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IADRAS LABOUR GAZETTE

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

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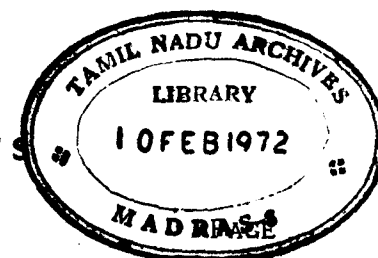
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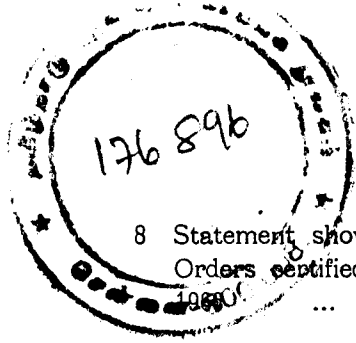
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THE MADRAS LABOUR GAZETTE

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SPECIAL ARTICLE

தொழில்களில் உண்டாக்கப்படும் நோய்களின் தடுப்பு முறைகள்

திருச்சி வாடுவூர் திருவத்திரிபு 13—9—66-ம் தேதி சென்னை, தொழிற்சாலை
மேற்பார்வை ஆய்வாளர் (விபத்து புள்ளி விவரம் மற்றும் ஆராய்ச்சி)

திரு டி. ஆர். சீனிவாசன்

அவர்களால் ஒலிபரப்பப்பட்டது

தொழில்களில் உண்டாக்கப்படும் நோய்களின் தடுப்பு முறைகள் என்பதுபற்றி பேசப்போகிறேன். தலைப்பிலே 'உண்டாக்கப்படும்' என்கின்ற வார்த்தையை நாம் கவனிக்கவேண்டும். நாம் செய்யும் ஒவ்வொரு தொழிலிலும் ஏற்படும் விபத்துக்களும் நோய்களும் நமது கவனக் குறைவினால் உண்டாக்கப்படுவதே ஒழிய, அவைகள் தானாகவே உண்டாவதில்லை. உதாரணமாக நீங்கள் ஓர் பளுவை தூக்குவதாக கிளையுங்கள். அவ்வேலையை சரியான முறையில் செய்யவில்லை என்றால் இடுப்பு வலி ஏற்படலாம். அவ்வேலையினால், இடுப்பு வலி உண்டாவது இல்லை வேலை செய்யும் முறைப்பிச்சினால் உண்டாகிறது.

தொழிற்சாலைகளில் வேலை செய்யும் தொழிலாளிகளுக்கு, விபத்துக் கள தவிர நோய்களும் ஏற்படுகின்றன. விபத்தின் பலனை அடுத்த கனமே ழுகின்றோம். ஆனால் நோய்களின் பலனை உடன் அறிய இயலாது.

சென்னை சர்க்கார் மூலம் ஜெனியாவிலுள்ள உலக சுகாதார இயக்கத் துறையுடன் யுகோஸ்லேவியா நாட்டின் இரண்டாவது சிறந்த நகரான கிரெப் என்கின்ற ஊரில் உள்ள ஜாக்ரெப் பல்கலைக் கழகத்தில் 'தொழில் சுகாதாரம்' என்பதுபற்றி 8 மாத காலம் பயின்றபின், நமது கிரெப்பில் வேலை பார்க்கும் சந்தர்ப்பங்களில் கற்ற உண்மைகளை பிட்டுப் பார்த்து நமது மாநில தொழிலாளர்கள், நோய்களிலிருந்து

பாதுகாத்துக்கொள்ள என்ன செய்யவேண்டும் என்பதைப் பற்றி சுருக்கமாகப் பேசப் போகின்றேன்.

தொழிற்சாலைகளில் உண்டாகும் நோய்கள் 3 வித முக்கிய காரணங்களால் ஏற்படுகின்றன. முதலாவது காரணம் வெப்ப நிலை, சப்தம், வெளிச்சம் முதலியவற்றால் ஏற்படுபவை. அதிக வெப்பத்தினால் முக தசைகளின் அசாதாரண அங்க அசைவுகள், மயக்கம், மேல் மூச்சு வாங்கி மூச்சு முட்டுதல் முதலியன. அதிக வெப்ப நிலை நம்மை உடன் பாதிக்காமல் இருக்க நம் உடலிலேயே இயற்கையான நடவடிக்கைகள் அமைந்துள்ளன. அதாவது நமக்கு வியர்க்கின்றதைப்பற்றி சொல்லுகின்றேன். ஆனால் வெப்பம் அதிகமானால் மேல் சொல்லிய நோய்கள் வர ஏதுண்டு. அசாதாரண சப்தத்தினால் செவிடாதல், மயக்கம், வேலை செய்யாதிருக்கும் நேரம் சப்தங்களின் கனவு, உடல் வலுவை குறைக்கும் இரத்தத்திலுள்ள ஹார்மோன் என்னும் இயக்கு நீர் உற்பத்தி குறைவு, நரம்பு தளர்ச்சி முதலிய வியாதிகள் ஏற்படலாம். ஆடும் விளக்குகளால் தலையாட்டி வியாதி ஏற்படலாம். மிகுந்த வெளிச்சத்தில் வேலை செய்தோமானால் வெளிச்சத்தைக் கண்டாலே அருவருப்பு ஏற்படலாம்.

இரண்டாவது மூலகாரணம் இரசாயன பொருள்கள், இரசாயன பொருள்கள் கலந்த தூசி, வெறும் தூசி முதலியன. அதாவது மண், மணல், உலோக பொருள்கள், பெட்ரோல் வசைப்பட்ட எண்ணெய் வசைகள் ஆகும். இவைகளால் ஏற்படும் நோய்கள் சிறுகச் சிறுக உடலை வாட்டும் சுவாசப்பை நோய்கள், கண்களில் என்ட்ரெமும் ஊற் றெடுக்கும் கண்ணீர் வியாதி, மரணத்தையே அளிக்கும் மயக்கங்கள், மற்றும் மையமான நரம்புத் தொகுதி, சர்மம் முதலியவைகளை பாதிக்கக் கூடிய வியாதிகள்.

மூன்றாவது மூல காரணம், தொழிற்சாலையில் உபயோகிக்கும் பொருள்களில் உள்ள கிருமிகள். முக்கியமாக தோல் ஷாப்பில் பதமாகாத தோலில் உள்ள கிருமிகள் “ஆன்தராட்சஸ்” என்னும் வியாதியை ஏற்படுத்துகின்றன. சுரங்கங்களில் “உக் வொர்ம்” என்னும் கிருமி ஒருவிதமான வியாதியை ஏற்படுத்துகின்றன.

இவ்வகையான நோய்களைத் தடுக்கும் நடவடிக்கைகளின் பொறுப்பு மூலரைச் சார்ந்தது. அதாவது அரசாங்கம், தொழில் அதிபர்கள், தொழிலாளிகள் ஆகியோர். தொழிற்சாலை ஏற்படுத்துமுன் தொழிலதிபர்கள் தொழிற்சாலையின் வரைப்படத்தை, பிரதம தொழிற்சாலை ஆய்வாளரிடம் அங்கீகாரம் பெறவேண்டும். அத்தொழிற்சாலையில் சரியான காற்றோட்ட வசதி, வெளிச்சம், சுகாதார வசதிகள், உள்ளவா இயந்திரங்களை தொழிலாளிக்கு இக்கட்டு இல்லாமல் வைக்கப்படுமா என்று திருப்தி அடைந்த பிறகுதான், பிரதம தொழிற்சாலை ஆய்வாளர் அங்கீகாரம் கொடுப்பார். இது தவிர பாக்கடரி சட்டத்தில் இவ்வகையான நோய்களைப்பற்றி எம்முறையில் நோய் பிடிக்காமல் இருக்க வேண்டும் என்ற விதிகள் இருப்பதை தொழில் அதிபர்களுக்கு எடுத்துச் சொல்லி அவர்களை நல்ல முறைகளை அனுசரிக்கச் செய்வது, பாக்கடரி இன்ஸ்பெக்டர்களின் பொறுப்பு. ஆனால் தொழிலிலேயே ஈடுபட்டுள்ள தொழில் அதிபர்களுக்கும் தொழிலாளிகளுக்கும் தான் வியாதி தடுப்பு விஷயத்தில் முக்கிய பங்கு உண்டு. தொழிலதிபர்கள் கையாளவேண்டிய முறைகளாவன: நன்கு காற்றோட்ட வசதி உள்ள தொழிற்சாலைகளைக் கட்டுவது, தூசியோ, புகையோ, விஷவாயுவோ கிளம்பும் இடங்களை பத்திரமாகத் தட்டிகளால் ஒதுக்கி புகைக்கூண்டுகளை வைப்பது, அவைகளை எல்லா வேலை செய்யும் நேரங்களில் பழுதின்றி நல்ல முறையில் வைத்திருப்பது, சில சமயங்களில் அறைகளில் இருந்து வெளிப்படும் பலவித புகைகள் வெளிவராமல் இருக்க அறையை முழுவதுமே சில் செய்த மாடிரி நன்கு மூடிவைப்பது, வெளியில் இருந்துகொண்டே அறையில் உள்ள இயந்திரங்களை இயங்க வைக்கும் முறையையும் கையாளுவது, சப்தம் முதலியவைகளை உண்டாக்கும் இயந்திரங்களைத்

தூரமான இடங்களில் நிறுவுவது, சில நேரங்களில் அதிக சப்தம் செய்யும் மெஷின்களை நிறைய தொழிலாளிகள் வேலை பார்க்கும் ‘காலை ஷிப்டில்’ ஓட்டாமல் ‘இரவு ஷிப்டில்’ ஓட்டுவது, இம்மாதிரி செய்தால் குறைந்த தொழிலாளிகளையே சப்தம் பாதிக்கும். காதுகளுக்குத் தகுந்த பாதுகாப்பு சாதனங்களை அளிப்பது, தயாரிப்பு முறைகளையே மாற்றி நோய்களை உண்டாக்கும் பொருள்களுக்குப் பதிலாக வேறு பொருள்களையும் உபயோகிப்பது. உதாரணமாக, மேல் நாடுகளில் வார்ப்புப் பட்டறைகளில் உண்டாகும் ‘சிலிகோஸிஸ்’ என்ற காசநோயைத் தடுப்பதற்காக மணல் மோல்டுகளை ஒதுக்கி ஒரு விதமான பிளாஸ்டிக் மோல்டுகளை உபயோகிக்கிறார்கள். சில சமயங்களில் நோய்களை உண்டாக்கும் பொருள்களையே உபயோகிக்காத முறைகளைக் கண்டுபிடிக்கவும் வேண்டும். உதாரணமாக, பீங்கான் உற்பத்தியில் ஈயத்திற்குப் பதிலாக ஈயம் கலந்த சிலிகேட்டுகளை உபயோகிக்கிறார்கள். ஓர்க்ஷாப்பில் சாணைக் கல்லுக்குப் பதிலாக ‘கார்போராண்டம்’ என்னும் செயற்கை சாணைக் கல்களை உபயோகிக்கிறார்கள். வர்ணங்கள் தயாரிப்பில் ஈயத்திற்குப் பதிலாக ‘டிடேனியம்’, ‘ஜிங்க்’ முதலிய பொருள்களை உபயோகிக்கிறார்கள்.

மற்றும் நடைமுறையில் உள்ள முறைகளில் முக்கியத்துவம் வாய்ந்தவை ஆவன:

முன்கூறிய விதிகளை அனுசரிக்க இயலவில்லை என்றால் தொழிலாளிக்கே பாதுகாப்பு சாதனங்களை வழங்குவது ஓர் முறையாகும். முதலில் கண்ட முறைகளை தொழிற்சாலை நிர்மானம் செய்யும்போதே அனுசரிக்கவேண்டும். இம்முறைகளினால் முதலில் அதிகப் பணச்செலவு ஏற்பட்டாலும், நாளைவில் நல்ல பலன் கிடைக்கும். இனி நம் நாட்டில் ஏற்படுத்தப்போகும் தொழிற்சாலைகளில் இம்முறைகளைக் கையாளுவதுதான் சிறந்தது ஆகும். ஏனெனில் பாதுகாப்பு சாதனங்களை அணிவதை, பல காரணங்களால் தொழிலாளிகள் விரும்புவது இல்லை. நமது நாட்டின் சீதோஷ்ண நிலையே பாதுகாப்பு சாதனங்களை அணிவதற்கு உதவி செய்வதில்லை. சாதாரணமாகவே வியர்வை கொட்டுகிறது. மேலும் வேலை செய்யுமிடத்தில் இயந்திரங்களினால் மிகுதியான வெப்ப நிலை ஏற்படுகின்றது. அந்நிலையில் மேல்அங்கி (ஏப்ரன்ஸ்), கையுரை (கிளவுஸ்), கண்ணாடிகள் (காகிள்ஸ்), வாய் முக்கு மூடிகள் (ரெஸ்பிரேட்டர்கள்) போன்ற சாதனங்கள் அணிவதை, தொழிலாளிகள் விரும்புவதில்லை. ஆனால் வேறு வழிகள் கையாள இயலவில்லை, என்கின்ற நிலையில் தற்போதுள்ள தொழிற்சாலைகளில் தொழிலாளி ‘நோயாளியாகுவதைவிட’ இச்சாதனங்களை அணிவது அவசியமாகும். பாதுகாப்பு சாதனங்களில் சிறந்தவைகளையே தொழில் அதிபர்கள் வாங்கி தொழிலாளர்களுக்கு கொடுக்கவேண்டும். நம் நாட்டில் இவைகளை தற்சமயம் சிறுகசிறுகத் தயார் செய்கிறார்கள். மென்மேலும் தயாரிப்பாளர்களை கண்டித்தும், ஊக்குவித்தும் நல்ல சாதனங்களைப் பெறுவதற்கு தொழில் அதிபர்கள் முயற்சி செய்யவேண்டும். தொழிலதிபர்கள் தொழிலாளிகள் திறம்பட வேலை செய்யவும், அவர்களுடைய பல நாட்கள் அனுபவத்தினால் தொழிலும், நாடும் முன்னேறவும் நல்ல பாதுகாப்புச் சாதனங்களைத் தொழிலாளருக்கு கொடுப்பது நமது கடமை என்று உணர்ந்து, சாதனங்களைப் பொறுக்குவதில் சிரத்தை செலுத்தவேண்டும். நமது நாட்டின் நலனும் அவரவர் நலனையும் அனுசரித்து பாதுகாப்பு சாதனங்களை வேலை செய்யுமிடத்து கண்டிப்பாகத் தொழிலாளிகள் உபயோகிக்கவேண்டும். சாதனங்கள் உபயோகிக்கப்படாமல் தூசி படிந்து போய் இருப்பதை பல தடவைகளில் நான் பார்த்திருக்கின்றேன். அந்நிலை மாறவேண்டும்.

கடைசி முறையாக கையாளுவது தொழிற்சாலை சுத்தம். சுத்தம் கூக்தரும் என்பது சான்றோர் வாக்கு. பொருளுக்கேற்ற இடம்,

இடத்திற்கேற்ற பொருள் என்ற முறையை அனுசரிப்பது நன்மை பயக்கும். உதாரணமாக கந்தக அமிலம் உபயோகிக்கும்போதும், கலக்கும்போதும், அதற்கென்று ஒதுக்கப்பட்ட தனிப்பட்ட காற்றோட்ட முள்ள மூடிய இடத்தில் (Cup board with chimney) அவ்வேலைகளை செய்யவேண்டும். அப்படி செய்யாமல் பலர் இருக்கும் அறையில் அமிலம் கலக்கினால் அதனால் தொழிலாளிகளுக்கு ஆபத்துகளும் மயக்கமும் ஏற்படலாம். தவிர தொழிற்சாலையிலுள்ள ஜன்னல்கள், கதவுகள், முதலியவைகள் காற்று வசதிக்காக ஏற்படுத்தப்பட்டவை. தூசிகளின் அளவைக் குறைக்கும் சக்தி உள்ளது காற்று. இவைகளை அனுசரித்தே வேண்டிய ஜன்னல்கள், கதவுகள் பொருத்தப்படுகின்றன. ஆனால் நமது தொழிலாளிகள் அவைகளை மூடிவைத்து வருகின்றார்கள். இது அவர்களின் உடல் நலனையே பாதிக்கும். இம்மாதிரிப் பழக்கங்களை அறவே ஒழிக்கவேண்டும்.

தொழிற்சாலைகளில் முக்கியமாக ஏற்படும் நோய் சரும நோய் (Dermatitis) சாதாரணமாக மெஷினுக்கு ஊற்றும் லூப்ரிகேஷன் எண்ணெய்கூட சருமத்திற்கு ஒவ்வாதது என்று சொல்லலாம். வேலை செய்யுமிடத்திலிருந்து கைகளை சரிவர முதலிலேயே கழுவாமல் மலஜலம் கழிப்பது கூட தப்பானதுதான். ஏனெனில் மெல்லிய சருமங்களில் இந்த எண்ணெய் புற்றுநோயைக்கூட உண்டாக்கவல்லது. பலவித மூலப்பொருள்களின் உபயோகம் சரும நோயை உண்டாக்கலாம். ஆகையால் (Personal hygiene) என்று சொல்லப்படும் சொந்த சுகாதாரம் என்பதுபற்றி ஒவ்வொரு தொழிலாளியும் சர்வஜாக்கிரதையாக கவனித்து நடைமுறைக்கு பழக்கத்தில் ஏற்படுத்திக்கொள்ளவேண்டும்.

தொழிலாளிகள் தங்கள் உடல் நிலையில் புதிய மாறுதல்கள் அசதி, தோல்பத்து, மூச்சுதிணறல், பெருமூச்சு முதலியவைகளை அறிய நேரிடில் உடனடியாக அவைகளை தொழிற்சாலை டாக்டரிடம் காண்பித்து ஒன்றையும் ஒளிக்காமல் உண்மைகளைச் சொல்லி டாக்டர் நோயின் தன்மையை அறிவதற்கு உதவி செய்யவேண்டும். டாக்டர் இல்லாத பாக்டரியில் வேலை செய்பவர்கள் இ. எஸ். ஜி. டாக்டரிடம் சொல்லவும். வியாதியின் ஆரம்பத்திலேயே டாக்டரிடம் காண்பித்தால்தான் அவரால் வியாதியை முனையிலேயே கிள்ளி எறிய முடியும். டாக்டர்கள் புது நோய்களை கவனிக்க வேண்டித் தொழில் அதிபர்களிடம் கலந்து அவ்வித நோய்கள் வரவொட்டாமல் தடுக்க ஏற்பாடு செய்வார்கள்.

நமது நாட்டிலும் தற்சமயம் ஏற்பட்டுக்கொண்டிருக்கும் தொழில் அபிவிருத்தி நிமித்தம் தொழிற்சாலைகள் புதுப் புது ரக ரசாயனப் பொருள்கள் உபயோகிக்க ஆரம்பித்துள்ளன. அப்படி ரசாயனப் பொருள்களின் தன்மைகளை அதிபர்களும், டாக்டர்களும் ஆராய்ந்து அவைகளால் தொழிலாளர்களுக்கு நோய்கள் உண்டாகாவண்ணம், தடுப்பு முறைகளை கையாளுவதில் கண்ணும் கருத்துமாக இருக்க வேண்டும்.

வணக்கம்.

INDUSTRIAL SAFETY

HANDLING MOLTEN METAL WITHOUT GOGGLES

A man employed as a moulder in a medium-sized iron foundry suffered permanent injury to one of his eyes when he was splashed by molten metal.

Molten iron was prepared in a rotary furnace, and the moulders gathered at the spout of the furnace and, in turn, collected the molten iron in hand ladles. The metal was then carried to previously prepared sand moulds and poured in.

The accident occurred when the moulder concerned was collecting metal which was running down the spout of the furnace into his ladle. The flow of metal ceased momentarily, and the furnaceman poked a metal bar up the spout to remove a suspected blockage. The molten iron began to flow immediately - and struck the metal bar and splashed outwards from the furnace spot. A splash entered the moulder's eye, causing serious injury. He was not wearing goggles or other eye protection.

Many accidents are known to have occurred in similar circumstances, they have caused a great deal of suffering, and they could have been avoided if certain requirements of the Iron and Steel Foundries Regulations 1953 had been observed.

These regulations include the requirements that suitable goggles or other eye protection should be provided and maintained for workers engaged in working at the spout of, or attending to, a cupola or furnace where there is risk to the eyes from molten metal.

At this foundry goggles were available in the offices about 100 yards away from the furnace. But the moulder was unaware of this, and so he was not 'Provided with goggles' within the meaning of the regulations.

It has been held that goggles are 'provided' only when they come easily and obviously to the hand of the workman or, at the very least, he is given clear directions where he is to get them.

Had the injured man been provided with eye protection he would have had a legal duty, under the same code of regulations, to make full and proper use of the equipment, and to report to the occupier, manager, or other appropriate person any defect in, or loss of, the equipment. But this very important duty placed upon employees is frequently not fully appreciated.

(Industrial Safety, U. K., August, 1965)

CRUSHED TO DEATH BETWEEN TWO WAGONS

Empty wagons on railway siding in an oil mill were being pushed towards loading platform by a gang of contract labour. One such wagon was being pushed by four workers, one of whom was pushing the wagon from the rear buffer. After they had pushed this wagon through a distance of about 150 feet, other wagon behind started rolling by itself due to a slight down gradient. It dashed against the wagon that was being pushed from behind, and trapped a worker between the two buffers causing him fatal injuries.

It appeared that the hand brakes of the rear wagon were not applied and as such the wagon started rolling itself. Following precautionary measures are suggested :

1. Wagons should be pushed from the sides and never by pushing the buffers.
2. Idle wagons should always be kept with the brakes applied.

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

UNGUARDED GEARS OF A SUGAR CANE CRUSHER

A worker was engaged in feeding sugar-cane to the crusher in a Sugar Mill. A boy known to him came there to drink the sugar-cane juice and he took a tin for taking the juice from the juice tank. The worker thought that the boy should not be allowed to drink the juice and he therefore picked up a piece of bagasse and put it up in the moving gears of rollers of the crusher to take out oil from the said gears for mixing it into the juice tin of the boy. While doing so, his right hand was dragged into nip of the gears and got crushed. The injured worker was admitted in hospital where his right hand was amputated above the elbow.

Investigation revealed that the accident due to the gears of the crusher which were not fenced as required in Section 21 (i) (iv) (c) of the Factories Act, 1948.

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

FATALITY IN A AUTOMOBILE REPAIRING GARAGE

Two cars had come to the garage for repairs and they were parked one behind the other at a distance of about 3 feet from each other. A mechanic was working at the rear end of the front car. The rear car had come for minor repairs. At the instructions of the mechanic of the garage, the driver of the rear car started its engine but without checking whether gears were disengaged. The result was that the rear car gave a jerk and surged forward resulting in the crushing of the head of the mechanic working at the rear end of the front car. He died on the way to hospital.

To prevent similar accidents, it should always be ensured that clutch of the vehicle is disengaged before the engine is started.

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

EXPLOSION IN A COAL WAGON

A coal wagon received from a colliery was being unloaded in a factory for pulverising. A group of 12 workers was engaged for unloading the wagon with the help of shovels. Suddenly there was a loud explosion, as a result of which a worker received minor injuries and two others suffered from temporary deafness.

Investigation into the cause of the explosion revealed that a shovel had struck an unexploded cartridge used for coal blasting in the colliery. The cartridge was fitted with detonator and electric wiring for exploding it. The severity of the explosion would have been untold if it had been fed with the coal to the crusher and exploded there.

It is apparent from this explosion that there is a necessity of extreme caution in recovering any unexploded charge after blasting operations.

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

WELDER ELECTROCUTED

In a large shipyard, prefabricated sections of a large vessel were being assembled on the shipway. In order to work on one of the double-bottom sections, a welder entered through one manhole in the inner bottom and thence through a second frame manhole to a restricted space only 33 in wide by 48 in. high. He took with him welding tongs and cable connected to a system with an open circuit voltage of 105 volts A. C. The welding tongs had well-insulated handles and a guard disc. but the jaws were bare.

About an hour later, a mate went to speak to the welder. As he crawled from the first manhole to the second he saw the welder lying apparently unconscious, with the jaws of the welding tongs against the side of his face. Post mortem examination showed severe burns on face and buttocks.

The precise circumstances at the moment of the death are not known. However, an uncompleted overhand weld run, and less than an inch of welding rod left in the tongs, suggest that the welder, wishing to insert a new welding rod, had lifted his welding helmet and drawn the tongs downwards so that they passed close to his face. With the heat generated by the arcing in a confined space his skin would have been damp with perspiration, offering a lower resistance to the flow of current. It is unlikely that death was instantaneous, the probable first effect being muscular paralysis. At this stage the welder's life might well have been saved if there had been anyone near to snatch the tongs away or uncouple the cable.

If the work space is so restricted that the welder must work alone, the best precaution is the use of Direct Current. With D. C. the open circuit voltage on the tongs is lower and the risk of paralysis is absent.

This accident illustrates one of the risks in electric arc welding. Other hazards include shock, burns and fire.

(Industrial Accident Prevention Bulletin, London, September, 1965).

INDUSTRIAL RELATIONS, OCTOBER, 1966

The Labour situation in the State was satisfactory. There were thirteen strikes in Textile Mills including four strikes followed by lockout. Among the thirteen strikes five strikes were continuing at the end of the previous month. There were also seven strikes in other industries including four strikes followed by lockout. Among the seven strikes three strikes were continuing at the end of the previous month. There were also two lockouts during this month, one in Textile Mills and the other in Beedi Industry. The number of workers affected by the work stoppages in Textile Mills was 3,064 and in other industries it was 1,572. The number of mandays lost as a result of work, stoppages in Textile Mills and in other Industries were 8,114½ and 16,772 respectively. The details of work stoppages are as follows:—

TEXTILES

The strike by the workers of Avanashi Spinning Mills, Avanashi from 27-7-66 was continuing at the end of the month.

The strike by the workers of Vijayalakshmi Mills Ltd., Kuniyamuthur from 29-8-66 and the lock-out declared by the management from 10-9-66 were ended on 9-10-66 on the advice of the Government.

The strike by the workers of Tamilnadu Spinning Mills (Private), (Anaipudur from 28-9-66 was called off on 3-10-66 on the advice of the Labour Officer-1, Coimbatore.

The lock-out declared by the management of Nellai Cotton Mills, Talayuthu from 28-9-66 was continuing at the end of the month.

The strike by the workers of Indra Cotton Mills Ltd., Coimbatore, and the lock-out by the management from 20-9-66 were continuing at the end of the month.

The strike by the workers of K. R. Subbier Tape Factory, Woriyur Trichy, from 29-9-66 was called off after direct negotiations.

344 out of 365 workers of Gopalakrishna Mills Ltd., Ganapathy, struck work from 8-10-66 as a protest against the appointment of new hands in speed frames and the management declared a lock-out from 12-10-66. The strike and the lock-out were continuing at the end of the month.

409 out of 1,413 workers of Kothari Textiles Ltd., Singanallur struck work from 10-10-66 as a protest against the recovery of fines from mixing department workers. The workers resumed work voluntarily on 11-10-66.

87 out of 267 workers of Radhika Mills Ltd., Uppilpalayam struck work from 30-9-66 as a protest against the substituted holiday. The workers resumed work voluntarily on 3-10-66.

71 out of 1,413 workers of Kothari Textiles Ltd., Singanallur, struck work from 20-10-66 as a protest against the non-supply of yarn bobbins. The workers resumed work voluntarily on 23-10-66.

All the workers of Pulliccar Mills Ltd., Tiruchengode, Salem District struck work from 4-10-66 as a protest against the suspension of two clerks and the management declared a lock-out from 7-10-66. The strike and the lock-out were continuing at the end of the month.

68 out of 905 workers of Sri Meenakshi Mills, Paravai struck work on 10-10-66 as a protest against the action of the management in suspending a worker. The workers resumed work voluntarily on 11-10-66.

All the 212 workers of Sri Kothandaram Spinning Mills, Madurai, struck work on 27-10-66 demanding Deepavali advance. The strike was called off on 29-10-66 on the mediation by the Labour Officer.

45 out of 127 workers of Rajeswari Mills, Madurai, struck work from 21-10-66 demanding increase in wages for dhothies. The strike was called off on 26-10-66 on the mediation by the Labour Officer.

OTHER INDUSTRIES

The strike by the workers of M/s. Nizamudeen Tajmahal Beedies, Madras-21, and the lock-out declared by the management were ended on 4-10-66 on the mediation by the Labour Officer.

The strike by the workers of certain Leather Mandies in the City of Madras from 26-9-66 was called off on 9-10-66 on the mediation by the Labour Officer.

All the 37 workers of Fan Brand Cigar Factory, Srirangam, Trichy-6, struck work from 24-9-66. Following the strike the management declared a lock-out. The lock-out was lifted on direct negotiations.

The lock-out declared by the managements of Basha Beedi Factory, Pakkripalayam and Gaffar Beedi Factory, Chengam from 1-10-66 was lifted on 18-10-66 on the mediation by the Labour Officer. The reason for the lock-out is not known.

All the 122 workers of Hindustan Equipment Manufacturers, Ganapathy, Coimbatore-6, struck work from 11-10-66. Following the strike, the management declared a lock-out from 12-10-66. The strike and the lock-out were continuing at the end of the month. The reason for the strike and the lock-out is not known.

438 out of 805 workers of Carborandum Universal Ltd., Madras-10, struck work from 20-10-66 as a protest against the non-employment of a workman. Following the strike the management declared a lock-out. The strike and the lock-out were continuing at the end of the month.

284 out of 368 workers of Madras Sheet Glass Works (P) Ltd., Madras, struck work from 24-10-66 over certain demands. The strike was continuing at the end of the month.

70 out of 85 workers of Shevaroy Bauxite Products Co. (P) Ltd., Yercaud, staged a stay-in-strike from 10.00 A.M. to 5.00 P.M. on 31-10-66 demanding bonus and dearness allowance. The workers resumed work voluntarily on the same day.

CENTRAL SPHERE

1. (i) **Conciliation:** The Assistant Labour Commissioner (Central), Madras, held conciliation proceedings in the following disputes and brought about settlements:—
 - (a) Between M/s. Express Carriers Ltd., Madras and the Madras Port and Dock Workers Congress (Indian National Trade Union Congress), Madras, over charter of demands.
 - (b) Between M/s. Star Construction and Transport Co., and Star Construction Quarry and Transport Employees Union (Independent) Sankari West P.O., Salem, over payment of bonus for the year 1965-66.
 - (c) Between M/s. Govias & Sons, Madras-1, and Shri M. K. Veeraraghavalu, Madras-15, over alleged illegal retrenchment.
 - (d) Between the Indian Overseas Bank Ltd., and the All India Overseas Bank Employees' Union, Madras, over service conditions of Car Drivers at Alleppey Branch.
 - (e) Between M/s. Burn & Co. Ltd., Salem, and Magnesite Workers Union (All India Trade Union Congress—Left) Salem over charter of demands in respect of contract workers.
 - (f) Between the Indian Overseas Bank Ltd., Madras and the all India Overseas Banks Employees' Union, Madras, over payment of allowance to record signatories.
- (ii) The Assistant Labour Commissioner (Verification), Madras, held conciliation proceedings in the following disputes and brought about settlements:—
 - (a) Between the National Transport Co. Ltd., Madras, and the Madras Port and Dock Workers Congress, Madras, over termination of services of Sri Selvaraj, Cleaner.
 - (b) Between the Indian Overseas Bank Ltd., Central Office Madras, and the All India Overseas Bank Employees Union, Madras, over confirmation of 17 employees.
- (iii) The following disputes ended in failure:—
 - (a) Between M/s. P. Devarajulu Naidu & Sons, Madras, and Madras Port and Dock Workers Congress (Indian National Trade Union Congress) Madras, over alleged non-payment of Bonus for 1964-65 to daily paid workers.
 - (b) Between M/s. Burn & Co. Ltd., Salem, and the Salem District Magnesite Labour Union, Salem (Independent) over alleged wrongful termination of Sarvashri Chinnathambi, Mariappan and J. Mani.
 - (c) Between the Home Insurance Co. Ltd., Madras, and the General Insurance Employees Union, Southern Zone, Madras, over non-implementation of the memorandum of settlement dated 19-10-1964.

- (d) Between the Madras Homeward Freight Conference, Madras, and Madras Port and Dock Workers Congress, Madras, over alleged non-implementation of the recommendations of the Central Wage Board for Port and Dock Workers.
 - (iv) Eighteen disputes were settled / disposed of at the intervention of the Officers of this Machinery without holding any formal conciliation proceedings.
2. (a) Number of strikes / lockouts One.
 - (b) Number of threatened strikes / lockouts Nil
 3. **Particulars regarding disputes:**
 - (a) Number of disputes pending 31
 - (b) Number of disputes received 29
 - (c) Number of disputes settled / disposed of 30
 - (d) Number of threatened strikes Nil
 - (e) Number of which materialised Nil
 - (f) Number of Draft Standing Orders certified Nil

STATE SPHERE

The conciliation officers enquired into and settled 789 disputes during the month of October 1966. Of these 165 were industrial disputes in which settlements were recorded under section 12 (3) of the Industrial Disputes Act 1947.

**ADJUDICATION UNDER THE INDUSTRIAL DISPUTES
ACT, 1947**

Government referred 19 industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras, and the Labour Courts, Coimbatore Madurai and Madras. The details of disputes referred for adjudication are published in the statistical part of the journal.

81 awards given by the Industrial Tribunal, Madras, and Labour Courts are published in the Fort St. George Gazette for the month of October, 1966.

WELFARE

During October 1966, the Employment Officers in the State registered 22,199 applicants and placed in Employment 5,975 registrants. Compared with the previous month, registrations and placements decreased by 4,463 (18.7%) and 641 (11.2%) respectively. Vacancies notified by the employers to the Employment Exchanges stood at 5,852 which is a decrease of 1,607 or 21.5% compared to September 1966. As a result, the volume of the live Register at the end of October '66 registered a fall from 2,28,434 at the end of September '66 to 2,22,758 at the end of October 1966, a decrease of 5,676 or 2.4%.

The ratio of vacancies notified to registrations however, decreased from 1:3.6 at the end of September 1966, to 1:3.8 at the end of October 1966.

Shortage of manpower was reported in the following occupations:

Vety. Assistant Surgeon, Medical Officer (L.M.P.), Maternity Assistant, Pharmacist, Male and Female nurse (Trained), B.T. Assistant, Secondary Grade Trained Teacher (Urudu), Drawing Master with T.T.C., Tamil Pandit, Hindi Pandit, Malayalam Pandit, Tailoring Instructors and Instructuress, Barber, Laboratory Technician, Research Assistant, Stenographer (men and women), Typist, (higher Grade English & Tamil), Clerk with 5 years experience, Plumber, Fitter (Auto-Electrical), Pipe fitters, Drillers, (5 years experience), Turner (5 years Experience), Assistant Reeler, Foreman (X-Ray and Sheet Film Section), Typewriter mechanic, Engine Driver (Sty. Plant), L.M.E./L.E.E., with 3 years experience in plant maintenance and installation, Artisan I Class (Foundry) Motor cycle Driver, Rock Drill Operator and Air Compressor Driver.

Surplus of applicants continued to exist in the categories of Clerks and unskilled occupations such as Attendants, Peons, watchmen etc.

The Professional and Executive Employment Office at Madras registered 221 applicants and placed in employment 41 registrants during the month. At the end of October 1966, 1,703 applicants remained on the Live Register of this office.

The University Employment Information and Guidance Bureau at Annamalai and Madras Universities registered 54 applicants. At the end of October 1966, 372 Applicants remained on the Live Registers of these offices.

The Special Employment Officer for Physically Handicapped applicants at Madras registered 27 (2 blind, 4 deaf-mute and 21 orthopaedic) applicants and placed 4 (blind 1, deaf-mute-1 and orthopaedic 2) persons during October 1966. At the end of the month, 735 (blind 143, deaf-mute 102 and orthopaedic 490) persons remained on the Live Register at this office.

The Vocational Guidance Units attached to the District Employment Offices at Katpadi, Cuddalore, Guindy, Coimbatore, Nagercoil, Madras-14, Madurai, Ramanathapuram at Madurai, Salem, Thanjavur, Tiruchi and Tirunelveli gave group guidance to 6,221 applicants and individual information to 3,760 persons during October 1966. They had also given individual guidance to 58 registrants and placed 13 individually guided applicants in employment during the month.

Occupational Information Officer at the Headquarters will complete the original study in respect of the remaining occupations in group 07 in due course and the report will be sent to State Government for onward transmission to the Government of India. The Occupational Information Officer visited 6 institutions during October 1966.

The Mobile Registration Units attached to the District Employment Offices, Ramnad and Salem registered 185 applicants and effected 1,099 renewals during October 1966. They had also interviewed and counselled 459 applicants during the month.

EMPLOYEES' PROVIDENT FUNDS ACT

- (i) During the month under review, no fresh category of establishment / factory has been brought under the fold of the Employees' Provident Funds Act 1952.
- (ii) 34 establishments / factories were brought under the Employees' Provident Funds Act 1952 during the month of October 1966. Thus

the total number of covered establishments / factories comes to 4,203.

- (iii) A total sum of Rs. 9,10,497.06 (excluding the refund of loan, previous accumulation and Administrative charges etc. amounting to Rs 10,85,540.95) was received as employees' and employer's shares of contributions for the month of September 1966.

- (iv) The total No. of employees / subscribers covered under the Act in this region at the end of September 1966 was 5,08,292 / 4,47,052 respectively.

WORKERS EDUCATION DURING NOVEMBER 1966

The Fourth Worker-Teacher Training course of the Regional Centre Coimbatore was started at Pollachi on 1-11-66. The course was inaugurated by Sri P. M. Nayaq, Chairman, Central Board for Workers' Education. 25 Worker-Teachers were undergoing training.

Functions were held at Madras Port Trust on 23-11-66 and at North Arcot Co-operative Sugar Mills, Vadapudupet on 27-11-66 for the distribution of certificates to successful worker trainees.

Unit Level classes were started during the month at Coramandel Steel Limited, Madras, Addison Tool Works, English Electric Company of India Limited, State Transport Department, Madras Electricity Sub-Station, Virudhachalam, Mettur Industries, Mettur Kumaran Mills, Coimbatore, Ramakrishna Mills, Ganapathy, Associated Cement Company, Madukkarai, Rangavilas Mills, Coimbatore, 42 unit level classes were in session in Madras Region, 24 were in session in Coimbatore Region and 64 were in session in Madurai Region.

The Worker Trainees of Wheel and Rim Company Ltd., Model Foundry, Structural Workshop, State Transport Department, Tractors and Farm Equipment, Madras and Madras Dock Labour Board, Madras, went on an educational tour to Alwaye, Trivandrum, Bangalore, Mysore, Bombay and Poona. The worker trainees of Sri Visalakshi Mills Private Ltd., Vilangudi and Madura Mills Ltd., Madurai, went on an educational tour to Bangalore, Mysore, Alwaye and Trivandrum.

At the end of November 1966 in Madras, Madurai and Coimbatore Regions, the number of worker-teachers trained was 692 and the number of worker-teacher under training was 98. The number of workers trained was 30,889 and the number of workers under training was 3,029.

INDUSTRIAL COMMITTEE ON ENGINEERING INDUSTRY-MAIN
CONCLUSIONS

The first session of Industrial Committee on Engineering Industry was held in Bombay on 27th August, 1966, the main conclusions are given below:

Uniformity in service conditions: It was unanimously agreed that the Labour Ministry will attempt to standardise nomenclatures of various categories of employment in the Engineering Industry with a view to achieving uniformity in this respect.

It was also agreed that the Ministry of Labour and Employment will undertake a survey regarding existing conditions of service with a view to achieving uniformity of service conditions as far as possible.

Periodical meetings at various industries and monthly news bulletin: It was agreed unanimously that more frequent meetings of the Industrial Committee on Engineering may be convened provided there is sufficient agenda.

Safety Programme: There was unanimous agreement that safety consciousness should be promoted both among workers and employers to reduce and prevent accidents. An analysis should be made of the incidence of accidents according to the size of the establishment and the age of the machinery.

Unjustified lay-off, retrenchment and closures: There should be prior consultation between Management and Labour in all instances where the Managements feel that lay-off or retrenchment may become necessary.

The Ministry of Labour and Employment will examine the question of extending the provisions relating to lay off compensation in the Industrial Disputes Act to establishments which employ less than 50 persons.

INTENSIFICATION OF THE APPRENTICESHIP PROGRAMME-STEPS
WHICH MAY BE TAKEN TO MAKE THE EMPLOYERS AND
WORKERS MORE TRAINING MINDED

The need for expanding the facilities for training was appreciated. It was agreed that:—

- (1) there should be a survey of the existing training facilities in co-ordination with the Industry.
- (2) the rate of stipend should be suitably increased.
- (3) the quality of training should be of the prescribed standard and adequate steps should be taken to impart the same.
- (4) the employers should organise training departments to train apprentices and also to improve the skills of their existing employees;
- (5) the training schemes of various establishments should be properly co-ordinated with the I. T. I. Training programme to avoid duplication; and
- (6) at the shop level there should be bi-partite advisory committees for implementation of the training programmes.

References of disputes to adjudication during the pendency of wage boards: It was noted that each State Government was following a policy of its own in the matter of reference of wage disputes to adjudication during the pendency of the deliberations of the Wage Board. It was urged by the representatives of the employers that there should not be any reference of wage disputes to adjudication during the pendency of the deliberation of the Wage Board. The workers' representatives opposed this and urged that reference of Wage disputes for adjudication during the pendency of the Wage Board should be made. The Chairman did not agree with either of the parties and stated that the 'status quo' may be maintained.

The employers' representatives stated that their Associations had already advised their members to implement the Government Resolution on Interim Relief recommended by the Engineering Wage Board.

AWARDS AND AGREEMENTS

PROCEEDINGS OF THE COMMISSIONER OF LABOUR,
MADRAS-5.

Present :

SRI M. G. BALASUBRAMANIAN, I.A.S.

Sub: Labour — Disputes — Plantations — Increase in wages to Factory Workers — etc. — Regarding.

As a result of the conclusions reached before the representatives of Association of Planters of State of Madras and Trade Unions on 30.9.1966 (Copy in the annexure) the following two issues have been referred to me for decision :

(a) The mode of reckoning the average cost of living index number for the purpose of Dearness Allowance.

(b) Factory workers wages.

Average cost of living index number for purpose of Dearness Allowance

The Tea Wage Board has made the following recommendations in regard to payment of Dearness Allowance to Tea Plantation workers in South India.

"4.12. The Basic wages of field and factory workers and of supervisors / maistries, coming into effect from 1st January 1966 should be considered as corresponding to 170 points in the All India consumer price index number (with 1949 as base). From 1st April 1966 the increase in wages should be by way of dearness allowance which should be at 75 paise per day per point rise over 170 points in the average of All India consumer price index number for the six months — July to December 1965 — and this dearness allowance should remain in force upto 31st March 1967.

4.13. Thereafter, from 1st April of every subsequent year, dearness Allowance should be revised for the increase in the average All India Consumer Price Index number in the preceding calendar year at 75 paise per day per point over 170 points in the All India Consumer Price Index number subject to a maximum increase of 18 points in a year. Any such increase exceeding 18 points in any calendar year, upto the level of 200 points in the average All India consumer price index number (with 1949 as base) should be carried over to the following year starting from 1st April for payment of dearness allowances at the aforementioned rate."

The All India consumer price index numbers for the six months July to December 1965 are as follows :

July	...	168	October	...	172
August	...	170	November	...	173
September	...	172	December	...	173

According to the Union, the index number for June When it was 168 should be ignored for a purposes of computing the average (or, in other words, taken as 170 for that purpose) since any fall below 170 would not enter into the calculations for purposes of Dearness Allowance. According to them the average should be struck by *totalling only the increases over 170* alone during the six months and dividing it by 6.

The management's contention is that the actual All India Consumer Price Index number for the six months should be taken into account and the average arrived at for six months by totalling up the actual index number for the six months and dividing it by six.

If the Unions' contention is accepted, then the logical corollary would be that if the All India Consumer Price Index goes above 200, it should be treated as 200 and if the Management's contention is accepted then the actual All India consumer price Index whether it is over 200 or below 170 should be taken into account. I decide that the actual All India consumer price index number, whether below 170 or 200 should be taken into account to strike the average and any increase over 170 in the average arrived at should be reckoned for determining the Dearness Allowance within the limits set by the Wage Board.

Factory Workers' Wages : In para 4-7 of its report, Tea Wage Board has made the following recommendations :

"With effect from 1-1-66 factory workers (in Madras, Kerala and Mysore) should be paid a differential over the new daily rates of the field workers at the following rates:

Men :	...	...	20 paise over field Men's wage.
Women :	...	...	15 do Women's wage.
Adolenscents	...	...	15 do Adolenscent's wage".

The managements stand was that the wages of a factory worker should be revised as on 1-1-66 on the following basis :

(a) The daily basic wage of a factory worker drawing less than Rs. 2.25 per day should be brought upto Rs. 2.25 and.

(b) the factory differential a worker was actually drawing on 31-12-1965 would be substituted by 20 paise with effect from 1-1-66, subject however to the condition that no worker on 1-1-66, would draw an amount less than he was drawing on 31-12-1965.

In other words, the wages of a factory worker who was getting a total daily wage less than 2.45 including factory differential would be brought upto Rs. 2.45 and any worker who was drawing Rs. 2.45 and more on 31-12-1965 would continue to draw the same amount as he was drawing on 31-12-1965 on 1-1-66 also.

The contention of the Union's was that the wages of a Factory worker not having been determined under an agreement, or award, varied from estate to estate as observed by the Wage Board itself and as the implementation of a Wage Board's recommendation should always be subject to the wholesome principle that any existing privileges or benefit should not be withdrawn or curtailed, every factory worker should be given an increase of 24 paise in the basic wages plus a factory differnetial of 20 paise, over and

above the factory differential he was actually drawing on 31-12-1965. In other words, the Union's contention was that every factory worker on 1-1-66 should get an additional 44 paise in his wage packet, over the amount he was receiving on 31-12-1965.

As per the recommendation of Tea Wage Board, a factory worker should be given the revised wages of a field worker plus the factory wage differential fixed by it. The question is whether the revised factory wage differential should be given without any adjustment of the old factory differential.

In para 3-27, the Tea Wage Board has stated as follows:

"There has not been much of a difference in the wages of field and factory workers in Madras State in so far as it is apparent from the minimum wage notifications and settlement between the parties. It, however, appears that in Madras State a differential of 8 paise or more and varying from district to district and even from estate to estate exists."

In "Tea Statistics 1965-66" published by the Tea Board (on page 98) it has been stated that in Madras State workers in factories are paid a differential and the minimum differential is 6 paise. "Though the practice obtaining in individual plantations varies from estate to estate, both the Unions and Managements agree that 6 paise could be taken as the normal Factory wage differential for the industry as a whole. From this it has to be inferred that if any factory worker has been drawing more than 6 paise over and above the wages of a corresponding field worker, the extra daily quantum being paid to him less a sum of 6 paise would have to be treated as having been given as differential personal to that individual worker by that Management, on account of special considerations. The appropriate course seems to be to assume 6 paise to be the normal factory differential and to adjust the actual differential upto 6 paise alone in the new differential of 20 paise. To give effect to this approach, every male worker will as on 31-12-1965, be deemed to be drawing a factory differential not exceeding 6 paise, and upto 6 paise, the actual differential will get merged in the new differential of 20 paise and anything over 6 paise that was being paid on 31-12-1965 must be taken as a personal differential given to that worker. I therefore decide that the revised wages as on 1-1-66 to male factory workers in factories of estates of extent of 100 acres and above should be decided on the following basis:

- (1) As a first step, the basic wage of a male factory worker on 31-12-1965 should be reckoned as Rs. 2-01 so that he would be on par with the field worker on that date.
- (2) If any worker was in receipt of total wages in excess of Rs. 2-01 the actual difference over Rs. 2-01 subject to a ceiling of 8 paise, should be deemed to be the factory differential on 31-12-65.
- (3) Any amount a worker was getting over Rs. 2-07 should be treated as personal differential given to the individual worker and should continue to be protected.
- (4) Every worker should be given on 1-1-66 (a) an increase of 24 paise in his basic wage as in the case of field worker and (b) a factory differential of 20 paise minus the differential as on 31-12-65 as in item (2).

I shall make my decision clear by the following five examples in respect of male workers:

Example 1:

Wages as on 31-12-1965 :	Rs. 2-01 per day		
Revised Wages to be fixed as on 1-1-1966 :			
Rs. 2-25 (Rs. 2-01 plus 24 P.)	plus	20 P.	Rs. 2-45
Basic wage		New Factory differential	Total revised wage.

Example 2:

Wages as on 31-12-65: Rs. 2-01 plus 0-8 paise as Factory differential
Total Rs. 2-04.

Revised wages to be fixed as on 1-1-1966=			
Rs. 2-25 (Rs. 2-01 plus 24 P.)	plus	20 P. (8 plus 17)	Rs. 2-45
Basic Wage		New Factory differential	Total revised wage

Example 3:

Wages as on 31-12-65: Rs. 2-01 plus 0-6 paise as Factory differential
Rs. 2-07.

Rs. 2-25 (Rs. 2-01 plus 24 P.)	plus	20 P. (6 plus 14)	Rs. 2-45
Basic Wage		New Factory differential	Total revised wage

Example 4:

Wages as on 31-12-65: Rs. 2-01 plus 12 paise as factory differential.

Rs. 2-25 (Rs. 2-01 plus 24 P.)	plus	20 P. (6 plus 14)	plus	8 paise
Basic Wage		New Factory differential		Personal differential
		Rs. 2-51		
		Total revised wage		

Example 5 :

Total wages as on 31-12-65: Rs. 3

This will be treated as :	Basic Wage	Factory differential	Personal differential
	Rs. 2.01	plus 0.6	plus 0.93

Revised wages to be fixed as on 1-1-1966:

Rs. 2.25 (Rs. 2.01 plus 24 P.)	20 P. (6 plus 14)	93 paise
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plus		plus	
Basic Wage	New Factory Differential	Personal differential	
	Rs. 3.38		
Total revised wage.			

When the field workers' wages are increased in future years as per the Wage Board Report the same increases will be effected in the factory workers' wages, without effecting or changing personal and the factory differentials drawn by them.

The same principle will apply in respect of women and adolescent workers in the Factories, however with the difference that the basic wages obtaining on 31-12-65 will be taken as Rs. 1.52 and Rs. 1.18 respectively and the revised basic wages as on 1-1-1966 as Rs. 1.80 and Rs. 1.35 respectively and the new factory differential being 15 paise as against 6 paise previously.

The same basis will also apply mutatis mutandis to the factories attached to estates with less than 100 acres in extent.

CURRENT LABOUR LITERATURE**SOME OF THE BOOKS AND ARTICLES PUBLISHED****IMPORTANT BOOKS**

1. Labour Relations and the Law-A-Comparative Study, British Institute of International and Comparative Law, London 1966, Price £ 3 in U. K. Pp. 281.
2. HACON (R. J.), Conflict and Human Relations Training, Pergamon Press, Oxford 1965 viii + 118 Pp. 15s.
3. ADAMS, GRAHAM, Age of Industrial Violence, 1910-15, University Press, New York, 1966 xii + 316 Pp. 63s.
4. PETERSON (FLORENCE) American Labour Unions, Sterling Publishers (P) Ltd., Jullunder, 1966 First Indian Edition, Rs. 5 Pp. 271.
5. Employers' Federation of India Collective Bargaining; Employers Federation of India, Bombay-1, Rs. 8.

IMPORTANT ARTICLES

1. COLIN JONES, Workers Support Government's Wage Freeze Policy, Labour Gazette, October, 1966.
2. STANLEY (H) RUTTENBERG, The Revolution in Manpower Policy, American Labour Review, Vol. xix No. 11, November, 66.
3. BERT SEIDMAN, Should Non-members Share Union Gains? American Labour Review, Vol. xix, No. 11, November, 66.
4. Dr. ABBAS AMMAR, Workers' Education in Perspective, The Indian Worker, Vol. XV, No. 8, dated 21-11-66.
5. MONI GHOSH, Some Methods of Implementation of Trusteeship in Industry, The Indian Worker, Vol. XV, No. 9, dated 28-11-66.
6. BHIR (B. S.), JOSHI (R. D.), Workers' Perception of Labour Administration, Bombay Labour Journal, Vol. VI, July, 1966.
7. BALA (M. S.), Dismissing A Workman with Retrospective Effect, Capital Vol. C. L. VII, 9985, 17th November, 1966.

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Fort St. George, Madras-9.

Something interesting to Income Tax Payers.

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In the certificates group, the 12 year National Defence Certificates earn for you at maturity interest at 6.25% (Simple) and 4.75% per annum (Compound). The 10 year Defence Deposit Certificates yield every year and interest of 4½%.

An account in the Post Office Savings Bank earns 4% for you. The Cumulative Time Deposit accounts of 5, 10 and 15 years fetch interest at 4.2, 4.5, 4.8% per annum compound respectively.

In themselves, these interest rates compare very well with those available in the money market. In addition, you have the added attraction that interest in all cases is free of income-tax and super tax. That means that you need not even show the interest earned on these investments in your income tax returns nor will it be taken into account while calculating the tax payable by you.

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ACCOUNT

The Cumulative Time Deposit Scheme allows yet one more facility. Not only is the interest of tax but the deposits paid into 10 and 15 year accounts qualify for abatement of income-tax.

Let us see that these benefits mean to the investor.

I. 12-Year National Defence Certificate: An individual can invest upto Rs. 85,000 in these certificates. Besides, investment of some amount in the name of each member of the family, adult or minor is also permissible. So, if a family comprises of four members, investment upto Rs. 1,40,000 and interest thereon will not be included in the total income of the family for income-tax purposes.

II. 10-Year Defence Deposit Certificates: Here too, the limit is Rs. 85,000 for each individual. The certificates fetch interest at 4½% per annum which is free of tax and is not included in the total income for tax purposes.

III. Post Office Saving Banks Accounts: An account in the Post Office Savings Bank gives 4% interest per annum tax-free. In addition, the Post Office savings Bank gives the facility of deposits and withdrawals by cheques similar to those of any commercial Bank. This makes the interest rate all the more attractive.

* ILLUSTRATED BELOW IS THE BENEFIT OF INCOME-TAX REBATE ON INTEREST

Earned Income*	N. D. C. 4.75%	P. O. S. B. 4.00% (Compound interest)	C. T. D. 10 year 4.5%
5,000	5.27	4.44	6.45
10,000	5.53	4.66	11.84
15,000	5.75	4.88	15.29
20,000	6.06	5.32	20.48
25,000	6.84	5.76	28.18
30,000	7.88	6.20	32.47
50,000	7.88	6.64	39.57

IV. Cumulative Time Deposit Account: Under this scheme monthly deposits made into an account are paid back with interest in one lumpsum at the end of 5, 10, 15 years.

In the past, only payments made into a provident fund and insurance premia qualified for rebate of income-tax. This facility has since been extended by Government to monthly deposits made into 10 and 15 years accounts subject to the same limits permissible under the income-tax Act.

For self-employed persons i.e. doctors, lawyers, architects, engineers or a business men, a Cumulative Time Deposit account (10 year or 15 year) is of immense value. There are no formalities or medical examinations to undergo. Sign an application and deposit the amount in any Post Office of your choice to claim this attractive return and the rebate of income-tax. **YOUR INVESTMENT IS TWICE BLESSED.** In addition to all these benefits your investment in any one or more of the above securities provide, funds urgently required by the country for development and defence. You will feel proud of having helped your country in time of need.

Details and literature can be had from the Director of Small Savings Fort St. George, Madras-9 or from any of the 54,000 Post Offices doing savings bank in the Country.

* Status — Married with more than one child.

GRANTS-IN-AID TO TRADE UNIONS

The Central board for workers' education encourages trade unions and other institutions to undertake workers' education programmes of the approved pattern and standard by providing financial assistance. The scheme contemplates that in course of time the trade union movement in India should take over the primary responsibility for workers' education.

Eligibility: The following institutions or types of institutions are eligible for receiving grants:

- (i) Indian National Trade Union Congress, Hind Mazdoor Sabha, All-India Trade Union Congress and United Trade Union Congress.
- (ii) Other federation of trade unions national, regional or industrial, of not less than three years' standing.
- (iii) Trade Unions registered under the Indian Trade Unions Act, '26 of not less than three years' standing.
- (iv) Institutions, educational or social, constituted by statute or registered under the Societies Registration Act: (XXI of 1860), and bodies affiliated to any such institutions of not less than one year's standing.

In the case of Trade Unions, the application for the Grant may be made direct by the local union concerned which will operate the programmes, or if the union is affiliated to the Intuc, Hms, or Utuc, through the affiliating body.

Kinds of Grants: Grants are of the following two kinds:

- (i) Maintenance grants intended to meet the operating expenses including hostel expenses, if any, and
- (ii) Equipment grants to meet expenditure on furniture, library, audiovisual and other teaching aids etc.

Grant is not intended to meet capital expenditure on construction or maintenance of, or repairs and alterations or extensions to buildings.

Training Programmes: The Trade Union organisations may conduct any of the following programmes:

- (i) One day School,
- (ii) Three-day Seminar,
- (iii) One-week Camp,
- (iv) Study-circle,
- (v) Two weeks' full time training course,
- (vi) Three months' part time training course,
- (vii) any other programme approved by the board.

The short term training programmes referred to (i) to (iv) above may cover topics like trade unionism, industrial relations, plans etc. Full time and part time training courses correspond to the workers' training courses directly administered by the board. The expenditure on these programmes to be incurred by the grantee will be on the pattern approved by the board.

Amount of Grant: The amount of grant shall not exceed 90% of the total expenditure, excluding capital expenditure on building etc. or the sum of Rs. 10,000 whichever is less, the grant will be valid for a period of one year or for such shorter period as may be specified, but it may be renewed after the specified period.

Administration of Grant: The trade union or other institution, as the case may be receiving the grant shall have to constitute a sub-committee of not less than 3 members consisting its president or chief executive officer and such other officers of its executive committee as it may consider fit, to administer the grant. The members of the sub-committee shall be jointly and severally responsible for the proper utilisation of the grant. The board shall have the right to depute a representative to attend any meeting of the sub-committee.

Procedure: The institution seeking grant-in-aid has to forward application to the board in the prescribed forms, giving full details of the workers' education programmes to be undertaken and financial assistance needed for such programmes. To enable the institutions, to fill the forms in question, a set of instructions had also been prepared.

Utilisation: As soon as the grant is sanctioned, the grantee is requested to execute an agreement, with the board. Thereafter, first instalment of the grant is released to enable the grantee to conduct the programme. If however, for any reason, the grantee has not been able to start the programme within six months from the date of sanction of the grant the grant, should be considered as withdrawn unless approval of the board was specifically obtained for the postponement. After the commencement of the programme, the grantee is required to send monthly and quarterly report on the educational programmes in the prescribed form. The grantee is also required to send quarterly statements of accounts to enable the board to examine and release subsequent instalment of the grant. The last instalment of the grant is released only after audited statement of accounts of the expenditure incurred by the grantee on the approved items of expenditure is received and the accounts are inspected by the accounts officer or any other officer of the board. In this manner, the grant is to be utilised by the grantee in the course of one year for which the grant is sanctioned by the board. If however, the grantee commits any breach in the observance and performance of any terms and conditions of the grant, it should be liable to refund to the board the whole amount of the grant.

Inspections: The Regional Director or an Education Officer will attend the short term training programmes organised by the grantee and submit reports to the director regarding contents, scope, methods, tools etc., of the programmes and objectivity of instruction. The Regional Director will also conduct surprise inspections of the programmes of the grantee every month, and submit his reports regularly. Deputy Director (Education) or any other officer of the board will conduct inspection of educational programmes of the grantee with a view to find out whether the grants are being utilised properly. The accounts officer of the board will audit the accounts of the grantee once in a year and submit his report to the director. These reports are taken into account, while releasing instalments or the grant from time to time.

Renewal: When the grantee has utilised the grant it can request for renewal of grant. For this purpose, the grantee should inform the board of

their requirements and modifications in the approved programme, if any, along with a detailed report of programme conducted with the earlier grant. If the board approves the programmes and sanctions the grant, the grantee will utilise the grant like the earlier one. In this manner, the grantee can continue to have the grant one after another, at the appropriate time only after completing the necessary formalities.

Assets acquired through grant: Wherever the assets are acquired either wholly or substantially by the grantee by expending the amount of grants in-aid from the board an additional clause should appear in the agreement to the effect that these assets should not be disposed of or encumbered or utilised for purposes other than those for which the grant was sanctioned without the prior sanction of the board. For this purpose, library books should not be considered as capital assets. All such assets should be entered with full details in a separate stock register. In case of default, or discontinuance of the programme, these assets acquired by the grantee should be disposed of in the manner directed by the board.

Progress made: During the last seven years grants-in-aid have been utilised by the six institutions for conducting various programmes concerning workers' education. The board has paid Rs. 81,255.65 paise to the six institutions and with the help of this grant, the institutions concerned have trained 2,288 workers through such programmes.

As the impact of workers' education is now beginning to be felt in the fields of trade-unionism and industrial relations, it is hoped that more trade union organisations will be able to conduct workers' education programmes with the grant-in-aid of the board and participate more enthusiastically in the board's programmes as well.

For details write to:

The Director, Central Board For Workers' Education,
1,400, West High Court Road,
Gokulpeth. Nagpur-1.

NOTIFICATIONS

APPOINTMENT OF CHIEF INSPECTORS AND INSPECTORS UNDER MOTOR TRANSPORT WORKERS ACT

AMENDMENT TO NOTIFICATION

(G. O. MS. No. 3489, Industries, Labour and Housing (Labour) 24th August, 1966)

II-1 No. 3874 of 1966

In exercise of the powers conferred by sub-section (1) of section 4 of the Motor Transport Workers Act, 1961 (Central Act 27 of 1961), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification II-1 No. 1495 of 1962, dated the 29th March, 1962, published at page 1 of Part II-Section I of the Fort St. George Gazette (Extraordinary) dated the 31st March, 1962.

The amendment hereby made shall be deemed to have come into force on the 1st July, 1966.

AMENDMENT

In the said notification, for the words "Deputy Commissioner of Labour, Madras" occurring in clause (1) the words "Controller of Weights and Measures, Madras and Deputy Commissioner of Labour (Inspections) Madras" shall be substituted.

APPOINTMENT OF COMMITTEE TO HOLD ENQUIRIES AND ADVISE THE STATE GOVERNMENT IN REVISING THE MINIMUM RATES OF WAGES IN RESPECT OF EMPLOYMENT IN MATCH AND FIRE WORKS MANUFACTORY UNDER MINIMUM WAGES ACT

(G. O. MS. No. 3491, Industries, Labour and Housing (Labour) 24th August, 1966)

II-1 No. 3875 of 1966

In exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Government in revising the minimum rates of wages in respect of the employment in match and fire works manufactory in this State fixed in G. O. Ms. No. 4928, Industries, Labour and Co-operation dated 28th October, 1960.

Independent Members

1. Deputy Commissioner of Labour, Madurai—Chairman.
2. The Director of Statistics, or his nominee—Member.

Employers' Representatives

3. Sri K. A. A. Arunachalam, Nominee of the Pioneer Match Works, Sivakasi—Member.
4. Sri R. Rengasamy, Nominee of Pope the King Match Factory, Kazhugumalai, Tirunelveli District—Member.

Employees' Representatives

5. Sri G. Kannabiran, Nominee of Theepetti Thozhilalar Sangam, Gudiyatham—Member.
6. Sri D. Duraisamy, Nominee of Theepetti Thozhilalar Sangam, Sivakasi—Member.

2. The Inspector of Labour, Madurai, will be the Secretary of the Committee. The Committee will be treated as a First-Class Committee for the purpose of Travelling Allowance of the non-official members. The Chairman of the Committee will be the controlling authority for countersigning the travelling allowance bills of the non-official members of the Committee.

APPOINTMENT OF SECRETARY TO GOVT. OF INDIA, MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION DEPARTMENT OF LABOUR & EMPLOYMENT), AS CHAIRMAN, OF BOARD OF TRUSTEES (CENTRAL BOARD) UNDER EMPLOYEES PROVIDENT FUNDS ACT

II-1 No. 3876 of 1966

The following notification of the Government of India, Department of Social Security, dated 6th May, 1966, is republished:

S.O. 1456:- In pursuance of clause (a) of sub-section (1) of section 5-A of the Employers' Provident Funds Act, 1952, (19 of 1952), the Central Government hereby appoints the Secretary to the Government of India in the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) as the Chairman of the Board of Trustees (Central Board), and makes the following further amendment in the notification of the Government of India in the late department of Social Security No. S.O. 1158, dated the 1st April, 1965, namely:

In the said notification, for the entry against serial number 1, the following entry shall be substituted, namely:

"The Secretary to the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), New Delhi.

EXTENSION OF EMPLOYEES' PROVIDENT FUNDS ACT TO PAPER PRODUCTS INDUSTRY

II-1 No. 3877 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 11th July, 1966 is republished:

G. S. R. No. 1119:- Whereas the Central Government is of opinion that a Provident Fund Scheme should be framed under the employees' Provident Fund Scheme Act, 1952 (19 of 1952), in respect of the employees of the paper products industry.

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 4 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby directs that with effect from the 31st July, 1966, the said industry shall be added to Schedule I to the said Act.

APPOINTMENT OF CERTAIN PERSON AS INSPECTOR FOR WHOLE OF STATE OF MADRAS UNDER EMPLOYEES' PROVIDENT FUNDS ACT

II-1 3878 of 1966

The following notification of Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) dated New Delhi, the 12th July, 1966, is republished:

S.O. 2119:- In exercise of the powers conferred by sub-section (i) of section 13 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints Shri R. Parthasarathy to be an Inspector for the whole of the State of Madras for the purposes of the said Act and of any scheme framed thereunder, in relation to any establishment belonging to, or under the control of the Central Government or in relation to any establishment connected with a railway company, a major port, a mine or an oil-field or a controlled industry.

EMPLOYEES PROVIDENT FUNDS (TENTH AMENDMENT) SCHEME, 1966

II-1 No. 3880 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 30th June 1966, is republished:—

G. S. R. 1083:—In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employees' Provident Funds Act, 1952 (19 of 1952) the Central Government hereby makes the following scheme further to amend, the Employees' Provident Funds Scheme 1952, namely:—

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

2. In the Employees' Provident Fund Scheme 1952, (hereinafter referred to as the said scheme), for paragraphs 62 and 63, the following paragraphs shall be substituted, namely:—

"62. Financing of Members Life Insurance Policies:—(1) Where a member desires that premiums due on a policy of Life Insurance taken by him on his own life should be financed from his provident fund account, he may apply in such form and in such manner as may be prescribed by the Commissioner.

2. On receipt of such application, the Commissioner or where so authorised by the Commissioner, any other officer subordinate to him may make payment on behalf of the member to the Life Insurance Corporation of India towards premium due on his policy.

Provided that no such payment shall be made unless the premium is payable half yearly or yearly;

3. Any payment made under sub-paragraph (2) shall be made out of and debited to the member's own contribution with interest thereon standing to his credit in the Fund.

4. No payment shall be made under sub-paragraph (2) unless the member's own contribution in his Provident Fund Account with interest thereon is sufficient to pay the premium, and where the payment is to be made on the first premium, sufficient to pay the premium for two years.

5. No payment shall be made towards a policy unless it is legally assignable by the member to the Central Board.

6. The Commissioner, shall before making payment respect of existing policies, satisfy himself by reference to Life Insurance Corporation that no prior Assignment of policy exists and the policy is free from all encumbrances.

7. No education endowment policy or marriage endowment policy shall be financed from the Fund, if such policy is due for payment in whole or in part before the member attains the age of 55 years.

63. Conversion of policy into a paid up one and payment of late fee, etc.: Where a policy of Life Insurance of a member is financed from his Provident Fund Account, the Commissioner may,

(a) convert the Insurance Policy into a paid up one when the credit in his Provident Fund on account of his share becomes inadequate for the payment of any premium.

(b) Pay late fee and interest out of the member's own contribution in his Provident Fund Account, if any premium cannot be remitted to the Life Insurance Corporation in time because of delay in sending to the Commissioner the policy duly assigned to the Central Board or any other reasons for which the member or his employer may be responsible."

3. In paragraph 64 of the said scheme.

(i) for sub-paragraphs (1) and (2), the following sub-paragraphs shall be substituted, namely:—

“(1) The policy shall, within six months of the first payment under paragraph 62, be assigned by endorsement thereon, to the Central Board and shall be delivered to the Commissioner.

(2) Notice of the assignment of the policy shall be given by the member to the Life Insurance Corporation and acknowledgement of the said notice by the Corporation shall be sent to the Commissioner within three months of the date of assignment.”

(ii) for sub-paragraphs (4) and (5) the following sub-paragraph shall be substituted, namely:—

4. If the policy is not as signed and delivered as required under sub-paragraph (1), or is assigned otherwise than to the Central Board, or is charged or encumbered or lapses, any amount paid from the Fund in respect of such policy shall, with interest thereon at the rate provided under paragraph 60 be repaid by the member forthwith to the Fund. In the event of default, the employer shall, on receipt of such directions as may be issued by the Commissioner in this behalf deduct the amount in lump-sum or in such instalments as the Commissioner may determine from the endorsement of the member and pay it to the Fund within such time and in such manner as may be specified by the Commissioner. The amount so repaid or recovered shall be credited to the member's account in the Fund”.

5. For paragraphs 65, 66 and 67 of the said scheme, the following paragraphs shall be substituted, namely:—

“65. Bonus on policy to be adjusted against payments made from the fund:—So long as the policy remains assigned of the Central Board any bonus accruing on it may be drawn by the Central Board or where authorised by the Central Board, by the Commissioner, and adjusted against the payments made on behalf of the member under paragraph 62.

“66. Reassignment of policies: (1) Where the accumulations standing to the credit of the member are withdrawn under paragraph 69 or when the member repays to the Fund the amounts of premium paid by the Board with interest thereon at the rate provided in paragraph 60, the Central Board or where authorised by the Central Board, the Commissioner shall reassign by endorsement thereon the policy to the member together with assigned of reassignment addressed to the Life Insurance Corporation.

2. If the member dies before the policy has been reassigned under sub-paragraph (1) the Central Board or where authorised by the Central Board, the Commissioner shall reassign by the endorsement thereon, the policy to the nominee of the member if a valid nomination subsists and if there be no such nominee; to such person as may be legally entitled to receive it together with a signed notice of reassignment addressed to the Life Insurance Corporation.

67. Recovery of amounts paid towards insurance policies: If a policy matures or otherwise falls due for payment during the currency of its assignment, the Central Board or where so authorised by the Central Board, the Commissioner shall realise the amount assured together with bonus, if any, accrued thereon place to the credit of the member the amount so realised, or the whole of the amount paid from the fund in respect of the policy with interest thereon, whether in less and refund the balance, if any to the member”.

6. Paragraph 68 of the said Scheme shall be omitted.

EMPLOYEES' PROVIDENT FUNDS (ELEVENTH AMENDMENT) SCHEME, 1966.

II-1 No. 3881 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 6th July 1966, is republished:—

G. S. R. 1118:—In exercise of the powers conferred by section 5, read with sub-section (1) of section 7 of the Employee's Provident Funds Act, 1952 (19 of 1952), the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme, 1952, namely:—

1. The scheme may be called the Employees' Provident Funds (Eleventh Amendment) Scheme 1966.
2. In clause (KK) of paragraph 2 of the Employees' Provident Funds Scheme, 1952, for the words “or stemming or redrying to tobacco leaf industry”, the words “stemming or redrying to tobacco leaf industry, tiles industry, hosiery industry or oil milling industry” shall be substituted.

RECONSTITUTION OF LOCAL COMMITTEE FOR MADURAI AREA UNDER EMPLOYEES' STATE INSURANCE (GENERAL) REGULATIONS

II-1 No. 3882 of 1966

The following notification of the Regional Director, Employees' State Insurance Corporation (Ministry of Labour and Employment and Rehabilitation India), dated Madras, the 4th August 1966, is republished:—

No. MR/CO-3 (II)/61/(1):—It is hereby notified that the Local Committee set up, vide this Office Notification No. MR/CO3(5)/62, dated 5th March 1963, for Madurai area under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, has been reconstituted with the following members with effect from 4th August 1966:—

Chairman

Under Regulation 10-A (1) (a)

1. The Dean, Government Erskine Hospital, Madurai.

Members

Under Regulation 10-A (1) (b)

2. The Labour Officer, Madurai.

Under Regulation 10-A (1) (c)

3. The Regional Administrative Medical Officer (Employees' State Insurance), Madurai.

Under Regulation 10-A (1) (d)

4. Sri L. N. V. Subramanian, Law Officer, Sree Meenakshi Mills Limited, Madurai.
5. Shri T. R. Rajagopalan, General Assistant, Mahalakshmi Textile Mills Limited, Pasumalai, Madurai.
6. Sri K. R. Ganesan, General Assistant, Sri Visalakshi Mills, Limited, Madurai.
7. Sri K. Raman, Labour Officer, Madurai Mills Company Limited, Madurai.

Under Regulation 10-A (1) (e)

8. Sri P. Subramaniam, General Secretary, Madurai District Mill Workers' Union, (H.M.S.), Madurai.

9. Sri V. Sundaram, General Secretary, Madurai Textile Workers' Union (A.I.T.U.C.) Madurai.
10. Sri A. Ayyar Thevar, Secretary, Madurai National Labour Union (Tamilnad Congress Committee), Madurai.
11. Sri M. Velu, President, National Textile Workers' Union (I.N.T.U.C.), Madurai.

Under Regulation 10-A (1) (f)

12. The Manager, Local Office, Employees' State Insurance Corporation, Madurai—Secretary.

RECONSTITUTION OF LOCAL COMMITTEE FOR VICKRAMASINGAPURAM AREA UNDER EMPLOYEES STATE INSURANCE (GENERAL) REGULATIONS

II-1 No. 3888 of 1966

The following notification of the Regional Director, Employees' State Insurance Corporation (Ministry of Labour and Employment and Rehabilitation, Government of India) Madras, dated 4th August 1966, is republished:—

No. MR/CO-3 (12) 61 (1):—It is hereby notified that the Local Committee set up, vide this Office Notification No. MR/CO-3 (5) 62 (1), dated 5th March 1963 for Vickramasingapuram area under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, has been reconstituted with the following members with effect from 4th August 1966:—

Chairman

Under Regulation 10-A (1) (a)

1. The District Medical Officer, Tirunelveli.

Members

Under Regulation 10-A (1) (b)

2. The Labour Officer, Tirunelveli.

Under Regulation 10-A (1) (c)

3. The Medical Officer-in-charge, State Insurance Dispensary, Vickramasingapuram.

Under Regulation 10-A (1) (d)

4. Sri A. D. Murtan, Manager, Madura Mills Company Limited, Ambasamudram.
5. Sri K. Vinayaka Rao, Labour Officer, Madurai Mills Company Limited, Ambasamudram.
6. Dr. George Arthur, Medical Officer, Madura Mills Company, Limited, Ambasamudram.

Under Regulation 10-A (1) (e)

7. Sri P. Chidambaram (Ex-Secretary), Papanasam Labour Union, Vickramasingapuram.
8. Sri Thangavelu (representative of National Textile Workers' Union, Madurai) Branch, Vickramasingapuram (I.N.T.U.C.) Vickramasingapuram.
9. Sri S. Dhalaval, Vice-President, representative of Vickramasingapuram Textile Workers' Union (A.I.T.U.C.) Vickramasingapuram.

Under Regulation 10-A (1) (f)

10. The Manager, Local Office, Employees' State Insurance Corporation, Vickramasingapuram—Secretary.

AMENDMENT TO MADRAS CATERING ESTABLISHMENTS RULES

(G.O. Ms. No. 3601, Industries, Labour and Housing (Labour) 3rd September 1966)

S. R. O. No. A 873 of 1966

In exercise of the powers conferred by sub-sections (1) and (2) of section 29 of the Madras Catering Establishments Act, 1958 (Madras Act XIII of 1958), the Governor of Madras hereby makes the following amendment to the Madras Catering Establishments rules 1959, published with the Industries, Labour and Co-operation Department Notification S.R.O. No. A-2118 of 1959, dated the 31st March 1959 at pages 299 to 309 of the Rules supplement to Part I of the Fort St. George Gazette, dated the 8th April 1959, as subsequently amended:—

AMENDMENT

In the said rules in sub-rule (1) of rule 23, for the words and figures "In respect of the catering establishments situated in the taluks of Coimbatore, Avinashi, Palladam, Gobichettipalayam, Erode, and Bhavani of Coimbatore district, the Labour Officer-I, Coimbatore and in respect of other areas, the Labour Officer having jurisdiction over the area in which the Catering Establishments concerned are situated", the following words and figures shall be substituted namely:

"In respect of the catering establishments situated in Coimbatore district, the Labour Officer, Coimbatore, in respect of the catering establishments situated in Madurai and Ramanathapuram districts, the Labour Officer-II, Madurai and in respect of other areas, the Labour Officer having jurisdiction over the area in which the catering establishments concerned are situated.

APPLICATION OF PROVISIONS OF EMPLOYEES' PROVIDENT FUNDS ACT TO CERTAIN INDUSTRIAL ESTABLISHMENTS

II-1 No. 4486 of 1966

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), New Delhi, dated the 12th May, 1966 is republished:—

G.S.R. 733—In exercise of the powers conferred by the first proviso to section 6 of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government, after making necessary enquiry into the matter, hereby specifies every establishment which is a factory engaged in the manufacture of any of the items mentioned in the schedule below, and in which fifty or more persons are employed, as an establishment to which the said proviso shall apply with effect from the 1st June 1966.

SCHEDULE

1. Biscuit making industry including composite units making biscuits and products, such as bread, confectionery, milk and milk powder.
2. Plywood industry.
3. Automobile repairing and servicing industry.
4. Rice milling industry.
5. Dal milling industry; and
6. Flour milling industry.

APPLICATION OF ALL PROVISIONS OF MADRAS SHOPS AND
ESTABLISHMENTS ACT TO CERTAIN CLASS OF PERSONS

(G. O. Ms. No. 4074, Industries, Labour and Housing (Labour) 5th October, 1966)

II—1 No. 4489 of 1966

In exercise of the powers conferred by section 5 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947) the Governor of Madras hereby applies all the provisions of the said Act to the class of persons mentioned in clause (a) of sub-section (i) of section 4.

APPOINTMENT OF CERTAIN OFFICERS TO BE AUTHORITIES
TO HEAR AND DECIDE FOR THE WHOLE OF MADRAS STATE
CLAIMS ARISING UNDER PAYMENT OF WAGES ACT

G.O. Ms. No. 4004 Industries, Labour and Housing (Labour) 29th September, 1966

II—1 No. 4584 of 1966

In exercise of the powers conferred by sub-section (1) of section 15 of the Payment of Wages Act, 1936 (Central Act IV of 1936) and in supersession of all previous notifications issued on the subject, the Governor of Madras, hereby appoints the Commissioner for Workmen's Compensation, all Deputy Commissioners of Labour and Additional Commissioners for Workmen's Compensation and all Assistant Commissioners of Labour and additional Commissioners for Workmen's compensation to be the authorities to hear and decide for the whole of the State of Madras all claims arising out of deductions from the wages or delay in payment of wages of persons employed or paid in the whole of the State of Madras and directs that the Deputy Commissioners of Labour and Additional Commissioners for Workmen's Compensation and Assistant Commissioners of Labour and Additional Commissioner for Workmen's Compensation shall dispose of all such matters as are assigned to them by the Commissioner for Workmen's Compensation.

EXEMPTION OF BANKING COMPANIES FROM PROVISIONS
OF CERTAIN SECTIONS OF MADRAS INDUSTRIAL ESTA-
BLISHMENT (NATIONAL AND FESTIVAL HOLIDAYS) ACT

AMENDMENT TO NOTIFICATION

G.O. Ms. No. 4094, Industries, Labour and Housing (Labour) 7th October, 1966

II—1 No. 4586 of 1966

In exercise of the powers conferred by sub-section (2) of section 10 of the Madras Industrial Establishments (National and Festival Holidays) Act, 1958 (Madras Act XXXIII of 1958) the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification No. 11—1. 2887 of 1960, dated the 2nd December, 1960 published at Page 977 of Part II-Section 1 of the Fort St. George Gazette, dated the 21st December, 1960.

AMENDMENT

In the said notification, for condition (1) the following condition shall be substituted, namely:—

(1) that this exemption shall be allowed only so long as the total number of festival holidays does not fall below eight, in each calendar year, including the three national holidays on the 26th January, the 18th August and the 2nd October.

AMENDMENT TO NOTIFICATION UNDER PAYMENT OF WAGES ACT

II—1 No. 4681 of 1966

In exercise of the powers conferred by sub-section (5) of section 1 of the Payment of Wages Act, 1936 (Central Act IV of 1936), as amended by the Payment of Wages (Amendment) Act, 1964, the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification No. 1669 of 1960, dated the 1st October 1960, published at page 564 of Part II—Section 1 of the Fort St. George Gazette, dated the 19th October 1960:—

AMENDMENT

In the said notification, after the word, "Establishments" the words "not owned by the Central Government and" shall be inserted.

AMENDMENTS TO MADRAS INDUSTRIAL DISPUTES RULES

(G. O. Ms. No. 4260, Industries, Labour and Housing (Labour), 20th October, 1966)

S. R. O. No. A-1014 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 Madras Industrial Disputes Rules, 1958, published with the Industries, Labour and Co-operation Department Notification S. R. O. No. A-8258 of 1958, dated the 18th December, 1958, at pages 1-25 of Part I of the Fort St. George Gazette Extraordinary, dated the 27th December, 1958, the same having been previously published as required by sub-section (1) of the said section:

AMENDMENTS

In the said rules,

(1) after rule 27, the following Rule shall be inserted, namely:—

"27-A. Notification regarding arbitration agreement by majority of each party. Where an industrial dispute has been referred to arbitration and the State Government is satisfied that the persons making the reference represent the majority of each party, it shall publish a notification in this behalf in the Official Gazette for the information of the employers and workmen who are not parties to the arbitration agreement, but are concerned in the dispute".

(2) In the Schedule,

(a) in Form 'D' for the words, "we further agree that the majority decision of the arbitration shall be binding on us" the following words shall be substituted, namely:—

"We further agree that majority decision of the arbitrators shall be binding on us in case the arbitrators are equally divided in their opinion they shall appoint another person as umpire whose award shall be binding on us. The arbitrator(s) shall make his (their) award within a period of

(here specify the period agreed upon by the parties) or within such further time as is extended by mutual agreement between us in writing. In case the award is not made within the period aforementioned, the reference to arbitration, shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration."

(b) for Form 'M' following Form, shall be substituted namely:—

FORM "M"

(See Rule 54)

Application for consumption of money value under Sub-Section (2) of Section 33-C of the Industrial Disputes Act 1947, (Central Act XIV of 1947)

BEFORE THE LABOUR COURT

Between

1. (Name/s of applicant/s)
2. (Name of employer)

Where as I/We a workman/workmen employed by is/are entitled to receive from the said employer the following benefits, namely:—

(Here set out the relevant details, facts and the circumstances of the case).

I/We pray that this Honourable court may be pleased to compute the money value of the benefit under sub-section (2) of section 33 C of the Industrial Dispute Act, 1947 (Central Act XIV of 1947).

Place :

(Applicant/s)

Date :

(e) In Form 'O', in the heading, for the word "workmen" the words "the union" shall be substituted :

(d) In form 'R' in column (1) under paragraph 3, for the words "Category designation" the words "Category and designation" shall be substituted ;

(e) for Form 'U', the following Form shall be substituted, namely :—

FORM "U"

(See Rule 66)

Application under Sub-Section (1) of Section 33-C of the Industrial Disputes Act, 1947. Central Act XIV of 1947

To

The Secretary to Government of Madras in-charge of Labour,
Fort. St. George, Madras-9.

1. Name/s and address/es of the applicant/s.

2. If an authorized representative:—

- (1) Name/s of the workman/workmen.
- (2) Whether authorised in writing to make this application and recover the amount due.
- (3) If assignee/heir of the deceased workman state whether you are entitled to receive the payment of the afore said amount due to him/her.
- (4) Name and address of the employer.
- (5) Amount due.
- (6) Whether the amount is due,—

(a) under a settlement, if so, give details regarding the date of settlement and the parties to the settlement and enclose a copy of the memorandum of settlement.

(b) Under an award, if so, give details regarding the date of the award, the Industrial Dispute number, the name of the Labour Court or Industrial Tribunal and the number and date of the Government Order and the date, part and page of the Fort St. George Gazette in which the award was published; and

(c) under the provisions of Chapter V-A of the Industrial Dispute Act, 1947 (Central Act XIV of 1947), if so, specify the relevant provisions of Chapter V-A.

(7) Whether the amount is due according to the determination of a Labour Court under sub-section (2) of section 33-C the Industrial Disputes Act, 1947 (Central Act XIV of 1947). If so, give the following particulars, namely:—

Name of the Labour Court :

Name and date of claim petition :

Date of Labour Court's Order :

Whether certified extract or copy of the order of the Labour Court has been enclosed :

(8) Whether the applicant/applicants has/have received otherwise any part of the amount due from the employer.

I/We request that the Government of Madras may issue a certificate under sub-section (1) of section 33-C of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), for the said amount to the Collector of for recovering the said amount as an arrear of land revenue and paying it to me.

I/We certify that the particulars given above are true to the best of my/our knowledge and belief.

Signature of Applicant/s.

Station:

Date:

(Copy to the Commissioner of Labour, Madras-8).

AMENDMENT TO MADRAS PAYMENT OF WAGES RULES

(G.O. Ms. No. 4077 Industries, Labour and Housing (Labour) 5th October, 1966)

S. R. O. No. A. 1066 of 1966

In exercise of the powers conferred by sub-section (2) and (3) of section 26 of the Payment of Wages Act, 1936 (Central Act IV of 1936) the Governor of Madras hereby makes the following amendments to the Madras Payment of Wages Rules 1937, published with the late Development Department Notification No. 133, dated the 20th February 1937, at pages 356-359 of Part I of the Fort St. George Gazette, dated the 23rd February 1937 as subsequently amended the same having been previously published as required by sub-section (5) of the said section.

AMENDMENT

In the said rules, for Form No. IV, the following Form shall be substituted, namely:—

'FORM IV'

(Prescribed under rule 18)

ANNUAL RETURNS

WAGES AND DEDUCTIONS FROM WAGES

Return for the year ending 31st December, 196 .

1. (a) Name of the factory or establishment and postal address ...

(b) Industry

2. Number of days worked during the year

* 3. (a) Number of man-days worked during the year

Persons earning less than Rs. 400 per month

Adults

Children

† 3 (b)

Average daily number of persons employed during the year

Adults

Children

Total

* This is the aggregate number of attendances during the year.

† The average daily number of persons employed during the year is obtained by dividing the aggregate number of attendances during the year by the number of working days.

4. Gross amount paid as remuneration to persons getting less than Rs. 400 per month including deduction under section 7 (2) of which the amount due to profit sharing bonus is and that due to money value of concession is *

5. Total wages paid including deductions under section 7 (2) on the following accounts.

Persons receiving less than Rs. 400 per month

(a) Basic wages

(b) Dearness allowance

(c) Overtime wages and non-profit sharing bonus

(d) Other allowances in cash

(e) Arrears of pay in respect of previous year paid during the year...

Total ...

6. Deduction.

Persons receiving less than Rs. 400 per month

No. of cases Amount

(a) Fines

(b) Deductions for damage or loss

(c) Deductions for breach of contract...

7. Disbursement from the fines fund.

Purpose Amount

(a)

(b)

(c)

(d)

8. Balance of fines fund in hand at the end of the year

Signature ...

Designation ...

* Money value of concessions should be obtained by taking the difference of the cost price paid by the employer and the actual price paid by the employees for supplies of essential commodities given free or at concessional rates.

FINAL RECOMMENDATIONS OF THE CENTRAL WAGE BOARD FOR RUBBER PLANTATION INDUSTRY

(G.O. Ms. No. 4210, Industries, Labour and Housing (Labour), 17th October 1966)

III No. 1375 of 1966

The following resolution of Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 29th September 1966, is republished:—

No. WB-3 (18)/66. By their Resolution No. WB. 3 (5) 61/2, dated the 7th July 1961, the Government of India has appointed a Central Wage Board for the Rubber Plantation Industry, with the following composition and terms of reference:—

I. COMPOSITION

Chairman

Shri L. P. Dave.

Independent members

Shri T. Manan, M.P.

Dr. R. Balakrishna.

Members representing workers

Shri B. K. Nair.

Shri P. Ramalingam.

Members representing employers

Shri M. M. Varghese.

Shri C. H. S. London.

Consequent upon the resignation of Dr. Balakrishna, Shri V. L. D. Souza was appointed in his place.

II. TERMS OF REFERENCE

To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as far as possible.

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

- (i) the needs of the industry in a developing economy.
- (ii) the system of payment by results;
- (iii) the special characteristics of the industry in various regions and areas;
- (iv) categories of workers to be covered (this may be according to the definition of workmen in the Industrial Disputes Act); and
- (v) working hours in the industry.

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

2. The Board's final report was received by Government on the 12th August 1966.

3. The Board's recommendations are not unanimous. Minutes of dissent on certain matters have been appended by the employers' representatives have dissociated themselves from the wage structure evolved by the Wage Board and have added separate minutes of dissent. The Chairman and Independent members have added a note in explanation of the notes of dissent of the members representing employers and workers.

4. The position in regard to the points made out in the notes of dissent of the employers' and the workers' representatives has been considered by Government. A meeting with the representatives of the employers' and workers' Organizations was convened by the Government on the 20th September 1966 when both parties explained their points of view. After considering these carefully, Government accept the recommendations of the Wage Board, subject to the modification in wage rates as shown in the appendix and request the parties to implement them expeditiously.

5. The Government of India wish to express their appreciation of the work done by the Board and to convey the thanks to the Chairman and members of the Board.

**WAGE RATES RECOMMENDED BY THE CENTRAL WAGE BOARD FOR
RUBBER PLANTATION INDUSTRY AS MODIFIED BY GOVERNMENT**

(i) Daily rates of wages: The following are the daily rates of wages.

		From 1st May, 1964	1st April, 1965	1st April, 1966	1st April, 1967	1st April, 1968
		Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs. Ps.
I. FOR ESTATES OF 100 ACRES & MORE :						
(a) Kerala and Madras State :						
<i>Field workers :</i>						
Men	...	...	2-10	2-20	2-50	To be determined according to paragraph 1. 2.
Women	...	...	1-80	1-90	2-20	...
Adolescents	...	...	2-21	1-88	1-87	...
Children	...	...	1-08	1-10	1-28	...
<i>Factory workers :</i>						
Men	...	...	2-80	2-40	2-70	...
Women	...	...	1-95	2-05	2-35	...
Adolescents	...	...	1-44	1-51	1-70	...
(b) Mysore State :						
<i>Field workers :</i>						
Men	...	...	1-80	1-90	2-28	...
Women	...	...	1-40	1-50	1-88	...
Adolescents	...	...	1-10	1-16	1-38	...
Children	...	...	0-90	0-95	1-13	...
<i>Factory workers :</i>						
Men	...	...	1-90	2-00	2-38	...
Women	...	...	1-50	1-50	1-88	...
Adolescents	...	...	1-18	1-35	1-42	...
II. FOR ESTATES LESS THAN 100 ACRES :						
(a) Kerala and Madras State :						
<i>Field workers :</i>						
Men	...	...	2-08	2-18	2-43	...
Women	...	...	1-76	1-86	2-16	...
Adolescents	...	...	1-29	1-36	1-58	...
Children	...	...	1-80	1-08	1-24	...
<i>Factory workers :</i>						
Men	...	...	2-28	2-38	2-63	...
Women	...	...	1-91	2-01	2-31	...
Adolescents	...	...	1-39	1-46	1-85	...
(b) Mysore State :						
<i>Field workers :</i>						
Men	...	...	1-71	1-81	2-16	...
Women	...	...	1-29	1-39	1-74	...
Adolescents	...	...	1-08	1-19	1-31	...
Children	...	...	0-98	0-95	1-13	...
<i>Factory workers :</i>						
Men	...	...	1-81	1-31	2-26	...
Women	...	...	1-39	1-49	1-82	...
Adolescents	...	...	1-10	1-15	1-36	...

1. 2. **DEARNESS ALLOWANCES** — The daily wage rates mentioned in column (3) of paragraph 1. 1 above will correspond to the average Consumer Price Index number (1960-100) for Mundakayam for the year 1965, which stood at 135. Wages should be revised on 1st April, 1967 and 1st April, 1968 by adding dearness allowance at the rate of 1.1 Paise per day per point for the rise in the average consumer price index number for Mundakayam for the calendar years 1966 and 1967, respectively, over the level for 1965 this will however be subject to the condition that no dearness allowance will be payable in respect of any rise in the average index number over the level of 160 points.

2. **FIELD CLASSIFICATIONS** — Rubber fields are to be classified into seven classes in the manner shown below:

Class	Yield per acre	Standard output per tapping
I	Upto 110 kg.	1½
II	More than 110 kg. upto 180 kg.	3
III	More than 180 kg. upto 270 kg.	5
IV	More than 270 kg. upto 380 kg.	7
V	More than 380 kg. upto 480 kg.	10
VI	More than 480 kg. upto 540 kg.	12½
VII	More than 540 kg.	15

3. **TAPPING BLOCKS** — Tapping blocks for (a) ordinary tapping, (b) ladder tapping and (c) assisted collection tapping are to be as follows:

(a) in ordinary tapping—250 trees, where stand per acre is 100 or below and up to 300 trees in other cases as at present;

(b) in ladder tapping 135 trees; and

(c) in assisted collection tapping (under prescribed conditions)
(i) 375 trees in the first year in which the system of assisted collection tapping is introduced; (ii) 400 trees in the second and subsequent years; and (iii) higher tasks by mutual agreement.

4. **SAFEGUARD AGAINST RETRENCHMENT** — Recommendations in respect of tasks and assisted collection tapping are subject to the conditions that there should be no retrenchment of any tapper as a result thereof.

5. **PIECE RATES** — In addition to the fall-back wage mentioned below (paragraph 6), the minimum piece rates for tappers to be as follows:

Class of the rubber field	Rate in paise per ½ kg. upto standard output	Rate in paise per ½ kg. for output above the standard output
I	39	7
II	20	7
III	18	8
IV	9-8	8
V	8-80	10
VI	6-64	10
VII	5-60	10

6. **FALL-BACK WAGE** — Tappers are to be paid a fall-back wage at the rates mentioned below :

From	Kerala and Madras	Mysore
	Rs. P.	Rs. P.
1st May, 1964	1.04	0.74
1st April, 1968	1.11	0.81
1st April, 1968 to 31st March, 1969.	1.82	1.07

7. **SAFEGUARDS FOR THE EXISTING LEVEL OF EARNINGS OF TAPPERS IN MALABAR** — Recommendations for uniform piece rates throughout Kerala are subject to the condition that the higher earnings of the existing tappers under the old system should remain unaffected by granting them the difference between the earnings under the old system and those under the revised piece rates as personal pay.

8. **RUBBER INDUSTRY COVERED** — Recommendations are to apply to all rubber holdings and estates as defined under the Rubber Act, 1947, in the States of Kerala, Madras and Mysore.

9. **CATEGORIES OF EMPLOYEES COVERED** — Recommendations are to apply to all workers on Rubber Plantations, whether they work on the plantation itself or at any place in the rubber plantation district, coming within the purview of the definition of workman in clause (e) of section 2 of the Industrial Disputes Act, 1947. Employees working in any office situated at a district headquarter town are to be excluded.

10. **WORKING HOURS** — The time rated workers, for whom a task is not fixed should work for 8 hours a day.

11. **TIME RATED TAPPERS** — Time rated tappers who are employed exclusively for tapping should be paid not less than 40 Paisa more than the respective wage rates for the ordinary daily rated workers.

12. **SUPERVISORS/MAISTRIES** — The Supervisors / Maistries in rubber plantations are to be fitted in an all inclusive scale of Rs. 85-4-125-5-150 in the manner prescribed.

13. **STAFF WAGES** — The pay scales, dearness allowances servant allowance and provisions for fitment (mentioned below) are the same as modified by the Staff Settlement, dated 4th May, 1965.

(i) Scales of pay with effect from 1st January, 1965.

LARGE ESTATES IN ALL THE THREE STATES

General grade: Rs. 40/50-3-56-4-80 E. B. -5 120 E. B. 6-180.

Senior grade: 'A' Rs. 90-6-120- E. B. -7-148 - E. B.-8-196-200.

Senior grade: 'B' Rs. 150-10-280.

MEDIUM ESTATES IN MADRAS AND KERALA

General grade: Rs. 40/50-3-56-4-80-E. B.-5-130.

Senior grade: (For Rs. 90-6-120- E. B. -7-148- E. B. -8-180-10-220 heads of departments only).

MEDIUM 'B' ESTATES IN MYSORE

General grade: Rs. 40/50-3-60-4-80-E. B. -5-135.

Senior grade: Rs. 90-6-120-E. B.-7-148-E.B.-8-196.

MEDIUM 'A' ESTATES IN MYSORE

General grade: Rs. 40-3-55-4-75-E. B.-5-100.

Senior grade: Rs. 90-5-120-E. B.-6-156.

Note:—The definition of large, medium, medium 'A' and medium 'B' estates are the same as in the staff settlement of 1957 and 1958.

(ii) Fitment is to be according to the provisions made in the staff settlement, dated 4th May, 1965.

(iii) Dearness allowance, with effect from 1st January, 1963, is to be according to the United Planter's Association of Southern India's revised scale of dearness allowance, a schedule of which is attached to Staff Settlement date 4th May, 1965.

(iv) Servant allowance: at the rate of Rs. 35 per mensem except in the case of small A estates in Mysore where it is Rs. 17.50 per mensem.

14. **MIXED ESTATES** — Recommendations are to apply to all workers in rubber areas of the mixed estates.

MISCELLANEOUS

15. **PERIOD OF ENFORCEMENT** — Recommendations in respect of daily rated workers and supervisors / maistries are to take effect from 1st May, 1964 and to remain in force till 31st March, 1969 and the recommendations for the staff should take effect from 1st January, 1965 and remain in force till 31st December, 1969.

16. **SPLITTING OF RUBBER ESTATES** — Splitting of rubber estates is not to effect wage rates.

17. **CONTRACT LABOUR** — No contract labour is to be employed on normal work on plantations. All workmen employed on contract are to be considered as covered by the Board's recommendations and no discrimination is to be made in the matter of wages between the contract workers and regular workers. The principal employer should be responsible for payment of wages and implementation of labour laws.

18. Board's recommendations without prejudice to existing earnings, and benefits, etc.

Recommendations are without prejudice to the existing earnings, amenities and benefits, etc.

19. **MACHINERY FOR INTERPRETATION** — Any dispute about recommendations to be referred to the Labour Commissioner of the State concerned for interpretation, with the co-option of a representative each of the employers and labour in the rubber plantations in the State.

RECONSTITUTION OF LOCAL COMMITTEE FOR RAJAPALAYAM AREA UNDER EMPLOYEES' STATE INSURANCE (GENERAL) REGULATION

II - 1 No. 4919 of 1966

The following notification of the Regional Director, Employees' State Insurance Corporation, Madras, dated 26th September 1966, is published:—

No. MR/CO-3 (18)/66 (1):—It is hereby notified that the Local Committee, set up, vide this office Notification No. MR/Co-3 (5) / 63 (2), dated 31st October 1963, for Rajapalayam area under Regulation 10-A of the Employees' State Insurance (General) Regulation, 1950, has been reconstituted with the following members with effect from 26th September, 1966:—

Chairman

Under Regulation 10-A (1) (a)

1. The District Medical Officer, Ramanathapuram.

Members

Under Regulation 10-A (1) (b)

2. The Labour Officer, Virudhunagar.

Under Regulation 10-A (1) (c)

3. The Medical Officer-in-charge, State Insurance Dispensary, Rajapalayam.

Under Regulation 10-A (1) (d)

4. Shri S. CHOCKALINGAM, L. T. M., Manager, Sri Bharathi Cotton Mills (Member of Dakshina, Bharathi Small Mill Owners' Association, Coimbatore), Rajapalayam.

5. Shri K. A. NARAYANAN, Mill Manager, The Janakiram Mills Limited (affiliated to All-India Manufacturers' Organization), Rajapalayam.

6. Shri M. S. PALANISWAMY, General Superintendent, Government General Purpose Engineering Workshop, Rajapalayam.

Under Regulation 10-A (1) (e)

7. Shri R. PONNUSWAMY, General Secretary, Mill Owner's Union (Registered No. 1409) (AITUC) Rajapalayam.

8. Shri K. A. RAMASWAMY RAJA, Member, National Textile Workers' Union (Registered No. 1655), INTUC, Rajapalayam.

9. Shri T. K. VELAYUTHA RAJA, Assistant Secretary, National Engineering Workers' Union (INTUC), Bhupalarajapatti, Rajapalayam.

Under Regulation 10-A (1) (f)

10. The Manager, Local Office, Employees' State Insurance Corporation, Rajapalayam (Secretary).

STATISTICAL SUPPLEMENT

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 OCTOBER, 1966

Sl. No.	Name of the Establishment	Date of Settlement	Points of Disputes	Terms of Settlement
1	2	3	4	5
1	Bharat Motor Fibre Flex & Co., Pettai	26-10-66	Charter of demands.	The management agreed to pay ex-gratia payment of one month's wages to the workers who have put in a service of one year and above and proportionate ex-gratia payment to others who have put in a service of less than a year up to 3 months.
2	Vadapalani Press, Vadapalani, Madras-36	20-10-66	Fixation of scales of Pay, Dearness Allowance etc.	It is agreed that the scales of pay will be introduced with effect from 1-7-66 and that Dearness Allowance will be paid at the rate of 19 paise per point above 100 points of cost of living index and that the existing gratuity scheme will be amended as detailed in settlement.
3	M. Bilal Hussain & Co., and Bharath Chrome Tannery, Madras	4-10-66	Charter of Demands.	The management agreed to pay increments at the rates detailed in settlement to the workers and to confirm the workers on the terms of the settlement and also to pay the women workers in the wool washing Department a daily wage of Rs. 2 on the days work available to them.
4	The Stoneware Pipes (Madras) Ltd., Tiruvallur, Chingleput Dt.	12-10-66	Payment of Bonus for the year 1964-65.	The management agreed to pay an additional incentive allowance of 18 paise over and above the present rate of 0.19 paise, and to enhance the Dearness Allowance from Rs. 35 to Rs. 43 for all Permanent workers and also agreed to pay night allowance of 0.15 paise with regard to Bonus. The management agreed to pay Rs. 16.155 as detailed in settlement.
5	Adayar Industries, L. B. Road, Adayar	19-10-66	Non-employment of worker.	The management agreed to pay a sum of Rs. 100 to Sri G. Gopal in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
6	Shaw Wallace & Company Ltd., Glue Factory and Acid Plants, Kaduvetti, Sriperumbudur Tlk.	21-10-66	Payment of bonus for the year 1966.	The management agreed to pay Bonus on a slab system related to the profits of the Company of the previous year ex- pressed in terms of month's basic salary, as detailed in settlement.
7	Shaw Wallace & Company Ltd., Fertiliser and Super Phosphate Factory, Chingleput	21-10-66	do	do
8	Madura Mills Co. Ltd., Madurai	3-10-66	Non-employment of Sri Vellaichamy and Sri Palanichamy.	The management agreed to reinstate the workers with continuity of service but without back wages for a further period of 7 months (upto the period of retirement on 30-4-67)
9	Madura Mills Co. Ltd., Madurai	3-10-66	Non-employment of worker and suspension etc.	The management agreed a gesture of good will to treat the days of suspension of Sri Vellaichamy from 13-12-64 to 25-12-65 as leave on loss of pay.
10	Balakrishna Mills (P) Limited, Madurai	11-1-66	Non-employment of a worker.	The management agreed to pay the worker Sri Muruganandam, a sum of Rs. 100 in full and final settlement of all his claims against the management.
11	Somasundaram Mills (P) Limited, Somanathapuram, Ramnad Dt.	12-10-66	Wage cut by the manage- ment.	The management agreed to impose the wage out of only one day instead of the proposed eight days and also agreed to waive the cut in the service of the workers.
12	Sree Ramalinga Mills, Aruppukottai	12-10-66	Non-employment of 2 workers.	The management agreed to pay a sum of Rs. 90 to Sri P. Manickam in full and final settlement of all his claims.
13	Jawahar Mills Ltd., Chettinad Branch, Chettinad	13-10-66	Fixation of wages and workload for the winding section.	The management agreed to pay basic wages at rates prescribed in the settlement dated 23-9-56 and to pay ex-gratia amount of Rs. 100 to winders in respect of their claims for retrospective effect.
14	Srivilliputhur Co-operative Spinning Mills Limited, Srivilliputhur	17-10-66	Regarding work-load and wages.	The management agreed that the workmen in the Weaving Section will be given a work-load of a minimum of 40 doffs in English count for which they will be paid a basic wage of Rs. 35.10 and for every additional doff beyond 40 upto 42 an incentive of 7 Np. and beyond 42 and upto 44, 8 Np. and beyond 44, 9 Np. per doff will be paid as detailed in settlement.
15	Srivilliputhur Co-operative Spinning Mills, Srivilliputhur	17-10-66	Non-employment of worker	The management agreed to pay the worker Sri P. Karupiah half a month's wages for every completed year of service or part thereof in excess of six months in full and final settlement of all his claims against the management includ- ing his claim for reinstatement.
16	Somasundaram Mills (P) Limited, Somanathapuram, Muthanen- chal, Ramnad District	19-10-66	Non-employment of cer- tain workers.	The management agreed to take back to work the worker Sri P. Muthuramalingam on his tendering apology with effect from 20-10-1966 and also to consider the cases of the other workers leniently and to impose token punishment of Rs. 1 (one only).
17	Madura Mills Co., Ltd., Madurai	11-10-66	Non-employment of a worker	The management agreed to give work to Srimathy Anthony Annal from 17-10-66 till 15-5-1967 after which the worker will retire.
18	Janakiram Mills Ltd., (Spinning Mills), Rajapalayam	22-10-66	Bonus for 1964-65 and 1965-66.	The management agreed to pay 4% of the total earned wages of Rs. 43 whichever is higher to each workmen for each of the financial years 1964-65 and 1965-66.
19	Sree Meenakshi Mills Limited, Madurai	24-10-66	Promotion of workers	The management agreed to give a list to Sri Subbiah and Sri Sherif and promote them as wireman whoever was found to be efficient.
20	Madura Mills Co., Ltd., Madurai	24-10-66	Non-employment of a worker	The management agreed to provide employment to the son of Sri Muthuragaswami and to pay him gratuity and all other dues due to him in full and final settlement of all his claims against the management including his claims for reinstate- ment.
21	Sri Kochandaram Spinning Mills (Private) Limited, Madurai	29-10-66	Strike and demand for Deepavali Advance.	The management agreed to receive the order of Suspension pending the result of enquiry issued to Sri Pandian and the workers agree to resume work with effect from the 11 shift on 29-10-66 and the workmen agreed to receive the Deepavali Advance announced by the management.
22	Palani Andavar Mills Limited, Udumalpet	8-10-66	Workload and payment of wages in the cone- winding Department.	Both the parties agreed to refer the issue to the informal arbitration of Sri G. Ramanathan, Officer of the Southern India Mill Owners' Association, Coimbatore and to abide by his decision.

(1)	(2)	(3)	(4)	(5)
23	Tamilnadu Spinning Mills Limited, Anapudur, Tiruppur	1-10-66	Revision of wages etc.	Both the parties agreed to leave the matter for arbitration to Special Deputy Commissioner of Labour, Madras and to abide by his decision with regard to issue relating to revision of wages.
24	Raveendra Mills Limited, Singanailur, Coimbatore	5-10-66	Charter of Demands.	Parties agreed to abide by the decision of the arbitrator in respect of the issues. Payment of extra wages to drawing centers, payment of wages as per agreement to cone winding Department workers and allotment of doffing boys during night shifts and also to settle the other demands as detailed in the settlement.
25	Sri Sarada Mills Limited, Podanur	12-10-66	Alleged denial of employment to a worker, Smt. Kongiammal.	The management agreed to pay a sum of Rs. 16.30 in full settlement of the claims of the worker for retrenchment compensation and gratuity.
26	Sivanandha Mills Limited, Ganapathy, Coimbatore	13-10-66	Suspension of Sri Subbarayan.	The management agreed to reduce the two days suspension of the worker into one day, and to treat the other day as leave without wages.
27	Vyas Textiles, Singalur	17-10-66	Fixation of wages and work-loads, etc.	The management agreed to issue time cards for those workers who could be provided with work forth-with a detailed in Settlement. Both parties agreed for the rates of consolidated wages and workloads as detailed in settlement.
28	Shanmugha Cloth Printing Mills, Tiruppur	20-10-66	Non-employment of two workers	The management agreed to pay the workers Sri P. Subramaniam Rs. 14, and Sri R. Rangasamy Rs. 165 (in full and final settlement).
29	do	20-10-66	Non-employment of Sri N. Krishnasamy.	The management agreed to pay the worker a sum of Rs. 165 as ex-gratia payment in full and final settlement.
30	Suguna Mills (Private) Limited, Coimbatore	24-10-66	Bonus for the year 1965.	The management agreed to grant the minimum bonus of 4% of the workers' annual total earnings of the calendar year 1965 or 10% of the workers' gross annual basic earnings for the calendar year 1965 whichever is higher towards bonus for 1965.
31	G. R. & Company, Ganga Textiles, Pappanaickenpalayam, Coimbatore	24-10-66	Efficiencies and wages for the two new simple frames.	It is agreed that the issue relating to fixation of efficiencies and wages for the two new simple frames shall be referred to the informal arbitration of the Manager of the Mills and to abide by his decision.
32	Sri Balasubramania Mills Limited, Singanailur, Coimbatore	27-10-66	Revision of wages.	Parties agreed that the work assignment and the wages payable therefor, Basic wages inclusive of Wage Board increases in the new Cinemas Muller winding Machine shall be as detailed in the settlement.
33	Sri Natesar Spinning and Weaving Mills (Private) Ltd., Erode	27-10-66	Bonus for the year ending 31-3-66.	The management agreed to grant the minimum bonus of 4% of the workers annual total earnings of the year ending 31st March 1966 or 10% of the workers total annual basic earnings to the year ending 31-3-66 whichever is higher towards bonus for the year ending 31-3-66.
34	The Bhavani Mills Limited, Podanur	29-10-66	Non-employment of a worker.	The Management agreed to pay the worker Smt. Ponnammal a sum of Rs. 200 as an ex-gratia payment in full and final settlement of all her claims.
35	Ganga Textiles, Coimbatore	31-10-66	Non-employment of Gangadharan.	Both the parties agreed to refer the issue to the informal arbitration of the Manager of the Mills and to abide by his decision.
36	Yarn & Cloth Processing Centre, Peria Agraharam, Erode	31-10-66	Bonus for the year ending 30-6-66.	The management agree to grant festival advance of Rs. 50 to permanent, temporary and scriptory workers and Rs. 15 to apprentices against their claim for bonus for the year ending 3-6-66.
37	Renuka Engineering Works, Patel Road, Coimbatore	18-10-66	Bonus for 1965.	The management agreed to pay Bonus for the year 1965 as per the amounts noted against the names of the worker, in the settlement in full and final settlement of their claims with regard to bonus for 1965.
38	M/s. Prakash Engineering Co., Metupalayam Road, Coimbatore II	29-10-66	Payment of bonus for 1965-66.	The management agreed to pay 23 percent of their earned wages as bonus for those workers who were in service and workers who have not completed one year of service during that period to be paid proportionate Bonus as detailed in settlement.
39	M/s. Subbiah Foundry, Pappanaickenpalayam, Coimbatore	31-10-66	Bonus for the year 1965-66.	The management agreed to pay 20 percent of their earned wages as Bonus and workers who have not completed one year of service during that period will be paid proportionate Bonus.
40	Standard Engineering, Srenivas Theatre Road, Coimbatore	29-10-66	Bonus for 1965-66.	The management agreed to pay to the workers one and half months total earnings earned during the year ending 30-9-66 as bonus for the year 1965-66 in full and final settlement.

(1)	(2)	(3)	(4)	(5)
41	M/s. Dhandayuthapani Foundry Private Limited, Pappanickenpalayam, Coimbatore	31-10-66	Bonus for 1965-66.	The management agreed to pay the workers an amount equal to 20% of the annual total earnings of each individual worker and 20% to Apprentices and temporary workers, as bonus for the year 1965-66.
42	M/s. Balasubramania Foundry, Patel Road, Coimbatore-9	29-10-66	Bonus for 1965-66.	The management agreed to pay 23.5 percent of the total earned wages as bonus for 1965-66 to those workers who were in service and to those workers who have not completed one year of service, proportionate bonus will be paid.
43	Excel Industries, P. B. No. 1, Velandipalayam, Coimbatore	31-10-66	Bonus for 1965-66.	The management agreed to pay the workers bonus equivalent to 16% of the total wages of the workers as Bonus for 1965-66 and to persons who are having a service more than 6 months proportionate Bonus and to those who have put in less than six months service proportionate bonus will be paid as detailed in settlement.
44	Elitex Engineering Corporation (Private) Limited, Ganapathy, Coimbatore-6	29-10-66	Bonus for 1965-66.	The management agreed to pay 6% of the total annual earned wages for the year 1965-66 as bonus for the year.
45	M/s. Southern Engineering Industries, Avanashi Road, Pappanickenpalayam, Coimbatore	28-10-66	Bonus for 1965-66.	The management agreed to pay 20% of the total earnings as bonus for the year 1965-66 to the workers who were in service and to those workers who have not completed one year of service proportionate bonus to be paid as detailed in settlement.
46	M/s. The General Engineering Co., Mettupalayam Road, Coimbatore-11	31-10-66	Bonus for 1965-66.	The management agreed to pay 20% of the total earnings as bonus for the year 1965-66 to the workers who were in service and to those workers who have not completed one year of service proportionate bonus to be paid as detailed in settlement.
47	M/s. Subbiah Foundry, Pappanickenpalayam, Coimbatore	31-10-66	Wage Board Interim Relief.	The management agreed to implement for the interim relief granted by the wage board to the workers as detailed in settlement.
48	M/s. Ganapathy Engineering Manufactures Private Limited, Ganapathy, Coimbatore-6	31-10-66	Wage Board Interim Relief.	The management agreed to implement for the interim relief granted by the wage board to the workers as detailed in settlement.
49	The General Engineering Co., Mettupalayam Road, Coimbatore-11	31-10-66	do	do
50	M/s. Dhandayuthapani Foundry (Private) Limited, Pappanickenpalayam, Coimbatore	31-10-66	do	do
51	M/s. Broadway Engineering and Transport Company, Patel Road, Coimbatore	31-10-66	do	do
52	Excel Industries, P. B. No. 1, Velandipalayam, Coimbatore-11	29-10-66	do	do
53	M/s. Frakash Engineering Co., Mettupalayam Road, Coimbatore	29-10-66	do	do
54	M/s. Balasubramania Foundry, Patel Road, Coimbatore-9	29-10-66	do	do
55	Textool Company Limited, Ganapathy Post, Coimbatore-6	29-10-66	Certain issues.	The management agreed to increase the rate of tea from 0.06 paise to 0.07 paise and rate of tiffin from 0.06 P. to 0.07 and also for the meals and tiffin as detailed in settlement.
56	Sri S. Shamanna, Lorry Owner (MSS. 729) No. 14-A, First Street, Saint Colony, Madras-8.	3-10-66	Non-employment of 9 workers.	The management agreed to pay a sum of Rs. 270 to worker Sri Annamalai in full and final settlement of all his claims.
57	Jayavele Men's Style Shop, Gangu Reddy Street, Madras-8	3-10-66	Non-employment of 1 worker.	The management agreed to pay Rs. 500 to Sri. K. Krishnan in full and final settlement.
58	M/s. Syed Nizamuddin Taj Mahal Beedies, 8, East Muthiah Chetty Lane, Madras-21	3-10-66	Revision of D.A. wage scale etc.	The management agreed to lift the lockout immediately and to pay one month's basic wages as bonus in addition to 1 month basic wages already paid and also to reconsider the demand for additional Dearness Allowance as detailed in settlement.
59	Borosil Glass Works Limited, 8/9, Thanbu Chetty Street, Madras-1	6-10-66	Non-employment of two workers.	The management agreed to pay Rs. 163 to Sri K. Kannayiram as compensation Rs. 140 to Sri P. Balasubramaniam as compensation in full and final settlement.

(1)	(2)	(3)	(4)	(5)
60	Madras Pencil Factory, Madras-21	7-10-66	Bonus for 1965-66 etc.	The management agreed to give an adhoc increase of Rs. 4 with effect from 1-8-66 to all workers to pay Munuswamy on gratuity of Rs. 475 in full and final settlement and to pay Bonus at 3 months basic wages for 1965-66 as detailed in settlement.
61	Andhra Patrika, Thambu Chetty Street, Madras-1	11-10-66	Bonus for 1965-66.	The management agreed to pay 3 months basic wages as bonus for the years 1965-66 to 1967-68 in full and final settlement as detailed in settlement.
62	Norton & Co., (Type Foundry), 1-16, Baker Thiruvengada Mudali St., Choolai, Madras-7	12-10-66	Retrenchment and dismissal of certain employees.	Both parties agreed to refer the issue to the informal arbitration to Deputy Commissioner of Labour, Madras, and to abide by his decision.
63	Crown Talkies, Mint St., Madras-1	12-10-66	Non-employment of Sri V. Ponnusamy.	The management agreed to pay a sum of Rs. 650 to V. Ponnusamy as detailed in settlement.
64	Merrys Confectionery, No. 91, Acharappan St., Madras-1	14-10-66	Dearness allowance, payment of wages to weekly holidays, etc.	The management agreed to convert the daily wages into monthly wages to give the workers an adhoc increase of Rs. 10 in their monthly wages, as detailed in the settlement.
65	Thulasigam South Transports (P) Ltd., Madras-8	14-10-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 810 to Mohideen in full and final settlement of all his claims.
66	M/s. Geetha & Co., 2/69, Nattu Pilliar Koil St., Madras-1	17-10-66	Non-employment of 11 workers.	The management agreed to pay a sum of Rs. 4,250 as compensation in full and final settlement of all the claims of the 11 workers as detailed in settlement.
67	Super Power Press, 21, Sunkurama Chetty St. Madras-1	17-10-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 250 to Sri R. Krishnamoorthy in full and final settlement of all his claims.
68	Jal Hind Type Foundry, 26, Vadamalai Maistry St., Madras-1	18-10-66	Bonus for 1965-66.	The management agreed to pay 2 months basic wages to all the workers as bonus for 1965-66 as detailed in settlement.
69	T. Namburumal Naidu, 1/1, Sami Maistry St., Madras-3	18-10-66	Revision of wages, gratuity, bonus for 1964-65.	The management agreed to pay Rs. 7,000 as compensation to be distributed among 31 workers in full and final settlement of all their claims as detailed in settlement.

70	Mysindia Company, 62-B, Sydenhama Road, Madras-3	20-10-66	Non-employment of 26 workers.	The management agreed to pay Rs. 1000 as compensation to all the workers as detailed in settlement.
71	Madras Ice Factory and Cold Storage, 52/B, Sydenhams Road, Madras-3	25-10-66	Increment, Revision in Dearness allowance, night shift allowance etc.	The management agree to revise the existing dearness allowance of Rs. 13.50 and fix it at Rs. 25/- p.m. with effect from 1-6-66 and also to revise the Dearness Allowance of Rs. 25 to Rs. 27 p.m. with effect from 1-1-68 and also to pay gratuity to those persons who are having 5 years service as detailed in settlement.
72	Sunrise Chemical Industries, 12, Peria Thambi Mudali Street, Madras-7	26-10-66	General demands.	The management agreed to pay bonus at Rs. 50 for the financial year 1961-62 and also to pay Rs. 30 to each worker for each of the financial years 1962-63, 1963-64 and 1964-65 as detailed in settlement.
73	Mekala Talkies, Madras-7	do	Bonus for the years 1964 & 65.	The management agreed to pay one month consolidated wages including matinee allowance as bonus for 1965 and also agreed to treat the advance paid at 4% total earnings for 1965 will be carried forward and treated as advance for 1966.
74	Kasimari Industrial Corporation, 295, T. H. Road, Madras-21	do	Non-employment of 2 workers.	The management agreed to pay Rs. 690 and Rs. 350 as compensation to Sri V. Krishnan and P. Kannappan respectively.
75	M/s. Orient Traders, 452, Mint Street, Madras-1	27-10-66	Non-employment of a worker.	The management agreed to pay Rs. 400 to Sri N. Balaraman in full and final settlement of all his claims.
76	P.V.S. Lorry Service, No. 9, Kanaka Pillai Street, Tondiarpet, Madras-21	31-10-66	Non-employment of 2 workers.	The management agreed to pay Rs. 50 and Rs. 250 as compensation to the workers, R. Somasundaram and Sri Arumugam respectively.
77	Pioneer Transport, Nagercoil	5-10-66	Reinstatement of a Conductor	The management agreed to reinstate Sri M. Iyappan, Conductor, with effect from 5-10-66 and to pay the worker half of the back wages amounting to Rs. 277 as detailed in settlement.
78	New Ambadi Estate, Kulasekaram	11-10-66	Suspension of certain workers.	The management agreed to reduce the suspension period from 4 to 2 days in respect of all the 6 workers in question and agreed to pay 2 days wages to all the workers.

87	Sambandamoorthy Bus Service, 22-A, Mount Road, Madras-35.	12-10-66	Bonus for the year 1965-66 etc.	The management agreed to give two sets of uniforms per year to the workmen effective from 1966 and to pay 1½ months wages as bonus for the year 1965-66.
88	Diamond Bakery, 46, R. O. B. Street, 1st Lane, Madras-14.	18-10-66	Non-employment of C. P. Arunagum.	The management agreed to reinstate the worker with continuity of service but without back wages.
89	Deluxe Plastic Products, 3, Nelson Manicka Mudali Road, Madras-29.	17-10-66	Non-employment of workers.	The management agreed to pay Rs. 220 and Rs. 240 to Sri M. Abdul Khader and K. Kannaiappan in full and final settlement.
90	Smt. Sakuntala Ammal, Jagadeeswari Ammal, 85, Habibullah Sahib Street, Madras-5.	18-10-66	do	The management agreed to pay a sum of Rs. 100 and Rs. 65 respectively to M/s. Kapali and Nagoor Meeran in full and final settlement.
91	Indiz Book House, 1/155, Mount Road, Madras-2.	20-10-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 250 to the worker Sri D. Varadarajan in full and final settlement.
92	Reliance Motors Co. (P) Ltd., 151, Mount Road, Madras-2.	20-10-66	Bonus for the years 1965-1968.	The management agreed to pay 5 months basic salary as bonus for each of the years 1965-66, 1966-67 and 1967-68 to all employees who have put in 12 months of continuous service and proportionate bonus to all their workers (2 months basic salary to be paid before Deepavali and 3 months basic salary to be paid before Pongal).
93	Madras Photo Stores and Octograph studies, 186, Mount Road, Madras-2.	21-10-66	Bonus for the years 1963-64 and 1964-65.	The management agreed to pay 20% of the total wages earned by the workers as bonus for the year 1964-65 and also to introduce insurance scheme in the place of gratuity scheme as detailed in the settlement.
94	P. Govindarajulu Naidu and Co., 21, Habibullah Sahib Street, Madras-5.	21-10-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 200 to Sri S. Subramanian in full and final settlement of all his claims.
95	Reliance Motors Private Limited, 151, Mount Road, Madras-2.	25-10-66	Non-employment of Sri K. Chandran and suspension of Sri E. P. Inasu.	Both the parties agreed to refer the issues for informal arbitration to the Commissioner of Labour, Madras.

(1)	(2)	(3)	(4)	(5)
96	M/s. Vikram Studios and Vikram Productions, Madras.	26-10-66	Bonus to 1964-55.	The management having already paid 2 months wages as Bonus for the year, have agreed to pay (the balance) 12 days basic wages to all workers to reach 20% the maximum quantum of bonus.
97	Ancillary Products, C-10, Industrial Estate, Madras-32.	29-10-66	Non-employment of a worker.	The management agreed to reinstate Sri P. Lakshmanan into service with continuity of service but without back wages.
98	Jupiter Press Private Limited, Mount Road, Madras-18.	31-10-66	Charter of Demands	The management agreed to revise the scales of wage and Dearness Allowance as detailed in settlement.
99	Railway and Marine Engineering Works, B-5, Industrial Estate, Gaiindy, Madras-32.	31-10-66	Bonus for 1964-65	The management agreed to pay 27½ days wages as Bonus for 1964-65 and that 1965-66 minimum bonus will be paid as per section 10 of the Payment of Bonus Act.
100	Welback Estate, Lovedale P. O.	7-10-66	Payment of incentive wages.	The management agreed to pay an incentive of 40p. including job differential to the sprayers provided 15 acres are covered as detailed in the settlement.
101	Kelly Estate, New Hope P. O.	11-10-66	Suspension of worker.	The management agreed to reduce the suspension of Selvaraj from 4 days to one day and agree to pay 3 days wages.
102	Attikunnam Estate, Uppattai P. O.	11-10-66	Enrolment of bonafide dependents.	The management agreed to enroll about 50 bonafide dependents for purposes of placing from 1st January 1967.
103	Wentworth Estate, Cherambadi P. O.	11-10-66	Suspension of a worker.	The management agreed to reduce the period of suspension from 10 days to 5 days and also agreed to pay 5 days wages.
104	New Hope Estate, (Baram Division)	12-10-66	Regarding way expenses.	The management agreed to pay Sri P. T. Mohammed, the balance of way expenses ever and above what has already been paid.
105	Packakadu Estate, Springfield P. O.	19-10-66	Non-employment of 3 workers.	The management agreed to provide work to Arasany Annal, Raman and Palani Annal as employees there is work in the Estate.

106	Hallacurry Estate, Alderly P. O.	15-10-66	Payment of gratuity.	The management agreed to add the service of 5 years to the credit of the 26 workers mentioned in the settlement for purposes of calculation of gratuity from 1950 and also agreed to pay gratuity for a period of 21 years based on the rate of Rs. 1-10 and both parties agreed to calculate 15 days wages as gratuity in respect of every completed year of service.
107	Dodapattah Tea Gardens, Ottacamund.	17-10-66	Non-implementation of the Final Tea Wage Board recommendations.	The management agree to implement the final Tea Wage Board recommendations with effect from 1-10-66 and also agreed to pay the arrears of wages from 1-1-66 upto 30-9-66 on the basis of 11 P. for men and 10 P. to woman per day to each worker.
108	Cedara Estate, Yaddapally P. O.	21-10-66	Non-payment of higher wages to workers as recommended by the Final Tea Wage Board.	The management agreed to pay Rs. 2 for each man worker and Rs. 1.56 for each woman worker with effect from 1-10-66 and also to pay a minimum bonus of 4% of the total cash earnings of workers for 1965 and agreed to pay back wages from 1-1-66 to 15-10-66 as detailed in settlement.
109	Curzon Estate, Kotagiri.	21-10-66	Regarding deduction of wages and provision for uniforms.	The management agreed to make good the deductions of 20 P. made in their wages from 9th August 1966 till 21-10-66 and agreed to provide one set of uniforms to each permanent worker besides the two cumlilies as in the practice in the other estates.
110	Upper Dodabettah Estate, Coonoor.	3-10-66	Payment of wages to workers according to the Final Tea Wage recommendations.	The management agreed to implement the recommendations of the Final Tea Wage Board and agree to pay Rs. 2.11 for men, Rs. 1.66 for women with effect from 1-10-66 and to pay towards wages from 1-1-66 to 30-9-66 a flat sum of Rs. 20 for each permanent worker and Rs. 12 for the temporary workers as detailed in settlement.
111	Dodabettah Tea Plantations, Ooty.	3-10-66	Payment of higher wages to workers as recommended by the Final Tea Wage Board.	do
112	Katary Estate, Katary P. O.	24-10-66	Payment of increased wages etc.	The management agreed to pay the worker Sri. Raju an increase of 30 P. over and above his present wage and to fit him into the grade of Rs. 3.30 and to pay the worker Kutty Asari an increase of 35 P. over and above his present wage and to fit him into the grade of Rs. 3.60 as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
113	Attikunnah Estate, Uppatti P.O.	19-10-66	Payment of gratuity to the worker Srimathi Ponnamma.	The management agreed to pay gratuity to Smt. Ponnamma due to her as a special case as detailed in the settlement.
114	Kaveri Structural, Santhanapuram, Trichy.	1-10-66	Revision of scales of wages.	The management agreed to effect 20% increase in the present emoluments to all daily rated workers and monthly rated staff getting below Rs. 150 as detailed in settlement.
115	'903' Steam Beedi Company, Tiruchirappalli.	5-10-66	Non-employment of 2 drivers.	The management agreed to pay a sum of Rs. 250 to Sri R. Kannan alias Dhukaram Rao and a sum of Rs. 200 to Sri B. Govindan as detailed in settlement.
116	Iyyanar Transports, Thanjavur.	6-10-66	Non-employment of a Conductor.	The management agreed to pay a sum of Rs. 176 to Sri P. Venkatesan in full and final settlement of all his claims.
117	Tirupananthai Stores Ltd., Tirupananthai.	12-10-66	Non-employment of a worker.	The management agreed to pay the wages for the period from 23-5-66 to 31-5-66 to Sri N. Srinivasan, towards his claim for retrenchment compensation as detailed in settlement.
118	Annamalai Rice Mill, Kumbakonam.	12-10-66	do	The management agreed to pay a sum of Rs. 75 to Sri N. Periyann Chetti in full and final settlement of all his claims.
119	'484' Mark Beedi Factory, Inamkulathur, Tichy.	15-10-66	Fixation of rate of bonus for the manufacture of 'Satha Beedies'.	The management agreed that the rate of leaves per pound will be 0.55 P. till the present stock is exhausted and as the rate of the price of the leaves will be fixed as per fluctuation of the market as detailed in settlement.
120	Chidambaramanathan Lorry Service, Katbur.	19-10-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 30 to Sri M. Soverimuthu as compensation towards his claim as detailed in settlement.
121	Trichy Sri Rangam Transport Company, Tiruvaniikoll.	20-10-66	Bonus for 1966-67.	The management agreed to pay 2 months wages with dearness allowance as bonus for the year 1966-67 3/4 of the above quantum to be paid for Deepavali and the balance for Pongal as detailed in the settlement.

122	Vijaya Appalam Co., Dheramallur/ Trichy.	26-10-66	Retrenchment of work- men.	The management agreed to pay a sum of Rs 90 to each only nine of the workers mentioned in the settlement as detailed in the settlement.
123	Dhanalakshmi Rice Mill, Kallalangudi.	31-10-66	Non-employment of a worker.	The management agree to reinstate Sri Mohamed Bhava into service from 1-11-66 without continuity of service and also to pay a sum of Rs. 50 inclusive of his claim for bonus for the period he had worked.
124	Nizam Tobacco Company, Pudukkottai.	31-10-66	Introduction of gratuity scheme.	The management agreed to introduce a gratuity on the terms and conditions as detailed in the settlement.
125	Madras-Bangalore Transport Company, Madras.	5-10-66	Bonus for the financial year 1965-66.	The management agreed to pay 15% of the annual earnings of the individual inclusive of cost of living allowance as bonus for the financial year 1965-66 to grant an increment of Rs. 5 to M/s K. Ramasamy and sudalai Muthu and also to pay compensation to the workers mentioned in the settlement as detailed in the settlement.
126	P. R. Palanese Nadar & Sons, Rice Mill, Madurai.	10-10-66	Non-employment of a worker.	The management agreed to reinstate the worker Sri M. Mookaiya Pillai with effect from 15-10-66 with continuity of service and also agreed to pay Rs. 50 as compensation to the above worker for the period of his non-employment as detailed in the settlement.
127	Southern Railway Divisional Office Staff Co-operative Canteen Ltd., Madurai.	11-10-66	Suspension of worker Sri Maniasamy.	The management agreed to reduce the period of suspension from 2 days to one day and to pay the wages for one day.
128	Coronation Litho Works, Sivakasi	12-10-66	Non-employment of a worker.	The management agreed to pay to the worker A. Annamalai, a sum of Rs. 500 in full and final settlement of all his claims as detailed in settlement.
129	Standard Match Industries, Sivakasi	12-10-66	Non-employment of 2 workers.	The management agreed to reinstate the two workers Sri P. Krishnan and Sri Kaliappan with effect from 15-10-66 and also agreed to pay Rs 50 to Sri P. Krishnan and Rs 30 to Sri K. Kaliappan towards back wages.
130	Udipi Hindu Restaurant, East Veli St., Madurai	15-10-66	Bonus for 1966.	The management agreed to pay 1½ months wages as bonus to all the workers for the year 1966.

(1)	(2)	(3)	(4)	(5)
131	Mani Mess, Madurai	15-10-66	Bonus for 1966.	The management agreed to pay one month wages plus Rs. 5 as bonus to all the workers for the year 1966.
132	Arya Bavan, Madurai	do	Payment of bonus for 1966-67.	The management agreed to pay to all the workers 2 months wages as bonus for the year 1966-67.
133	Dellwalla Sweets, Madurai	do	do	do
134	Ajantha Photo Mount Works, Madurai	17-10-66	Non-employment of a worker.	The management agreed to pay to Sri K. M. Sundaram Rs. 180 in full and final settlement of all his claims.
135	Modern Lodge, Madurai	do	Bonus for 1965-66.	The management agreed to pay bonus for Deepavali 1966 to all the workers as detailed in settlement.
136	Vairavan Textiles, Madurai	do	Non-employment of a worker.	The management agreed to pay Rs. 15 to the worker Sri Sundaraperumal Chettiar in full and final settlement of all his claims.
137	Tamil Nadu (Tamil Daily) Madurai	do	Bonus for 1965-66.	The management agreed to pay all the workers a minimum of Rs. 75 as bonus and advance for Deepavali 1966 as detailed in settlement.
138	Palaniandavar Rice and Oil Mills, Dindigul	18-10-66	Non-employment of two workers.	The management agreed to pay a compensation of Rs. 150 to Sri R. Krishnasami Naidu and Rs. 300 to Sri S. Somu in full and final settlement of all their claims.
139	The Southern Railway Employees' Consumer Co-operative Stores Ltd., Dindigul	18-10-66	Non-employment of a worker.	The management agreed to pay the worker Sri T. Pakkiam an ex-gratia payment of two months salary and the salary in full for the one month period of suspension as detailed in settlement.
140	M/s. Meenakshi & Co. Tannery, Dindigul	18-10-66	Suspension of one worker and consequent strike.	The management agreed to pay all the workers their pay on 18-10-66.
141	Mappillai Vinayagar Factory, Dindigul	19-10-66	Bonus for 1965-66.	The management agreed to pay all the workers 2 months total wages as bonus for 1965-66.
142	Ambiga Motor Service, Karaikudi	20-10-66	Bonus for 1966 etc.	The management agreed to pay Drivers and Conductors a sum of Rs. 3 as daily batta from 1-11-66 and also wage increase of Rs. 5 to drivers and Rs. 3 to conductors with effect from 1-1-67 and also to pay bonus for 1966 at the rate of Rs. 100 and Rs. 85 respectively to drivers and conductors and two sets of dresses and one pair of chappals.
143	Palaniappa Transport, Karaikudi	21-10-66	Bonus for 1965-66.	The management agreed to pay 2 months basis wages as bonus for Deepavali 1966 to all workers.
144	Jayajothi Metal Works, Devakottai	do	do	The management agreed to pay a sum equivalent to one month's wages plus Rs. 25 to all the monthly paid workers as bonus for Deepavali 1966 and also to pay all the piece rate workers a sum of Rs. 90 as bonus for Deepavali 1966.
145	Abdulkader Motor Service, Karaikudi	do	Bonus for 1966 etc.	The management agreed to make Sri V. Ramasamy permanent with effect from 1-1-67 and also to pay all the workers bonus for Deepavali 1966 at the rate of Rs. 100 to each Driver and Rs. 85 to each conductor and to the others one month's wages plus Rs. 10 each.
146	Anantha Cafe, Madurai	24-10-66	Bonus for 1965-66.	Management agreed to pay one month's wages as bonus for the year 1965-66 to all the workers.
147	Indo Ceylon Hotel, Madurai	24-10-66	Bonus for the year 1965-66.	Management agreed to pay 2½ months wages as bonus for the year 1965-66 to all the workers.
148	Kamala Restaurant, Madurai	24-10-66	do	Management agreed to pay one month's wages as bonus for 65-66 to all the workers (excluding food allowance) as detailed in settlement.
149	Asoka Printers, Madurai	24-10-66	do	Management agreed to pay 1½ month's wages as bonus to the workers for the year 65-66.
150	Krishna Photo Mount Service, Madurai	24-10-66	do	Management agreed to pay to the monthly paid workers a sum equivalent to 1½ months wages as bonus for the year 65-66.
151	Suthanthiram Transports, Madurai	25-10-66	do	Management agreed to pay 2 months' total wages to all the workers as bonus for the year 65-66.
152	Chandra Vilas Scented Tobacco Factory, Dindigul	26-10-66	do	Management agreed to pay to all the 19 workers of the cut piece tobacco section a sum of Rs. 112.50 each as bonus for the year 65-66.

(1)	(2)	(3)	(4)	(5)
153	Natesar Press, Dindigul	26-10-66	Bonus for the year 1962-63 to 1965-66.	Management agreed to pay all the permanent workers a sum equivalent to two months' wages as bonus for 65-66 and also to pay all the permanent workers a consolidated sum of Rs. 35 each in full and final settlement of the claims for bonus for the years 62-63, 63-64 and 64-65.
154	Janatha Cafe, Alanganallur	26-10-66	Bonus for 1965-66.	Management agreed to pay bonus of one months' wages plus Rs. 5 to all the permanent workers and proportionate wages and proportionate bonus to others for the year 1965-66.
155	Palace Cafe, Madurai	27-10-66	do	Management agreed to pay to all the workers a sum equivalent to 1½ months' wages as bonus for the year 1965-66.
156	Narayana Cafe, Madurai	27-10-66	do	Management agreed to pay one month's wages to all the workers as bonus for the year 1965-66.
157	Nagoor Andavar Rice Mill, Palamedu	27-10-66	do	Management agreed to pay all the workers one month's wages as bonus for the year 1965-66.
158	Bardswell Press, Madurai	27-10-66	do	Management agreed to pay to all the workers one month's wages as bonus for the year 1965-66.
159	Loyola Printers, Madurai	28-10-66	do	Management agreed to pay Rs. 40 to Sri R. Raman as bonus and a proportionate amount to the other 3 workers as ex-gratia payment for 1965-66.
160	Sri Shanmuga Lunch Home, Madurai	28-10-66	do	Management agreed to pay 1½ months' wages as bonus for the year 65-66 to all the workers who have put in more than one year of service and proportionate bonus amount to those workers who have put in less than one year of service.
161	Mani's Cafe, Madurai	28-10-66	do	Management agreed to pay one month's wages plus Rs. 10 to all the workers who have put in more than one year of service as bonus and a proportionate amount to those workers who have put in less than one year of service for the year 65-66.

162	Venus Press, Madurai	28-10-66	Bonus for 1965-66.	Management agreed to pay 13% of the total earnings of the workers as bonus for the year 1965-66 as detailed in the settlement.
163	Naaz Dry Cleaners, Madurai	31-10-66	Bonus for 1964-65 and 1965-66.	Management agreed to pay Rs. 50 as bonus advance and Rs. 10 as pay advance to all the workers as detailed in the settlement.
164	Mysore Sweet Stall, Madurai	31-10-66	Bonus for the year 1965-66.	Management agreed to pay 1½ months' wages as bonus to the year 1965-66 to all the workers.
165	Modern Sweet Stall, Madurai	31-10-66	do	Management agreed to pay 1½ months' wages as bonus for the year 1965-66 to all the workers.

SETTLEMENT EFFECTED BY THE DEPUTY COMMISSIONER OF LABOUR

1	Karamalai Estate, Valparai	20-10-66	Non-confirmation of a workman.	Both parties agreed that the workman Velu should be paid 180 only in full and final settlement of his claims for difference in wages.
2	Gobald Motor Service, Mettupalayam	21-10-66	Non-employment of 2 workers.	Parties agreed that Sri S. Pandian should be reinstated with continuity of service but without back wages, if he reports for duty after tendering an apology for the incident on 31-8-65.
3	Kumbakonam Electric Supply Corporation Ltd., Kumbakonam	27-10-66	Revision of wage scale etc.	The management agreed to pay the increment per settlement as Dearness Allowance of Rs. 47 p. m. based on the Tiruchy cost of living index at 40 points and further D. A. at the rate of 17 P. per point over 400 points with effect from 1-10-66.

2. PARTICULARS OF VOLUNTARY AND COLLECTIVE AGREEMENTS
MADE BETWEEN EMPLOYEES AND EMPLOYERS DURING THE
MONTH OF OCTOBER '66

Sr. No.	Name of the concern	Date of agreement	No. of workers involved	Issues
1.	Certain Leather Mundies, in Madras City.	5-10-66	All Maistries	Demands.
2.	I. C. I. (India) Ltd., Madras-1	16-10-66	—	Age of retirement.
3.	B & C Mills, Madras-1	18-10-66	1	Change of occupation.
4.	Parry & Co., Madras-1	14-10-66	1800	Bonus etc.
5.	Muller & Phipps (India) (P) Ltd., Madras-1.	27-10-66	54	Allowances.
6.	Sree Meenakshi Mills Ltd. Madurai and Paravai, Thiagesar Alai, Manaparai -vs- National Textile Workers Union, Madurai.	25-10-66	5500	Bonus for 65-66.
7.	Sithalakeshmi Mills Ltd., Tirunagar-vs- National Textile Workers Union, Madurai.	28-10-66	—	do
8.	Varadalakeshmi Mills, Manamadurai.	28-10-66	200	do
9.	Anamalaiyar Mills, Dindigul.	26-10-66	280	Bonus for 64-65 and 65-66.
10.	The Management of the Tharamangalam Weavers Co-operative Society Ltd., Tharamangalam -vs- Sri M. S. Ramanathan Secretary, The Cloth Press and General Workers' Union, Salem.	4-10-66	—	Bonus 25% increment in pay. Provident Fund Scheme from 1-7-66.
11.	The Management, Royal Tyre Retreading Company, Salem -vs- M. S. Ramanathan, Secretary, Cloth Press and General Workers' Union, Kitchipalayam.	20-10-66	—	Charter of demands increase in salary Bonus and Introduction of gratuity scheme.
12.	The Management of Lilly Spinning Industries, Komarapalayam. -vs- President, National Textile Workers' Union, Komarapalayam.	19-10-66	—	1. Shift timings. 2. Introduction of Provident Fund Scheme. 3. Bonus for Deepavali.
13.	The Management of Sri A. Jaya Thilagam, Proprietor, K. R. M. S. Dharmapuri and their workman.	24-10-66	—	1. 1½ months bonus for deepavali, 65-66.

(1)	(2)	(3)	(4)	(5)
14.	The Management of S. D. U. M. S. (P) Ltd., Dharmapuri and their workmen.	24-10-66	—	1. 1½ months bonus for deepavali 65-66. 2. Dress allowance.
15.	The Management of Sri Mohan Bros, K. R. M. S. Dharmapuri.	24-10-66	—	do
16.	The Management of Vimalan Bros., Proprietor, K.R.M.S. Dharmapuri and their workmen.	24-10-66	—	do
17.	Thiakesar Alai, Manaparai and Thiakesar Alai National Workers' Union, Manaparai.	28-9-66	123	Permanency and promotion of workers employed.
18.	Sri Sabari Mills (P) Ltd., K. Sathanoor and Sri Sabari Weaving & Spinning Mills National Workers Union, Trichy.	26-9-66	—	General demands.
19.	K. R. Subbiah Tape Factory, Worliur, Tiruchirapalli and Trichy District Textile Workers' Union, Trichy.	26-10-66	—	Closure of night shift and retrenchment of workers.
20.	Madurai Alaganallur Transport, Madurai and Madurai Motor Thozhilalar Sangam, Madurai.	16-9-66	22	The management agreed to pay two (2) months wages as bonus for 66-67.
21.	Nataraja Lodge Meals & Biryani Hotel, Madurai & Madurai General Workers Union, Madurai.	27-9-66	21	The management agreed to grant a sum of Rs. 8 and Rs. 4 as increase in the salary with effect from September 1966 for Manager, Cashier, Master and Bill Master, Supplier, Stall, Store etc. respectively.
22.	Sri Meenakshi Bus Service, Arappalayam Bypass Road, Madurai & Madurai Motor Thozhilalar Sangam, Madurai	11-10-66	15	The management agreed to pay two months wages as bonus for 65-66.
23.	Gowri House metal Works, Rajapalayam & National Engineering Workers' Union, Rajapalayam.	10-10-66	116	The management agreed to pay 15% of total wages earned by the workers during 65 as bonus for 1966.

(1)	(2)	(3)	(4)	(5)
24.	Madura Sugars Ltd. & Madura Sugars Mills Labour Union, Madurai.	19-10-66	421	Dearness Allowance
25.	New Central Cafe, Madurai and Madurai Mavatta Podhu Thozhilalar Sangam, 50-51 West Masi Street, Madurai.	28-10-66	28	The management agreed to pay Rs. 3,400 in full and final settlement of their claim against the management including their right of reinstatement arrears of wages and bonus.
26.	Bobli Brothers, Madurai and Madurai Mavatta Podhu Thozhilalar Sangam, Madurai.	17-10-66	—	The Management agreed to pay Rs. 300 to the worker in full and final settlement of all his claims.
27.	Sree Visalakshi Achakam, Madurai & Madurai Dist. National Labour Union, Madurai.	17-10-66		The management agreed to pay to all the workmen 4% of their men total earnings of Rs. 40 whichever is higher as bonus for 65-66.
28.	Madura Sugars Ltd. & Madura Sugar Mills Labour Union, Madurai.	20-10-66		The management agreed to pay to 421 workers and staff members 4% of the gross earnings (i.e.) basic wage and D.A. as advance for Deepavali.

8. STATEMENT SHOWING THE LIST OF 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 DURING THE MONTH OF OCTOBER, 1966.

Sl. No.	Name of the concern in which dispute has arisen	Issues	G.O. No. and date of reference
INDUSTRIAL TRIBUNAL, MADRAS			
Coimbatore District			
1.	Erode Service Central Workshop and Gobi Service Central Workshop, Coimbatore.	Whether the closure of the workshop and consequent non-employment of the workers are justified, and if not to what relief the workers are entitled.	G.O. Ms. No. 3964, dated 26-9-'66 of the Department of Industries, Labour and Housing (Labour)
2.	Anamalais Rodeway Company Limited, Attakudi P. O.	Whether the demand for introduction of a gratuity scheme is justified, and if so, to formulate a scheme. To fix the age of superannuation of the workers. Whether the retirement of Sri Nayagam driver is premature and if so, to what relief he would be entitled.	G.O. Ms. No. 3976, dated 27-9-'66 of the Department of Industries, Labour and Housing (Labour)
Madras District			
3.	K. C. P. Limited, Central Workshop.	Whether the demand for abolition of contract system in the loading, unloading, packing and fettling sections and the absorption of the sixty seven workers mentioned in the annexure, into direct employment is justified and if so, to what relief they would be entitled.	G. O. Ms. No. 4109, dated 7-10-'66 of the Department of Industries, Labour and Housing (Labour)
4.	114 Leather Mandies in Madras.	Whether the demand for fixation of wage scales to different categories of workers is justified, if so to fix the scales and determine the method of filament of the workers in the appropriate scale. Whether the demand for increase in the current piece-rates is justified if so to fix the quantum. Whether the demand for payment of dearness allowance is justified if so to fix the rate. Whether the demand for payment of bonus for 1964-65 and 1965-66 is justified, if so to fix the quantum.	G. O. Ms. No. 4109, dated 7-10-'66 of the Department of Industries, Labour and Housing (Labour)

(1)	(2)	(3)	(4)
		Whether the demand for introduction of a gratuity scheme is justified; If so to formulate a gratuity scheme.	
Salem District			
5. Sowdambigai Motor Service, Dharapuram.	Whether the demand to the workers for payment of bonus for 1984-85 is justified; and if so to fix the quantum.	G. O. Ms. No. 4023, dated 1-10-'66 of the Department of Industries, Labour and Housing (Labour)	
Tiruchirappalli District			
6. Seshasayee Paper and Board Limited, Bagasee Unit, Pugalur at Karur.	To fix the permanent complement of workers and to decide the persons that should be absorbed in the Cadre."	G. O. Ms. No. 3869, dated 19-9-66 of the Industries, Labour and Housing (Labour)	
	To fix the rate of wages for casual workers.		

SPECIAL INDUSTRIAL TRIBUNAL, COIMBATORE

MADRAS STATE:

7. Inclusion of certain textile Mills as parties in respect of disputes between the workmen and the managements of certain Textile Mills in State of Madras.	Payment of Bonus for the year 1963 and 1964.	G. O. Ms. No. 4049 dated 8-10-'66 of the Industries, Labour and Housing (Labour)
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LABOUR COURT, COIMBATORE

Coimbatore District			
8. Theatre Delite, Coimbatore.	Whether the demand of the workmen for revision of wages and fixation of scales of wages is justified and if so, to fix them.	G. O. Ms. No. 3840, dated 16-9-66 of the Industries, Labour and Housing (Labour)	
	Whether the demand of the workers for the introduction of separate dearness allowance is justified, and if so to fix the quantum.		
	Whether the demand of the workers for increased rate of batta is justified and if so to fix the quantum.		
9. Theatre Naaz, Coimbatore.	Whether the demand of workmen for revision of wages and fixation of scales of wages is justified, and if so to fix them.		
	Whether the demand of the workers for the introduction of separate dearness allowance is justified, and if so to fix the quantum.	G. O. Ms. No. 3841, dated 16-9-'66 of the Industries, Labour and Housing (Labour)	
	Whether the demand of the workers for increased rate of batta is justified; and if so to fix the quantum.		

(1)	(2)	(3)	(4)
10. Sabapathy Knitting Company, Tiruppur.	Whether the non-employment of Sri R. Govindaraj and Sri S. Gopalasamy and Sri R. Venkatachalam is justified and if not to what relief each would be entitled.	G. O. Ms. No. 3874, dated 27-9-'66 of the Industries, Labour and Housing (Labour)	
	To compute the relief if any awarded in terms of money for each if it can be so computed.		
11. Sri Kannapiran Mills Limited, Souripalayam, Coimbatore.	Whether the non-employment of Sri S. R. Guruswami, (Watchman T. No. 9) is justified; and if not to what relief he would be entitled.	G. O. Ms. No. 3875, dated 27-9-'66 of the Department of Industries, Labour and Housing (Labour)	
	To compute the relief if any, awarded in terms of money if it can be so computed.		
Salem District			
12. Mettur Industries Limited, Mettur Dam.	Whether the retirement of Sri Palaniappan (T. No. 1771) is justified and to what relief he would be entitled.	G. O. Ms. No. 3871, dated 27-9-'66 of the Department of Industries, Labour and Housing (Labour)	
	To compute the relief if any, awarded in terms of money if it can be so computed.		
LABOUR COURT, MADRAS			
Chingleput District			
13. M. A. Rahim Service, Pallavaram.	Whether the non-employment of Sri V. Kannalyan and Sri S. R. Munusamy is justified, and if not, to what relief each is entitled.	G. O. Ms. No. 1777, dated 18-9-66 of the Department of Industries, Labour and Housing (Labour)	
	To compute the relief if any, awarded in terms of money if it can be so computed.		
Madras District			
14. New Lala Meat Stall, Madras.	Whether the demand for increase in wages is justified; and if so, to fix the quantum in respect of each worker.	G. O. R. No. 1775, dated 13-9-'66 of the Department of Industries, Labour and Housing	
15. Seamen's Welfare Committee, Madras.	Whether the demand for fixation of scales of pay for the different categories of workmen is justified and if so to fix the scales.	G. O. R. No. 1885, dated 30-9-66 of the Department of Industries, Labour and Housing (Labour)	
	Whether the demand for payment of separate dearness allowance is justified and if so to fix the quantum.		
	Whether the demand for payment of bonus for 1963-64 is justified and if so to fix the quantum.		

(1)	(2)	(3)	(4)
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LABOUR COURT, MADURAI

Madurai District

16. Madurai Alaganallur Transport Private Ltd., Madurai. Whether the non-employment of Sri K. Muthukrishnan, is justified if not, to what relief he is entitled.
- G. O. R. No. 1829, dated 22-9-66 of the Department of Industries, Labour and Housing

To compute the relief if any awarded in terms of money if it can be so computed.

Tirunelveli District

17. Sugamar Transport, Tirunelveli. Whether the non-employment of Sri Pandara Nadar and Sri Sankaralinga Pandaram is justified and if not, to what relief they are entitled.
- G. O. R. No. 1810 dated 19-8-66 of the Department of Industries, Labour and Housing.

Tiruchirappalli District

18. Vincent and Company Private Limited, Trichy. Whether the transfer of Sri P. Sethuraman from Tiruchirappalli branch to Madurai Branch is justified.
- G. O. R. No. 1820, dated 20-9-66 of the Department of Industries, Labour and Housing.

19. Sri Ramakrishna Tapovanam Press, Tiruparanthurai. Whether the non-employment of 18 workers mentioned in the Annexure is justified, and if not to what relief they are entitled.
- G. O. R. No. 1821, dated 20-9-66 of the Department of Industries, Labour and Housing.
- To determine the relief if any awarded in terms of money if it can be so computed.

4. STATEMENT SHOWING THE LIST OF AWARDS OF THE INDUSTRIAL TRIBUNALS AND THE LABOUR COURTS PUBLISHED IN THE SUPPLEMENT TO PART II OF THE FORT ST. GEORGE GAZETTE DURING THE MONTH OF OCTOBER, 1966

S. No.	Name of Concern	Page No. and Date of the Gazette	G. O. No. and Date
1	2	3	4
1. Enfield India Limited, Madras.		15-17 5-10-66	G. O. R. No. 1881 Industries, Labour and Housing, dated 22-9-66
2. Ashok Leyland Co-operative Canteen Ltd., Ennore, Madras-57		17-18 5-10-66	G. O. R. No. 1882 Industries, Labour and Housing, dated 29-9-66
3. Jeevanlal (1929) Ltd., Madras.		18 5-10-66	G. O. R. No. 1883 Industries, Labour and Housing, dated 29-9-66
4. Barmah Shell, Caltex and Esso Oil Companies Ltd., Madras.		19-21 5-10-66	G. O. R. No. 3924 Industries, Labour and Housing, dated 23-9-66
Tirunelveli District			
5. Tirumalai Mills, Tirunelveli.		17 28-10-66	G. O. R. No. 1994 Industries, Labour and Housing, dated 15-10-66
Madurai District			
6. Bagavathi Vilas Cigar Factory, Dindigul.		17-18 26-10-66	G. O. R. No. 1995 Industries, Labour and Housing, dated 15-10-66

BEFORE THE SPECIAL INDUSTRIAL TRIBUNAL, MADRAS

7. Buckingham and Carnatic Mills Ltd., Madras. 18-28
26-10-66 G. O. R. No. 4188 Industries, Labour and Housing, (Lab) dated 14-10-66

LABOUR COURT, MADRAS

8. William Jacks and Company Ltd., Madras-1 10
19-10-66 G. O. R. No. 1965 Industries, Labour and Housing, dated 14-10-66
9. M/s. Chotobhai and Company, Madras-1 10-11
19-10-66 G. O. R. No. 1966 Industries, Labour and Housing, dated 14-10-66
10. *Solar Printers, Madras. 18
28-10-66 G. O. R. No. 1962 Industries, Labour and Housing, dated 14-10-66

1	2	3	4
ADDITIONAL LABOUR COURT, MADRAS			
Tanjore			
11. Solomn Foundry, Nagapattinam.	6-7 12-10-66	G. O. R. No. 1933 Industries, Labour and Housing, dated 7-10-66	
12. 20th Century Fox Corporation India (Private) Ltd., Madras.	11 19-10-66	G. O. R. No. 1942 Industries, Labour and Housing, dated 10-10-66	
13. Cement Article Works, Madras.	11 to 15 19-10-66	G. O. R. No. 1964 Industries, Labour and Housing, dated 14-10-66	
LABOUR COURT, COIMBATORE			
Coimbatore District			
14. *M. C. S. (Private) Ltd., City Service, Coimbatore.	1-9 5-10-66	G. O. R. No. 1847 Industries, Labour and Housing, dated 24-9-66	
15. Hindustan Equipment Manufacturies, Krishnarajapuram, Ganapathy.	9-12 5-10-66	G. O. R. No. 1848 Industries, Labour and Housing, dated 24-9-66	
16. Barwood Estate, Naduvattam Post, Coimbatore.	1-6 12-10-66	G. O. R. No. 1929 Industries, Labour and Housing, dated 7-10-66	
17. Seva (Private) Limited, Kuniamuthur, Coimbatore.	1-4 19-10-66	G. O. R. No. 1938 Industries, Labour and Housing, dated 13-10-66	
18. Spider Knitting Company, Tiruppur.	15 & 16 26-10-66	G. O. R. No. 2034 Industries, Labour and Housing, dated 20-10-66	
19. Combodia Mills Limited, Coimbatore.	16-17 26-10-66	G. O. R. No. 2050 Industries, Labour and Housing, dated 21-10-66	
The Nilgiris District			
20. Chamraj Estate, Chamraj Post, Nilgiris.	12-14 5-10-66	G. O. R. No. 1849 Industries, Labour and Housing, dated 24-9-66	
21. Spencers and Company Ltd., Ootacamund.	4-10 19-10-66	G. O. R. No. 1959 Industries, Labour and Housing, dated 13-10-66	

1	2	3	4
Salem District			
22.	V. Rajamanickam Pillai Transports (Private) Limited, Tiruchengodu.	14-15 26-10-66	G. O. R. No. 2033 Industries, Labour and Housing, dated 20-10-66
LABOUR COURT, MADURAI			
Madurai District			
23.	Madurai Alanganallur Transports (Private) Ltd., Madurai.	6 & 7 26-10-66	G. O. R. No. 1978 Industries, Labour and Housing, dated 15-10-66
24.	P. S. S. Transports (Private) Ltd., Madurai.	7 to 10 26-10-66	G. O. R. No. 1979 Industries, Labour and Housing, dated 15-10-66
25.	V. S. Chellam Soap Factory, Madurai.	10 26-10-66	G. O. R. No. 1980 Industries, Labour and Housing, dated 15-10-66
26.	*S. M. Transports, Tallakulam, Madurai.	10 & 11 26-10-66	G. O. R. No. 1989 Industries, Labour and Housing, dated 15-10-66
27.	*S. M. Transports, Madurai.	11 & 12 26-10-66	G. O. R. No. 2022 Industries, Labour and Housing, dated 19-10-66
Trichy District			
28.	Tiruchy Co-operative Motor Trans- port Society for Ex-servicemen Ltd. Tiruchirapalli.	2 to 4 26-10-66	G. O. R. No. 1976 Industries, Labour and Housing, dated 15-10-66
Ramanathapuram District			
29.	Jawahar Mills, Chettinad, Ramnad District.	4 to 6 26-10-66	G. O. R. No. 1977 Industries, Labour and Housing, dated 15-10-66
30.	Jayaiothi and Company, Lessee Sri Shanmugha Mills, Rajapalayam.	13 & 14 26-10-66	G. O. R. No. 2024 Industries, Labour and Housing, dated 19-10-66
Tirunelveli District			
31.	*Unnamalai Transport, Tuticorin.	12 & 13 26-10-66	G. O. R. No. 2028 Industries, Labour and Housing, dated 19-10-66

6. STATEMENT SHOWING THE CLOSURE AND STOPPAGES IN THE FACTORIES AND MILLS FOR REASONS OTHER THAN STRIKES AND LOCKOUTS IN THE STATE OF MADRAS, FOR THE MONTH OF OCTOBER 1966.

Sl. No.	Name of the Concern	Industry	No. of workers involved	Closure Began/Ended	Cause	Amount of Compensation paid to the workers
1	V. Guruviah Naidu & Sons, Tannery, S. No. 839/1, Pallapattai, Madurai Road, Dindigul.	29/291	68	24-9-66	...	Certain difficulties
2	V. Alagarasamy Velar (Firm) Tannery, P. S. 276, Batlagundu Road, Dindigul.	29/291	12	1-10-66	...	do
3	Raja Metal and Alloys Argus Estate, Peejamadu Post, Coimbatore.	86/380 (f)	3	1-8-66	...	Loss in business
4	The Amaravathi Co-operative Sugar Mills Limited, Krishnapuram Post, Coimbatore.	20/207/(a)	373	Closure of special season 65-66	...	Due to non availability of sugar cane
5	X. Glenvans Estate, Tea Factory, New Hope Post.	20/209 (a)	31	7-9-66 to 10-10-66	...	To replace the machine
6	The Combodiya Mills Ltd., Kondipudur.	Textile 1285	26-9-66			Alternative work allotted

Paid as per Rule

7. PARTICULARS OF COMPLAINTS RECEIVED, INVESTIGATED AND SETTLED BY THE LABOUR OFFICERS IN THE STATE OF MADRAS, FOR THE MONTH OF OCTOBER, 1966

Labour Officers	No. of complaints received										Total	No. of complaints investigated and otherwise disposed of including those previously pending.	No. of complaints pending at the end of the month
	complaints pending at the beginning of the month	Wages and allowances	Bonus	persons dismissed and suspension etc.	Retrenchment	Leave facilities and hour of work	Others not classified	Causes not known	Total				
Coimbatore-I	455	17	35	19	1	11	44	115	142	428			
Coimbatore-II	278	2	25	10	1	11	28	65	36	307			
Coonoor	88	6	3	4	5	11	15	44	48	84			
Madras-I	99	25	30	10	1	11	13	77	91	85			
Madras-II	93	13	17	30	2	11	16	65	76	82			
Madras-III	68	2	5	10	2	11	5	35	36	67			
Madurai-I	121	1	9	15	1	11	20	45	67	99			
Nagercoil	11	—	9	7	—	11	6	13	15	9			
Coimbatore-III	226	5	33	27	1	11	14	79	55	250			
Madurai-II	317	5	80	15	1	11	20	120	70	367			
Salem	88	3	8	14	1	11	32	57	35	110			
Tiruchirappalli	78	16	3	6	1	11	5	31	37	72			
Tirunelveli	145	11	8	17	1	2	9	47	52	140			
Vellore	64	5	3	14	1	11	26	88	29	123			
Total ...	2,131	111	259	238	8	14	251	881	789	2,223			

8. Madras Industrial Employment (Standing Orders) Act, 1946.

STATEMENT SHOWING THE NUMBER OF STANDING ORDERS, CERTIFIED DURING THE MONTH OF OCTOBER, '66.

1. No. of Standing orders certified as on 1-10-66 ...	1,883
2. No. of Standing orders certified during the month...	Nil
3. Total ...	1,883
4. Amendment to Standing Orders certified during the month ...	1

9. Workmen's Compensation Act 1923

STATEMENT SHOWING THE NUMBER OF ACCIDENTS REPORTED AND AMOUNT OF COMPENSATIONS PAID FOR THE MONTH OF OCTOBER, 1966

	Number of accidents reported by employees	Amount of compensation Rs.
(a) Death	7	1,16,769
(b) Permanent disablement	11	7,865
(c) Temporary disablement	21	Nil
Total ...	39	1,23,824

10. Workmen's Compensation Act 1923.

STATEMENT SHOWING THE NUMBER OF CASES FILED & DISPOSED OF UNDER WORKMEN'S COMPENSATION ACT, 1923 FOR OCTOBER, 1966

Sl. No.	Nature of claims	No. previously pending	No. received	Total	Disposed of	Balance
1. Application under Section 10:						
(a)	Fatal	127	10	137	17	120
(b)	Non-fatal					
(i)	Permanent	109	18	124	9	115
(ii)	Temporary	11	3	14	1	13
2. Deposits Under Section 8 (1)						
(a)	Fatal	99	19	118	28	90
(b)	Persons under legal disability	18	4	17	2	15
3. Deposits Under Section 8 (2)						
		3	1	4	2	2
4. Memorandum of agreement						
(i)	Permanent disablement	94	33	127	26	106
(ii)	Temporary disablement	4	3	7	2	5
5. Recovery Under Section 31						
		12	1	13	1	12
6. Indemnification application under Sec. 12 (2)						
		12	4	16	—	16
Total ...						
		484	98	577	84	493

11. Cases under the Payment of Wages Act, 1936.

Pending as on 1-10-1966	516
Received during the month	50
Disposed of during the month	67
Pending as on 31-10-66	499

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

Pending as on 1-10-1966	358
Received during the month	43
Disposed during the month	68
Pending as on 31-10-66	333

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

Pending as on 1-10-66	8
Received during the month	...
Disposed during the month	2*
Pending as on 31-10-1966	6

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

Pending as on 1-10-1966	98
Received during the month	49
Disposed during the month	38
Pending as on 31-10-66	109

13-(a) LIST OF TRADE UNIONS REGISTERED UNDER THE TRADE UNIONS ACT, 1926 DURING THE MONTH OF OCTOBER, 1966

Sl. No.	R. No	Date of Registration	Industry	Name and address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
1.	62/MDS	14-10-66	Iron & Steel	Government Industrial Department Common Finishing Workers Union, o/o Common Finishing Shop, Industrial Estate, Guindy, Madras-32.	
2.	63/MDS	do	Paints	British Paints (India) Ltd., Employees Union, 11, Maclean Street, Madras-1.	
3.	64/MDS	6-10-66	Footwear	Footwear Workers Union, 26, Veeraghavulu St., Madras-12.	
4.	65/MDS	do	Printing, Publishing & Allied Industries	Indian Express Workers Union, Express Estate, Mount Road, Madras-2.	
5.	66/MDS	18-10-66	Engineering	Rambal Workers Union, Lattice Bridge Road, Madras-61.	
6.	67/MDS	14-10-66	Construction	P. W. D. D. C. B. Employees Union, 2/44 Royapettah High Road, Madras-14.	
7.	68/MDS	17-10-66	Electrical Machinery	G. E. C. National Staff Union 1/33 Kalava Chetty, St., Chintadripet, Madras-2.	
8.	69/MDS	19-10-66	Snuff	Tamilnadu Snuff Industry National Worker Unions, 1/47, Royapettah High Road, Madras-14.	
9.	70/MDS	do	Sanitary Service	Madras Corporation National Workers Union, 1/47, Royapettah High Road, Madras-14.	
10.	15/CPT	4-10-66	Pharmacy	Orient Pharma Employees Union, 14, Arasamaram Street, Issa Pallavaram.	

(* Disposed in September but not shown in the September report).

(1)	(2)	(3)	(4)	(5)	(6)
11. 16/CPT	12-10-66	Engineering	Armcoess Engineers Workers Union, 19, Reddy St., Sakattu-thangal Madras-32.		
12. 17/CPT	27-10-66	E. M. E. Workshop	Heavy Vehicles Factory National Workers Union, G. 83/1 H. V. E. Estate, Arcot.		
13. 6/TIN	17-10-66	39. Miscellaneous Boat Buildings	Caulking Workers Union Tuticorin.	Ratified the Code of Discipline.	
14. 7/TIN	17-10-66	820 Community and Business services-(h) Others	Kollipatti Taluk General Workers' Union Kollipatti.	do	
15. 17/TRI	14-10-66	711-(4) Railways Porters	Southern Railway Licenced Porters Union, Tiruchirappalli.	do	
16. 18/TRI	17-10-66	820(a)-Banks	Tiruchirappalli District Bank Employees Union, Tiruchirappalli.	do	
17. 19/TRI	17-10-66	239-Textiles Handloom	Thirumayam Taluk Handloom Weavers' Union, Ponnamaravathi.	do	
18. 20/TRI	20-10-66	620(a)-Banks	Karur Vysia Bank Officers' Association, Karur.	do	
19. 21/TRI	20-10-66	239-Textiles Handloom	Pudakkottai Textile Workers' Union, Namanasamudram.	do	
20. 22/TRI	20-10-66	713 - Motor Transports (a) Taxi	Tiruchirappalli Junction Taxi Drivers' Welfare Association, Tiruchirappalli.	do	
21. 10/RMD	17-10-66	239 - Textiles Handlooms	Peranakudi Emaneswaram Kattari Nesavu Thozhalars Sangam, Emaneswaram.	do	
22. 4/KKM	14-10-66	712 - Transports Bus Routes	The Madras State Transport Conductors' Union, Nagercoil.	do	
23. 18/TAJ	14-10-66	400- Construction of Buildings Others	Kattida Nirmana Thozhilalar Sangam, Aduthurai.	do	

(1)	(2)	(3)	(4)	(5)	(6)
24. 13/TAJ	14-10-66	311-Basic Industrial Chemicals a) (iii) - salt	Salt Labour Union, Adhirampattinam.	Ratified the Code of Discipline.	
25. 18/MDU	17-10-66	714 - Road Transports (b) carts and animal driven vehicles	Theni Kaivandi Thozhilalar Sangam, Theni.	do	
26. 19/MDU	17-10-66	820-Community and Business Services others	Usilai Desiya Ikka Thozhilalar Sangam, Usilampatti.	do	
27. 20/MDU	18-10-66	713-Motor Transport (a) Taxi	Madurai District National Taxi Drivers' Union, Madurai.	do	
28. 18/CBE	21-10-66	Construction of Dams and Metal Products	P.A.P. Auto Shop Workers Union, Alkaynager (via) Pollachi, Coimbatore District.	do	
29. 19/CBE	21-10-66	Engineering Industry	Navamani & Company Workers' Union 291-Sreeramapuram, Papanickenpalayam, Coimbatore-1.	do	
30. 9/NAT	21-10-66	Laundries	North Arcot District Adi Dravida Dobi Labourers Union 10/1, Bangalore Road, Vellore.	do	
31. 10/NAT	21-10-66	Lorry Transports	National Roadways Workers Association, 11, Rajagori Street, Arcot.	do	
32. 8/SLM	21-10-66	Misc. Food Preparations	Salem National Varukadalai Workers Union, Kondappanalekenpatti Kannan Kurichi (Post) Salem Dist.	do	
33. 9/SLM	21-10-66	Public Health & Sanitary service	Salem Municipal Labour Union, Brumapalayam, New Colony, Salem.	do	

13.(b) LIST OF TRADE UNIONS AMALGAMATED DURING THE MONTH.
Nil

13.(c) LIST OF TRADE UNIONS CANCELLED, DISSOLVED, DURING THE MONTH OF OCTOBER '66.
Nil

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13-(d) LIST OF TRADE UNIONS WHOSE REGISTRATION WERE CANCELLED
DURING THE MONTH OF OCTOBER '66.

Sl. No. (1)	R. No. (2)	Date of cancel- lation (3)	Industry (4)	Name and address of the Union (5)
1.	2315	3-10-66	Educational institution	Madras University Staff Union, 12/13, Angappa Haicken St., Madras-1.
2.	2833	do	Motor Transport	Motor Labour Union, 17, Yakub Sahib Garden Lane, Madras-12.
3.	3213	6-10-66	Miscellaneous	Fraser & Ross Employees Union, 13-B, Second line beach, Madras-1.
4.	3333	6-10-66	Studio	Majestic Studio Workers Union, 10, Arcot Road, Madras-26.
5.	3398	7-10-66	Transport	Madras State Transport Employees Progressive Union, 148, Purasa Walkam High Road, Madras-7.
6.	1708	17-10-66	Educational institution	Madras College Employees Union pachaiyappan College, Madras-30.
7.	1632	do	Sanitary Service	Tiruvottiyur Nagersuthi Thoshilalar Sangam, 209, M.S.T.H. Road, Madras-19.
8.	2233	do	Snuff	Madras District Snuff Workers Union, 12, Kumbalamman Koil Street, Tondiarpet, Madras.
9.	2293	do	Printing, publishing & Allied Industries	Madras National Press Workers Union, 8, Narasingapuram Street, Mount Road, Madras-2.
10.	2333	do	Pharmaceutical Products	Muller and Phipps Employees Union, 12/13, Angappa Naicken Street, Madras-1.
11.	2477	do	Textiles	Bianys Staff Union, 12/13, Angappa Naicken Street, Madras-1.
12.	2519	do	Miscellaneous	P. D. N. & Sons Employees Union, 11, Maclean St., Madras-1.
13.	2592	do	Matches	Western India Match Company Ltd., (Sales office) Employees Union, 38-C, Mount Road, Madras-2.

(1)	(2)	(3)	(4)	(5)
14.	2886	17-10-66	Miscellaneous	Photo & Block Makers Union, 38, Perumal Mudali St., Royapettah, Madras-14.
15.	2941	do	Hotel	Hotel Oceanic Workers Union, 38, Perumal Mudali Street, Madras-1.
16.	3063	do	port & Docks	Madras Port National Workers Union, 8, Narasingapuram Street, Madras-2.
17.	3102	do	Printing Publishing & Allied Industries	Central Co-operative Printing Works Employees Union, 8, Narasingapuram, Street, Mound Road, Madras-2.
18.	3342	do	Engineering	K. C. P. Employees Union, 28, Sannadhi Street, Madras-19.
19.	3394	do	Miscellaneous	Microtec Employees Union, 6, Rayachan Street, Madras-17.
20.	3436	do	do	S. R. & S. T. Industries Workers Union, 11, Phillips St., Madras-1.
21.	3482	do	Engineering	Nagappa Industrial Trading Corporation Workers Union, 73, Kathivivedu Village, Polai P. O.
22.	3488	do	Studio	Vikram Studio (Groups) Employees Union, 10, Arcot Road Kodambakkam, Madras-24.
23.	3525		Paper Board	Madras Paper Board Industries, Workers Union, 6/57, Thiruvalluvar St. Madhavaram
24.	3591	do	Hotel	Tamilnad Hotel Labour Union, 11, Maclean St., Madras-1.
25.	3592	do	Miscellaneous	Madras Corporation Sewage Farm Workers Union, Kodungaiyur, Madras-11.
26.	3666	do	paper Board	Madras Paper Board Industries Employees Union, 136, Strahans Road, Madras-12.
27.	3717	do	Engineering	Vivekananda Industrial Engineers Workers Union, 13, Venugopala-samy Koil St., Perambur, Madras-11.

(1)	(2)	(3)	(4)	(5)
28.	3733	17-10-66	Engineering	Tamilnad Industrial Workers & Staff Union, 8, Mohamed Hussain Sahib St., Mount Road, Madras-2.
29.	3766	do	do	National Engineering Employees Union, 28, Sannadhi St., Madras-19.
30.	3773	do	Commerce	Madras Port Trust Hawker License Holders Association, 8, Narasingapuram Street, Madras-2.
31.	3802	do	Tin	Metal Box Staff Association, 11, Phillips Street, Madras-1.
32.	3811	do	Boat Buildings	Madras Fisheries Boat Building Employees 136, Strahans Road, Madras-12.
33.	3834	do	Petroleum	Esso Workers Union 11, Phillips St., Madras-1.
34.	3842	do	Tyre	Premier Tyre Employees Union, 36, J. J. Khan Road, Madras-14.
35.	3848	do	Miscellaneous	Union Carbide Staff Union, 12, Kumbalamman Koll Street, Madras-21.
36.	1/CPT	do	Glass and Glass Products	Madras Sheet Glass Works Workers Welfare Association, Tiruvottiyur, Madras-19.
37.	4/MDS	do	Railways	South Zone Railway Workers Rights Association, 149/23, K. H. Road, Ayanavaram, Madras-23.
38.	6/MDS	do	Insurance	New India Assurance Development Employees Association (Southern Zone) 20, Poes Road, Teynampet, Madras-18.

ABSTRACT

1. Total Number of Registered Trade Unions as on 1-10-66	1,403
2. Total Number of Trade Unions registered during the month	33
Total	1,436
3. Total number of Trade Unions amalgamated during the month	NIL
4. Total Number of Trade Unions dissolved during the month	NIL
5. Total Number of Trade Unions cancelled during the month	38
6. Total Number of Registered Trade Unions as on 31-10-66	1,398

14. LABOUR ADMINISTRATION AND STATISTICS FOR THE MONTH OF OCTOBER, 1966

Particulars	Factories Act 1948	Payment of Wages Act 1936	Madras Maternity Benefit Act 1934	Madras Shops & Establishments Act 1947	Madras catering establishments Act 1958	Madras Beedi Industrial Premises (R.C.W.) Act 1958	Minimum Wages Act 1948	Madras Industrials Establishment & Festival Holidays) Act 1958
1. No. of Establishments inspected	984	3,648	424	53,711	4,301	559	1,610	4,714
2. No. of irregularities noticed	727	612	135	1,429	898	68	185	498
3. No. of cases warned	61	47	—	486	299	86	42	49
4. No. of prosecutions launched	47	5	1	33	86	28	6	5
5. No. of convictions obtained	26	3	—	33	70	13	1	2
6. Amount of fine imposed	Rs. 900	Rs. 10	Rs. 15	Rs. 535	Rs. 1,185	Rs. 75	Rs. 45	Rs. 38

15 (a) NUMERICAL LIST OF FACTORIES FOR THE MONTH OF OCTOBER, 1966

District (1)	AT THE BEGINNING			REGISTERED			REMOVED			TOTAL			Remarks (14)
	Section 2 m (i) (2)	Section 2 m (ii) (3)	Noti- fied (4)	Section 2 m (i) (5)	Section 2 m (ii) (6)	Noti- fied (7)	Section 2 m (i) (8)	Section 2 m (ii) (9)	Noti- fied (10)	Section 2 m (i) (11)	Section 2 m (ii) (12)	Noti- fied (13)	
1. North Arcot	242	114	166	...	...	...	...	...	...	242	114	166	522
2. South Arcot	128	7	43	...	...	...	1	...	1	127	7	42	176
3. Chingleput	394	21	58	8	...	...	...	...	...	392	21	58	471
4. Coimbatore	1,120	6	73	7	...	...	3	...	...	1,124	6	73	1,203
5. Kanyakumari	72	10	22	1	...	...	...	...	...	73	10	22	105
6. Madras	830	30	102	1	1	...	...	...	...	831	31	102	964
7. Madurai	471	31	42	...	...	...	1	...	...	470	31	42	543
8. The Nilgiris	127	...	4	...	...	...	...	...	...	127	...	4	131
9. Ramanathapuram	266	70	143	2	...	...	...	1	...	268	69	143	480
10. Salem	563	5	125	3	...	...	1	...	1	565	5	124	694
11. Thanjavur	315	9	175	...	...	...	...	...	...	315	9	175	499
12. Tiruchirappalli	289	9	166	1	...	...	1	1	1	289	8	165	462
13. Tirunelveli	334	102	189	2	...	...	1	2	5	335	100	184	619
14. Dharmapuri	20	1	6	...	...	...	...	...	...	20	1	6	27
Total	5,161	415	1,314	25	1	...	8	4	8	5,178	412	1,306	6,896

15 (b) NUMERICAL LIST OF PLANTATIONS FOR THE MONTH OF OCTOBER, 1966

Serial No. and category 1	At the beginning of the month			Registered during the month			Removed during the month			At the end of the month		
	Average	No. of workers employed	No. of Plantations	Average	No. of workers employed	No. of Plantations	Average	No. of workers employed	No. of Plantations	Average	No. of workers employed	No. of Plantations
1. Coffee	22,532.53	9,486	...	...	...	...	...	...	...	22,532.53	9,486	...
2. Tea	66,864.06	70,069	...	...	...	...	...	...	...	66,864.06	70,089	...
3. Rubber	9,669.57	2,138	...	...	...	...	...	...	...	9,669.57	2,138	...
4. Cinchona	9,406.00	1,456	...	...	...	...	...	...	...	9,406.00	1,456	...
5. Cardamom	3,186.86	323	...	...	...	...	...	...	...	3,186.86	323	...
Total	1,11,659.02	83,492	...	...	...	...	...	...	...	1,11,659.02	83,492	...

16 (a) STATEMENT OF ACCIDENTS FOR THE MONTH OF OCTOBER, 1966

No. of Industries	Name of Industry	Number of Accidents	
		Fatal	Non-fatal
01	Processes allied to agriculture (Gins and Presses) ...	—	1
20	Food Except Beverages ...	—	41
21	Beverages ...	—	—
22	Tobacco ...	—	—
23	Textiles ...	—	280
24	Foot—wear, other wearing apparel and made-up textile goods ...	—	—
25	Wood and cork except furniture ...	—	4
26	Furniture and fixtures ...	—	7
27	Paper and paper products ...	—	8
28	Printing, Publishing and allied industries ...	—	16
29	Leather and Leather products (except foot-wear) ...	—	1
30	Rubber and rubber products ...	—	20
31	Chemicals and Chemical products ...	—	88
32	Products of petroleum and coal ...	—	2
33	Non-metallic Mineral Products (except Products of Petroleum and coal) ...	—	48
34	Basic Metal Industries ...	—	93
35	Metal Products (except machinery and transport equipments) ...	2	81
36	Machinery (except electrical machinery) ...	—	161
37	Electrical Machinery, apparatus, appliances and supplies ...	—	77
38	Transport equipment ...	—	447
39	Miscellaneous Industries ...	—	32
41	Electricity, Gas and Steam ...	1	8
42	Water and Sanitary Services ...	—	—
43	Recreation Services (Cinema Studios) ...	—	8
44	Personal Services (Laundries, dyeing and cleaning) ...	—	—
Total ...		3	1,343

16 (b) STATEMENT OF ACCIDENTS IN COTTON AND JUTE MILLS FOR
THE MONTH OF OCTOBER, 1966

Name of Industry	ADULTS		ADOLESCENTS		CHILDREN	
	Men	Women	Male	Female	Boys	Girls
	A. B.	A. B.	A. B.	A. B.	A. B.	A. B.
Cotton Machinery :						
1. Opening and Blow Room Machinery	—	6	—	—		
2. Card Room Machinery	—	27	—	—		
3. Drawing Frames	—	5	—	—		
4. Speed Frames	—	4	—	—		
5. Spinning Machinery	—	58	—	1		
6. Weaving Machinery	—	18	—	—		NIL
7. Finishing Machinery	—	3	—	—		
8. Flying Shuttles	—	10	—	—		
9. Other Miscellaneous Textile Machinery	—	21	—	1		
10. Miscellaneous Non-machinery Accidents	—	102	—	4		
Total	—	254	—	6		

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 OCTOBER, 1966

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

MADRAS SHOPS AND ESTABLISHMENTS ACT.

- | | | | | |
|----|--|--|--|--|
| 1. | All Shops and establishments in Mayuram Municipality. | From the provisions of section 7 (1) 11 (1) and 13 (1) of the Act. | For a period of 30 days from 18th October to 16th November. | The Deputy Commissioner of Labour, Madurai exempted all Shops and establishments in connection with Thula uthsavam |
| 2. | Suspension of operation of all shops and establishments participating in National Exhibition at Nagercoil. | From all provisions of Madras Shops and Establishments Act. | For National exhibition for a period of 36 days from 9th October to 13th November '66. | The Commissioner of Labour, Madras suspended the operation of all provisions of Madras Shops and Establishments Act, 1947. |
| 3. | All Shops and Establishments in the Madras State. | From Chapters II and III of the said Act. | 33 days from 10-10-66 to 11-11-66. | Commissioner of Labour, Madras granted exemption. |

EMPLOYEES' PROVIDENT FUNDS ACT.

- | | | | | |
|----|--|---|---------------|--|
| 4. | Bank of Kariakudi Ltd., 2/38, Godown Street, Madras-1. | From all the provisions of the said scheme. | From 1-2-'66. | G.O. Ms. No. 3,990 Industries Labour and Housing (Lab) dated 27-9-66. |
| 5. | Tamilnad Mercantile Bank Limited, Tuticorin. | From all the provisions of the said Scheme. | From 1-11-66. | G.O. Ms. No. 3,989 Industries, Labour and Housing (Lab) dated 27-9-66. |

1	2	3	4	5
---	---	---	---	---

FACTORIES ACT AND RULES

- | | | | | |
|----|--------------------------------|--|---|---|
| 6. | Heavy Vehicles Factory, Avadi. | From the provisions of Section 51, 52, 53, 54, 55, 56, 61, 64 (4) I, II, III, and 79 (10) of the said Act subject to certain conditions. | For a period of three months from 21st May 1966. | G.O. Ms. No. 3,921 Industries, Labour and Housing (Labour) dated 23rd September 1966. |
| | | | For a period of three months from 21st August 1966. | G.O. Ms. No. 3,922 Industries, Labour and Housing dated 23rd September, 1966. |

18. CONSOLIDATED STATEMENT OF PRICES OF YARN AND COTTON FOR THE MONTH OF OCTOBER, 1966

COTTON		Rate per Quintal of 100 kgs.
		Rupees
American	...	500 / 510
Combodia	...	315 / 380
Karunganni	...	215 / 355
YARN		Rs.
10 s.	...	21.00
20 s.	...	25.00
40 s.	...	37.00
60 s.	...	58.00
80 s.	...	79.00
100 s.	...	103.00

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MADRAS LABOUR GAZETTE

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

Serial No.	Centre	Food	Fuel and Lighting	Clothing	House Rent	Miscellaneous	Cost of Living Index
(Base: Year ended June 1936: 100)							
1.	Madras City	787.8	808.0	528.2	434.2	819.2	671.5 (a)
2.	Cuddalore	698.0	808.0	490.0	408.0	819.0	670.0
3.	Tiruchirappalli	811.0	875.0	611.0	864.0	490.0	686.0
4.	Madurai	760.0	828.0	581.0	374.0	449.0	631.0
5.	Coimbatore	776.0	780.0	766.0	629.0	448.0	733.0
		Food	Housing	Clothing	Miscel- Ineous	Cost of Living	Index
(Base: August 1939: 100)							
6.	Nagercoil	988.0	832.0	835.0	418.0	783.0	
(a) 671.47 to two decimal places							

Comparative Statement of the cost of living index numbers for the month of September 1966 and October 1966.

S. No.	Zone	Centre	Cost of living index numbers for the months of		Variation
			Sept. 1966	October 1966	
(Base: Year ended June, 1936: 100)					
1.	Madras City and Chingleput District	Madras City	662.9	671.5	+ 8.6
2.	North Arcot and South Arcot Districts	Guddalore	663.0	670.0	+ 7
3.	Tiruchirappalli and Thanjavur Districts	Tiruchirappalli	683.0	685.0	+ 2
4.	Madurai, Ramanathapuram and Tirunelveli Districts	Madurai	630.0	631.0	+ 1
5.	Coimbatore and Salem Districts	Coimbatore	729.0	733.0	+ 4
(Base: August 1939: 100)					
6.	Kanyakumari District	Nagercoil	736.0	753.0	+ 17
(* The cost of living index numbers are now called consumer price index numbers.)					

MADRAS

The Cost of Living Index number for working classes in Madras City for month of October 1966 rose by eight points to 671.

The index for the food group rose by fifteen points to 738 due mainly to an increase in the prices of Vegetables, Chillies, Tamarind and jaggery.

The index for the fuel and lighting group rose by one point to 808 due to an increase in the prices of firewood and charcoal.

The index for the clothing group rose by four points to 525 due mainly to an increase in the prices of dhoties, shirting cloth and sarees.

The index for the miscellaneous group fell by four points to 619 due to fall in the price of betel leaves.

The index for house-rent remained unchanged at 434 points.

Group	Weight proportional to the total expenditure	GROUP INDEX NUMBERS	
		September 1966	October 1966
Food	58.23	722.8	737.8
Fuel and Lighting	8.42	806.8	808.0
Clothing	6.10	521.2	525.2
House-Rent	14.57	434.2	434.2
Miscellaneous	12.68	623.2	619.2
Total	100.00		
Cost of Living Index Number		662.9	671.5 (a)
(a) 671.47 to two decimal places.			

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MADRAS LABOUR GAZETTE

CUDDALORE

The cost of living index number for Cuddalore rose by seven points to 670.

The index for the food group rose by nine points to 693 due mainly to an increase in the prices of redgram dhali and chillies.

The index for the miscellaneous group rose by two points to 813 due to an increase in the price of tobacco for chewing.

The group index numbers in respect of fuel and lighting, clothing, and house-rent remained unchanged at 893, 490 and 403 points respectively.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by two points to 685.

The index for the food group rose by three points to 811 due mainly to an increase in the prices of vegetables, chillies and cane jaggery.

The index for the clothing group rose by one point to 611 due to an increase in the price of shirting cloth.

The index for the miscellaneous group fell by two points to 490 due to a fall in the prices of betel leaves and tobacco for chewing.

The group index numbers in respect of fuel and lighting and house-rent remained unchanged at 573 and 364 points respectively.

MADURAI

The cost of living index number for Madurai rose by one point to 631.

The index for the food group rose by four points to 760 due mainly to an increase in the prices of vegetables, chillies and tamarind.

The index for the fuel and lighting group fell by six points to 526 due to a fall in the price of kerosene oil.

The index for the miscellaneous group fell by seven points to 449 due to a fall in the price of betel leaves.

The group index numbers in respect clothing and house rent remained unchanged at 581 and 374 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by four points to 733.

The index for the fuel and lighting group rose by forty two points to 760 due to an increase in the price of firewood.

The index for the Miscellaneous group rose by two points 443 due to an increase in shaving charges.

The group index numbers in respect of food, clothing and house-rent remained unchanged at 776, 756 and 629 points respectively.

(Base : August 1939 = 100)

NAGERCOIL

The cost of living index number for Nagercoil rose by seventeen points to 753.

The index for the food group rose by sixteen points to 868 due mainly to an increase in the prices of chillies, onions, meat, pulses and sugar.

The index for the housing group rose by fifty points to 582 due to an increase in the prices of firewood and kerosene oil.

The index for the clothing group rose by forty points to 835 due to an increase in the prices of thorthu and mundu.

The index for the miscellaneous group fell by twenty one points to 413 due to a fall in the prices of betels leaves and arecanuts.

(* 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
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—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
July	188	195
August	190	197
September	191	198

* 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 September 1966 was 249.78.

Sources—(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 OCTOBER, 1966

The Employees' State Insurance Scheme applies to 29 centres in the State of Madras and provides protection to 2,69,267 industrial workers in the event of Employment Injury, sickness and maternity benefit. This protection is made available in two ways viz., 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 October, 1966, 2,127 persons received Rs. 91,789-56 by way of cash benefit due to employment injury, this includes 433 persons who are in receipt of pension for Permanent Disablement Benefit and also 181 dependants of deceased insured persons.

In the month of October, 1966, 1,461 accidents were reported. Comparatively few persons needed the employment injury benefits but fairly large number needed cash benefits in the event of sickness. 48,415 Sickness benefit claims were received and an amount of Rs. 5,80,669-20 was paid as Sickness Benefit involving abstention for 1,85,099 days.

192 Insured women claimed maternity Benefit and were paid Rs. 47,121-79 in the month of October, 1966.

For recovery of arrears of contributions under the Scheme legal proceedings had to be initiated in 19 cases against defaulting employers for Rs. 8,247-56.

20 (b) EMPLOYEES' STATE INSURANCE SCHEME, MEDICAL BENEFITS FOR THE MONTH OF OCTOBER, 1966

Sl. No.	Particulars	October 1966
1. Total number of Attendance		
	New ... 73,710	
	Old ... 2,23,399	3,02,109
2. No. of Medical Certificates issued		81,751
3. No. of Domiciliary visits made		149
4. No. of Injections administered		1,06,307
5. No. of X-ray Examinations		1,329
6. No. of Laboratory Examinations		4,059
7. No. of Specialist Investigations		4,064
8. No. of Persons admitted to Hospitals		1,705
9. Bed Days occupied during the month		13,494
ADDITIONAL DATA FOR PANEL SYSTEM		
1. No. of Attendance		
	New ... 16,358	
	Old ... 26,486	42,844
DIAGNOSTIC CENTRES		
2. No. of prescriptions issued		13,470
3. Payment made to:—		
(1) Chemists		...
(2) Insurance Medical Practitioners		6,777-88
		(Coimbatore area.)

21 (a) EMPLOYMENT EXCHANGE STATISTICS FOR THE MONTH OF OCTOBER, 1966

Sl. No.	Districts	No. of Applicants					Placed in Employment during the month	Remained on Live Register at end of the month	No. of Employers using Employment Exchanges during the month	No. of Vacancies notified during the month
		2	3	4	5	6				
1	Arcoot North	...	1,516	621	17,705	83				385
2	Arcoot South	...	1,290	419	18,521	111				336
3	Chingleput	...	2,086	325	19,293	121				538
4	Coimbatore	...	1,849	468	13,576	115				361
5	Kanyakumari	...	929	205	17,194	35				172
6	Madras	...	5,556	769	89,581	233				1,316
7	Madurai	...	1,639	311	19,205	138				313
8	The Nilgiris	...	726	112	8,615	40				129
9	Ramanathapuram	...	764	215	11,573	76				252
10	Salem	...	1,568	442	11,574	167				576
11	Thanjavur	...	1,405	543	18,413	118				641
12	Tiruchirappalli	...	1,767	394	18,341	94				487
13	Tirunelveli	...	1,105	261	14,167	83				346
	Total for October '66	...	22,199	5,075	222,758	1,414				5,852
	Total for September '66	...	28,662	6,716	2,28,434	1,559				7,459
	Total for October '65	...	21,602	5,367	2,03,337	1,529				6,191
	Average for '65	...	25,655	6,127	1,96,384	1,595				6,878
The above figures exclude statistics relating to work performed in respect of Physically Handicapped applicants, which is given below.										
	Special Employment Office for Physically Handicapped, Madras-14									
	October '66	27		4	735	18				4
	September '66	24		10	714	19				9
	October '65	26		11	514	13				5

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 November, 1966

Sl. No.	Name of Establishment	Period
1.	Madras State Electricity Board, 157, Mount Road, Madras-2.	upto 30-11-66
2.	Tea Plantation Managements in the Nilgiris and Kanyakumari District. (Bonus settlement for the year 1964-65)	upto 31-10-66
3.	Tea Plantation Managements in the Nilgiris and Kanyakumari District. (Bonus Settlement for the year 1965-66)	upto 31-11-66
4.	Sri Ganapathy Mills Company Limited, Tirunelveli-6. Office at 110, East Car Street, Tirunelveli-6. Factory - Sankarnagar.	upto 31-12-66



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