the powers conferred by sub-section (1) of section 15 of the Madras Weights and Measures (enforcement) Act, 1958 (Madras Act XX of 1958) and in supersession of the Notification II-I No. 1756 of 1963, dated the 9th March 1963, published at page 810 of Part II-Section I of the Fort St. George Gazette, dated the 20th March 1963, the Governor of Madras hereby appoints Sri K. V. Parthasarathy, Deputy Commissioner of Labour, as Controller of Weights and Measures for the State of Madras.

This notification shall be deemed to have come into force on the 15th June 1966.

Exemption of All Employers From Provision of Certain Sections of Plantations Labour Act

(G. O. Ms. No. 2512, Industries, Labour and Housing (Labour), 11th June 1966.

II-I No. 2594 of 1966

In exercise of the powers conferred by section 42 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951), and in supersession of the Industries, Labour and Co-operation Department Notification II-I No. 5827 of 1965, dated the 18th December, 1965, published at page 2500 of Part II-Section I of the Fort St. George Gazette, dated the 29th December 1965, the Governor of Madras hereby exempts all employers from the provisions of sections 19 and 20 of the said Act, subject to the following conditions, namely :

(1) The consent of the workers shall be obtained agreeing to work on any weekly holiday and to contribute the wages for that day to the National Defence Fund or to any Defence Savings Scheme approved by the State Government ;

(2) A notice shall be sent in advance to the Chief Inspector of Plantations in regard to Sunday work ;

(3) The Planters shall submit a monthly return to the Chief Inspector of Plantations showing the information regarding the Sunday work and the amounts contributed to the National Defence Fund during that month in the proforma annexed to this notification, before the 10th of every month, covering the proceeding calendar month failing which, the exemption so granted shall be invalid ; and

(4) The exemption hereby granted shall be in force for a period of two years from the 11th September 1964.

ANNEXURE

SUBJECT. — Labour-Plantation-Exemption under sections 19 and 20 of the Plantations Labour Act, 1951-Sunday work and contribution to national Defence Fund-Particulars for the month of 19.

1	Serial number
2	Name of the estate or division
3	Number of workers employed in the estate
4	Number of workers who worked on Sunday
5	Dates of Sunday worked
6	Total amount of Wages earned by the workers for Sunday work
7	Total amount contributed to National Defence Fund
8	Mode of remittance: Give particulars of cheques or draft sent or the chalan number and date and the name of the Treasury if remitted in a treasury or Sub-Treasury
9	Remarks

Signature of the Employer/Manager/

STATISTICAL SUPPLEMENT

1. Statement Showing the details of agreements brought about by the Conciliation Officers under Section 12 (3) of the Industrial Disputes Act, 1947 for the month of May, 1966.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of Disputes. (4)	Terms of Settlement. (5)
1.	Akkamalal Estate, Valparai Post	20-5-66	Suspension of Cheliah and 20 others	The workers tendered their apologies for their misconduct and the management agreed to convert the period of suspension into warning without back wages.
2.	Paralai Estate, Iyerpadi Post	20-5-66	Suspension of a worker.	On the apology tendered by the worker Sri Kalimuthu for his misconduct, the management agreed to convert the suspension into warning with wages for the period of non-employment.
3.	Paralai Estate, Iyerpadi Post	20-5-66	Recovery of Rs. 50/- from the worker Arumainayagam	The management agreed to refund Rs. 25/- to the worker in full and final settlement.
4.	Akkamalal Estate, Valparai	20-5-66	Suspension of a worker.	On the apology tendered by the worker Sri Guruswamy for his misconduct, the management agreed to convert the suspension into warning without wages for the period of non-employment.
5.	Monica Estate, Valparai	21-5-66	Suspension of a worker.	On the apology tendered by the worker Sri Thoppudian for the misconduct, the management agreed to convert the suspension into warning without wages for the period of non-employment.

(1)	(2)	(3)	(4)	(5)
6.	Srivilliputhur Co-operative Spinning Mills Limited, Srivilliputhur	18-5-66	Stay-in-strike and consequent suspension of 40 workers.	All the workers except the workers under suspension will resume work and the workers suspended pending enquiry will be allowed by the management to resume work with effect from 21-5-66 as detailed in the settlement.
7.	Karthikeyan Motor Service, Arni.	17-5-66	Non-employment of two conductors.	The management agreed to reinstate Sri Varadarajan into service with continuity of service from 1-6-66 without back wages and to treat the period of non-employment as leave on loss of pay.
8.	Victoria Press, Vellore.	20-5-66	Non-payment of compensation to a worker	The management agreed to pay Rs. 25/- as Compensation to the worker in full and final settlement of all his claims.
9.	Ambis Cafe, Tiffin Section, Vellore.	25-5-66	Non-employment of a worker.	The management agreed to pay Rs. 150/- as compensation to the worker in full and final settlement of all his claims.
10.	Perambur Chrome Tannery, Perambur, Madras.	3-5-66	Bonus for the year 1965-66	The management agreed to give 12% of the total annual earnings of each worker as bonus for the year 1965-66 in full and final settlement of all their claims for bonus.
11.	M/s. P. Venkatachalam (Indian Condiments), Broadway, Madras-1	4-5-66	Charter of demands.	The management agreed that the daily rated workers will be converted into monthly rated that the existing daily rated workers will be made permanent, that the workers will be paid an adhoc increase of Rs. 14/- in their present wages from 1-2-66, and also to settle other demands as detailed in the settlement.
12.	Sri P. Moorthy Nalcker, Carting Contractor, Madras-21.	4-5-66	Bonus for the years 1963-64 and 1964-65.	The management agreed to pay Rs. 100/- to each worker as bonus for the years 1963-64 and 1964-65 after deducting the amount already paid towards bonus in full and final settlement of the claims for bonus for both years.
13.	M/s. Appar Achagam, Madras-1.	5-5-66	Non-employment of certain workers.	The management agreed to reinstate the workers with continuity of service but without back wages.
14.	M/s. Raja Metal Works, Madras-7.	5-5-66	Closure of the establishment.	The management agreed to pay compensation to each worker as detailed in the settlement in full and final settlement of all their claims.
15.	International Metal Works, Kondithope, Madras-1.	5-5-66	Non-employment of six workers.	The management agreed to entertain all the affected workers as permanent workers on and from 10-5-66 but with no guarantee for back service as detailed in the settlement.
16.	Ambis Cafe, Madras-1.	7-5-66	Non-employment of 2 workers.	The management agreed to pay Rs. 40/- as compensation to each worker in full and final settlement of all their claims.
17.	M/s. C. Gopal Nayagar & Son, Basin Foundry, Madras-21	7-5-66	Non-employment of a worker.	The management agreed to pay Rs. 750/- as compensation to the worker Sri S. Thanikachalam full and final settlement of all his claims.
18.	Perambur Chrome Tannery, Madras-11.	11-5-66	Charter of demands	The management agreed to give an annual increment at the rate of 5% subject to a minimum of Rs. 10/- to supervisory staff and to pay Rs. 35/- per half year as clothing, allowance to the staff and also to pay bonus at 2½ the times of the pay drawn in the month of March 1966 and to settle the other demand as detailed in the settlement.
19.	Sri Ambika and Company, Madras-11.	18-5-66	Non-employment of certain workers	Both the parties agreed to leave the issue to the informal arbitration by Labour Officer-I, Madras and to abide by his decision.
20.	Ambuja Lunch Home, Madras-21.	19-5-66	Bonus for the year 1964-65	The management agreed to pay 45 days wages excluding food allowance as bonus to each of the workers in full and final settlement of their bonus claims.
21.	Sri J. Munuswamy, Taxi Owner, Madras-7.	25-5-66	Non-employment of a driver	The management agreed to pay Rs. 125/- to the driver in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
22.	The Indian Paper Bag Industries, Tuticorin, Nurrjahan Tea Supplying Company, Tuticorin and Ratnam, Food stuffs Supply Company, Tuticorin.	4-5-66	Non-employment of a worker	The management agreed to pay Rs. 110/- to Sri A. X. Devarajan Fernando as compensation in full and final settlement of all his claims.
23.	Ratnam Food stuff Supply Company, Tuticorin.	4-5-66	Demand for increase in wages	The management agreed to give an increment of Rs. 7/- to each of the workers with effect from 1-4-66.
24.	Nurrjahan Tea Supplying Company, Tuticorin.	4-5-66	Demand for increase in wages.	The management agreed to increase the wages with effect from 1-4-66 as detailed in the settlement.
25.	Sri Dhanalakshmi Press, Koviipatti.	19-5-66	Demand for increase in wages.	The management agreed to increase the wages with effect from 1-4-66 as detailed in the settlement.
26.	D. C. Diwan Mohideen Sons, Beedi Merchants, Salem.	10-5-66	Revision of wages.	The management agreed to pay Rs. 3/- per 1000 Big Size Beedies and Rs. 3/12 per 1000 small size beedies as detailed in the settlements.
27.	Water Ford Estate, Yercaud.	17-5-66	Bonus for 1964-65 and 1965-66	The management agreed to pay 4% of the salary or wages earned by the employee during the accounting year or Rs. 40/- whichever is higher to each worker as bonus.
28.	Salem Erode Electricity Distribution Company Limited, Salem.	20-5-66	Formulation of a gratuity scheme	The management agreed to formulate a gratuity scheme as detailed in the settlement.
29.	Vanguard Estate, Yercaud.	25-5-66	Confirmation of certain workers	The management agreed to confirm the workers listed in the annexure subject to the conditions detailed in the settlement.
30.	O'Valley Estates Limited, New Hope, P. O.	9-5-66	Stopping of payment of incentives calculated in terms of overtime over certain production figures	The management agreed to pay the unpaid claims before 31-5-66 as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
31.	Katary Estate, Katary P. O.	16-5-66	Payment of allowance to a worker for the extra work done from May 1964 to March 1965	The management agreed to pay a sum of Rs. 110/- as an exgratia payment for the work done by Sri C. T. Abraham from May 1964 to March 1965 as detailed in the settlement.
32.	St. Josephs Industrial School, Ootacamund.	18-5-66	Bonus and wages increase etc.	The management agreed to increase the daily wages by 25 P. and 30 P. to Carpenters and other workers respectively and to give an increment of Rs. 5/- per mensem to monthly rated worker. The management contended that they do not come under the Payment of Bonus Act 1965 and agreed to pay an exgratia payment of Rs. 35/- per worker.
33.	Kotada Estate, Kotagiri P. O.	21-5-66	Reversion of a worker	The management agreed to take back the worker Kalimuthu as a probationary Supervisor after six months from 5-3-66 as per the settlement.
34.	Madras Paper Board Industries, Madras-51.	3-5-66	Closure of the establishment	The management agreed to pay Rs. 100/- to each of the 39 women workers as exgratia payment, Rs. 175/- to mistry T. Krishnan, and to pay compensation, bonus to all the 42 men workers in full and final settlement of all their claims.
35.	M/s. Freezing Products (Private) Limited, Madras-26.	4-5-66	Revision of wages, Dearness allowance and bonus etc.	The management agreed to introduce the basic wages and to fit the workers as detailed in the settlement to pay a separate flat Dearness Allowance of Rs. 50/- p. m. and to settle other demand as detailed in the settlement.
36.	Arunachalam Studios, Madras-26.	6-5-66	Charter of demands.	The management agreed to confirm four of the workers mentioned in the settlement and to pay double wages and food allowance to those workers who attend the work on weekly holidays and to settle other demands as detailed in the settlement.
37.	Indo French Manufacturing Co. (P) Ltd., Nanganallur.	10-5-66	Non-employment of certain workers.	The management agreed to reinstate the workers with continuity of service but without back wages.

(1)	(2)	(3)	(4)	(5)
38.	Shaw Wallace & Co., Glue Factory and Sulphuric Acid Plant, Kaduvetti, Chingleput District.	12-5-66	Confirmation of certain casual workers.	The management agreed to confirm the workers as detailed in the settlement.
39.	Sarvodaya Industries, Pallavaram.	17-5-66	Charter of demands.	Both the parties agreed to leave the issues in dispute (revision of wages and fixation of a separate Dearness Allowance) to the informal arbitration of the Assistant Commissioner of Labour (Establishment and General) Madras and to abide by his decision.
40.	Paramount Laboratories (P) Ltd., Madras-16.	19-5-66	Non-payment of retrenchment compensation to Sri K. Munuswami.	The management agreed to give Rs. 112.50 to the worker in full and final settlement of all his claims.
41.	Shaw Wallace Fertilizers, Madras-52.	19-5-66	Non-employment of a worker.	The management agreed to pay Rs. 400/- to the worker P. S. Kuppuswamy Naidu in full and final settlement of all his claims.
42.	Sri Ramakrishna Foundry, Tirumazhisai.	24-5-66	-do-	The management agreed to pay Rs. 175- to Sri T. Mani in full and final settlement of all his claims.
43.	Premier Electro Mechanical Fabricators, Red Hills, Chingleput District.	3-5-66	Closure of the factory	The management agreed to pay compensation as per section 25F of the Industrial Disputes Act 1947 to those workers who had not settled their claims and to settle bonus for 1965-66 on finalisation of the accounts.
44.	Sri Veni Transports (P) Ltd., Tiruchirappalli.	4-5-66	Discharge of a worker.	The management agreed to pay Rs. 200/- as compensation to the worker in full and final settlement of all his claims.
45.	Sri Rajarathinam Transports (P) Ltd., Tiruchy District.	4-5-66	-do-	The management agreed to pay Rs. 235/- as compensation to Sri A. Murugesan in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
46.	Star Brass and Metal Industries, Kumbakonam.	5-5-66	Lockout of the factory.	The management agreed to provide employment to the workers with continuity of service from 9-5-66 and also to pay 1½ month's wages as compensation for the period of non-employment from 15-2-66 till date.
47.	Chidambaram Co-operative Milk Supply Union, Chidambaram.	13-5-66	Suspension of Sri S. R. Syed Dawood.	The management agreed to convert the 12 days suspension into 2 days and also agreed to treat the 10 days as casual leave with wages as detailed in the settlement.
48.	Sivakami Achakam, Pudukottai.	17-5-66	Bonus for the year 1964-65.	The management agreed to pay 45 days wages on the basis of the wages drawn by each worker on the last day of march 1965 after adjusting Rs. 40/- already paid towards bonus as detailed in the settlement.
49.	M/s. Srinivasa & Co., 'B' and 'C' Tanneries, Sempattu, Trichy.	21-5-66	Closure of 'B' and 'C' Tanneries.	The management agreed to pay Compensation to each worker and to give preference to these workers at the time of extension of 'A' Tannery.
50.	Palkulam Salts (P) Ltd., Vairiyur.	6-5-66	Bonus for 1965, increase in wages.	The management agreed to pay a minimum bonus of Rs. 40/- and to increase the wages of Kanganies by 3 ples per bag as detailed in the settlement.
51.	Kanthimath Estate, Kaliyal.	10-5-66	Closure of the Estate.	The management agreed to reopen the estate for the season 1966-67 by taking 50 tappers as per Schedule I and give them work from 12-5-66 and to absorb other remaining works as detailed in the settlement.
52.	Moneys' Textiles, Nagercoil.	19-5-66	Non-employment of a worker.	The management agreed to take back Sri G. Ignasimuthu into so service with effect from 13-1-66.
53.	Sarada Mills Ltd., Coimbatore.	7-5-66	Payment of lay-off compensation etc.	The management agreed to pay 30% of the compensation that would be payable for the period from November 1965 to April 1966 as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
54.	Sri Vadapalani Oil Mills, Madras-17.	6-5-66	Non-employment of Sri G. Natarajan-	The management agreed to pay Rs. 350/- to the worker in full and final settlement of all his claims.
55.	Kiddies Corner Madras.	16-5-66	Non-employment of a worker and bonus for 1964-65.	The management agreed to pay Rs. 150/- as compensation and also to give one month's wages as bonus for the year 1964-65 to Sri M. Viswanathan in full and final settlement of all his claims.
56.	Mahendra Owen Ltd., Madras-24.	16-5-66	Bonus for the year 1964-65.	The management agreed to pay 16% of the wages earned by each worker during the year ended 31-10-65 as detailed in the settlement.
57.	India Type Foundry, Madras-7.	18-5-66	Charter of demands.	The management agreed to increase the dearness allowance by Rs. 10/- with effect from 1-6-66, to give bonus for the year 1964-65 as per the payment of Bonus Act 1965 and to settle other demands as detailed in the settlement.
58.	F. D. Steward (P) Ltd., Madras-2.	19-5-66	Non-employment of a driver.	The management agreed to pay Rs. 90/- to Sri S. Chinnappa in full and final settlement of all his claims.
59.	Sri Ganesa Engineering Works, Madras-2.	21-5-66	Closure of the esta- blishment-	The management agreed to lift the lockout and the works to resume work on 25-5-66. Both the parties agreed to leave other issues in dispute to the informal arbitration of Assis- tant Commissioner of Labour (Establishment and General) Madras and to abide his decision as final and binding.
60.	Rani Furniture Hall, Madras.	24-5-66	Charter of demands.	The management agreed to pay Rs. 1,250/- to the three workers mentioned in the settlement as compensation in full and final settlement of all their claims to pay 4% of the total wages as bonus for the year 1964-65 and to settle the other demands as detailed in the settlement.
61.	Ambika Bahavan, Biriyan and Meals Hotel, Madurai.	7-5-66	Bonus for 1964-65.	In pursuance of the decision of the Tripartite Conference held on 14-11-62 both the parties agreed for the informal arbi- tration of the Deputy Commissioner of Labour, Madurai and to abide by his decision.

(1)	(2)	(3)	(4)	(5)
62.	Seethalakshmi Weaving Mills, Madurai.	13-5-66	Stay-in-strike by the workers and conse- quent non-employ- ment of the wor- kers	The management agreed to reinstate the workers with continuity of service but without back wages on the apology tendered by the workers and also to pay an advance of Rs. 30/-, Rs. 29/- and Rs. 28/- to three workers which would be recovered in ten instalments from their weekly wages.
63.	Mahalakshmi Textile Mills, Ltd., Pasumalai, Madurai-4.	17-5-66	Non-employment of a worker.	The management agreed to reinstate the worker Sri K. Subbiah with effect from 18-5-66 with continuity of service but without back wages.
64.	Vernon Photo Mount Co. Madurai.	21-5-66	Demand for increase in wages.	The management agreed to increase the existing rates of wages as detailed in the settlement.
65.	Sree Meenakshi Mills Ltd., Madurai.	26-5-66	Demand for increase in wages to fire Protection staff.	The management agreed to give an annual increase of Rs. 0-10-0 to Fire Protection Staff (Un-skilled-II) as detailed in the settlement.

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

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues (5)
1	Indian Oxygen Limited, Madras-21	29-4-66	—	D. A. Overtime for holidays etc.
2.	B & C Mills, Madras.	10-5-66	1	Change of work.
3.	-do-	23-5-66	2	-do-
4.	Balu Radio & Lorry Service, Madurai-va-Madurai Motor Labourers Union, Madurai	30-4-66	18	Retrenchment of 12 workers.
5.	Madurai Muniyandi Vilas Hotel, Central Bus stand Palani-vs-Madurai General workers Union, Palani (Branch)	2-5-66	12	Retrenchment of 12 workers.
6.	S. R. Viswanathan Tea Stall, Palani-vs-Madurai General workers Union, Palani.	4-5-66	1	Non-employment of K. V. Raju.
7.	Sri Mappillai Vinayagar Soda Co., Madurai -vs- Mappillai Vinagar workers Union Madurai.	4-5-66	120	Increase in wages.
8.	Shanmugananda Bavan Palani -vs- Madurai General Workers Union, Palani.	6-5-66	1	Non - employment of Muthu.

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

Sl. No. (1)	Name of the concern in which the dispute has arisen. (2)	Issues (3)	G. O. No and Date of reference (4)
Industrial Tribunal, Madras			
<i>Coimbatore District</i>			
1.	Blue Mount Switchgears Associates (Private) Limited, Coimbatore.	1. Grant of casual leave with wages to workers. 2. Introduction of gratuity scheme. 3. Whether the non-employment of Sri P. K. Rajan is justified; and, if not to what relief he would be entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G. O. Ms. No. 1930, Industries, Labour & housing (Lab) dated 26-4-66.
2.	Ganapathi Engineering Manufacturers, Ganapathy P.O. Coimbatore.	Whether the non-employment of Sri V. Kandaswami (moulder) is justified; and, if not, to what relief he would be entitled. To compute the relief, if any awarded in terms of money, if it can be so computed.	G. O. Ms. No. 2010, Industries, Labour & housing (Lab) dated 30-4-66.
<i>Madras District</i>			
3.	Tamilnad (Madras State) Handloom Weavers' Co-operative Society Limited, Madras.	Whether the demand for payment of bonus for 1962-63 is justified, and if so, to fix the quantum.	G. O. Ms. No. 1963, Industries, Labour & housing (Lab.) dated 28-4-66.
<i>Madurai District</i>			
4.	Mahalakshmi Textile Mills Ltd., Pasumalai, Madurai.	Whether the proposal of the management to reduce the dearness allowance of the workmen by 50 per cent is justified. Whether the proposal of the management to disburse the wages of the workmen in two instalments is justified.	G. O. R No. 915, Industries, Labour & Housing (Lab) dated 7-5-66.

(1)	(2)	(3)	(4)
<i>Trichy District</i>			
5. Dalmia Cement (Bharat) Ltd, Dalmiapuram.	Whether the demand for revision of wages of workers in the Refractory, Pottery, Stoneware Pipes and Spun Pipe Departments is justified; and if so, to fix the revised rates of wages for the various categories of workers.	G. O. R. No. 904, Industries Labour, & Housing (Lab) dated 6-5-66.	
<i>Special Industrial Tribunal, Madras</i>			
6. B. & C. Mills Limited, Madras.	To fix the bonus payable to the employees for the years 1963, 1964 & 1965.	G. O. Ms. No. 2052, Industries, Labour & Housing (Lab) dated 4-5-66.	
<i>Labour Court, Coimbatore</i>			
<i>Coimbatore District</i>			
7. Mettupalayam Coonoor (Private) Limited, City Service, Coimbatore.	Whether non-employment of Sri A. Shanmugam (conductor) is justified, and if not, to what relief he would be entitled.	G. O. Ms. No. 2009, Industries, Labour & Housing (Lab) dated 30-4-66.	
	To compute the relief if any, awarded in terms of money if it can be so computed.		
<i>Nilgiris District</i>			
8. Kairbetta Estate, Kota-girl Post.	Whether the suspension of Sri Arunachalam, Maistry, for four days from 1st to 4th April 1965 is justified.	G. O. Ms. No. 1928, Industries, Labour & Housing (Lab) dated 26-4-66.	
<i>Salem District</i>			
9. Dyeing Factory of Ammapet Handloom Weavers' Co-operative Production and Sales Society Limited, Salem.	Whether the demand of the workers of the Dyeing Factory of the Ammapet Handloom Weavers' Co-operative Production and Sales Society Ltd., Salem, for the payment of additional bonus for the year 1962-63 is justified, and, if so, to fix the quantum.	G. O. Ms. No. 1929, Industries, Labour & Housing, (Lab) dated 26-4-66.	

(1)	(2)	(3)	(4)
<i>Labour Court, Madras.</i>			
<i>Madras District</i>			
10. Solar Printers, Madras.	Whether the demand for increase in wages is justified and if so, to fix the rate.	G. O. R. No. 768, Industries, Labour & Housing (Lab) dated 18-4-66.	
11. Universal Hardware Mart, Madras.	Whether the demand for revision of wage scale to the workers is justified; and if so to fix the scale and fit the incumbents in the revised scale.	G. O. R. No. 770, Industries Labour, & Housing (Lab) dated 18-4-66.	
12. Savoy Bakery, Madras.	Fixation of the quantum of bonus payable for the year 1963-64.	G. O. R. No. 846, Industries Labour & Housing (Lab) dated 28-4-66.	
13. Reserve Bank Employees' Co-operative Canteen and Indian Telegraphic Restaurant, Madras.	Whether the demand for payment of dearness allowance is justified and if so, to fix the quantum.	G. O. R. No. 851, Industries, Labour & Housing (Lab) dated 28-4-66.	
14. National Transport Company, Madras.	Whether the non-employment of Sri S. K. Nagarathnam is justified and if not, to what relief he is entitled.	G. O. R. No. 853, Industries, Labour & Housing (Lab) dated 28-4-66.	
	To compute the relief, if any awarded, in terms of money, if it can be so computed.		
15. M/s. Chotabhai & Co., Madras.	Whether the demand for revision of the existing dearness allowance is justified, and if so, to fix the quantum.	G. O. R. No. 855, Industries, Labour & Housing (Lab) dated 28-4-66.	
16. Buckingham and Carnatic Mills, Madras.	Whether the non-employment of Sri S. Loganathan, Clerk, Ex. No. 8 preparation Department (Carnatic Mill) is justified, and if not, to what relief he is entitled.	G. O. R. No. 927, Industries, Labour, & Housing (Lab) dated 10-5-66.	
	To compute the relief, if any awarded in terms of money if it can be so computed.		

(1)	(2)	(3)	(4)
Labour Court, Madurai			
<i>Madurai District</i>			
17. S. T. T. Ramachandra Nadar and Company, (Suyambulingam Rice Mills) Madurai.	Whether the non-employment of Seeniammal is justified and if not, to what relief she is entitled.	G. O. R. No. 866, Industries, Labour & Housing (Lab) dated 30-4-66.	
	To compute the relief if any awarded in terms of money if it can be so computed.		
<i>Ramnad District</i>			
18. Jawahar Mills Limited, Chettinad Branch.	Whether the non-employment of Sri R. Ekambaram is justified and if not, to what relief he is entitled:	G. O. R. No. 777, Industries, Labour & Housing (Lab) dated 19-4-66	
	To compute the relief if any, awarded in terms of money if it can be so computed.		
<i>Tirunelveli District</i>			
19. Wales Motors, Tirunelveli.	Whether the non-employment of Sri Muthiah Moopanar, driver is justified; and if not, to what relief he is entitled.	G. O. R. No. 870, Industries, Labour & Housing (Lab) dated 30-4-66.	
	To compute the relief if any, awarded in terms of money if it can be so computed.		

4 Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part II, Section I of the *Fort St. George Gazette*, during the month of May, 1966.

S. No.	Name of the concern in which the dispute has arisen	Page No. and date of the Gazette in which the notification is given	G.O. No. & date on which the award was given
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1.	M/s Jeevanlal (1929), Limited, Madras.	10-11 11-5-66	G. O. R. No. 875, Industries, Labour & Housing dated 30-4-66.
<i>Salem District</i>			
2.	Sales Erode Electricity Distribution Company Limited Salem.	9-13 25-5-66	G. O. R. No. 2239, Industries, Labour & Housing (Lab) dated 20-5-66.
<i>Coimbatore District</i>			
3.	Coimbatore District Co-operative Central Bank Limited, Coimbatore.	13-15 25-5-66	G. O. Ms. No. 2240, Industries, Labour & Housing, (Lab) dated 20-5-66.
4.	do	15-16 25-5-66	G. O. Ms. No. 2241, Industries, Labour & Housing, (Lab) dated 20-5-66.
5.	Srce Padma Mills, Kalepatti, Coimbatore.	16-18 25-5-66	G. O. Ms. No. 2242, Industries, Labour & Housing, (Lab) dated 20-5-66
Labour Court, Madras			
<i>Madras District</i>			
6.	M/s. Nevatia (Private) Limited, Madras.	3-4 4-5-66	G. O. R. No. 812, Industries, Labour & Housing dated 23-4-66.
7.	Raja Metal Works, Madras	4-5 4-5-66	G. O. R. No. 821, Industries, Labour & Housing dated 25-4-66.
8.	M/s. Venus Industries, Madras.	5-6 4-5-66	G. O. R. No. 825, Industries, Labour & Housing, dated 25-4-66.

(1)	(2)	(3)	(4)
9. M/s Bangalore Emporium, Madras	13-14 4-5-66	G. O. R. No. 827, Industries, Labour & Housing, dated 26-4-66.	
10. M/s. Shaw Harakchand Hukmichand, Madras.	2-3 11-5-66	G. O. R. No. 844, Industries, Labour & Housing, dated 28-4-66.	
11. Mysore Cafe, Madras.	3-4 11-5-66	G. O. R. No. 849, Industries, Labour & Housing, (Lab) dated 28-4-66.	
12. G. Ragavalu Naidu and Sons, Madras.	1-2 18-5-66	G. O. R. No. 912, Industries, Labour & Housing, dated 7-5-66.	
13. Sri Vijayalakshmi Lorry Service, Madras.	1-2 25-5-66	G. O. R. No. 952, Industries, Labour & Housing, dated 16-5-66.	
14. Subeida Fancy Store, Madras.	2 25-5-66	G. O. R. No. 953, Industries, Labour & Housing, dated 16-5-66.	
15. Sri Vijayalakshmi Bus Service, Madras.	3-4 25-5-66	G. O. R. No. 959, Industries, Labour & Housing, (Lab) dated 16-5-66.	
16. Liberty Press, Madras	4 25-5-66	G. O. R. No. 961, Industries, Labour & Housing, dated 16-5-66.	
<i>North Arcot District.</i>			
17. Karthikayan Mortor Service, Arani.	2-3 25-5-66	G. O. R. No. 954, Industries, Labour & Housing, dated 18-5-66.	
<i>Chingleput District</i>			
18. *Sri M. Govindaswamy Chetty, Red Hills, Madras-52.	4 4-5-66	G. O. R. No. 819, Industries, Labour & Housing dated 25-4-66.	

(1)	(2)	(3)	(4)
19. Sri M. Govindaswamy Chetty, Red Hills, Madras 52.	1-2 11-5-66	G. O. R. No. 818, Industries, Labour & Housing dated 25-4-66.	
<i>Additional Labour Court, Madras</i>			
<i>Madras District</i>			
20. *M/s. Gani and Sons, Madras.	4-5 11-5-66	G. O. R. No. 820, Industries, Labour & Housing dated 25-4-66.	
21. do	8-10 11-5-66	G. O. R. No. 850 Industries, Labour & Housing dated 28-4-66.	
22. M/s. Massays Engineers and Manufacturers, Madras.	6-7 18-5-66	G. O. R. No. 898, Industries, Labour & Housing dated 5-5-66.	
<i>Chingleput District</i>			
23. M/s. Shanmugananda Bus Service, Chingleput.	10-11 4-5-66	G. O. Ms. No. 811, Industries, Labour & Housing dated 23-4-66.	
24. M/s. Gandhiban Bus Service, Chingleput.	11-12 4-5-66	G. O. R. No. 813, Industries, Labour & Housing dated 23-4-66.	
25. *M/s. Krishna Transport, Chingleput.	5-7 11-5-66	G. O. R. No. 830, Industries, Labour & Housing dated 26-4-66.	
26. * do	7-8 11-5-66	G. O. R. No. 831, Industries, Labour & Housing dated 28-4-66.	
<i>Labour Court, Colmbatore</i>			
<i>Coimbatore District</i>			
27. Tamilnad Cottage Industries Limited, Splnning Mills, Tiruppur.	5-9 25-6 66	G. O. Ms. No. 2243, Industries, Labour & Housing, (Lab) dated 20-5-66	

(1)	(2)	(3)	(4)
28.	Sundaram Dyeing Works, Coimbatore.	6-10 4-5-66	G. O. Ms. No. 1850, Industries, Labour & Housing (Lab) dated 23-4-66.
Labour Court, Madurai			
<i>Madurai District :</i>			
29.	Chockan Transports (Private) Limited, Madurai.	1-2 4-5-66	G. O. Ms. No. 798, Industries, Labour & Housing, (Lab) dated 21-4-66
30.	* do	5-6 18-5-66	G. O. R. No. 936, Industries, Labour & Housing dated 10-5-66.
31.	* do	8 18-5-66	G. O. R. No. 935, Industries, Labour & Housing dated 10-5-66.
<i>Trichy District</i>			
32.	Rajan Transports, Tiruchirappalli	3-5 18-5-64	G. O. R. No. 931, Industries, Labour & Housing dated 10-5-66.

* Awards 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 May, 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.	Glanvans Tea Factory, New Hope Post.	Tea manufacturing	32	9-4-66	23-5-66	Repairing machl- beries.	Alternative work has been given.

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

Sl. No.	Labour Officers.	No of complaints pending at the beginning of the month	No. of complaints received.							No. of complaints investigated and disposed of including those previously pending.	No. of complaints pending at the end of the month.
			Wages and allowances	Bonus	Personal (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
1.	Coimbatore-I.	287	7	3	24	1	6	75	—	116	318
2.	Coimbatore-II.	124	4	3	16	4	2	20	—	49	143
3.	Coonoor.	38	4	—	14	—	—	3	—	21	35
4.	Madras-I.	75	11	10	2	—	—	5	—	28	66
5.	Madras-II.	165	12	11	32	—	1	18	—	74	196
6.	Madras-III.	30	2	3	5	—	—	20	—	30	37
7.	Madurai.	293	11	4	22	—	—	19	—	56	320
8.	Nagercoil.	34	2	—	2	—	—	2	—	6	32
9.	Pollachi.	62	—	—	11	—	—	6	—	17	51
10.	Virudhunagar.	44	7	1	19	—	—	5	—	32	58
11.	Salem.	72	2	—	11	1	—	22	—	36	81
12.	Tiruchirappalli.	44	6	—	4	1	2	23	—	36	48
13.	Tirunelveli.	120	11	1	17	—	—	8	—	37	114
14.	Vellore.	54	2	—	7	—	—	6	—	15	56
TOTAL		1,462	81	36	186	7	11	232	—	553	1,555

STATISTICAL SUPPLEMENT

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

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

1. Number of Standing Orders certified as on 1—5—1966.	—	1,327
2. Number of Standing Orders certified during the month.	—	3
Total	—	1,330
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 compensation paid for the month of May, 1966.

	Number of accidents.	Amount of compensation.
		Rs. nP.
(a) Death	13	80,987.71
(b) Permanent disablement	19	479.80
(c) Temporary disablement	54	97.52
Total	86	*81,565.04

* Represents the amount 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 May, 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	—	127	10	137	4
(b)	Non-fatal :-					
(i)	Permanent	—	133	9	142	7
(ii)	Temporary	—	38	—	38	1
2. Deposits under Section 8 (1)						
(a)	Fatal	—	126	27	153	39
(b)	Persons under legal disability...	—	16	2	18	—
3. Deposits under Section 8 (2)						
4. Memorandum of Agreement:—						
(i)	Permanent disablement	—	69	20	89	17
(ii)	Temporary disablement	—	14	8	22	5

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5. Recovery under Section 31.	...	11	—	11	—	11
6. Indemnification application under Section 12 (2)		13	1	14	1	13
Total	...	547	77	624	74	550

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

1. Pending as on 1-5-'66	...	564
2. Received during the month	...	32
3. Disposed of during the month	...	81
4. Pending as on 31-5-'66	...	515

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

Statement showing the number of applications received and disposed of etc. under Sections 41 and 51 of the Act for the month of May, 1966.

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

Pending as on 1-5-1966	...	372
Received during the month	...	43
Disposed of during the month	...	32
Pending as on 31-5-1966	...	383

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

Pending as on 1-5-1966	...	5
Received during the month	...	—
Disposed of during the month	...	—
Pending as on 31-5-1966	...	5

12. (c) Appeal under Section 19(2) of the Madras Catering Establishments Act, 1958.

Pending as on 1-5-1966	...	100
Received during the month	...	46
Disposed of during the month	...	22
Pending as on 31-5-1966	...	124

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

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
1.	31/MDS	3-5-66	Refractory	Vadapalani Refractory Workers Union, 3, Arcot Road, Saligramam, Madras-26.	Ratified the code of discipline
2.	32/MDS	5-5-66	Miscellaneous	India Forge and Drop Stamping Workers' Union, 4, Stringers St., Madras-1.	-do-
3.	33/MDS	5-5-66	Commerce	Cloth Merchants Employees Union, 16, Periyar Ramaswamy Road, Madras-33.	-do-
4.	34/MDS	5-5-66	Motor Transport	Motor and Automobile Employees' Union, 4, Stringers St., Madras-1	-do-
5.	35/MDS	13-5-66	Press	Thanthi Non-Journalists Staff Union, No. 1, Rendalls Rd, Madras-7	-do-
6.	36/MDS	23-5-66	Service	Madras Nursing Home & Dispensary Employees Union, 2/149, Mount Road, Madras-6.	-do-
7.	37/MDS	23-5-66	Miscellaneous	I. C. & S. A. Staff Union, 8, Kachaleeswarar Aggaraham St., Madras-1.	-do-
8.	38/MDS	26-5-66	Miscellaneous	P. Orr & Sons National Employees' Union, 34, Narayana Naicken St., Pudupet, Madras-2.	-do-
9.	10/CPT	3-5-66	Miscellaneous	K. R. S. Industrial Estate Employees' Union, No. 4, Village St., Tiruvottiyur, Madras-19.	-do-
10.	11/CPT	3-5-66	Textiles	Sree Saraswathi Mills Workers Union, Karthikeyapuram, Turuttani.	-do-
11.	12/CPT	13-5-66	Tannery	Madhavaram Tannery Workers Union, 6/57, Thiruvalluvar St., Madhavaram, Madras-60.	-do-

(1)	(2)	(3)	(4)	(5)	(6)
12.	6/TRI	21-5-66	Printing, publishing & Allied Industries.	Government Regional Press Employees' Union, Tiruchirapalli.	-do-
13.	7/TRI	21-5-66	Glass and Glass products	Tiruchi Synthetic Diamond Thozhilalar Sangam, Tiruchirapalli.	-do-
14.	8/TRI	21-5-66	Restaurants, Cafes & Hotels.	Hotel Urimalyalargal Sangam, Tiruchirapalli.	-do-
15.	4/RMD	21-5-66	Manufacture of Metal products,	Arasinaridam Uthavi Koriya Nagai Thozhilalar Sangam, Paramakudi.	-do-
16.	6/SAT	24-5-66	Restaurants, Cafes & Hotels.	Cuddalore Hotel & General Workers Union, Cuddalore-3.	-do-
17.	10/CBE	26-5-66	Plantations	The Annamalai Estate Thozhilalar Sangam, Valparai.	-do-
18.	11/CBE	26-5-66	Bakery Products.	Rotti Thozhilalar Sangam 47, Nadar St., Nanjiyurpalayam Post, Dharmapalayam Taluk.	-do-
19.	3/NLG	13-5-66	Plantations.	The South Indian National Estate Staff's Union, Rokby, Coonoor.	-do-

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

Sl. No.	R. No.	Date of amalgamation	Industry	Name and Address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)

NIL

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

Sl. No.	R. No.	Date of registration of dissolution	Industry	Name and address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)

NIL

13. (d) List of Trade Unions whose registrations were cancelled during the month.

Sl. No.	R. No.	Date of Cancellation	Industry	Name and address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)

NIL

ABSTRACT

1.	Total No. of registered Trade Unions as on 1-5-66	1,327
2.	Total No. of trade Unions registered during the month	19
3.	Total	1,346
4.	Total No. of Trade Unions Amalgamated during the month	Nil
5.	Total No. of Trade Unions Dissolved during the month	Nil
6.	Total No. of Trade Unions Cancelled during the month	Nil
7.	Total No. of registered Trade Unions as on 31-5-66.	1,346

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

Sl. No.	Particulars	Factories Act, 1948.	Payment of Wages Act, 1936	Madras Maternity Benefit Act, 1934	Madras Shops and Establishments Act, 1947.	Madras Catering Establishments Act, 1958.	Madras Beedi (Regulations of Conditions of Work) Act, 1958.	Minimum Wages Act, 1948	Madras Industrial Establishments (National Holidays) Act, 1958.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1,246	4,375	423	53,625	4,840	539	1,864	4,739
2.	No. of irregularities noticed.	671	452	78	1,163	988	43	171	387
3.	No. of cases warned.	18	142	1	459	303	31	143	63
4.	No. of prosecutions launched.	63	24	—	81	65	11	5	8
5.	No. of convictions obtained.	49	6	—	52	49	4	9	7
6.	Amount of fine imposed	Rs. 1,265/-	175/-	—	804/-	1,255/-	50	295/-	116/-

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

District.	AT THE BEGINNING.			REGISTERED.			REMOVED.			TOTAL.			
	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Section 2 (m) (i)	Section 2 (m) (ii)	Notified	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1. North Arcot	235	113	166	3	1	..	..	1	..	238	113	166	517
2. South Arcot	123	7	44	1	..	..	..	..	..	124	7	44	174
3. Chingleput	376	22	58	3	..	..	..	..	..	379	22	58	459
4. Coimbatore	1,089	8	75	6	..	..	..	1	..	1,095	7	75	1,177
5. Kanyakumari	72	9	22	..	..	..	..	..	..	72	9	22	103
6. Madras	841	33	108	8	..	..	6	..	..	843	33	108	984
7. Madurai	463	31	44	7	2	..	1	..	..	469	33	44	546
8. The Nilgiris	129	..	4	..	..	..	..	..	..	129	..	4	133
9. Ramanathapuram	266	68	146	1	2	..	..	..	2	267	70	144	481
10. Salem	556	6	126	5	..	..	..	..	..	561	6	126	693
11. Thanjavur	306	9	177	7	..	..	..	..	..	313	9	176	498
12. Tiruchirappalli	286	9	168	4	..	..	..	..	..	290	9	168	467
13. Tirunelveli	320	106	200	10	..	..	2	2	3	328	104	197	629
14. Dharmapuri	20	1	6	..	..	..	..	..	..	20	1	6	27
Total	5,082	422	1,344	55	5	..	9	4	5	5,128	423	1,338	6,889

15. (b) Numerical List of Plantations covered by the Plantations Labour Act, 1951 for the month of May, 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		128	22,939.53	..	..	..	..	128	22,939.53
2. Tea		139	66,902.06	..	..	..	..	139	66,902.06
3. Rubber		19	9,319.57	..	..	..	..	19	9,319.57
4. Cinchona		2	9,406.00	..	..	..	..	2	9,406.00
5. Cardamom		5	3,186.86	..	..	..	..	5	3,186.86
Total		293	1,11,754.02	..	..	..	..	293	1,11,754.02

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

16. (a) Statement of Accidents for the month of May, 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).	..	1
20.	Food Except Beverages	..	42
21.	Beverages	..	..
22.	Tobacco	..	..
23.	Textiles	..	287
24.	Foot-wear, other wearing apparel and made-up textile goods.	..	1
25.	Wood and cork except furniture	..	1
26.	Furniture and fixtures	..	5
27.	Paper and paper products	..	7
28.	Printing, Publishing and allied Industries	1	20
29.	Leather and Leather products (except foot-wear).	..	15
30.	Rubber and rubber products	..	16
31.	Chemicals and Chemical products	..	133
32.	Products of petroleum and coal	..	2
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	..	38
34.	Basic Metal Industries	..	88
35.	Metal Products (except machinery and transport equipments).	..	76
36.	Machinery (except electrical machinery)	..	249
37.	Electrical Machinery, apparatus, appliances and supplies.	..	128
38.	Transport equipment	..	496
39.	Miscellaneous Industries	..	56
51.	Electricity, Gas and Steam	..	4
52.	Water and Sanitary Services	..	..
83.	Recreation Services (Cinema Studios)	..	6
84.	Personal Services (Laundries, dyeing and cleaning).	..	..
Total		1	1,671

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

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A.	B.	A.	B.	A.	B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	5	...	...	...	...	...
2.	Card Room Machinery	12	...	...	...	...	...
3.	Drawing Frames	5	...	...	...	...	...
4.	Speed Frames	2	...	...	...	...	...
5.	Spinning Machinery	84	1	...	...	...	...
6.	Weaving Machinery	13	...	...	...	...	...
7.	Finishing Machinery	1	...	...	...	...	...
8.	Flying Shuttles	6	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	18	1	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	137	2	...	...	...	...
	Total	283	4	...	...	...	...
JUTE MACHINERY							
		...	Nil	...	...	...	...

'A'—Fatal

'B'—Non-Fatal

17. Exemption to the following factories and establishments from the provisions of the Acts and Rules indicated below were granted during the month of May, 1966.

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

EMPLOYEES STATE INSURANCE ACT

1. Twelve Factories belonging to the Corporation of Madras. All provisions of the said Act, except Chapter V-A. One year from 20-5-66. Government Notification dated 29-4-66.

EMPLOYEES' PROVIDENT FUNDS ACT

2. The India Manufacturers, Madras (Private) Ltd. Madras-2. All provisions of the said Scheme subject to certain conditions. With effect from 1-5-66. G. O. Ms. No. 1835, Industries, Labour & Housing (Lab) dated 21-4-66.
3. Tiruchy Town Transport (Private) Ltd. Karur. -do- With effect from 1-6-66. G. O. Ms. No. 1862, Industries, Labour & Housing (Lab) dated 23-4-66.

FACTORIES ACT

4. Brakes India Ltd., Padi, Madras-20. From the provisions of sections 51, 52, 54, 55(1) & 56 of the said Act subject to certain conditions. 3 months from 15-11-65. G. O. Ms. No. 1836, Industries, Labour & Housing (Lab) dated 21-4-66.
5. Public works Workshops and Stores, Madras-1. Provisions of sections 51, 54 & 56 of the said Act subject to certain conditions. 3 months from 15-11-65. G. O. Ms. No. 2120, Industries, Labour & Housing (Lab) dated 11-5-66.

MADRAS SHOPS AND ESTABLISHMENTS ACT

6. Bharat Earth Movers Ltd., Madras. Provisions of sub-section (1) & (2) of section 25 of the said Act, subject to certain conditions. One year from 4-5-66. G. O. Ms. No. 1833, Industries, Labour & Housing (Lab) dated 21-4-66.
7. Employees Employed in Indian Oil Corporation Ltd., Madras. Provisions of section 25 of the said Act. One year on and from 11-5-66. G. O. Ms. No. 1831, Industries, Labour & Housing (Lab) dated 21-4-66.

(1)	(2)	(3)	(4)	(5)
8.	Employees Employed in Blendell Bomlte Paints Ltd., Madras.	Provisions of sub-sections (1) and (2) of the section 25 of the said Act.	One year on and from 11-5-66.	G. O. Ms. No. 1834, Industries, Labour & Housing (Lab) dated 21-4-66.

**MADRAS BEEDI INDUSTRIAL PREMISES
(REGULATIONS OF CONDITIONS OF WORK) ACT AND RULES**

9.	Every Beedi Industrial premises in Tirunelveli District in which Beedi Industry is carried on by a woman in her residence	Provisions of sections 3 and 4 of the said Act. subject to certain conditions.	One year on and from 20 6-65.	G. O. Ms. No. 1796, Industries, Labour & Housing (Lab) dated 19-4-66.
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18. Consolidated Statement of Prices of Cotton and Yarn for the month of May, 1966.

Cotton		Rate per quintal - 100 Kgs.
American	...	Rs. 400 / 520
Cambodia	...	Rs. 315 / 380
Karunganni	...	Rs. 215 / 355

Yarn in French Counts,		Rate per bundle of 5 Kgs.
8s	...	Rs. 18-75
18s	...	Rs. 24-75
36s	...	Rs. 39-00
52s	...	Rs. 54-00
68s	..	Rs. 76-00
84s	...	Rs. 100-00

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MADRAS LABOUR GAZETTE

19. The Cost of Living Index Numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act, XI of 1948) in Madras City and different mofussil urban centres for the month of May, 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 ...	685.2	806.9	520.5(a)	426.1	622.9	639.7
2.	Cuddalore ...	640.0	849.0	476.0	389.0	723.0	621.0
3.	Tiruchirapalli ...	739.0	573.0	610.0	354.0	501.0	641.0
4.	Madurai ...	717.0	532.0	576.0	364.0	457.0	605.0
5.	Colombatore ...	690.0	690.0	725.0	629.0	438.0	669.0
		Food.	Housing.	Clothing.	Miscel- laneous.	Cost of Living Index.	
(Base: August, 1939: 100)							
6.	Nagercoil ...	799.0	525.0	754.0	393.0	693.0	

Comparative statement of the cost of living index numbers for the months of April, 1966 and May, 1966.

Sl. No.	Zone.	Centre	Cost of living index numbers for the months of		Variation.
			April, 1966.	May, 1966.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City	629.1	639.7	+ 10.6
2.	North Arcot and South Arcot Dists.	Cuddalore	608.0	621.0	+ 13.00
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli	627.0	641.0	+ 14.00
4.	Madurai, Ramanathapuram and Tirunelveli Dists	Madurai	590.0	605.0	+ 15.00
5.	Colombatore and Salem Dists.	Colombatore	675.0	669.0	- 6.00
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil	688.0	693.0	+ 5.00

MADRAS

The cost of living index number for working classes in Madras City for the month of May, 1966 rose by eleven points to 640.

The index for the food group rose by twelve points to 685 due mainly to an increase in the prices of rice, vegetables, chillies and gingelly oil.

The index for the fuel and lighting group rose by ten points to 807 due to an increase in the price of firewood.

The index for the clothing group fell by one point to 520 due to a fall in the price of petticoat cloth.

The index for the house-rent rose by twelve points to 426 due to the revision of house-rent figure.

The index for the miscellaneous group rose by six points to 623 due to an increase in the price of betel nuts.

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

Sl. No.	Group.	Weight proportional to the total expenditure.	Group Index Numbers.	
			April, 1966.	May, 1966.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	672.6	685.2
2.	Fuel and Lighting	8.42	797.4	806.9
3.	Clothing	6.10	529.8	520.5(a)
4.	House-rent	14.57	413.8	426.1
5.	Miscellaneous	12.68	617.0	622.9
Total		100.00		
Cost of living Index Number.			629.1	639.7

(a): 520.49 to two decimal places.

CUDDALORE

The cost of living index number for Cuddalore rose by thirteen points to 621.

The index for the food group rose by nine points to 640 due mainly to an increase in the prices of vegetables, chillies, tamarind, groundnut oil and gingelly oil.

The index for the fuel and lighting group rose by fifty three points to 849 due to an increase in the prices of firewood and charcoal.

The index for the clothing group rose by thirty points to 476 due to an increase in the prices of dhoties and sarees.

The index for the miscellaneous group rose by six points to 723 due to an increase in the prices of betel leaves and tobacco for chewing.

The index for the house rent remained unchanged at 389 points

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by fourteen points to 641.

The index for the food group rose by twentythree points to 739 due mainly to an increase in the prices of vegetables, fish, chillies, gingely oil and ghee.

The index for the miscellaneous group rose by one points to 501 due to an increase in the price of beedies.

The group index numbers in respect of fuel and lighting, clothing and house-rent remained unchanged at 573, 610 and 354 points respectively.

MADURAI

The cost of living index number for Madurai rose by fifteen points to 605.

The index for the food group rose by twenty four points to 717 due mainly to an increase in the prices of vegetables, chillies, tamarind and gingelly oil.

The index for the clothing group rose by four points to 576 due to an increase in the price of dhoties and upper cloth.

The index for the miscellaneous group rose by fourteen points to 457 due mainly to an increase in the price of betel nuts and tobacco for chewing and an increase in shaving charges.

The group index numbers in respect of fuel and lighting and house rent remained unchanged at 532, and 364 points respectively.

COIMBATORE

The cost of living index number for Coimbatore fell by six points to 669.

The index for the food group fell by nine points to 690 due mainly to a fall in the prices of rice, cholam and cocoanut oil.

The index for the clothing group rose by three points to 725 due to an increase in the prices of dhoties and petticoat cloth.

The group index numbers in respect of fuel and lighting, house-rent and miscellaneous remained unchanged at 690, 629 and 438 points respectively.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil rose by five points to 693.

The index for the food group rose by seven points to 799 due mainly to an increase in the prices of condiments, pulses, milk and coconuts.

The index for the miscellaneous group rose by two points to 395 due to an increase in the prices of betel leaves and in soap toilet.

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

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

CONSUMER PRICE INDEX NUMBERS

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

(Base : Shifted to 1949=100)

Year (1)	All India* Original base 1949	
	General Index (2)	Food Index (3)
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1962	130	130
1963	134	135
1964	152	155
1965	166	172
1965 :-		
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
1966 :-		
January	173	178
February	174	177
March	174	177
April	175	178

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued, is linked to the above series at the year 1949. Thus the All-India index on base 1944=100 during the month of April 1966 was 241.50.

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

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

The Employees' State Insurance Scheme applied to 29 Centres in the State of Madras and provided protection to 2,82,629 industrial workers in the event of Employment Injury, Sickness and Maternity Benefit. This protection is made available in two ways viz., by provision of Cash Benefits and by providing Medical benefit when needed. There are 52 Offices of the Corporation in the Madras State for disbursement of Cash Benefits.

During the month of May, 1966, 1,959 persons received Rs. 1,17,235-61. by way of Cash Benefits due to Employment Injury. This includes 388 persons who are in receipt of pensions for Permanent Disablement Benefit and also 118 dependants of deceased Persons.

In the month of May, 1966, 1,676 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need Cash Benefits in the event of Sickness. So 50,133 claims were received and an amount of Rs. 7,76,648-27. was paid as sickness benefit involving abstention for 2,39,376 days.

For Maternity Benefit 290 Insured Women claimed and were paid Rs. 55,51 46 in the month of May, 66.

For recovery of arrears of contributions under the Scheme legal proceedings had to be initiated in 10 cases against defaulting employers for Rs. 4,196-55.

Penal action was taken against one employer in 5 cases and was fined Rs. 10/- on each case as to total Rs. 50, for late submission of contribution cards, late submission of SC-2, late payment of ESC, late payment of EC and non maintenance of contribution cards. One Employee was also fined Rs. 15 in one case for wrong declaration.

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

Sl. No.	Particulars.	For the month of April '66
1.	Total number of Attendance :	
	New 77,552 } Old 2,31,232 }	3,08,784
2.	No. of Medical certificates issued	96,654
3.	No. of Domicillary visits made	90
4.	No. of Injections administered	91,191
5.	No. of X-Ray examinations	1,250
6.	No. of Laboratory examinations	3,624
7.	No. of Specialist Investigations	3,860
8.	No. of Persons admitted to Hospitals	2,606
9.	No. of bed days occupied during the month	12,801
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 21,924 } Old 38,929 }	60,853
	Diagnostic Centres	—
2.	No. of Prescriptions issued	15,403
3.	Payment made to :—	
	1. Chemists	—
	2. Insurance Medical Practitioners	Rs. 1,498-50 (Coimbatore area)

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

Sl. No.	Districts	Number of applicants					Vacancies notified during May 1966.
		Registration effected during May 1966.	Remained on the Live Register on 31-5-1966.	Placed in employment during May 1966.	Employers used the employment office during May 1966.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1.	Arcot North	2,041	17,004	146	90	245	
2.	Arcot South	1,748	14,566	216	85	468	
3.	Chingleput.	2,376	17,629	235	109	1,366	
4.	Coimbatore.	2,258	13,711	262	148	1,150	
5.	Kanyakumari.	1,196	14,740	67	41	147	
6.	Madras.	4,586	32,583	791	260	1,214	
7.	Madurai.	2,445	19,536	439	165	741	
8.	The Nilgiris.	639	7,839	96	41	81	
9.	Ramanathapuram	1,608	10,639	199	89	299	
10.	Salem and Dharmapuri.	3,884	17,931	215	137	1,717	
11.	Thanjavur.	1,985	16,463	313	132	574	
12.	Tiruchirappalli.	2,513	16,970	217	114	466	
13.	Tirunelveli.	1,496	13,505	134	96	279	
Total		28,775	2,13,166	3,330	1,507	8,717	
Total : for April 1966		30,584	2,10,226	4,053	1,290	5,127	
.. for May 1965		30,823	1,90,267	4,054	1,835	7,579	
Average for 1965		25,655	1,96,384	5,127	1,595	6,878	

* The above figures exclude statistics relating to work performed for Physically Handicapped applicants, which is given below :—

Special Employment Office for P. H. applicants, Madras-6.

(i) For May '66	41	607	6	8	3
(ii) For April '66	30	572	5	2	2
(iii) For May '66	20	344	10	10	9

STATISTICAL SUPPLEMENT

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 June, 1966.

S. No.	NAME OF ESTABLISHMENTS	PERIOD
1.	The Chingleput District Co-operative Supply and Marketing Society Limited, No. G. 1113, 21/24 Jahangir Street, Madras-1.	Upto 31-8-66
2.	Prasad Productions Private Limited, 2, Sarangapani Street, Madras-17	Upto 31-8-66
3.	The George Town Co-operative Bank Limited, No. 8512, 23, Krishnappa Naicken Agraharam St., Madras-1.	Upto 31-8-66
4.	Poppat Jamal and Sons, 182, Broadway, Madras.	Upto 31-8-66
5.	The Coimbatore District Co-operative Central Bank Ltd., State Bank Road, Coimbatore.	Upto 30-6-66
6.	Tea Plantation Manufacturers in Nilgiris and Kanyakumari Districts through the Secretary, A. P. M. Coonoor.	Upto 31-7-66

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