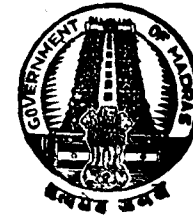


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MADRAS LABOUR GAZETTE

VOL. VIII NO. 7
JULY 1966



GOVERNMENT OF MADRAS

ISSUED MONTHLY

BY

THE COMMISSIONER OF LABOUR
CHEPAUK — MADRAS-5

Single Copy Inland Re. 1-00
Foreign Rs. 1-50

Annual Subscription Inland Rs. 10
Foreign Rs. 16

MADRAS LABOUR GAZETTE

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

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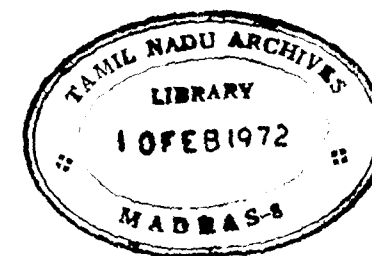
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Available from :

The Manager of Publications
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THE MADRAS LABOUR GAZETTE

Vol. VIII]

JULY 1966

[No. 7

SPECIAL ARTICLES

WORKLOAD FOR TYPISTS

BY

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Hony. Efficiency Adviser to Labour Commissioner, Kanpur.

One of the methods to assess the workload of typist is to workout the average number of taps which a typist has to put in, with relaxation allowance, for the various forms of typing matter coming to him in the course of discharge of his duties e.g. it was found in a study taken in the Sales Office, of a firm in Calcutta that :

	Sales	Other Sections.
(1) Average number of taps which a commercial letter entails, excluding interspacing of words.	700	675
(2) Average number of words in a letter	141	140
(3) Average number of lines in the body.	7.9	8.87 or 8.9
(4) Average number of lines in the whole letter counting broken lines as one	23	21
(5) Average number of letters to one word	4.6	

After a close study it was found that 10 minutes should be allowed for typing a commercial letter. According to calculations of a work study consultants the time to be allowed was 8.6 minutes per commercial letter.

I differed from them in two matters.

(1) I allowed one minute for reading the manuscript to be typed and

- (1) 20% relaxation allowance instead of 15.

Thus I added 1.4 to 8.6 bringing the total to 10. The contention of the consultants was that a typist reads the manuscript in the course of typing and does not require any additional time for it. That may be if the manuscript were printed or written in a legible hand but most often than not a typist has to type from files and manuscripts which at places he cannot read well enough. I, therefore, had resort to experimental psychology and looked into the work that had been done in connection with what has been described as 'psychological refractory period' i.e. the period to react to a word which is not easily intelligible. The formula for the Central Organizing time is

$$TR_2 = TR_1 \text{ plus } TO_2 - I$$

WHERE

TR_1 : reaction time i.e. time between the onset of a stimulus and the beginning of the response movement.

TO : Time required by the central mechanism to deal with data provided by a stimulus and to initiate a response. We may call this the Central Organizing time. Normally it would be the same as TR_1 except in the case of a difficult or unfamiliar expression in typing.

I : Time interval between two stimuli—here is familiar and unfamiliar word.

A reference to Experimental Psychology by R.S. Woodworth would show that a proficient typist's eyes is several words ahead of the hand so that he could give attention to difficulties which may arise, for all words and letters are not equally easy even for an expert. But if a typist is typing from an illegible hand an allowance has to be made for it even when we give all credit to the anticipation of a typist's eyes and his hand keeping behind.

The time study engineers have been working on atomic theory i.e. building up wholes from minutest details. Time was when this view had some support from psychology but it has long been exploded and the latest psychological researches in the realm of typing have established the following facts:

1. Elimination of surplus movements by acquiring

(a) an accurate letter habit i.e. typing the right letter from the feel of the fingers. In other words, effective hand and eye coordination in respect of the manuscript and the typescript, the letter reproducing letter by letter the manuscript.

(b) anticipating the sequence of finger movements in a short familiar word i.e. a sort of kinaesthetic feel for the whole group. The typist sees a whole word and his fingers have typed the letters composing it without seeing through each letter of the word.

(c) Organising of familiar phrases in the same way i.e. the phrase calling out the whole series of connected movements.

In short the eyes of the typists play the shorthand writer and the hands the transcriber.

(2) Precision acquired by attention to details. The unfortunate tendency with our typists is to learn to type quickly, ignoring the details in the beginning. Thus wrong habits get set into them and they cannot shake them off as they grow up. They might acquire speed, but that is handicapped by lack of accuracy in details.

(3) Working in larger units by reason of efficiency in 1 above. Just as a stenographer takes down large phrases with the help of symbols so the eyes of a good typist take a whole phrase or clause and his fingers type that out without scanning through each letter or inter-spacing.

(4) Increased time span, illustrated by anticipation and copying behind i.e. the eyes of an expert typist are far ahead of the fingers, leaving a good margin to resolve mentally small difficulties.

If the above pattern is well set that results in speed and power (accuracy). Oligiord Porebski conducted a research in regard to these factors. He came to the conclusion, after administration of the psychological tests and a factorial analysis of the correlation matrices, that a 'Triad theory' of ability was the best exposition of what an efficient person is capable of doing. He or she has the general factor of power (accuracy), the general factor of speed and a specific factor of speed (Occupational Psychology, October, 1954).

In plain words, it means that an expert is so well trained in details that he is correct in what he does by force of habit rather than by forced attention on each occasion. He does things far more quickly than others in whatever line he works in and gains experience specialising in one or two lines which he makes his life's job.

This triad theory would apply to typists as well. Power a typist gets by earlier attention to details both in reading the manuscript and in typing. Speed is partly the result of inborn aptitude and partly of practice.

Consequently we cannot study a typist by merely using a stop watch and counting taps. We have to study him as a human being with certain aptitudes and certain training which he is expected to have acquired and assimilated.

PLAN OF OUR STUDY.

We, therefore, first make a matter of fact analysis of the worker, his machine, his raw material and his working environments under the following heads:

(1) The operator performing.

(a) mental operations like perception, judgment, interpretation decision, calculations, synthesis, etc.

(b) bodily operation, namely manual activity, including the operations involving the legs, the hand or any other part of the body.

A typist has to exercise quick perception and do mental operation in reading the manuscript, breaking words at the right syllable and arranging the matter as he types. The bodily operation presupposes motion-mindedness i.e. ability acquired by continuous manual labour and machine operation to interpret the sensory cues received from these parts of the body that are in motion while the job is being performed.

(2) The material.

(a) Main product i.e. typescript here.

(b) Bye-products: There are no main bye products to be discussed under typing.

(3) Instruments.

Tools-Here the typewriter. The importance of a good machine for efficient output is a matter beyond dispute. Dr. L.G. Fuchs of Micham Works Ltd., discusses this in this article "A New Look at Engineering Equipment". He says 'If the worker is to obtain mental, physical and sensory satisfaction from his work, he must be provided with equipment that only not performs its mechanical task with a high degree of efficiency, but that is also pleasing to its human operator'.

It is unfortunate that most of the typewriters in our offices are not well maintained and the typist has to make do with any sort of machine.

(4) Regulation: Here in the case of typing tools to mend small mechanical defects. It is regrettable that a number of typists know very little about the mechanism of typewriter and the slightest hitch upsets them.

(5) Mechanical frame work;

Power Supply: In the case of typing there is no question of power supply.

(6) Supports: This aspect has not received the attention it deserves for the typists. The table is often not to the proper height of the typist and does not allow him to have a comfortable posture. Adjustable stools or chairs should be provided to enable the typist to adjust himself properly to the machine. Then the table should have a

fixture, with a number of shelves over the carriage one above the other. The papers are placed on the bottom shelf, carbon in the next, papers in the third and carbon in the fourth. This alternating arrangement is continued to accommodate papers in five shelves and the carbons in the alternative five. Thus each paper and carbon would move over the same path, they would not get out of alignment, thereby almost eliminating the shaking down movement.

Papers and carbons to be assembled are dropped straight into the carriage from the shelves in one movement. Pulling them out of the shelves brings them into the right position and they are dropped on to the carriage before being shaken down and then wound round the typewriter roller.

The carbons used should be of a size longer than the paper and have the top left corner cut. In taking them out the left hand holds the batch of paper by the top left corner and the right hand grasps the carbons at the bottom right hand corner. The pulled out carbons are placed in the same movement on a shelf of the fixture. They are laid in a different shelf of the fixture each time so that it is kept evenly filled.

Either the typewriter should be covered with metallic covers or cloth apron after use or the table should be such as to allow the typewriter to be lowered into a box formation after use and to be locked up.

(7) Signals :-

(a) Visual: In the case of typewriting these are provided by the manuscript.

(b) Auditory: Here the click and the sound of the typewriter bell is attended to promptly by the typist to shift the carriage or to break the word properly as he gets the signal for the close of the line.

It will be seen from the above that before we can determine the workload of a typist we must be sure of three things.

(1) The typists selected and appointed have had proper training and initiation into office work for a couple of months after recruitment.

(2) The machine should be free from defects and looked after both by the typists and by the maintenance services.

(3) The working environment should make the typist comfortable in his job. The rooms should be well ventilated. The light should come from proper angle and the typewriter should be placed at the table to suit the size of the typist by having an adjustable chair and having proper equipment for pulling paper and the carbon on the machine.

These provided, a typist is best studied for his efficiency by motion study, supplemented by time study. It would not be out of place to state here what motion study is aid to indicate its bearings on deter-

mining the efficiency of typists. Motion study is the scientific investigation of the movements involved in the performances of any piece of work and the development of the methods which eliminate unnecessary movements and conserve energy, time and material.

The stress in motion study falls;

(a) on the arrangement of the place at which work is performed (We have discussed above what these should be in the case of a typist).

(b) the design of the tools and the equipment and the layout of the equipment (The relevant aspect of these has been discussed above).

(c) The psychological study of the operator to have in him a willing and active cooperator for maximum production. He should be provided rest pauses, some of which would be taken up by work of a different nature and others will be complete physical rest. Experiments are on to determine when a physical restpause should come for typing. We do not see much point in adding relaxation allowance to the performance of each element as consultants do. Rather we suggest provision of 20% relaxation allowance to the typist in the form of physical rest passes for 1/5 of the total hours of the work, i.e. if he is working 7 hours he should be allowed physical rest pause of about 1.4 hr., inclusive of lunch and tea.

The methods adopted by motion study to ensure efficiency are

(1) Recording an analysis of the present practice. This would be in relation to each typist to find out what his set habits are and to compare that with the habits of a typist with well loaded speed and accuracy factors in his typing.

(2) The development of a new method if necessary. Ordinarily the method adopted by an operator with a highly loaded factor in speed and accuracy would be the model with slight modifications here and there.

(3) Teaching of new methods to the operatives: There is much scope for this in our offices as by and large the typists do not measure upto the minimum expectation for an efficient typist. It is suggested that after the recruitment the new typist should spend 3 months as under-study for the senior typists, helping them and learning their methods of work. Their performances may be motion-and-time-studied to ensure that they are progressing on sound lines. A test should be held after three months and these measuring up to a high standard in this should be given independent charge of work.

Time study serves only as a handmaid for determining the time value like.

(1) The set up of paper in the typewriter as a preliminary to typing;

(2) The typing speed which would always be, in a proper set up, the minimum prescribed.

(3) The after care of the typescript i.e. taking it off from the machine, placing it in its proper setting and disposing it off. In this connection Miss. A. Saw, the exponent of Motion Study in the U. K. very pertinently remarks:

It must be made quite clear from the beginning that motion study is not to be confused with time study. The two are separate systems not competing but complementary. Time study is based entirely on the study and measurement of time, while motion study measures and analyses human movements and reactions both mental and physical, to the performance of these movements. It is only incidentally concerned with time factor".

OUR EXPERIMENT.

We experimented with three subjects of whom X was decidedly a person with high loading in speed and accuracy in typing. Y was average and Z low enough. We made motion study pictures of the preliminary operations of X and of typing. It was found that the preliminary operations of X were somewhat different from that of Y. At times he eliminated certain movements changing their time order to save time e.g. he did not repeat margin setting element with each operation nor did the adjustment of paper after drawing it round the roller appear as an element of the operation. It was combined with others to save time.

It is not possible to lay down a set pattern for these but his pattern may help others to evolve one for themselves.

As far typing, one should note the nimbleness with which the fingers move. We have not been able to have a good photograph of the movements of the eyes leading to movements of the fingers on the key board. We have to devise a suitable experiment for it. The results of these three subjects showed that X took on an average 0.35 minutes for his preliminary operations while the average took 0.65 and the lowest 0.94. Speed rated, X did at the rate of 80, the average at 60 and the last at 40, 60 being the normal. The typing rate in terms of taps was 339 taps per minute for X, 253 for Y and 177 for the last. X took 0.075 minutes in taking out the paper from the machine, the average 0.14 and the last 0.18. It will be seen that the speed rating tells the same story for each operator for each element.

This much for speed. As far accuracy X scored 63% average 49% and the last 45%.

The last observation shows that there is scope for improvement for accuracy in all the three. It should not be less than 80. X however maintained, with a large measure of correctness, that the machine was far from being satisfactory and this served as a retardation factor for all the three.

INDUSTRIAL SAFETY.

FELL INTO A PIT OF SCALDING WATER.

A YOUNG MAN was fatally scalded when he fell into an open-top water quench pit at a factory where the heat treatment of metals was carried out.

The pit was set into the floor of the factory, and was approximately 6 ft. square in area and 6ft. deep. It adjoined the main gangway of the works, and the top edges of the pit were level with that gangway. The depth of water in the pit was maintained at some 5 ft. 6 in. deep by a constant trickle of cold water, and by an overflow pipe.

Metal components undergoing heat treatment and quenching were first placed in a basket of some 9 cu. ft. capacity, and resulting load was heated to 500°C in a furnace. The load was then rapidly transferred into the water quench pit by means of a crane and a fork lift truck. The load weighed about $\frac{3}{4}$ ton, and when it was submerged in the pit it caused the water to boil. The quenched load was removed from the pit a few minutes later, but the water in the pit remained at a high temperature for some hours, despite the constant trickle of cold water.

The pit was provided with double rail fencing at one edge only; the other three edges were open. A man employed in the works fell into the pit, which had no load in it at the time. His workmates dragged him out, but he died later of severe scalds over 90 per cent of his body area. The temperature of the water was 58°C at the time.

The water was clearly "scalding", a dictionary definition of "scald" is injury or pain with hot liquid or vapour.

Section 18 (1) of the Factories Act requires that "Every fixed vessel, structure, sump or pit of which the edge is less than three feet above the highest ground or platform from which a person might fall into it shall, if it contains any scalding, corrosive or poisonous liquid, either be securely covered, or be securely fenced to at least 3 ft. above that ground or platform, or where by reasons of the work neither secure covering nor secure fencing is practicable all practicable steps shall be taken by covering, fencing or other means, to prevent any person from falling into the vessel, structure, sump or pit.

Following this accident, substantial rail fencing to a height of 3 ft. was provided at all edges of the pit, plus two hinged covers which covered the top of the pit when it was not actually in use.

(Industrial Safety, London, May 1965).

UNFENCED LENGTH OF STOCKBAR.

OF THE MANY accidents which occur in industry, those resulting in scalping are always particularly distressing.

A 15-year-old girl employed in an engineering works did not work at machinery. She was on inspection work, and her duties included collecting trolley loads of components from various parts of the works, and taking them to the inspection department.

One morning she was pushing a trolley laden with work along the main factory gangway, which was about 5ft. wide. She saw an obstruction in front of her, without actually realising what it was. It was about 3 ft. 6 in. above the floor, and she stopped down to pass under it with her trolley. The obstruction was an unfenced part of a lathe stockbar, revolving at some 500 revolutions per minute. Her hair was caught on the revolving bar, and she was scalped.

Lathes are very common machines and the risk of injury at revolving stockbars has been recognised for many years. Section 14 (5) of the Factories Act requires that stockbars projecting beyond, the headstocks of lathes must be securely fenced, unless they are in such position as to be as safe to every person employed or working on the premises as they would be if securely fenced.

There was a metal tube type guard to fence the stockbar used at the machine in this accident. However, this guard projected some 2 ft. into the 5ft. wide main gangway. The lathe operator had not had the stockbar cut down in length so that it would be completely encased in the guard. Consequently the unfenced length of stockbar projected a further 2 ft. into the gangway beyond the edge of the guard, and it was on the 2 ft. of bar that the girl was injured.

It was not sound practice to place the lathe in such a position that a stockbar guard had partially to obstruct the main gangway. Factories Act requirements call for free passage ways, and lack of obstruction to means of escape in case of fire. And it would have been of great advantage to this young girl, starting out on her working life, to receive instruction about the work going on in parts of the factory where she worked, and about the risks associated with machinery, plant, and processes which she might encounter.

(Industrial Safety, London, May 1965).

THE GIRL WHO WAS AFRAID TO REPORT.

A girl of 17, after only a week or two in the works, was set to operate a pneumatic press cropping small components. The machine was fed by hand, using a chute or slide; the tool and die were partially protected by a fixed guard but there was fairly easy access to the tool and die from underneath the guard on each side of the press.

The training given to the girl was minimal and supervision virtually non-existent. A chargehand put about six components through the machine by way of a demonstration and then let the girl try one or two herself, after which she was left to carry on completely on her own.

Within a few hours she had amputated the top of one of her fingers. She had inadvertently depressed the operating pedal while trying to free with her finger a component jammed between the tool and die.

Apparently she had been told to send for the foreman if a jam occurred, but as the components frequently became jammed she, not unnaturally, was afraid to do so. The girl had never been given any warning about the very serious risk of an accident if she put her fingers into the trapping zone between the tool and die.

In this case the obvious way to avoid an accident was to provide secure fencing for the tool and die, and in fact it was later found that an extension for the guard had been made but fitted, although fitting would have taken only a few minutes. Nevertheless proper instruction, training and supervision could and should have played an important part and might well have prevented this accident even though the guard was unsatisfactory.

Skylarking, high spirits, misplaced enthusiasm and ingenuity, inexperience and a lack of appreciation of danger are common, if regrettable, characteristics of young people. It is not enough for managements to deplore them and throw up their hands in despair. They have to be accepted as facts of life, and it is just because of them that instruction, training and supervision of young persons in industry are of paramount importance.

(Industrial Safety, London, April 1965).

TWO YOUTHS AT THE ONE MACHINE.

THE DANGERS of two people working at the same machine should be widely appreciated, for even where a machine is not power-driven the risk of injury can still be considerable.

In a small engineering works young apprentices were given the job of cutting up a rectangular section of sheet metal into strips $\frac{1}{4}$ in. wide; the job was to be done on a small treadle-operated guillotine. The blade of the guillotine was properly guarded at the front, which was the usual operating position, but there was no guard to protect the back of the blade. The machine was in the centre of the workshop, and so it was quite easy to approach the guillotine from the back and feed in from this position if necessary.

The apprentices decided to cut a number of strips 1 in. wide at first and then cut each of these strips in turn to the required size. They found that the quickest method of working was for one to feed in the strips from the back while the other worked the treadle at the front.

They finished the work of cutting up the section into 1 in. lead strips without mishap, and then embarked on the obviously hazardous process of cutting these into $\frac{1}{4}$ in. strips by the same method, one of them holding the metal at the back of the guillotine while the other worked at the front.

They struck up a fast speed with this system, until the apprentice feeding at the back noticed that a strip was not correctly positioned. He put his right hand out to straighten the piece, at the same time shouting to his colleague to stop.

The other apprentice, misunderstanding him, depressed the treadle once more, and cut the top joint off a finger of the youth at the back.

A properly constructed guard at the back of the guillotine would have prevented this accident, and provision can easily be made in the guard for feeding from the back if this is required.

Apart from the matter of fencing, thought should have been given to the legal requirements for adequate training of young persons who work this type of machine, set out in s. 21 of the Act.

(Industrial Safety, London, Nov. 1964).

INDUSTRIAL RELATIONS, JUNE, 1966

The Labour situation in the State was satisfactory. There were ten strikes in textile mills including four strikes followed by lockout. Among the ten strikes, two strikes were continuing at the end of the previous month. There were also four strikes and one lockout in other industries. In two cases strikes were followed by lock-out. Among the four strikes, one strike was continuing at the end of the previous month. The number of workers affected by the work-stoppages in textile mills was 8408 and in other industries it was 3923. The number of mandays lost as a result of work stoppages in textile mills and other industries were 35123 and 38278 respectively. The details of work stoppages are as follows.

TEXTILES

The strike by the workers of Raveendra Mills Limited, Singanallur, Coimbatore from 12-3-1966 and the lockout from 4-4-1966 were terminated on 6-6-1966 on the advise of the Commissioner of Labour, Madras.

295 out of 400 workers of Pullicar Mills Limited, Tiruchengode, staged a stay in strike on 30-5-1966 as a protest against the alleged imposition of higher workload in spinning Department. The Management declared a lockout on the same day. The strike and the lockout were continuing at the end of the month.

All the 205 workers of Sree Ayyanar Spinning and Weaving Mills Limited, Virudhunagar struck work from 3-6-1966 demanding increase of wages, Dearness Allowance etc. The strike was called off on 16-6-1966 on the mediation by the Deputy Commissioner of Labour, Madurai.

All the 6880 workers of the Madura Mills Company, Limited, Madurai and Pandyan Mills, Madurai struck work on 27-6-1966 as a protest against the Management in not conceding the demand for reinstatement of 2 dismissed workers bonus etc. Following the strike the management declared a lockout on 28-6-1966. The strike and lockout were continuing at the end of the month.

All the 74 workers of Sri Nithyakalyani Textiles, Tiruvadanai struck work from 24-6-1966 as a protest against the action of the Management in suspending 3 workers. The strike was called off on 27-6-1966 on the intervention by the Deputy Superintendent of Police, Ramnad.

The workers of Mettur Industrial Limited, Mettur Dam staged a stay-in-strike from 13-6-1966 as a protest against the selection of an outsider in the technical Department. Following the strike the Management declared a lockout on the same day. The strike and the lockout were continuing at the end of the month.

63 out of 761 workers of Coimbatore Cotton Mills Limited, Singanallur struck work from 4-6-1966 protesting against the provision of additional doffing boys. The workers resumed work voluntarily on 7-6-1966.

432 out of 665 workers of Kadri Mills Limited, Oddarpalayam struck work from 7-6-1966 as a protest against the non-payment of earned wages. The workers resumed work voluntarily on 10-6-1966.

175 out of 268 workers of Coimbatore Cotton Jubilee Mills Limited, Singanallur struck work on 18-6-1966. The workers resumed work voluntarily on 21-6-1966. The reasons for the strike is not known.

102 out of 771 workers of Jayalakshmi Mills Limited Singanallur struck work on 24-6-1966. The workers resumed work voluntarily on the same day. The reason for the strikes is not known.

OTHER INDUSTRIES :

The lockout by the management of M/s. Mohamed Ismail and company, Tannery, Katpadi from 30-12-1965 following a strike by the workers was deemed to have been ended on 30-6-1966. The Management winded up their business and closed the factory once for all.

All the 122 workers of Hindustan Equipment Manufacturers, Ganapathy, Coimbatore-6 struck work on 29-6-1966 over certain general demands. The strike was continuing at the end of the month.

1097 out of 1140 workers of Madras Rubber factory, Tiruvottiyur, Madras-19 struck work from 4-6-1966 demanding bonus. The strike was called off on 16-6-1966 due to a settlement under section 12 (3) of the Industrial Disputes Act 1947 before the Commissioner of Labour, Madras.

All the 1188 workers of East India Distilleries Parry Limited, Ranipet struck work from 10-6-1966 over certain demands. Following the strike the Management declared a lock-out from 13-6-1966. The lock-out was lifted on 16-6-1966 as the Government in their G.O.Ms.No.2544 (Labour) Department of Industries, Labour and Housing dated 14-6-1966 prohibited the continuance of strike and lockout in the factory.

The Management of Maharaja Beedi Factory, Ranipet and branches at Kaveripakkam declared a lockout from 18-6-1966 over certain demands of the workers. The number of workers affected due to the lockout is 1500. The lockout was continuing at the end of the month.

CENTRAL SPHERE :

1. CONCILIATION :

(a) The Regional Labour Commissioner (C) Madras held conciliation proceedings in the following disputes and brought about settlements :--

(i) Between M/s. Star Construction and Transport Company, Sankari West P.O. and the Star Construction Quarry and Transport Employees Union, Sankari West (INTUC) over charter of demands like D.A. workload etc.

(ii) Between the Madras Port Trust, Madras and the Madras Port Trust Employees Union (HMS) Madras regarding filling up of vacancies and gang strength.

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

(i) Between M/s. D.S. Narayana and Company, Moore Street, Madras-1 and the Madras Port and Dock Workers Congress, Madras over grant of gratuity, arrears of D.A. etc. to Sri K.R. Ramadoss, Godown Keeper.

(ii) Between the Union Insurance Society of Conton Limited, Madras and the General Insurance Employees Union, Madras over certain amendments to memorandum of settlement dated 24-3-1965.

(c) The following disputes were ended in failure :-

(i) Between M/s. V.V. Pakir Mohamed Rawther and Company, Madras and the Madras port and Dock Workers Congress, Madras regarding refusal of employment to nine workers.

(ii) Between the Madras Dock Labour Board, Madras and the (i) Harbour Workers Union (AITUC) and Port and Dock Workers Congress (INTUC) Madras regarding granting of weekly off with wages and other demands. The parties agreed for Arbitration under Section 10A of the I.D.Act.

(iii) Between the State Bank of India, Madras and the messengers and the State Bank of India Staff Union, Madras regarding change in the promotion policy of duffadars.

(d) 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	—
3. Number of threatened strikes/lockout	—
4. Particulars regarding disputes :	
(a) No. of I.Ds. pending at the beginning	3
(b) No. of I.Ds. received during the month	26

(c) No. of I.Ds. settled/disposed during the month	11
(d) No. of threatened strikes	Nil
(e) No. of which materialised	Nil
(f) No. of D.s.Os. certified	Nil

STATE SPHERE :

The conciliation officers enquired into and settled 1009 disputes during the month of June 1966. Of these 79 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 :

Government referred 30 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. 30 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette during the month of June 1966.

WELFARE :

The Employment Offices in Madras State registered 38,539 applicants during June 1966 and placed in employment 4,592 registrants. As many as 1635 employers in the State utilised the services of the Employment Exchanges during the month and the total number of vacancies notified by them stood at 6523. At the end of June 1966, 2,25,195 registrants were on the registers of Employment Offices in the State seeking employment assistance.

A comparative analysis of Exchange statistics for May 1966 reveals that during June 1966 registrations and placements have increased by 9764 and 1262 respectively, whereas vacancies notified have declined by 2194. Almost all the Exchanges in the State registered relatively more applicants this rush for registration at this part of the year is seasonal. The Live Register increased by 12029. These factors, together had the effect of reducing the registrations to Vacancy notified ratio from 3. 3 : 1 during May 1966 to 5. 9 : 1 during the current month.

Shortage of manpower was reported in the following occupations :

Town planning and Building Inspector, Allopathic Physician, Assistant Surgeon Grade I, Lady Doctor (MBBS), Medical Officer, Veterinary Assistant Surgeon, Male Nurse, Pharmacist/Compounder, Health Visitor, Field Assistant (Malaria), Sanitary Inspector, Diploma Holder in Pharmacy and Engineering Lecturer in English Chemistry/Mathematics, Lecturer in Civil Mechanical/Electrical Engineering, Tamil/Sanskrit/Hindi/

Malayalam Pandits B.T.Maths/Science, Drawing master (Highergrade with T.T.C.) Commercial Instructor, Secretarial Assistant, Music Mistress, Tailoring Instructress, Needle work Instructor, Secondary Grade and Higher Grade Teacher (Urdu) Pottery Instructor, Librarian, Sales Assistant, Agricultural Engineering Maistry, Accounts Clerk, Stenographer, Typist (Higher Grade in both English and Tamil); Tailor, Foreman Grade II Workshop Instructor (5 years experience), Pipeline fitter, Refrigeration Mechanic, Boiler Attendant, Steam Road Roller Driver, Sharpening Machine Operator, Broaching Machine Operator, Scalpet grinding Operator Grade III, Forceps cleaner Grade III, Physical Training Instructor Instructress and also in the undermentioned occupations which further carried the condition of minimum experience for three years.

Die Setter Grade I, Heat treater Grade II, Milling Machine Operator Grade II, Son winding Machine Operator Grade II, Cylindrical and surface Grinder Grade III, Half hand grinder Grade III Horizontal Borer Grade III, Marker Grade II, Double Spindle Grinder Grade III, and Telephone Operator.

Surplus of applicants was reported 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) Auto Cleaner and Binder.

The Professional and Executive Employment Office, Madras registered 267 applicants and placed in Employment 28 registrants during June 1966. At the end of the month, there were 1,331 registrants on the Live Register of this office.

The University Employment Information and Guidance Bureaux at Annamalai and Madras Universities registered 65 applicants during June 1966. At the end of the month, there were 314 registrants on the Live Register of both the Offices.

The Special Employment Office for Physically Handicapped applicants Madras registered 54 (3 blind, 9 deaf and dumb and 42 orthopaedically handicapped) applicants during the month. 13 orthopaedically handicapped registrants were placed in employment through the efforts of this office during the month. At the end of the June 1966, there were 647 (137 blind, 84 deaf and dumb and 426 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 10,837 applicants and individual information to 6549 registrants during June 1966. They also gave individual guidance to 24 applicants and placed in Employment 21 individually guided applicants during the the month.

The Occupational Information Officer at the State Headquarters completed original study in respect of 4 occupations in group 07 and visited 5 institutions during June 1966. The reports along with the work scheduleds have been sent to the State Government for onward transmission to the Government of India.

The Nobile Registration Units attached to the District Employment Offices of Ramanathapuram and Salem Districts registered 538 applicants and effected 2,997 renewals. They had also interviewed and counselled 519 registrants during June 1966.

EMPLOYEES PROVIDENT FUNDS ACT 1952 :

During the month of June 1966, the Employees' Provident Funds Act 1952 has been extended to Tobacco Industry with effect from 30-6-1966.

ii. 28 establishments/factories were brought under the Employees' Provident Funds Act 1952 during the month of June 1966. Thus the total number of covered establishments/factories comes to 3954.

iii. A total sum of Rs. 59,55,607.52 (excluding the refund of Loan, previous accumulation and Administrative charges etc. amounting to Rs. 3,01,292.36) was received as employees' and employer's shares of contributions for the month of May 1966.

iv. The total number of employees/subscribers covered under the Act in this region at the end of May 1966 was 4,96,816/- 4,39,249 respectively.

WORKERS EDUCATION DURING JULY 1966 :

The 18th batch of worker - Teacher Training Course was started on at the Madras Regional Centre on 4-7-1966. Twenty four workers are undergoing the training.

The examination for the 17th Batch of worker-teacher Training course was held on 15th, 16th and 17th July 1966. Sri S. Ramaswamy of Tractors and Farm Equipment Madras secured the first rank. Sri. R. Venkatraman of Surgical Instruments Plant, Madras and Sri G. Ramakrishnan of Southern Railway Madras secured the second rank and Sri R. Natarajan of General Purpose Engineering workshop, Vellore secured the 3rd rank in the examination.

During the month of July Unit level classes were inaugurated at Sundaram Motors (Private) Limited, N.S. Krishna Rao Body Works Madras, North Arcot District Co-operative Sugar Mills Limited, Vadamudupet, Madras Electricity System (Distribution), Madras-2, Madras Rubber Factory, Southern Railway Head quarters Office, Madras, Engineering Workshops Arkonam and I.C.F., Madras. There were 55 unit level classes in session at the end of the month.

The worker trainees of clothing factory, Madras, English Electric Company of India Limited, Loco Works, Wheel and Rim Company of India Limited, Madras, E.I.D. Parry Limited, Nellikuppam Sundaram Motors Madras, went on an educational tour to Bangalore Mysore, Ootacamund Hyderabad. etc.

In Madras Region upto the end of July 1966 the number of worker-teachers trained was 315 and the number of worker-teachers under training was 40. The number of workers trained was 16503 and the number of workers under training was 1066.

CURRENT NOTES

SEMINAR ON INDUSTRIAL SAFETY AND OCCUPATIONAL HEALTH.

A regional seminar on Industrial Safety and Occupational Health was organised by the Madras Productivity Council in Collaboration with the Regional Labour Institute, Madras at the auditorium of the Regional Labour Institute, Adyar on 16th July, 1966. Nearly 60 delegates from Madras, Andhra, Mysore and Kerala attended the Seminar. After the welcome address by Sri P.R. Surendranathan, Regional Director, Regional Labour Institute, Adyar, there were three sessions and the following were the participants.

Session on Safety Conciousness.

- Chairman : Sri M.G. Balasubramanian, I.A.S.,
Commissioner of Labour, Madras.
- Papers read by : (1) Sri V.A. Ramachandran,
Personnel Officer,
Messrs Metal Box Co., of
India Limited, Madras.
- (2) Sri V.K. Murthy (T I S C O).
- (3) Sri K. Alippy,
Deputy Chief Inspector of
Factories and Boilers,
Kerala State.

Session on Enviornment vs Accidents.

- Chairman : Sri T.V. Lakshmanaswamy,
Chief Inspector of Factories,
Madras.
- Papers read by : (1) Sri K.L.V. Subbiah, Plant Engineer
and the Head of the Department of
Safety in the Motor Industries
Co., Ltd., Bangalore.
- (2) Sri. P.V. Viswanathan,
General Manager,
Sakthi Sugars Ltd.,
Coimbatore.

Session on Occupational Health.

- Chairman : Dr. Arjun Dass,
Medical Adviser,
E. S. S. O, Madras.
- Papers read by : (1) Sri T.R. Sreenivasan,
Superintending Inspector,
of Factories (ASR) Madras.
- (2) Dr. C.R.R. Pillai,
Madras Medical College.

Valedictory address of the seminar was delivered by Sri. M. Bhaktavatsalam. Chief Minister of Madras. Text of the speech is given below.

I am indeed very happy to associate myself with the Seminar, the subject matter of which is one of vital importance to the managements and the worker alike. I am sure the discussions on the three subjects connected with the safety, safety consciousness, environment verses accident and occupational health should have provided an opportunity to the participants to change ideas. The entire safety movement is based on the preface that accidents do not happen but are the results of unsafe conditions and unsafe costs. Accidents bring pain and misery to workers and constant suffering to their families. From the management's point of view accidents put a strain on cordial relations with their employees and that affects production also. Most of the accidents can be avoided or eliminated by little fore-thought and good housekeeping. I am happy that the National Productivity Council has decided to celebrate this month of the Indian Productivity Year as the good house-keeping month. I think this endeavour will help to reduce suffering in industries in all ways and I am sure that they will be able to drive the message right up to the lowest level of factory employees by adequate propaganda through meetings and also by exhibiting films etc.

During the past decade, there has been phenomenal expansion in the industries and industrial production in our country. We had the benefit of drawing lessons from the experience of more and more advanced industrial countries about industrial safety and occupational health. The accident rate in this state compares favourably with those of more advanced countries. Safety and accident prevention work is a collective work requiring the willing co-operation of the management, the supervisory personnel at various levels and workmen. The rapid technological developments and large scale Mechanisation will continue to forge complex problems pertaining to the safety and health of the workers in industries.

In my opinion, the number of accidents in an establishment is a true index in technical efficiency of both the management and the workers. It is essential that the ideals of Safety and Occupational Health should be propagated adequately. Madras Government with a view to create

safety consciousness in the industrial worker had sanctioned two schemes one for the state safety awards and the other for the rewards for the safety suggestions. Successful participants for the year 1963 had been given the awards. The scheme for the year 1964 and 1965 are being finalised. Government of Madras has recently sanctioned a sum of Rs. 61500/- for instituting state safety awards, on the basis of National Safety Awards and Shram-Vir State Awards which will replace the present schemes for the awards for award year 1966 onwards.

The Government of India, you are no doubt aware, have formulated National Safety Awards and Shram-Vir National Awards and the Madras State has done exceedingly well in the All India National Awards Scheme. Out of 50 Industrial Establishments selected for the National Awards, 8 are situated in the Madras State. Among the 27 selected for Shram-Vir National Awards in the entire country, 9 are employed in factories in this State. All these are a source of gratification to all concerned viz. the Managements, the employees and the Madras Factories Inspectorate which has been doing its best to propagate safety consciousness in Industrial Establishments. With further industrialisation and coming into use of more sophisticated machinery there is need for continuous vigilance to ensure that the accident rates are kept under control if not completely eliminated. This could be achieved only by a correct and full reporting of accidents by the Managements so that from the lessons out of bitter experience, that accidents of the same type are not allowed to recur. Everyone engaged in a manufacturing process should undergo a safety course so that both the conscious and sub-conscious minds are alerted to spot out the conditions that are likely to lead to accidents. It will be a good investment if the ITI boys as well as the Engineering Students even while in their Institution are put through a safety course. Occupational Health hazards are another source of Industrial health-waste. With more and more complex, chemical industries coming up, this problem will assume more importance. The management should take suitable precautions to mitigate the harmful effects of dust, fumes etc., by incorporating in their plants, layout designs that would safeguard the health of their operatives, as well as people living near the factories.

Friends, I wish to assure you that the State Government will extend its full assistance to tackle problems of safety and occupational health of workers in industries.

Let me thank you, once again for giving me this opportunity to be in your midst this evening.

MINUTES OF THE 15TH MEETING OF THE STATE LABOUR ADVISORY BOARD HELD IN "TAMIZHAGAM", OOTACAMUND ON 28TH MAY, 1966.

Present :

CHAIRMAN : Sri M. Bhakavatsalam. B.A., B.L.,
Chief Minister.

SECRETARY : Sri M.G. Balasubramanian, I.A.S.,
Commissioner of Labour.

GOVERNMENT REPRESENTATIVES :

Sri T.S. Sankaran, I.A.S.,
Joint Secretary to Government,
Department of Industries,
Labour and Housing, Madras-9. Member.

Sri O.S. Sivasankaran,
Chief Engineer (Highways &
Rural Works) Madras-5. "

Sri R.N. Basu,
Regional Labour Commissioner
(Central) Vepery, Madras-7. "

EMPLOYERS' REPRESENTATIVES :

Sri G.R. Damodharan,
Director, P.S.G. College of
Technology, Coimbatore-4. "

Sri R.N. Roy,
Technical Consultant,
The India Cements Ltd.,
Dhun Buildings, 175/1,
Mount Road, Madras-2. "

Sri C.G. Reddi, Secretary,
Southern India Millowners'
Association, Coimbatore -

on behalf of Sri N.S. Bhat,
Chairman, Employers'
Federation of Southern
India, Dare House, Madras-1. "

Sri K. Ramaswamy Mudaliar,
General Manager,
Puduthottam Estate,
Valparai P.O. (Via) Pollachi. "

EMPLOYEES' REPRESENTATIVES :

Sri R. Rengaswamy,
General Secretary,
I. N. T. U. C. Tamilnad Branch,
2/44, Royapettah High Road,
Madras-14.

Sri M. Kalyanasundaram, M. L. A.,
President, Tamilnad Trade Union Congress,
6/157, Broadway, Madras-1. Member.

Sri K. Gurumurthy,
President, Simpson Group Companies
Employees and Staff Unions,
72, Harris Road, Madras-2.

Dr. P. H. Daniel,
Working President,
Estates' Staff Union of South India,
7/7, Old Post Office Road, Coimbatore

The chairman, welcoming the members to the 15th meeting of the Board, gave a brief outline of the developments which had taken place in the field of labour in the State, since the previous meeting of the Board held on 14th and 15th September 1964 at Ootacamund. He briefly reviewed the problems which had arisen in the wake of the recent legislation on payment of bonus and also present situation in the textile industry and steps taken to reopen the closed Mills.

On a point raised by Sri M. Kalyanasundaram, whether the Circular issued by the Madras State Electricity Board asking Industrial Establishments to take up annual maintenance during the early part of June 1966 would mean that there would be a further cut in power, the Chief Minister clarified that the Madras State Electricity Board had made only a suggestion for conservation of available power in the event of there being no improvement in the storage of hydeal reserves.

In reply to a question by Sri R. Rengaswamy, the Chief Minister informed the Board that the question of the reopening of the Janardhana Mills, Coimbatore has been taken up by the Labour Department and the results would be known shortly. Regarding Sri Palamalai Renganathar Mills, Coimbatore, the Chief Minister said that it has been suggested that the Mill can get the requisite premises to restart the Mill only if the lands belonging to the Management are purchased and this might not be possible. He said that Government are constantly reviewing the position and the question of financial relief to needy units was being examined as a general issue.

On a point raised by Sri P.A. Kanniah Naidu regarding the difficulties in the textile mills in the Madurai Region, he was informed that the Commissioner of Labour would visit Madurai in June, 1966 in order to assess the situation in that region.

The subjects on the agenda for the meeting were thereupon taken up. At the request of Sri P.A. Kanniah Naidu, the question of the issue of larger rations for industrial labour (Item No. 26 on the agenda) was discussed first. The following conclusions were reached on the various subjects :—

CONCLUSIONS :

I. Recording of the minutes of the 14th meeting of the Board held on 14th and 15th September 1964.

The minutes of the 14th meeting were recorded. On a suggestion made by Sri M. Kalyanasundaram, it was agreed that the meetings of the Board would be held oftener i.e. once about in six months.

II. Action taken on the main conclusions reached at the 14th meeting of the Board held on 14th and 15th September, 1964 :

Approved, subject to the following clarifications :—

Item No. 4 : Functioning of Works Committees :
Steps to ensure proper functioning of works Committees :

On a point raised by Sri R. Rengaswamy, the Chairman said that if the member would give a detailed note, the further action to be taken as also the need for any provision for granting of exemptions in appropriate cases would be examined.

Item No. 5 (iii) : To amend the Industrial Disputes Act, 1947-

To empower the Labour Courts and the Industrial Tribunals to take up the cases even after a domestic enquiry.

On a point raised by Sri R. Rengaswamy, it was explained that it was not possible for the State Government to amend the Act without the concurrence of the Government of India. The Chairman, however, stated that the State Government would pursue the matter at the next Indian Labour Conference and see if the State Government would be left free to take up separate legislation in this regard (as envisaged in the Madras Industrial Establishments Regulation and Termination of Employment Bill.)

Item No. 9. Revision of Privilege Leave and Casual Leave with Pay for the Textile Workers in Madras State.

On a representation made by Sri R. Rengaswamy, it was clarified that the Government would examine the question further.

Item No. 10 Housing Scheme for Employees - Necessity to enact a legislation compelling the employers to provide housing for the employees on a phased programme.

In reply to a point raised by Sri P.A. Kanniah Naidu, the Chief Minister said that the matter would re-examined.

Item No. 12. The Madras Industrial Establishments (National and Festival Holidays) Act, 1958 - Payment of extra wages or Compensatory leave to be given to the workers for the National and Festival Holidays, if they fall on weekly offs.

On a point raised by Sri R. Rengaswamy, he was informed that the question of the amendment of the Act for this purpose would be looked into by the Government.

Item No. 13. Appointment of wage Board for small Industries. (Hotel Industry.).

The Board recommended that Government may consider the appointment of a Special Officer to go into the working conditions of the employment in Hotel Industry.

III. The Madras Shops and Establishments Act, 1947 - Amendment to Section 4 (1) (a) of the Act to exempt persons employed in managerial and supervisory capacity drawing more than Rs. 500/-.

While the representatives of Managements supported the proposal, the trade union representatives opposed it. It was, however, agreed that the Government could take note of the views of both the parties and arrive at a decision.

IV. The Madras Shops and Establishments Act, 1947 - Cancellation of exemption granted to the shops and establishments employing 3 and less workers from the purview of the Act.

Sri R. Rengaswamy, while giving his views on the above subject, wanted that exemption should not be granted in respect of shops and establishments employing 3 workers and less at least from Section 41 of the Act. It was clarified that even now, Section 41 was applying to such establishments.

V. The Madras Shops and Establishments Act, 1947 - Amendment to Section 4 (1) (b) of the Act so that workers whose work involves travelling in one way or the other are not denied the benefits under the Act.

The Board felt that Section 4 (1) (b) of the Act might be deleted and if necessary, exemption from the provisions of the Act might be granted in appropriate cases.

- VI. The Industrial Disputes Act, 1947: Fixation of time limit for disposal of industrial disputes.

It was clarified that the main reason for the delay in disposal of cases was due to the number of adjournments asked for by both the parties. It was considered that it was not practicable to fix a time limit. However, it was agreed that if specific cases of undue delay were brought to notice, they could be looked into.

- VII. The Industrial Disputes Act, 1947 - Rules to be framed under Section 33 (C) (2) of the Act:

It was explained that draft amendments to the Madras Industrial Disputes Rules under Section 33 (C) (2) of the Industrial Disputes Act have already been published in G.O. Ms. No. 1621 (Labour) Industries, Labour and co-operation dt. 30.3.66 inviting objections and suggestions from the public. In that connection, a point was raised that an amendment of Section 33 (C) (2) to provide for claim petitions by representatives of deceased workmen was necessary and it was agreed that the matter would be taken up for further action.

- VIII. Industrial Disputes Act, 1947: Proposal to amend Section 36 so as to enable a workman to be represented by any person authorised in the prescribed manner:

The Board was not in favour of the proposal and expressed its opposition thereto.

- IX. The Minimum Wages Act 1948 - Revision of Minimum rates of Wages for the employment in public motor transport.

The Board was informed that action was being taken to revise the minimum rates of wages for the employment in public motor transport.

- X. Constitution of Wage Boards for Road Transport Workers and Electricity Workers.

Since the Government of India were seized of the matter, it was considered that no action at State Level was necessary.

- XI. Constitution of a Wage Board for the Engineering Industry at State Level for engineering factories employing less than 50 workers. The Board felt that no Wage Board at State Level need be constituted for the Engineering Industry employing less than 50 workers.

- XII. Fixation of rationalised wages for the workers in Textile Mills other than those in the Spinning Department - Discussion at a State Level Conference of Textile Interest or by a Tripartite Committee at State Level.

Taking note of the present critical situation in the textile industry, it was felt that no useful purpose would be served by holding a conference or setting up a Committee. The Board was satisfied with the action taken by Government in appointing a Special Officer for the purpose.

- XIII. The Madras Catering Establishments Act, 1958 - Suitable Provision to be made to enable the workers to continue to get uniforms in view of the High Court Judgement.

The Board was informed that necessary amendment to the Madras Catering Establishments Act to provide for the supply of uniforms to employee was under the consideration of Government.

- XIV. The Madras Catering Establishments Act, 1958 - Amendment to Section 11 of the Act so as to include the National Holiday on 2nd October.

The Board was informed that necessary amendment to Section 11 (2) of the Madras Catering Establishments Act incorporating Gandhi Jayanthi Day as an additional National Holiday had been included in the proposed Madras Catering Establishments Amendment Bill.

- XV. The Factories Act, 1948 - Amendment of Section 78 of the Act to include the festival holidays in the minimum of 240 days for eligibility of leave.

It was explained that as the Factories Act was a Central enactment, its amendment could be considered only when other States also were in favour of the proposed amendment. It was, however, agreed that Government will place the views of the Board before the Centre.

- XVI. The Factories Act, 1948 - Annual leave with wages - Relaxation of the condition of minimum attendance of 240 days in a year.

The Board was informed of the proposed amendment of Section 79 of the Act by the Government of India providing for grant of annual leave with wages for 5 days for the workers who work for at least 3 months in a year. It was explained that it would not be desirable to liberalise the provision further, as it would encourage absenteeism in factories and lead to consequent loss in production.

- XVII. Trade Unions Act, 1926 - Recognition of Unions by Managements Unaffiliated to any of the Central Organisations.

The Board took note of the difficulties experienced in this regard and felt that only persuasive methods could be adopted.

- XVIII. The Employees' State Insurance Act, 1948 and the Scheme made thereunder - Extension of the scheme to the employees in the Plantation industry.

It was clarified that action would be taken to ensure that the existing provisions in the Plantations Labour Act in this regard were fully implemented. No further action was considered necessary.

Incidentally, the Board recommended that the question of extension of the Employees' State Insurance Act to quarries attached to factories and to bungalow watchmen, gardeners, etc. employed by the managements of factories be examined.

- XIX. The Industrial Employment (Standing Orders) Act, 1946 - The Draft Model Standing Orders appended to the Madras Industrial Employment (Standing Orders) Rules - Suggestion to remove clause No. 14 empowering an employer to terminate the services of an employee by giving one month's notice.

It was explained that as per clause 14 of the Model Standing Orders (as recently amended) appended to the Madras Industrial Employment (Standing Orders) Rules, 1947, no employer could dispense with the services of a workman with not less than one year of continuous service, except for a reasonable cause.

- XX. Association of trade union representatives in the price collection work.

It was agreed that this question might be pursued further, when the Report of the Special Committee on the computation of the cost of living index for industrial workers is taken up for consideration in October, 1966. The Chairman agreed to the suggestion of Sri. M. Kalyanasundaram that the Director of Statistics might meet the Trade Union leaders once a quarter to discuss the collection of data for fixing the Cost of Living Index.

- XXI. The Madras Court Fees and Suits Valuation Act, 1955 - Exemption from the payment of court fees for authorisation of a trade union official to represent the case in Labour Courts.

It was agreed that the question of exemption of authorisations of trade union officials in proceedings before Labour Courts from the payment of court fees on the analogy of co-operative societies might be examined. On a point raised by Sri. M. Kalyanasundaram, it was explained that the question of remission of stamp duty on settlements under the Industrial Disputes Act, 1947 was under the consideration of Government.

- XXII. Regulation of service conditions of dam construction workers in the Public Works Department.

It was explained that leave benefits were available to workers employed in Dam construction also. It was agreed that the Chief Engineer, (P.W.D.) might be consulted as to the feasibility of the extension of any other benefits to such workers.

- XXIII. Subsidised Industrial Housing Scheme - Requesting the Government of India to increase the ceiling limit for grant of subsidy.

It was agreed that the Government might be requested to take up with the Government of India, the question of raising the ceiling on at least the loan portion, on a par with Bombay under the Subsidised Industrial Housing Scheme.

- XXIV. Conversion of the State Labour Advisory Board into a State Labour Conference as the State Counter part of the Indian Labour Conference and setting up of Standing Labour Committee at State Level.

The Board felt that there was no need to change the existing pattern. It was, however, agreed that the organisations represented would be free to send an alternate delegate if and when its appointed representative was not in a position to attend a meeting of the Board.

- XXV. Usage of Tamil in the Labour Department.

It was explained that steps would be taken to print the forms for Annual Returns under the Trade Unions Act, 1926 in Tamil. It was also explained that replies are being sent in Tamil to communications received in Tamil by the office of the Commissioner of Labour.

- XXVI. Grant of larger Rations manual labour.

It was explained by the Chairman that the Government would examine the question of allowing workers 2 ounces of extra rations (one ounce of rice and one ounce of wheat) over what the general public were getting and that this would have to be confined to the factory workers in the first instance.

While on this subject, the Chief Minister announced that he would be convening a separate meeting early in July 1966 at Madras to consider the problems relating to Consumers' Co-operative Societies and Fair Price Shops in industrial establishments. It was explained that such questions as the difficulty of casual labour in plantations to get rations, the need for any special provision for the audit of the accounts of Co-operative Societies etc. could be examined then. In the meantime, members were requested to furnish relevant material for discussion at that meeting and also put forth the difficulties experienced in the working of the Co-operative Societies and Fair Price Shops.

On a suggestion by Sri S.M. Narayanan, it was agreed that the question of extension of the Payment of Wages Act to the Madras Port Trust might be examined.

AWARDS AND AGREEMENTS

MEMORANDUM OF SETTLEMENT UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTES ACT, 1947, ARRIVED AT BEFORE THE LABOUR OFFICER, VELLORE, ON 19-7-1966.

Present : Sri A. Srinivasan, B.A., B.L.
Labour Officer, Vellore.

- Name of the parties : The workers and the management of Maharaja Beedi Factories, North Arcot District.
- Representing the employer : Janab R.A. Suban, Partner, Maharaja Beedi Factory, Ranipet.
- Representing the employees :
1. Sri V. Kannan, General Secretary, North Arcot District Beedi Workers' Union, Vellore.
 2. Sri R.A. Kannan, Secretary, Walajah Taluk Beedi Workers' Union, Ranipet.
 3. Sri. R. Balan, Secretary, Walajah Taluk Beedi workers' Union, Ranipet.
 4. Sri. K.V. Perumal. President, Walajah Taluk Beedi workers' Union, Ranipet.
 5. Sri A.K. Yogalingam, Assistant Secretary, Walajah Taluk Beedi Workers' Union, Ranipet.
 6. Sri K.S. Suban, Secretary, Kaveripauk Beedi Worker' Union, Kaveri pauk.
 7. Sri. S.K. Narayanan, President, Kaveripauk Beedi works' Union, Kaveripauk.

Short recital of the case :

An industrial dispute arose over the non-provision of work by the management of Maharaja Beedi Factories, North Arcot District and after

AWARDS AND AGREEMENTS

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final conciliation, a conciliation failure report was sent to the Government. In the meanwhile both the parties having expressed their willingness to sign a settlement under section 12 (3) of the Industrial Disputes Act, 1947, a settlement was arrived at under the following terms :

Terms of settlement :

(1) The average of beedi leaves should be taken in the following manner :

- (a) One Kg. of beedi leaves should be taken and cut in the presence of the workers representatives at Ranipet Head Office and average arrived at per unit of 1000 beedies.
- (b) A reasonable margin of 100 to 150 cut beedi leaves shall be allowed for every 1000 beedies.
- (c) In the event of issue of a different variety of beedi leaves, average will be taken afresh.

(2) If the workers tender less number of beedies as per the average, the workers shall be warned for the first occasion and if he still does the same thing, he will make good the loss of shortage of beedi leaves.

(3) The wages for rolling beedies shall be continued to be paid at the rate of Rs.2/- per 1000 beedies till the same is decided finally by the High Court in W.P.No. 1764/66 which has been filed against the Award of Industrial Tribunal in I.D. No.48/65 without prejudice to the legal rights of both the parties.

(4) Both the parties agree to file a joint application to the Secretary to Government, Department of Industries, Labour and Housing, Madras, through the Commissioner of Labour, Madras, to drop further action on the failure report Rc. No. 1356/66 dated 5-7-'66 of the Labour Officer, Vellore, addressed to the Secretary to Government, Department of Industries, Labour and Housing, Madras, through the Commissioner of Labour, Madras.

(5) The workers of factories Nos. (1) 12, Trunk Road, (2) No.1, Earicheri Road, (3) No.86, Gandhi Road and (4) No.37, vandimedu Street - all of Ranipet, should tender the rolled beedies in account at No.36, Vandimedu Street, every day and not in the respective factories.

(6) The Management agree that there will not be any victimisation of the workers of the factories who participated in stay-in-strike, picketing, hunger strike and demonstrations etc.

(7) If there are any practical difficulties, both the management and the union will talk among themselves and settle the matter amicably.

(8) The leaves shall be distributed before 22-7-66.

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

- (1) Chakraborty (P)
Indian Central Wage Boards - Analysis
Quins book, Company, Calcutta-5.
Rs. 6.50 p.
- (2) Soonavala (J.K.)
The Supreme Court on Industrial Law
N.M. Tripathi (Private) Limited, Bombay
p.p. 1295 Rs. 50

IMPORTANT ARTICLES

- (1) Bala (M S)
Retrenchment, Last Come, first go
Capital Vol. CLVI-3917 June 30th 1966
- (2) Kudchedhar (L S)
Whose responsibility is industrial peace
Labour Gazette, Maharashtra Vol. XLV No. 8
April 1966
- (3) Mhetras (VG)
Code of discipline in industry,
Labour Gazette, Maharashtra Vol. XLV No.8 April 1966
- (4) Dr. Brown (Murray C)
Hazards in the workplace
American Labour Review Vol. XIX No.8 August 1966
- (5) Warriar (S.K.)
Industrial Engineering as an aid to higher productivity
Productivity Review Vol.3 No.1 May/June 66.

Salient Points In The Annual Report On The Working Of The Industrial Disputes Act, 1947 For The Year 1965.

Labour Policy: The labour policy of the State was governed by the guiding principles of the Third Five Year Plan. Tripartite decisions like the Industrial Truce Resolution, Code of Discipline etc. were continued to be implemented.

Personnel: Sri M.G. Balasubramanian, I.A.S., continued to be the Commissioner of Labour and Register of Trade Unions during the year.

Industrial relations: The state of industrial relations was satisfactory during the year.

2. The Officers of the Labour Department received 6,396 disputes during the year. Of this they settled 1013 disputes by conciliation and 5446 through mediation. The corresponding figures for 1964 were 1186 and 5787 respectively.

The statement below indicates the total number of disputes raised and settled by conciliation or mediation in the year under review as compared to 1964.

	1964	1965.
1. Number of complaints received	7273	6396
2. Number of disputes settled by conciliation.	1186	1013
3. Number of disputes settled by mediation.	5787	5446
4. Number of disputes referred for adjudication.	194	234
5. Number of disputes referred for arbitration under section 10-A of the I.D.Act.	1	—

Out of 234 cases referred for adjudication during 1965, 108 disputes relate to discharges and dismissals.

Important disputes settled during the year: Among the important industrial disputes settled during the year under review, mention may be made of the following:

1. A settlement on the payment of bonus to the workers in the Madurai Mills Company Ltd., for 1964 was reached before the Deputy Commissioner of Labour, Madurai on 9th March 1965, between the management and 32 unions representing the workers;

2. An interim arrangement for the payment of an advance towards bonus to the plantation workers for 1964 was effected as a result of an understanding before the Commissioner of Labour on 2nd September 1965 whereby the workers were paid 4% of their annual earnings, subject to a minimum of Rs.40/-

Awards: Awards relating to 206 cases were published by the Government during the year.

Strikes and Lock-outs: There were 145 strikes and lockouts during the year out of which 2 strikes continued from the previous year. There were 145 stoppages of work involving 54,705 workers resulted in a loss of 4,71,086 mandays.

Prosecutions: During the year under review, the Government sanctioned the prosecution of 5 managements for non-implementation of awards, settlements etc.

Recoveries: Recoveries under section 33-C(1) of the Industrial Disputes Act were ordered by Government in 117 cases.

Public Utility Services: The following industries were declared as public utility services for purposes of the Industrial Dispute Act, 1947, from time to time.

1. All Labour in minor ports.
2. Leather, Oxygen and Acetylene industries.
3. Sugar industry.
4. Motor Transport services.
5. Cotton textile industry.
6. Cement industry.
7. Iron and Steel.
8. Services in hospitals and dispensaries.
9. Fire brigade service.
10. Dhal mills and mills producing flour used as food stuff.
11. Rice mills and mills producing oil used as food stuff.
12. Milk and milk products.
13. Fertiliser industry.
14. Banking industry.

Evaluation and implementation Committee: The State Evaluation and Implementation Committee of which the Commissioner of Labour is the Chairman and the Assistant Commissioner of Labour is the Secretary, met twice during the year. So far 257 managements, 963 unions and 24 local bodies have ratified the Code of Discipline.

NOTIFICATIONS

Date of Coming into Force of Madras Workmen's Compensation (Occupational Diseases) Rules, 1964.

(G. O. Ms. No. 3005, Industries, Labour and Housing (Labour),
18th July 1966.

II-I No. 2912 of 1966

In exercise of the powers conferred by sub-rule (2) of rule 1 of the Madras Workmen's Compensation (Occupational Diseases) Rules, 1964, the Governor of Madras hereby appoints the 1st day of August 1966 as the date on which the said rules shall come into force.

Committee to Review Welfare Schemes

Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) New Delhi, dated 5th August 1965.

RESOLUTION

LWI-I 30(3)/65.—In order to examine the functioning of the various welfare schemes in operation in industrial establishments and to suggest improvements, the Government of India have decided to constitute a Committee to go into all aspects of the matter and to make recommendations to Government. The composition of the Committee will be as follows:—

Chairman

1. Shri E. K. Malviya.

Members

2. Shri T. V. Anandan, Member Rajya Sabha.
3. Shri P. Basi Reddy, Ex-M.L.A. Cuddapah, Andhra Pradesh.
4. Shri Nathiune Ram M.L.A., Chaibasa, Bihar.
5. Coal Mines Welfare Commissioner, Dhanbad.
6. Shri B. B. Nag Deputy Secretary, Ministry of Industry and Supply.
7. One representative of the Ministry of Railways.
8. One representative of the Ministry of Mines and Metal.
9. Shri A. S. Nag, Deputy Secretary, Government of West Bengal, Department of Labour.
10. Welfare Commissioner, Maharashtra Welfare Board, Bombay.
11. Commissioner of Labour, Madras.
12. Shri Ram Agarwal (All India Manufacturer's Organisation).
13. Shri R. Lall (Indian Mining Association, Calcutta).
14. Shri V. I. Chako (All India Organisation of Industrial Employers).
15. Shri V. V. Dravid (Indian National Trade Union Congress).
16. Shri Phani Ghose (Hind Mazdoor Sabha).
17. Shri K. G. Srivatsava (All India Trade Union Congress).

The eighteenth member will be Member-Secretary whose nomination will be announced later.

2. The terms of reference of the Committee will be as follows :—

(a) to review the functioning of various Statutory and non-statutory welfare schemes in Industrial establishments both in the private sector and public sector, including mines and plantations;

(b) to make such recommendations as may be deemed necessary to improve the functioning of the existing welfare schemes or for introducing new schemes;

(c) to examine and suggest industries where welfare funds like coal mines welfare fund and mica mines welfare fund can be created;

(d) to suggest measure for introducing welfare schemes for rural labour in general with particular reference to agricultural labour; and

(e) to consider any other related matters that the Committee may deem fit.

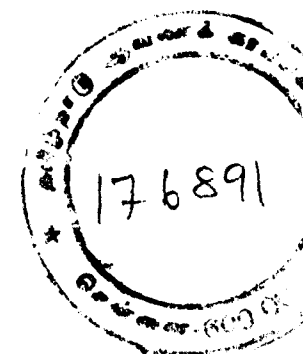
Statement showing the list of Standing Orders Certified by the Deputy Commissioners of Labour, Coimbatore, Madras and Madurai during the quarter ended 31—3—66.

S. No.	Name of the Industrial Establishment to which the Standing orders certified.	Date of Certification
(1)	(2)	(3)
1.	The Rengappan Printing Mills, Erode.	31—1—66
2.	Lakshmi Rice Mill and Match Factory, Somanur.	19—2—66
3.	Hindustan Foto Mount Company, Erode.	28—2—66
4.	Textiles Finishing Co., Unit, A, Erode.	28—2—66
5.	Sri Ramakrishna Ginning and Oil Mills, Madalipalayam.	24—3—66
6.	Sri Andal Engineering works, Komarapalayam, Salem District.	31—1—66
7.	Kadirvel Sago Factory, Veeraganur Road, pudupet Athur.	28—2—66
8.	Venkatachalapathy Sago Factory, Thadarayapuram, Athur Taluk.	28—2—66
9.	Sri Andavar Rice and sago Factory, Kamakkapalayam, Athur Taluk.	28—2—66
10.	Navarathna Mills, Trichy Main Road, Dhasanaickenpatti, Salem Taluk Salem.	28—2—66
11.	Jabbar Motor Works, 2, Komaraswamypatti, Salem.	28—2—66
12.	S. R. A Oil Mills, 4-7-1-B1, Sellandiamman Koll St., Idapadi, Salem District.	28—2—66
13.	Sri Balakrishna Rice & Sago Factory, Talaivasal, Athur Taluk.	28—2—66
14.	Sri Dhanalakshmi Rice Mills Ltd., 154 Sankagiri Main Road, Salem-2.	28—2—66
15.	Sri Gopalakrishna Company Art Silk Ribbon Manufactures Vendandapalayam, Komarapalayam (Post) Tiruchengode Taluk.	28—2—66
16.	Sri Jayam Textiles, 1-34/64-B Namakkal Road, Tiruchengode.	28—2—66
17.	Sri Rajeswari Sago Factory, Gangavalli Athur Taluk.	28—2—66
18.	Sri Ranganathar Sago Factory, Ariagoundenpatti, Rasipuram Taluk.	28—2—66
19.	Gajalakshmi Sago Factory, Koneripatti, Thammampatti, Athur.	28—2—66
20.	Sri Palaniappan Rice Mills, 44/2, North Udayarpalayam Athur.	28—2—66
21.	Sri Kallasanathar Sago Factory, Oduvankurichi, Rasipuram Taluk.	28—2—66
22.	The United Coffee Supply Co., Limited, Coimbatore.	28—2—66
23.	Rightalds (Orient) Private Limited, Super A-7, Industrial Estate Guindy, Madras-32.	22—2—66 (Amendment)
24.	Transformer and Switchgear Limited, India Chamber Buildings, Madras-1	22—2—66 (Amendment)

(1)	(2)	(3)
25. Eastern Ore Corporation, Medavakkam Tambarm Post.	22-2-66 (Regular)	
26. Lucas-T. V. S. Limited, Padi, Madras-56	22-2-66	
27. Tube products of India, Avadi, Madras 54.	22-2-66	
28. Hivelm Industries (P) Limited, Guindy, Madras-32,	5-3-66	
29. Ultramarine and Pigments Limited, Ambathur.	5-3-66	
30. Madras Rubber Factory, Limited, T. H. Road Madras-19.	12-3-66 (Amendment)	
31. Alavai Industries Private Limited, Madurai.	31-1-66	
32. S. V. Sankaralinga Nadar Dhall and Flower Mills, 151-Ramnad Road, Madurai-4	31-1-66	
33. Pandian Rice Mill, 18, Khaja Street, Madurai.	19-2-66	
34. The Madurai Mosaic Industries, A-3. Government Industrial Estate, Madurai-7.	19-2-66	
35. Aruna Machin Tools, No. II Super-B, Industrial Estate, K. Pudur, Madurai-7.	19-2-66	
36. Subramaniam and Company, C-15 Industrial Estate, K. Pudur, Madurai-7.	19-2-66	
37. Thiruvalar Spining Mills, L. N. Samudram Post, Karur.	31-1-66	
38. Usha Radio Manufacturers, Ariyamangalam, Tiruchy.	28-3-66	
39. Tajmahal Boiler Rice Mill, Industrial Colony P. O. Tiruchy.	21-3-66	
40. Sreenivas and Company, Tiruchy,	28-3-66	
41. The Tiruchy Co-operative Motor Transport Society for E-servicemen Limited, Tiruchy.	28-3-66	
42. Seenavana and Company (1957), Levingipuram Salt Factory, Uppalam Road, Tuticorin-1.	31-3-66	
43. Lakshmi Match Works, Sankaran Koil, Tirunelveli District.	19-2-66	
44. New Jhothi Match Industries, Pazhankottai, Sankarankoil Taluk, Tirunelveli District.	19-2-66	
45. Victoria Match Industries, Kovilpatti.	28-3-66	
46. Annamalaiyar Match works, Kalugumalai, Kovilpatti Taluk, Tirunelveli District.	28-3-66	
47. B. Sambandam and Company, Cuddalore O. T.	28-3-66	
48. Thanjavur Textiles Limited, Thanjavur.	31-3-66	
49. Aruppukottai Straw-Board workers' Co-operative Cottage Industrial Society Limited, Tiruchuli Road, Aruppukottai, Ramnad District.	19-2-66	
50. Sri Nithyakalyani Textiles Limited, Tiruvadanai	19-2-66	
51. Sree Nagalinga Vilas Oilmills, 123 (2) Katcheri Road, Virudhunagar.	28-3-66	

Statement showing the List of Standing Orders Certified by the Deputy Commissioners of Labour, Coimbatore, Madras and Madurai during the quarter ended 30-6-66.

S. No.	Name of the Industrial Establishment to which the standing orders certified.	Date of certification
(1)	(2)	(3)
1.	Seshasayee Paper and Boards Limited, Pallipalayam, Salem District.	22-4-66
2.	Bharathan Publications (Kalki press) Kilpak, Madras-10.	30-4-66 (Amendment)
3.	Tiruchi Steel Rolling Mills Limited, Tiruchi.	30-4-66
4.	Sri Gannapathi Rice Mill, Vengur Village, Thiruverambur, (via) Tiruchy.	31-5-66
5.	Sri Visalakshi Mills Limited, 'B' Mills, Velangudi Madurai District.	30-4-66
6.	Everest Rice Mill, 156, Tiruparangundram Road, Palanganutham, Madurai-3.	31-5-66
7.	Sri Gunamali Vilas Power Tin Factory, Sulakarai, Virudhunagar.	30-4-66
8.	The Kovilpatti Co-operative Marketing Society Limited, Ginning Factory, Kovilpatti.	31-5-66



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 June, 1966.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of Disputes. (4)	Terms of Settlement. (5)
1.	Catherine Falls Estate, Aravenu P. O.	18-6-66	Settlement of Accounts of the worker Sri Gnanamuthu.	The management agreed to pay a sum of Rs. 1501/- in full and final settlement of all his claims against the management, calculated on the basis of the wage Board Recommendation for the salary of the staff of that worker's category.
2.	Hardothorai Tea Factory, Kolagiri.	15-6-66	Supply of Uniforms.	The management agreed to supply one set of uniform to all their Factory workers every year before 15th July.
3.	Glandale Estate, Kateri P. O., Coonoor.	13-6-66	Retirement of two workers.	As a special case the management agreed to give work till 30-6-67 and the workers will be retired on that date.
4.	Mailoor Estate, Kullakumby P. O.	11-6-66	Settlement of Accounts to worker charged for misconduct,	The management agreed to pay a sum of Rs. 850 in full and final settlement of all claims of Sri Thampan, against the management except Bonus.
5.	Bennkal Estate, Coonoor-2.	9-6-66	Payment of plucking incentive and uniform.	The management agreed to pay the plucking incentive at the rate of 7½p. per kg. over and above 10 kilos, to supply two sets of uniform to all the permanent factory workers, and also to supply free liquid Tea to all the field workers from 1-7-66.
6.	Prospect Estate, Naduvattam P. O.	7-6-66	Suspension of workers.	The management agreed to reduce the period of suspension of one worker from 30 days to 12 days and another worker from 10 days to 7 days.
7.	Dedehallah Tea Gardens, Ootacamund.	1-6-66	Charter of demands.	The management agreed to pay the men and women workers an increase of 14 n P. with effect from 1-4-66 which would be adjusted in the wage increase recommended by the Tea Wage Board to pay the way expenses with effect from 1-4-66 at the revised rates of Rs. 7% per worker, and also to settle the other demands as detailed in the settlement.
8.	M/s Spencer and Company Madras	6-6-66	Suspension of two workers.	The management agreed to reduce the period of suspension to 5 days in respect of Sri K. Velu and Smt. Lakshmi and pay them the wages for the day of suspension over and above five days.
9.	P. L. Inayathulla Beedi Factory, Gudiyatham.	13-6-66	Increase in wages.	The management agreed to pay Rs. 2.25 per 1000 beedies.
10.	Sri Lakshmi Devi Silk Twisting Factory, Vellore.	17-6-66	Closure of the Factory	The management agreed to take back all the 3 workers if they start working of the Factory, with continuity of Service and in case they are unable start work, they agreed to pay compensation according to the year of Service of the workers.
11.	Crown Talkies, Vellore.	23-6-66	Non-employment of a worker.	The management agreed to pay Rs. 400/- (Rupees four hundred) as compensation to the worker Sri A. Govindan, in full and final settlement of all his claims.
12.	Textool Company Limited, Ganapathy, Coimbatore.	9-6-66	Charter of demands	The management agreed to pay an interim advance of Rs. 25/- per month to piece rates moulder and Rs. 30/- to each piece rates per month on 10-6-66 and this amount will be paid every month and the above interim advance will be adjusted as per the terms of the final decision is taken by the Committee appointed by the Award dated 23-1-66.

(1)	(2)	(3)	(4)	(5)
13.	Nallacattu Estate, Valparai Post.	22-6-66	Dismissal of worker.	It is agreed that the worker Sri Arumugam shall be taken back to work in any one of the estates under their management and treated to be as a fresh worker with effect from 1st July 1966 and also to transfer his wife Smt. Kannammal to the estate where he is employed.
14.	New City Engineering Works, Coimbatore-9.	30-6-66	Dismissal of worker.	Both the parties agreed to leave the issue of. Dismissal of Sri C. Thigarajan for arbitration by Labour Officer-1 Coimbatore to settle all the claims of 5 workers mentioned in the settlement and also to give work to the other workers who are regular in muster-roll as detailed in the settlement.
15.	Madura Mills Company Limited, Madurai.	8-6-66	Suspension of workers Pappiah and Samuel.	The parties agree for the informal arbitration of Sri C. N. Viswanathan, Labour Officer, Madurai and abide by his decision on the issue relating to the suspension of the workers.
16.	M/s. M. K. Krishnamoorthy Power Loom Factory, Madurai.	9-6-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 160/- to Sri Velu Thevar, Maistry in full and final settlement of all his claims against the management including the claim for reinstatement in Service.
17.	Venkatesa Litho Printers, Sivakasi	20-6-66	Non-employment of a workers.	The management agreed to pay Sri V. K. Arumugaswamy. Rs. 150/- in full and final settlement of all his claims against the management.
18.	Hussain Litho Press, Sivakasi.	29-6-66	Non-employment of a worker and suspension etc.	The management agreed to pay a consolidated amount of Rs. 200/- to Sri K. Samayan, in lieu of reinstatement as compensation in full and final settlement of all his claims, to treat the period of suspension of Sri G. Sundararajan as duty except for the period from 20-4-66 to 26-4-66 and to refund Rs. 6.54 to Sri K. Gurusamy and to treat the balance of Rs. 10/- as recovery for damages caused by him.

(1)	(2)	(3)	(4)	(5)
19.	Freedom Press, Madras-21.	3-6-66	Non-employment of a worker.	It is agreed that Sri G. Chockalingam will be paid Rs. 300/- in full and final settlement of all his claims including the right for reinstatement.
20.	M/s Essen Metal Works, No. 3 North Wall Street, Madras-1.	7-6-66	Revision of wages Bonus gratuity etc.	The management agreed to introduce a gratuity scheme detailed in the settlement and to pay annual increment of 62 paise and 37 paise respectively in 1967 to those workers who were given 50 paise and 25 paise in April 66.
21.	Madras Pencil Factory, Madras-31.	7-6-66	Revision of wages, Pay- ment of Bonus for 64-65 and gratuity etc.	It is agreed that the workers will be paid one month's basic wages as on 30-9-65 in addition to two months basic wages already paid as additional bonus for 1964-65.
22.	International Metal Works, Kondithope, Madras-1.	11-6-66	Settlement of Accounts.	The management agreed to pay a sum of Rs. 300/- (Rupees three hundred only) to the Secretary, Engineering and Foundry worker's Union for disbursement to its workers as in full and final quit of all the claims of the workmen including re-instatement.
23.	M/s V. Alagiriswamy Chetty Carting Agent, 23-A & 79 Suryanarayana Chetty Street, Madras-13.	13-6-66	Revision of Wages, Pay- ment of Bonus for 64-65 & gratuity etc.	The management agreed to pay the arrears of bonus amounting to Rs. 20/- per head in full and final settlement of Bonus claim to 1964-65 and for 1965-66 the workers will be paid Rs. 70/- each as bonus. The existing piece rate wages will continue and the existing minimum guarantee wages of Rs. 2.50, Rs. 3/-, Rs. 3.50 will be revised as Rs. 3/- Rs. 3.50 and Rs. 4/- respectively. Gratuity will be paid as detailed in the settlement.
24.	Best Industries, No. 7, Peria Nayan Street, Madras-1.	15-6-66	Non-employment of certain workers	The management agreed to pay Rs. 1350 to the president of the union who will disburse the amount to 14 workers mentioned in the settlement of all their claims.
25.	M/s Ashok Transport, No. 66, Gollawar Agraharam Road, Madras-1.	15-6-66	Non-employment of certain workers.	The management agreed to pay Rs. 200 to Sri M. Govindasamy and Sri K. Govindasamy towards compensation in full and final settlement of all their claims.

(1)	(2)	(3)	(4)	(5)
26.	M/s Rathod Trading Company 21, Tholasingam Street, Madras-1	18-6-66	Revision of wages, Dearness allowance Bonus etc.	The management agreed to pay towards Bonus for 1964-65, an amount equivalent to 2½ months basic wages on the basis of the basic wages paid on the eve of Deepavali 1965 and that for 1965-66 & 1966-67 & 1967-68 an amount equivalent to 2½ months basic wages will be paid in 2 instalments and the other demands are settled as detailed in the settlement.
27.	Mohamed Auser Taxi Owner	20-6-66	Non-employment of Sri K. J. Joseph.	The management agreed to pay Rs. 125/- to Sri K. J. Joseph in full and final settlement of all his claims
28.	Eso Standard Eastern INC. Madras-1.	23-6-66	Non-employment of Over-time wages.	The management agreed to pay four hours overtime for inconvenience instead of two hours of overtime for inconvenience as promised.
29.	M/s Harrison and Company, 167, Broadway, Madras-1.	24-6-66	Non-employment of a Woman worker.	The management agreed to pay Rs. 300/- to Smt. Kamala in full and final settlement of all the claims.
30.	M/s Weldon Press, Madras-21.	25-6-66	Non-employment of a worker.	The management agreed to pay Rs. 150/- to Sri D. Sarangapani in full and final settlement of all his claims.
31.	M/s South India Metal Works and Rolling Mills, No. 32, Shaik Maistry Street, Madras-13	28-6-66	Revision of wages Dearness Allowance etc.	It is agreed that the management will pay an adhoc increase of 25 paise per day for each of the permanent workers on their existing consolidated wages with effect from 1-7-66 and another increase of 25 paise with effect from 1-7-67.
32.	M/s Hoe and Company Stringer Street, Madras-1.	30-6-66	Non-employment of a worker.	The management agreed to reinstate Sri K. Subramaniam, Pressman with continuity of service with immediate effect.
33.	South India Co-operative Spinning Mills Limited, Pettai, Tirunelveli-4.	10-6-66	Change of Court system from French court to English court etc.	The revised work assignment is detailed in the settlement.
34.	Ramanil Lorry Transport, Tirunelveli.	20-6-66	Non-employment of a worker.	The management agreed to pay Rs. 50/- to Samuel, in full and final settlement of all his claims

(1)	(2)	(3)	(4)	(5)
35.	Model Carpentry work shop, Pathamadai	25-6-66	Dismissal of two workers.	The management agreed to take back Sarvasbri Rathnam and Muthusamy for work and to treat the period of unemployment as leave on loss of pay.
36.	Jayantha Press, Marthandam	4-6-66	Settlement of Accounts of two workers.	The management agreed to pay one month's pay plus half month's pay to workers in token of their 15 months past service and the workers Thangaraj and Karthikeyan agreed to receive the amount of Rs 90/- and 67.50 in full and final settlement and also agreed to pay a sum of Rs. 25/- each towards rent to the management.
37.	B. K. P. M. Bus Service Krishnagiri.	11-6-66	Charter of demands.	The management agreed to confirm all the temporary workers who have completed one year of service
38.	Sree Rajendra Mills Limited, Salem.	20-6-66	Disput over Superannuation of a worker.	Both the parties agreed that the worker Sri V. K. A. Chidambaram to be sent to the District Medical Officer Salem for certification of his age at management's cost and if his age is certified as below 58 the worker is to be reinstated with continuity of service and if the age is certified as 58 and above the union has to drop the issue excepting the question of wages for the period of employment.
39.	Salem Cafe, Salem	17-6-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 160/- to Sri A. Chennadurai in full and final settlement of all his claims including reinstatement.
40.	K. S. Inayath, Beedi Factory, Idappadi.	25-6-66	Non-employment claim.	The management agreed to pay Rs. 400 as compensation to the workers for non-provision of work from 5-6-66 to 15-6-66.
41.	Sri Ambika Press, Salem The Literary Press, Salem Ramani Power Press, Salem Sri Mumar Printing works Salem Ramalingam Power Press, Salem. Court Press, Job Branch, Salem.	30-6-66	Charter of Demands.	The management agreed to pay 25% increase in emoluments with effect from 1-4-66, as detailed in the settlement and 10% increment, on 1-4-67 on 1-4-68 and on 1-4-69.

(1)	(2)	(3)	(4)	(5)
42	Ultramarine and Pigments Limited, Ambattur, Chingleput District.	3-6-66	Bonus.	The management agreed to pay 10% of the total annual wages of each of the workers as Bonus for accounting year ending 1-9-65.
43.	Sarada Studios, Arcot Road, Madras-26.	6-6-66	Non - employment of a worker.	The management agreed to pay Rs. 127.50 to Sri C. Bhoopathy Carpenter in full and final settlement of all his claims.
44.	Jammi Pharmaceutical Factory Arcot Road, Saligram, Vadapalani-P. O.	7-6-66	Bonus	The management agreed to pay 2½ month's basic wages as Bonus for 1964-65 who have put in one year of service and more and for the workers who have put in less than one year of service, bonus to be paid proportionally. The workers agreed for the deduction of advances from the Bonus payable under this settlement.
45.	The Madras National Engineering Works, No. 105, Trunk Road, Poonamallee.	8-6-66	Bonus.	The management agreed to pay one month's basic wages as advance towards Bonus for 1966-67.
46.	'Revathi' Lessee of Prakash Studios, Vadapalani, Madras-26.	14-6-66	Increase in pay.	The management agreed to pay an adhoc increase of Rs. 1½/- to all workers who have completed one year of service and of Rs. 10/- to workers who have not completed one year.
47.	Neela Industries, Pallavaram.	20-6-66	Non-employment of Sri S. Narasimhalu	The management agreed to pay a sum of Rs. 128/- in full and final settlement of all the claims of the worker.
48.	Thairiyam Physiotherapy and Rehabilitation Centre Neelagarai, Chingleput.	22-6-66	Non-employment of two workers.	The management agreed to pay Rs. 90 to M. Mutis in full and final settlement of all his claims.
49.	A Pushpavathi Ammal, Taxi Owner, Saint. Thomas Mount, Madras-16.	24-6-66	Non-employment of a workers.	The management agreed to pay Rs. 150/- in full and final settlement of all the claims of Sri V. Kannappan.

(1)	(2)	(3)	(4)	(5)
50.	Ravi Paints and Chemicals Limited Tiruvottiyur, Madras-19.	27-6-66	Charter of Demands.	The management agreed to introduce wages scales and Dearness allowance as detaild in the settlement and to confirm the workmen who have completed 1 year of service and to settle the other demands as per agreement.
51.	Modern OFF Set Press, Wallaja Road, Madras-2.	1-6-66	Non-employment of a worker.	The management agreed, to pay Rs. 1750/- to Seethanathi, Artist, in full and final settlement of all his claims including Bonus.
52.	Jupiter Press Private Limited, 100 C Mount Road, Madras-18.	1-6-66	Retrenchment of a worker.	The management agreed to pay Rs. 700/- to Sri Arul in full and final settlement of all his claims.
53.	Madurai Industrial Engineering Company No. 51/6 General Patters Road, Madras-2.	1-6-66	Charter of Demands.	The management agreed to increase the wages of the workmen as per the settlement and also to pay Retrenchment compensation and other dues to the six workers. mentioned in the settlement.
54.	Reliance Motors Private Limited, 151, Mount Road, Madras-2.	3-6-66	Bouns.	The management agreed to pay 5 months basic wages and bonus for 1965-65 and to pay proportionate bonus to the workers who have put in less than one year service.
55.	Krishna Silk Emporium 141-142, Arcot Road, Madras.	4-6-66	Non employment of two workers.	The management agreed to reinstate Sarvashri M. Ghouse and M. Abdulkhader with continuity of service but without back wages.
56.	Interational Talkies Equipment Company Private Limited, 18, mount Road, Madras-2.	7-6-66	Non-employment of a worker.	The management agreed to pay Rs. 2500/- to C. R. Sastri in full and final settlement of all the claims including reinstatement.
57.	Sudio Department of Gemeni Pictures Circuit Private Limited, Madras.	7-6-66	Charter of demands.	The management agreed to pay a Dearness Allowance of Rs. 60 p.m. to introduce basic wages, to pay Annual increment, personal pay as detailed in the settlement and also to settle the other demands as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
58.	Poly Ene General Industries, 11-A, Unit, Industrial Estate, Guindy, Madras-32.	8-6-66	Non-implementation of the Award of the Labour Court.	The management agreed to pay an Adhoc increase of Rs 5/- in the basic salary with effect from 1-4-66 and to take back into work Sri K. Shanmugan, with effect from 1-6-66 and to pay 4 days wages for the non-employment period.
59.	K. M. Parthasarathy Chettiar, Oil Mill and Provision Stores, Purasawakam High Road, Madras-7.	9-6-66	Introduction of a gratuity scheme.	The management agreed to introduce a gratuity scheme as detailed in the settlement.
60.	Common Finishing Shop. Madras-32.	10-6-66	Non-employment of a worker.	The management agreed to provide employment to worker Sri Syed Abbas on condition that the worker should tender an apology letter for his misconduct.
61.	Baliga Lighting and Equipment (Private) Limited, C. 39-40, Industrial Estate, Guindy, Madras-32.	11-6-66	Non-employment of five workers.	The management agreed to pay Rs. 240/- in full and final settlement of all the claims of the worker Sri Ramalingam and to reinstate the workers Sri K. Paulraj, G. Mohan and A. Russal with continuity of service, without back wages.
62.	Resa Radio Company, Guindy, Madras-32.	13-6-66	Non-employment of a worker.	The management agreed to pay Rs. 250/- apart from a sum of Rs. 66/- already paid to the worker S. Subbiah, in full and final settlement of all his claims.
63.	Nu Bellic Brassiers 2/12A South Bank Street, Madras.	21-6-66	Non-employment of certain workers.	The management agreed to pay one month and seven and half days wages to each worker in full and final settlement of their claims.
64.	Kumar Tailoring House, 11-A Agiz Mulk Street, Madras-6.	28-6-66	Non-employment of a worker.	The management agreed to reinstate the worker Sri K. Ramamurthy into service with continuity of service and to pay 10 days back wages.
65.	Azhager Printers, Chidambaram.	4-6-66	Dismissal of a worker.	The management agreed to reinstate Sri M. Irudaya Raj with continuity of service and also to pay one month's bonus for the year 1965.
(1)	(2)	(3)	(4)	(5)
66.	Kanakasabai Sewing Thread, Chidambaram.	4-6-66	Non-employment of a worker.	The management agreed to reinstate Sri S. Gopalan with continuity of service as on 4-6-66 and both the parties agreed to the informal arbitration of the Labour Officer, Tiruchirappalli regarding payment, of wages for the period of non-employment.
67.	M. Mohamed Ismail, Lorry Owner, Tiruchirappalli-5.	14-6-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 450/- to Sri R. Govindaswami, in full and final settlement of all his claims.
68.	Karur Municipality, Karur.	15-6-66	Charter of demands.	With regard to the permanency of 12 workers, 3 workers have already been appointed permanently and names of the other nine workers may be included in the approved list of 'Substitute Sanitary workers' by the Municipality.
69.	Kothari Sugars and Chemicals Limited, Kattur.	2-6-66	Charter of demands.	The management agreed to give first preference to seasonal workers engaged during the past off season to pay Rs 2/- per day as wages to the regular cane farm workers and also to settle the other demands as detailed in the settlement.
70.	Nizam Tobacco Company, Pudukottai.	18-6-66	Non-employment of a worker.	The management agreed to reinstate Sri P. V. Rajagopal with continuity of service from 20-6-66 and also to pay wages Rs. 2/08 per day being the wages for packetting 0.06 NP. packets.
71.	Executive Engineer, Public Works Department, Pattukottai.	21-6-66	Charter of Demands.	The management agreed to appoint Sri K. Arumugam on 1-7-66 as per the seniority in the S. H. I. P. division with continuity of service and to settle other demands as detailed in the settlement.
72.	Thulasidas Murarjee and Company at Vijayalakshmi Cotton Press, Peelamedu, Coimbatore.	27-6-66	Non-employment of workers.	Since the management have decided to close down their Factory, they have agreed to give compensation as per section 25 of the Industrial Disputes Act and other benefits admissible to the workers.

(1)	(2)	(3)	(4)	(5)
73.	Titan Paints and Varnish Company Limited, Podanur, Coimbatore District.	6-6-66	Retrenchment of workers.	The management agreed to take back Sri N. N. Shanmugam in the place of a Junior worker who has to be retrenched in his place and no back wages to be claimed for the period of non-employment.
74.	Sri Meenakshi Mills Limited, Madurai.	3-6-66	Change of post.	Both the parties agreed that Sri M. Velupillai, an 'Oiler' in the cleaner Gang to be designed as 'Fitter Cooly' and to be posted in one of the shifts independently for six months under the watch by the shift Assistant, and if his work was found satisfactory he will be named as Assistant Fitter.
75.	Management of 1. Vani Vilas Hotel, Dindigul 2. Manickavasagam Canteen, Dindigul. 3. Athi Bhavan, Dindigul. 4. Sri Rama Cafe Dindigul. 5. Jayalakshmi Bhavan Dindigul. 6. Ganesa Vilas, Dindigul. 7. New Lakshmi Bhavan Udiipi Hotel, Dindigul. 8. Hotel Ajantha, Dindigul. 9. Marathi Cafe, Dindigul.	8-6-66	Demand for increase in wages.	Both the parties agreed that the issue shall be referred to the informal arbitration of Sri D. K. Purushothaman, Deputy Commissioner of Labour, Madurai, whose decision to be final and binding on both the parties.
76.	Ayyanar Spinning and Weaving Mills, Virudhunagar.	27-6-66	Increase in wages.	The management agreed to pay a flat increase of 0.75 paise in the wages per day per worker with effect from 1-5-66. Decision on the work load in the Reeling department to be taken by the Deputy Commissioner of Labour, Madurai and his decision will be binding on both the parties as final.
77.	Christburaja Estate, Panuchmood.	30-6-66	Non-employment of two workers.	The management agreed to give Rs. 75/- to Thangappan and Balan in full and final settlement of all their claims.
78.	S. K. Subbanha Beedi Factory, Idappadi.	28-6-66	Closure of the Factory.	The management agreed to pay Rs. 400/- as compensation to the workers for non provision of work for the period from 8-6-66 to 15-6-66.

(1)	(2)	(3)	(4)	(5)
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Settlement effected by the Commissioner of Labour, Madras

79.	Madras Rubber Factory Limited, Tiruvottiyur, Madras-19.	15-6-66	Charter of demands.	The management offered to pay minimum bouns as per the provisions of the payment of bouns Act, 1965 to pay an exgratia sum of Rs. 40/- to all the permanent, apprentices and temporary employees who have entered in service on or before 1-1-66 and to all the casual workmen who had put in 240 days of service in the calender year 1965 and who were employed by the company in the month of May 1966 Agreed to introduce with effect from 1-8-66 incentive schemes progressively in the Engineering Department. Banbury Section :—The management agreed to issue, uniforms to workmen and to give (a) Washing allowance of Rs. 3/- p.m. (b) a subsidy upto a maximum of Rs. 15/- for the purchase of a pair of shoes from a dealer to be authorised by the company and a pair of Turkish type bath towel (size 3' x 2') once a year.
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2 Particulars of voluntary and collective agreements made between employers and employees during the month of June, 1966.

Serial No.	Name of the concern.	Date of Agreement.	No. of workers involved.	Issues
(1)	(2)	(3)	(4)	(5)
1.	Sri Sivakami Mills Ltd. Thenur. -Vs- National Textile workers Union, Madurai.	30-5-66	3	Revision of a wages to 3 canteen workers.
2.	Sree Visalakshi Mills Vilangudi, Madurai. -Vs- Sree Visalakshi Mill workers Union, Vilangudi	3-5-66	110	Regularisation of service and revision of wages
3.	Rajapalayam Mills Ltd., Rajapalayam -Vs- National Textile workers Union, Rajapalayam,	30-4-66	100	Revision of wages of the temporary and daily Colliers
4.	Venkatesa Printers, Sivakasi and V. K. Arumugasamy.	20-6-66 1	Non-employment of one worker.	The Management agreed to pay Rs. 150/- in full and final settlement of all his claims to the worker in lieu of his non-employment.
5.	Hussaian Litho Presses, Sivakasi and their workers represented by the Press Workers Union, Sivakasi.	29-6-66 3	Non-employment & suspension of worker.	The management agreed to pay a consolidated amount of Rs. 200/- to Sri S. Samayan in lieu of his reinstatement and to cancel the period of suspension from 27-4-66 to 4-5-66 and pay wages in respect of G. Sundararajan.
6.	B & C Mills, Madras-12.	27-5-66	1	Change of work.
7.	M/s Hussain & Brothers, Madras-12.	11-6-66	35	D. A. Wages.
8.	Scissors dresses, Madras-1.	—	—	Charter of demand.

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

Sl. No.	Name of the concern in which the dispute has arisen.	Issues	G. O. No. and Date of reference
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Chingleput District</i>			
1.	Weaving Factorles Thirumighisai.	Whether the reduction of the existing rates of wages paid to the workmen on and from 4th May 1966 is justified, and if not, to what relief they are entitled.	G. O. Ms. No. 2328, Industries, Labour & Housing (Lab) dated 25-5-66.
2.	Ashok Leyland Co-operative Canteen Ltd, Ennore.	Whether the workmen are eligible for any bonus for the accounting year 1963-64 and 1964-65.	G. O. R. No. 1091, Industries, Labour & Housing (Lab) dated 4-6-66.
<i>Madras District</i>			
3.	Enfield India Ltd, Madras	What should be the wage scales and dearness Allowance for the employees and to pass directions for fitment of the employees in the scale, if revised.	G. O. R. No. 1031, Industries Labour, & Housing (Lab) dated 25-5-66.
2.		What should be the leave facilities for these employees?	
3.		Should a gratuity scheme be framed for the employees, and if so, what should be the terms of the Scheme?	
4.		Are the employees eligible for uniforms and if so, number of sets of uniforms per calander year.	
5.		With effect from what date the workmen are entitled to the benefit if any to be given in this reference?	
6.		Are the employees eligible for house rent allowance, and if so, what should be the basis?	

(1)	(2)	(3)	(4)
<i>Madurai District</i>			
4. Bhagavathi Vilas Cigar Factory, Dindigul.	Whether the demand of the workers for increase in wages is justified if so, to fix the quantum.	G. O. R. No. 1152, Industries, Labour & Housing (Lab) dated 14-6-66.	
<i>North Arcot District</i>			
5. E. I. D. Parry Limited Ranipet.	Whether the demand for revision of wages and dearness Allowance of the workers in the Pottery works Department of the E. I. D. Parry Limited Ranipet is justified and if so to fix the revised wages and dearness Allowance.	G. O. R. No. 2543, Industries Labour, & Housing (Lab) dated 14-6-66.	
<i>Ramnad District</i>			
6. Sri Jhyajothi and Company Lessees Sri Shanmugar Mills, Rajapalayam.	Whether the demand of the workers for the introduction of a gratuity scheme is justified, if so, to formulate a scheme.	G. O. Ms. No. 1062, Industries, Labour & housing (Lab) dated 31-5-66.	
<i>Labour Court, Coimbatore</i>			
<i>Coimbatore District</i>			
7. Thirumoorthy Transports (Private) Limited, Udumalpet.	"Whether the non-employment of Sri R. Vadivelu, Checking Inspector 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. 2376, Industries, Labour & housing (Lab.) dated 28-5-66.	
8. Vijaya Press, Coimbatore.	"Whether the demand of the workers for payment of bonus for 1964-65 is justified and if so to fix the quantum".	G. O. Ms. No. 2395, Industries, Labour & housing (Lab) dated 31-5-66.	
9. Kaleeswara Mills Limited Coimbatore.	Whether the Superannuation of workers Karupakkal and Marathal is justified; and if not to what relief each would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 2611, Industries, Labour & housing (Lab) dated 18-6-66.	

(1)	(2)	(3)	(4)
<i>Nilgiris District</i>			
10. Chamraj Estate, Chamraj Post.	"Whether the suspension of Sri G. J. Chellam from 28th September 1965 is justified if not to what relief he is entitled"	G. O. Ms. No. 2349, Industries, Labour & Housing (Lab) dated 27-5-66.	
11. Sholayar Estate, Sholayar Post.	Whether the non-employment of Srimathi Poonjilai (Ticket No. 212) is justified and if not to what relief she would be entitled. To compute the relief, if any awarded in terms of money, if it can be so computed.	G. O. Ms. No. 2487, Industries; Labour & Housing, (Lab) dated 9-6-66.	
12. Iyerpadi Estate, Iyerpadi Post.	Whether the suspension of Chidambaram (NGZO) Karappanan No.(1) Arumugam (No 5) and Cinnam No.(8) is justified and if not to what relief each would be entitled"	G. O. Ms. No. 2669, Industries Labour & Housing (Lab) dated 22-6-66.	
<i>Salem District</i>			
13. Suga Vaneeswara motor Service Private Limited Salem.	Whether the non-employment of Sri K. Venkatachalam is justified and if not to what relief he is entitled. To compute the relief, if any awarded in terms of money, if it can be so computed.	G. O. Ms. No. 2435, Industries Labour & Housing (Lab) dated 4-6-66.	
<i>Labour Court, Madurai</i>			
<i>Madurai District</i>			
14. S. M. Transport, Madurai.	Whether the non-employment of S. Bajbai is justified, and if not to what relief he is entitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G. O. R. No. 991, Industries Labour & Housing (Lab) dated 21-5-66.	
15. Sak'hiveli Cigar Factory, Dindigul.	Whether the demand of the workers for increase in wages is justified and if so to fix the quantum.	G. O. R. No. 1017, Industries, Labour & Housing (Lab) dated 24-5-66.	

(1)	(2)	(3)	(4)
16. Noble Press, Madurai.	Whether the demand for the introduction of gratuity scheme is justified; and if so to formulate a scheme.	G. O. R. No. 1041, Industries, Labour & Housing (Lab) dated 27-5-66.	
	2. Whether the non-employment of S. Boominathan is justified if not to what relief he is entitled.		
	To compute the relief if any awarded in terms of money if it can be so computed.		
	3. Whether the demand of the union for permanency of the four workers by the Management is justified.		
17. Bardwell Press, Madurai.	Whether the demand for increase in wages is justified and if so to fix the quantum.	G. O. R. No. 1059, Industries, Labour & Housing (Lab) dated 31-5-66.	
	Whether the demand for the introduction of a gratuity scheme is justified, and if so to formulate a scheme.		
18. Asoka Printers, Madurai.	"Whether the demand for increase in wages is justified and if so to fix the quantum"	G. O. R. No. 1067, Industries, Labour, & Housing (Lab) dated 31-5-66.	
19. M. K. Rajagopalier Company, Madurai.	Whether the non-employment of the 11 workers is justified and if not to what relief each would be entitled.	G. O. R. No. 1049, Industries, Labour & Housing (Lab) dated 28-5-66.	
	To compute the relief if any awarded in terms of money if it can be so computed.		
20. Abdul Khader Motor service, Pudukkottai.	Whether the demand for grant of increments to drivers and conductors is justified and if so to fix the quantum.	G. O. R. No. 1075, Industries, Labour & Housing (Lab) dated 1-6-66.	
	2. Whether the demand for payment of increased batta to drivers and conductors is justified and if so to fix the quantum.		

(1)	(2)	(3)	(4)
		3. Whether the non-employment of the 3 conductors Sri Naina Mohamad, Sr. Sp. Abdul Kassim and Sri A. Subramaniam is justified and if not to what relief each would be entitled.	
		To compute the relief if any awarded in terms of money if it can be so computed.	
		<i>Tiruchy District</i>	
21. Madras Ripon Press, Pudukkottai.	"Whether the demand for payment of three month's wages inclusive of basic pay and dearness Allowance as bonus for 1964-65 is justified if not to fix the quantum.	G. O. R. No. 1102, Industries, Labour & Housing (Lab) dated 6-6-66.	
		<i>Labour Court, Madras.</i>	
		<i>Chingleput District</i>	
22. Lakshmi Oil, Rice and Flour Mills, Palaverkadu Chingleput District.	Whether the non-employment of Sarvasri K. Elumalai and G. Munuswamy is justified, if not to what relief each is entitled.	G. O. R. No. 1129, Industries, Labour, & Housing (Lab) dated 13-6-66.	
	To compute the relief if any awarded in terms of money if it can be so computed.		
		<i>Madras District</i>	
23. Rane (Madras) Limited Madras.	Whether the non-employment of Sri H. Ranganathan is justified and if not to what relief he is entitled.	G. O. R. No. 960, Industries, Labour, & Housing (Lab) dated 16-5-66.	
	To compute the relief if any awarded in terms of money it can be so computed.		
24. Jyotish Chakra Industries Madras.	1. Fixation of quantum of bonus for the year 64-65.	G. O. R. No. 1018, Industries, Labour, & Housing (Lab) dated 24-5-66.	

(1)	(2)	(3)	(4)
	2. Whether the non-employment of the 14 workers is justified and if not to what relief each of them is entitled. To compute the relief, if any awarded in terms of money if it can be so computed.		
25. Messrs. Rathod Trading Company, Madras.	Whether the demand for revision of dearness Allowance is justified if so to fix the quantum.	G. O. R. No. 1086, Industries, Labour, & Housing (Lab) dated 4-6-66.	
26. The Oriental Mercantile Company Limited, Madras.	Whether the demand for the introduction of scales of wages is justified if so to fix the same.	G. O. R. No. 1111, Industries, Labour, & Housing (Lab) dated 9-6-66.	
27. Dhairyam Mental Nursing Home and Clinic, Madras.	1. Fixation of quantum of bonus for 1964-65. 2. Whether the non-employment of the eight employees is justified if not to what relief each is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 1100, Industries, Labour, & Housing (Lab) dated 6-7-66.	
	<i>Madurai District</i>		
28. S. M. Transport, Madurai.	Whether the demand of the workers of S. M. Transport, Madurai for increase in wages and grant of annual increment is justified, if so to fix the scales of wages and increments. Whether the demand of the workers of S. M. Transport, Madurai for introduction of a gratuity scheme is justified, if so to formulate a scheme. Whether the non-employment of Somu Servai, Driver, by the Management of S. M. Transport, Madurai is justified if not to what relief he is entitled.	G. O. R. No. 989, Industries, Labour, & Housing (Lab) dated 21-5-66.	

(1)	(2)	(3)	(4)
	To compute the relief if any awarded in terms of money if it can be so computed. Whether the demand of the workers for increase in batta is justified if so to fix the batta.		
	<i>Tanjore District</i>		
29. Charles Transports, Thanjavur.	Whether the non-employment of Sri T. M. S. Mani is justified and if not, to what relief he is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 990, Industries, Labour, & Housing (Lab) dated 21-5-66.	
	<i>North Arcot District</i>		
30. Nataraja Talkies, Vaniambadi.	Whether the demand of the workers for bonus for the year 1964-65 is justified if so to fix the quantum.	G. O. R. No. 1168, Industries, Labour, & Housing (Lab) dated 16-6-66.	

4 Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part II, Section I of the *Fort St. George Gazette*, during the month of June, 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.	Commercial Printing and Publishing House, Madras.	3-4 1-6-66	G. O. R. No. 1002, Industries, Labour & Housing, (Lab) dated 21-5-66
2.	*Damodar Envelop Factory, Madras	7-8 1-6-66	G. O. Ms. No 1039, Industries, Labour & Housing (Lab) dated 25-5-66.
3.	M. G. Shahani & Co, Bombay (P) Ltd., Madras.	8-10 1-6-66	G. O. R. No. 1043, Industries, Labour & Housing, (Lab) dated 27-5-66.
<i>Chingleput District</i>			
4.	T. I. Cycles of India Ltd., Ambattur.	5-6 1-6-66	G. O. R. No. 1029, Industries, Labour & Housing, (Lab) dated 25-5-66.
<i>Tiruchy District</i>			
5.	Certain Beedi Factories, Tiruchirapalli.	4-5 1-6-66	G. O. R. No. 1013, Industries, Labour & Housing, (Lab) dated 24-5-66
<i>Colombatore District</i>			
6.	Associated Cement Companies Ltd., Madukkarai Cement Works, Madukkarai, Coimbatore.	2-6 22-6-66	G. O. Ms. No. 2562, Industries, Labour & Housing, dated 16-6-66.
<i>Tirunelveli District</i>			
7.	Dharangadhara Chemical Works, Ltd., Arumuganeri.	8-9 15-6-66	G. O. R. No. 1104, Industries, Labour & Housing, dated 7-6-66.

(1)	(2)	(3)	(4)
Labour Court, Madras			
<i>Madras District</i>			
8.	M/s. Electric Lighting Co., Madras.	11-12 8-6-66	G. O. R. No 1072, Industries, Labour & Housing, (Lab) dated 1-6-66.
9.	Mahalakshmi Stores, Madras.	12 8-6-66	G. O. R. No. 1703, Industries, Labour & Housing dated 1-6-66.
10.	*M/s Electric Lighting Co., Madras.	12-13 8-6-66	G. O. R. No. 1077, Industries, Labour & Housing dated 1-6-66.
11.	M/s. Jain Metal Rolling Mills, Ltd., Madras.	2 15-6-66	G. O. R. No. 1092, Industries, Labour & Housing, dated 4-6-66.
12.	Motor & Allies Industries, Madras.	2-3 15-6-66	G. O. R. No. 1103, Industries, Labour & Housing, (Lab) dated 7-6-66.
13.	M. S. Rathnam & Co., 235, Devaraja Mudali Street, Madras-3.	1-2 22-6-66	G. O. R. No 1167, Industries, Labour & Housing, dated 16-6-66.
<i>Chingleput District</i>			
14.	Sri Ganesh Bhavan, Sunkuvarsatram.	1 15-6-66	G. O. R. No. 1090, Industries, Labour & Housing dated 4-6-66.
Additional Labour Court, Madras			
<i>Madras District</i>			
15.	Messrs. Vijaya Structural Private Ltd., Madras.	2-3 1-6-66	G. O. R. No. 1042, Industries, Labour & Housing, dated 27-5-66.
16.	Messrs. Vikram Studios, Madras.	13 8-6-66	G. O. R. No. 1071, Industries, Labour & Housing, dated 1-6-66.

(1)	(2)	(3)	(4)
17. Messrs. Rafeer Ahmed & Co., Madras.	8 15-6-66	G. O. R. No. 1089, Industries, Labour & Housing, dated 4-6-66.	
18. Messrs. Rathod Trading Co., 21, Tholasingam Street, Madras-1	9 29-6-66	G. O. R. No. 1200, Industries, Labour & Housing, dated 22-6-66.	
Labour Court, Coimbatore <i>Coimbatore District</i>			
19. Thondamuthur Trading Co. Coimbatore	1-2 1-6-66	G. O. R. No. 1003, Industries, Labour & Housing dated 23-3-66.	
20. Premier Printers, Coimbatore.	6-8 15-6-66	G. O. Ms. No. 2478, Industries, Labour & Housing (Lab) dated 8-6-66.	
21. Kasthuri Mills Ltd., Ondipudur, Coimbatore.	4-5 15-6-66	G. O. Ms. No. 2477, Industries, Labour & Housing dated 18-6-66.	
22. Kadiri Mills (Coimbatore) Ltd., Odderpalayam, Coimbatore.	1-3 29-6-66	G. O. Ms. No. 2614, Industries, Labour & Housing (Lab) dated 18-6-66.	
23. Kasthuri Mills Ltd., Ondipudur, Coimbatore.	6-8 29-6-66	G. O. R. No. 2641, Industries, Labour & Housing (Lab) dated 21-6-66.	
The Nilgiris District			
24. Xavier, Contractor, Anaimudi Estate, Mudis Post.	5-7 8-6-66	G. O. Ms. No. 2397, Industries, Labour & Housing (Lab) dated 31-5-66	
25. Chelliah Estate, Selas Post, Nilgiris	4 15-6-66	G. O. Ms. No. 1107, Industries, Labour & Housing (Lab) dated 8-6-66.	
Salem District			
26. Ammapet Handloom Weavers Co-operative Production and Sales Society Ltd, Ammapet, Salem-3.	7-11 8-6-66	G. O. Ms. No. 2398, Industries, Labour & Housing (Lab) dated 31-5-66.	

(1)	(2)	(3)	(4)
27. *Ammapet Handloom Weavers Co-operative Production and Sales Society Ltd, Ammapet, Salem-3.	3-5 8-6-66	G. O. R. No. 1070, Industries, Labour & Housing dated 1-6-66.	
Labour Court, Madurai <i>Truchirapalli District</i>			
28. Sri Vani Vilas Syndicate Ltd., Srirangam, Tiruchirapalli.	1-3 8-6-66	G. O. R. No. 1052, Industries, Labour & Housing dated 25-5-66	
Kanyakumari District.			
29. Kanyakumari District Co-operative Supply and Marketing Society Ltd., Nagercoil.	3-4 29-6-66	G. O. Ms. No. 2639, Industries, Labour & Housing, (Lab) dated 1-6-66.	
30. Secretary, Pioneer Nallayappa Sons, Krishnan New Saraswathi and Lakshmi Talkies, Nagercoil.	5-6 29-6-66	G. O. Ms. No. 2640, Industries, Labour & Housing (Lab) dated 21-6-66.	

*Awards under section 33 A. of the Act.

5. STATEMENT OF MONTHLY REVIEW OF WORK STOPPAGES (STRIKES AND LOCK-OUTS) FOR THE MONTH OF JUNE, 1966.

Sl. No.	Industry and Code.	Name of the concern and locality.	Strike or Lockout.	Matter in dispute.	Work stoppage occurred prior to.	Work Stoppage was due to non-implementation.	Date when stoppage		Duration till the close of the month.	No. of workers normally employed.	Maximum No. of workers affected		Mandays lost during the month.		Mandays lost till the close of the month.	Wages Lost in Rupees.		Value of Production lost in Rupees.		Result.	Method of termination.	Affiliated to Central Organisation of employees / employers.	Nature of breach Code of Discipline if any.
							Began.	Ended.			Directly.	Indirectly.	For workers covered by the Factories Act.	Total.		During the month.	Till the end of the month.	During the month.	Till the close of the month.				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)
1. 291	Tanneries	M/s. Mohammed Ismail and Company, Tannery, Katpadi.	Strike & Lock out	Non-payment of leave with wages	---	---	(Strike) 26-12-65 30-12-65	29-12-65 30-6-66	162 days	16	8	8	2592	2592	...	...	...	...	...	Unsuccessful	Business wounded.	Independent.	2 (m) (iii)
2. 23/23 (a)	Cotton textiles	Raveendra Mills Limited, Singanallur, Coimbatore. 5.	do	Retrenchment of 19 Reelers.	Conciliation	---	(Lockout) 12-3-66 strike & 4-4-66 Lockout.	6-6-66	86 days	350	182	---	1873	1873	20,113	Rs. 1,30,734/-	Rs. 1,30,734/-	Particulars not furnished		...	The Management closed the Factory once for all on the advice of the Commissioner of L. Madras.	Hind Mazdoor Sabha, and Indian National Trade Union Congress	ii (iii)
3. 231	Spinning Mills.	Pullicar Mill Ltd, Tiruchengode, (Salem Dt.)	Stay in Strike followed by lockout	Alleged imposition of higher work load in Spinning Department.	---	---	30-5-66	Continues	...	400	295	---	...	...	...	...	...	...	...	Continues	---	---	---
4. Engineering 37 (a)		Hindustan Equipment Manufacturers, Ganapathy, Coimbatore-6.	Strike	General demands.	---	---	29-6-66	Still continues	2 days	122	122	---	---	---	---	Particulars not furnished		---	---	---	A. I. T. U. C.	---	
5. Division 23-23-23.	Spinning & Weaving and Finishing of Cotton Textiles.	Sree Ayyanar Spinning & Weaving Mills Ltd., Virudhunagar.	do	Demand for increase of wages, Dearness Allowance etc.	---	---	3-6-66	16-6-66	12 days	205	205	---	2460	2460	2460	Rs. 3,921/-	Rs. 3,921/-	82,054	82,054	Successful	Mediation by the Deputy Commissioner of Labour Madurai.	do	Strike
6	do	Madura Mills Co. Ltd., Madurai and Pandyan Mills, Madurai.	do	As a protest against the management in not conceding the demand for reinstatement of 2 dismissed workers, bonus ect.	---	---	Strike 27-6-66 Lockout 28-6-66	---	4 days	6200 Madura Mills 680 Pandian Mills	6880	---	27,520	27,520	27,520	---	Particulars not furnished		Still Continues.	do	All India Trade Union Congress Hind Mazdoor Sabha, Tamilnadu Congress Committee.	do	
7.	do	Sri Nithyakalyani Textiles Tiruvadanai.	do	As a protest against the action of the management in suspending 3 workers.	---	---	24-6-66	27-6-66	3 days	74	74	---	222	222	222	---	Particulars not furnished		Indefinite	Intervention by the Deputy Superintendent of Police, Ramnad.	I. N. T. U. C.	do	
8. 010. (3).		Madras Rubber Factory, Turvottiour, Madras-19.	do	Bouns.	---	---	4-6-66	16-6-66	10 days	1140	1097	---	10,970	10,970	10,970	Rs. 9200/-	Rs. 9200/-	39,27,000	39,27,000	Successful	As a result of settlement under Sec. 12 (3) before Commissioner of Labour, Madras.	All India Trade Union Congress	Strike with notice
9. 231	Spinning Mills.	Mettur Industrial Ltd., Mettur Dam.	Stay in Strike followed by lockout	Protesting against the selection of an outsider in the technical Department.	---	---	13-6-66	Still continues	---	Above 1900	---	---	---	---	---	---	---	---	---	Still Continues.	---	All India Trade Union Congress Indian National Trade Union Congress H. M. S.	---
10. 211	Distilleries	East India Distilleries Parry Ltd., Ranipet.	Strike and lockout	Over certain demands.	---	---	10-6-66 (Strike) 14-6-66 (Lockout)	13-6-66 16-6-66	7 days	1188	1188	---	8216	8216	8216	---	---	---	---	Unsuccessful	Government in their G. O. Ms 2544 (L) II & H. dt. 14-6-66 prohibited the continuance of strike and lockout in the Factory. Not yet concluded.	Indian National Trade Union Cong.	2 (m) (iii)
11. 220 (a)	Beedi.	Maharaja Beedi Factory, Ranipet and branches at Thimiri and Kaveripakkam.	Lockout	do	---	---	18-6-66 (Lockout)	---	11 days	1500	1500	---	16,500	16,500	16,500	---	---	---	---	---	Independent.	---	Lockout with notice
12. 23/231 (a)	Cotton Textiles.	Coimbatore Cotton Mills Ltd., Singanallur.	Strike	Provision of additional doffing boys.	Conciliation	---	4-6-66	7-6-66	4 days	761	63	---	1355	1355	1355	Rs. 9715.35	Rs. 9715.35	Particulars not furnished		---	Workers resumed work voluntarily.	H. M. S.	ii (iii)
13.	do	Kodari Mills Ltd., Oddarpalayam.	do	Non-payment of earned wages.	do	---	7-6-66	10-6-66	3 days	665	217	215	1072	1072	1072	Rs. 6500/-	Rs. 6500/-	30,000	30,000	---	do	A. I. T. U. C. H. M. S. I. N. T. U. C.	do
14.	do	Coimbatore Cotton Jubilee Mills Ltd., Singanallur.	do	Not known.	do	---	18-6-66	21-6-66	3 days	268	22	153	583	583	583	Rs. 4081/-	Rs. 4081/-	Particulars not furnished.		---	do	Not organised by any Trade Union.	do
15	do	Jayalakshmi Mills, Ltd., Singanallur.	do	do	do	---	24-6-66	24-6-66	1 day	771	102	---	38	38	38	Rs. 266/-	Rs. 266/-	---	do	---	do	do	do

SPART 'B' and 'C' NIL

PART 'B' and 'C' NIL

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 June, 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	Tiruppur Cotton Spinning and Weaving Mills Ltd., Tiruppur.	Textile	—	28-3-66	15-6-66	Financial difficulties.	—
2.	Ambal Mills Ltd., Somanur.	-do-	—	20-6-66	Continues.	-do-	—

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received.										No. of complaints pending at the end of the month.
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified)	Causes not known	Total.	No. of complaints investigated and otherwise disposed of including those of previously pending.	12	13
1	2	3	4	5	6	7	8	9	10	11	12	13	
1.	Coimbatore-I.	318	10	—	61	—	4	28	—	103	251	170	
2.	Coimbatore-II.	143	12	8	10	2	—	29	—	61	22	182	
3.	Coonoor.	35	4	1	4	—	—	14	—	23	19	39	
4.	Madras-I.	66	11	9	8	—	—	9	—	37	43	60	
5.	Madras-II.	196	8	11	19	—	—	15	—	53	126	123	
6.	Madras-III.	37	8	12	15	2	—	25	—	52	32	67	
7.	Madurai-I.	320	14	3	21	—	—	60	—	98	292	126	
8.	Nagercoil.	32	3	2	4	—	—	4	—	13	21	24	
9.	Coimbatore-III.	51	20	12	63	—	—	45	—	140	22	169	
10.	Madurai-II.	58	43	10	117	—	—	21	—	214	48	24	
11.	Salem.	81	5	—	14	—	—	13	—	32	43	70	
12.	Tiruchirappalli.	48	18	—	4	1	—	19	—	42	37	53	
13.	Tirunelveli.	114	5	2	12	—	—	12	—	31	30	115	
14.	Vellore.	56	7	—	4	—	—	8	—	19	23	52	
TOTAL		1,555	168	90	356	5	4	305	—	928	1,009	1,474	

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

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

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

9 Workmen's Compensation Act 1923. :—

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

	Number of accidents reported by employers.	Amount of compensation.
		Rs. nP.
(a) Death	11	53,625.00
(b) Permanent disablement	4	3,228.00
(c) Temporary disablement	54	6,590.48
Total	69	*63,443.48

* 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 1923 for June, 1966.

Sl. No. (1)	Nature of claims (2)	No. of previously pending. (3)	Number received. (4)	Total. (5)	Disposed (6)	Balance. (7)
1. Application under Section 10 :						
(a) Fatal	—	133	7	140	6	134
(b) Non-fatal :-						
(i) Permanent	...	135	2	137	8	129
(ii) Temporary	...	37	1	38	2	36
2. Deposits under Section 8 (1)						
(a) Fatal	...	114	16	130	12	118
(b) Persons under legal disability...	...	18	3	21	—	21
3. Deposits under Section 8 (2)						
...	...	—	—	—	—	—
4. Memorandum of Agreement:—						
(i) Permanent disablement	...	72	14	86	16	70
(ii) Temporary disablement	...	17	6	23	11	22

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5. Recovery under Section 31.	...	11	3	14	—	14
6. Indemnification application under Section 12 (2)	...	13	—	13	1	12
Total	...	550	52	602	46	556

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

1. Pending as on 1-6-'66	515
2. Received during the month	44
3. Disposed of during the month	25
4. Pending as on 30-6-'66	534

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

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

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

Pending as on 1-6-1966	383
Received during the month	29
Disposed of during the month	21
Pending as on 30-6-1966	391

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

Pending as on 1-6-1966	5
Received during the month	2
Disposed of during the month	—
Pending as on 30-6-1966	7

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

Pending as on 1-6-1966	124
Received during the month	53
Disposed of during the month	63
Pending as on 30-6-1966	114

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

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
1.	39/MDS	3-6-66	Petroleum	National Union of Petroleum Workers, 2/44, Royapettah High Road, Madras-14.	Ratified the code of discipline
2.	40/MDS	3-6-66	Miscellaneous	Tamilnad High Ways Transport and Machinery General Workers' Union, 4, Bajanai Koil St., Kannammapet, T. Nagar, Madras-17.	-do-
3.	41/MDS	3-6-66	Engineering	Govt. Structural Workshop Workers' Union, 12/13, Angappa Naicken Street, Madras-1.	-do-
4.	2/KKM	10-6-66	Motor Transport	Madras State Transport Drivers' Union, Nagercoil.	-do-
5.	3/SAT	16-6-66	Pottery, Chinna and Earthenware	Neiveli Ceramics and Refractories Ltd., Staff Union, Vadalur.	-do-
6.	9/MDU	16-6-66	Recreation Services	Madurai Municipal National Park Workers Union, Madurai.	-do-
7.	4/TIN	16-6-66	Community & Business Service	General Workers Union, Tenkasi.	-do-
8.	5/TIN	16-6-66	Rubber & Rubber Products, others	Pettai Bharat Motors Fibreflex Thozhilalar Sangam, Pettai, Tirunelveli.	-do-
9.	9/TRI	16-6-66	Sugar Mills	Cauvery Sugars and Chemicals Ltd, Employees Union, Pettai-vaythalai.	-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 of June 1966.

Sl. No.	R. No.	Date of Cancellation	Industry	Name and address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
1.	3658	11-6-66	Electrical Industry	Nilgiris District Electricity Employees Union, Room No. 29, Hotel Woodlands, Ootacamund.	Ratified the code of discipline
2.	2874	11-6-66	Motor Industry	Automobiles and Allied Motor Workers' Union "Band Line" Near Liberty Theatre, Commercial Road, Ootacamund.	-do-
3.	2662	11-6-66	Miscellaneous	The Tamilnad Hume Pipes and General Workers' Union, 19/122, Mill Road, Coimbatore-1.	-do-

ABSTRACT

1.	Total No. of registered Trade Unions as on 1-6-66	1,346
2.	Total No. of trade Unions registered during the month	9
3.	Total	1,355
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	4
7.	Total No. of registered Trade Unions as on 30-6-66	1,351

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

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	—	—
20.	Food Except Beverages	—	49
21.	Beverages	—	—
22.	Tobacco	—	1
23.	Textiles	—	309
24.	Foot-wear, other wearing apparel and made-up textile goods.	—	32
25.	Wood and cork except furniture	—	3
26.	Furniture and fixtures	—	68
27.	Paper and paper products	—	8
28.	Printing, Publishing and allied Industries	—	61
29.	Leather and Leather products (except foot-wear).	—	11
30.	Rubber and rubber products	—	24
31.	Chemicals and Chemical products	—	111
32.	Products of petroleum and coal	—	2
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	—	65
34.	Basic Metal Industries	—	96
35.	Metal Products (except machinery and transport equipments).	—	85
36.	Machinery (except electrical machinery)	—	229
37.	Electrical Machinery, apparatus, appliances and supplies.	—	66
38.	Transport equipment	—	380
39.	Miscellaneous Industries	—	49
51.	Electricity, Gas and Steam	—	7
52.	Water and Sanitary Services	—	1
83.	Recreation Services (Cinema Studios)	—	5
84.	Personal Services (Laundries, dyeing and cleaning).	—	—
Total		1	1,665

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

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	5	...	...	...	...	...
2.	Card Room Machinery	33	...	...	...	...	...
3.	Drawing Frames	6	...	...	...	...	...
4.	Speed Frames	3	...	...	...	...	...
5.	Spinning Machinery	85	2	...	...	...	...
6.	Weaving Machinery	30	...	...	...	...	...
7.	Finishing Machinery	3	...	...	...	...	...
8.	Flying Shuttles	4	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	14	3	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	114	7	...	...	...	...
	Total	297	12	...	...	...	...
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 June, 1966.

Sl. No.	Name of the establishment	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)	(5)
FACTORIES ACT				
1.	Jeewanlal Sree Ganesh Aluminium Works, Madras-21.	From the provisions of sections 51, 52, 54 to 56 of the said Act subject to certain conditions	For a period of 3 months from 15-2-66.	G. O. Ms. No. 2274, Industries, Labour & Housing (Lab) dated 21-5-66.
2.	Queenine Factory, Ootacamund.	From the provisions of sections 51, 54 and 56 of the said Act subject to certain conditions.	For a period of 3 months from 21-5-66	G. O. Ms. No. 2275, Industries, Labour & Housing (Lab) dated 21-5-66
3.	Defence Factories in Madras State.	From the provisions of sections 51, 52, 53, 54, 56 and sub-section 10 of section 59 of the said Act subject to certain conditions.	For a period of 3 months from 25-4-66.	G. O. Ms. No. 2273, Industries, Labour & Housing (Lab) dated 21-5-66.
4.	Southern Structural Limited, Pattabiram.	From the provisions of sections 51, 54, and 56 of the said Act subject to certain conditions.	For a period of 3 months from 1-1-66.	G. O. Ms. No. 2383, Industries, Labour & Housing (Lab) dated 30-5-66.
5.	Army Clothing Factory, Avadi.	From the provisions of sections 55 of the said Act subject to certain conditions.	For a period of 3 months from 25-4-66.	G. O. Ms. No. 2273, Industries, Labour & Housing (Lab) dated 21-5-66
EMPLOYEES STATE INSURANCE ACT				
6.	Regional Workshop (Madras Electricity System) "Madras Electricity System" Arcot Road, Kodambakkam, Madras.	From the operation of the said Act except Chapter VA.	One year with effect from 8-6-66	G. O. Ms. No. 2300, Industries, Labour & Housing (Lab) dated 24-5-66.
7.	Central Jail Factory, Vellore.	-do-	One year with effect from 24-6-66.	Government Notification dated 27-5-66.

(1)	(2)	(3)	(4)	(5)
8.	Government Regional Press, Tiruchirappalli.	All provisions of the Act except Chapter VA.	One year with effect from 1st June '66.	G. O. Ms. No. 2254, Industries, Labour & Housing (Lab) dated 20-5-66.

EMPLOYEES' PROVIDENT FUNDS ACT

9.	Presidency Limited, "Fallaunis" No. 6, Commander-in-chief Road, Egmore, Madras-8.	From all provisions of the said Act subject to certain conditions.	One year with effect from 1st June '66.	G. O. Ms. No. 2162, Industries, Labour & Housing (Lab) dated 16-5-66.
10.	Ananthakrishna & Co., No. 16, First Line Beach, Madras-1.	-do-	With effect from 1-6-66.	G. O. Ms. No. 2163, Industries, Labour & Housing (Lab) dated 16-5-66.

PLANTATION LABOUR ACT

11.	All employees under the Plantation Act.	From section 19 and 20 of the said Act subject to certain conditions.	For a period of 2 years from 11th September 1964.	G. O. Ms. No. 2512, Industries, Labour & Housing (Lab) dated 11-6-66.
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18. Consolidated Statement of Prices of Cotton and Yarn for the month of June, 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. 97-50

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 June, 1966, as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Sl. No.	Centre	Food.	Fuel and Lighting.	Cloth-ing.	House Rent.	Miscel-laneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base: Year ended June, 1936: 100).							
1.	Madras City ...	707.3	800.8	520.7	426.1	625.2	652.4
2.	Cuddalore ...	662.0	864.0	481.0	389.0	737.0	638.0
3.	Tiruchirapalli ...	772.0	573.0	610.0	354.0	504.0	661.0
4.	Madurai ...	737.0	532.0	579.0	364.0	457.0	617.0
5.	Coimbatore ...	694.0	690.0	726.0	629.0	438.0	672.0
(Base: August, 1939: 100).							
6.	Nagercoil ...	807.0	525.0	754.0	401.0	—	699.0

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

Sl. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation
			May, 1966.	June, 1966.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dists.	Madras City ...	639.7	652.4	+ 12.7
2.	North Arcot and South Arcot Dists.	Cuddalore ...	621.0	638.0	+ 17.00
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	641.0	661.0	+ 20.00
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	605.0	617.0	+ 12.00
5.	Coimbatore and Salem Dists.	Coimbatore ...	669.0	672.0	+ 3.00
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil ...	693.0	699.0	+ 6.00

MADRAS

The cost of living index number for working classes in Madras City for the month of June, 1966 rose by twelve points to 652.

The index for the food group rose by twenty two points to 707 due mainly to an increase in the prices of rice,** vegetables, chillies, garlic, gingelly oil, ghee and jaggery.

The index for the fuel and lighting group fell by six points to 801 due to a fall in the prices of firewood and charcoal.

The index for the clothing group rose by one point to 521 due to an increase in the price of upper cloth.

The index for the miscellaneous group rose by two points to 625 due to an increase in the prices of betel leaves and tobacco for chewing.

The index for house-rent remained unchanged at 426 points.

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

** The price of rice rose on 23-5-66 the effect of which was reflected partly in the average price for May, 1966 and fully in the average price for June 1966.

Sl. No.	Group.	Weight proportional to the total expenditure.	Group Index Numbers.	
			May, 1966.	June, 1966.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	685.2	707.3
2.	Fuel and Lighting	8.42	806.9	800.8
3.	Clothing	6.10	520.5 (a)	520.7
4.	House-rent	14.57	426.1	426.1
5.	Miscellaneous	12.68	622.9	625.2
Total		100.00		
Cost of living Index Number.			639.7	652.4

(a): 520.49 to two decimal places.

CUDDALORE

The cost of living index number for Cuddalore rose by seventeen points to 638.

The index for the food group rose by twentytwo points to 662 due mainly to an increase in the prices of vegetables, fish, milk and chillies.

The index for the fuel and lighting group rose by fifteen points to 864 due to an increase in the prices of firewood and charcoal.

The index for the clothing group rose by five points to 481 due to an increase in the prices of sarees and petticoat cloth.

The index for the miscellaneous group rose by fourteen points to 737 due to an increase in the prices of betel leaves and tobacco for chewing

The index for the house-rent group remained unchanged at 389 points.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by twenty points to 661.

The index for the food group rose by thirtythree points to 772 due mainly to an increase in the prices of rice, vegetables, chillies, garlic and gingelly oil.

The index for the miscellaneous group rose by three points to 504 due to a rise 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 twelve points to 617.

The index for the food group rose by twenty points to 737 due mainly to an increase in the prices of rice, vegetables, chillies, and gingelly oil.

The index for the clothing group rose by three points to 579 due to an increase in the prices of dhoties and upper cloth.

The group index numbers in respect of fuel and lighting, house-rent and miscellaneous remained unchanged at 532, 364 and 457 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by three points to 672.

The index for the food group rose by four points to 694 due mainly to an increase in the prices of vegetables, chillies and gingelly oil.

The index for the clothing group rose by one point to 726 due to an increase in the price of 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.

(Base : August 1939 : 100)

NAGERCOIL

The cost of living index number for Nagercoil rose by six points to 699.

The index for the food group rose by eight points to 807 due mainly to an increase in the prices of condiment, pulses and vegetables.

The index for the miscellaneous group rose by six points to 401 due to an increase in the prices of betel leaves.

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 the Working Class

(Base : Shifted to 1949=100)

Year	All India* Original base 1949	
	General Index	Food Index
(1)	(2)	(3)
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1962	130	130
1963	134	135
1964	152	155
1965	160	172
1965 :-	160	163
April	161	164
May	163	168
June	168	175
July	170	177
August	172	178
September	172	178
October	173	181
November	173	179
December	173	179
1966 :-	173	178
January	174	177
February	174	177
March	175	178
April	181	187
May	181	187

* 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 May 1966 was 249.78.

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 June, 1966

The Employees' State Insurance Scheme applied to 30 Centres in the State of Madras and provided protection to 2,74,960 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 June, 1966, 1,848 persons received Rs. 94,173-09. by way of Cash Benefits due to Employment Injury. This includes 281 persons who are in receipt of pensions for Permanent Disablement Benefit and also 171 dependants of deceased Persons.

In the month of June, 1966, 1,671 accidents were reported, comparatively few persons needed the Employment Injury benefits but fairly large number needed Cash Benefits in the event of Sickness. So 32,967 claims were received and an amount of Rs. 6,92,223-01. was paid as sickness benefit involving abstention for 2,08,206. days.

For Maternity Benefit 187 Insured Women claimed and were paid Rs 51,844-81 in the month of June, 66.

For recovery of arrears of contributions under the Scheme legal proceedings had to be initiated in 14 cases against defaulting employers for Rs. 12,152-61.

Penal action was taken against one employer in 4 cases and he was fined Rs. 100/- for non-payment of ESC, Rs. 50/- for non-payment of SC-2, returns, Rs. 75/- of EC and Rs. 75/- for non-submission of contribution cards and the total fine is Rs. 300/-.

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

Sl. No.	Particulars	For the month of June '66
1.	Total number of Attendance :	
	New 67,322	2,97,544
	Old 2,30,222	
2.	No. of Medical certificates issued	84,694
3.	No. of Domiciliary visits made	216
4.	No. of Injections administered	99,580
5.	No. of X-Ray examinations	1,254
6.	No. of Laboratory examinations	3,391
7.	No. of Specialist Investigations	4,260
8.	No. of Persons admitted to Hospitals	1,946
9.	No. of bed days occupied during the month	12,900
Additional data for Panel System		
1.	No of attendance: New 18,519	51,226
	Old 32,707	
	Diagnostic Centres	—
2.	No. of Prescriptions issued	14,398
3.	Payment made to :—	
1.	Chemists	—
2.	Insurance Medical Practitioners	Rs. 63,760-50
		(Coimbatore area)

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

Sl. No.	Districts	Number of applicants					Vacancies notified during June 1966
		Registration effected during June 1966	Remained on the Live Register on 30-6-1966.	Placed in employment during June 1966.	Employers used the employment office during June 1966.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1.	Arcoot North	2,804	18,236	342	137	442	
2.	Arcoot South	2,730	15,309	391	112	405	
3.	Chingleput	2,514	17,775	307	97	640	
4.	Coimbatore.	3,459	15,495	379	148	540	
5.	Kanyakumari.	1,573	15,622	176	46	187	
6.	Madras.	6,546	35,830	642	270	1,061	
7.	Madurai.	3,512	20,802	375	160	513	
8.	The Nilgiris.	913	7,783	100	45	176	
9.	Ramanathapuram	1,864	11,358	180	101	392	
10.	Salem.	3,641	16,180	874	93	698	
11.	Thanjavur.	2,936	17,822	400	199	812	
12.	Tiruchirappalli.	3,805	18,543	218	103	346	
13.	Tirunelveli.	2,242	14,440	208	124	311	
Total for June		38,539	2,25,195	4,592	1,635	6,523	
Total: for May 1966		28,775	2,13,166	3,330	1,507	8,717	
" for June 1965		29,178	1,94,383	5,224	1,866	8,946	
Average for 1965		25,655	1,96,384	5,127	1,595	6,878	

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