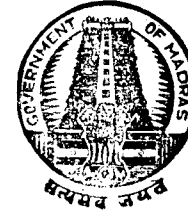


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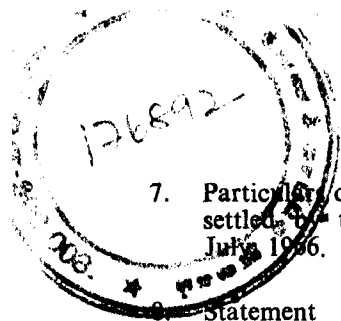
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SPECIAL ARTICLES

DEVALUATION AND LABOUR

BY

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Devaluation is the lowering of the par value of a country's currency in terms of gold and in terms of all other countries' currencies. The chief object of devaluation is to correct the so-called fundamental disequilibrium in the balance of trade and payments. Naturally, it postulates an increase in exports and a decrease in imports for the country concerned. The Government of India decided to devalue the rupee by 36.5 per cent on 6th June 1966. It was a crucial decision having a bearing on the health and progress of our economy. However, there has been a lot of hue and cry in the country on account of devaluation. While a few feel that the devaluation has not been done to the equilibrium level, ¹ many feel that devaluation will lead to disastrous consequences. They attribute the decision to devalue our currency to the pressure of foreign interests. ² An attempt is made here to elucidate the main causes that have led to the devaluation of the rupee and examine its impact on our economic situation in general and labour in particular.

1. INFLATION

One of the main reasons which retarded the growth of our exports was the high rise in prices during the last 10 years estimated at over 80 per cent as against a rise of 25 per cent in world prices. ³ The resultant higher cost of the export goods has priced them out of the world market. During the last 10 years India's imports have increased by 87 per cent from Rs. 679 crores to Rs. 1,269 crores whereas exports have increased by 37 per cent from Rs. 610 crores to Rs. 838 crores. Thus the gap in the balance of trade alone increased by 60° per cent from Rs. 69 crores to Rs. 425 crores. ⁴ This has been the state of our balance of trade in spite of the multifarious measures undertaken by the State to promote exports.

1. Prof. B. R. Shenoy's article in The Times of India, Bombay, Aug. 9, '66, p. 8.

2. The Hindu, Madras, Aug. 2, 1966, p. 1.

3. The State Bank of India Review, June 1966, p. 207.

4. The State Bank of India Review, June, 1966, p. 207.

The setting up of the State Trading Corporation, Export Promotion Councils, Export Credit and Guarantee Corporation and the introduction of the import entitlement scheme, tax credit certificates and subsidies constitute some of the important measures undertaken to increase exports. Efforts have been also made to change the composition and direction of our export trade.⁵ But the growth of exports was not in the same ratio as the growth of our imports. The malady of our exports could not be cured by the use of all types of medicines. It required an operation. Devaluation was the result. It helps to promote our exports by making them cheaper and discourage imports by making them costly.

INDUSTRIALISATION

Rapid economic development has been the declared goal of our economic policy since the dawn of Independence and especially after the advent of economic planning in 1951. Rapid economic development postulates big changes in agricultural and industrial organisation and operation for greater production and productivity. Rapid industrialisation constitutes the core of economic growth in almost all the developing countries. However, it necessitates the import of a wide variety of raw materials, components, intermediate and capital goods besides technical know-how. But these imports cannot be paid for by exports alone. The question of cutting down imports or the slowing down the rate of economic growth will inevitably arise. If maintaining or accelerating the rate of economic is the choice imports cannot be cut to the size of exports. This has been the story of our import policy under planning. When the balance of trade exhibits a deficit, means must be found to cover the deficit. Foreign aid—institutional, national and individual has been sought for. But there are limits to the size of foreign aid to be accepted without surrendering our national interests and corrupting the political framework at least in matters of economic ideologies. No self-respecting Independent country will depend upon foreign aid indefinitely for her recurring imports. Therefore, the decision to devalue our currency was a wise step as it promotes self reliance.

IMPORT-SUBSTITUTION

One of the ways of reducing the deficit in the balance of trade is to encourage import substitution in the country. Devaluation makes imports more expensive and therefore it is more profitable to go in for import substitution. There is a definite need to find out the necessary substitutes for some of the less important and less urgent imports. Devaluation accelerates the pace of import substitution and export promotion.

FOREIGN AID

It is well known that foreign aid is indispensable for accelerating the rate of our economic growth. Bigger and bigger plans have been thought of by the planners to achieve quick results to our growing population. But foreign aid and that too adequate foreign aid cannot forthcome without adequate returns. Devaluation provides the necessary climate of attraction for foreign aid in the context of the Fourth Plan. Now we can expect the required quantum of foreign aid to our plans of development. Thus, inflation,

5. C. Raghav Reddy, *Indian Economics*, 1965, p. 156.

industrialisation, import substitution and foreign aid have been the main factors responsible for the devaluation of the rupee. It is wrong to think that devaluation was resorted to under foreign pressure. On the contrary, devaluation has been an inevitable result of the policy of planned economic development in India for the last 15 years.

DEVALUATION AND DEVELOPMENT

Dr. B. Natarajan writing⁶ on the social cost of devaluation says that over a period of time devaluation will exert a salutary effect on our economy. The critics of devaluation look at the problem from the point of view of static theory which mainly takes into account the changes in the commodity terms of trade which will be rendered adverse. But such an approach is "offensive to theory, history and commonsense". It gives at best a partial view and is neither satisfactory nor unambiguous.

⁷ To a certain extent, it holds good only in the short run.

There is a dynamic approach to the problem of devaluation which is often lost sight of. This approach takes into account the effects of devaluation on the economy in terms of employment, income, productivity and resources allocation. According to this approach over a period of time devaluation will have beneficial effects, on these aspects and more than compensate the adverse effects, if any, in the short run. However, much depends on the dynamism imparted to the economy consequent on devaluation.⁸ But the applicability and operation of the dynamic approach to devaluation will be limited if the prices are not maintained at a stable level. Rise in prices may distort the expectations of devaluation and may cause an incalculable damage to the health and progress of our economy. Therefore, it is necessary to maintain price stability to reap the beneficial results that usually occur after devaluation. Prices of goods manufactured with imported materials or components may slightly go up. They are justifiable. But there is no justification for the rise in the prices of vegetables, fruits etc., on account of devaluation. The success of devaluation, nay the success of our development depends upon the successful maintenance of price stability. If price inflation takes place, as it has been since the world war II it is difficult to predict the course of events not only in our foreign trade but also in our internal socio-politico-economic set-up. That is why the need for price stability.

IN-ELASTIC DEMAND AND SUPPLY

Of course there are also critics who point out that the demand for our exports is in-elastic and the supply is also fairly in-elastic. They, therefore, feel that our exports may not go up according to the expectations of the policy makers. They feel that devaluation may create more problems than it solves. Imports become more costly and exports may not go up because of inelastic demand. The deficit in the balance of trade may widen and may necessitate either a greater resort to foreign aid or pruning our plans drasti-

6. *The Mail*, Madras, Aug. 17, 1966.

7. *Ibid.*

8. *Ibid.*

cally. Neither of the courses would be desirable and beneficial to our economy.

This view is a rather pessimistic one because we have added a considerable number of goods—electrical and engineering goods, machine tools, cycles and sewing machines to our traditional exports namely jute manufactures, tea and coffee. Given the improvements in quality and the adoption of modern sales techniques there is no reason why our exports should be static. Even so in the case of their supply. Revolutionary changes in the methods of production both in industry and agriculture are taking place under the impact of the application of science and technology to development activities. They will lead to the increase in their production and productivity.

DEVALUATION AND LABOUR

The effects of devaluation on labour will be of great importance. India's foreign trade of about Rs. 2,200/- crores works out to about 15 per cent of the Gross National Product of about Rs. 15,000 crores. Of this imports amount to Rs. 1,400 crores and therefore the recent change in the rupee exchange rate is expected to put up the internal cost of all the products made out of these imports in such a manner that both the living standards and the wage structure will be distorted and upset.⁹

No wonder, there is already a good deal of loose talk on "wage freeze" though it is felt that it is impossible and undesirable in the context of contemporary India.¹⁰ There are people advocating a 'price freeze' to precede a 'wage freeze' and an 'income policy'. But it is also felt that it is dangerous to copy these phrases that are put into practice and publicity in advanced countries like Great Britain.¹¹

Labour is bound to benefit from the growth of employment in the export industries. In view of the liberalisation of imports, raw materials, components and machinery may be easily imported and the plants can work fully i.e. their installed capacity can be fully utilised. In that case, employment and production are bound to increase. Thus, the overall effects of devaluation on employment will be beneficial to the working class despite the occasional and accidental retrenchment.

Labour has a contribution to make to ensure the success of economic policy in general and devaluation in particular. As exports are bound to increase, the internal supply of export goods is bound to decrease. Such a situation may lead to the rise in prices. It may spread to other industries and sectors and may lead to an inflationary trend in prices. Therefore, there is an urgent need to increase production. Production can be increased substantially by improvements in productivity. Labour productivity has a definite effect on industrial productivity. With the better utilisation and allocation of resources there is a greater scope for the rise in industrial

productivity. If labour productivity can be increased by the co-operation of the trade unions and workers inflationary pressures can be kept under check and exports can be promoted without causing scarcity in the internal market. Trade unions have a responsibility to extend their co-operation to ensure the success of economic policies as the State has a responsibility to protect and promote the interests of labour. That is why the trade unions should play a constructive role to augment labour productivity and reduce all type of wastages. Here and there there may be a few cases of retrenchment on account of devaluation. The trade unions should not adopt an agitative outlook on such matters. They have to serve as channels for the provision of employment to the retrenched and others in the export and some of the import industries. If all the sections of society—labour, employers, consumers etc., discharge their functions and responsibilities properly, devaluation will definitely benefit our economy. Devaluation will help the realisation of self-reliance and a self-generating economy. Labour has a constructive role to play in the process of this development as it is a beneficiary of the fruits of progress.

9. The State Bank of India Review, June 1966, p. 217.

10. The Hindu, Madras, Aug. 6, 1966, p. 1.

11. The Hindu, Madras, Aug. 20, 1966, p. 8.

INDUSTRIAL SAFETY

FATAL ACCIDENT IN A SUGAR FACTORY

In a sugar factory, an intermediate carrier operator was placed in charge of Bagasse removal from the carrier and also for cleaning the juice channels. On the day of the accident the return carrier that feeds bagasse to the boiler failed to function and therefore the motor running into return carrier was switched off. At the same time, cane crushing also was stopped. As the rollers were driven through a set of reduction gears by the turbines, normally it would take some time for the crushing rollers to come to a dead stop. Hence some amount of Bagasse had collected in the body of the bagasse elevator. The bagasse Elevator was run by a sprocket wheel and chain and slats were also fixed on to it for carrying the Bagasse gradually. This elevator was covered with weld mesh at the top to prevent approach and coming into contact with the moving sprocket wheel and chain. As there was some accumulation of Bagasse in the body of the elevator, the worker who sustained fatal injury later, and two others were asked to get inside the elevator body and remove the Bagasse. While they were attending to this work, the defect in the return carrier was set right. The other two workers who were working along with the worker who was involved in the accident later came out of the elevator after removing the Bagasse. But the deceased worker was still having some work inside the elevator. The electrician, without noticing that some one was still working inside the elevator, switched on the Bagasse elevator instead of the bagasse carrier conveyer without anybody's knowledge. Immediately the sprocket wheel, chain and slats were set in motion. The man working inside the elevator was working close to the sprocket wheel, he could not extricate himself and his hand was caught in between the slats and his body was caught underneath the sprocket. Although the workers working nearby, could switch off the motor of the elevator and did so, the sprocket by then punctured the internal organs of stomach causing fatal injuries.

One of the causes of this mishap can be attributed to the location of starter switches of both the return Bagasse carrier and the elevator being placed side by side. The electrician instead of pressing the Starter motor of the carrier had pressed the starter motor of the elevator.

This accident could have been averted if the fuses from the main switches have been removed before allowing the worker to work inside the elevator body. Further, the Starter Switches of the elevator motor and the carrier motor should have been mounted on different places providing clear indications. Yet another cause of this accident is the absence of Supervisory personnel on the spot of the work, who should act with more common sense and present of mind.

(Information sent by the Chief Inspector of Factories, Madras)

FATAL FALL IN A PAPER MILL

The pulp mixture and the centrifugal grinders are situated on the first floor of the paper mill. A straight stair case without a landing connected the first floor and ground floor. Except a hand rail no blockade closing the

gap of 32" between the treads and the hand rail existed. A water storage tank of about 10' depth had been constructed adjoining the staircase. The tank was empty on the date of accident and had not been covered.

The accident happened in the night ending in a fatal fall into the empty tank and the report from the factory suggested a fall due to giddiness and subsequent death.

On an investigation of the accident it was noticed that the lighting were very inadequate not allowing even a stray chance for the worker who must have tripped on the stairs while coming down to grab even the hand rail which must have been invisible to him. It is always incumbent on a management that under Section 33 of the Factories Act 1948 the pits, sumps, tanks etc., are kept covered. Even if the tank had been full of water the impact of the fall would have been mitigated and the worker would not have lost his life.

The remedial measures suggested to the factory are :—

(1) to keep the tank covered;

(2) to close the gaps between the staircase hand rail and treads by vertical rails

and (3) to light the staircase adequately as an ill-lit staircase is a vulnerable spot for trips and falls.

(Information sent by the Chief Inspector of Factories, Madras)

INDUSTRIAL RELATIONS, JULY, 1966

The Labour situation in the State was satisfactory. There were eleven strikes in Textile Mills including four strikes followed by lock-out. Among the eleven strikes three strikes were continuing at the end of the previous month. There were also five strikes in other industries including two strikes followed by lock-out. Among the five strikes in other industries two strikes were continuing at the end of the previous month. The number of workers affected by the work stoppages in textile mills was 9462 and in other industries it was 1754. The number of mandays lost as a result of work stoppages in textile mills and other industries were 83740.75 and 40,637 respectively. The details of work stoppages are as follows.

TEXTILES

The strike by the workers of Madura Mills Company Limited, Madurai and Pandiyan Mills, Madurai from 27-6-1966 and the lock-out from 28-6-1966 were terminated on 11-7-1966 on the advice of the Special Deputy Commissioner of Labour, Madras.

The stay in strike by the workers of Mettur Industrial Limited, Mettur Dam and the lock-out by the Management on 13-6-1966 were terminated on 11-7-1966 on the mediation of the Special Deputy Commissioner of Labour, Madras.

The stay-in-strike by the workers of Pullicar Mills Limited, Tiruchengode Salem and the lock-out by the Management on 30-5-1966 were terminated on 29-7-1966 on the mediation of the Special Deputy Commissioner of Labour, Madras.

192 out of 350 workers of Krishnaveni Textiles, Singanallur struck work on 10-7-1966. The workers resumed work on 12-7-1966 on the advice of the Labour Officer-I, Coimbatore. The reason for the strike is not known.

94 out of 770 workers of Jayalakshmi Mills, Singanallur struck work on 5-7-1966 protesting against the assignment of work. The workers resumed work on 19-7-66 on the advice of the Labour Officer-I, Coimbatore.

61, out of 329 workers of Reveendra Mills Limited, Singanallur struck work on 5-7-1966 demanding provision of work to badli workers. The workers resumed their work voluntarily on the same day.

538 out of 774 workers of Coimbatore Murugan Mills Limited, Coimbatore struck work on 25-7-1966 protesting against the work assignment. The workers resumed work on 28-7-1966 on the advice of the Labour Officer-I, Coimbatore.

266 out of 383 workers of Bhavani Mills Limited, Podanur struck work from 26-7-1966 as a protest against the allotment of alternative machines. The strike was continuing at the end of the month.

178 out of 243 workers of Southern Textiles Limited, Sulur struck work from 31-7-1966. The reason for the strike is not known. The strike was continuing at the end of the month.

53 out of 12961 workers of Buckingham and Carnatic Mills, Madras struck work at 7-45 A.M. on 18-7-1966 as a protest against the recruitment of a driver. The Management then declared a lockout of the transport section from 12 Noon on the same day. The workers resumed their work after direct negotiation.

All the 120 workers of Lungi Weaving Companies at Ananthapuram struck work from 25-7-1966 as a protest against the action of the Management in providing lesser quantity of warp and weft. The strike was continuing at the end of the month.

OTHER INDUSTRIES

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

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 lock-out was lifted on 19-7-1966 on the advice of the Labour Officer, Vellore.

All the 21 workers of M.A. Khiyar Hussain and Sons Tannery, Ranipet struck work from 15-7-1966 over certain demands. The strike was called off on 17-7-1966 and the workers resumed work voluntarily.

92 out of 100 workers of Sheshasayee Paper Board Limited Baggasse Unit, Pugalur struck work from 19-7-1966 demanding permanency of workers and payment of lay off wages to 14 workers and payment of dearness Allowance. The strike was continuing at the end of the month.

19 out of 22 workers of General purpose Engineering Workshop, Korumpallam, Tuticorin struck work from 27-7-1966 as a protest against the retrenchment of workers. The workers resumed their work on 31-7-1966 after direct negotiation.

CENTRAL SPHERE

1. CONCILIATION:

(a) The Assistant Labour Commissioner (C) Madras held conciliation proceedings in the dispute between the Madras Port Coal Employers' Association and the Madras Port and Dock Workers Congress (INTUC) Madras over payment of DA to winchmen at higher rates and brought about amicable settlements.

(b) The ALC (C) Madras held conciliation proceedings in the following disputes. They were ended in failure.

(i) Between the Syndicate Bank Limited and the Syndicate Bank Staff Association over discharge of Sri C. Kunhi Raman Nair, Attender.

(ii) Between the Canara Bank Limited and the Canara Bank Employees Association, Madras over promotion of Sri V. Surendra Shenoy.

(iii) Between the Indian Airlines Corporation, Madras and the Air Corporation Employees Union, Madras over termination of services of Sri V. Elumalai, Cabin Cleaner.

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

2. No. of strikes and lockouts	One
3. No. of threatened strikes/lockouts	4
4. Particulars regarding disputes :	
(a) Number of Industrial Disputes pending at the beginning	18
(b) Number of Industrial Disputes received during the month	11
(c) Number of Industrial Disputes settled disposed during the month	8
(d) Number of threatened strikes	4
(e) Number of strikes which materialised	Nil
(f) Number of D.S.Os certified.	Nil

STATE SPHERE

The conciliation Officers enquired into and settled 499 disputes during the month of July 1966. Of these 92 were Industrial Disputes in which settlements were recorded under section 12(3) of Industrial Disputes Act 1947.

ADJUDICATION UNDER THE INDUSTRIAL DISPUTES ACT 1947

Government referred 12 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. 18 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette for the month of July 1966.

WELFARE

During July 1966, 37766 applicants were registered at the various employment offices in the State for Employment assistance. As many as 1,557 employers under both Public and Private Sectors utilised the services of Employment Offices during the month and the number of vacancies notified by them totalled 7,581. In all 46,161 registrants were sponsored by the Employment Officers against these vacancies during the month. Reports received from the several employers during the month revealed that 5,656 registrants had been placed in employment through the efforts of the Employment Officers. At the end of July 1966, 2,33,590 registrants were on the Registers of the Employment Offices in the State, seeking employment assistance.

A comparative analysis of Employment Exchange Statistics for June 1966 reveals that during July 1966, vacancies notified and placements effected have increased by 1058 or (416.2%) and 1064 or (23.2%) respectively, while the Registrations have dropped by 773 (—2%) Increase in placements was chiefly attributable to the bulk recruitment of teachers in the Local Body establishments in the State. The ratio of vacancies notified to registrations recorded a slight improvement during July 1966; from 1:5.9 during June, 1966 the ratio improved to 1:4.9 during the current month.

Shortage of manpower was reported in the following occupations during July 1966:

Town Planning and Building Inspector, Medical Officer, Medical Officer (Allopathic), Veterinary Assistant Surgeon, Male Nurse (Trained), Dresser-cum-Compounder Pharmacist, Diplomaholder in Pharmacy/Engineering with 2 to 3 years experience, Health Visitor Sanitary Inspector, B.T. Assistants (Maths/Science/Social Studies), Tamil Pandit, Hindi Pandit, Malayalam Pandit, Arabic Munshi, Lecturer in Chemistry/Mathematics/Industrial Psychology/Mechanical Engineering/Electrical Engineering/Civil Engineering, Drawing Master (Higher Grade with Teachers Training Course) Social Worker, Lecturer in English, Craft Instructor (Woodwork with Teachers Training Course), Instructor in Commercial Practice work, Accounts Clerk, Typist (Higher Grade in both English and Tamil), Stenographer, Clerk (5 years experience), Sales Assistant Telephone Operator (5 years experience), Driver Light (5 years experience), Tailoring Supervisor (5 years experience), Instrument Mechanic, Sharpening Machine Operator Grade II, Shaper (5 years experience), Turner (5 years experience), Marker (5 years experience), Driller, Lift Attendant, Workshop Instructor (5 years experience), Refrigeration Mechanic, Pipeline Fitter, Pumpset Driver, Agricultural Engineering Maistry, Boiler Attendant Road Roller Driver, Laundry Supervisor, Physical Training Instructor/Instructress.

Surplus of applicants was reported in the categories of Economics and Law Graduates, Matriculates, Clerks and in other unskilled occupations. Such as attendars, peons, watchmen, labourers etc.

The Professional and Executive Employment Office, Madras registered 638 highly qualified applicants and placed in Employment 35 registrants during July 1966. There were 1,653 registrants on the Live Register of this office at the end of the month under review.

The University of Employment Information and Guidance Bureaus at Annamalai and Madras Universities registered 84 applicants and placed in Employment 3 registrants during July 1966. At the end of the month, there were 372 registrants on the Live Registers of these offices.

The Special Employment Officer for Physically Handicapped applicants, Madras registered 44 (8 blind 14 deaf and dumb and 22 orthopaedically handicapped) applicants during July 1966. Five physically handicapped (one blind, two deaf and dumb and two orthopaedically handicapped) registrants were placed in employment during the month. At the end of July, 1966, there were 685 (144 blind, 95 deaf and dumb and 445 orthopaedically handicapped) applicants 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 Ramanathapuram, Salem, Thanjavur, Tiruchirapalli and Tirunelveli gave group guidance to 8,758 applicants and individual information to 4,812 registrants during July 1966. They had also given individual guidance to 19 youths and placed in employment 14 individually guided applicants during the month.

The Occupational Information Officer at the State Head Quarters completed original study in respect of 8 occupations in group 07 and visited 4 institutions during July 1966. The reports along with the work schedules have been sent to the State Government for onward transmission to the Government of India.

The Mobile Registration Units attached to the Employment Offices of Ramanathapuram and Salem Districts registered 527 applicants and effected 1868 renewals during July 1966. They had also interviewed and counselled 586 applicants during the month.

EMPLOYEES PROVIDENT FUNDS ACT 1952

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

72 establishments/factories were brought under the Employees Provident Funds Act 52 during the month of July 1966. Thus the total number of covered establishments/factories comes to 4026.

A total sum of Rs. 56,15,235.86 (excluding the refund of loan, previous accumulation and administrative charges etc., amounting to Rs. 2,95,416.17) was received as employees' and employer's shares of contributions for the month of June 1966.

The total number of employees/subscribers covered under the Act in this region at the end of June 1966 was 5,01,017/4,40,590 respectively.

WORKERS EDUCATION DURING AUGUST 1966

A function was held at Madras State Transport Departmental Workshops, Nagercoil on 17-7-1966 for the distribution of certificates to the workers who have successfully completed their training. Sri R. Venkataraman, Minister for Industries distributed the certificates.

A function was held at the Madras Dock Labour Board on 12-8-1966 for the distribution of certificates to the first batch of worker trainees and for inauguration of 2nd Unit Level Class. Srimathi Kalyani Kumaramangalam, Member of the Dock Labour Board, distributed the certificates.

During the month of August, unit level classes were started in English Electric Company of India Limited, Structural Workshop, Ambattur, Wheel and Rim Company of India Limited, Tractors and Farm Equipment Madras, Madras Port Trust, E.I.D. Parry Limited, Nellikuppam, Madras Rubber Factory Surgical Instruments Plant, Madras Buckingham and Carnatic Mills, Madras Dock Labour Board, Garrison Engineers' Office Avadi, Vehicle Depot, Avadi, Binny's Engineering Works, Madras, Resa Company Madras, Southern Railway Workshop Podanur, Rajalakshmi Mills, Singanallur, Murugan Mills, Coimbatore, Pressed Metal Products Units, Palani, Madurai Thermal Station, Samayanallur and Southern Railway Workshop, Golden Rock, Tiruchirapalli.

The worker Trainees of Madras Rubber Factory Enfield India Limited, Madras, India Cements Limited, Thalayuthu Vijakumar Mills, Palani, Tiruchinopally Mills Ramjeenagar Tiruchi went on an educational tour to Ootacamund, Coimbatore, Bangalore and Mettur. The trainees of the 9th Worker Teacher Training Course held at Madurai went on a study tour to Bombay, Hyderabad, Bangalore and Madras from 23-8-1966 to 7-9-1966.

EIGHTH CONFERENCE ON HUMAN RELATIONS IN INDUSTRY

Eighth Conference on Human Relations in Industry organised by the South India Textile Research Association was held at Coimbatore on 19th and 20th August 1966. Sri H. V. R. Iyengar, Chairman, E.I.D. Parry Group, Madras inaugurated the Conference. Sri G. K. Devarajulu, Chairman, Council of Administration SITRA presided over the inaugural session.

About 450 delegates from 150 organisations participated in the two day conference. Besides delegates from the member mills of SITRA, representatives from the various Ministries of the Government of India, Departments of Labour, Industry and Commerce of the State Governments of Madras, Andhra, Mysore and Kerala, the National Productivity Council, Educational and Research Institutions, Trade Unions and Employers' Associations participated in the Conference.

INAUGURAL ADDRESS

Inaugurating the Conference, Shri H. V. R. Iyengar, called for "a re-orientation of thinking on the part of employers, employees and the Government for promoting better industrial relations." He said that the employer-employee relations were not at all happy, despite the improvements that had taken place in the conditions of employees in our country. He pointed out there had been no real accord between the management and the employees and productivity or discipline was at a discount. He thought that the present situation was a "swing of the pendulum away from a situation in which labour was undoubtedly exploited and for years endured hardships which were unimaginable. He suggested that the employers themselves should take the initiative and not consider giving in, only when threatened by strike. He advised that what was involved was not just a willingness to provide some amenities or even to increase wages, but an attitude of mind. He said the duty of management did not consist in just conforming to statutory regulations, but in seeking out, in a human way, the opportunities for better understanding with labour.

With regard to Labour Unions, Shri Iyengar pleaded that they should not consider employers as a hostile force to be subjected by constant agitations and threats but as a part of a living economic organisation in which neither side can prosper without the other.

As regards the role of Government in bringing a better understanding between management and labour, Shri Iyengar said that the Government should seriously consider the question of whether their approach to labour problem was not stultifying the growth of healthy trade unions and in fact, creating a situation in which indiscipline had a premium and productivity was at a discount. He said that it was understandable, when labour was relatively helpless, that the Government should lean heavily in its favour, but today, the position was vastly different and to base legisla-

tion and administrative policy on the theory that organised labour was helpless and was being continuously exploited was to flout the realities of the situation.

WELCOME SPEECH

Sri K. Sreenivasan, Director SITRA, welcoming the delegates observed "that the work of SITRA is based on the concept that a research organisation serving the needs of a specific industry should devote its efforts not only on the long term problems of research and development, but on the solution of short term problem as well and hence the emphasis in the activities is on the immediate problems faced by the mills".

PRESIDENT'S ADDRESS

Sri G. K. Devarajulu, Chairman, Council of Administration, SITRA, in his presidential address congratulated the Director and staff of SITRA for the commendable work done by them, in organising conferences of this nature which serve as a "forum for the discussion of human problems associated with industry". He further added that "as such, this conference is fulfilling a very much needed want in industrial life in this part of the country, besides creating an understanding and an awareness of human relations in industry. Some of the suggestions that have emerged at these Conferences have been immensely useful for the industrialists, trade unionists and the Government alike".

After briefly reviewing the difficulties faced by the textile industry during the recent crisis, he referred to the useful role played by SITRA in advising and helping the mills to overcome some of their difficulties. Thus, he said "the advantage of having an organisation like SITRA is that it brings to bear on the problems of industry, an objectivity and scientific knowledge that is helpful in achieving the goals".

Srimathi Parvathi Krishnan, Vice-President AITUC, Coimbatore in her speech made a plea for a concerted effort on the part of all concerned towards a successful plan of National Self-reliance. She added "SITRA during so many years has been playing an important role not only within the confines of Coimbatore itself, but through these conferences, extending that role to wider spheres. SITRA has also been going into the various aspects of the industrial set up and the role to be played by the worker, management etc.

Sri P. V. Veeraraghavan, Assistant Director, SITRA proposed a vote of thanks.

REPORTS PRESENTED AT THE CONFERENCE

After the inaugural session, there were three more sessions at which the following were the participants.

SESSION ON "CONSULTANT — CLIENT RELATIONS"

Dr. Y. Nayudamma, Director, Central Leather Research Institute, Madras presided over the session.

Dr. S. K. Pasukh, Director, BEAM Services, Bombay gave a talk on "Consultant's point of view".

Sri G. K. Sundaram, M.P., Managing Agent, Lakshmi Mills Company Ltd., presented the study group report on "Clients' point of view".

Sri C. V. Natarajan of SITRA gave a talk on "Consultancy in special situations — Organisation".

Sri S. K. Roy of ATIRA gave a talk on "Training Consultancy".

SESSION ON FROM FAMILY TO PROFESSIONAL MANAGEMENT

Sri P. R. Ramakrishnan, M.P., Principal, Coimbatore Institute of Technology presided over the session.

Sri M. V. Arunachalam gave a talk on "The Case of the Family".

Sri K. N. Subbaraman, Chairman, Neyveli Lignite Corporation Ltd., gave a talk on "The case of the Professional".

Sri K. Sreenivasan, Director, SITRA read a report "From Family to Professional Management".

Dr. M. V. Pylee, Director, The School of Management Studies, University of Kerala gave a talk presenting the views of the academician.

SESSION ON INDUSTRY AND SOCIETY

Sri T. A. S. Balakrishnan, I.A.S., Additional Secretary, Education and Public Health Department, Government of Madras presided over the session.

Dr. Chandran, Devanesan, Principal, Madras Christian College gave a talk on "Industry and Society".

Sri P. V. Veeraraghavan of SITRA presented a research report on the "Changes in Social Status".

Sri V. Rudraswamy of SITRA presented a research report on "Prestige in Occupations".

The Conference concluded with the summing up of the deliberations by Sri D. Sadagopan, Assistant Personnel Officer, Bangalore Woollen, Cotton and Silk Mills Company Limited, Bangalore and Sri R. Ratnam, Honorary Secretary, Thiruchinappalli Productivity Council, Thiruchinappalli.

AWARDS AND AGREEMENTS

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(Special Original Jurisdiction)

Wednesday, the Twentieth day of July One thousand nine hundred and sixty six (29th day of Ashadha 1888 — Saka.)

Present :

The Honourable Mr. Justice Venkatadri
Writ petition No. 283 of 1963

M. D. Vasudevan, Proprietor Jai Shree Vilas Hotel, Gandhipuram, Coimbatore.
Petitioner :

Vs.

1. Velayutham Namboodri, C/o Hotel Workers' Union, 13, Variety Hall Road, Coimbatore.
2. The Appellate Authority, under Section 19 of Madras Act 13 of 1958, viz. Labour Officer - I, Coimbatore.

Respondents.

Petition under Article 226 of the Constitution of India, praying that in the circumstances stated therein and in the affidavit filed therewith the High Court will be pleased to issue a Writ of Certiorari Calling for the records relating to the order dated 15-2-1963 in M.C.E. Appeal No. 23 of 1962 on the file of the 2nd Respondent, the Appellate Authority viz. Labour Officer - I, Coimbatore and quash the said order and made therein.

ORDER : This writ petition coming on for hearing upon perusing the petition and the affidavit filed in support thereof the order of the High Court, dated 27-3-1963 and made herein and the records M.C.E. appeal No. 23 of 1962 dated 15-2-1963 on the file of the Labour Officer - I, Coimbatore, the 2nd respondent herein and comprised in the return of the 2nd respondent herein to the writ made by the High Court, and upon hearing the arguments of T. K. Subba Rao, Advocate for the petitioner and of M. K. Alagirisami for the Additional Government pleader on behalf of the 2nd respondent and the 1st respondent not appearing in person or by Advocate the Court made the following order.

This writ petition is filed under Article 226 of the Constitution for the issue of a Writ of Certiorari calling for the records of the order dated 15-2-63 in M.C.E. Appeal No. 23 of 1962, on the file of the Appellate Authority viz. Labour Officer - I, Coimbatore and for quashing the said order.

The only question that is argued by the learned counsel for the petitioner before me is that under Section 19 the appellate authority held

without any basis that the dismissal of the worker was without any reasonable cause and without a full opportunity being given to defend himself and that he was entitled to the benefits of Section 19 and awarded a compensation of Rs. 300/-. Section 19(2) (b) of the Madras Catering Establishments Act, 1958 is to the following effect.

"The appellate authority, may, after giving notice in the prescribed manner to the employer and the employee, dismiss the appeal or direct the reinstatement of the employee with or without wages for the period he was kept out of employment or direct payment of compensation without reinstatement or grant such other relief as it deems fit in the circumstances of the case."

The employee, who in the first respondent, herein, was dismissed from service on 26-9-62. The appeal by the first respondent was disposed of by the appellate authority on 1-2-1963. The appellate authority was of the opinion that the first respondent employee was dismissed without reasonable cause and without giving him full opportunity to defend himself against the charges, that the principles of natural justice were not observed by the petitioner, that the dismissal was not legally correct and that the first respondent was, therefore, entitled to all benefits. While giving the benefits, he took into account various circumstances of the case, namely, the employer had to pay the salary of the employee from the date of his dismissal and reinstatement may cause dissensions between the employer and the employee. In those circumstances, he fixed the compensation at Rs. 300/- while confirming the dismissal of the employee.

Learned counsel for the petitioner contends before me that the compensation of Rs. 300/- is out of all proportion to the total period of service of the employee. The quantum of compensation awarded by the appellate authority depends upon particular facts and circumstances of each case. The appellate authority has got a discretion to order payment of compensation without reinstatement. I do not think that Rs. 300/- fixed as compensation by the appellate authority is either excessive or arbitrary. This is not a case where it can be said that the appellate authority has wrongly exercised his powers in fixing Rs. 300/- as compensation.

The writ petition is dismissed. There will be no order as to costs.

BEFORE THE COMMISSIONER OF LABOUR: MADRAS

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

Application under Section 27(2) of Madras Catering Establishments Act, 1958.

Application No. 2 of 1966.

DECISION :

The Madras Advocates' Co-operative Society Limited, Madras in its application dated 15-7-66 represented that the society has been running a canteen between 12-30 P.M. and 3 P.M. on working days on non-profit basis for the supply of refreshment to its members, that it is an amenity provided for the members only and no "business of supplying refreshments to public or a class of public" is carried on.

The Society has prayed that an order under Section 27(2) may be issued to the effect that the provisions of the Madras Catering Establishments Act, 1958 do not apply to the canteen run by Madras Advocates' Co-operative Society Limited, Madras.

I heard the parties on 3-9-66.

The society's canteen is run on non-profit basis solely for the benefit of the members of the said society only and not with the intention of doing any business for profit.

The High Court, Madras in the case of Youngmen's Indian Association, Madras (MLJ II Page 177 of 1964) has held that where the Association is catering to the needs of its members only at cost price as an amenity and without profit motive, it cannot be said that the Association is doing any business and that Madras Catering Establishments Act would apply to it.

I, therefore, hold under Section 27(2) of Madras Catering Establishment Act that all the provisions of the said Act will not apply to the canteen run by the Madras Advocates' Co-operative Society Limited, Madras.

Dated this the 3rd day of September, 1966 at Madras.

CURRENT LABOUR LITERATURE

Some of the Books and Articles Published

IMPORTANT BOOKS

1. BADGER (ALFRED B.)
Man in Employment,
St. Martin's Press, New York,
1966 Second Edition p.p. 422-42s.
2. BOWEN, WILLIAM G.
Labour and the National Economy
New York, W. W. Norton and Company,
1965 xii + 180 p.p. Bibliography \$ 4.
3. SINGH (V. B.)
Industrial Labour in India,
Bombay, Asia Publishing House, p.p. 664, Rs. 25/-.
4. SHARMA (G. K.)
Labour Movement in India,
Jullundur, University Publishers, p.p. 250 Rs. 15/-.
5. RAMANA RAO
Industrial Social Services in a Developing Economy,
Allied Publishers, Bombay, 1966, p.p. 466, Rs. 30/-.

IMPORTANT ARTICLES

1. FRIEDLAND (W. H.)
Unionism and Industrial Relations in Developing Countries
Indian Worker Vol. XIV No. 44 August 1st 1966.
2. DR. PREM NARAYAN SAXENA
Voluntary Arbitration,
Indian Worker Vol. XIV No. 44 August 1st 1966.
3. BALA (M. S.)
Framing Standing Orders for Workmen,
Capital Vol. CL. VII No. 3923 August 11, 1966.
4. CHARLES MC. CARTHY,
Trade Unions and Economic Planning in Ireland,
International Labour Review Vol. 94 No. 1, July 1966.
5. BALA (M. S.)
Conditions for retrenching workmen,
Capital Vol. CL. VII — 2926 September 1, 1966.
6. DR. MHETRAS (V. G.)
Devaluation, Industry and Labour,
Labour Gazette, Vol. XLV No. 11 July 1966.

SHRAM VIR SAFETY AWARDS AND STATE SAFETY AWARDS, 1966

The following Schemes sanctioned by the Government of Madras will be implemented from the Award Year 1966 for which applications will be invited during 1967.

1. **Shram Vir State Awards:** These awards are for workers who have given useful suggestions leading to higher productivity or greater efficiency. **Workers employed in factories which have a 'suggestion Scheme' in operation** are eligible to apply. Winners will be given cash prizes and certificates.

2. **State Safety awards:** There are three types based on (i) highest percentage reduction in frequency rates; (ii) lowest frequency rate in industry; and (iii) longest accident free period.

The object of these Awards is to recognise good safety records in industrial undertakings.

These Schemes replace the present Scheme for State Safety Awards. These Schemes have been formulated separately for two categories of factories viz.,

- (1) Factories that have worked for more than 10 lakhs man hours during a Calendar year; and
- (2) Factories that have worked between 5 lakhs and 10 lakhs man hours during a calendar year.

Cash prizes, trophies and certificates will be awarded under the above Schemes.

Copies of the Scheme are appended.

APPENDIX

I. SCHEME FOR SHRAM VIR

(STATE AWARD)

(1) OBJECT :

The object of the Scheme is to establish a system for recognising good performance on the part of workers maintaining their continued interest in problems which lead to higher productivity and as part of an educational campaign to promote industrial efficiency.

(2) SCOPE OF APPLICATION :

The scheme cover factories as defined in the Factories Act, 1948.

(3) BASIS FOR AWARDS :

In many of the progressive industrial establishments and undertakings both in the public and private sectors, 'Suggestion Schemes' are in operation. The awards are made for any outstanding achievement or good performance on the part of workers in increasing productivity either in terms of their own efforts or by improvements suggested leading to higher output or to increase in the general efficiency of the enterprise. The 'Suggestion Schemes', however, operate on plant-wise basis and prizes are offered by the management for suggestions and ideas received and accepted in accordance with the procedure laid down. Generally in such Schemes the quantum of the prize money is directly related to the anticipated saving in the cost of production as a result of the implementation of the suggestion or idea.

With the growing tempo of industrialisation the time is now considered opportune for any suitable scheme whereby outstanding achievement on the part of workers is given due recognition at the highest level. With a view to give the worker a sense of feeling that he is accorded a status by being called upon to take his place along with other recipients of State Awards for outstanding achievements in the various walks of life, this system of State operation in industry has been constituted.

(4) SUGGESTIONS QUALIFYING FOR THE STATE AWARDS :—

Suggestions in respect of any of the following shall qualify for the grant of State Awards. However, only such suggestions shall be entertained as have been accepted by the management and qualified for a prize in accordance with the 'Suggestion Scheme' in force in the particular enterprise.

2. Raising output or productivity or quality.
2. Increasing efficiency of the organisation or management.
3. Inventions and improvements that bring about savings in materials including fuel and power, in labour or production time in equipment or costs;
4. Improvement in quality of products or their design;
5. Lightening physical efforts in certain operations and thereby leading to increased productivity;
6. Utilising waste or scrap material to a better purpose;
7. Improvement in packing methods;
8. Improving ways and means for using indigenous articles in place of imported ones; and

Improvement of working conditions including safety, health and welfare, safety standards, safety devices, safety conditions, atmospheric and environmental conditions, and improvement in method to deal with causes leading to industrial diseases.

(5) CONSTITUTION OF AWARDS COMMITTEE :

The State Government will constitute every year an Awards Committee consisting of 5 members of which two will be officials viz., the Chief Inspector of Factories who will be Chairman and the Superintending Inspector of Factories (Accidents, Statistics and Research) who will be the Secretary and the remaining three technical men of experience to adjudge the applications received for the grant of State Awards.

(6) FUNCTIONS OF THE AWARDS COMMITTEE :

The function of the awards committee shall be as follows :—

1. To scrutinise and adjudge the applications received for the Awards and to take all necessary action therefor.
2. To require further particulars or defer consideration for further investigations; and
3. To decide the number of awards under the various classes to be granted in any year subject to a maximum number of prizes as provided in Clause 8.

(7) ENTRY FEE :

Every entry shall be accompanied by Crossed Postal Orders of the value of Rs. 5/- and endorsed to the Secretary, State Shram Vir Awards Committee, Office of the Chief Inspector of Factories, Madras-6.

(8) AWARD OF PRIZES :

There will be three classes of prizes and the maximum number of prizes in each year will be as under:

	Value of each prizes.	Number of prizes.
Class 'A'	Rs. 500/-	3
Class 'B'	Rs. 250/-	6
Class 'C'	Rs. 100/-	15

In addition to these prizes, certificates of merit of appropriate class will be awarded to the winners. No prize may be awarded in any year if no entry is considered to come up to the requisite standard.

(9) DECISION OF THE AWARDS COMMITTEE :

The decision of the Awards Committee in respect of the Award of prizes shall be final.

(10) APPLICATION FOR SHRAM VIR STATE AWARDS :

Applications shall be made on behalf of a worker by the **Manager** of the Factory or in the case of a public sector undertaking by such officer as may be designated together with the entry fee prescribed in clause 7 in the prescribed form attached and should reach the Secretary, Shram Vir State Awards Committee, Office of the Chief Inspector of Factories, Madras-6 before 15th February each year (Typed copy of the form may be used if printed form is not available.).

APPLICATION FOR 'SHRAM VIR' STATE AWARDS

This form with particulars specified below along with the entrance fee is to reach the Secretary, 'Shram Vir' State Awards Committee, Office of the Chief Inspector of Factories, Madras not later than 15th February, 1966.

1. Name and address of the industrial undertaking.
2. Nature of industry.
3. Full name and address of the worker who made the suggestion.
4. Place and date of birth.
5. Department in which employed:
6. Nature of work on which employed:
7. Full particulars of the suggestion received by the management including the date of receipt.
8. Importance of the suggestion in relation to the general working of the undertaking.
9. Date when the suggestion was adopted.
10. Results achieved including financial savings within first 6 months as a result of adoption of the suggestion.
11. Estimated annual savings:
12. Particulars of the award granted by the management to the worker under their 'Suggestion Scheme'.

Signature of person(s) who has/have received the award under the Company's Suggestion Scheme.

Signature of the Manager.

II. STATE SAFETY AWARDS

FOR FACTORIES WHICH HAVE WORKED 10,00,000
AND MORE MAN HOURS.

Scheme 1 : Based on largest percentage reduction in frequency rate.

(1) Object :

With the growing tempo of industrialisation and consequent increase in the number of industrial accidents the time has come for evolving a suitable scheme whereby outstanding achievements in accident prevention on the part of industrial undertakings can be given due recognition at the highest level. It is, therefore, proposed to constitute a system of State Safety Awards for recognising good safety records in industrial undertakings with a view to stimulating and maintaining the interest of both managements and workers in accident prevention work.

(2) Basis for Award :

State Safety Awards will be granted to industrial undertakings covered by the Factories Act, 1948 which work at least 10,00,000 and more man-hours per year and achieve the large percentage reduction in their own weighted accident frequency rate during a calendar year in comparison with the previous years. For this purpose, the weighted frequency rate will be the sum of :

1. The number of non-fatal accident per million men-hours worked; and
2. the number of fatal accident per million man-hours worked multiplied by 10.

A non-fatal accident is an accident which causes disability to any person for more than 48 hours. The man-hours (including over-time) worked is the total of all the hours actually worked inside the factory by all the workers' as defined in the Factories Act, 1948.

(3) Constitution of Awards Committee :

The State Government will constitute every year an Awards Committee to adjudge the applications received for the grant of State Safety Awards. The Committee will consist six members including the Commissioner of Labour (Factories), the Chief Inspector of Factories and the Superintending Inspector of Factories (Accidents, Statistics and Research), Madras of whom Commissioner of Labour (Factories) will function ex-officio as Chairman and the Superintending Inspector of Factories (Accidents, Statistics and Research) as Secretary, respectively of the Committee. The other three members will be selected largely on the basis of their technical ability and experience.

(4) Functions of the Awards Committee :

The Awards Committee will have the following functions :

1. To scrutinise and adjudge applications received for awards.
2. To require further particulars or to defer consideration for further investigation.
3. To depute any member of the Committee to inspect the records relating to accidents and man-hours worked in any industrial undertakings for the purpose of considering the applications received for the Awards.

(5) Awards of Trophies :

There will be 10 running trophies for the winners of the first place, one for each of the following industries :

1. Textiles (Wool, silk, cotton, rayon etc.)
2. Metals (melting, refining, rolling, tube making, wire-drawing, casting, forging, galvanising, tinning etc.)
3. Cement.
4. Hydrogenated oils and Sugar.
5. Paper, pulp and strawboard and printing.
6. Chemicals (including fertilizers, matches, coal-tar, paint, colour, varnish, etc.)
7. Engineering (Manufacture of machinery, boilers, machine tools, munitions, jobbing, repairing etc.)
8. Transport (Manufacture of ships, aircrafts, railway rolling stock, locomotives, motor vehicles, tramways, bicycles etc.)
9. Transport (Other than manufacture), (Repair of ships, aircrafts, railway rolling stock, locomotives, motor vehicles etc.)
10. Miscellaneous (other industries like Cinema studios, laundry and laundry services, thermal stations, non-metallic mineral products etc., not covered by above).

Winners of the Second and Third places in each of the above industries will be awarded certificates,

(6) Decision of the Awards Committee :

The decision of the Awards Committee in respect of classification of industry into groups and the award of the trophies and certificates will be final and no appeal shall lie against it.

(7) Entry Fee :

Every entry shall be accompanied by a Crossed Postal Order for the value of Rs. 15/-, and endorsed to the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6.

(8) Application for State Safety Awards :

Application should be made by the management of industrial undertakings in the prescribed form as under and should reach the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6, before 15th February each year.

ENTRY FORM

1. Name and address of the Factory :
2. Nature of industry :

Previous year.	Award year.
3. Average number of workers employed during the period :	
4. Total man-hours worked (This should be the actual number of man-hours including over-time worked by the 'workers' as defined in the Factories Act, 1948) :	
5. Accidents : causing loss of time for 48 hours or more :	
(a) Fatal	
(b) Non-fatal.	
6. Frequency rate : $\frac{\text{Column 5(a) or 5(b)} \times 10,00,000}{\text{Column 4.}}$	

AND in case of Column 5(a) it should again be multiplied by 10 to arrive at the weighted frequency rate.

WEIGHTED FREQUENCY RATE

Year.	Weighted rate for fatal accidents.	Rate for non-fatal accidents.	Sum of two rates.	Percentage reduction.	Total percentage reduction.
1963					
1964					
1965					

Signature of Manager

STATE SAFETY AWARDS

Scheme 2: Based on Lowest Frequency Rate in Industry

1. SCOPE :

The Scheme will be applicable to the Industrial undertakings covered by the Factories Act which have worked at least 10,00,000 and more man-hours during a calendar year. The man hours worked will include over-time.

2. BASIS :

The Winners will be those who achieve the lowest weighted frequency rate during a calendar year in each of the 10 industries listed in the Schedule. The weighted frequency rate will be the sum of :

1. The number of non-fatal accidents per million man-hours worked; and
2. the number of fatal accidents per million man-hours worked multiplied by 10.

A non-fatal accident is an accident which caused disability for 48 hours or more.

EXAMPLE :

Textile Mill 'A' has a frequency rate of 5 for non-fatal injuries and 35 for deaths. The weighted rate for death injured would be $.35 \times 10 = 3.5$. The combined weighted rate on which the standing of 'A' would be based will be $5 \text{ plus } 3.5 = 8.5$.

Textile Mill 'B' has a rate of 3 for non-fatal injuries and .8 for deaths. The weighted frequency rate would be $3 \text{ plus } (.8 \times 10) = 11$.

Contestant 'A' will rank above contestant 'B'.

3. PERIOD :

The Awards will be granted annually.

4. PRIZES :

Each winner will be presented a running trophy and a cash prize of Rs. 1,000/-.

5. UTILISATION OF CASH PRIZES :

The factories winning the award may utilise the prize money for rewarding individual workers or group of workers who had the maximum contribution to make in achieving the safety record during the contest, period of promoting safety in general.

6. CONSTITUTION OF AWARDS COMMITTEE :

The State Government will constitute every year an Awards Committee to adjudge the applications received for the grant of State Safety Awards. The Committee will consist of six members including the Commissioner of Labour (Factories), the Chief Inspector of Factories and the Superintending Inspector of Factories (Accidents, Statistics and Research), of whom the Commissioner of Labour (Factories) will function ex-officio as Chairman, and the Superintending Inspector of Factories (Accidents, Statistics and Research) Madras as Secretary respectively of the Committee. The other three members will be selected largely on the basis of their technical ability and experience.

7. FUNCTIONS OF THE AWARDS COMMITTEE :

The Awards Committee will have the following functions :

- 1) To scrutinise and adjudge applications received for awards ;
- 2) To require further particulars or to defer consideration for further investigation ; and
- 3) To depute any person to inspect the records of any contestants for the purpose of considering applications received for the purpose.

8. DECISION OF THE AWARDS COMMITTEE :

The decision of the Awards Committee in respect of the classification of contestants in the industries as per Schedule and the awards shall be final and no appeal shall lie against it.

9. ENTRY FEE :

Every entry shall be made in a prescribed form accompanied by a Crossed Postal Order for the value of Rs. 15/- and endorsed to the Secretary, State Safety Awards Committee Office of the Chief Inspector of Factories, Madras-6.

10. APPLICATIONS FOR STATE SAFETY AWARDS :

Application should be made by the managements of Industrial undertakings in the prescribed form (Form SSA-2) Attached and should reach the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6, before 15th February of each year (Typed copy of the form may be used if printed form is not available).

SCHEDULE

1. Textile (Cotton, silk, wool, rayon etc.)
2. Metals (melting, refining, rolling, tube making, wire-drawing etc.)
3. Cement.
4. Sugar and hydrogenated oils.
5. Paper, pulp, straw-board and printing.
6. Chemicals (including fertilizers, matches, coal-tar paint or colour, varnish etc.)
7. Engineering (manufacture of machinery, boilers, light engineering, machine tools, munitions, jobbing, repairing etc.)
8. Transport (manufacture of ships, aircraft, railway rolling stock, locomotives, motor vehicles, tramways, bicycles etc.)
9. Transport, (other than manufacture) i.e. repair of ships, aircraft, railway rolling stock, locomotives, motor vehicles etc.)
10. Miscellaneous (like non-metallic mineral products, cinema studios, laundry and laundry services, thermal stations and others not covered by the above).

APPLICATION FOR STATE SAFETY AWARDS

Scheme II — Based on lowest frequency rate in Industries specified in the Schedule.

This form with particulars specified below along with entrance fee is to reach the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras not later than 15th February 196 .

1. Name and address of Factory :
2. Nature of Industry (See schedule) :

3. Average number of workers during the year 196 .
4. Total man-hours worked. (This should be the actual man-hours including over-time worked by the workers inside the factory as defined in the Factories Act).
5. Accidents causing loss of time for 48 hours or more.
 - (a) Fatal
 - (b) Non-fatal.
6. Frequency Rate
$$\frac{5(a) \text{ or } 5(b) \times 1,000,000}{(4)}$$

WEIGHTED FREQUENCY RATE

Year.	Weighted rate for fatal accidents.	Rate for non-fatal accidents.	Sum of two rates.	Remarks.
196				
196				

Signature of Manager

STATE SAFETY AWARDS

Scheme 3 : Based on Longest Accident Free period.

1. SCOPE :

The scheme will be applicable to the industrial undertakings covered by the Factories Act which have worked at least 10,00,000 and more man-hours during a calendar year. The man-hours worked will include over time.

2. BASIS :

The winners will be those contestants who work the largest number of man-hours subject to a minimum of three lakh man-hours without a fatal or non-fatal accident during a calendar year. There will be one winner in each of the 10 industries given in the Schedule.

3. PRIZES :

Each winner will be presented a cash price of Rs. 1,000/-.

4. UTILISATION OF CASH PRICES :

The factories winning the award may utilise the prize money for rewarding individual workers or group of workers who had the maximum contribution to make in achieving the safety record during the contest period of promoting safety in general.

5. PERIOD :

The awards will be granted annually.

6. CONSTITUTION OF AWARDS COMMITTEE :

The State Government will constitute every year an Awards Committee to adjudge the applications received for the grant of State Safety Awards. The Committee will consist of six members including the Commissioner of Labour (Factories), Chief Inspector of Factories, Madras and the Superintending Inspector for Factories (Accidents, Statistics and Research), Madras, of whom the Commissioner of Labour (Factories) will function ex-officio as Chairman and the Superintending Inspector of Factories (Accidents, Statistics and Research) as Secretary respectively of the committee. The other three members will be selected largely on the basis of their technical ability and experience.

7. FUNCTIONS OF THE AWARDS COMMITTEE :

The Awards Committee will have the following functions :

1. To scrutinise and adjudge the applications received for awards.
2. To require further particulars or to defer consideration for further investigation ; and
3. To depute any person to inspect the records of any contestant for the purpose of considering applications received for the purpose.

8. DECISION OF THE AWARD COMMITTEE :

The decision of the Awards Committee in respect of classification of contestants in the industries as per Schedule and the awards shall be final and no appeal shall lie against it.

9. ENTRY FEE :

Every entry shall be made in a prescribed form accompanied by a Crossed Postal Order for the value of Rs. 15/- and endorsed to the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6.

10. APPLICATION FOR STATE SAFETY AWARDS :

Application should be made by the managements of industrial undertakings in the prescribed form (Form SSA-3) attached and should reach the

Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6 before 15th February each year (Typed copy of the Form may be used if printed form is not available).

SCHEDULE

1. Textiles (cotton, silk, wool, etc.)
2. Metals (melting, refining, rolling, tube making wire drawing etc.)
3. Cement.
4. Sugar and hydrogenated oil.
5. Paper, pulp, straw-board and printing.
6. Chemicals (including fertilizers, coal tar, matches paint or varnish, colour etc.)
7. Engineering (manufacture of machinery, boilers, machine tools, munitions, jobbing, repairing, and light engineering etc.)
8. Transport (Manufacture of ships, aircrafts, railway rolling stock, locomotives motor vehicles, tramways, bicycles etc.)
9. Transport (other than manufacture of ships, aircrafts, railway rolling stock, locomotives, motor vehicles etc.)
10. Miscellaneous (including non-metallic mineral products, cinema studios, laundries and laundry services, thermal stations and others not covered by above).

APPLICATION FOR STATE SAFETY AWARDS

Scheme 3 : Based on longest accident — Free period

This form with particulars specified below along with the entrance fee is to reach the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6, not later than 15th February 196 .

1. Name and address of factory :
2. Average number of workers during the year 196 .
4. Total man-hours worked during the year 196 . (This should be the actual man-hours including overtime worked by the workers inside the factories as defined in the Factories Act):

5. Accidents causing loss of time for 48 hours or more during the year 196 .

- (a) Fatal
(b) Non-fatal

6. Longest accident - free period in man-hours (state dates.)

7. Frequency Rate :
$$\frac{5(a) \text{ or } 5(b) \times 1,000,000}{4}$$

WEIGHTED FREQUENCY RATE FOR THE YEAR

Year.	Weighted rate for fatal accidents.	Rate for non-fatal accidents.	Sum of two rates.	Remarks.
196				
196				

Signature of Manager

FOR FACTORIES WHICH HAVE WORKED BETWEEN
5,00,000 AND 10,00,000 MAN-HOURS

Scheme 1: BASED ON LARGEST PERCENTAGE
REDUCTION IN FREQUENCY RATE

1. OBJECT :

With the growing tempo of industrialisation and consequent increase in the number of industrial accidents the time has come for evolving a suitable scheme whereby outstanding achievements in accident prevention on the part of industrial undertakings can be given due recognition at the highest level. It is, therefore, proposed to constitute a system of State Safety Awards for recognizing good safety records in industrial undertakings with a view to stimulating and maintaining the interests of both managements and workers in accident prevention work.

2. BASIS FOR AWARDS :

State Safety Awards will be granted to industrial undertakings covered by the Factories Act, 1948 which work between 5,00,000 and 10,00,000 man-hours per year and achieve the large percentage reduction in their own weighted accident frequency rate during a calendar year in comparison with the previous years. For this purpose the weighted frequency rate will be the sum of :

1. The number of non-fatal accident per million man-hours worked; and
2. the number of fatal accident per million man-hours worked multiplied by 10.

A non-fatal accident is an accident which causes disability to any person for more than 48 hours. The man-hours (including over-time) worked is the total of all the hours actually worked inside the factory by all the 'workers' as defined in the Factories Act, 1948.

3. CONSTITUTION OF AWARDS COMMITTEE :

The State Government will constitute every year in Awards Committee to adjudge the applications received for the grant of State Safety Awards. The Committee will consist of five members including the Chief Inspector of Factories and Superintending Inspector of Factories (Accidents, Statistics and Research) who will function ex-officio as Chairman and Secretary respectively of the Committee. The other three members will be selected largely on the basis of their technical ability and experience.

4. FUNCTIONS OF THE AWARD COMMITTEE :

The Awards Committee will have the following functions :

1. To scrutinise and adjudge applications received for awards.
2. To require further particulars or to defer consideration for further investigation.
3. To depute any member of the Committee to inspect the records relating to accidents and man-hours worked in any industrial undertakings for the purpose of considering application received for the awards.

5. AWARD OF TROPHIES :

There will be 10 running trophies for the winners of the first place, one for each of the following industries :

1. Textiles (wool, silk, cotton including cotton ginning).
2. Metals (melting, refining, rolling, tube making, wire drawing, casting, forging, galvanising, tinning etc.)
3. Non-metallic mineral products including cement products.
4. Food (except sugar and hydrogenated oil).
5. Hydrogenated oil and sugar.

6. Paper, pulp, and straw-board and printing.
7. Chemicals (including fertilizers, matches, colour varnish, etc., coal tar, paint etc.) -
8. Engineering (manufacture of machinery, boilers, machine tools, munitions, jobbing, repairing etc.)
9. Transport (Repair of aircrafts, railway rolling stock, locomotives, motor vehicles etc.)
10. Miscellaneous (other industries not covered by the above, like cinema studios, laundries and laundry services and dyeing.)

Winners of the Second and Third places in each of the above industries will be awarded certificates.

6. DECISION OF THE AWARDS COMMITTEE :

The decision of the Awards Committee in respect of classification of industry into groups and the award of the trophies and certificates will be final and no appeal shall lie against it.

7. ENTRY FEE :

Every entry shall be accompanied by a Crossed Postal Order for the value of Rs. 15/- and endorsed to the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6.

8. APPLICATION FOR STATE SAFETY AWARDS :

Application should be made by the management of industrial undertakings in the prescribed form as under and should reach the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6, before 15th February, each year.

ENTRY FORM

1. Name and address of the Factory :

2. Nature of Industry :

Previous years. Award year.

3. Average number of workers employed during the period :

4. Total man-hours worked. (This should be the actual number of man-hours including over-time worked by the 'Workers' as defined in the Factories Act, 1948).

5. Accidents causing loss of time for time for 48 hours or more.

(a) Fatal

(b) Non-Fatal

6. Frequency rate : $\frac{\text{Column 5(a) or 5(b)} \times 10,00,000}{\text{Column 4.}}$

And in case of column 5(a) it should again be multiplied by 10 to arrive at the weighted frequency rate.

WEIGHTED FREQUENCY RATE

Year.	Weighted rate for fatal accidents.	Rate for non-fatal accidents.	Sum of two rates.	Percentage reduction.	Total percentage reduction.
1963					
1964					
1965					

Signature of Manager

STATE SAFETY AWARDS

Scheme 2: Based on Lowest Frequency Rate in Industry.

1. SCOPE :

The Scheme will be applicable to the Industrial undertakings covered by the Factories Act which have worked between 5,00,000 and 10,00,000 man-hours during a calendar year. The man-hours worked will include over-time.

2. BASIS :

The Winners will be those who achieve the lowest weighted frequency rate during a calendar year in each of the 10 industries listed in Schedule. The weighted frequency rate will be the sum of ;

1. The number of non-fatal accidents per million man-hours worked ; and
2. the number of fatal accidents per million man-hours worked multiplied by 10.

A non-fatal accident is an accident which caused disability for 48 hours or more.

Example :

Textile Mill 'A' has a frequency rate of 5 for non-Fatal injuries and .35 for deaths. The weighted rate for death injuries would be $\frac{.35 \times 5}{5 + .35} = 8.5$.

Textile Mill 'B' has a rate of 3 for non-fatal injuries and .8 for deaths. The weighted frequency rate would be $3 + (.8 \times 10) = 11$.

3. PERIOD :

The Awards will be granted annually.

4. PRIZES :

Each winner will be presented a running trophy and cash prize of Rs. 500/-.

5. UTILISATION OF A CASH PRIZES :

The factories winning the award may utilise the prize money for rewarding individual workers or groups of workers who had the maximum contribution to make in achieving the safety record during the contest period or promoting safety in general.

6. CONSTITUTION OF AWARDS COMMITTEE :

The State Government will constitute every year an Awards Committee to adjudge the applications received for the grant of State Safety Awards. The Committee will consist of five members including the Chief Inspector of Factories, Madras and the Superintending Inspector of Factories (Accidents, Statistics and Research), Madras who will function ex-officio as Chairman and Secretary respectively of the Committee. The other three members will be selected largely on the basis of their technical ability and experience.

7. FUNCTIONS OF THE AWARDS COMMITTEE :

The Awards Committee will have the following functions :

1. To Scrutinise and adjudge application received for awards.
2. To require further particulars or to defer consideration for further investigation ; and
3. To depute any person to inspect the records of any contestants for the purpose of considering applications received for the purpose.

8. DECISION OF THE AWARDS COMMITTEE :

The decision of the Awards Committee in respect of classification of contestants in the industries as per Schedule and the Awards shall be final and no appeal shall lie against it.

9. ENTRY FEE :

Every entry shall be made in a prescribed form accompanied by a Crossed Postal Order for the value of Rs. 15/- endorsed to the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6.

10. APPLICATION FOR STATE SAFETY AWARDS :

Application should be made by the managements of industrial undertakings in the prescribed form (Form SSA-2) attached and should reach the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6, before the 15th February of each year. (Typed copy of the Form may be used if printed form is not available).

SCHEDULE

1. Textile, (cotton, including ginning, silk, wool, etc.)
2. Metals (melting, refining, rolling, tube making, Wire-drawing, etc.)
3. Non-metallic mineral products including cement.
4. Food (except sugar and hydrogenated oil).
5. Sugar and hydrogenated oil.
6. Paper, pulp, straw-board and printing.
7. Chemicals (including fertilizers, matches, coal-tar, paint or colour or varnish, etc.)
8. Engineering (Manufacture of machinery, boilers, light engineering, machine tools, munitions, jobbing repairing, etc.)
9. Transport (Repair of aircrafts, railway rolling stock, locomotives, motor vehicles, etc.)
10. Miscellaneous, (industries not covered by the above like Cinema studios, Laundries, dyeing etc.)

APPLICATION FOR STATE SAFETY AWARDS

Scheme II : Based on lowest frequency rate in Industries specified in the schedule.

This form with particulars specified below along with entrance fee is to reach the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6 not later than 15th February 196 .

1. Name and address of Factory :
2. Nature of industry (Sec. schedule) :
3. Average number of workers during the year 196
4. Total man-hours worked. (This should be the actual man-hours including over time worked by the workers inside the factory as defined
5. Accidents causing loss of time for 48 hours or more.

(a) Fatal

(b) Non-Fatal

6. Frequency Rate :
$$\frac{5(a) \text{ or } 5(b) \times 1,000,000}{4}$$

WEIGHTED FREQUENCY RATE

Year.	Weighted rate for fatal accidents.	Rate for non-fatal accidents.	Sum of two rates.	Remarks.
196				
196				

Signature of Manager

Scheme 3 : Based on longest Accident Free period.

1. SCOPE :

The Scheme will be applicable to the industrial undertaking covered by the Factories Act, 1948 which have worked between 5,00,000 and 10,00,000 man-hours during a calendar year. The man-hours worked will include over-time.

2. BASIS :

The winners will be those contestants who work the largest number of man-hours subject to a minimum of one lakh man-hours without a fatal or non-fatal accident during a calendar year. There will be one winner in each of the 10 industries given in the Schedule.

3. PERIOD :

The awards will be granted annually.

4. PRIZES :

Each winner will be presented a cash prize of Rs. 500/-.

5. UTILISATION OF CASH PRIZE :

The Factories winning the award may utilise the prize money for rewarding individual workers or group of workers who had the maximum contribution to make in achieving the safety record during the contest period or promoting safety in general.

6. CONSTITUTION OF AWARDS COMMITTEE :

The State Government will constitute every year an awards Committee to adjudge the applications received for the grant of State Safety Awards. The Committee will consist of five member including the Chief Inspector of Factories (Accidents, Statistics and Research) Madras who will function ex-officio as Chairman and Secretary respectively of the Committee. The other three members will be selected largely on the basis of their technical ability and experience.

7. FUNCTIONS OF THE AWARDS COMMITTEE :

The Awards Committee will have the following functions.

1. To scrutinise and adjudge the applications received for awards.
2. To require further particulars or to defer considerations for further investigation ; and
3. To depute any person to inspect the records of any contestant for the purpose of considering applications received for the purpose.

8. DECISION OF THE AWARD COMMITTEE :

The decision of the Awards Committee in respect of classification of contestants in the industries as per schedule and the awards shall be final and no appeal shall lie against it.

9. ENTRY FEE :

Every entry shall be made in a prescribed form accompanied by a Crossed Postal Order for the value of Rs. 15/- and endorsed to the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6.

10. APPLICATION FOR STATE SAFETY AWARDS :

Application should be made by the managements of industrial undertakings in the prescribed form (Form SSA-3) attached and should reach the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6, before 15th February each year. (Typed copy of the Form may be used if printed form is not available).

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SCHEDULE

1. Textiles (Cotton, silk, wool and cotton ginning).
2. Metals (melting, refining, rolling, tube-making, wire-drawing).
3. Non-metallic mineral products including cement products.
4. Food (except sugar and hydrogenated oil).
5. Sugar and hydrogenated oil.
6. Paper, pulp, straw board and printing.
7. Chemicals (including fertilizers, matches, coal-tar, Paint, colour or varnish etc.)
8. Engineering (manufacture of machinery, boilers, machine tools, munitions, jobbing, repairing and light engineering etc.)
9. Transport. (Repair of aircrafts, railway rolling stock, locomotives, motor vehicles etc.)
10. Miscellaneous (industries not covered by the above like Cinema studios, laundry services and dyeing etc.)

APPLICATION FOR STATE SAFETY AWARDS :

Scheme III : Based on longest Accident — Free period.

This form with particulars specified below along with the entrance fee is to reach the Secretary, State Safety Awards Committee, Office of the Chief Inspector of Factories, Madras-6, not later than 15th February 196 .

1. Name and address of Factory :
2. Nature of Industry (See schedule).
3. Average number of workers during the year 196 .
4. Total man-hours worked during the year 19 . (This should be the actual man-hours including over-time worked by the workers inside the factories as defined in the Factories Act).

5. Accidents causing loss of time for 48 hours more during the year 196 .

(a) Fatal.

(b) Non-fatal.

6. Longest accident-free period in man-hours (state dates).

7. Frequency Rate :
$$\frac{5(a) \text{ or } 5(b) \times 1,000,000}{(4)}$$

WEIGHTED FREQUENCY RATE FOR THE YEAR

Year.	Weighted rate for fatal accidents.	Rate for non-fatal accidents.	Sum of two rates.	Remarks.
196				
196				

Signature of Manager

NOTIFICATIONS

Appointment of officers of the Labour Department as conciliation officers in respect of industrial disputes under industrial Disputes Act.

(G. O. Ms. No. 3079, Industries, Labour and Housing (Labour)
22nd July 1966.)

II-I No. 3075 of 1966.

In exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), and in supersession of the late Industries, Labour and Co-operation Department Notification S. R. O. No. A-4763 of 1959, dated the 1st August 1959 published at pages 1147-48 of Part I of the Fort St. George Dated the 5th August 1959, the Governor of Madras hereby appoints the officers specified in column (1) of the table below to be conciliation Officers charged with the duty of mediating in and promoting the settlement of industrial disputes in the arrears specified in the corresponding entries in column (2) of that table and for the industries specified in the corresponding entries in column (3) thereof.

THE TABLE

Officers (1)	Area. (2)	Industries. (3)
1. Commissioner of Labour 2. Special Deputy Commissioner of Labour. 3. Deputy Commissioner of Labour, Madras. 4. Deputy Commissioner of Labour, Madurai. 5. Deputy Commissioner of Labour, Coimbatore. 6. Assistant Commissioner of Labour-I 7. Assistant Commissioner of Labour, (Establishment & General).	The whole of the State of Madras.	All Industries
8. Labour Officer I, Madras.		
9. Labour Officer-II, Madras.		
10. Labour Officer-III, Madras.		
11. Labour Officer, Coonoor.		
12. Labour Officer-I, Coimbatore.		
13. Labour Officer-II, Coimbatore.		
	Corporation Divisions 1 to 55 and 61 to 67 of the City of Madras.	-do-
	Corporation Divisions 56 to 60 and 68 to 100 of the City of Madras.	-do-
	Chingleput District.	-do-
	Nilgiris District.	-do-
	Coimbatore District.	Textiles (including handloom and rayon products.)
	-do-	Motor transports services and automobile Workshops and all other industries not assigned to Labour Officer-I or III.

NOTIFICATIONS

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(1)	(2)	(3)
14. Labour Officer-III, Coimbatore.	-do-	Plantations, cement, asbestos cement and engineering (except automobile Work-shops.
15. Labour Officer, Salem.	Salem and Dharmapuri Districts.	All Industries.
16. Labour Officer, Vellore.	North Arcot and South Arcot Districts.	-do-
17. Labour Officer, Tiruchirapalli.	Tiruchirapalli and Thanjavur Districts.	-do-
18. Labour Officer-I, Madurai.	Madurai and Ramanathapuram Districts.	Textile industry (including handlooms and rayon products)
19. Labour Officer-II, Madurai.	-do-	All other industries (excepting the textile industry).
20. Labour Officer, Tirunelveli.	Tirunelveli District.	All Industries.
21. Labour Officer, Nagercoil.	Kanyakumari District.	-do-

Intimation of lockout or strike to be sent to Labour Officers in respect of certain area for certain industries under Industrial Disputes Act.

11.1 No. 3076 of 1966.

Under sub-section (3) of section 22 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), and in supersession of the late Industries, Labour and Co-operation Department Notification S. R. O. No. A. 4764 of 1959, dated the 1st August 1959, published at page 1148 of Part I of the Fort St. George Gazette dated the 5th August 1959, the Governor of Madras hereby specifies that with effect on and from the date of the publication of this notification in the Fort St. George Gazette, intimation of lockout or strike shall be sent to the Labour Officers, specified in column (1) of the table below in respect of the areas specified in the corresponding entries in column (2) of that table and for industries specified in the corresponding entries in column (3) thereof.

THE TABLE

Labour Officers (1)	Areas. (2)	Industries. (3)
1. Labour Officer I, Madras.	Corporation Divisions 1 to 55 and 61 to 67 of the City of Madras.	All Industries.
2. Labour Officer-II, Madras.	Corporation Divisions 56 to 60 and 68 to 100 of the City of Madras.	-do-
3. Labour Officer-III, Madras.	Chingleput District.	-do-
4. Labour Officer, Coonoor.	Nilgiris District.	-do-

(1)	(2)	(3)
5. Labour Officer I, Coimbatore.	Coimbatore District.	Textiles (including handlooms and rayon products).
6. Labour Officer II, Coimbatore.	-do-	Motor transpots services and automobile Workshops and all other industries not assigned to Labour Officer I or III.
7. Labour Officer III, Coimbatore.	-do-	Plantations, cement, asbestos cement and engineering (except automobile Workshops).
8. Labour Officer, Salem.	Salem and Dharmapuri Districts.	All Industries.
9. Labour Officer, Vellore.	North Arcot and South Arcot Districts.	-do-
10. Labour Officer, Tiruchirappalli.	Tiruchirappalli and Thanjavur Districts.	-do-
11. Labour Officer I, Madurai.	Madurai and Ramanathapuram Districts.	Textile industries (including handloom and rayon products).
12. Labour Officer II, Madurai.	-do-	All other industries (excepting the textile industry).
13. Labour Officer, Tirunelveli.	Tirunelveli District.	All Industries.
14. Labour Officer, Nagercoil.	Kanyakumari District.	-do-

Exemption of all classes of employees in any plantation estate growing cinchona, rubber, tea or coffee from certain provisions of Minimum Wages Act.

(G. O. Ms. No. 3160, Industries, Labour and Housing (Labour) 28th July 1966).

II-1 No. 3177 of 1966.

In exercise of the powers conferred by subsection (2) of section 26 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby directs that subject to the conditions specified in the schedule below and for a further period of one year on and from 10th October 1966, the provisions of sections 13 and 14 of the said Act shall not apply to all classes of employees employed in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.

THE SCHEDULE

1. The consent in writing of the employees shall be obtained agreeing to work on any weekly holiday and to contribute the wages for that day to the National Defence Fund or to any Defence Savings Scheme approved by the State Government.

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

NOTIFICATIONS

Central Wage Board for Electricity undertakings and Road Transport Industry.

III No. 1114 of 1966.

The following resolutions of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated 28th May 1966, are republished :—

No. WB-15 (1)/64—In pursuance of the recommendations made in paragraph 25 of Chapter XXVII of the Second Five Year Plan and in paragraph 20 of Chapter XV of the Third Five-Year Plan, the Government of India have decided to set up a Central Wage Board for the Electricity Undertakings.

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

Chairman

Shri P. P. R. Sawhny.

Independent Members

Shri Jagannath Rao Chandriki, M.P.

Prof. M. B. Desai.

Members Representing Employers

Shri R. P. Aiyer.

Shri S. N. Ray.

Shri U. Chandu Nair.

Members Representing Workers

Shri J. C. Dixit.

Shri D. P. Pathak.

Shri Vimal Mehrotra.

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

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

(b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages ;

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

(i) the public utility character of electricity undertakings ;

(ii) the need of the industry in a developing economy ;

(iii) the requirements of social justice ;

(iv) the need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill ; and

(v) the desirability of extending the system of payment by results.

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

4. The headquarters of the Board will be located at Delhi subject to approval of the Accommodation Advisory Committee. The correspondence intended for the Board shall be addressed to the Chairman, Central Wage Board for Electricity undertakings c/o Ministry of Labour, Employment and Rehabilitation, Department of Labour and Employment, Shram-Shakti Bhawan, Rafi Marg, New Delhi.

No. W. B-14 (1)/64—In pursuance of the recommendations made in paragraph 25 of Chapter XXVII of the Second Five Year Plan and in paragraph 20 of Chapter XV of the Third Five-Year Plan, the Government of India have decided to set up a Central Wage Board for the Road Transport Industry.

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

Chairman

Shri P. P. R. Sawhny.

Independent Members

Shri R. P. N. Sinha, M. P.

Prof. D. V. Ramana.

Members Representing Employers

Shri D. B. Kamble, I.A.S.,

Shri P. N. Nagaswamy.

Members Representing workers

Shri V. V. Nene.

Shri K. M. Sundaram.

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

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

(b) to work out wage structure based on the principle of fair wages as set forth in the Report of the Committee on Fair Wages.

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

(i) the needs of the industry in a developing economy including the need for maintaining and promoting exports;

(ii) the requirements of social justice;

(iii) the need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing the skill.

(iv) the special features of the road transport industry and

(v) the desirability of extending the system of payment by results.

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

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

5. The headquarters of the Board will be located at Delhi subject to Approval of the Accommodation Advisory Committee. The correspondence intended for the Board shall be addressed to the Chairman, Central Wage Board for Road Transport Industry, C/o. The Ministry of Labour, Employment and Rehabilitation, Department of Labour and Employment, Shram shakti Bhawan, Rafi Marg, New Delhi.

Appointment of certain officers as Inspectors under working journalists (Conditions of Service and Miscellaneous provisions) Act.

AMENDMENT TO NOTIFICATION

(G.O. Ms. No. 3446, Industries, Labour and Housing, (Labour)
20th August 1966).

II-I No. 3345 of 1966.

In exercise of the powers conferred by sub-section (1) of section 17-B of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (Central Act 45 of 1955) the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification II-I No. 4523 of 1964, dated the 14th September 1964, published at pages 1941-42 of Part II-Section 1 of the Fort. St. George Gazette, dated the 21st October 1964, as subsequently amended :—

AMENDMENT

In the schedule to the said notification, for the entries in columns (1) and (2), against items 2, 3 and 4, the following entries shall be substituted, namely :—

(1)	(2)
2. Deputy Commissioner of Labour, Madras.	Whole State of Madras.
3. Deputy Commissioner of Labour, Madurai.	do
4. Deputy Commissioner of Labour, Coimbatore.	do

Exemption of Y. W. C. A. Guest House, Coonoor-1 from provisions of certain sections of Madras Catering Establishment Act.

(G. O. Ms. No. 3264, Industries, Labour and Housing (Labour),
8th August 1966.)

II-I No. 3343 of 1966.

In exercise of the powers conferred by sub-section (3) of section 3 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby exempts the Y. W. C. A. Guest House, Coonoor-1, from all the provisions of the said Act except sections 19, 20 and 23 to 25 and 27 to 30, for a period of two years from the date of the publication of this notification in the Fort St. George Gazette.

Co-operative bank notified as banking company under Payment of Bonus Act.

II-I No. 3253 of 1966.

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 10th June 1966, is republished :—

S.O.—In exercise of the powers conferred by clause (8) of section 2 of the Payment of Bonus Act, 1965 (21 of 1965), the Central Government hereby notifies every co-operative bank as defined in clause (bii) of section 2 of the Reserve Bank of India Act, 1934 (2 of 1964) as a banking company for the purpose of the said clause.

Amendment to Madras Industrial Disputes Rules.

(G. O. Ms. No. 3045, Industries, Labour and Housing (Labour),
20th July 1966.

S. R. O. No. A. 726 of 1966.

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras hereby makes the following amendments to the Industrial Disputes Rules, 1958, published with the Industries, Labour and Co operation, Department Notification S. R. O. No. A-258 of 1958, dated the 18th December, 1958, at pages 1-25 of Part I of the Fort St. George Gazette, Extraordinary, dated the 27th December 1958, the same having been previously published as required by sub-section (1) of the said section 38 :—

AMENDMENT

In the said rules,—

(1) for sub-rule (2) of rule 18, the following sub-rule shall be substituted, namely :—

“(2) copies of the decisions arrived at each meeting shall be sent to the Deputy Commissioner of Labour and Labour Officer having jurisdiction over the area in which the establishment concerned is situated within fourteen days of the meeting.”

(2) for rule 19, the following rule shall be substituted namely :—

"19. Transaction of business—The Committee shall transact business in accordance with the bye-laws framed by it which shall be subject to the approval of the Deputy Commissioner of Labour having jurisdiction over the area in which the establishment concerned is situated",

Recommendations of Central Wage Board for Engineering Industries, Bombay, in regard to grant of Interim relief

III No. 1148 of 1966.

The following resolution of Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 23rd July 1966, is republished :—

No. WB—(4) /66.—A Central Wage Board for the Engineering Industries was set up by the Government of India by their Resolution No. WB—4 (3) /64, dated the 12th December 1964. Soon after the constitution of the Wage Board, claims were made by labour for grant of interim relief. After hearing all the parties who wished to be heard, the Board discussed the subject at four sessions but it was unable to arrive at an agreed solution. The Board decided on 12th February 1966 by a majority vote (Chairman not voting) to recommend to the Government of India a Scheme of interim relief, the details of which are given in Appendix I. The employers' representatives on the Wage Board expressed their inability to associate themselves with the majority recommendations and added separate notes of dissent which are reproduced in Appendix II to this resolution.

2. Government has taken note of the main points made out in the dissenting notes of employers' representatives which are as follows :—

- (i) The quantum of interim relief recommended by the majority should be reduced.
- (ii) The interim relief should not be extended to workmen drawing up to Rs. 500 and that it should be restricted to workmen only in the lower wage groups.
- (iii) The interim relief should be payable from the date from which the Board's recommendations are accepted by the Government.

3. After careful consideration of the majority recommendations and the notes of dissent added by the employers' representatives, Government has decided to accept the majority recommendations. Where any increases in wages or dearness allowances have already been sanctioned, expressly subject to adjustment against the interim or final recommendations to be made by the Wage Board, such adjustment would be permissible up to the extent of the interim increase now recommended; any excess, however, will not be recoverable from the workers.

4. The Board's recommendations were received by the Government in the first week of March. It is decided that the interim relief should be payable with effect from the first April 1966.

5. Employers in Engineering Industries are requested to implement the Wage Board's recommendations as accepted by Government.

APPENDIX I

Present :

Chairman and all members of the Central Government's Wage Board for the Engineering Industries of India with the exception of Shri Venkatasubbiah.

Soon after the constitution of the Central Wage Board for Engineering Industries of India claims were made by labour for interim relief. The subject of interim relief is by no means simple and involves consideration of a set of complex factors which were fully discussed by the Board not the least of such factors being the diversity of wages in the industry and the considerable regional differences. After hearing all parties who wished to be heard at important centres in India, the Board discussed the subject at four separate sessions, but was unable to arrive at an agreed solution in a background of rising prices and the acute shortage of essential materials. Many claims and suggestions emanated during the course of extensive discussions of the Board and although there was some measure of agreement on certain points there were also major differences. The discussions were continued until it became evident that an agreed solution was not possible. The Chairman placed before the Board several suggestions based on

the arguments as they took shape, and ultimately as there was no hope of unanimity the subject was put to the vote on a draft of the Chairman on 11th February 1966 which in his opinion reflected some common points of view and also provided some safeguards. After consideration of the draft and after some amendment thereof, the Board decided by a majority vote (the Chairman not voting) to recommend to the Government, the following scheme of interim relief :—

The Scheme of Interim Relief

Workers getting as on 31st December 1965* wages (i.e., plus basic dearness allowance or a consolidated wage) in the wage range mentioned in items under column (1) below shall be paid interim relief with effect from 1st January 1966* as shown against each item in column (2) below :—

*These dates are changed to 31st March 1966 and 1st April 1966, respectively.

<i>Wages and wage range.</i>	<i>Interim relief payable with effect from 1st January 1966.</i>
(1)	(2)
1 Up to and inclusive of Rs. 105 per month.	Rs. 12-50 per month, subject to limitation that nobody gets as a result of these recommendations more than Rs. 111 per month
2 Above Rs. 105 but not more than Rs. 150 per month.	Rs. 7-50 per month.
3 Above Rs. 150 but not more than Rs. 250 per month.	Rs. 6 per month.
4 Above Rs. 250 but not more than Rs. 500 per month.	Rs. 5 per month.

NOTES :—(a) The question of the impact of regional differences will be determined at the time of final decision of the Board.

(b) The Board recognizes that some units and sectors of the industry give substantial fringe benefits. The Board records that it will take this factor into consideration at the time of its final decisions.

(c) The above recommendations shall be *ad hoc* relief adjustable according to final decision of the Board and shall not count for provident fund, gratuity, incentive payments, bonus and other allowances.

(d) These recommendations shall not apply to workers drawing wages (basic plus dearness allowance) above Rs. 500.

(e) These recommendations shall come into force with effect from 1st January 1966

(f) This is an *ad hoc* scheme and must be regarded as such.

APPENDIX II

Note of dissent on proposals for Interim Relief Engineering Industries Wage Board

I have to dissent from the majority view on the following considerations :—

(a) The proposals suggest interim relief on a liberal scale apparently ignoring the fact that substantial sectors of the Engineering Industry are at the moment facing an economic recession due to scarcity of important raw materials, inadequacy of foreign raw materials, inadequacy of foreign exchange and substantial curtailment of Governmental expenditure on industrial products.

(b) Interim relief to the depressed sector of employees up to the level of the expenditure on food as calculated by the Iron and Steel Wage Board is understandable and acceptable. Such relief should, however, be given in my opinion in stages so that the smaller establishments can adjust themselves. If this is not done, there will either be retrenchment or prices will go up or both and this would aggravate the economic crisis through which the engineering industry is passing now.

(c) The organized sector of the industry pays minimum wages of Rs. 100 and above to the un-skilled workers. This section is to some extent already protected against rise in the cost of living by systems of periodical increases in dearness allowances with varying degrees of neutralisation. In the lower wage brackets some interim relief is perhaps acceptable but it is not understood as to why such relief should not be adjustable with future increase in dearness allowance.

(d) The proposed interim relief in the higher wage brackets are apparently not justifiable on the theory of the "food-basket". Obviously they have been proposed on the emotional grounds of giving satisfaction to all employees that they are not being overlooked. The extent of relief, however, is not such as will give any satisfaction, but at the same time the effect on industry may be substantial.

(e) Certain sectors of the industry, notably the public sector, are already giving a wide range of fringe benefits to employees. The extent of this benefit varies from Rs. 40 to Rs. 60 per month or more. This sector is, therefore, already paying more than the normal cash wages and dearness allowances. By such fringe benefits in kind and cash, employees are already protected appreciably from the impact of fluctuations in prices.

The proposals of this Wage Board (on majority count) ignores this important factor and imposes additional burden on the public sectors. It is contrary to the principle laid down by the Fair Wages Committee Report. In my view at least a substantial portion of the cash value of fringe benefits currently being given, should be adjustable for purposes of interim relief.

(f) The Wage Board has recognized that existing level of wages have regional disparities, some of which are substantial. The ultimate objective should be to reduce such disparities but the "interim relief" proposals only tend to perpetuate such disparities. In my view no interim relief is admissible in units where the wages are higher than the minimum fixed by the Iron and Steel Wage Board.

(g) The proposals do not allow for adjustments of advances in emoluments given from the date the Wage Board was set up, whether such advances were given by tribunals or agreements. This amounts to penalisation of employers who have been more liberal.

(h) The majority decision on interim relief has been arrived at without even calculating the cost to the industry. The "capacity to pay" has not been assessed and this therefore contravenes the Fair Wages Committee Report.

(i) The interim relief should not be applicable to units where wage disputes are pending before adjudication. The majority recommendation has ignored this aspect.

(j) A proposal was also made by me that interim relief (suggested on majority count) shall be subject to adjustment to the extent of 50 per cent of any rise in dearness allowance from 1st January 1966 as also 50 per cent on any existing non-statutory fringe benefits. This proposal was however, not acceptable to members representing workers.

(Sd.) N. K. SEN GUPTA.

INTERIM RELIEF—NOTE OF DISSENT

1. I regret my inability to associate myself with the majority recommendation for interim relief and record below my note of dissent.

2. From the written submissions to the Board and in the course of public hearings on interim relief, the following facts (briefly stated) came to light prominently:—

(i) The engineering industries are of heterogeneous nature. There is a great deal of diversity not only in the products made by the engineering units; but, also in the size of the units and their capacity to pay.

(ii) There is a good deal of disparity in the minimum wages (basic plus dearness allowance) in different regions and, within the same region also, the wages paid by different units vary greatly from each other. The regional wage pattern has played a decisive role in the fixing of wages. Wages paid in the Bombay Region have been greatly influenced by those paid by the Cotton Textile Industry, the Cotton Textile being the premier industry of that region, and, in the same way, the wages paid in the West Bengal Region have been affected by the wage structure of the Jute and Cotton Industries.

(iii) By and large, employees of Engineering Industries enjoy time-scales for basic wages and dearness allowance is linked to the cost of living index. In many industries previously covered by Wage Boards, time-scales were found not to exist.

(iv) According to the decision of the Board the workmen of over 3,000 units had been specifically asked to put forward their demand, if any, for interim relief. Surprisingly, only a small number made any whatsoever.

(v) In a large number of Engineering establishments there are subsisting settlements/agreements regarding wages which are being binding on the parties for different periods from 2 to 5 years. These settlements are in the nature of package deals.

(vi) Adjudication/arbitration or other proceedings were pending in a large number of cases and the State Government's were continuing to forward the disputes regarding wages to Industrial Tribunals. In West Bengal alone 1,200 Engineering establishments of which majority will fall within the purview of this Board are parties to a pending adjudication.

(vii) Over and above the basic wage plus dearness allowance, the workmen are in receipt of production/incentive bonus which adds considerably to their earnings. Many larger Engineering establishments are operating in some form or other production/incentive bonus schemes.

(viii) Since after the Indo-Pakistani conflict in September 1965, the industry is in the grip of a crisis owing to shortage of foreign exchange leading to shortage of imported materials and spares and other factors.

(ix) The representatives of the employers appearing before the Board contended that the industry was not prosperous and produced statistics in favour of their claim. The representatives of the workers, however, contended otherwise but did not put forward any evidence in support of their content on except stray cases of good balance-sheets of some selected companies.

(x) The industry gave a number of fringe benefits. The extent of the fringe benefits, however, varied from unit to unit. The Public Sector undertakings claimed fringe benefits amounting to as much as 40 per cent of the normal wages.

3. I regret to find that the majority recommendation completely ignores the above findings; in fact the recommendation is opposed to the above findings of facts. A good deal of the time of the members and Government money was spent in holding public hearings on interim relief and it is painful to find that the knowledge gained from these hearings was not at all used in the taking of the decision on interim relief. The atmosphere of the meeting was charged with a spirit of collective bargaining. It was like this that the Wage Board must give something as, otherwise, there was bound to be a great deal of labour trouble and the employers must somehow buy the peace. I am afraid, I am unable to associate myself with this approach.

4. It is emphasized that what the Board was concerned with at this stage was "relief" and therefore, it must look to the areas of distress. It was proved during hearings that there existed pockets of low wages and, undoubtedly, relief was called for in those cases. In fact to the best of my understanding, the view of the Chairman also appeared to be the same. It was for this reason that the Chairman tried to channel the discussion on interim relief to the necessary expenditure on food (food basket) and indicated that the discussion will be more fruitful if confined to food basket. The proposals submitted by him at the Bombay and Delhi meetings of the Board, also indicated this approach inasmuch as his proposals were confined to wages up to Rs. 105 per month. The majority recommendation, however, bears no relevance to the conception of food basket or relief being given to the distressed sector only.

5. The majority recommendation applies equally to those who have compensated their workmen for rises in the cost of living by suitable agreed adjustments of dearness allowance and those who did not make any such adjustments. I am unable to appreciate the fairness of this approach. In fact I would like to take the liberty to remark that this is an extremely unfair approach and it is harmful even from the point of view of labour to place on the same pedestal those employers who have in their enlightened self-interesting have compensated their labour for increase in the cost of living and those who have not done so. In a large number of Engineering establishments in the Western Region, there is almost 100 per cent neutralization of the increase in the cost of living; but, even in those cases no exception could be made and this, in spite of the view taken by even the Chairman also that the circumstances in Western Region called for special consideration.

6. At the February meeting of the Board at Calcutta it was emphasized that the crisis which had started in October 1965 owing to credit squeeze, power shortage in some areas, shortage of foreign exchange and consequent shortage of imported material and spare parts have considerably deepened since then and could not be ignored while making recommendations for interim relief. The attention of the Board was drawn to the statement of the Chairman of the Railway Board that Railway purchases during this year will be reduced by about Rs. 45 crores. Assuming 30 per cent labour content in the sale price of engineering goods, this would represent loss of labour-value of the order of Rs. 13.5 crores. In other words it would involve retrenchment and lay-off of nearly 1,00,000 workmen in addition to large scale lay-off and retrenchment which has already followed the enforcement of the Industrial Scarce Materials Control Order since September 1965. I feel that with a background like this, it is inadvisable to burden the industry with a wage rise of the order of nearly Rs. 5 crores annually and, in any case, the situation did not warrant any consideration of cases which were outside the areas of distress, that is to say, those getting above Rs. 105 per month.

7. I am also of the view that where settlements/agreements have been entered into and where such settlement/agreements are still operative, the sanctity of these should not be made to suffer. After all such settlements/agreements are in the nature of package deals and are generally arrived at after a good deal of 'give and take'. Our national policy on labour has rightly laid stress on voluntary settlement of disputes. The Board should do nothing to defeat this national policy. As was submitted to us in the public hearings, several of these settlements have been arrived at after the setting up of the Wage Board and I am unable to appreciate how it is fair to ignore any advances in wages granted by such settlements/agreements, and particularly those in anticipation of the recommendations of the Wage Board.

8. By and large, wages in the engineering industries have not remained static. The majority of workmen have during the last 2 or 3 years received increases ranging from Rs. 10 to Rs. 40 in their normal wages.

9. Apropos the current crisis in the engineering industries, these industries must look out even as a desperate measure, for overseas markets. It is common knowledge that our engineering products are priced out of international markets on account of our high cost of production including labour. Any increase in money wages, therefore, without reference to corresponding increase in productivity is going to further worsen our competitive ability. For this reason among others, we stressed that productivity must be taken into account even at the stage of interim relief, but, unfortunately, even such important consideration failed to get due consideration. In the engineering industries, the principle of payment-by-results has already found considerable recognition; but, it was unable to receive the blessings of the Board even though, by its very terms of reference the Board is obliged to take into account "payment-by-results" in formulating the wage structure of the industry.

10. Several types of fringe benefits are commonly given in the engineering establishments.—One of the employees associations stated before us in the public hearings that the extent of fringe benefits amounted to 22½ per cent of the wage bill. In many public sector establishments and some in the Private Sector also, the extent of fringe benefits amounted to about 40 per cent or so. The Fair Wages Committee, whose report has been cited as our guide by the terms of reference, has clearly stated that where the benefit granted by an employer goes directly to reduce the expense of a Worker on items of expenditure which are to be taken into account for calculating the Fair Wages payable, such benefits should be taken into account in fixing wages. I take the view that the Board in arriving at its decision was bound by the above dictum and that we could ignore it only by ignoring our very terms of reference. Unfortunately, even the offer made by the employers representatives that, fringe, benefits beyond a certain percentage of wages should be allowed to be adjusted against the advances to be recommended by the Board did not find favour with the majority.

11. I feel that any recommendation of the Board can only apply with effect from the date of its recommendations are accepted by the Government and should not apply retrospectively as suggested by the majority of our colleagues in their scheme for interim relief.

12. For the consideration of the Government I beg to make the following alternative recommendations by way of interim relief :—

I Scheme 'A'.

Wages and Wage range, (1)	Interim relief. (2)
(a) Up to and inclusive of Rs. 75 per month.	Wages to be brought up to Rs. 75 per month subject to the limitation that increase in the case of any workman will not be more than Rs. 12 per month or less than Rs. 10 per month.
(b) Above Rs. 75 but not more than Rs. 85.	Rs. 10 per month.
(c) Above Rs. 85 but not more than Rs. 95.	Rs. 8 per month.
(d) Above Rs. 95 but not more than Rs. 105.	Rs. 8 per month.

Alternatively,

II Scheme 'B'

- (a) All the employers should be divided into two groups as follows :—
- Those employing above 250 workers.
 - Those employing up to and including 250 workers.
- (b) The increase in the cost of living index from the 1st April 1963 to the end of the month preceding the acceptance of this recommendation by the Government should be determined with reference to the place of work. If the cost of living index for a particular place of work is not compiled by the Central Government, the cost of living index of the nearest town will apply.
- (c) The employers in group (a) (i) are to compensate the workers for the increase in the cost of living index at the rate of Re. 1 for every complete 5 points increase and employers in group (a) (ii) are to compensate for the increase at the rate of Re. 1 for every complete 10 points increase based on the wage as on 1st January 1963.
- (d) The increases in wages in between the periods mentioned in (b) above by virtue of voluntary agreement, award of an industrial Tribunal, Labour Court, Arbitrator, etc., an order issued by a State Government or the Central Government under Defence of India Rules or in any other manner except increments given the normal course in accordance with the agreed wage scale will be deducted from the increase payable in accordance with the applicable rate mentioned in (c) above and, the balance, if any, shall be payable.
- (e) The extra payable in accordance with the preceding paragraph shall apply with effect from the date the recommendations of the Wage Board are accepted by the Central Government.
- (f) The extra referred to in the preceding paragraph will be paid as a separate lump-sum amount and will not qualify for treatment as wages for other purposes, viz., payment of production bonus, attendance allowance/bonus.
- (g) The value of any fringe benefits paid by an employer in excess of 20 per cent of the basic wage and dearness allowance shall be adjustable against the increase in wages pursuant to paragraph (d) above. The following benefits shall be considered as fringe benefits :—
- Cost of subsidy for the supply of cheap food of any other consumable material.
 - House rent allowance or subsidy for providing house or accommodation at a cheap cost.
 - Cost of supply of fuel at cheap cost or no cost.
 - Travelling allowance for coming to or going from the place of work.

(v) Contribution to Provident Fund and Employees State Insurance.

(vi) Attendance allowance.

(vii) Twenty-five per cent of the Production Bonus, if any.

(h) For further increases in the cost of living indices after the first application of this scheme, employers will continue to compensate the workers in the manner provided in (c) above until the final recommendations of the board are accepted by the Government.

Illustrations explaining the working of Scheme 'B' are given below.

13. I am of the opinion that the acceptance of any one of the above alternative recommendations will be just and fair both to the employees and the employers.

Calcutta,
23rd February 1966.

P. R. BAGRI,
Member, Central Wage Board for
Engineering Industries.

Illustrations to explain the working of Scheme 'B'.

Particulars.	Case A	Case B	Case C	Case D	Case E
1 Wages as on 31st March 1963	80	80	80	100	100
2 Increase in wages since 31st March 1963 as per (d)	Nil	5	10	20	10
	80	85	90	120	110
3 Increase in terms of paragraph (c).	20	20	20	20	20
4 Deductions in terms of paragraph (d),	Nil	-5	-10	-20	-10
	100	100	100	120	120
5 Value of fringe benefits (Vide paragraph (g) in excess of 20 percent.	Nil	10	20	10	20
6 Money wage payable.	100	90	80	110	100

Note.—(1) It will be seen that those who started at the same level as on a particular date in the past but received different increases in the intervening period are levelled up now.

(2) The giving of fringe benefits does not affect any employer adversely. Those who give more fringe benefits, give less money wage. It is generally acknowledged that one of the ways in which rise in prices could be arrested is for employers to give more benefits by way of fringe benefits and this purpose is achieved by Scheme 'B'. This will remove the disincentive on the part of employers to give more fringe benefits.

INTERIM RELIEF—NOTE OF DISSENT BY Mr. P BHATTACHARI.

I regret to record by dissent from the Chairman's Scheme on interim relief supported by a majority of the Wage Board for the Engineering Industries.

2. From the written submissions from the employers and employees received by the Wage Board and from the hearings on interim relief, certain important factors came to light in regard to Engineering Industries—

(a) There is wide divergence in the minimum wages (basic plus dearness allowance) paid in the Engineering Industry in each region. This is quite apart from the regional disparities in Wages, which is a factor present in all other industries. For instance the minimum wage (basic plus dearness allowance) in the Bombay region was found to vary from Rs. 39 to Rs. 175 per month on 1st January 1965. (The minimum wage in many establishments in Bombay is now over Rs. 180 per mensem.

(b) By and large, employees of engineering establishments enjoy time scales for basic wages, and dearness allowance linked to the consumer price index. Thus the total emoluments of such workmen have increased progressively and are continuing to increase. The revision of the consumer price index consequent on Lakdawalla Committee's report gave additional 'ad hoc' rise in wages to the workmen in Bombay region. Similarly the West Bengal Government gave special 'ad hoc' relief in September 1964 over and above the wage rise through rise in cost of living index.

(c) In general and specially in the case of Public Sector enterprises, substantial fringe and other benefits—which in many cases are as high as 40 per cent of the wages—are enjoyed by the workmen.

(d) Many of the larger units of systems of "Payment by results" over and above the basic wages and dearness allowance, which contribute very handsomely to the cash earnings of the workmen.

(e) Many engineering establishment throughout India have had to resort to lay-off or retrenchment of workmen from October 1965 on account of the current crisis in the industry owing to credit squeeze, power shortage in some areas, shortage of foreign exchange leading to shortage of imported materials, spares, etc., paucity of orders and other factors (The 23rd Session of the Indian labour Conference in October 1965 confined its deliberations to this subject alone.)

3. At the hearing in Calcutta in September 1965 the Chairman wanted the employers' representatives to confer their arguments to the extent of advance in wages from April 1963 to September 1965. At the hearing in Bombay he went a step further and wanted the employers' argument to be confined to the expenditure on food "food basket" as calculated by the Iron and Steel Wage Board.

4. After completion of the hearings, and presumably taking into consideration the factors which emerged from the written submissions and hearings, the Chairman put forward a scheme (Enclosure I) at the Bombay meeting of the Board on 20th November 1965 based on the necessity of "relief" to the "distressed" sector of the workman only, which was taken as those with wages (basic plus dearness allowance) up to Rs. 105 per mensem. (This was in consonance with his directive at the hearings. The members representing the employers agreed with the scheme (subject to some minor corrections); but the scheme withdrawn on the labour members refusing to accept it.

At the Board's next meeting Delhi on the 14th December 1965, the Chairman put forward another scheme (Enclosure II), which was virtually a modification of the first proposal. The Employer Members accepted the proposal and Dr. Natarajan (Independent Member) agreed with the Chairman. But the workers' representatives did not agree and this scheme, too, was withdrawn.

At the meeting in Calcutta, on 11th February 1966, the Chairman put forward a third scheme which was later put to vote and forms the basis of majority recommendation.

5. This scheme abandons the "food basket" approach altogether and gives "something" to all workmen receiving basic and dearness allowance up to Rs. 500 per mensem. This has no relevance to the hearings as channelled by the Chairman. Furthermore, this ignores the concept of "relief". The latest unanimous and final decision of the Wage Board for the Iron and Steel Industry which a privileged and protected industry consisting of many large units, fixed the minimum wage at Rs. 120 per mensem. On the basis of the unanimous decision of the Jute Wage Board the minimum wage for Jute industry at present is less than Rs. 100 per mensem (a member of the Jute Wage Board is on the Engineering Wage Board). The Indian National Trade Union Congress in its argument before the Second Cotton Textile Wage Board pleaded for relief to employees in receipt of a total of basic wages and dearness allowance lower than Rs. 120 per month. We, therefore, cannot accept the recommendation for interim relief to all workmen in receipt of basic wages and dearness allowance up to Rs. 500 per month. The recommendations accepted by a majority of colleagues has gone far beyond the "food basket" theory and the minimum final recommendation of the Iron and Steel Wage Board. This we consider grossly inequitable and unfair.

6. Between the Board Meeting held in Delhi on 14th December 1965 and the meeting held in Calcutta on 11th/12th February 1966 the economic crisis deepened very rapidly in spite of the claim in Bombay and Delhi by some of the Employee Members that this was only a short temporary phase which would not last more than 2 to 3 months. With the severe cut in spending by the Railways which is the largest purchase organization of the Government, a very large number of engineering workmen are being rendered idle which in its turn will have chain reaction on other auxiliary industries. From the preamble to the majority recommendation it will be seen that adequate notice has not been taken of this most important factor of heavy recession in Engineering industries. At the hearings, substantial evidence was led to indicate that there are many engineering establishments which have been suffering financial loss for years. For example, Heavy Electricals (Bhopal) and Hindustan Ship Yard pleaded incapacity to pay any interim relief. No consideration has been shown to such engineering establishments suffering financial loss. The workmen did not lead any documentary evidence to prove the capacity of the industry to pay.

7. It may not be out of place here to quote from the Report of the Fair Wages Committee: "The objective is not merely to determine wages which are fair in the abstract but to see that employment at existing levels is not only maintained, but if possible increased". It is significant that the scheme does not take into consideration the burden of minimum bonus (4 per cent) irrespective of loss in a year under the Payment of Bonus Act, nor does it attempt to consider the additional cost to the industry.

8. The proposed scheme ignores three factors which the Wage Board is duty bound to take into account in the context of its terms of reference.

- (a) the needs of the industries in a developing economy;
- (b) the special factors of the engineering industries including the aspects relating to exports; and
- (c) to bear in mind the desirability of extending the systems of payment by results.

9. Apropos, the economic crisis, the industry must export to survive. Evidence was led at the hearings on the difficulties of the engineering industry in the export market. When self reliance and reduction in the cost of production are being advocated by the authorities at every step, we are puzzled that this aspect was not given consideration in framing the proposal which will enhance the cost of production without any commensurate increase in productivity and thus deepen the crisis and hasten hardships on account of closures and retrenchment. Incentive schemes are a common feature of the engineering industry but earnings of schemes based on payment results have been completely ignored. The Chairman's scheme does not indicate that at the time of the final consideration this point will be taken cognisance of. It is therefore apprehended that the question of linking the wage increase to productivity may be ignored at the final stage even though this is advocated by many authorities including the Reserve Bank of India and the Central Labour Minister.

10. The proposal also envisages application of the interim relief even in establishments where disputes relating to wages and emoluments are pending before tribunals. Evidence was led at the hearings to prove that in West Bengal over 1,200 engineering establishments are before the Seventh Industrial Tribunal since 1962 on the subject of wages. In Bombay, over 84 disputes relating to wages and dearness/allowance had been referred to adjudication since the setting up of this Wage Board. Many other State Governments were referring disputes relating to Wages to Adjudication. I consider that the Wage Board has no jurisdiction to sanction interim relief in establishments where disputes on wages were pending before Adjudication.

11. There are several engineering establishments where settlements or agreements covering wages and emoluments are in force. Many of these agreements have been "package deals". Enhancement of wages now through interim relief in such cases would be unfair as it would violate the principle of "*quid pro quo*". No interim relief should be applicable in these establishments during the period the agreements are in force.

12. The Fair Wages Committee clearly stated "where the benefit granted by an employer goes directly to reduce the expense of a worker on items of expenditure which are to be taken into account for calculating the Fair Wages Payable". The proposal ignores the fringe and other benefits but only expresses the hope that these will be taken into consideration at the time of its final decision.

13. The scheme of interim relief does not provide for adjustment against future increases in dearness allowance, where the dearness allowance is linked to the consumer price index. In these instances further imposition of interim relief which cannot be adjusted against future increases in dearness allowance is not justified.

14. I also cannot agree to retrospective enforcement of interim relief. It must be prospective from the date Government accepts any unanimous recommendation of the Wage Board.

15. It may be mentioned here that perhaps due to inadequate staff no recording or summary of the arguments presented by employees and employers was done by the Wage Board Secretariat. As a result the deliberations of the Board on the subject of interim relief were handicapped and had hardly any relevance to the facts placed before the Wage Board at the hearings, thus making it a forum for collective bargaining, when I was assured by the Chairman in his letter, dated 19th July 1965 that this would not be the case.

16. We are constrained to record that the scheme appears to have been based on the philosophy that every Wage Board must give some interim relief to all workmen irrespective of merits or facts of the case. This naturally found support among the Labour Members but members representing the industry are unable to associate themselves with this approach. Considerations such as the economics of the industry, capacity to pay, linking of wage increases to productivity, the quantum of payments made today and the need for creating conditions to enable the industry to export to survive, cannot be sacrificed and we cannot be a party to ignoring even our terms of reference.

17. Believing in the principle of "social justice" and the need for removing the large pockets of distressingly low paid workers, I consider that "relief" should be given to those workmen whose wages (basic plus dearness allowance) are inordinately low as judged from the "food basket" angle. At the same time it may cause hardship to employers concerned if such workmen were to be levelled up suddenly. As a first step, therefore, the relief has to be as high as practicable at the lower levels at the same time avoiding dislocation of the units concerned. On these principles I would recommend the following scheme of interim relief:—

Wages (basic plus dearness Allowance). (1)	Interim relief. (2)
(a) Up to and inclusive of Rs. 75 per month.	Wages to be brought up to Rs. 75 per month subject to a maximum of Rs. 12 and minimum of Rs. 10.
(b) Above Rs. 75 but not more than Rs. 85 per month.	Rs. 10 per month.
(c) Above Rs. 85 but not more than Rs. 95 per month.	Rs. 8 per month.
(d) Above Rs. 95 but not more than Rs. 105 per month.	Rs. 6 per month.

Enclosure I

Interim relief.

1. All those workmen who are at present receiving a total of basic and dearness allowance (or a consolidation thereof) less than Rs. 70 per month shall be brought up to Rs. 70 per month, i. e., total of basic and dearness allowance or a consolidation thereof as a measure of interim relief.

2. Those getting at present Rs. 70 and above up to Rs. 79 (inclusive) per month as a total of basic and dearness allowance or consolidation thereof shall get Rs. 10 per month as interim relief.

3. Those getting at present Rs. 80 and above up to Rs. 90 (inclusive per month as total of basic and dearness allowance or consolidation thereof shall get an interim relief of Rs. 15 per month.

4. Those getting at present Rs. 91 and above but less than Rs. 105 per month as total of basic and dearness allowance or consolidation thereof shall be brought up to Rs. 105 per month, i.e., total of basic and dearness allowance or consolidation thereof.

5. The increases shall be regarded as lump sum addition to wages drawn at present as a special allowance to be absorbed in terms of the final award.

6. In the case of public sector concerns, the fringe benefits in excess of 25 percent of the total emoluments of the workmen may be added to the dearness allowance for the purposes of the above adjustments.

7. This recommendation of interim relief shall not apply to those units whose wage structure is pending adjudication before a Tribunal or other duly constituted body.

8. These recommendations shall apply to units of the engineering industry of India employing 50 persons and more, which are engaged in the production and/or shaping of ferrous or non ferrous metal subject to the exceptions in paragraph 4 of the Resolution, of the Government of India, dated 12th December 1964.

Note.—Received this on 20th November 1965.

Enclosure II.

Proposed interim relief.

1. Those getting at present below Rs. 60 (basic plus dearness allowance or consolidated wage) per mensem shall be brought up to Rs. 60 per mensem

Present wage group. (1)	Monthly interim relief. (2)
	Rs.
2 Those getting at present above Rs. 60 but not more than Rs. 65.	9.50
3 Those getting at present above Rs. 65 but not more than Rs. 70.	8.50
4 Those getting at present above Rs. 70 but not more than Rs. 80	8.00
5 Those getting at present above Rs. 80 but not more than Rs. 85.	7.50
6 Those getting at present above Rs. 85 but not more than Rs. 90	7.00
7 Those getting at present above Rs. 90 but not more than Rs. 95.	6.50
8 Those getting at present above Rs. 95 but not more than Rs. 99.	6.00
9 Those getting above Rs. 99 but less than Rs. 105.	Shall be brought up to Rs. 105.

Note.—Received this on 14th December 1965.

STATISTICAL SUPPLEMENT

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

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points of Disputes. (4)	Terms of Settlement. (5)
1.	M/s. Beiley Brothers, Ootacamund	1-7-66	Payment of Bonus for 1965 and increment for workmen.	The management agreed to pay one months' wage as an Ex-gratia payment for the financial year 1965 and agreed to pay all their workmen except the cutter a sum of Rs. 5/- and Rs. 10/- to cutter as increment with effect from 1-6-66.
2.	Barwood Estate, Naduvattam P.O. (New Hope).	16-7-66	Payment of Bonus to temporary workers for 1963-64	The management agreed to give Rs. 20/- as a bonus to each of the 7 workers mentioned in the Settlement on or before 10-8-1966.
3.	Hardothorai Tea Factory, Kotagiri.	16-7-66	Implementation of wage Board recommendations and payment of Bonus to Factory workers.	The management agreed to implement the Recommendations of the Tea Wage Board to the Factory Workers with effect from 1-8-66 and also to pay the arrears in payment of increase from 1-1-66 if the union has established that the final recommendations of the Central Wage Board for Tea Plantation Industry is applicable to the management.
4.	Hardothorai Estate, Portion belonging to Sri Giriappa Gowder, Kotagiri.	16-7-66	Implementation of wage board recommendation, etc.	The Proprietor agreed to give an increase of 24 np. and 27 np. as per the wage board recommendation to the men and women, with effect from 1-8-66 and to pay the wage increase of arrears from 1-1-66 provided the union has established that the final recommendations of the Central Wage Board for Tea Plantation Industry is applicable to the Proprietor of this estate and to settle the other demands as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
5.	Tourist Lodge, Coonoor.	18-7-66	Revision of wages.	The management agreed to increase the wages as follows with effect from 15-7-66 i. Rs. 2 to those who are getting wages Rs. 10 to 25 ii. Rs. 2.50 to those who are getting wages Rs. 25 to 45 iii. Rs. 3.50 to those who are getting wages above Rs. 46.
6.	P. K. Comon, Taxi Owner, Coonoor.	13-7-66	Non-employment of a worker.	The taxi Owner agreed to pay the worker Rs. 200/- (Rupees two hundred only) as compensation in full and final settlement of all his claims.
7.	Chamraj Estate, Chamraj P.O.	21-7-66	Non-employment of 2 workers and payment of gratuity.	The management agreed to pay to the workers Vannamuthu and Kamu gratuity and also the arrears of bonus, leave with wages and cumbly if they are due to them.
8.	P. K. Koshi (Taxi Owner) Motor Workshop, Mount Road, Coonoor.	25-7-66	Non-employment of a worker.	The management agreed to reinstate the worker with one months back wages of Rs. 60/-.
9.	Rob Roy Estate, Kotagiri.	30-7-66	-do-	The management agreed to include the worker, K. Annamalai in the list of temporary workers, the make his wife Smt. Chennammal as a permanent worker with effect from 1-9-66 and pay the gratuity and other benefits due to the worker.
10.	Sulthana Estate, Kullakumby P. O.	30-7-66	Non-employment of a worker.	The management agreed to pay Rs. 328-22 to Sri P. Bhas-karan Nair as salary from 1st July 66 to 6th August 66 to pay the staff Rs. 252/- as Bonus for the year 1964-65 and 1965-66 calculated at the rate of 4% on his total earnings and also to pay T.A. of Rs. 50/-.
11.	Maharaja Beedi Factory, North Arcot District.	19-7-66	Non-provision of work by the management	The parties agreed to the following term and the other terms as detailed in the settlement 1. The average of beedi leaves has to be taken in the following manner :— (a) One kg. of beedi leaves should be taken and cut in presence of the worker's 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.

(1)	(2)	(3)	(4)	(5)
12.	A. Rafee Ahmed and Company, Tannery, Mullipalayam, Vellore.	20-7-66	Non-employment of a worker.	The management agreed to pay Rs. 50/- (Rupees fifty only) as compensation to the worker and also annual leave with wages, bonus etc. if any.
13.	M. M. Ali Motor Service, Vellore.	23-7-66	Charter of demands by the workers.	The management agreed to distribute two sets of dresses (4 pairs) to the workers for 1965-66, 64-65 on or before 7-8-66 and also to pay twenty five paise more as night halt batta from 1-8-66 onwards.
14.	M/s Bombay Burmah Trading Corporation Limited, Mudis Group Office, Mudis.	6-7-66	Revision of salary, scales etc.	The management agreed to revise the daily rates of wages for the various categories with effect from 1-1-66 and also to settle the other demands as detailed in the settlement.
15.	Selaliparai Estate, Valparai.	12-7-66	Non-employment of one worker.	The manage agreed to take back the worker Smt. Chinnamal into service as a new entrant from 13-7-66.
16.	Upper Water Fall Estate, Attakatti Post.	29-7-66	Non-employment of workers.	The management agreed to pay gratuity for 25 years of service to Sri Sadayappan and for 18 years of service to Sri Govindan on condition that their wives should be discharged and the two workers should vacate the quarters.
17.	Sri Sankara Allem (Private) Limited and the Company Allem, Nagercoil.	8-7-66	Payment of Bonus to workers etc.	The management agreed to supply footwear to the Switch Attenders, to pay Bonus to 1965 to all the permanent workers at Rs. 40/- each, and to staff members at 10% of the total earnings and also to settle the other demands as detailed in the settlement.
18.	Ratna Automobiles, Nagercoil.	15-7-66	Non-employment of workers.	The management agreed to give a sum of Rs. 50/- to Sri S. Manuvel, taxi Driver in full and final settlement of all his claims.
19.	Little Oriental Balm and Pharmaceuticals Limited, Madras-2.	4-7-66	Charter of demands.	The management agreed to give an ad-hoc increase of Rs. 10/- in the existing D. A. (From Rs. 40 to Rs. 50) with effect from 1-1-1966 and agreed to pay the resultant arrears on or before 31-7-66

(1)	(2)	(3)	(4)	(5)
20.	Beehive Foundry Engineering Works, No. 95, Broadway, Madras-1.	5-7-66	Bonus etc.	The Management agreed to pay 33 1/3% of basic wages earned during the year 1965-66 as bonus on the usual basis for the year 1965-66 on or before 13-7-66.
21.	Electro Sales and Export, Madras-12.	5-7-66	Non-employment of 34 workers.	The management reinstated 5 workers and agreed to pay the remaining 22 workers one months wages as compensation in full and final settlement of their claims.
22.	M/s N. V. Shanmugam and Company P. B. No. 535, Madras-21.	6-7-66	Payment of Bonus etc.	The management agreed to pay each of the worker who are on the permanent rolls of the Company before 31-3-66 Rs. 200/- as bonus for each of the years 1965-66 to 1967-68 and to the other workers bonus as detailed in the settlement and also to settle the other demands as detailed in the settlement.
23.	Globe Mirror Industries, No. 92, Narayana Mudali Street, Madras-1.	8-7-66	Non-employment of certain workers.	Both parties agreed to abide by the decision of the Labour Officer-1 circle, Madras on the issue, which will be final and binding on the parties.
24.	Sri Murugan Talkies, St. Xavier Street, Madras.	11-7-66	Bonus for 1964-65	The management agreed to pay 15 days consolidated wages as additional bonus for 1964-65 in full and final settlement and for the future three accounting years 1965-66 to 1966-68 2 months' wages as bonus to be payable in 3 instalment.
25.	The Management of Roxy Theatre, Madras-7	13-7-66	Revision of D.A. Basic scales and introduction of gratuity scheme etc.	The management agreed to revise the existing rate of D.A. and fix at 22 paise per point over 120 points of the Madras Cost of Living Index with effect from 1-6-66. The workers who have reached maximum in their time scale will be continued to be given increment in their respective pay scale.
26.	M/s Ranga and Company, No. 2, Iyyapillal Street, Madras-3	13-7-66	Non-employment of two workers.	The management agreed to pay Rs. 215/- to each worker as compensation in full and final settlement of all their claims, to M/s. T. Natarajan and B Nagalingam.

(1)	(2)	(3)	(4)	(5)
27.	Madras Bangalore Transport Company, No. 36, Second Line Beach, Madras-1.	13-7-66	Revision of pay, introduction of D.A. and Bonus etc.	The management agreed to pay additional increment in the time scale to the Load men who are at Madras as detailed in the settlement to split the existing consolidated wages into D. A. and basic wages, to fix D. A. at Rs. 50/- also to settle the other demands as detailed in the settlement.
28.	M/s. M. L. Pajera, Waste Paper Etc. Merchants, Madras-13.	13-7-66	Non-employment of 13 workers.	The management agreed to pay Rs. 450 (Rupees Four hundred and fifty only) towards compensation to all the 13 workers in full and final settlement of all their claims.
29.	Progressive Printers, No. 17, Coral Merchant Street, Madras-1.	13-7-66	Revision of wages, D. A. etc.	The management agreed to revise the existing rate of D. A. and to fix it at 16 paise per point over 120 points of the Madras Cost of living index with effect from 1-4-66 and also to pay 16 paise per ever 100 points from 1-10-67.
30.	M/s. Shewaram Valliam, 81/82, Godown Street, Madras-1.	14-7-66	Non-employment of a worker.	The management agreed to pay Rs. 625 (Rupees six hundred and twenty five only) in full and final settlement of all the claims to Sri R. Naresimhan.
31.	M/s. Ganil and Sons, Rattan Bazaar, Madras-3.	26-7-66	Non-employment of a worker.	The management agreed to pay Rs. 400/- to Sri Abdul Samad in full and final settlement of all his claims.
32.	M/s. S. P. Malaitani Nadar & Company, Madras-7.	26-7-66	Non-employment of 4 workers.	The management agreed to pay Rs. 1000/- as compensation in full and final settlement of all their claims of the workers Sri C. Shanmugam, K. Siva, T. R. Mohan and Soundarajan after deducting the amount of Rs. 300 due from them.
33.	South India Corporation (S) Private Limited, Madras-1.	27-7-66	Certain Demands.	The management agreed to the pattern of payment of D. A. by linking it with the Madras Cost of Living Index at the following rates: From 16th June 66-18 (Eighteen paise) From 16th June 67-19 (Nineteen paise) From 16th June 68-19 (Nineteen paise per point over 100 points.)

(1)	(2)	(3)	(4)	(5)
34.	Chemanlal Desai and Company, Sunkurama Chetty Street, Madras-1.	28-7-66	Claim of arrears of D. A. to a peon.	The management agreed to pay a sum of Rs. 150 towards arrears of D. A. to P. Subramaniam, Peon.
35.	M/s. Lingam Engineering works, 157, Walltax Road, Madras-3.	29-7-66	Non-employment of a worker.	The management agreed to pay Rs. 650/- to Perumal Naidu in full and final settlement of all his claims.
36.	M/s. Hoe and Company, Stringer Street, Madras-1.	29-7-66	Retrenchment of surplus staff.	The management agreed to retrench 2 sets of workers and one set consisting of those with 25 years of service and above and persons aged 58 and above numbering 43 and the other set, junior most in each category numbering seventy two. For reinstatement, the retrenched hands are to be given an opportunity in the order of seniority.
37.	M/s. P. K. Viswanathan and Company Madurai-11.	5-7-66	Non-employment of worker.	The management agreed to pay the worker Rs. 550/- in full and final settlement of all the claims of the worker against the management including leave wages.
38.	S. V. R. Transports, Madurai.	15-7-66	Non-employment of a worker and certain demands.	The management agreed to employ K. Periasamy as a temporary conductor with effect from 16-7-66 without any back wages.
39.	Nagaraja Rice Mills, Tiruppuvanam Kollai, Tiruppuvanam.	29-7-66	Non-employment of a worker.	The management agreed to pay a consolidated amount of Rs. 200/- as compensation in full and final settlement of all the claims of the worker Sri M. Marimuthu Pillai.
40.	Ancillary Products, C. 30, Industrial Estate, Guindy, Madras-32.	8-7-66	Non-employment of a worker.	The management agreed to pay Rs. 185/- in full and final settlement of all the claims of Sri R. Krishnamurthy including his claim for reinstatement.
41.	Sathya Studios Private Limited, No. 12, Bridge Road, Madras-28.	11-7-66	Non-employment of a worker and suspension.	The management agreed to reduce the suspension of Sri C. R. Devaraj from 4 days to 2 days and to pay wages for 2 days and to reinstate Sri Narasiah with continuity of service treating the period of non-employment as leave on loss of pay.

(1)	(2)	(3)	(4)	(5)
42.	Madras Photo Stores and Octograph studio, 186, Mount Road, Madras-2.	19-7-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 1200/- in full and final settlement of all the claims of the worker Sri M. Ramiah including his claim for reinstatement and bonus, but excluding his claims for arrears of wages.
43.	Arumugam Type Foundry, 404, Triplicane High Road, Madras-5.	19-7-66	Non-employment of a worker.	The management agreed to reinstate the worker Sri K. Srinivasan with continuity of service but without back wages and to pay 15 days wage towards leave wages for the year 1965.
44.	Efficient Publicities (Private) Limited, 19, Woods Road, Madras-1.	20-7-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 906/- in full and final settlement of all claims including reinstatement.
45.	Motwane Private Limited, 196, Mount Road, Madras-2.	22-7-66	Non-employment of a worker.	The management agreed to pay Rs. 1750/- in full and final settlement of all the claims of the worker Sri D. V. Venkatesan, including his reinstatement.
46.	Sarasu Printers, 113, Chepauk, Triplicane High Road, Madras.	22-7-66	-do-	The management agreed to pay Rs. 58/- to the worker Sri S. Narayanan in full and final settlement of all his claims.
47.	Hotel Airlines, 177-179, Mount Road, Madras-2.	22-7-66	Permanency of workers and Bonus for 1964-65 etc.	The management agreed to pay 15% of the total wages of the workers as Bonus for 1964-65 to confirm Sri Chinadurai, Kondiah and Sheikh Abdulla and to pay them food allowance of Rs. 30/-.
48.	Sri P. T. Jambulingam Mudaliar, Taxi Owner, No. 9, Nagarathinam Colony, Madras-4.	27-7-66	Non-employment of a worker.	The management agreed to pay Rs. 50/- in full settlement of all the claims to the worker Sri C. Appu.
49.	Noorjehan Talkies, Saldapet, Madras-15.	27-7-66	Bonus for 1964-65 to 1965-66.	The management agreed to pay 1½ months total wages (Basic Wages & Dearness Allowance and Matinee allowance) as bonus for 1964-65 and 1965-66.

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(1)	(2)	(3)	(4)	(5)
50.	Lakshmi Narayan Turning works, General Patters Road, Madras-2.	28-7-66	Non-employment of a worker.	The management agreed to pay Rs. 300/- to Sri M. K. Parthasarathy in full and final settlement.
51.	M/s Connon Dunkarley and Company, (Madras) Limited, G D C. Buildings, No. 10 Chathed-ral Road, Madras-.	28-7-66	Transfer of a worker.	The management agreed to pay a sum of Rs. 3000/- in full and final settlement of all the claims of the worker Sri A. Ekambaram.
52.	The Swadesimithran Limited, Madras.	29-7-66	Revisions of wage scales, etc.	The management agreed to pay an additional sum of Rs. 10/- by way of interim payment in substitution of the adjustable advance of Rs. 10/- being paid on the 3rd Saturday of every month. The management agreed that the initial payment of Rs. 5/- made by the management with effect from 1st September 1964 till March, 31, 1965 to be treated as amount paid towards interim allowance in pursuance of the recommendation of the non-working Journalists wage board, though the said sum of Rs. 5/- has been taken to D.A.
53.	Winstons India Private, Limited, 1/B, Raagoon street, Mc. Kays Garden, Madras-6.	29-7-66	Non-employment of two workers.	The management agreed to pay a sum of Rs. 165/- & 135/- to M/s Chandravadan Bhat & Sugat respectively in full and final settlement of all their claims.
54.	Southern Conduits, C16517 Industrial Estate, Madras-32.	29-7-66	Non-employment of 3 workers.	The management agreed to pay sum of Rs. 75/- to each of the workers M/s V Sathyarajh and M. Appa Rao in full and final settlement of all their claims and to reinstate Sri P. Mani.
55.	Maccono Floorings Private Limited, Salem.	4-7-66	Non-employment of a worker.	The management agreed to pay, Rs. 600/- In full and final settlement of all the claims of the worker Sri M. Rama-chandran.
56.	Revathi Transport (Private) Limited, Salem.	8-7-66	Non-employment of a worker.	The management agreed to reinstate the worker Sri S. C. Mariappan with continuity of service without back wages and to pay earned wages for the month of January 66.
57.	R. R. David and Company, Salem.	27-7-66	Non-employment of a worker.	The management agreed to pay three months wages to Sri Sarangapani in full and final settlement of all his claims.
58.	Flower Basket Beedi Merchants, Shevapet, Salem.	4-6-66	Charter of demands.	The management agreed to pay wages as follows with effect from 1st June 66. Big size beedies Rs. 3.00 per 1000 beedies. Small size beedies Rs. 3.12 per 1000 beedies.
59.	M/s. Dutter Scientific works 5, Sunkurama Chetti St., Madras-1.	30-6-66	Non-employment of worker Certain workers.	The management agreed to pay to Sri D. Devarajan Rs. 1450; Sri P. Rajarathnam Rs. 500; Sri A Arumugam Rs. 570; Sri C. K. Raman Rs. 1300; Sri C. Narayanakutti Rs. 520 Sri Moorthy Rs. 200 and Sri Deenadayalu Rs. 200.
60.	M. S. A. & A. S. J. Beedi merchants Salem.	4-6-66	Charter of demands.	The management agreed to pay wages as follows with effect from 1st June 66. Big Size beedies Rs. 3.00 per 1000 beedies. Small Size beedies—Rs. 3.12 per 1000 beedies.
61.	Three Lotus beedi factory, Salem.	4-6-66	"	The management agreed to pay wages as follows with effect from 1st June 66. Big Size beedies Rs. 3.00 per 1000 beedies. Small Size beedies—Rs. 3.12 per 1000 beedies.
	T. A. K. Nuni Mark, Beedi Factory, Salem.	8-6-66	"	The management agreed to pay wages as follows with effect from 1st June 66. Big Size beedies Rs. 3.00 per 1000 beedies. Small Size beedies—Rs. 3.12 per 1000 beedies.
63.	Khader Kudi Beedi Company, Shevapet. Salem.	8-6-66	"	The management agreed to pay wages as follows with effect from 1st June 66. Big Size beedies Rs. 3.00 per 1000 beedies. Small Size beedies—Rs. 3.12 per 1000 beedies.
64.	Mannan Beedi Factory, Fort, Salem.	13-6-66	"	The management agreed to pay wages as follows with effect from 1st June 66. Big Size beedies Rs. 3.00 per 1000 beedies. Small Size beedies—Rs. 3.12 per 1000 beedies.
65.	Ghouse Photo Mark Beedi Factory, Jalalpore, Salem-1.	13-6-66	"	The management agreed to pay wages as follows with effect from 1st June 66. Big Size beedies Rs. 3.00 per 1000 beedies. Small Size beedies—Rs. 3.12 per 1000 beedies.

(1)	(2)	(3)	(4)	(5)
66.	Two Gas light Beedi Factory, Salem.	22-6-66	"	The management agreed to pay wages as follows with effect from 1st June 66. Big Size beedies—Rs. 3.00 per 1000 beedies. Small Size beedies—Rs. 3.12 per 1000 beedies.
67.	S. K. Suban Beedi Factory, Idappadi.	28-6-66	Non-provision of work	The management agreed to pay a sum of Rs. 400 as compensation to the workers for non-provision of work from 8-6-66 to 15-6-66.
68	Nagammal Mills limited Nagarcoil.	29-7-66	Regular work to Nesamani.	The management agreed to give work to Sri Nesamani from 1-8-66 as and when work is available.
69.	Sree Meenakshi Mills Limited, Paravai.	26-7-66	Suspension of a worker.	The management agreed to pay 9 days wages to Palaniappan W S 6 for the period he was kept under suspension pending enquiry from 20-11-65 to 16-12-65.
70.	Balakrishna Mills Private Limited, Maurai.	26-7-66	Charter of demands.	The management agreed to make permanent 10 temporary workers mentioned in the annexure as detailed in the settlement. The temporary workers having service below 3 years would be given increment of 4 annas from 1-6-66, those having service more than 3 years of service would be given an increment of 6 annas per day from 1-6-66.
71.	Madura Mills Limited Madurai	26-7-66	Suspension of two workers.	The management agreed to make the two workers Samuel and Papiah as permanent joiners with effect from 1-8-66.
72.	Madras Engineering Enterprises Ambatur Industrial Estate, Madras-58.	11-7-66	Charter of demands.	The management agreed to fix the grades of consolidated wages Salaries, inclusive of basic wages Salaries/plus allowances, including D.A. of the permanent staff the watchman, to fit the staff on proper grade and to grant increments, and also to settle the other demands as detailed in the settlement.
73.	Southern Explosive Company, Gummidipundi	11-7-66	Non-employment of Murugan and Kannappan.	The management agreed to pay Rs. 150/- each to Sri Murugan and Sri Kannappan in full and final settlement of all their claims.
74.	M/s Shaw Wallace and Company Limited, Sp-ray Factory, Kaduvatti.	13-7-66	Non-employment of a worker.	The management agreed to pay Rs. 502.80 to Sri Abdul Jabbar, in full and final settlement of all his claims including reinstatement.

(1)	(2)	(3)	(4)	(5)
75.	East India Tanning Corporation (A) Keenaship Madhavaram, Madras-60.	15-7-66	Non-employment of 12 workers.	The management agreed to pay Rs. 90/- each of the ten workers in full and final settlement of their claims.
76.	Sri Ranga Engineering Works, Yanagaram Poonamalle, Madras-53.	16-7-66	Non-employment of eight workers.	The management agreed to pay Rs. 1200 in full and final settlement of all their claims to the following workers. Abdul Rhadar, Krishnan, Rathinam, D. Lakshmanan, Varadan, J. Balakrishnan, K. Andavan and N. Subramanian.
77.	M/s Bharat Pulverising Mills (Private) Limited, Madras-10.	26-7-66	Permanency of workers.	The Company agreed to confirm and designate as permanent with effect from 1-10-65 six senior most of the workmen in the approved list and ten more of the senior most with effect from 1st August, 1966 subject to medical fitness.
78.	M/s Amco Studios, Madras.	27-7-66	Charter of demands	The management agreed to introduce a consolidated all-in monthly wage scales effective from 1-2-66 taking into account the present cost of living index as detailed in the settlement to fit the workers in proper grade as weightage, to those 1 to 6 years of service —1 increment 7 to 10 —2 increments and 11 to 14 —3 increments. and also to revise the quantum of gratuity as 13 days for every completed year of service.
79.	Bell Mark Tobacco Company, Pudukottai.	16-7-66	Non-employment of a worker.	The management agreed to reinstate the worker Sri S. P. Raman in service with effect from 18-7-66 with continuity of service and to treat the period of non-employment as leave at credit and the balance as leave on loss of pay.
80.	'City Press', Trichirappalli.	19-7-66	Non-employment of a worker.	The management agreed to pay Rs. 200/- as compensation to Sri P. Annamalai in full and final settlement of all his claims including reinstatement.

(1)	(2)	(3)	(4)	(5)
81.	Vincent Cafe, Trichy-1	21-7-66	payments of Compensation to the workers consequent on the closure of the establishment.	The management agreed to pay compensation amount to the workers as follows : 1. Sri A. Mani—Cleaner—Rs. 177.50 2. K. R. Achutan Rao master Rs. 450 3. T. Srinivasan — Assistant Rs. 279 Master. 4. S. Ranga Rao— Supplier Rs. 347 5. K. Parameswaran Asst. master. Rs. 324 6. Sri V. Raju—Store Keeper Rs. 55
82.	Valavanur Cooperative Agricultural Bank Limited, Valavanur.	9-7-66	Termination of service of Sri S. Meenakshi-sundaram.	The management agreed to appoint Sri S. Meenakshi Sundaram as messenger boy with effect from 15-7-66 with the approval of the board of directors.
83.	Mithila Metallic Industries Kumbakonam.	5-7-66	Non-employment of two workers.	Both the parties agreed to abide by the informal arbitration of the Labour Officer, Trichi regarding the non-employment of Sarvasri P. Amirthalinga Pathan and K. Seshagiri Raja as final and binding over by both the parties.
84.	Lalgudi Panchayat Board Lalgudi.	12-7-66	Charter of demands by workers.	The management have already supplied 2 sets of uniforms to all male and female workers for the year 1964-65. The wage slip as per minimum wages Act 1948 would be issued in future to all the workers.
85.	Thiagesar Alai, Manaparai.	4-7-66	Increase of wages to certain categories of workers.	Management agreed to pay increase of wages to the workers as mentioned in the annexure to the settlement from the date on which the power cut is removed.

10

Settlement effected by the Deputy Commissioner of Labour, Madras

(1)	(2)	(3)	(4)	(5)
86.	T. U. C. S. Limited, Madras-3.	2-7-66	Charter of demands.	The parties agreed to refer the five issues mentioned in the settlement to the Commissioner of Labour, Madras for informal arbitration and to accept his decision as final and binding.
87.	Meccono Flooring (Private) Limited, Patel Road, Coimbatore.	30-7-66	Abolition of the piece rate system of working in Tank section and fixation of wages.	The management agreed to pay Tank Section workers for the period from 4-3-65 at 15-7-65 at the rate of Rs. 315 p.m. and for the period from 15-7-65 to 30-6-66 at the rate of Rs. 362/- p.m. & that Venkittan, Tank section maistry should be at the rate of Rs. 5/- per day and that the other Tank section workers at Rs. 2.60 per day.
88.	South India Cooperative Spinning Mills Limited Pettai, Tirunelveli-4.	13-7-66	Rationalisation of work in the mills.	It is agreed that the revised work assignment and basic wages in the Spinning Department and for the Doffing Boys shall be as detailed in the settlement that the reserve piecers should be paid the highest basic wages paid to any spinner, that the gratuity scheme formulated by the Industrial Tribunal in I. D. No. 15/62 should be introduced in the mills from 1-1-66 and that five other demands may be settled as detailed in the settlement.
89.	M/s Vincent and Company (Private) Limited Tiruchi.	6-7-66	Bonus for 1964-65 gratuity etc.	It is agreed that an adhoc increase of Rs. 2/-, 3/- 4/- and 5/- shall be given to all those workmen who have completed one year of service but not completed 5 years of service; 5 years of service but not completed 10 years of service; 10 years of service but not completed 20 years of service; 20 years of service and above as on 1-7-66, respectively. A gratuity scheme as detailed in the settlement would be formulated.

(1)	(2)	(3)	(4)	(5)
90.	The Management of Six presses at Palani.	12-7-66	Fixation of scales of wages, service, weightage etc.	The management agreed to fix the wages with effect from 1-4-66 as follows; and to find the workers in proper place. a) compositors. } Rs. 35-2-55-24-70-5-80. b) machinmen c) Binders.
				The workmen shall be paid a fixed D.A. at the rate of Rs. 35/- with effect from 1-4-66. The management also agreed to introduce a gratuity scheme as detailed in the settlement.
91.	Kumbakonam City Union Bank Limited, Kumbakonam.	28-7-66	Wage increase, D. A. etc.	The management agreed to introduce a gratuity scheme as detailed in the settlement and to give one advance increment to all the categories in respective scales as and from 1st March 66 payable in April 66. Increase of D.A. of Rs. 15/- p.m. to be given to managers and supervisors making the total as Rs. 40 p.m. and to the clerks additional increase of Rs. 15/- p.m. making the total as Rs. 40/- p.m. for peons and Night watchmen, the D.A. is fixed at Rs. 30/- p.m..
92.	Suthanthiram Transport, Madurai.	26-7-66	Non-payment of wages to Sri G. Pandian.	The management agreed to pay Rs. 35/- to Sri G. Pandian in full and final settlement of his claim for the wages for the period from 21-5-65 to 9-6-65.

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

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues (5)
1.	The Century Flour mills Madras-12.	30-6-66	11	Bonus, D, A. etc.
2.	B. & C Mills, Madras.	-do-	3	Change of work
3.	-do-	13-7-66	1	-do-
4.	Electro Sales & Exports, Madras-12.	18-7-66	2	-do-
5.	Martin & Harris (P) Ltd., Madras-1.	—	—	demands.
6.	Natesan Press, Dindigul and their workers represented by Dindigul General workers Union, Dindigul.	29-6-66	30	Fixation of wages increase of wages etc.
7.	Alagappan Cotton Mills, Rajapalayam. -Vs- National Textile workers Union, Madurai.	1-7-66	220	Bonus for 1964-65 to Badli workers.
8.	Soundararaja Mills Dindigul -Vs- Soundararaja Mill workers Union, Dindigul.	25-6-66	—	-do-
9.	Spun Pipe Company Limited, Tanjavur.	18-7-66	—	—
10.	Thirumoorthy Mills Ltd., Udamalpet and the Thirumoorthy Mills Employees Union, Udamalpet.	23-7-66	—	Change in the existing work assignments in Roving and Spinning Departments.

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 July, 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>North Arcot District</i>			
1.	Malliseri Beedi Tirupathur.	Whether the non-employment of the Managers and workers mentioned in the annexure is justified and if not to what relief each of them would be entitled.	G. O. R. No. 1254, Industries, Labour & Housing dated 30-6-66.
		To compute the relief if any awarded in terms of money if it can be so computed.	
<i>Tirunelveli District</i>			
2.	Dhrangadhra Chemical Works Limited, Sahapuram.	Whether the suspension of Sri. S. Alagar (Ticket No. 318) and Sri K. Paul (Ticket No. 293) is justified and if not, to what relief they are entitled.	G. O. R. No. 1236, Industries, Labour & Housing dated 28-6-66.
Labour Court, Coimbatore			
<i>Coimbatore District</i>			
3.	Sova (Private) Limited, Kuniamuthur, Coimbatore.	Whether the non-employment of Sri A. Koppanan and Sri P. Venkatasami is justified, if not to what relief each would be entitled.	G. O. Ms. No. 2833, Industries, Labour & Housing (Lab) dated 14-7-66.
		To compute the relief, if any, awarded in terms of money, if it can be so computed for each	
<i>Nilgiris District</i>			
4.	Barwood Estate, Naduvattam.	Whether non-employment of M. T. Mathews is justified and if not, to what relief he would be entitled	G. O. Ms. No. 2910, Industries, Labour & Housing (Lab) dated 11-7-66.

(1)	(2)	(3)	(4)
Labour Court, Madurai			
<i>Madurai District</i>			
5.	S. B. Lal and sons, Dindigul.	Whether the non-employment of M. Raju Pillai (Driver) is justified if not, to what relief he is entitled.	G. O. R. No. 1224, Industries, Labour & Housing dated 27-6-66.
		To compute the relief, if any, awarded in terms of money, if it can be so computed.	
6.	Madurai Co-operative Milk Supply Union, Limited, Madurai.	Whether the non-employment of C. Ponnusamy is justified and if not, to what relief he is entitled.	G. O. R. No. 1255, Industries Labour, & Housing (Lab) dated 30-6-66.
		To compute the relief, if any, awarded in terms of money if it can be so computed.	
7.	Madurai Alanganallur Transports (P) Ltd., Madurai.	Whether the non-employment of Sri K. Vellai-chami (Conductor) and R. Karupiah Thevar (Driver) by the management of Madurai Alanganallur Transports (P) Limited, Madurai is justified. If not, to what relief they are entitled.	G. O. R. No. 1259, Industries Labour, & Housing (Lab) dated 30-6-66.
		To compute the relief, if any awarded in terms of money, if it can be so computed.	
<i>Tiruchirapalli District</i>			
8.	Sabari Mills K. Santhanoor, Tiruchirapalli.	Whether the non-employment of 17 workers mentioned in the annexure is justified and, if not, to what relief each would be entitled.	G. O. R. No. 1256, Industries, Labour & Housing (Lab) dated 30-6-66.
		To compute the relief, if any awarded in terms of money, if it can be so computed.	
Labour Court, Madras.			
<i>Madras District</i>			
9.	Ruby Rubber Works (Madras) Limited, Madras.	Whether the non-employment of the following four workers is justified and if not, to what relief each is entitled. 1. Unni Nair, 2. T. Gopalakrishnan, 3. K. L. Verghese and 4. K. Yusuff.	G. O. R. No. 1160, Industries, Labour, & Housing dated 14-6-66.

(1)	(2)	(3)	(4)
	To compute the relief, if any, awarded in terms of money if it can be so computed.		
10. Bramhappa Thavahappanavar, (Mysore) Limited, Madras.	Whether the payment of Bonus Act, 1965, is applicable for Payment of bonus to the employees for the year ending 4th November 1964. If the payment of Bonus Act 1965 is not applicable whether the workers are entitled to four months total wages for the year ending 4th November 1964 as demanded by them.	G. O. R. No. 1213, Industries, Labour & Housing dated 24-6-66.	
11. Messrs. Roopchand & Sons, Madras.	Whether the non-employment of Sri M. Roslah 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	G. O. R. No. 1225, Industries, Labour & Housing dated 17-6-66.	
12. Sri Murugan Talkies Madras.	Whether the demand for introduction of a wage scale is justified, and if so, to fix a wage scale. 2. Whether the demand for dearness allowance is justified, and if so, to fix the quantum of dearness allowance payable. 3. Whether the demand for the introduction of gratuity scheme is justified, and if so, to formulate a scheme 4. Whether the non-employment of Sarvashri Kanagasabapathi, Natesa Mudaliar, Murugesu Mudaliar, (Ticket Collectors) Ramadoss (Duster boy) is justified, and to what relief they are entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 1315, Industries, Labour, & Housing dated 7-7-66.	

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 *Fori St. George Gazette*, during the month of July, 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.	Marshall Sons & Co. (India) Ltd., Madras.	5-6 6-7-66	G. O. R. No. 1220, Industries, Labour & Housing, dated 25-6-66
2.	East Asiatic Co. (India) Private Ltd., Madras.	7-9 13-7-66	G. O. R. No. 1260, Industries, Labour & Housing dated 30-6-66.
<i>North Arcot District</i>			
3.	Maharaja Beedi Factory, Ranipet.	6-8 6-7-66	G. O. R. No. 1221, Industries, Labour & Housing, dated 25-6-66.
<i>Coimbatore District</i>			
4.	Ganapathy Engineering Manufacturers, Ganapathy Post, Coimbatore.	9 13-7-66	G. Ms. No. 1271, Industries Labour & Housing dated 2-7-66.
5.	Blue Mount Switch Gears Associates (P) Ltd., Coimbatore.	9-10 13-7-66	G. O. R. No. 1292, Industries, Labour & Housing, dated 7-7-66.
Labour Court: Madras			
<i>Madras District</i>			
6.	Integral Coach Factory Annexe Canteen and Integral Coach Factory, Shell Canteen, Madras.	1-2 20-7-66	G. O. R. No. 1319, Industries, Labour & Housing, dated 8-7-66
7.	Vasantha Metal Industries, 174, Dr. Natesan Road, Madras-5	3 20-7-66	G. O. R. No. 1320, Industries, Labour & Housing, dated 8-7-66.
<i>North Arcot District</i>			
8.	S. Beedi Factory, Gudiyatham.	1-2 27-7-66	G. O. R. No. 1385, Industries, Labour & Housing, dated 16-7-66.

(1)	(2)	(3)	(4)
<i>Chingleput District</i>			
9 Messrs. Muthamil Press, Big Kanchipuram.	1-3 6-7-66	G. O. R. No. 1235, Industries, Labour, & Housing dated 28-6-66.	
<i>Labour Court : Coimbatore</i>			
<i>Coimbatore District</i>			
10 Thondamuthur Trading Co. Ltd., Coimbatore.	3-5 6-7-66	G. O. Ms. No. 2784, Industries, Labour, & Housing (Lab) dated 30-6-66.	
11 Idol Lodge, Coimbatore.	2-3 13-7-66	G. O. Ms. No. 2734, Industries, Labour, & Housing (Lab) dated 4-7-66.	
12 High Forest Estate, Mudis Post.	3-6 27-7-66	G. O. Ms. No. 3015, Industries, Labour, & Housing (Lab) dated 18-7-66.	
<i>Nilgiris District</i>			
13. Rajalakshmi Motor Service, Ootacamund.	3-7 13-7-66	G. O. Ms. No. 2835, Industries Labour & Housing (Lab) dated 4-7-66.	
14. Kairbatta Estate, Kotagiri Post, Nilgiris.	2-3 27-7-66	G. O. R. No. 1420, Industries, Labour & Housing, dated, 22-7-66.	
15. Chamraj Estate, Chamraj Post, Nilgiris.	3 27-7-66	G. O. R. No. 1423, Industries, Labour, & Housing, dated 22-7-66.	
<i>Labour Court : Madurai</i>			
16. V. S. Chellam Soap Factory, Madurai.	1-2 13-7-66	G. O. R. No. 1249, Industries, Labour, & Housing dated 29-6-66.	
*17 Chockea Transport, Ellinagar, Madurai.	2 27-7-66	G. O. R. No. 1409, Industries, Labour, & Housing dated, 21-7-66.	
18. Madura Sugar Ltd., Pandiarajapuram, Madurai.	7-10 27-7-66	G.O. R. No. 3068, Industries, Labour, & Housing dated 21-7-66.	

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 July, 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.	Madura Sugars Ltd., Pandyarajapuram, Nilakottai Taluk, Madurai Dst.	Sugar	220	5-7-66	---	Due to non-availability of Sugar cane.	---
2.	Palace Cafe, 311, Mint Street, Madras.	Catering	9	29-6-66	---	---	All the workers were paid compensation

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

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received.							No. of complaints investigated and disposed of including those pending previously	No. of complaints pending at the end of the month.
			Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.	
1	2	3	4	5	6	7	8	9	10	11	12
1.	Coimbatore-I.	170	33	—	39	1	8	51	—	132	68
2.	Coimbatore-II.	182	7	4	10	1	—	13	—	35	8
3.	Coonoor.	39	10	1	8	—	—	22	—	41	17
4.	Madras-I.	60	30	22	10	1	—	23	—	86	47
5.	Madras-II.	123	9	4	32	—	—	12	—	57	57
6.	Madras-III.	67	7	6	12	1	—	17	—	43	43
7.	Madurai-I.	126	8	3	14	1	1	23	—	50	38
8.	Nagercoil.	24	2	2	4	—	—	5	—	13	16
9.	Coimbatore-III.	169	2	4	28	—	—	24	—	58	45
10.	Madurai-II.	224	11	6	30	—	—	16	—	63	48
11.	Salem.	70	10	2	16	—	—	7	—	35	32
12.	Tiruchirappalli.	53	8	4	2	—	1	10	—	25	29
13.	Tirunelveli.	115	10	2	13	—	—	7	—	32	22
14.	Vellore.	52	5	4	13	—	—	7	—	29	29
TOTAL		1,474	152	64	231	5	10	237	—	699	499
											1,674

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

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

1. Number of Standing Orders certified as on 1—7—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 July, 1966.

	Number of accidents reported by employers.	Amount of compensation.
		Rs. iP.
(a) Death	11	82,614.00
(b) Permanent disablement	—	16,748.10
(c) Temporary disablement	52	
Total	63	*99,362.10

* 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 July, 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	—	134	13	147	8
(b)	Non-fatal :-					
(i)	Permanent	—	129	6	135	10
(ii)	Temporary	—	36	—	36	3
2. Deposits under Section 8 (1)						
(a)	Fatal	—	118	25	143	14
(b)	Persons under legal disability	—	21	4	25	10
3. Deposits under Section 8 (2)						
4. Memorandum of Agreement:—						
(i)	Permanent disablement	—	70	29	99	9
(ii)	Temporary disablement	—	22	3	25	13

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5. Recovery under Section 31.	...	14	3	17	2	15
6. Indemnification application under Section 12 (3)	...	12	—	12	—	12
Total	...	556	83	639	69	570

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

1. Pending as on 1-7-'66	534
2. Received during the month	21
3. Disposed of during the month	17
4. Pending as on 31-7-'66	548

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 July, 1966.

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

Pending as on 1-7-1966	391
Received during the month	28
Disposed of during the month	28
Pending as on 31-7-1966	391

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

Pending as on 1-7-1966	7
Received during the month	1
Disposed of during the month	—
Pending as on 31-7-1966	8

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

Pending as on 1-7-1966	114
Received during the month	64
Disposed of during the month	47
Pending as on 31-7-1966	131

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

Sl. No.	R. No.	Date of Registration	Industry	Name and address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
1.	10/MDU	8-7-66	Textiles Cotton Mills	Sree Meenakshi Mills Staff Union, Madurai.	Ratified the code of discipline
2.	11/MDU	15-7-66	Motor Transport.	Kodaikanal Motor Union (P) Ltd. and S. G. Jayaraj Nadar (P) Ltd. Thozhilalar Sangam, Ammayanackanur.	-do-
3.	5/RMD	4-7-66	Textiles Cotton Mills.	Sri Ramalinga Mills Labour Union, Aruppukottai.	-do-
4.	6/RMD	11-7-66	Services Theatres & related service.	Ramnad District Cinema Theatre Employees' Union, Ramanathapuram.	-do-
5.	7/RMD	26-7-66	Textiles Cotton Mills.	Ramalinga Mills National Textile Workers Union, Aruppukottai.	-do-
6.	7/TAJ	8-7-66	Motor Transport.	Tanjore District Lorry Workers' Union, Kumbakonam.	-do-
7.	10/TRI	4-7-66	Commerce Insurance a Life.	Life Insurance Agents' Association, Tiruchirappalli (Units I & II) Tiruchirappalli.	-do-
8.	11/TRI	4-7-66	Textiles Cotton Mills	Sri Sabari Weaving and Spinning Mills National Workers' Union Somarasampettai, Tiruchirappalli.	-do-
9.	12/TRI	4-7-66	Machinery.	Bharat Heavy Electricals Employees' Union, Tiruchirappalli.	-do-
10.	13/TRI	14-7-66	Motor Transport.	Popular Automobiles workers Union, Trichy.	-do-
11.	12/CBE	5-7-66	Miscellaneous	Coimbatore General Labour Union, 12/38, Devangapet, No. 1, Coimbatore.	-do-

(1)	(2)	(3)	(4)	(5)	(6)
12.	13/CBE	5-7-66	Motor Transport.	ABT Motor Workers Union, 4A, Goods Shed Road, Pollacai	-do-
13.	5/NAT	5-7-66	Hotel.	The Gudiyatham Hotel Thozhilalar Sangam, Perambur Road, Gudiyatham.	-do-
14.	6/NAT	5-7-66	Miscellaneous	Gudiyatham Taluk Thangal Vettum Marameri Thozhilalar Sangam 9, Ganamukkala Petha Muniyappa Chetty St., Ambapuram Gudiyatham.	-do-
15.	7/NAT	18-7-66	Hotel.	Walajah Taluk Hotel Thozhilalar Sangam, 20B, Labour Street, Arcot.	-do-
16.	2/DRP	5-7-66	Miscellaneous.	Dharmapuri District Abarana and General Workers' Union, Oldpet, Krishnagiri Post.	-do-
17.	1/DRP	5-7-66	Beedi Industry.	Dharmapuri Dist. Beedi Workers' Union, Dowlabad, Krishnagiri Post.	-do-
18.	42/MDS	2-7-66	Engineering	Amco Engineering Corporation Workers Progressive Union, No. 110, Demallows Road, Madras-12.	-do-
19.	43/MDS	2-7-66	Studios	National Studios and Cinema Employees Union, No. 2/44 Royapettah High Road, Madras-14.	-do-
20.	44/MDS	2-7-66	Textiles.	National Textile Workers Union, No. 2/44, Royapettah High Road, Madras-14.	-do-
21.	45/MDS	2-7-66	Engineering.	Govt. Guindy Industrial Estate Workers Union, Govt. Model Foundary, Madras-32.	-do-
22.	46/MDS	6-7-66	Cafes and Restaurants.	Hotel Oceanic Workers Progressive Union, No. 110, Demallows Road, Madras-12.	-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 July 1966.

Sl. No.	R. No.	Date of Cancellation	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1.	2952	31-7-66	Food.	Porikadalai Varuppy Thozhilalar Sangam, Udamalpet.
2.	3235	9-7-66	Rice Mill	Erode Rice and Oil Mill Workers' Union, 29, Sait Colony, Ahilamedu Street, Erode.
3.	3479	31-7-66	Bus Transports.	VCK Bus Service (P) Ltd. and Dhanalakshmi Transports (P) Ltd., workers Union, 10/226, Avanashi Road, Coimbatore.
4.	3537	31-7-66	Road Transports.	Kovai Baram Sumakkum Thozhilalar Sangam, 4, K. K. Block, New Market, Coimbatore-1.
5.	3600	31-7-66	Services of Local Bodies.	Erode Municipal National workers' Union, Puthumai Colony, Kollanpalayam Road, Erode.

(1)	(2)	(3)	(4)	(5)
6.	3785	31-7-66	Bus Transport.	Sri Lakshmi Saraswathy Motor and General Workers Union, 19-A, Katpadi Road, Gudiyatham.
7.	1433	31-7-66	Printing Press.	The Nilgiris District Press, Workers' Union, Cross Bazaar Street, Coonoor.
8.	2708	31-7-66	Motor Transport	The Neelamalai Motor Drivers Union, 19, Mount Road, Coonoor.
9.	2790	31-7-66	Miscellaneous.	Salem Dist. General Workers Union, Nagalinga-Chetty St., Arisipalayam, Salem-2.

ABSTRACT

1.	Total No. of registered Trade Unions as on 1-7-66	1,351
2.	Total No. of trade Unions registered during the month	22
3.	Total	1,373
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	9
7.	Total No. of registered Trade Unions as on 31-7-66.	1,364

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

Sl. No.	Particular.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.			962	3,429	340	47,087	3,754	500	1,360	4,124
2.	No. of irregularities noticed.			521	395	69	1,221	746	48	136	336
3.	No. of cases warned.			57	48	—	344	305	42	22	41
4.	No. of prosecutions launched			17	7	2	24	79	23	5	71
5.	No. of convictions obtained.			53	18	2	45	82	2	9	6
6.	Amount of fine imposed			Rs. 1,780/-	245/-	15/-	646/-	1,336/-	10/-	425/-	69/-

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

District	AT THE BEGINNING			REGISTERED			REMOVED			TOTAL		
	Section 2 (m) (i)			Section 2 (m) (ii)			Section 2 (m) (i)			Section 2 (m) (ii)		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1. North Arcot	238	114	166	1	1	1	..	..	..	..	239	115
2. South Arcot	125	7	44	3	..	..	..	..	..	1	128	7
3. Chingleput	379	22	58	2	..	..	..	2	..	..	379	7
4. Coimbatore	1,098	7	75	5	..	..	..	5	..	..	1,098	22
5. Kanyakumari	72	10	22	..	..	..	..	1	..	..	71	7
6. Madras	845	32	108	3	..	..	..	..	..	4	848	10
7. Madurai	467	32	44	1	..	..	..	1	..	..	467	32
8. The Nilgiris	128	..	4	..	..	..	..	..	..	..	127	31
9. Ramanathapuram	266	72	144	..	..	..	..	..	2	..	266	..
10. Salem	564	6	126	4	..	..	..	5	..	..	563	70
11. Thanjavur	314	9	175	..	1	..	..	..	..	..	314	6
12. Tiruchirappalli	289	9	167	..	..	..	..	..	..	1	289	10
13. Tirunelveli	334	105*	197	..	..	..	..	3	2	4	331	9
14. Dharmapuri	20	1	6	..	..	..	..	1	..	..	19	103
Total	5,139	426	1,336	19	2	..	..	19	5	10	5,139	423
												1,326
												6,838

* In the periodical for the month of June 1956, one factory was shown under removal in 2m (ii) section, by clerical error. Hence, the total number of factories under 2m (ii) is shown as 105 instead of 104 as shown in the previous periodicals.

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

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	1
20.	Food Except Beverages	...	48
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	309
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	1
25.	Wood and cork except furniture	...	1
26.	Furniture and fixtures	...	9
27.	Paper and paper products	...	16
28.	Printing, Publishing and allied industries	...	22
29.	Leather and Leather products (except foot-wear).	...	7
30.	Rubber and rubber products	...	19
31.	Chemicals and Chemical products	1	85
32.	Products of petroleum and coal	...	1
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	59
34.	Basic Metal Industries	...	121
35.	Metal Products (except machinery and transport equipments).	...	54
36.	Machinery (except electrical machinery)	...	221
37.	Electrical Machinery, apparatus, appliances and supplies	...	147
38.	Transport equipment	...	614
39.	Miscellaneous Industries	...	43
51.	Electricity, Gas and Steam	...	9
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	5
84.	Personal Services (Laundries, dyeing and cleaning).	...	1
Total		1	1,793

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

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female.	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A.	B.	A.	B.	A.	B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	6	...	...	...	...	...
2.	Card Room Machinery	21	...	...	...	...	...
3.	Drawing Frames	9	...	...	...	...	...
4.	Speed Frames	4	...	...	...	...	...
5.	Spinning Machinery	67	...	...	...	...	...
6.	Weaving Machinery	26	...	...	...	...	...
7.	Finishing Machinery	1	...	...	...	...	...
8.	Flying Shuttles	3	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	21	1	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	149	1	...	...	...	...
	Total	307	2	...	...	...	...
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 July, 1966.

Sl. No.	Name of the establishment	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)	(5)
MADRAS SHOPS AND ESTABLISHMENTS ACT.				
1.	All shops and establishments in Sankarankoil Municipal limit.	Sections 11 (1) 11 (2).	13 days from 21st July, 1966 to 2nd August, 1966.	Order of the Dy. Commissioner of Labour, Madurai dated 1st July, 66.
2.	All shops and Establishments in First Seasonal Exhibition, Courtallam.	All sections of the Act.	32 days from 15th July, 66 to 15th August 1966.	Order of the Commissioner of Labour, Madras dated 11th July, 1966.
3.	All stalls situated in the 26th All India Khadi, Handloom Swadesi and Industrial Municipal Centenary Exhibition, Salem.	All provisions of the Act.	43 days from 7th August 1966 to 18th September, 1966.	Order of the Commissioner of Labour, Madras dated 7th July, 1966.
4.	All stalls within the area of All India Industrial and Agricultural Exhibition Erode.	All provisions of the Act.	15 days from 17th July, to 31st July 1966.	Order of the Dy. Commissioner of Labour, Coimbatore

EMPLOYEES STATE INSURANCE ACT

5. Madras State Transport Workshops at Meenakshipuram and Ranithottam of Kanyakumari Branch.
- All provisions of the Act except Chapter V-A.
- One year from 29-7-1966.
- G. O. R. No. 1243, Industries, Labour & Housing (Lab) dated 29-5-66.

INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT 1946.

6. Clerical Staff of the industrial establishments under the control of the Madras State Electricity Board.
- From Section 12-A of the said Act.
- For a period of one year or for such time as the Standing Orders certified by the Commissioner of Labour, whichever is shorter.
- G. O. Ms. No. 2763 Industries, Labour & Housing (Lab) dated 29th June 1966.

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

Cotton		Rate per quintal - 100 Kgs.
American	...	Rs. 500 / 510
Cambodia	...	Rs. 315 / 380
Karunganni	...	Rs. 215 / 355
Yarn in French Counts		Rate per bundle of 5 Kgs.
10s	...	Rs. 21-00
20s	...	Rs. 24-50
40s	...	Rs. 36-00
60s	...	Rs. 51-00
80s	..	Rs. 80-00
100s	...	Rs. 105-00

19. The Cost of Living Index numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act XI of 1948) in Madras City and different mofussil Urban Centres for the month of July 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 ...	716.4	810.4	520.7	426.1	625.3	658.5
2.	Cuddalore ...	673.0	864.0	489.0	389.0	775.0	650.0
3.	Tiruchirapalli ...	790.0	573.0	610.0	354.0	498.0	671.0
4.	Madurai ...	754.0	532.0	579.0	364.0	457.0	627.0
5.	Colombatore ...	724.0	707.0	728.0	629.0	438.0	692.0
		Food.	Housing.	Clothing.	Miscel-laneous.	Cost of Living Index.	
(Base : August, 1939 : 100).							
6.	Nagercoil ...	825.0	525.0	767.0	387.0	—	709.0

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

Sl. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation
			June, 1966.	July, 1966.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dists.	Madras City ...	652.4	658.5	+ 6.1
2.	North Arcot and South Arcot Dists.	Cuddalore ...	638.0	650.0	+ 12.00
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	661.0	671.0	+ 10.00
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	617.0	627.0	+ 10.00
5.	Colombatore and Salem Dists.	Colombatore ...	672.0	692.0	+ 20.00
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil. ...	659.0	709.0	+ 10.00

MADRAS

The cost of living index number for working classes in Madras City for the month of July, 1966 rose by seven points to 659.

The index for the food group rose by nine points to 716 due mainly to an increase in the prices of fish, chillies, garlic and gingelly oil.

The index for the fuel and lighting group rose by nine points to 810 due to an increase in the prices of firewood and charcoal.

The group index numbers in respect of clothing, house-rent and miscellaneous remained unchanged at 521, 426 and 625 points respectively

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

Sl. No.	Group.	Weight proportional to the total expenditure.	Group Index Numbers.	
			June, 1966.	July, 1966.
(1)	(2)	(3)	(4)	(5)
1.	Food	...	707.3	716.4
2.	Fuel and Lighting	...	800.8	810.4
3.	Clothing	...	520.7	520.7
4.	House-rent	...	426.1	426.1
5.	Miscellaneous	...	625.2	625.3
Total		100.00		
Cost of living Index Number.			652.4	658.5

CUDDALORE

The cost of living index number for Cuddalore rose by twelve points to 650.

The index for the food group rose by eleven points to 673 due mainly to an increase in the prices of vegetables, chillies, garlic and gingelly oil.

The index for the clothing group rose by eight points to 489 due to an increase in the prices of dhoties, sarees and petticoat.

The index for the miscellaneous group rose by thirtyeight points to 775 due to an increase in dhobi charges.

The group index numbers in respect of fuel and lighting and house-rent remained unchanged at 864 and 389 points respectively.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by ten points to 671.

The index for the food group rose by eighteen points to 790 due mainly to an increase in the prices of rice, chillies, garlic and cane jaggery.

The index for the miscellaneous group fell by six points to 498 due to a fall in the price of betel leaves.

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 ten points to 627.

The index for the food group rose by seventeen points to 754 due mainly to an increase in the prices of rice, vegetables, chillies, garlic and gingelly oil.

The group index numbers in respect of fuel and lighting, clothing, house-rent and miscellaneous remained unchanged at 532, 579, 364 and 457 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by twenty points to 692.

The index for the food group rose by thirty points to 724 due mainly to an increase in the prices of rice, cholam, vegetables, chillies, garlic and gingelly oil.

The index for the fuel and lighting group rose by seventeen points to 707 due to an increase in the prices of firewood.

The index for the clothing group rose by two point to 728 due to an increase in the price of sarees.

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

(Base : August 1939 : 100)

NAGERCOIL

The cost of living index number for Nagercoil rose by ten points to 709.

The index for the food group rose by eighteen points to 825 due mainly to an increase in the prices of rice, condiments and fish.

The index for the clothing group rose by thirteen point to 767 due to an increase in tailoring charges.

The index for the miscellaneous group fell by fourteen points to 387 due to a fall in the prices of betel leaves and arecanuts.

The index for the housing group remained unchanged at 525 points.

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

CONSUMER PRICE INDEX NUMBERS

19. (a) Interim Series of All-India Average Consumer Price Index Numbers for 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	166	172
1965 :-		
May	161	164
June	163	168
July	168	173
August	170	177
September	172	178
October	172	178
November	173	181
December	173	179
1966 :-		
January	173	178
February	174	177
March	174	177
April	175	178
May	181	187
June	185	191

* 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 June 1966 was 255.03.

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 July, 1966

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provides protection to 27,9,801 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 July, 1966, 1,819 persons received Rs. 89,009-73, by way of Cash Benefits due to Employment Injury. This includes 299 persons who are in receipt of pensions for Permanent Disablement Benefit and also 136 dependants of deceased Persons.

In the month of July, 1966, 1,604 accidents were reported, comparatively few persons needed the Employment Injury benefits but fairly large number needed Cash Benefits in the event of Sickness. 34,876 claims were received and an amount of Rs. 5,93,372-91. was paid as sickness benefit involving abstention for 1,85,304. days.

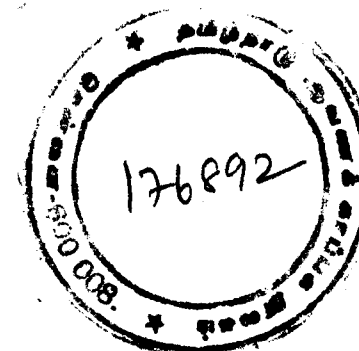
264 Insured Women claimed Maternity Benefit and were paid Rs. 49,212-14 in the month of July, 1966.

For recovery of arrears of contributions under the Scheme legal proceedings had to be initiated in 13 cases against defaulting employers for Rs. 18,958-92.

Penal action was taken against one employee for tampering with the certificate and he was fined Rs. 50/-. One employer was fined for non maintenance of contribution cards, late submission of SC-2, and late payment of ESC at Rs. 10/- for each count for a total of Rs. 30/- and another employer was fined Rs. 25/- in each case for a total of Rs. 100/- in four cases for non-submission of Contribution cards, non-payment of EC non-submission of SC-2 and non-payment of ESC.

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

Sl. No.	Particulars	For the month of July '66
1.	Total number of Attendance :	
	New 65,245 } Old 2,23,377 }	2,88,622
2.	No. of Medical certificates Issued	75,054
3.	No. of Domiciliary visits made	173
4.	No. of Injections administered	1,02,328
5.	No. of X-Ray examinations	1,129
6.	No. of Laboratory examinations	3,739
7.	No. of Specialist Investigations	4,055
8.	No. of Persons admitted to Hospitals	2,355
9.	No. of bed days occupied during the month	14,268
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 15,908 } Old 27,052 }	42,960
	Diagnostic Centres	—
2.	No. of Prescriptions Issued	13,080
3.	Payment made to :—	
	1. Chemists	—
	2. Insurance Medical Practitioners	Rs. 4,518-00 (Coimbatore area)



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

Sl. No.	Districts	Number of applicants					No. of Employers using the employment office during July 1966.	No. of Vacancies notified during July 1966.
		(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Arcot North			2,747	18,896	750	105	961
2.	Arcot South			2,368	15,749	385	142	552
3.	Chingleput.			2,439	18,488	394	116	586
4.	Coimbatore.			3,001	15,710	726	136	695
5.	Kanyakumari.			1,404	16,727	76	45	125
6.	Madras.			7,177	38,004	928	263	1,645
7.	Madurai.			3,318	21,457	354	133	503
8.	The Nilgiris.			1,060	8,201	142	43	173
9.	Ramanathapuram.			1,920	12,088	276	93	365
10.	Salem.			3,356	15,418	658	128	649
11.	Thanjavur.			2,919	18,959	504	132	671
12.	Tiruchirappalli.			3,532	18,675	277	96	366
13.	Tirunelveli.			2,325	14,918	186	105	290
Total for July				37,766	2,33,590	5,656	1,557	7,581
Total: for June 1966				38,539	2,25,195	4,592	1,635	6,523
.. for July 1965				32,599	2,04,313	5,993	1,752	7,523
Average for 1965				25,655	1,96,384	5,127	1,595	6,878

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

Special Employment Office for P. H. applicants, Madras-14.			
(i) For July '66	44	685	3
(ii) For June '66	54	647	3
(iii) For July '65	35	360	14

PAYMENT OF BONUS ACT

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

S. No.	NAME OF ESTABLISHMENTS	PERIOD
1.	The Coimbatore District Co-operative Central Bank Ltd., State Bank Road, Coimbatore	Upto 30—9—66
2.	The T. U. C. S. Ltd., 109, Big Street, Triplicane, Madras-5.	Upto 31—12—66
3.	The South Arcot Co-operative Central Bank Ltd., Cuddalore.	Upto 31—10—66

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