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BY

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MADRAS LABOUR GAZETTE

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

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THE MADRAS LABOUR GAZETTE

Vol. VIII]

JANUARY 1966

[No. 1

SPECIAL ARTICLES

PSYCHOLOGY OF MOTION STUDY

By

Dr. BANSI DHAR, M.A., L.L.B., D.Litt., D.Phil., (Ald.), Ph.D. (Edin.)

Father of Motion Study and his Contribution

Frank B. Gilbreth is credited with the exposition of the fundamental principles underlying the economy of motions in performing various operations in any job where manual application is called for. His wife, Lillian M. Gilbreth, was a Psychologist and consequently it is thought that while Gilbreth contributed towards the break up of motions from an engineering point of view, his wife took care of the psychological aspect of his exposition. However, Psychology towards the close of the 19th century and the beginning of the 20th century had not pushed its frontiers in the various directions as it has done now. And it would, therefore, be informing to review the contribution of Gilbreth and his wife in the light of the latest developments. Gilbreth showed an insight into human physiology when he ranked the various movements in order of the fatigue they entail if continued for the same length of time say 2 or 3 hours. His ranking was as follows:

(1) Finger Motion

(2) Finger and Wrist Motion

(3) Finger, Wrist and Fore-arm Motion

(a) Elbow acting as pivot

(b) Elbow acting as ball and socket joint

(c) Torsional movements.

(4) Finger, Wrist, Fore-arm and Upper-arm Motion.

(a) Shoulder acting as pivot.

(b) Torsional Movement.

(5) Finger, Wrist, Fore-arm, Upper-arm and Body Motion.

(a) Trunk motion—hip pivot

(b) Trunk motion—ankle pivot

(c) Leg Motion.

(i) Forward or backward

(ii) Side

(d) Knee motion

(e) Ankle motion

(f) Combination Movements.

Constants in motion study equation

2. As we proceed from 1 to 5, we find that movements become increasingly complicated and, therefore, would occasion greater fatigue, as compared to those above if continued for pre-determined period which is optimal for finger motion.

3. Gilbreth tried to combine the analysis of different classes of motions with motion time standards, laying down minimum time in seconds for each one movement, the constants being uncontrolled motion and average effort. He then further modified the calculations by bringing in another factor, distance moved in inches or in feet. We thus find that he has introduced two important constants uncontrolled motion and average effort. And herein lies the weakness of reducing motions involved in the performance of an operation into elemental time. What exactly would be uncontrolled motion would require explanation and there may be varying degrees of control. In any workshop performance the movement is never completely uncontrolled.

Constants and Confusion

4. A word here on constants. A lot of work beginning with Ebbinghaus has been done in Psychology Labs. in evolving formulae for the process of learning. There have been attempts to express mathematically the progress and retardation in the learning by introducing constants into formulae. It has been very well said by those, who had occasion to examine these formulae critically, that an equation with two constants in it can be made to fit an elephant and one with three constants can make it tail wiggle. In other words, equations can be made to fit because three constants have been properly adjusted rather than because there is any fundamental merit in the equation. The constants, particularly if more than one, have by and large, to be determined subjectively and this increases measure of subjectivity into what is aimed to give results objectively.

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Economy of Motion and Fatigue

5. From that it does not follow that we are opposed to the economy of motion but our contention is that the case of economy in motion has been over-stated. Lillian Gilbreth's contribution to the Psychology of Human Efforts was meagre and consisted largely in insisting on a fatigue allowance. The exponents of Motion Study, therefore, now insist, and rightly too, that "to recover from fatigue all work should be stopped, and a rest period should be introduced." It is believed that the operator is restored to his usual vigour by relaxing completely; and therefore it is pressed that "rest to over-come fatigue is the only permissible idle time." Later a concession is made for certain unavoidable delay and balancing delay resulting in forced idleness during which the workmen cannot be said to be over-coming fatigue.

Some Physio-Psychological bearings of Gilbreth Brand of Motion Study

6. This leads to certain important Physio-Psychological aspects of motion performance in an operation.

(i) There is the Physiological side i.e. the stimulation of the muscles involved in the performance of a job, resulting in the generation of certain toxins in the blood. The nature of these is not yet fully known but they are posited because of their effect in causing rigidity in the muscle fibres, thereby retarding smooth movements and the speed thereof.

(ii) Mental attitude occasioned during the performance of an operation. We know that all operations with the limbs of the body, like hand and feet, involve 'feed-back' process. In fact the principle of feed-back underlies the developments in that science of controls known as Cybernetics—All that is meant by this is that if machines are to operate effectively and be in some measure or the other substitute for the task generally performed by the brain they must incorporate the feed-back mechanism. This means that as the machine works, giving us the output, any flaws or hindrances which might mark the output are corrected by the feed-back process. In other words, there is a mechanism which carries back to a control system the progress in the output and wherever and whenever this output is marred, the feed-back stops the machines or makes necessary adjustments.

This is far more so with the human brain where the movements performed with any limbs of the body, as given by Gilbreth, are constantly feeding back the brain with kinaesthetic sensations i.e. sensations from muscles actively engaged in the performance of a task and this feed-back reaches the cortex through the exchange centre in the brain (i.e. the thalamus) and the cortex reacts to the feed-back in such a manner as to keep the operation on proper lines.

But this system of feed-back and control incorporated by nature in the human nervous system has its limitations and if there is an excess of monotony or there is rigidity in the muscles involved in the performance, the control system does not function effectively. Now, it is this aspect of motion study that requires elaborate experimental work in the labs. and the results so obtained to be applied to the shop floor.

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Guthrie's Contribution Corrective to Gilbreth

The importance of kinaesthetic sensations has been very rightly pointed out by the contribution of Guthrie. His contention is that continuation of stimuli which has accompanied a movement will, on its recurrence, tend to be followed by that movement, and as a corollary from this he states that a stimulus pattern gains its full association strength on the occasion of first pairing with a response. His contention in terms of motion study is that when a worker starts learning an operation the combination of stimuli from tools and the material he works on occasion a certain movement resulting in certain output. Now Gilbreth failed to take note of the fact that the movements are only part of a phenomenon. They result from the combination of stimuli. And whenever this combination recurs, they excite the muscles to certain movements.

But cues may generate faulty information as well and the movements may be clumsy if the training for learning an operation has not been what it should be. The repetition or practice only tends to occasion case in the performance. Guthrie very correctly remarks practice is necessary but it produces its consequences not in accordance with the law of frequency but according to the simple principle of attachment of cues to movements. It is this psychological aspect that is lost sight of when an Industrial Engineer analyses the motion involved in different operations on the shop-floor by workmen who have been on the job for varying lengths of time. If the combination of stimuli, resulting in certain movements has been faulty at the start and the feed-back system has developed through practice with faulty beginnings, the force of habit will make it difficult for the workmen to economic movements. It has rightly been said in mechanism does our strength lie i.e. what becomes habitual is easy of performance but habit by itself does not ensure precision.

Hence need for proper training of entrants

In conclusion, our contention is that motion study is most effective at the training stage i.e. in attaching the right movement to the combination of stimuli needed for an operation. We disagree with Guthrie that this training will impart the capacity for insightful performance. Here other psychological factors, like intelligence and aptitude, would come in. And, therefore, in any training programme these factors have to be taken into consideration so that those selected for training in the right movement are not low in the level of intelligence and aptitude required of an average worker. Unfortunately, the selection of workmen in most of the industries has been haphazard.

It is, therefore, pleaded that with the net work of training in work study that is now developing in various parts of India the approach to the study of method and movement should be informed with psychological insight. In fact best results are achieved when there is team work between the industrial engineer and the industrial psychologist which, unfortunately, is very much lacking at present in our country. The psychologist should not be contented with mere survey of data but must also understand and appreciate the physiological factors involved in training and in day to day performance of work, assisting thereby in both selection and training and later on in the solution of problems which are incidental to group activities in varying situations on the shop floor.

INDUSTRIAL SAFETY

TWO ACCIDENTS INVOLVING HEAT TREATMENT SALT BATHS

The first accident occurred when a workman was cleaning the top plate of a molten cyanide bath. He was using a damp hand broom and when he suddenly sneezed he allowed it to fall into the bath. There was an explosion and molten salt was ejected from the bath causing him able burns and igniting his overalls. Fortunately, nearby workers were able to remove the burning clothing quickly and by doing so saved the man's life.

It is strongly recommended that suitable cover plates for baths should be used when carrying out such cleaning operations.

With regard to the second accident it is considered that the provision of a catch pit beneath a molten salt bath is a necessary part of good design although in using this device, it is essential to keep it and all areas surrounding it scrupulously clean and free from organic material.

An accumulation of nitrate salt from bath droppings and floor cleaning in such a pit resulted in a fire when a quantity of saw-dust was dropped into it. The tiles lining the pit had been cemented in position using a form of bitumen cement and this also added to the conflagration.

(Accidents—how they happen and how to prevent them, London, July 1963)

EXPLOSION IN HYDROGEN FURNACE

A newly installed hydrogen furnace was used in a factory for annealing. Material was passed through the furnace on a conveyor and then gradually cooled. On this occasion the furnace had just been used at a temperature of 1115°C and was required to be brought down to 850°C for the next job. The natural cooling process would have taken too long so, in order to reduce the temperature as quickly as possible, steel blocks were put through the machine to absorb the heat. The conveyor was also speeded up.

When the steel blocks reached the point at which the hydrogen and air joined in the furnace, the atmosphere ignited and there was an explosion. A man standing at the open end of the furnace received first degree burns.

The accident had evidently been caused by the speeding up of the conveyor carrying the blocks through the furnace. Had it passed through at the normal speed they would have cooled down sufficiently by the time they had entered the hydrogen/air mixture and there would not have been an explosion.

(Industrial Accident Prevention Bulletin, London, August 1964)

CRUSHED BY CRANE

A man was working as an overhead crane cleaner and had taken a bag of waste round a steel column to a point halfway along the walkway beside the crane track with the intention of throwing it into a wagon below. He asked his workmate to go down into the pit as watchman while he threw the bag down. At that point a crane travelling along the track struck him on the right shoulder, spun him round into the column and trapped him. The crane continued moving and dragged him through the narrow opening between the column and the crane, fatally crushing him.

At the subsequent inquiry it was stated that visibility at that time was unusually poor because of dust and fumes from a furnace. The men had received instructions to stop work if condition became too bad.

The foreman said that he had not received any instructions about posting look-outs but generally the men worked in pairs on the walkways and watched out for each other. The crane driver stated that he could not see the track because his cab was 30 ft. below it and he had to watch for people on the ground over which he was travelling.

Apart from the poor visibility at the time of the accident, the crane involved was a new electric model running on roller bearings and was much quieter than the others, and this may have been a contributing factor.

(Industrial Accident Prevention Bulletin, London, August 1964)

MAN'S FINGERS CAUGHT IN THE GEAR WHEELS

"In an engineering works a machinist, who had also been given the responsibility of setting up a number of capstan lathes, was called to attend to a capstan lathe when the operator found that she could not change the speed of the drive.

The drive from the motor pulley was transmitted by a vee belt to a shaft which connected to two clutches, and two trains of gear wheels which gave the lathe two speeds and rotation in either direction. The clutches were linked to a control lever fitted to a box on the side of the machine. The box contained a rotary switch for starting and stopping. The whole drive was enclosed in a cabinet fitted with two steel doors, 13 ins. wide and 28 ins. deep, which could be secured in position by a handle on one of them.

On reaching the machines, the man used the control lever to stop it but did not switch off the power. He opened the doors and while feeling in-side to locate the trouble, leaned on one of them so that it pressed against the control lever. The machine started and one of the man's fingers was caught in the gearwheels and amputated."

(Journal of the Institute of Personnel Management, London, Sept. 1964)

INFLATION OF LARGE PNEUMATIC TYRES

Two wheels from a lorry had been brought in van to a garage to be inflated. The two wheels, which had different locking rings were taken out of the van and a young person working in the garage inflated one of them to 80 lb. per sq. in. and replaced it in the van.

He started to inflate the second tyre but, while doing so, thought the locking ring was not correct. He called the foreman, who agreed that the wrong ring had been fitted and suggested that the rings for the two wheels had been reversed. He told the van driver to hand down the inflated tyre for examination, but as soon as the wheel was removed from the van the rim blew off and struck the youth on his legs, breaking one of them. It is surprising that the accident did not occur earlier during inflation.

Inflation and deflation of vehicles tyres fitted to wheels with detachable flangs or locking devices should always be carried out behind a guard.

(Accidents—how they happened and how to prevent them, July 1964)

WATER CAUSES BRAKE TO FAIL

Two welders working in a yard wanted to move some heavy rail hoists. The vehicles they used was an excavator which had been fitted with a crane jib. One of the welders was standing underneath the jib to hook the chain on to the hoist. The jib had to be lowered about six inches and the other welder gave the signal to lower to the crane operator. As he released the brake the jib crashed down fatally crushing the man underneath.

At the investigation it was pointed out that the machine had been standing in the open during the previous night's rain and, as there was little protection on this type of vehicle, water had entered the brake system. The brake band was found to be wet after the accident and this was probably the cause of the brake failure. When tested after the brake band had dried out, the jib could be lowered slowly, but as soon as water was poured over the band the jib crashed to the ground when lowered. It was recommended that instructions drawing attention to this danger should be posted in the cabs of this type of dual-purpose machine.

Although the men were well aware of the dangers of standing underneath a jib they considered that nothing could happen on this occasion and, in fact, the other welder afterwards stated "I did not think it could happen to me."

(Industrial Accident Prevention Bulletin, London, Oct. 1964)

INDUSTRIAL RELATIONS, DECEMBER, 1965

The labour situation in the State was satisfactory. There were 5 strikes and 1 strike followed by lockout in Textile Mills and 3 strikes and 3 strikes followed by lockouts in other industries (including 4 strikes that were continuing at the end of the last month) during the month of December, 1965. One strike in Textile Mills and two strikes in other industries were continuing at the end of the month. The number of workers affected by the work-stoppages in Textile Mills was 1650 and in other industries it was 1952. The number of mandays lost as a result of stoppages in Textile Mills and other industries was 1,719 and 42,694 respectively. The details of work stoppages are as follows:

Textile Mills

The strike by the workers from 8-10-65 and the lockout by the management of Laxmi Mills Co. Ltd., Palladam which began on 18-10-65 were still continuing.

About 38 out of 78 workers of the Lilly Spinning Mills Ltd., Komarapalayam staged a stay-in-strike as a protest against retrenchment of certain workers. The above 38 workers were placed under suspension by the management and the factory is running with the remaining workers. The strike was ended on 16-12-65 on the mediation of the Labour Officer.

About 20 out of 820 workers of Sivananda Mills, Ganapathy P.O., struck work on 4-12-65 at 7-30 a.m. regarding promotion of one worker. The workers resumed work voluntarily on 5-12-65 at 7 a.m.

About 139 out of 323 workers of Suryaprabha Mills (P) Ltd., Kuniyamuthur struck work on 14-12-65 at 9 p.m. protesting against marking R.W. in a worker's ticket. The workers resumed work voluntarily on 15-12-65 at 12 Noon.

About 550 out of 780 workers of Lotus Mills, Sundarapuram struck work on 21-12-65 at 12 noon protesting against the suspension of 4 workers. The workers resumed work voluntarily on 21-12-65 at 8-00 p.m.

About 497 workers of Sivagami Mills Ltd., Thenur, Madurai District struck work on 11-12-65 at 3-30 p.m. for no reasonable cause. The workers resumed work on their own accord at 3-30 p.m. on 14-12-65.

Others

The strike in Pilot Pen Company (India) Pvt. Ltd., Redhills, which began on 7-10-65 ended on 24-12-65 as the Government issued an order under section 10(3) of the Industrial Disputes Act, prohibiting the strike.

The strike by the workers of 22 Rubber Estates in Kanyakumari District which began from 29-11-65 was still continuing at the end of the month.

The strike by the workers of Revathi Machinery Trades, Podanur which began on 10-11-65 and the consequent lockout declared by the management on 13-11-65 ended on 6-12-65 on the advice of the Labour Officer.

About 450 out of 459 workers of the Indian Steel Rolling Mills, Nagapattinam struck work on 10-12-65 at 7-45 a.m. protesting against the action of the management in suspending a worker. Following the strike the management declared a lock-out on 10-12-65 at 1 p.m. The workers called off the strike on 15-12-65 at 11 p.m. on the mediation of the Labour Officer and the management lifted the lockout at 6 a.m. on 16-12-65.

About 60 out of 90 workers of the Shevaroy Bauxite Products Company (P) Ltd., Yercaud staged a stay-in-strike on 23-12-65 demanding payment of bonus. The workers resumed work on the intervention of the Labour Officer on the same day at 3-00 p.m.

All the 16 workers of M/s. Mohammed Ismail & Co., Tannery Katpadi struck work from 26-12-65 demanding leave with wages and bonus. Following the strike the management declared a lockout on 30-12-65. The strike and lock-out were continuing at the end of the month.

Central Sphere

1. Conciliation:

- (a) The Regional Labour Commissioner (Central) Madras held conciliation proceedings in the dispute between the 53 contractors of Dalmia Magnesite Corporation Ltd., Salem and the Magnesite Workers Union (AITUC), Salem over payment of bonus for the year 1965 and brought about a settlement.
- (b) The Asst. Labour Commissioner (Central) Madras held conciliation proceedings in the following disputes and brought about settlements:
 - (i) Between M/s. P. Devarajuloo Naidu & Son, Madras-1 and the Madras Port & Dock Workers Congress (INTUC) Madras over alleged unfair labour practice adopted by the management.
 - (ii) Between M/s. Harbour Engineering Private Ltd., and the Madras Port & Dock Workers Congress (INTUC) Madras over closure of work at Harbour.
 - (iii) Between M/s. P. Devarajuloo Naidu & Sons, Madras and the Madras Port & Dock Workers Congress (INTUC) Madras over alleged non-implementation and improper imple-

mentation of the settlement dated 24-5-1965 between the Madras Harbour Workers' Union and the Madras Steamer Agents Association, Madras and revision of wages for certain category of workmen.

(c) The conciliation proceedings held by the Asst. Labour Commissioner (Central), Madras in the dispute between M/s. New India Maritime Agencies Pvt. Ltd., Madras and the Madras Port & Dock Workers Congress, Madras ended in failure.

(d) Five disputes were settled/disposed of at the intervention of the Officers of this machinery without holding any formal conciliation proceedings.

2. No. of strikes/lockouts	One
3. No. of threatened strikes/lockouts	Nil
4. Particulars of disputes:	
(a) No. of industrial disputes pending at the beginning of the month	7
(b) No. of industrial disputes received during the month	8
(c) No. of industrial disputes settled/disposed of during the month	10
(d) No. of threatened strikes	Nil
(e) No. of which materialised	Nil
(f) No. of Draft Standing Orders certified	Nil

State Sphere

The Conciliation Officers enquired into and settled 523 disputes during the month of December, 1965. Of these 69 were industrial disputes in which settlements were recorded under section 12(3) of the Industrial Disputes Act, 1947.

Adjudication under the Industrial Disputes Act, 1947

The Government referred 35 Industrial Disputes in which settlements could not be brought about by Conciliation for adjudication by the Industrial Tribunal Madras and the Special Industrial Tribunal Coimbatore, and by the Labour Courts, Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the statistical part of the journal. 22 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette for the month of December, 1965.

Welfare

The general employment situation in the State during December 1965 slightly slumped compared with that for November, 1965. Relatively fewer placement and notification of vacancies were the Chief features of the situation.

The ratio of vacancy notified to registrations effected which was 1 : 4.2 during November 1965 declined to 1 : 3.7 during December 1965.

The total number of registrations made and placements effected during the month were 22,906 (—3,453) and 4,917 (—417) respectively. The number of vacancies notified stood at 6,099 (—93). At the end of the month 2,09,618 (+93) applicants remained on the live register.

Shortage of manpower was reported in the following occupations during the month.

Engineers with experience, (degree/diploma holders) Doctors, Nurse, Draughtsman, (Mechanical) Sanitary Inspector, Pharmacist, Maternity Assistant, Graduate Assistant, Secondary Grade Teacher, (Urdu/Telugu medium) Tamil Pandit, Hindi Pandit, Telugu Pandit, Tailoring Instructress, Steno-typist, Typist (Tamil) Typist (English and Tamil), Plumber, Instrument Repairer, Boiler Attendant and Physical Training Teacher.

Surplus applicants related to graduates in Economics and Zoology Matriculates and Unskilled occupations.

The Professional and Executive Employment Office, Madras registered 195 applicants and placed 58 in employment during the month. The number of applicants remained on the waiting list of that office at the end of the month was 1,449.

The University Employment Information and Guidance Bureaux at Annamalai and Madras Universities registered 19 applicants during the month. The number of applicants remained on the register of these Bureaux at the end of the month was 104.

The Special Employment Office for the physically handicapped, Madras registered 33 applicants (8 blind, 2 deaf and dumb 23 orthopaedics) and placed in employment 13 (1 blind, 4 deaf and dumb and 8 orthopaedics) during the month. At the end of the month the live register of the office stood at 534 (comprising 125 blind, 72 deaf and dumb and 337 orthopaedics).

The 12 Vocational Guidance Units in the State rendered Group Guidance (Pre-registration) to 5,304 applicants and individual guidance to 67. They also gave individual information to 2,639 persons and placed 37 individually guided applicants in employment during the month.

The Occupational information Officer attached to State Headquarters completed original study in respect of 5 occupations in Family '803'.

The Employment Information and Assistance Bureaux in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli interviewed and counselled 493 applicants besides registering 419 applicants and renewing 32 registrations during the month.

The Mobile Registration Units attached to District Employment Offices, Ramanathapuram and Salem registered 238 applicants and effected 1,796 renewals. They also interviewed and counselled 252 applicants.

Employees' Provident Funds Act, 1952

During the month of December, 1965 the Employees' Provident Funds Act 1952 was extended to establishments of stone quarry producing roof and floor slabs, dimension stones, monumental stones and mosaic chips, with effect from 31-12-1965.

20 establishments/factories were brought under the Employees' Provident Funds Act, 1952 during the month of December, 1965, thus bringing the total No. of covered establishments/factories to 3,708.

A total sum of Rs. 54,26,723.01 (excluding the refund of loan, previous accumulations and Administration charges etc., amounting to Rs. 2,62,766.65) was received as employees' and employers shares of contribution for November, 1965.

The total Number of employees/subscribers covered under the Employees' Provident Funds Act, 1952 in the Madras State at the end of November, 1965 was 4,80,174/4,19,946 respectively.

Workers' Education during January, 1966

Under the Workers' Education Scheme Unit level classes were started during the month in the following establishments.

Loco Works, Perambur; Resa Company, Madras; Clothing Factory, Avadi; Best and Company, Tondiarpet; Pilot Pen Company of India Limited, Polai; Neyveli Lignite Corporation Ltd., Neyveli; Madras Rubber Factory, Madras; Shaw Wallace Ltd. Kaduvetti; Dharangadhara Chemicals Ltd., Arumuganeri.

During the month 60 unit level classes in Madras Region and 47 unit level classes in Madurai Region were in session.

A function was held on 26-1-66 at Metal Box Company of India Limited, Madras for distribution of certificates to the successful worker trainees.

The Worker Trainees of Loco Works, Southern Railway, Enfield India Limited, Rajeswari Mills, Gudiyatham; Sundaram Motors (P) Ltd., Madras; Vijayakumar Textiles Ltd., Palani; Srivilliputtur Co-operative Spinning Mills Ltd., Srivilliputtur undertook study tours to Bangalore, Poona, Bombay, Madras, Madurai, Tirunelveli and Neyveli. The managements extended financial assistance towards the expenses of the tour.

Upto the end of the month 433 worker teachers had been trained in Madras and Madurai region. 20,052 workers had been trained and 2,336 were under training at the end of the month.

CURRENT NOTES

Annual Conference of the Society for Study of Industrial Medicine

The 16th Annual Conference of the Society for Study of Industrial Medicine was held at Madras from 28th January to 1st February, 1966. The Conference was inaugurated by Dr. Sushila Nayyar, Minister for Health, Government of India on 28th January at Raja Annamalai Hall, Madras. Sri Bhaktavatsalam, Chief Minister of Madras presided over the function.

The Union Minister said that Industrial health and safety were necessary for economic reasons as well. She said sickness absenteeism to a large extent could be brought down if all workers were given a thorough medical check-up during the first month of their employment and regularly once a year thereafter. She said that unless there was improvement in the health, safety and welfare of the industrial workers, high productivity could not be achieved, and that adequate health and safety programme in industry were the base for better quality production.

The Chief Minister of Madras said that workers were forced to live in unhealthy surroundings on account of overcrowding in the cities and that it was therefore essential that workers should be provided housing facilities. He also called for greater attention to rehabilitation of injured workers. He expressed the hope that the report of the high power committee on the working of the E.S.I. Scheme, to be submitted soon, would suggest ways to improve the medical facilities offered under the scheme.

Sri H. V. R. Iengar, Chairman of the Reception Committee, welcomed the gathering. The presidential address was delivered by Dr. Amubhai P. Shukla. The scientific session of the Conference was held on 29th, 31st January and 1st February in Madras Medical College.

Madras Productivity Council

The valedictory function of the courses conducted by the Madras Productivity Council on Cost and Budgetary Control, Work Study (in Tamil), Plant Layout and Jigs and Tool Design was held at Hotel Ashoka on 28th January 1966. Professor B. Sengupto, Director, Indian Institute of Technology, Madras, delivered the valedictory address. Sri C. A. Cornelius, Managing Director, Hindustan Teleprinters Ltd., distributed the certificates. Sri S. Mohan Kumaramangalam, presided over the function.

The course on Cost and Budgetary Control was conducted by Sri Shadid Pravin, Regional Director, National Productivity Council, Calcutta from December 13th to 17th, 1965. Eighteen participants attended the course. The courses on Work Study (in Tamil) and Plant Layout were conducted by Shri G. Chandrasekaran, Assistant Director, National Productivity Council, Madras. Representatives of 9 trade unions and 10 from the managements sector attended the course on Work Study and 13 participants attended the course on Plant Layout. The Course on Jigs and Tools Design was conducted by the Indian Institute of Technology, Madras from 3rd January to 12th January, 1966.

The Madras Productivity Council will present the following training courses during the 1st half of the India Productivity Year 1966.

AWARDS AND AGREEMENTS

Month	Name of the Programme	Course Director	Participants
1	2	3	4
February, 1966	Discussion leading Programme.	Mr. H. K. Bakru T. W. I. Centre Bombay.	Managers and Executives.
March, 1966	Industrial Maintenance (Tamil)	Mr. K. M. Rangaswamy, Industrial Engineer, Tiruchirappalli Productivity Council.	Production & maintenance workers, foremen or maistries,
-do-	Personnel Selection and Job Placement.	Dr. W. T. V. Adisesathiah, M.A Ph D. Loyola College, Madras.	Production Superintendents, Personnel Officers, and Executive in charge of Personnel Selection.
-do-	Techniques in Industrial Engineering.	Mr. B. Ananthakrishnan, Deputy Director, National Productivity Council.	Engineering and Managerial cadre.
April, 1966	Industrial Safety (Tamil)	Sri S. Paramanayakam, Asst. Regional Director, Regional Labour Institute, Madras.	Supervisors & workers at plant level.
-do-	Mediation Conciliation & Arbitration.	Dr. A V. Raman Rao Director, Bureau of Labour & Industrial Relations services Bombay.	Senior and top management personnel.
-do-	Human Engineering.	Mr. P. Ganapathy, Assistant Director, National Productivity Council.	Equipment and design department.
May, 1966	Marketing Management.	Sri M. Shahul Hammed Asst. Director (IMT) Small Industries service Institute, Madras.	Personnel of Sales Dept.
-do-	Total Quality Control.	Indian Statistical Institute.	
May - June 1966	Development of Training Executives	Dr. M. Yoga, Regional Director, N.P.C. Bangalore, Mr. M.S. Datta, Deputy Director, N. P. C. Calcutta.	Training officers.
June 1966	Financial Analysis.	Prof. S. C. Kuchhal, Professor of Finance, Indian Institute of Management, Ahmadabad.	Executives.
-do-	Worker and Productivity.	Shri A. N. Ramathan, Industrial Engineer Madras Productivity Council.	Foremen, workers, and Trade union leaders.

BEFORE THE INDUSTRIAL TRIBUNAL, MADRAS

(Tuesday, the twenty-first day of December, one thousand nine hundred and sixty-five (30th day of Agrahayana, 1887—Saka)

Present :

SRI O. V. BALASWAMI, B.A., B.L.,
Industrial Tribunal, Madras
Industrial Dispute No. 15 of 1965

(In the matter of the dispute between the workmen and the management of T.I. Cycles of India, Ambattur, Madras-52)

Between

(1) The Secretary, T.I. Cycles' Staff Union, 12/13, Angappa Naicken Street, Madras-1 and (2) The Joint Secretary Tube Investment Employees' Union, 136, Strahans Road, Madras-12. (Impleaded as party to the dispute by the order of the Industrial Tribunal, dated 13th May 1965 in Application No. 70 of 1965 in I.D. No. 15 of 1965).

and

The management of T.I. Cycles of India, Ambattur, Madras-12.

Reference—G.O.R. No. 438, dated 3rd March 1965, Department of Industries, Labour and Co-operation, Government of Madras.

Issues :

- (1) Whether the monthly-rated staff who are required to work during Saturdays and Sundays should be paid compensatory allowance therefor in addition to their normal wages, and if so to what relief they would be entitled.
- (2) Whether the existing rate of dearness allowance applicable to the monthly-rated staff needs revision and if so what the revised rate should be.
- (3) Whether the demand for revision of scales of wages for the monthly-rated staff is justified and if so to revise the scales of wages and fit the incumbents in the scales so fixed.
- (4) Whether the demand for the institution of a gratuity scheme is justified and if so to formulate a scheme.

This dispute coming on for final hearing on Monday, the 22nd day of November 1965, upon perusing the claim and counter-statements and other material papers on record and upon hearing the arguments of Sri S. Ramaswami, Advocate for the T.I. Cycles' Staff Union and Sri G. Balaram, for the Tube Investment Employees' Union and of Sri M. R. Narayanaswami, Advocate for the management and having stood over for consideration till this day, the Tribunal passed the following.

Award

This dispute is between the management of T.I. Cycles of India, Ambattur and its workmen. This dispute mostly relates to the wage scales, dearness allowance and over-time allowance in respect of the monthly-rated staff. In addition it also relates to the demand for a gratuity scheme.

Two statements of claim have been filed; one by T.I. Cycles Employees' Union and the other by the Tube Investment Employees' Union. The management of T.I. Cycles is a unit of the company functioning in the name of Tube Investments of India, Limited, which manufacture bicycles which are marketed under the names "Hercules" and "Phillips". It is contended that the management has enough capacity to pay and it is also contended that they are holding monopoly in the field of cycles. The monthly-rated staff working under this management demand a revision of wage scales and dearness allowance on the ground that their wage scale is low and the dearness allowance is not related to the cost of living index. Besides these two claims, the monthly-rated staff claim compensatory allowance when they are asked to work on Saturdays and Sundays. They also claim for the framing of a gratuity scheme. The demands of the monthly-rated staff in regard to the scale of wages and dearness allowance is resisted by the management on the ground that the rate of dearness allowance that prevails in the present management compare favourably with what prevails and preponderate in the region. As for the scales of wages, the management contends that their present wage scale compares favourable with comparably and regional industries. With regard to gratuity, the management has no objection to the framing of a scheme but wants provision against unreasonable and premature resignation and solicitation of discharge or dismissal. Regarding the claim of the monthly-rated staff for compensatory allowance for work on Saturdays the management contends that Saturday is not holiday and no compensatory allowance need be paid, if any of the monthly-rated staff, worked on Saturdays. The following issues have been referred for adjudication by this Tribunal:—

(1) Whether the monthly-rated staff who are required to work during Saturdays and Sundays should be paid compensatory allowance therefor in addition to their normal wages, and if so, to what relief they would be entitled.

(2) Whether the existing rate of dearness allowance applicable to the monthly-rated staff needs revision and if so what the revised rate should be.

(3) Whether the demand for revision of scales of wages for the monthly-rated staff is justified and if so to revise the scales of wages and fit the incumbents in the scales so fixed.

(4) Whether the demand for the institution of a gratuity scheme is justified and if so to formulate a scheme.

Issue III—This issue relates to the demand for the revision of wages of the monthly-rated staff. The main ground on which the demand is made is that except for some of the clerical and allied categories there are no fixed scale of pay and that employees have been recruited and started at different salaries for the same designation and paid, or not paid annual increments at the rates and in amounts varying with the whims and caprice of the management and that no rational rule has been either applied or can be inferred from the past and present practices of the company. It is contended by the management that their present scale of pay compares favourably with comparable and regional industries.

The Labour Welfare Officer of the management, when examined as M.W. 1, stated in his cross-examination that after he joined no worker was told about his scale of pay and that he himself was not told his scale of pay. He also admitted that there were no notifications to the workers about the revised scales of pay and that he has no explanation for this. This is unfair to the workers and shows the urgent necessity for framing a proper scale of wages.

Paragraph 34 of the counter filed by the management mentions the scale of pay for the monthly-rated staff. It will be seen therefrom that there are six categories on the whole and that category II and IV have another sub-category. As against this classification the T.I. Cycles Employees' Union has mentioned in paragraph 49 of its claim-statement, some of the categories excluding three categories, namely peons and allied categories, helpers, messengers, etc., and allied categories and clerks and allied categories about whom references have been made in previous paragraphs. It will be seen from paragraph 49 of the said statement of claim that both parties are not agreed as to which worker should come in which category. It is not known as to how the said union brings into the same category Comptists, Chief Booking Clerks, Chief Time-keeper, Junior Inspectors. According to the management, Category 3 is Comptists, Booking Clerks and others mentioned therein while Chief Time-keeper comes in Category 4(A).

It will be useful to notice even at the outset that what is referred to for adjudication to this Tribunal is only the revision of scales of wages for the monthly-rated staff and has no reference to categorization of the said staff. In view of this, I have to proceed on the footing of the categorization that is mentioned in paragraph 34 of the counter filed by the management. I may also point out that evidence was not directed towards any proper classification of workmen, or with regard to the skill required for any one class of these workmen.

The capacity of the management to pay is not disputed. Exhibit W-47 is a copy of the statement of accounts of Tube Investment of India, Limited, for the year 1964. But it is pointed out for the management, that the figures as found in this account should not be taken into account as it relates to Tube Investment of India, of which T.I. Cycles forms a part. But even so, the management could have done well to

give a statement of profit attributable to T.I. Cycles of India alone. But this is immaterial, because, the management's capacity to pay fair wages and dearness allowance is not disputed.

T.I. Cycles of India manufactures cycles and cycle parts. It is not stated before me, and there is no evidence on this point that there is any other industry in the State of Madras or in the very near neighbourhood which manufactures bicycles. The wage scales and dearness allowance prevalent in this industry in this region for comparison is therefore out of question. More emphasis has to be laid on the region basis of the industry-cum-region basis. I may also add that as far as clerks, typists, stenographers, peons and allied categories are concerned, the work of these persons, whether in a cycle industry or in any other industry will be substantially the same and the wage scales of other industries could be reasonably compared with those prevailing in the present management for these categories.

The first category of monthly-rated staff according to the management's counter consists of attenders, office boys and messengers and they are put in Grade I. Their basic wages is Rs. 15—2½—35. The management has filed a detailed statement in Exhibit M-4 showing the various kind of employees and the wage structure that prevails in this management and those that prevail in the so-called comparable concerns. Management has also filed Exhibit M-3 showing the old scale of pay that was prevailing in their concern, as well as the new scale. As against this, workmen have produced Exhibit W-39 showing the wage scales of several comparable concerns. They have also filed Exhibit W-40 showing the wage scales as demanded by the union and the scales which the union suggests for being accepted by this Tribunal. It is on these documents that fair wages have got to be arrived at. With regard to grade No. I consisting of peons, attenders and office boys, Exhibit M-3 mentions the new scale as Rs. 15—2½—35. The same scale is referred to in the counter also. In Exhibit M-4, it is mentioned that there has been revised scale as Rs. 28—2½—53—3—68.

I may therefore, proceed on the footing that on the date of reference, the scale of this category was as stated in Exhibit M-4. The scale that is demanded by the union is Rs. 35—4—55—6—85. Having made this demand, Exhibit W-40, suggests the adoption of the scale of Rs. 44—3—65—4—77. It appears to me, that the data as given in Exhibit W. 39, showing the wage scale of this kind of workmen may be usefully compared though the other industries mentioned therein do not manufacture cycles, as the work of these persons in all industries will be substantially the same. It is seen from Exhibit W-39, that the starting salary in Ashok Leyland is Rs. 75 in Metal Box, Voltas, Liptons and Imperial Tobacco, the starting salary is respectively, Rs. 32, 35, 35 and 39. An addition to this comparison is made by the mentioning the wage scale of this category that is prevalent in Dunlop in Exhibit W-40. Dunlop pay for this category starting at Rs. 38. It is therefore, clear that in almost all comparable concerns except Ashok Leyland, the starting salary is in the region of Rs. 32 to 40. It appears to me, that a starting salary of Rs. 35 will be a fair wage bearing in mind that provision by way of dearness allowance has also to be made. It also appears to me that an increment of Rs. 2 which is adopted uniformly by other companies

except Ashok Leyland and Dunlop will also represent a fair incremental scale. Taking into consideration the above facts, I fix the scale of this category as Rs. 35—2—65.

The second category, according to the management consists of two subdivisions, namely, helper and driver. The present salary of a helper is in the scale of Rs. 30—3—60; while that of a driver is Rs. 40—3—70. It will be expedient to consider these two subdivisions separately.

A helper is classified by the workmen in Exhibit W-40 along with the Watch and Ward and some other assistants. There is no oral evidence to show what exactly a helper does. In Exhibit W-39 a helper is also classified with Filing Assistants and record room assistants. In Exhibit M-4, it is mentioned that there is no other factory which employs helpers. Seeing that the helper is started on a higher salary than that of a peon, the work must be more important and arduous than that of a peon. As there is no evidence to show if any other comparable industry employs a helper, I have to fix the wage scale having regard to one which has been fixed for category I and bearing in mind that a helper is more important and does better kind of work than a Grade I employee. Helper's present salary in this management is Rs. 30—3—60. I have fixed the wages of Grade I, Rs. 35—2—65. A fair wage to a helper will be Rs. 50—3—95.

Coming to the category of 2A, in which drivers are mentioned the scale is Rs. 40—3—70. In Exhibit M-3 despatch riders and drivers are shown on the new scale Rs. 40—3—70—4—90. The demand of the union for the driver is Rs. 60—5—80—7—115—10—175. In the same document it is suggested that the scale of Rs. 65—4—105—6—135 may be adopted. Exhibit W-39 shows the present pay of the driver under this management is Rs. 75 (it is not known where from it is got). The starting salary for the drivers in the Metal Box Company is Rs. 55, in Voltas Rs. 50 in Imperial Tobacco Rs. 69 in Liptons Rs. 78 in Ashok Leyland Rs. 100. The demand for a starting salary of Rs. 60 appears to me reasonable in view of the wages prevailing for drivers as found in Exhibit W-39. I therefore, fix the scale of a driver on Rs. 60—4—120.

The next category of employees come under Grade III, as found in the counter of the management. This grade consist of 13 categories, namely, (1) Adrema Operators; (2) Booking Clerks—Chief and Ordinary; (3) Chasers; (4) Clerks; (5) Comptists; (6) First Aider; (7) Pharmacists-Compounders; (8) Power Somas; (9) Punch Operators; (10) Roto Print Operators; (11) Telephone Operators; (12) Typists; (13) Viewers. All these people are under the scale of Rs. 60—4—100—5—125. As already pointed out that the workmen did not bring all these 13 categories of employees under the same category but have shown them under different categories, and that I have to proceed on the categorization as found in the counter of the management. All these 13 classes of employees will therefore be under Category III having the same pay except for a distinction which is now prevalent in the cases of clerks, telephone operators and typists. For clerks four increments are given if they happen to be graduates, and two increments if they happen to possess educational qualification above S.S.L.C., telephone operators are started with four increments while typists are started with one increment if they happen to

be junior typists and with three increments if they happen to be senior typists. This distinction will be allowed to continue. But in the new scale which is to be fixed by me, taking for example the case of Adrema Operators, the present scale of pay in this management is Rs. 60—4—100—5—125. In Exhibit M-39, an Adrema Operator is mentioned as getting a starting salary of Rs. 80 even in the present management. (It is not known how). According to this document, there is no Adrema Operator either in the Metal Box, Voltas, Liptons or Imperial Tobacco. Here again the exact duties of the Adrema Operator is not known (there is no evidence). On seeing that he has been placed along with Punch Operator, Roto Print Operator, Telephone Operator, it may be gathered that an Adrema Operator is a person who works on a machine similar to typewriting machine or Punch Operating machine. The pay given to Adrema Operator in Ashok Leyland which starts with Rs. 120 appears to me more liberal and cannot be adopted in the case of the present management. But useful comparison can be made regarding the scale prevailing in other companies regarding the clerks and typists. As far as clerks are concerned, Metal Box starts with Rs. 80, Voltas with Rs. 70, Liptons with Rs. 84 and Imperial Tobacco has six grades ranging from Rs. 90 to Rs. 225. On this the fair wage for a clerk or a typist would appear to be in the vicinity of Rs. 80 or Rs. 85. The workmen have demanded for clerks and typists, a salary starting with Rs. 80 and ending with Rs. 410. I do not think that such a running time scale is called for or fair. I fix the scale of clerks and typists as Rs. 80—4—120—5—145. As the 13 classes of employees mentioned above are put under Grade III on the same scale of salary with the exception referred to above, what applies to a clerk and typist would appear to apply to the other classes of employees mentioned in Grade III of the management's counter. All these 13 classes of employees will be under Grade III on the scale of Rs. 80—4—120—5—145.

Grade IV as mentioned in the management's counter consist of two classes of employees viz., Junior draughtsman and stenographer. I accept that these two classes of persons should come under the same scale of wages. As far as a stenographer is concerned, his present salary in this management is Rs. 100—5—150—6—180. His qualification is S.S.L.C. with typewriting higher and shorthand lower. In Exhibit W-39, a stenographer is paid in Ashok Leyland Rs. 150 while the starting salary in Metal Box, Voltas, Liptons and Imperial Tobacco are respectively Rs. 130, Rs. 110, Rs. 150 and Rs. 150. The Union has demanded for Stenographers a starting salary of Rs. 120 which appears to me to be reasonable, in view of the salary that is prevailing in the other industries and mentioned in Exhibit W-39. I therefore fix the salary of a Stenographer at Rs. 120—5—170—6—200. As the Junior Draughtsman comes under the same grade of the Stenographer, I fix his wage scale as that of Stenographer.

Category IV-a consists of 17 classes of employees viz. (1) Accounts Assistant-Junior; (2) Assistant Security Officer; (3) Chargehands-Inspection Chargehands; (4) Chief Time-keeper, (5) Commissionaire, (6) Despatch Supervisors, (7) Fire Officer, (8) Junior Chargehands, (9) Junior Chemists, (10) Mechanical Draughtsman, (11) Planners' Assistants, (12) Progress Assistants-Grade II; (13) Purchase Assistant-Grade II, (14) Record Room Assistants, (15) Store-keepers, (16) Transport Assistants-Junior, (17) Working Chargehands. If all these people have been categorized under IV-a it

must be on the footing that the work done by each of these classes of person is more or less the same. Of course, as I pointed out earlier, there is no evidence to show the work done by each of them and there is no data on record to find out in what category he must be put. Further the question of proper classification of categorisation has not been referred to this Tribunal. All these 17 classes of workmen must therefore come under the same category having the same scale of wages. The present scale of this grade is Rs. 120-7½-195-10-235. This grade appears to be a fairly important grade. Exhibit W-39 refers to the pay of Progress Assistant, who come under Grade IV-a. But the other comparable concerns have no such Assistants. Accounts Assistants are employed in Ashok Leyland and not in other comparable concerns. Chargehands are shown as starting with a salary of Rs. 150 in Ashok Leyland, 130 in Metal Box, and 225 in Imperial Tobacco. An Assistant Security Officer is shown in Exhibit W-39 as starting with a salary of Rs. 150 in Ashok Leyland. The other companies do not have assistant Security Officer. There are no fire officers in the other concerns. A Junior Chemist is not employed in the other concerns, nor are there Purchase Assistant in others concerns. A Draughtsman is shown in W-39 as getting a starting pay of Rs. 150 in Ashok Leyland; Rs. 130 in Metal Box; Rs. 100 in Voltas; and Rs. 135 in Imperial Tobacco. The Draughtsman appears to be representative of the 17 classes of employees under Grade IV-a. The fair salary for all these 17 classes of persons would appear to be in the scale of Rs. 130-7½-205-10-255.

Grade V: As per the counter of the management this grade consists of 10 classes of employees, namely, (1) Accounts Assistants-Senior; (2) Cashier; (3) Design Draftsman, (4) Laboratory Chemists, (5) Planning Assistant, (6) Progress Assistant Grade I; (7) Purchase Assistant-Grade I, (8) Senior Chargehands; (9) Senior Stenographer, (10) Transport-Assistant. A cashier according to W-39 starts on salary of Rs. 130 in Metal Box; while in this concern it is Rs. 190. The other classes of employees mentioned in counter of the management do not find a place in Exhibit W-39. But seeing that the starting pay of Grade V is more than that of Grade IV the 10 classes of employees coming under Grade V have more responsible duty than those under Grade IV. I have fixed starting salary of Grade IV at Rs. 130. In view of this, and in the absence of any other material placed on record, to guide me to fix the wage scale of this grade and especially in view of the fact that a draughtsman in Ashok Leyland is started with a salary of Rs. 150 and Rs. 130 in Metal Box, I am of opinion that the scale for Grade V employees does not require revision.

Grade VI: As found in the management's counter, consists of Foreman Inspector, and Junior Foreman, in the scale of Rs. 200-20-400-20-500. Exhibit W-39 mentions a junior foreman starting with a pay of Rs. 225 in Ashok Leyland and foreman Inspector as starting with a pay of Rs. 175 in Imperial Tobacco. The present scale applicable to these two classes of workmen appears to be reasonable and fair and does not require revision.

I therefore hold that wage scale of the employees referred to under Grade V and IV in the management's counter do not require revision and the scale of wages for the other grades have to be revised as shown above.

The following schedule gives the wages fixed by me to the employees coming under various grades. They shall come into effect on and from 1st

March 1965 as the reference itself has been made on 3rd March 1965. Regarding the fitment, each class of employee will be fitted in the next higher stage of wage applicable to his grade. There will be no weightage for past services :—

SCHEDULE

Grade	Equivalent post and name	Basic wages-salary
1	2	3
I.	1. Attenders 2. Office Boys 3. Messengers	35-2-65
II	Helper	50-3-95
II-a.	Driver	60-4-120
III	1. Adrema Operators 2. Booking Clerks-Chief and ordinary. 3. Chasers 4. Clerks-Graduatas have four increments ; above S.S.L.C. have two increments. 5. Comptist 6. First Aider 7. Pharmacists-Compounders 8. Power Somas 9. Punch Operators 10. Roto Print Operators 11. Telephone Operators-General-Start with four increments. 12. Typists-Junior start with one increment-Senior start with three increments. 13. Viewers.	80-4-120-5-145.
IV.	1. Junior Draughtsman 2. Stenographer.	120-5-170-6-200

1	2	3
IV-a.	1. Accounts Assistant Junior 2. Assistant Security Officer 3. Chargehands-Inspection chargehands. 4. Chief Time-keeper 5. Commissionaire 6. Despatch Supervisors 7. Fire Officer 8. Junior Chargehands 9. Junior Chemists 10. Mechanical Draughtsman 11. Planners Assistants. 12. Progress Assistants-Grade II 13. Purchase Assistants-Grade II 14. Record Room Assistants 15. Store-keepers 16. Transport Assistant-Junior 17. Working Chargehands	130-7½-205-10-255
V	1. Accounts Assistants-Senior 2. Cashier 3. Design Draftsman 4. Laboratory Chemists 5. Planning Assistant 6. Progress Assistant-Grade I 7. Purchase Assistant-Grade I 8. Senior Chargehands 9. Senior Stenographers 10. Transport Assistant-Senior	150-12½-275-15-350
VI.	1. Foreman Inspector 2. Junior Foreman	200-20-400-20-500

Issue II - As will appear from the Counter statement of the Management, the Dearness Allowance that is paid to the monthly-rated staff is at a flat rate. It is not linked to the cost of living index. It is contended by the workmen that the Dearness Allowance not related to the cost of living index is unfair as it does not provide adequate compensation against rise in prices. There can be no dispute with this statement. While discussing issue No. 1, I have already mentioned that this management has capacity to pay, though it is not known what profit it is actually making, because the balance-sheet and profit and loss account relates not only to T. I. Cycles but to the parent company Tube Investment of India Ltd. Inasmuch as the Management has not placed on record the exact profit the T. I. Cycles are making, I have to presume, that it has adequate capacity to pay dearness allowance at a fair rate. As it is paying only at a flat rate without linking it to the cost of living index, this rate needs revision.

The next question is regarding the fair rate. In paragraph 41 of the statement of claim filed by the T. I. Cycles Employees' Union, mention is made that the dearness allowance should be on a sliding scale of percentage linked to the cost of living index and that the floor level of 25 P per point should be applicable to all categories of employees. Exhibit W-10 is a statement filed by the Union giving the various scales of dearness allowance existing in comparable concerns, viz. Crompton, Dunlop, Indian Oxygen, Voltas. It will be seen therefrom that in Crompton it is paid at 25 Paise per point and in other companies there are sliding Scales. During the course of its arguments, the management indicated, that if extra Dearness Allowance is to be paid to monthly and hourly rated workers, it will cost about 2 lakhs and 35 thousands. Assuming this is to be so, nothing has been placed on record to show that this additional burden cannot be properly borne by the present management. It was also argued that the increase in the dearness allowance may affect the bonus. Whatever that may be, in the absence of any material to show that the present management, cannot bear the additional burden, I presume, that it has got the necessary capacity. The management is willing to pay at the rate of 22 paise per point rise over hundred in the cost of living index. The president of several Unions examined as W. W. 3, states in his evidence, that in the present management, hourly rated workers are paid 20 Paise per point rise over hundred in the cost of living index. The management contends on the authority of Messrs. Greaves Cotton Company Ltd., (1964 I. L. L. J 342) that time has how come when employees getting same wages should get the same dearness allowance irrespective of whether they are working as clerks, or otherwise. But still the question is as to the fair rate of dearness allowance of which all workmen, irrespective of their category may get at the same rate. According to W. W. 3 Ashok Leyland is paying 25 paise plus 16 Rupees; English Electric 22 paise plus Rs. 7-50, Richardson 22.5 paise; Crompton 23 paise; Hackbridge pays 22.8 paise and Ennore Foundry 23.5 paise. On this evidence, a fair rate of dearness allowance that appeals to me is 23 paise per point over 100 in the cost of living index. I find this issue accordingly.

Issue I - This issue relates to demand of the workmen for compensatory allowance in addition to their normal wages when they are asked to work during Saturdays and Sundays, Management's contention is that no workman who does not work in excess of 48 hours of work for a week is entitled to demand for overtime wages. It is also contended in paragraph 31 of the management's counter that for work on Sundays, the provision of the

Factories Act shall prevail. According to the workmen the working days in a week are only 5 days and Saturday is a holiday. Absolutely no evidence has been placed on record by the Union to show that Saturday has ever been agreed to by the management as a holiday. On the side of the Management its Labour Welfare Officer examined as M. W. 1 says that at no time Saturday was declared a holiday. I have therefore, to proceed on the footing that Saturday in a week is a working day. It is accepted that usually on Saturday the workmen generally do not work. The management says that it is a closed day. As long as Saturday is not declared a holiday, it does not matter whether it is a closed day or a working day. According to section 51 of the Factories Act no worker shall be required to work in a factory for more than forty-eight hours in a week. According to section 52 of the said Act, a worker will not be required to work on the first day of the week except under certain circumstances. Section 59 of the same Act refers to extra wages for overtime. It is applicable to workers who work for more than nine hours on any day or for more than forty-eight hours in any week. If he works in excess of this, he will be entitled to wages at the rate of twice his ordinary rate of wages. It is not the case of the workmen and there is no evidence in this behalf, that at any time a workman who worked for more than fortyeight hours in a week was ever refused extra or overtime wages at the rates twice his ordinary rates. The arguments of the workmen centered round only the work on Saturdays and as in my opinion a Saturday is also a working day, though for the sake of exigencies and convenience no production is done on this day, a workman will not be entitled to claim overtime wages if he worked on a Saturday, unless he worked for more than 48 hours for the week.

I therefore, hold on this issue that unless workman works for more than 48 hours in a week, he is not entitled to any compensation allowance and if he works like that, he will be entitled to wages twice the rate of his ordinary rate of wages. I may also add that the pay of an employee on a monthly rate is for the month exclusive of holidays and as such a Saturday which is not a holiday must be deemed to be working day for him.

Issue IV - The necessity for the institution of a gratuity scheme is not denied by the management. It is willing for the framing of such a scheme but its only request is that the scheme should provide against un-reasonable and premature resignation and solicitation of discharge or dismissal. At the time of arguments, the dispute between the parties was if the gratuity shall be one month's pay for every year of service or half month's wage for every year of service. It will be found from the statement attached to W-39 that Shawallace, Crompton, East Asiatic, Dunlop, General Electrical, Glaxo Labouratories and Metal Box pay gratuity at the rate of one month's salary for every year of service. It appears to me that it will be fair that if one month's wages is allowed for every year of service. I am referred to several gratuity schemes framed by this Tribunal, in I. D. No. 15 of 1962, this Tribunal has found that one month's basic wages for each completed year of service will be fair. In I. D. No. 8 of 1964 there was a sliding scale, the proportion varying with the years of service put in. Of course as contended by the management there should not be an incentive to resign in view of the gratuity a worker will be getting. Nor should there be any attraction for the worker to get discharged or dismissed. The following scheme of gratuity is in my opinion a fair one.

Gratuity

1. There shall be no gratuity for any employee who resigns, retires or is discharged or dismissed from service if he has not completed 5 years of service.

2. On an employee voluntarily retiring or resigning after 15 completed years of service, one month's basic wages for each completed years of service.

3. On termination of service by the employer, (a) after 5 years but less than 10 completed years of service; half a month's basic wages for each completed year of service (b) after 10 but less than 15 years of service; three-fourths of a month's basic wages for each completed years of service; (c) after 15 completed years of service: One month's basic wages for each completed years of service; (d) by dismissal for misconduct involving financial loss to the company, the employee would be disentitled to gratuity to the extent of such loss.

Explanation :—Basic wages means the average wages for twelve months preceding the death, disability, retirement, resignation or termination of service. 'Complete years of service,' means the total years of service. Periods of six months and above will be reckoned as one full year and periods of less than six months will be ignored.

The above scales of wages, dearness allowance and gratuity scheme shall come into force on and from 1st March 1965 which is roughly the date of reference. I do not think fit to make it more retrospective as demanded by the workmen.

There will be an Award in terms of my above findings. No order as to costs.

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

1. ROBINSON (E.A.G.), Ed.
Problems of economic development, Proceedings of a conference held by the international economic association.
London. Macmillan & Co., Ltd., pp. 626. Rs. 60/-
2. INTERNATIONAL LABOUR ORGANISATION.
Minutes of the 160th session of the governing body.
I. L. O. Geneva, 1964, 17-20, November. pp. viii + 162.
3. INTERNATIONAL LABOUR ORGANISATION.
Labour faces the new age; A workers' education manual.
I. L. O. Geneva, 1965. pp. vi + 227.

IMPORTANT ARTICLES.

1. TRIVEDI (H. N.)
Trends in the Indian labour movement,
Indian worker. I. N. T. U. C. Annual session number,
Vol. 14. Nos. 12 & 13.
2. DATAR (B. N.)
Social security and economic development.
Indian worker. I. N. T. U. C. Annual number session.
3. TATA (Naval. H.)
Prosperity through higher labour productivity.
Commerce, 1965. Annual number. Vol. 111.
No. 2852. December, 1965.
4. BALA (M. S.)
Treating Gorakhpuri labour as workmen.
Capital. Vol. 156. No. 3896. February 3, 1966.

5. TALABGAR (Attar singh).
Workers stake and role in occupational safety.
Punjab labour journal for quarter ending December, 1965.
6. BARBASH (Jack).
Rise of industrial unionism in the United States.
American labour review. Vol. 19. No. 2. February, 1966.
7. SETH (K. G.)
Review of research in industrial relations in India.
Indian journal of industrial relations.
Vol. 1. No. 3. January, 1966.
8. MUNSON (Fred. G.)
Attributes of members in an American union.
Indian journal of industrial relations.
Vol. 1. No. 3. January, 1966.

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NOTIFICATIONS

Reconstitution of Local Committee for Tirunelveli area under Employees' State Insurance (General) Regulations.

II-1 No. 9 of 1966.

The following notification of the Regional Director, Employees' State Insurance Corporation, dated 29th November 1965, is published :—

No. MR / CO-3 (24) / 62 (1). It is hereby notified that the Local Committee set up vide this office Notification No. MR / CO-3 (5) / 62 (1), dated 16th January 1963 for Tirunelveli area under Regulation 10-A of the Employees' State Insurance (General) Regulations, 1950, has been reconstituted with the following members with effect from 29th November 1965 :—

CHAIRMAN.

(Under Regulation 10-A (1) (a) .)

1. The District Medical Officer, Tirunelveli.

MEMBERS.

(Under Regulations 10-A (a) (b) .)

2. The Labour Officer, Tirunelveli.

(Under Regulation 10-A (1) (c) .)

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

(Under Regulation 10-A (1) (d) .)

4. Shri V. Gomathinayagam, Sri Ram Popular Service (Private), Limited, (Member, Tirunelveli District Bus Owners Association), Palayamkottai.

5. Sri P. S. Eswaran, M. A., Welfare Officer, Industries, Chemical Limited, Sankaranagar, Tirunelveli District.

6. Sri R. Vaikuntan, Labour Officer, Nellai Cotton Mills, Sankaranagar, Tirunelveli District.

7. Sri V. N. Ramachandran, Labour Welfare Officer, India Cements Limited, Sankaranagar, Tirunelveli District.

(Under Regulation 10-A (1) (e) .)

8. Sri T. B. Raju, (Foreman, Water-supply Department) India Cements Limited, C/o The India Cements Workers' Union, Sankaranagar P. O. Tirunelveli District.

9. Sri Yeera Pulliah, General Secretary, Panchalai Thozhilalar Munnetra Sangam, Ganapathy Mills, Sankaranagar, Tirunelveli District.

10. Sri A. L. Narasimhan, Assistant Secretary, Taluk Textile Workers' Union, Thatchanallur.

11. Sri K. S. Kumaraguruparan, B. A., B. L., Secretary, National Textile Workers' Union, Thatchanallur P. O.

(Under Regulation 10-A (A) (f) .)

12. The Manager Local Office, Employees' State Insurance Corporation, Tirunelveli (Secretary).

Date of coming into Force of all provisions of Madras Shop and Establishment Act to Certain Town Panchayats and specially notified area.

(G. O. Ms. No. 5875, Industries, Labour and Co-operation (Labour)
18th December 1965).

II-I No. 22 of 1966.

In exercise of the powers conferred by clause (b) of sub-section (3) of section 1 of the Madras Shop and Establishments Act 1947 (Madras Act XXXVI of 1947), the Governor of Madras hereby directs that all the provisions of the said Act shall come into force in the places specified in column (2) of the schedule below on the date of the publication of this notification in the Fort St. George Gazette:—

THE SCHEDULE

Serial number and name of Town Panchayat.	Taluk	Revenue Division.	Districts.
1	2	3	4
1. Aravakurichi	Karur	Karur	Tiruchirapalli
2. Keerambur	Musiri	Musiri	—do—
3. Veeraghanur	Attur	Salem	Salem
4. Thammampatti	Attur	Salem	—do—
5. Pallipalayam	Tiruchengode	Sankaridrug	—do—
6. Marandhahalli	Dharmapuri	Dharmapuri	Dharmapuri
Specially notified area.			
7. Railway colony and surrounding places adjoining the Golden Rock Panchayat.	Tiruchirapalli.	Tiruchirapalli.	Tiruchirapalli

Date of coming into force of Madras Catering Establishments Act to certain areas.

(G. O. Ms. No. 5977, Industries, Labour and Co-operation (Labour).
24th December, 1965.)

II-I No. 64 of 1966.

In exercise of the powers conferred by sub-section (3) of Section 1 of the Madras Catering Establishments Act 1958 (Madras Act XIII of 1958), the Governor of Madras hereby directs that the said Act shall come into force in the areas specified in column (1) of the Schedule below on the date of the publication of this notification in the Fort St. George Gazette:—

SCHEDULE

Name of the panchayat (1)	Taluk (2)	District. (3)
Town Panchayats.		
1. Alangudi	Alangudi	Tiruchirapalli.
2. Illupur	Kolathur	Tiruchirapalli.
3. Arimalam	Tirumayam	Tiruchirapalli.
4. Kadiapatti	Tirumayam	Tiruchirapalli.
5. Aravakurichi	Karur	Tiruchirapalli.

(1)	(2)	(3)
6. Keerambur	Musiri	Tiruchirapalli.
7. Vaitheeswarankoil	Sirkali	Thanjavur.
8. Gingee	Gingee	South Arcot.
9. Sankarapuram	Kallakurichi	South Arcot.
10. T. Kallupatti	Tirumangalam	Madurai.
11. Vedsanthur	Dindigul	Madurai.
12. Kipponnathur	Tiruvannamalai	North Arcot.
13. Attayampatti	Salem	Salem.
14. Elampillai	Salem	Salem.
15. Panamarathupatti	Salem	Salem.
16. Valappadi	Salem	Salem.
17. Kannankurichi	Salem	Salem.
18. Ayothipattinam	Salem	Salem.
19. Yethapur	Athur	Salem.
20. Gangavalli	Athur	Salem.
21. Veeranganur	Athur	Salem.
22. Sendarapatti	Athur	Salem.
23. Thammanpatti	Athur	Salem.
24. Thevoor	Sankaridrug	Salem.
25. Edaganasalai	Tiruchengode	Salem.
26. Pallipalayam	Tiruchengode	Salem.
27. Marandhahalli	Dharmapuri	Dharmapuri.
28. Pennagaram	Dharmapuri	Dharmapuri.
29. Mathagiri	Hosur	Dharmapuri.
30. Perianaickenpalayam	Coimbatore	Coimbatore.
31. Mulanur	Dharapuram	Coimbatore.
32. Kannivadi	Dharapuram	Coimbatore.
33. Odayakulam	Pollachi	Coimbatore.
34. Kavandapadi	Bhavani	Coimbatore.
35. Olagadam	Bhavani	Coimbatore.
36. Jambai	Bhavani	Coimbatore.
37. Ammapet	Bhavani	Coimbatore.
38. Mettupalayam	Bhavani	Coimbatore.
39. Nambiyur	Gobichettipalayam	Coimbatore.
40. Kasipalayam	Gobichettipalayam	Coimbatore.
41. Kugalur	Gobichettipalayam	Coimbatore.
42. Vaniputhur	Gobichettipalayam	Coimbatore.
43. Irugur	Palladam	Coimbatore.
44. Karumundichellipalayam	Erode	Coimbatore.
45. Sivagiri	Erode	Coimbatore.
46. Veerapanchatram	Erode	Coimbatore.

(1)	(2)	(3)
47. Brahmanaperia Agraharam	Erode	Coimbatore.
48. Kodumudi	Erode	Coimbatore.
49. Kaniyur	Udumalpet	Coimbatore.
50. Komaralingam	Udumalpet	Coimbatore.
51. Kotagiri	Coonoor	Nilgiris.
52. Ketti	Coonoor	Nilgiris.
53. Hulical	Coonoor	Nilgiris.
54. Melur	Coonoor	Nilgiris.
55. Adigaratti	Coonoor	Nilgiris.
56. Devarshola	Gudalur	Nilgiris.
57. Kunda	Ootacamund	Nilgiris.
58. Naduvattam	Ootacamund	Nilgiris.
59. Nelliylam	Gudalur	Nilgiris.
60. Vilathikulam	Koilpatti	Tirunelveli.
61. Thakkolam	Arkonam	North Arcot.
Village Panchayats.		
62. Vadaku Ariyanayagipuram	Ambasamudram	Tirunelveli.
63. Annavasal	Kolathur	Tiruchirapalli.
64. Keeranur	Kolathur	Tiruchirapalli.
65. Viralimalai	Kolathur	Tiruchirapalli.
66. Tirumayam	Tirumayam	Tiruchirapalli.
67. Nachandupatti	Tirumayam	Tiruchirapalli.
68. Pannayapatti	Tirumayam	Tiruchirapalli.
69. Kulipirai	Tirumayam	Tiruchirapalli.
70. P. Alagapuri	Tirumayam	Tiruchirapalli.
71. Royavaram	Tirumayam	Tiruchirapalli.
72. Konapet	Tirumayam	Tiruchirapalli.
73. Keelaseevalpatti	Tirupathur	Ramanathapuram.
74. Arakandanallur	Tirukoilur	South Arcot.
75. Railway colony and surrounding places adjoining the Golden Rock Panchayat.	Tiruchirapalli	Tiruchirapalli.
TOWN SHIP		
76. Bhavanisagar	Gobichettipalayam	Coimbatore.

**Revised Jurisdiction of Labour Offices under Industrial Disputes Act
Amendment to Notification.**

(G. O. Ms. No. 6015, Industries, Labour and Co-operation (Labour),
28th December (1965).

II-I No. 196 of 1966.

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

NOTIFICATION

AMENDMENT

In the Table under the said notification, for the entry in column (2) against the entry "14 Labour Officer, Salem" in column (1) the following entry shall be substituted, namely :-

"Salem and Dharmapuri Districts".

II-I No. 197 of 1965.

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

AMENDMENT

In the Table under the said notification for the entry in Column (2) against the entry "8 Labour Officer, Salem" in Column (1) the following entry shall be substituted namely :-

"Salem and Dharmapuri Districts"

Appointment of Conciliation Officers for Certain Industries

Under Industrial Disputes Act

AMENDMENT TO NOTIFICATION

Fort St. George, December 30, 1965.

II-I No. 198 of 1966.

The following notification of the Government of India Ministry of Labour and Employment dated New Delhi the 13th December 1965, is republished :-

S. O. In exercise of the powers conferred by section 4 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby makes the following amendment in the notification of the Government of India in the Ministry of Labour and Employment No. S. O. 3109, dated the 25th September 1965, namely :-

In the said notification after entry (iv), the following entry shall be inserted, namely :-

((iv-A) the "Indian Airlines" and "Air India" Corporations.

Date of coming into force of of Industrial Disputes (Amendment) Act.

Fort St. George, December 31, 1965

II-I No. 199 of 1966.

The following notification of the Government of Government, Ministry of Labour and Employment dated New Delhi, the 27th November 1965, is republished :-

S.O. In exercise of the powers conferred by sub-section (2) of section I of the Industrial Disputes (Amendment) Act, 1965 (35 of 1965) the Central Government hereby appoints the first day of December 1965, as the date on which the said Act shall come into force.

Amendment to Employees' Provident Funds Act.

Fort St. George, December 28, 1965.

II-I No. 208 of 1966.

The following notification of the Government of India, Department of Social Security dated New Delhi the 17th November 1965, is republished :-

G.S.R. 1707 :-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 (Twelfth Amendment) Scheme, 1965.

2. In the Employees' Provident Funds Scheme, 1952 (hereinafter referred to as the said Scheme), in paragraph 61 after sub-paragraph (4), the following sub-paragraph shall be inserted, namely :-

"(4A) Where the nomination is wholly or partly in favour of a minor, the member may for the purposes of this Scheme, appoint a major person of his family, as defined in clause (g) of paragraph 2, to be the guardian of the minor nominee in the event of the member predeceasing the nominee and the guardian so appointed.

Provided that where there is no major person in the family, the member may at his discretion, appoint any other person to be a guardian of the minor nominee."

3. For sub-paragraph (3) of paragraph 72 of the said scheme the following sub-paragraphs shall be substituted namely :-

"(3) If the person to whom any amount is to be paid under this scheme is a minor for whose estate a guardian under the Guardians and Wards Act 1890 (8 of 1890), has been appointed, the payment shall be made to such guardian. Where no guardian under the Guardians and Wards Act 1890 (8 of 1890) has been appointed, the payment shall be made to the guardian, if any, appointed under sub-paragraph (4A) of paragraph 61. Where no guardian under the Guardians and Wards Act, 1890 (8 of 1890) or under sub-paragraph (4. A) of paragraph 61 has been appointed the payment shall be made to the natural guardian and in the absence of a natural guardian to such person as the Commissioner, where the amount does not exceed Rs. 5,000 or the Chairman of the Central Board if the amount exceeds Rs. 5,000 but does not exceed Rs. 10,000 considers to be the proper person representing the minor and the receipt of such person for the amount paid shall be a sufficient discharge thereof. In any other case, the amount shall be paid to the person authorized by law to receive the payment on behalf of the minor.

(4.A) If the person to whom any amount is to be paid under this Scheme is a lunatic for whose estate a manager under the lunacy Act 1912 (4 of 1912) has been appointed, the payment shall be made to such manager. If no such manager has been appointed, the payment shall be made to the natural guardian of the lunatic and in the absence of any such natural guardian, to such person as the Commissioner (where the amount does not exceed Rs. 5,000 or the Chairman of the Central Board, if the amount exceeds Rs. 5,000 but does not exceed Rs. 10,000 considers to be the proper person representing the lunatic and the receipt of such person for the amount paid shall be a sufficient discharge thereof. In any other case the amount shall be paid to the person authorised by law to receive the payment on behalf of the lunatic".

4. In Forms 2 & 8 annexed to the said Scheme, after the Table containing the names etc. of the nominees, the following direction and Table shall be inserted, namely :-

"I hereby direct that in the event of my death during the minority of my above-named nominee, the person whose particulars are given below shall be deemed to be the guardian of the minor nominee for the purposes of the Employees' Provident Funds Scheme 1952.

Name and Address of the Guardian.	Age of the Guardian	Relationship of the Guardian with the member
(1)	(2)	(3)

STATISTICAL SUPPLEMENT

1. Statement Showing the details of agreements brought about by the Conciliation Officers under Section 12 (3) of the Industrial Disputes Act, 1947 for the month of December, 1965.

Sl. No.	Name of the Establishment.	Date of settlement.	Points in Disputes.	Terms of Settlement.
(1)	(2)	(3)	(4)	(5)
1.	Bharat Automatic Saw Mill, Pollachi,	24-12-65	Non - employment of two workers.	The Management agreed to provide work for the two workers with effect from 25-12-1965 with continuity of service but without back wages.
2.	M/s. Taj Roller Flour Mills (P) Limited, Madras-21.	1-12-65	Retrenchment of 12 workers.	The Management agreed to pay retrenchment compensation and other statutory benefits leave wages arrears wages if any to the workers on or before 5-12-1965.
3.	Avery Company of India (P) Limited, Madras-1.	3-12-65	Revision of scales of wages, Dearness Allowances and Meals Allowance etc.	The Management agreed to revise the scales of wages and to pay Dearness Allowance and meals allowance as detailed in the settlement.
4.	Spade Clover Beedi Factory Madras-1.	3-12-65	Revisions of Dearness Allowance.	The Management agreed to pay Rs. 10/- as an adhoc increase in the existing Dearness Allowance with effect from 1-12-1965.
5.	Chandrabai Oil Mills Madras-12.	9-12-65	Non-employment of a worker.	The Management agreed to pay Rs. 50/- to the worker in full and final settlement of all his claims.
6.	Raja Cafe, Madras-1.	10-12-65	Closure of the establishment.	The Management agreed to pay Rs. 1,500/- to all the ten workers in full and final settlement of all their claims.

(1)	(2)	(3)	(4)	(5)
7.	Gowri Products, Madras-1.	18-12-65	Bonus for 1963-64 and 1964-65.	The Management agreed to pay Rs 50/- to each worker in full and final settlement of the bonus claim for the two years.
8.	M/s. V. Arunachalam Chettiar, Waste Paper Company, Madras-1.	28-12-65	Bonus wages and facilities etc.	The Management agreed to give one month's wages as bonus for each year 1964-65 and 1955-66 an increment of 25 paise in the present wages of all women workers from 1-12-1965 and 15 days leave with wages which would include earned leave and casual leave from 1-1-1966 as per the settlement.
9.	M/s Raj Bando Industrial Company, Madras-1.	28-12-65	Dearness Allowance Bonus etc.	The Management agreed to add Rs. 10/- with usual payment from 1-1-1966 and an additional sum of Rs 5/- for the second year from 1-1-1967 since no separate Dearness Allowance is paid and also agreed to give Rs. 40/- as bonus for each year 1963-64 and 1964-65, and one month's wages as bonus for 1966-67 and 1967-68.
10.	M/s. Mangal Doss and Company, Madras-13.	29-12-65	Bonus, fixation of wages, etc.	The Management agreed to increase 15 paise in the daily wages from 1-1-1966 to give Rs. 4/- as annual increment from 1-1-1967 and also to give one month's wages as bonus for the years 1966 and 1967 before Deepavali each year.
11.	S. M. Manickam Chettiar and Sons, Madras-1.	30-12-65	Revised scales of wages and Dearness Allowance Bonus etc.	The Management agreed to revise the scales of wages from 15-1-1966 and to pay Rs. 40/-, 45/- and 50/- as Dearness Allowance with effect from 15-1-1966, 15-1-1967 and 15-1-1968 respectively and also to pay 3½ months' pay including Dearness Allowance as bonus for the years 1965-66 to 1967-68 as detailed in the settlement.
12.	Salem Bangalore Sri Ranga Vilas Motors (Private) Limited, Krishnagiri.	18-12-65	Non-employment of a driver.	The Management agreed to pay Rs 1,600/- to the driver (including bonus) in full and final settlement of all his claims.
13.	Unnamalai Transport, Tuticorin.	18-12-65	Certain demands.	The Management agreed to vacate a room and allot it for the workers for taking rest.
(1)	(2)	(3)	(4)	(5)
14.	-do-	18-12-65	Bonus for 1964-65.	The Management agreed to pay to the workers 4% of their annual earned wages or Rs. 40/- whichever is higher towards bonus advance for the year 1964-65 pending final settlement.
15.	Premier Printers, Coimbatore-1	4-12-65	Suspension of a worker.	The Management agreed to pay Rs 340/- to the worker as wages for the period of his suspension from 13-2-1965 to 20-11-65 in full and final settlement of all his claims.
16.	Premier Printers, Coimbatore-1.	4-12-65	Dismissal of a worker.	The Management agreed to pay Rs. 150/- to the worker in full and final settlement of all his claims.
17.	Ramakrishna Transport (P) Ltd., Coimbatore.	6-12-65	Retrenchment of 22 workers.	The Management agreed to pay Rs. 40/- as exgratia to each retrenched worker and to provide work according to their seniority as per the settlement.
18.	Somasundaram Press, Coimbatore.	13-12-65	Bonus for the 1964-65.	The Management agreed to give 1½ months' wages including Dearness Allowance as bonus to all workmen who worked during the year 1964-65 in full and final settlement.
19.	V.R.T. Transports Coimbatore-9.	18-12-65	Permanency of workers, increase in Wages, Dearness Allowance etc.	The Management agreed to increase Rs. 5/- in Dearness Allowance from 1-3-1965 and to make permanent and to pay the amounts specified in the settlement to the workers as detailed in the settlement.
20.	Ramakrishna Industries, (Private) Limited, Ginning Factory, Coimbatore.	24-12-65	Bonus for 1964-65.	The Management agreed to give bonus to workers as detailed in the settlement.
21.	Lotus Mills Limited, Sundarapuram Podanur.	2-12-65	Work assignment.	Both the parties agreed to leave the issue to the arbitration of the Labour Officer-I, Coimbatore or any person suggested by him which will not be objected to by the parties.
22.	Tamilnad Cottage Industries, Ltd., Tirupur.	15-12-65	Non-employment of a worker.	The Management agreed to take back the worker into service with effect from 3-1-1966 with continuity of service but without back wages.

(1)	(2)	(3)	(4)	(5)
23.	Hindustan Equipment Manufacturers, Krishnarajapuram, Ganapathy. P. O.	27-12-65	Charter of demands.	The Management agreed to pay Rs. 250/- to Sri Maruthan and Rs. 130/- to the worker Sri Ramaswamy in full and final settlement of all their claims and also agreed to reinstate the workers M/s. K. P. Govindan Angamuthu and Natarajan with continuity of service but without back wages and to settle other demands as detailed in the settlement.
24.	Padma Mills Limited, Kalappatti.	30-12-65	Non-employment of one worker.	The Management agreed to pay a sum of Rs. 100/- to the worker as ex-gratia payment in full and final settlement of all his claims.
25.	Sri Lakshmi Saraswathi Bus Service, Vellore.	30-12-65	Suspension and retrenchment of some workers.	The Management agreed to pay compensation to all the retrenched workers as detailed in the settlement and also agreed to pay Rs. 100/- each to the seven workers who were kept under suspension as interim payment towards their wages and to pay the balance on 7-1-1966 as per the settlement.
26.	The Madras Oils of Fertilizers (P) Limited, Villivakkam.	3-12-65	Retrenchment of certain workers.	The Management agreed to pay compensation to all the retrenched workers as per the provisions of the Industrial Disputes Act and also agreed to give bonus at the rate of 4% or a minimum of Rs. 40/- or proportional to their attendance in cases where employees had worked less than 300 days during the year, and for the year 1965-66 as per the settlement.
27.	Ennore Foundries Limited, Madras-57.	8-12-65	Revision of daily wages, Dearness Allowance for workers.	The Management agreed to revise the rate of Dearness Allowance as detailed in the settlement.
28.	-do-	8-12-65	Revision of daily wages, Dearness Allowance for staff.	The Management agreed to revise the rate of Dearness Allowance as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
29.	Arunachalam Studios, Vadapalani, Madras-26.	27-12-65	Bonus for the years 1963-64 and 1964-65.	The Management agreed to pay 4% of the total earnings of the workers or Rs. 40/- whichever is higher as bonus for the year 1963-64 and also agreed to pay 10% of the total earnings as bonus for the year 1964-65 as per the settlement.
30.	New Ambadi Estate, Vaikuntam Estate, Greenham Estate, Poalali Estate, Omanapuram Estate, and Sivalokam Estate, Nagercoil.	31-12-65	Revised rate of wages and house rent allowance etc.	The Management agreed to give interim wage increase of 17 P. to Kanganes and to give Rs. 4/- as House Rent Allowance with effect from 1-1-1966 as detailed in the settlement.
31.	R. K. V. Motors Martandam.	31-12-65	Enhanced rates of batta and casual leave etc.	The Management agreed to enhance the rates of batta from Rs. 1.25 to Rs. 1.50 and Rs. 1.50 to Rs. 1.75 per day with effect from 1-1-1966 and also agreed to provide 7 days casual leave with effect from 1-7-1966.
32.	Neiveli Ceramics and Refractories Limited, Vadalur Post, South Arcot District.	3-12-65	Revision of wages leave facilities etc.	The Management agreed to revise the rates of existing wages and to provide leave facilities etc. as detailed in the settlement.
33.	Sri Sakthivilas Transport, Tanjavur.	4-12-65	Non-employment of two workers.	The Management agreed to pay Rs. 90/- to Sri S. Ramachandran and Rs. 50/- to Sri S. Rajarathnam as compensation in full and final settlement of all their claims.
34.	Trichy Co-operative Motor Transport Society, Motor Transport Society for Ex-Servicemen Ex. 22R, No. 22, Tiruchirappalli.	13-12-65	Non-employment of a worker.	The Management agreed to reinstate the worker with continuity of service from 14-12-1965.
35.	N. K. Minnanoordeen Tannery, Tiruchirappalli.	13-12-1965	-do-	Both the parties agreed to abide by the decision of Sri M.F.X. Bellarmine, B.A., B.L., Labour Officer, Tiruchirappalli.
36.	Trichy Srirangam Transport Company, (P) Limited, Thiruvanaikaval, Trichy.	17-12-1965	Non payment of increment.	The Management agreed to give increments to the workers who are eligible for it.

(1)	(2)	(3)	(4)	(5)
37.	—do—	17—12—1965	Duty Roster and Permanency.	The Management agreed to change the duty roster and also to make the daily rated workers mentioned in the annexure permanent w.e.f. 1-1-1966.
38.	Indian Steel Rolling Mills Ltd., Nagapattinam.	15—12—1965	Suspension of a worker.	The Management agreed to revoke the order of suspension without any prejudice to such enquiry as deemed fit against the worker.
39.	Vedanyaki Rice Mill, Kumbakonam.	16—12—1965	Non-employment of a worker.	The Management agreed to pay Rs. 225/- to the worker in full and final settlement of all his claims.
40.	Simco Meters Ltd., Tiruchirappalli.	18—12—1965	Non-employment of a worker.	Both the parties agreed that the worker shall be reinstated in his original post with effect from 5-8-1965 and that he will be paid Rs. 257.17 being the difference in his salary upto 18-12-1965.
41.	Cine Craft, Madras-24.	9—12—1965	Charter of demands.	It is agreed that the wages of all workers drawing over Rs. 100/- and less than Rs. 100/- will be increased at Rs. 20/- and Rs. 15/- respectively with effect from 1-9-1965 and also to settle other demands as detailed in the settlement.
42.	Mangala Cafe, Madras-1.	15—12—1965	Charter of demands.	The Management agreed to pay an increment of Rs. 5/- with effect from 1-8-1965 to all the workers who have put in not less than one year service and also to pay Rs. 10/- each to Sri Chandran and Manickam in full and final settlement of all their claims.
43.	Dr. B. Sundaravadanam, Nursing Home, Madras-7	16—12—1965	Increase in wages Dearness Allowance and Bonus etc.	The Management agreed to increase Dearness Allowance by Rs. 7/- from 1-11-1965, to pay 1½ months' basic wages as bonus for 1964-65 and to settle other demands as detailed in the settlement to introduce a gratuity scheme.
44.	K. M. Parthasarathy Chettiar Oil Mills, Madras-7.	17—12—1965	Closure of expeller section.	The Management agreed to pay an advance of Rs. 75/- to each worker to be adjusted against the closure compensation as per the settlement.
(1)	(2)	(3)	(4)	(5)
45.	Lokavani Publisher, Madras-5.	21—12—1965	No-employment of a worker.	The Management will pay Rs. 675/- to the worker in full and final settlement of all his claims.
46.	Chepauk, Government Servants Co-operative Restaurant, Madras-5.	27—12—1965	—do—	The Management agreed to reinstate the worker with Continuity of service and to pay Rs. 60/- towards backwages.
47.	M/s. Railway and Marine Engineering Works Madras-32.	31—12—1965	Revision of wages Dearness Allowance and bonus etc.	The Management agreed to revise the scales as pay and Dearness Allowance and to settle the other demands as detailed in the settlement and to pay bonus as per the Bonus ordinance.
48.	Photo Emporium, Madras-2.	4—12—1965	Fixation of wage scales, Dearness Allowance and gratuity.	The Management agreed to introduce the wage scale and Dearness Allowance as detailed in the settlement and to continue the gratuity scheme contemplated in the settlement dated 16-12-1959.
49.	M/s. National Fasteners (P) Limited, Madras-32.	13—12—1965	Bonus for 1964	The Management agreed to pay each worker 15% of each of their total annual earnings in 1964 as bonus for that year.
50.	Sri Masilamani Taxi owner, Madras-29.	8—12—1965	Non-employment of a driver.	The employer agreed to pay Rs. 80/- to the worker in full and final settlement of all his claims.
51.	Wentworth Estates, Coonoor	1—12—1965	Charter of Demands	As detailed in the settlement.
52.	Parthside Estate, Coonoor	8—12—1965	Dismissal of a worker	—do—
53.	14 Portions of Haridothural Estate, Coonoor	8—12—1965	Payment of Bonus for 1964-65	—do—
54.	Glendale Estate, Coonoor	10—12—1965	Dismissal of three workers.	—do—
55.	Cedava Estate, Coonoor	15—12—1965	Non-employment of two workers	—do—

(1)	(2)	(3)	(4)	(5)
56.	United Nilgiris Service (P) Limited, Coonoor	15-12-1965	Dearness Allowance revision of wages etc.	—do—
57.	Ovalley Estate, Coonoor	16-12-1965	Retrenchment of a driver	As detailed in the settlement.
58.	Attikunna Estate, Coonoor	17-12-1965	Enrollment of spraying workers	—do—
59.	Chamraj Estate, Coonoor	28-12-1965	Fitting of staffs' Grade	—do—
60.	Mayfield Estate, Coonoor	29-12-1965	Non-employment of a worker	—do—
61.	Palaniappa Estate, Coonoor	30-12-1965	Recruitment of dependant workers	—do—
62.	Lakshmi Vilas Estate, Coonoor	30-12-1965	Non-employment of a worker	—do—
63.	Taj Roller Flour Mills (P) Limited Madras-21.	1-12-1965	Retrenchment of certain workers	—do—
64.	Spade Clover Beedi Factory, Madras	3-12-1965	Revision of Dearness Allowance	—do—
SETTLEMENTS EFFECTED BY THE DEPUTY COMMISSIONER OF LABOUR				
65.	Boarding Section of college House, Madurai	20-12-1965	Retrenchment of certain workers.	It is agreed that all the workers shall be paid retrenchment compensation at the rate of 15 days wages for every year of service, and 18 days basic wages only being the balance of notice pay.
66.	Selvam Cottage Industries, Madurai	20-12-1965	Non-employment of 10 workers	The Management agreed to pay the workers the amounts mentioned in the settlement against each worker in the settlement.

(1)	(2)	(3)	(4)	(5)
67.	Southern Transport, Namakkal	10-12-1965	Dismissal of a worker	It is agreed that the worker will be paid Rs. 375/- in full and final settlement of all his claims.
68.	Ramajayam Transport, Namakkal	10-12-1965	An Adhoc interim relief	It is agreed that the workers shall be paid an interim relief of Rs. 7.50 with effect from 1-8-1965.
69.	The Modern Theatres, Limited, Salem	10-12-1965	Revised scales of wages and Dearness Allowance.	It is agreed that the employees shall be paid the scales of pay and Dearness Allowance and superannuation benefit as detailed in the settlement.

2 Particulars of voluntary and collective agreements made between employers and employees during the month of December, 1965.

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues (5)
1.	Ramaraju Surgical Cotton Mills Limited, Rajapalayam and their workers represented by the National Textile Workers' Union, Rajapalayam	9-12-1965	11	The Management agreed to grant an increase in wages to the temporary workers as mentioned in the settlement.
2.	B. & C. Mills, Madras	30-11-1965	31	Termination of service due to change of work.
3.	- do -	8-12-1965	1	- do -
4.	- do -	14-12-1965	2	- do -
5.	- do -	21-12-1965	1	- do -
6.	Mettur Industries Limited, Mettur Dam National Textile Employees' Union, Jobbers Section (Branch) Mettur Dam	1-12-1965	...	Increase of looms to be attended to by each line jobber.
7.	Palani Sri Murugan Textile Mills, Palani	13-12-1965	1	Non-employment of one worker.
8.	E. I. D. Parry and Company, Nellikuppam Versus The E. I. D. and S. F. Ltd., Labour Union, Nellikuppam	23-12-1965	387	Future employment of workers in Cane Handling section.

3 Statement showing the Industrial Disputes referred for adjudication to the Industrial Tribunal, Madras and the Labour Courts, published in Part II, Section I, of the Fort St. George Gazette during the month of December 1965.

Sl. No. (1)	Name of the concern in which the dispute has arisen. (2)	Issues (3)	G. O. No. and Date of reference (4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1.	The East Asiatic Co., (India) Private Limited, Madras.	Fixation of the quantum of Bonus payable for the years 1962-63.	G. O. R. No. 2447, Industries, Labour & Co-operation, dated 6-12-65.
2.	Ashok Leyland Limited, Madras.	Fixation of quantum of Bonus payable for 1963-64.	G. O. R. No. 2504, Industries, Labour & Co-operation, dated 14-12-65.
3.	K. C. P. Limited, Central Workshop, Tiruvottiyur.	Whether the demand for payment of special allowance to hammermen even when they are given other work is justified and to what relief they would be entitled.	G. O. R. No. 2505, Industries, Labour & Co-operation, dated 14-12-65.
<i>North Arcot District</i>			
4.	Maharaja Beedi Factory Ranipet and other branches in North Arcot District.	1. Whether the demand of the union for the fixation of wages for having choor Jafi Beedi at Rs. 2-25 per 100 beedis rolled or the offer of the management at Rs. 2-12 per 1000 beedis rolled is justified and to fix the rate of wages for 1000 beedis rolled. 2. Whether the demand for the issue of thread as hitherto is justified.	G. O. R. No. 2318, Industries, Labour & Co-operation dated 19-11-65.
<i>Tirunelveli District</i>			
5.	Tirunelveli Tuticorin Electric Supply Co., Limited, Tirunelveli.	Whether the rate of dearness allowance should be linked with the cost of living index number and if so to decide the formula and quantum according to it and from what date.	G. O. R. No. 2385, Industries, Labour & Co-operation dated 26-11-65.

(1)	(2)	(3)	(4)
<i>Coimbatore District</i>			
5. Sova (Private) Limited Kuniamuthur.	Non-employment of four workers Sri K. Ramasamy, 2. Sri N. Subramanian, 3. Sri N. Palaniswamy, & 4. Sri David Francis.	G. O. Ms. No. 5400, Industries, Labour & Co-operation, (Lab) dated 19-11-65.	
<i>Special Industrial Tribunal, Coimbatore.</i>			
<i>Coimbatore District</i>			
7. 90 Textile Mills in the State of Madras.	Whether the demand for payment of bonus for the years 1963 and 1964 is justified and, if so, to fix the quantum.	G. O. Ms. No. 5538, Industries, Labour & Co-operation, (Lab) dated 26-11-65	
<i>Labour Court, Madras.</i>			
<i>Madras District</i>			
8. Varghison and Company, Madras.	1. Whether the demand for increase in wages is justified and if so to fix the rate. 2. Whether the demand for payment of separate dearness allowance is justified and if so to fix the rate.	G. O. R. No. 2282, Industries, Labour & Co-operation, dated 15-11-65.	
9. A. Basha Radiator Specialists, Madras.	Whether the demand for bonus for the year ending March 1965 is justified, and if so to fix the quantum.	G. O. R. No. 2316, Industries, Labour & Co-operation, dated 19-11-65.	
10. Sri Vijayalakshmi Lorry Service, Madras.	1. Whether the Non-employment of the workers Sri P. Dastagir, Sri P. Basha and Sri S. Piyaru is justified and if not to what relief each of them would be entitled. To compute the relief if any, awarded in terms of money if it can be so computed.	G. O. R. No. 2321 Industries, Labour & Co-operation, dated 19-11-65.	
11. Rathod Trading Company, Madras.	Whether the demand for additional bonus for 1963-64 is justified and if so to fix the quantum.	G. O. R. No. 2323, Industries, Labour & Co-operation, dated 19-11-65.	

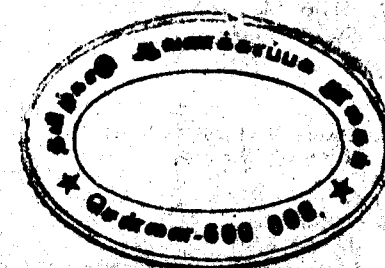
(1)	(2)	(3)	(4)
12. Raja Metal Works Madras.	1. Whether the demand for fixation of wage scales is justified, if so, to fix the scales of wages. 2. Whether the demand for additional bonus for the years 1963-64 and 1964-65 is justified, & if so, to fix the quantum. 3. Whether the demand for revision of the existing dearness allowance is justified, if so to fix the revised rate of dearness allowance.	G. O. R. No. 2345, Industries, Labour & Co-operation, dated 22-11-65.	
13. Essor Engineering Works, Madras.	Whether the demand for the introduction of gratuity scheme is justified and if so, to formulate a scheme.	G. O. R. No. 2359, Industries, Labour & Co-operation, dated 23-11-65.	
14. All India Soap Works, Madras.	Whether the demand for bonus for 1964-65 is justified and if so, to fix the quantum.	G. O. R. No. 2388, Industries, Labour & Co operation, dated 29-11-65.	
5. M/s. A. Rafeeq Ahamed and Company, Madras.	Whether the non-employment of Sri A. Gopala Krishnan (Maistry) is justified and if not to what relief he would be entitled. To compute the relief, if any, awarded in terms of money if it can be so computed.	G. O. R. No. 2390, Industries, Labour & Co-operation, dated 29-11-65.	
6. C. Malic Bros, Madras.	Whether the demand for bonus for the years 1963-64 is justified and if so to fix the quantum.	G. O. R. No. 2393, Industries, Labour & Co-operation, dated 29-11-65.	
7. Mahalakshmi Stores, Madras.	Whether the non-employment of Sri K. Subramanian is justified and if not, to what relief he is entitled. To compute the relief if any, awarded in terms of money if it can be so computed.	G. O. R. No. 2424, Industries, Labour & Co-operation, dated 2-12-65.	

(1)	(2)	(3)	(4)
18. Savoy Bakery, Madras.	Whether the demand for payment of dearness allowance at the rate of 20 paise per point over and above 100 points of Madras Cost of living index is justified, and if not to fix the rate.	G. O. R. No. 2435, Industries, Labour & Co-operation, dated 2-12-65.	
19. Sri Vijayalakshmi Bus Service, Madras.	Whether the non employment of Sri Subramanian is justified and if not to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 2475, Industries, Labour & Co-operation, dated 10-12-65.	
20. Ruby Rubber Works (Madras) Limited, Madras.	Whether the non-employment of Sri M. Joseph is justified and if not to what relief he is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 2478, Industries, Labour & Co-operation, dated 10-12-65.	
<i>North Arcot District</i>			
21. Sree Balavinayagar Motor Service, Vellore.	Whether the demand of the workers for the payment of four months bonus for 1962-63 and 1963-64 is justified, and if not to fix the quantum.	G. O. R. No. 2317, Industries, Labour & Co-operation, dated 19-11-65.	
<i>Chingleput District</i>			
22. Muthamil Press Big Kancheepuram.	1. Whether the non-employment of Sri V. Dharuman and Sri K. Dakshinamoorthy is justified, if not to what relief each is entitled 2. Whether the suspension of Sri M. Govindarajan is justified, if not to what relief he is entitled. 3. To compute the relief, if any awarded in terms, of money if it can be so computed.	G. O. R. No. 2391, Industries, Labour & Co-operation, dated 29-11-65.	

(1)	(2)	(3)	(4)
23. National Engineering Co., Ambatur.	Whether the non-employment of the ten workers mentioned in the annexure to the G. O. is justified and if not to what relief each is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 2477, Industries, Labour & Co-operation, dated 10-12-65.	
24. Pilot Pen Company (India) Private Limited, Polai.	Whether the non-employment of Sri V. J. Krishnamoorthy, leading hand, is justified and if not to what relief he is entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 5915, Industries, Labour & Co-operation, dated 21-12-65.	
<i>Tiruchirapalli District</i>			
25. Solomon Foundry Nagapattinam	Whether the non-employment of the workers (1) Sri M. Ramalingam (2) Sri K. Pakkirisamy (3) Sri G. Pethaperumal and (4) Sri P. Navaneethakrishnan is justified and if not to determine the relief.	G. O. R. No. 2285, Industries, Labour & Co-operation, dated 16-11-65.	
<i>Labour Court, Coimbatore</i>			
<i>Coimbatore District</i>			
26. Coimbatore Co-operative Milk Supply Union, Coimbatore.	Whether the non-employment of the 7 workers of the diary Section of the Coimbatore Co-operative Milk Supply Union, Coimbatore is justified and if not to what relief each would be entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 5680, Industries, Labour & Co-operation, dated 7-12-65.	
27. Pachamalai Estate, Valparai.	Whether the non-employment of Sri Kolandan No. 623 is justified, and if not, to what relief he would be entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 5438, Industries, Labour & Co-operation, dated 20-11-65.	

(1)	(2)	(3)	(4)
28. Premier Printers, Coimbatore.	Fixation of quantum of bonus for the year 1963-64 to the workers.	G. O. Ms. No. 5719, Industries, Labour & Co-operation, dated 9-12-65.	
29. Iyerpadi Estate, Coimbatore.	Whether the non-employment of Sri Sundararaj, Supervisor is justified, and if not to what relief he would be entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G. O. Ms. No. 5791, Industries, Labour & Co-operation (Lab) dated 14-12-65.	
30. Pannimade Estate, Mudis Post.	Whether the denial of promotion to five workers (Supervisors) mentioned in the annexure is justified and if not, to what relief each would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5816, Industries, Labour & Co-operation, (Lab) dated 15-12-65.	
<i>Nilgiris District</i>			
31. Rajalakshmi Motor Service Ootacamund.	Whether the non-employment of Sri Mannadian, Foreman and Sri Syed Abbas Assistant Foreman is justified and if not to what relief each would be entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. Ms. No. 5394, Industries, Labour & Co-operation, dated 18-11-65.	
<i>Salem District</i>			
32. Sri V. Rajamanickam Pillai (Private) Limited, Tiruchengode.	1. Whether the demand of the six workers (mentioned in the annexure) for confirmation is justified. If so to what relief each would be entitled. 2. Whether the demand of the workers for the payment of annual increment is justified and if so to fix the rate.	G. O. Ms. No. 5562, Industries, Labour & Co-operation, (Lab) dated 27-11-65.	

(1)	(2)	(3)	(4)
<i>Labour Court, Madurai.</i> <i>Tiruchirapalli District</i>			
33. Southern and Rajamani Transports (P) Limited, Pudukottai.	Whether the non-employment of Sri M. S. Abdul Kareem and C Manickam is justified and if not to what relief each is entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. R. No. 2325, Industries, Labour & Co-operation, (Lab) dated 19-11-65.	
34. Geetha Press Tiruchirapalli.	Whether the non-employment of the workers (1) Sri W. Latheef Khan and (2) Sri T. V. Singaperumal Naidu is justified, and if not, to what relief each is entitled. To compute the relief, if any, awarded in terms of money if it can be so computed.	G. O. R. No. 2412, Industries, Labour & Co-operation, dated 1-12-65.	
<i>Ramnad District</i>			
35. Raja Litho Works, Sivakasi.	Whether the non-employment of the worker Sri C. Chinna-durai in the off set department of the Press is justified and if not to what relief he is entitled. To compute the relief if any, awarded in terms of money if it can be so computed.	G. O. R. No. 2413, Industries, Labour & Co-operation, dated 1-12-65.	



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4. Statement showing the list of awards of the Industrial Tribunal, Madras and the Labour Courts, published in the Supplement to Part II, Section I of the Fort St. George Gazette, during the month of December, 1965.

S. No	Name of the concern in which the dispute has arisen	Page No. and date of the Gazette in which the notification is given	G.O. No. and date of the references.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1.	Radio and Electricals Ltd., Madras.	P 4-8 15-12-65	G. O. R. No. 2451, Industries, Labour and Co-operation dated 7-12-65.
2.	Modern Agencies (Private) Limited, Madras.	P. 6-11 1-12-65	G. O. Ms. No. 5477, Industries, Labour & Co-operation dated 23-11-65.
Labour Court, Madras			
3.	Mangala Cafe, Madras	1-2 15-12-65	G. O. R. No. 2455, Industries, Labour & Co-operation dated 8-12-65.
4.	Mysindia Tiles and Engineering Company, Madras.	2-3 15-12-65	G. O. R. No. 2456, Industries, Labour & Co-operation dated 8-12-65.
5.	Deluxe Plastic Products, Madras.	3 15-12-65	G. O. R. No. 2457, Industries, Labour & Co-operation, dated 8-12-65.
6.	* Hotel Airlines, Madras.	3-4 15-12-65	G. O. R. No. 2459, Industries, Labour & Co-operation, dated 8-12-65.
7.	Hajee M. I. Abdul Wahab Sahib, Madras.	1-3 22-12-65	G. O. R. No. 2476, Industries, Labour & Co-operation, dated 10-12-65.
8.	Avery Company of India (P) Limited, Madras.	4 22-12-65	G. O. R. No. 2492, Industries, Labour & Co-operation, dated, 13-12-65.

*Awards under section 33-A

(1)	(2)	(3)	(4)
<i>North Arcot District</i>			
9.	M. B. D. Motor Service, Arcot.	4 22-12-65	G. O. Ms. No. 2495, Industries, Labour & Co-operation, dated 13-12-65.
Additional Labour Court, Madras			
<i>Madras District</i>			
10.	Government Telegraph Employees Co-operative Societies Limited, Madras	7-8 22-12-65	G. O. Ms. No. 5794, Industries, Labour & Co-operation, (Lab) dated, 15-12-65.
11.	Electro Lighting Company, Madras.	9-10 22-12-65	G. O. R. No. 2525, Industries, Labour & Co-operation, (Lab) dated, 16-12-65.
12.	Shyamala Studio, Madras.	1-2 29-12-65	G. O. R. No. 2536, Industries, Labour & Co-operation, dated 17-12-65.
Labour Court, Coimbatore.			
<i>Coimbatore District</i>			
13.	Nadumalai Estate, Valparai.	2-4 8-12-65	G. O. R. No. 2429, Industries, Labour & Co-operation, dated 3-12-65.
14.	Precifit Products and Company Peelamedu, Coimbatore.	5 22-12-65	G. O. R. No. 2523, Industries Labour & Co-operation, dated 16-12-65.
<i>Nilgiris District</i>			
15.	Abiramavalli Bus Transport (P) Limited, Coonoor.	1-2 8-12-65	G. O. R. No. 2423, Industries, Labour & Co-operation, dated 2-12-65.
<i>Kanyakumari District</i>			
16.	Corrimony Estate, Nagercoil.	5-8 8-12-65	G. O. R. No. 2430, Industries, Labour & Co-operation, dated 3-12-65.

(1)	(2)	(3)	(4)
Labour Court, Madurai.			
<i>Madurai District</i>			
17. Sri Suthanthiram Transport (P) Limited, Madurai.	1-2 1-12-65	G. O. R. No. 2301, Industries, Labour & Co-operation, dated 17-11-65.	
18. Sri Kothandaram Iron Works Madurai.	3-4 1-12-65	G. O. R. No. 2319, Industries Labour & Co-operation, dated 19-11-65.	
19. P. S. S. Transports (P) Ltd., Madurai.	4-5 1-12-65	G. O. R. No. 2320, Industries Labour & Co-operation, dated 19-11-65.	
<i>Ramnad District</i>			
20. Senthivel Bus and Lorry Service, Paramakudi, Ramanathapuram,	2 1-12-65	G. O. R. No. 2302, Industries Labour & Co-operation, dated 17-11-65.	
<i>Tirunelveli District</i>			
21. Sri Balasaraswathi Transport Palayamkottai.	6-7 22-12-65	G. O. Ms. No. 5722, Industries Labour & Co-operation, (Lab) dated, 9-12-65.	
<i>Kanyakumari District</i>			
22. M. S. M. Press, Thasar Press, Nagercoil, and Balan Press, Thucklay, Kanyakumari	5-6 22-12-65	G. O. R. No. 2528, Industries Labour & Co-operation, dated 16-12-65.	

6. Statement showing the closures and stoppages of work in the factories and mills for reasons other than strikes and lockouts in the State of Madras, for the month of December, 1965.

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closures,		Causes.	Amount of Compensation paid to workers
				Began.	Ended.		
1.	Subramania Lodge, Namakkal.	Catering Establishment	9	22-11-65	31-12-65	Owing to increase in price of food grains and other goods and non availability of them in the local market.	8
2.	Haddurai Tea Factory, Kothagiri,	20/209 (c)	24	22-11-65	27-10-65	Due to electricity cut.	It is reported that the propriet or of the concern have compensation paid to the workers.
3.	Supreme Spinners Avanashi Road, Coimbatore.	23/231 (a)	47	27-8-65	27-10-65	Due to accumulation of stock of yarns.	Alternative work has been given.
4.	The Coimbatore Spinning & Weaving Co., Coimbatore.	do	2,139	8-11-65	—	Due to disconnection of power supply.	..
5.	Mukkottumudi Tea Factory, Mudis.	20/209 (c)	..	22-12-65	22-1-65	Overhauling of machineries.	Alternative work has been given.

7. Particulars of complaints received, investigated and settled by the Labour Officers in the State of Madras for the month of December, 1965.

Sl. No.	Labour Officers.	No. of complaints pending at the beginning of the month	No. of complaints received						Total.	No. of complaints investigated and disposed of including those previously pending.	No. of complaints pending at the end of the month.
			Wages and allowances	Bonus	Personnel (dismissal and suspension, etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)			
1	2	3	4	5	6	7	8	9	10	11	12
1.	Coimbatore-I.	317	26	8	29	—	10	96	—	169	189
2.	Coimbatore-II.	103	4	—	10	1	—	5	—	20	85
3.	Coonoor.	22	4	10	12	—	2	18	—	46	35
4.	Madras-I.	40	5	6	8	—	—	12	—	31	35
5.	Madras-II.	114	3	9	10	5	—	30	—	57	139
6.	Madras-III.	58	2	5	8	3	—	14	—	32	53
7.	Madurai.	240	6	1	16	1	—	9	—	33	261
8.	Nagercoil.	19	4	—	2	—	—	5	—	11	25
9.	Pollachi.	34	2	—	20	—	—	10	—	32	60
10.	Virudhunagar.	37	2	—	4	—	—	2	—	8	17
11.	Salem.	68	5	13	13	—	1	13	—	45	79
12.	Vellore.	66	4	1	14	—	—	11	—	30	71
13.	Tiruchirappalli.	71	3	—	8	2	2	12	—	27	63
14.	Tirunelveli.	67	7	2	13	—	—	5	—	27	70
TOTAL		1,256	77	55	167	12	15	242	—	568	523
											1,301

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

Statement showing the number of Standing Orders, certified during the month of December, 1965.

1.	Number of Standing Orders certified as on 1-12-1965.	...	4,311
2.	Number of Standing Orders certified during the month.	...	13
3.	Total	...	4,324
4.	Number of amendments to Standing orders certified.		2

9. Workmen's Compensation Act 1923. :—

Statement showing the number of accidents reported and amount of compensations paid for the month of December, 1965.

	Number of accidents.	Amount of compensation.*
		Rs. nP.
(a) Death	12	* 58,299.46
(b) Permanent disablement	25	3,631.00
(c) Temporary disablement	60	—
Total	97	61,930.46

* Represents the amounts deposited under sec. 8 (1) and 8 (2) of the Workmen's Compensation Act. 1923.

10. Workmen's Compensation Act, 1923.

Statement showing the number of cases filed and Disposed of under the workmen's compensation Act, for December, 1965.

Sl. No. (1)	Nature of claims (2)	Number previously pending (3)	Number received (4)	Total (5)	Disposed of (6)	Balance (7)
1. Application under Section 10:						
(a)	Fatal	...	114	10	124	3
(b)	Non-fatal :-					
(i)	Permanent	...	139	9	148	4
(ii)	Temporary	...	33	1	34	—
2. Deposits under Section 8 (1)						
(a)	Fatal	...	165	14	179	39
(b)	Persons under legal disability	...	12	4	16	2
3. Deposits under Section 8 (2)						
...	...	1	—	1	1	—
4. Memorandum of Agreement:—						
(i)	Permanent disablement	...	91	27	118	30
(ii)	Temporary disablement	...	14	12	26	6
						20

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5. Recovery under Section 31.	...	9	1	10	—	10
6. Indemnification application under Section 12 (2)	...	19	—	10	—	10
Total	...	588	76	866	85	581

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

1. Pending as on 1-12-'65	...	796
2. Received during the month	...	80
3. Disposed of during the month	...	62
4. Pending as on 31-12-'65	...	814

THE MADRAS SHOPS AND ESTABLISHMENTS ACT, 1947.

Statement showing the number of applications received and disposed of etc. under Sections 41 and 51 of the Act for the month of December, 1965.

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

Pending as on 1-12-1965	...	383
Received during the month	...	45
Disposed of during the month	...	49
Pending as on 31-12-1965	...	379

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

Pending as on 1-12-1965	...	3
Received during the month	...	—
Disposed of during the month	...	—
Pending as on 31-12-1965	...	3

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

Pending as on 1-12-1965	...	72
Received during the month	...	46
Disposed of during the month	...	28
Pending as on 31-12-1965	...	90

13. (a) List of Trade Unions registered under Trade Unions Act, 1926 and cancelled during the month of December 1965.

Sl. No. (1)	R. No. (2)	Date of Registration (3)	Industry (4)	Name and address of the Union (5)
1.	4/CPT	4-12-65	Engineering	India Radiators Employees Union, Red Hills
2.	5/CPT	-do-	Paper and Paper Board	Lakshmi Paper and Board Mills Labour Union, Alingivakkam, Sholavaram Post, Chingleput District.
3.	10/MDS	9-12-65	• Electricity	Podupanithurai Min Panialar Sangam Chepauk, Madras-5.
4.	1/RMD	18-12-65	Goldsmith	Srivilliputhur Firka Porskollar Sangam, Old Hospital Road Srivilliputhur.
5.	2/TAJ	-do-	Stores	The Chandrasegarapuram Co-operative Stores, Employees Union, 95, East Kadalangudi Street, Kumbakonam.
6.	1/SAT	-do-	Confectionery	Parrys Confectionary Employees' Union, Nellikuppam.
7.	1/MDU	-do-	Kal-Thachu	Madurai District Kalthachu Thozhilalar Sangam 40, Arumugam Chettiar Compound, Narimedu Madurai-2.
8.	2/MDU	-do-	Bee-Keeping	Bee-Keeping Fieldmen Association, Authoor Post, Dindigul Taluk Madurai District.

13. (b) List of Trade Unions amalgamated during month of December 1965.

Sl. No.	R. No.	Date of registration of amalgamation	Industry	Name and Address of the Union
(1)	(2)	(3)	(4)	(5)
1.	2989	4-12-65	Engineering	India Radiators Employees Union, G. N. T. Road, Polai, Red Hills.
2.	3719	-do-	-do-	India Radiators Staff Union, Red Hills, Madras-52.

13. (c) List of Trade Unions dissolved during the month of December 1965.

Sl. No.	R. No.	Date of registration of dissolution	Industry	Name and address of the Union
1.	3697	14-12-65	Miscellaneous	Geoffery Manners and Company Limited, Employees Union, Madras.

13. (d) List of Trade Unions whose registration was cancelled during December 1965.

Sl. No.	R. No.	Date of Cancellation	Industry	Name and address of the Union
1.	780	6-12-65	Plantation	Nilgiris District Tea Workers' Union, Coonoor.
2.	1649	-do-	-do-	Coonoor Tea Factory Workers' Union, Coonoor.
3.	2374	-do-	Textiles	Arni Silk Mills Workers' Association, Arni.
4.	2579	-do-	Miscellaneous	Y. M. I. A. Employees Union, Madras-1.

(1)	(2)	(3)	(4)	(5)
5.	2697	-do-	Snuff	Madras State Snuff Workers' Union, Madras.
6.	2764	-do-	Miscellaneous	Dindigul National Iron-safe Labourers' Union, Dindigul.
7.	3032	-do-	-do-	Mettur Galvanising Plant Workers Union, Mettur Dam.
8.	3087	-do-	Ports and Docks	Tamilnad National Harbour Workers Union, Madras-1.
9.	3098	-do-	Metal and Metal Products	Metal Workers' Union, Panayampatty.
10.	3219	-do-	Flour Mills	Century Flour Mills Labour Union, Madras-12.
11.	3227	-do-	Engineering	Richardson and Grudoss Ltd., Workers Union, Madras-1.
12.	3252	-do-	Sandalwood	Mettur Sandalwood Oil Company Workers' Union, Mettur Dam.
13.	3285	-do-	Plantation	Tirunelveli District Plantation Supervisors Congress Manjulai.
14.	3288	-do-	Electricity	Tamilnad Electricity Board Trichy System National Employees' Union, Dindigul.
15.	8306	14-12-65	Textiles	Pullicar Mills Staff Union Tiruchengode.
16.	3313	-do-	Construction	Koothanallur Vattaram Building Workers' Koothanallur.
17.	3316	-do-	Motor Transport	Motor Workers' Union, Srivilliputhur.
18.	3322	-do-	Miscellaneous	Perambu Kudai Thozhilalar Sangam, Tenkasi.

(1)	(2)	(3)	(4)	(5)
19.	3328	-do-	Plantation	Coffee Estate Workers' Council Valparai.
20.	3334	-do-	Textiles	Art Silk Small Users Handloom Textile Workers Association Pudur Post, Tirunelveli.
21.	3335	-do-	Electro-Plating	National Electro Plating and Allied Workers' Union Salem.
22.	3355	-do-	Miscellaneous	Southern Region, M.E.S. Workers' Union, Madras-1.
23.	3363	-do-	Air Transport	Air Ceylon Workers' Union, Trichy.
24.	3379	-do-	Printing Publishing and Allied Industries	Koilpatty Achu Binding and General Workers Union, Koilpatty.
25.	3403	-do-	Oil Mills	Tuticorin Oil Mill Workers' Union, Tuticorin.
26.	3420	-do-	Sanitary Service	Kumbakonam Taluk Nagarasuthi Thozhilalar Sangam Kumbakonam.
27.	3447	-do-	Press	Cine Litho Works Employees Union, Madras.
28.	3452	-do-	Miscellaneous	Nib workers' Union, Sattur.
29.	3457	-do-	Metal and Metal Products	Brass Metal Workers' Union, Madurai.
30.	3475	-do-	Miscellaneous	Fireman Licensed Holders' Union, Madras-1.
31.	3483	-do-	Sanitary Service	Municipal Workers' Union Tindivanam.
32.	3487	-do-	Tyre Works	Madras Rubber Factory and Mansfield Tyre Works Employees Union, Madras-19.

(1)	(2)	(3)	(4)	(5)
33.	3491	-do-	Tannery	Madhavaram Tannery Workers' Union, Madhavaram.
34.	3494	-do-	Cafes and Restaurants	Salem Nagara Hotel Thozhilalar Munnetra Sangam, Salem.
35.	3495	-do-	Metal and Metal Products	Madras City Tin Workers, Progressive Union, Madras.
36.	3501	-do-	Flour Mills	United India Roller Flour Mills Employees Union Madras-21.
37.	3504	-do-	Construction	P. W. D. and D. C. R. Workers' Union Madras-1.
38.	3521	-do-	Press	Cine Litho Works Labour Union, Madras-6.
39.	3579	-do-	Sugar	Kottari Sugar Factory Workers' Progressive Union, Kattur.
40.	3582	-do-	Motor Transport	Coimbatore Town Tamilnad Transport Thozhilalar Sangam, Coimbatore.
41.	3649	-do-	Mining and Quarrying	Tiruchirapalli Quarry & General Workers' Union; Tiruchirapalli.
42.	3468	-do-	Motor Transport	Tamilnad Motor Workers' Union, Erode.
43.	1616	31-12-65	Miscellaneous	Ramnad District Chank Divers Union, Keelakarai.
44.	1793	-do-	Metal and Metal Products	Metal Workers Union, Madras-1.
45.	2081	-do-	Electricity	Madurai Municipal Electrical Employees Union, Madurai.
46.	2408	-do-	Sanitary Service	Ilayangudi Panchayat Workers Union, Ilayangudi.

(1)	(2)	(3)	(4)	(5)
47.	3345	-do-	Press	Thanjai Murasu Employees Union, Thanjavur.
48.	3378	-do-	Motor Transport	Kodaikanal Motor Union (P) Limited, and S. G. Jayarj Nadar and Sons (P) Limited, Thozhilalar Sangam, Nilakottai Taluk.
49.	3371	-do-	Agriculture	Agriculture Workers Union, Udumalpet.
50.	3408	-do-	Miscellaneous	Varukadalai Thozhilalar Sangam, Erode.
51.	4331	-do-	Railways	Southern Railway Traffic Administrative Clerks Union, Trichy.
52.	3432	-do-	Miscellaneous	Tamilnad Desiya Salavai Thozhilalar Sangam, Madras-31.
53.	3480	-do-	-do-	Karur Taluk Kalas Workers Union, Karur.
54.	3510	-do-	Textiles	Tirupathur Taluk Handloom Weavers Union, Karikudi.
55.	3622	-do-	Miscellaneous	Kanyakumari District Fibre Workers Union, Colachal.
56.	3640	-do-	-do-	Kanyakumari District Contingencies Employees Union, Nagercoil.
57.	3629	-do-	-do-	Tamilnad Government Steam Boats Building Workers' Union, Madras.
58.	3641	-do-	-do-	Artisan Workers' Union, Valparai.
59.	3652	-do-	Sanitary Service	Agricultural College Sanitary Workers' Union, Coimbatore.
60.	3654	-do-	Automobiles	Auto and General Workers' Union, Madras-17.

(1)	(2)	(3)	(4)	(5)
61.	3661	-do-	Motor Transport.	Kamatchiamman Motor Service Thozhilalar Sangam, Vridhachalam.
62.	3671	-do-	Food and Beverage	Madras Government Dairy and Milk Project Labour Union, Madhavaram.
63.	3672	-do-	Roller Mills	Madhavaram Jain Metal Rolling Mill Workers' Union, Madras-51.
64.	3677	-do-	Engineering	Easwaran & Sons Engineers Employees' Union, Madras-1.
65.	3679	-do-	Automobile	Automobile Association of Southern India Staff Association, Madras-12
66.	3694	-do-	Miscellaneous	Nation General Workers' Union, Kumbakonam.
67.	3706	-do-	Banking	Town Bank Employees' Union, Pudukkottai.
68.	3716	-do-	-do-	Srirangam Janopakara Bank Employees' Union, Srirangam.
69.	3738	-do-	Textiles	Kurichipalayam Firka Kaithari Nesavu Thozhilalar Congress, Kurichipalayam.
70.	3742	-do-	Miscellaneous	Rajapalayam Firka Garments Manufacturing Workers' Union, Rajapalayam.
71.	3757	-do-	Motor Transport.	Pattukkottai Bus Lorry Workers' Progressive Union, Pattukkottai.
72.	3771	-do-	Miscellaneous	Surgical Instrument Project Workers Union, Madras-1.

ABSTRACT

1. Total No. of registered Trade Unions as on 1-12-65	1,398
2. Total No. of trade Unions registered during the month	8
3. Total No. of Trade Unions Amalgamated during the month	2
4. Total No. of Trade Unions Dissolved during the month	1
5. Total No. of Trade Unions Cancelled during the month	72
6. Total No. of registered Trade Unions as on 30-12-65	<u>1,331</u>

14. Labour Administration and Statistics for the month of December 1965.

Sl. No.	Particulars.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1,944	6,480	580	56,890	6,965	966	3,205	7,559		
2.	No. of irregularities noticed.	557	801	257	1,700	1,397	51	324	745		
3.	No. of cases warned.	57	127	—	497	291	24	50	76		
4.	No. of prosecutions launched.	31	23	2	47	107	39	18	10		
5.	No. of convictions obtained.	43	3	3	33	74	12	1	9		
6.	Amount of fine imposed	Ra. 1,885/-	85/-	55/-	434/-	1,443/-	160/-	50/-	99/-		

15 (a) Numerical List of Factories for the month of December, 1965.

District.	AT THE BEGINNING.				REGISTERED.			REMOVED.			TOTAL.			REMARKS.
	Section 2 (m) (i)		Section 2 (m) (ii)		Notified			Section 2 (m) (i)			Section 2 (m) (ii)			
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)		
(1)														(14)
1. North Arcot	213	109	167	19	6	..	2	8	..	230	107	167	504	
2. South Arcot	133	8	45	1	..	..	14	1	..	120	7	45	172	
3. Chingleput	351	22	58	5	..	..	4	..	..	352	22	58	432	
4. Coimbatore	1,079	9	80	10	..	..	2	..	..	1,087	9	80	1,176	
5. Kanyakumari	68	8	22	3	..	..	..	..	..	71	8	22	101	
6. Madras	833	32	111	..	..	..	4	..	..	829	32	111	972	
7. Madurai	457	31	44	3	..	..	2	..	..	458	31	44	533	
8. The Nilgiris	128	..	5	..	..	..	..	..	..	128	..	5	133	
9. Ramanathapuram	264	67	152	1	..	..	1	..	..	264	67	152	483	
10. Salem	552	8	141	..	..	..	4	2	..	548	6	141	695	
11. Thanjavur	304	10	178	5	..	..	..	..	..	309	10	178	497	
12. Tiruchirappalli	288	9	172	2	..	..	1	..	..	289	9	172	470	
13. Tirunelveli	311	107	212	8	1	..	..	..	..	319	108	212	639	
14. Dharmapuri	21	1	6	..	..	..	1	..	..	20	1	6	27	
Total	5,002	421	1,393	57	7	..	35	11	..	5,024	417	1,393	6,814	

15. (b) Numerical List of Plantations covered by the Plantations Labour Act, 1951 for the month of December, 1965.

Sl. No.	Category of Plantations.	At the beginning of the month.			Registered.			Removed.			At the end of the month		
		A.			B.			A.			B.		
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1. Coffee	..	..	119	22,734.72	1	..	45.31	..	..	120	22,780.03	..	..
2. Tea	..	..	138	66,415.98	..	..	..	..	..	138	66,415.98	..	..
3. Rubber	..	..	19	9,113.12	..	..	..	..	..	19	9,113.12	..	..
4. Cinchona	..	..	2	9,406.00	..	..	..	..	..	2	9,406.00	..	..
5. Cardamom	..	..	5	3,186.86	..	..	..	..	..	5	3,186.86	..	..
Total	..	..	283	1,10,856.68	1	..	45.31	..	..	284	1,10,901.99	..	..

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

16. (a) Statement of Accidents for the month of December, 1965.

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	...
20.	Food Except Beverages	...	47
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	251
24.	Foot-wear, other wearing appare) and made-up textile goods.	...	2
25.	Wood and cork except furniture	...	3
26.	Furniture and fixtures	...	...
27.	Paper and paper products	...	7
28.	Printing, Publishing and allied industries	...	28
29.	Leather and Leather products (except foot-wear).	1	4
30.	Rubber and rubber products	...	19
31.	Chemicals and Chemical products	1	99
32.	Products of petroleum and coal	...	3
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	55
34.	Basic Metal Industries	...	51
35.	Metal Products (except machinery and transport equipments).	...	88
36.	Machinery (except electrical machinery)	...	266
37.	Electrical Machinery, apparatus, appliances and supplies.	...	112
38.	Transport equipment	1	468
39.	Miscellaneous Industries	...	45
51.	Electricity, Gas and Steam	...	6
52.	Water and Sanitary Services	...	...
83.	Recreation Services (Cinema Studios)	...	13
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		3	1,567

16. (b) Statement of Accidents in Cotton and Jute Mills for the month of December, 1965

Sl. No. (1)	Name of Industry. (2)	Adults.		Adolescents.		Children.	
		Men. (3)	Women. (4)	Male (5)	Female. (6)	Boys. (7)	Girls. (8)
		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	34	...	...	...	...	...
3.	Drawing Frames	2	...	...	...	...	...
4.	Speed Frames	5	...	...	...	...	...
5.	Spinning Machinery	57	...	...	...	...	...
6.	Weaving Machinery	30	...	...	...	...	...
7.	Finishing Machinery	1	2	...	...	...	...
8.	Flying Shuttles	5	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	38	1	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	67	3	...	...	...	...
Total		245	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 December, 1965.

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

EMPLOYEES PROVIDENT FUNDS ACT

- | | | | |
|---|--|-------------------------|--|
| 1. Fraser of Ross, Chartered Accountants, Madras. | All provisions of said scheme subject to certain conditions. | With effect from 1-1-65 | G. O. Ms. No. 5781, Industries, Labour & Co-operation, (Lab) dated 14-12-65. |
|---|--|-------------------------|--|

EMPLOYEES STATE INSURANCE ACT

- | | | | |
|--|--|----------------------|---|
| 2. Factories exclusively engaged in wool pressing either with or without Pressing and Ginning. | All provisions of the said Act except Chapter V-A. | One year from 1-1-66 | G. O. R. No. 2539, Industries, Labour & Co-operation, (Lab) dated 17-12-65. |
| 3. Government Auto. mobile workshops at Madurai and Salem. | -do- | One year from 6-1-66 | G. O. R. No. 2577, Industries, Labour & Co-operation, (Lab) dated 22-12-65. |

FACTORIES ACT

- | | | | |
|--|---|---|--|
| 4. Ashok Leyland Ltd., Ennore, Madras. | From provisions of sections 51, 52, 54, 55 and 56 of the said Act. | Three months from 16-11-65 subject to certain conditions. | G. O. Ms. No. 5497, Industries, Labour & Co-operation, (Lab) dated 24-11-65. |
| 5. Ticket Printing Factory, Southern Railway, Tiruchirappalli. | From provisions of Sections 51, 52, 54, 56 and 64 of the said Act. | Three months from 15-11-65 subject to certain conditions | G. O. Ms. No. 5552, Industries, Labour & Co-operation, (Lab) dated 26-11-65. |
| 6. Heavy Vehicles Factory, Avadi. | From provisions of sections 51 to 56, 61, 64 (4) (i), (ii) and (iii) and 79 (10) of the said Act. | Three months from 21-11-65 | G. O. Ms. No. 5620, Industries, Labour & Co-operation, (Lab) dated 2-12-65. |
| 7. English Electric Company of India Ltd., Madras-27. | Section 51 of the Act. | Three months from 4-12-65 | G. O. Ms. No. 5643, Industries, Labour & Co-operation, (Lab) dated 3-12-65 |
| 8. Integral Coach Factory (Shell Division) Perambur, Madras. | From provisions of Sections 51, 54 and 56 of the said Act. | Three months from 20-9-65 | G. O. Ms. No. 5765, Industries, Labour & Co-operation, (Lab) dated 13-12-65. |

(1)	(2)	(3)	(4)	(5)
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MADRAS SHOPS AND ESTABLISHMENTS ACT

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|--|--|--------------------------|--|
| 9. All establishments under control of Madras State Electricity Board. | All provisions of Chapters III, VI, and VII of the said Act except sec. 12 and 41 subject to the certain conditions. | One year from 25-11-1965 | G. O. Ms. No. 5512, Industries, Labour & Co-operation, (Lab) dated 24-11-65. |
| 10. Hindustan Aeronautics Ltd., Madras. | Section 25 of the said Act. | One year from 8-12-1965 | G. O. Ms. No. 5623, Industries, Labour & Co-operation, (Lab) dated 3-12-65. |
| 11. Khadi Gramedyog Bhavan, Madras. | All provisions of Chapters III, VI and VII of the said Act except secs. 12 and 41 subject to certain Conditions. | One year from 15-12-65 | G. O. Ms. No. 5608, Industries, Labour & Co-operation, (Lab) dated 1-12-65. |

MINIMUM WAGES ACT

- | | | | |
|---|---|---------------|---|
| 12. Hospital and Medical staff domestic servants etc., in any plantation. | Sections 13 and 14 of the said Act subject to certain Conditions. | Upto 26-12-65 | G. O. Ms. No. 5179, Industries, Labour & Co-operation, (Lab) dated 6-11-65. |
|---|---|---------------|---|

PLANTATION LABOUR ACT

- | | | | |
|---|---|---|--|
| 13. Hospital and Medical Staff domestic servants etc. | Provisions of Sections 19, 20, 21 and 22 of the said Act subject to certain conditions. | So long as the exemption granted from the provisions of sections 13 and 14 of the said Act is in force. | G. O. Ms. No. 4780, Industries, Labour & Co-operation, (Lab) dated 6-11-65. |
| 14. All Employees covered by Plantation Labour Act. | Provisions of Sections 19 and 20 of the said Act subject to certain conditions. | 18 months from 11-9-64. | G. O. Ms. No. 5867, Industries, Labour & Co-operation, (Lab) dated 13-12-65. |

18. Consolidated Statement of Prices of Cotton and Yarn for the month of December, 1965.

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

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

19. The Cost of Living Index Numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act, XI of 1948) in Madras City and different mofussil urban centres for the month of December, 1965, as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Sl. No.	Centre.	Food.	Fuel and Lighting.	Cloth- ing.	House Rent.	Miscel- laneous	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base : Year ended June, 1936 : 100).							
1.	Madras City	709.6	745.3	504.4	413.8	564.9	638.1
2.	Cuddalore	629.0	839.0	397.0	378.0	697.0	601.0
3.	Tiruchirapalli	663.0	572.0	547.0	352.0	496.0	588.0
4.	Madurai	696.0	532.0	557.0	349.0	432.0	587.0
5.	Coimbatore	700.0	689.0	721.0	629.0	407.0	673.0
(Base : August, 1939 : 100).							
6.	Nagercoil	845.0	536.0	754.0	381.0		721.0

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

Sl. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			November, 1965.	December, 1965.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base : Year ended June, 1936 : 100).					
1.	Madras City and Chingleput Dist.	Madras City	629.5 (c)	638.1	+ 8.6
2.	North Arcot and South Arcot Dists.	Cuddalore	593.0	601.0	+ 8
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli	572.0	588.0	+ 16
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai	574.0	587.0	+ 13
5.	Coimbatore and Salem Dists.	Coimbatore	670.0	673.0	+ 3
(Base : August 1939 : 100)					
6.	Kanyakumari Dist.	Nagercoil.	716.0	721.0	+ 5

MADRAS

The cost of living index number for working classes in Madras City for the month of December, 1965 rose by nine points to 638.

The index for the food group rose by fourteen points to 710 due mainly to an increase in the prices of meat, chillies, tamarind, gingelly oil.

The index for the fuel and lighting group rose by thirteen points to 745 due to an increase in the prices of firewood and charcoal.

The index for the clothing group fell by one point to 594 due to a fall in the price of sarees.

The index for the miscellaneous group fell by two points to 561 due to a fall in the price of betel leaves and tobacco for chewing.

The index for house-rent group remained unchanged at 414 points.

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

Sl. No.	Group	Weight proportional to the total expenditure.	Group Index Numbers.	
			November, 1965.	December, 1965.
(1)	(2)	(3)	(4)	(5)
1.	Food	58.23	696.1	709.6
2.	Fuel and Lighting	8.42	732.4	745.3
3.	Clothing	6.10	504.6	504.4
4.	House-rent	14.57	413.8	413.8
5.	Miscellaneous	12.68	563.0	560.9
	Total	100.00		
Cost of living Index Number.			629.5 @	638.1

@ 629.47 to two decimal places.

CUDDALORE

The cost of living index number for Cuddalore rose by eight points to 601.

The index for the food group rose by six points to 629 due mainly to an increase in the prices of vegetables, chillies, and tamarind.

The index for the fuel and lighting group rose by sixty-two points to 839 due to an increase in the prices of firewood and charcoal.

The index for the clothing group rose by one point to 397 due to an increase in the price of dhoties.

The index for the miscellaneous group rose by nine points to 697 due to an increase in the prices of betel leaves and tobacco for chewing.

The index for the house-rent group remained unchanged at 378 points.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by sixteen points to 588.

The index for the food group rose by eighteen points to 663 due mainly to an increase in the prices of vegetables, chillies, tamarind and gingelly oil.

The index for the fuel and lighting group rose by thirty four points to 572 due to an increase in the prices of firewood.

The index for the miscellaneous group rose by twenty five points to 496 due to an increase in the price of betel leaves and in shaving charges.

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

MADURAI

The cost of living index number for Madurai rose by thirteen points to 587.

The index for the food group rose by twenty one points to 696 due mainly to an increase in the prices of vegetables, chillies, tamarind and gingelly oil.

The index for the miscellaneous group fell by one point to 432 due to a fall in the price of betel leaves.

The group index numbers in respect of fuel, lighting, clothing, and house rent remained unchanged at 532, 557 and 349 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by three points to 673.

The index for the food group fell by one point to 700 due mainly to a fall in the prices of rice and coconut oil.

The Index for the clothing group rose by forty four points to 721 due to an increase in the price of upper cloth and sarees.

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

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil rose by five points to 721.

The index for the food group rose by nine points to 845 due mainly to an increase in the prices of rice, Pulses and vegetables.

The index for the miscellaneous group rose by one point to 381 due to an increase in the prices of betel leaves.

The group index numbers in respect of housing, and clothing remained unchanged at 536 and 754 points respectively.

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

CONSUMER PRICE INDEX NUMBERS

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

(Base: Shifted to 1949=100)

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

* 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 November, 1965 was 238.74.

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

(2) Labour Bureau for All-India

20 (a) Monthly Press Report for the Month of December, 1965

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2,88,562 industrial workers in the event of Employment Injury, Sickness and Maternity Benefit. This protection is made available in two ways viz., by provision of Cash Benefits and by providing Medical Care when needed. There are 52 Offices of the Corporation in the Madras State for disbursement of Cash Benefits.

During the month of December, 1965, 1,878 persons received Rs. 89,318-56. by way of Cash Benefits due to Employment Injury. This includes 318 persons who are in receipt of pensions for Permanent Disablement Benefit and also 153 dependants of deceased Persons.

In the month of December, 1965, 1,676 accidents were reported. Comparatively few persons need the Employment Injury benefits but fairly large number need Cash Benefits in the event of Sickness. During the month 44,792 claims were received and an amount of Rs. 6,24,016-47. as sickness benefit involving abstention for 2,04,788. days

During the month of December, '65, 246 Insured Women claimed Rs. 60,285.64 by way of Maternity Benefit.

For recovery of arrears of contribution under the Scheme legal proceedings had to be initiated in 13 cases against defaulting employers for recovery of Rs. 6,689.11.

20 (b) Employees State Insurance Scheme, Medical Benefits for the month of December, 1965.

Sl. No.	Particulars.	For the month of December '65
1.	Total number of Attendance :	
	New 76,948	3,12,439
	Old 2,35,491	
2.	No. of Medical certificates issued	89,606
3.	No. of Domiciliary visits made	204
4.	No. of Injections administered	99,509
5.	No. of X-Ray examinations	1,052
6.	No. of Laboratory examinations	3,460
7.	No. of Specialist Investigations	3,780
8.	No. of Persons admitted to Hospitals	2,107
9.	No. of bed days occupied during the month	15,798
<i>Additional data for Panel System.</i>		
1.	No. of attendance: New 19,901	52,000
	Old 32,099	
	Diagnostic Centres	-
2.	No. of Prescriptions issued	16,133
3.	Payment made to :—	
	1. Chemists	-
	2. Insurance Medical Practitioners.	Rs. 8,067-30 (Coimbatore area.)

21 (a) Employment Exchange Statistics for the month of December, 1965.

Sl. No.	Districts	Total Number of					Applicants on Live Register on 31-12-1965.
		Registration effected during December 1965.	Placed in employment during December 1965.	Employees used the employment office during December 1965.	Vacancies notified during December 1965.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1.	Arco North	1,664	477	142	460	17,186	
2.	Arco South	1,545	321	162	422	15,392	
3.	Chingleput.	1,777	213	111	263	16,808	
4.	Coimbatore.	1,614	423	182	457	15,332	
5.	Kanyakumari.	949	72	32	74	14,649	
6.	Madras.	4,807	820	267	1,046	33,832	
7.	Madurai.	1,932	379	146	472	18,169	
8.	The Nilgiris.	743	211	45	210	7,769	
9.	Ramanathapuram.	1,117	374	76	412	9,136	
10.	Sakara.	1,921	483	94	1,033	15,365	
11.	Thanjavur.	1,846	533	103	443	14,591	
12.	Tiruchirappalli.	1,904	457	148	518	18,017	
13.	Tirunelveli.	1,087	154	87	189	13,372	
	total	22,906	4,917	1,595	6,099	2,09,618	
Total : for November 1965		26,359	5,334	1,708	6,192	2,09,525	
for December 1964		20,159	5,641	1,722	7,038	1,91,085	

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 January, 1966.

S. No.	NAME OF ESTABLISHMENTS	PERIOD
1.	Broadway Talkies and Company, 4/95, Broadway, Madras.	Upto 28-2-66
2.	Maharani Talkies, 149, Thiruvethiyur High Road, Madras-21.	Till 31-1-66
3.	Tirunelveli Tuticorin Electric Supply Company Limited, Tirunelveli.	Till 7-1-66
4.	The Leo Theatres, Thanjavur.	-do-
	(1) Gnana Talkies. „	-do-
	(2) Daimand Talkies, Kumbakonam.	-do-
5.	Hotel Garden, 54, Purasawalkam, High Road, Madras-7.	Till 28-2-66
6.	Crown Talkies, Mint Street, Madras-1.	-do-
7.	Hotel Dasaprakash, Ootacamond	-do-
8.	„ „ Madras-7.	-do-
9.	Modern Cafe, Madras.	-do-
	(1) VLR Room, Egmore.	
	(2) „ „ Basin Bridge.	
10.	Sayani Talkies, Ayanavaram, Madras-23.	Till 31-3-66
11.	Dharma Nivas, 14, Linghi Chetty Street, Madras-1.	Till 28-2-66

LABOUR LAWS AND ADMINISTRATION

Model Standing Orders in Schedule to Madras Industrial Employment
(Standing Orders) Rules 1947.

G. O. M. S. No. 297, Industries labour and Co-operation
Dated 21th January 1966.

NOTIFICATION

In exercise of the powers conferred by section 15 of the Industrial Establishment (Standing Orders) Act, 1946 (Central Act XX of 1946), read with section 2 (b) of the said Act, the Governor of Madras hereby makes the following amendments to the Madras Industrial Employment (Standing Orders) rules, 1947, published with the late Development Department Notification No. 47 dated the 10th November 1947, at pages 229-234 of the Rules supplement to Part I of the Fort St. George Gazette. dated the 9th December 1957, as subsequently amended, the same having been previously published as required by sub-section (1) of the said section 15.

AMENDMENTS

In the said rules,—

(1) for rule 4, the following rule shall be substituted, namely:—

“ 4. The Model Standing Orders for the purpose of the Act applicable to the workmen in industrial establishments and to the working journalists in Newspaper establishments shall be those set out in Schedule I and II to these rules respectively ”.

(2) For the existing schedule, the following Schedule I shall be substituted, namely:—

SCHEDULE I

MODEL STANDING ORDERS APPLICABLE TO WORKMEN

STANDING ORDERS OF.....
.....(Certified on the.....
.....and copies sent to.....parties on the.....)

1. Classification of workmen:

Workmen shall be classified as follows, namely:—

(1) Permanent; (2) Probationers; (3) Temporary; (4) Badli;

(5) Casual; (6) Seasonal; (7) Apprentices.

2. Definitions :

(a) A 'Permanent workman' is one who is employed on a permanent basis and includes any person who has satisfactorily completed the prescribed period of probation in the same or higher or equivalent category in the industrial establishment.

(b) A "Probationer" is one who is provisionally employed to fill a permanent vacancy in a post and has not completed the period of probation which shall be three months in the case of unskilled workmen and six months in respect of those other than unskilled ;

Provided, in any particular case, the management may extend the period of probation of any workman upto a further period equivalent to the period of probation prescribed, if they are not satisfied with the work and/or conduct of any workman during the period of probation. In any case where the period of probation is extended, the concerned workman shall be informed in writing at least one week before the normal date of the completion of probation and in the absence of any such intimation the workman shall be deemed to have satisfactorily completed his probation on the normal date. If a permanent workman is employed in a different post, he may, at any time during the probationary period, be reverted to his old permanent post.

(c) A 'Temporary workmen' is one who has been employed for work which is of an essentially temporary nature likely to be finished within a specified period.

(d) 'badli' is a workman who is employed in the place of another workman whose name is borne on the muster rolls of the establishment.

(e) 'Casual workman' is one who is employed for some un-expected or unforeseen work, which is not likely to last continuously.

(f) 'Seasonal workman' is one who is employed on a seasonal basis during the working seasons only but whose name will be on the muster roll of the factory and who will be eligible for re-employment during every working season.

(g) 'Apprentice' is one who is engaged essentially in learning any skilled work provided that the period of such learning shall not exceed three years.

3. Issue of Departmental Tickets to Workmen :

(1) Every workmen shall be provided with a ticket showing his number, classification of work and on attendance each day, shall deliver the ticket at the place provided when entering the industrial establishment and take it back when leaving the industrial establishment at the close of the day.

(2) Every badli, temporary, seasonal and casual workman and apprentice shall be provided with a special ticket showing his number, classification of work and his attendance on the day he works which he shall

deliver at the place provided when entering the industrial establishment and take it back when leaving the industrial establishment at the close of the day.

Provided that the ticket system shall not apply to industrial establishments where the system of issue of metal tokens to workmen is in force or where the workmen are required to sign the attendance register maintained for the purpose or any other customary practice is in force.

4. Date and Manner of Payment of Unclaimed Wages :

Any wages due to a workman but not paid on the usual pay day on account of their being unclaimed shall, if a claim is presented by the workman, or by his legal representative within three years from the date on which the wages became due to the workmen be paid by the employer to the workmen or the his legal representative as the case may be, on such unclaimed wage pay day in each week, as may be notified in this behalf.

5. Shift Working :

(1) at the discretion of the employer, more than one shift may be worked in a department or departments or any section of a department of the establishment. If more than one shift is worked, the workman shall be liable to be transferred from one shift to another. No shift working shall be discontinued without and moth's notice being given in writing to the workman prior to such discontinuance :

Provided that no such notice shall be necessary—

- (a) if the establishment is a seasonal one where work is carried on intermittently ; or
- (b) if the closing of the shift is under an agreement ; or
- (c) if as a result of closing of the shift no permanent workman will be retrenched ; or
- (d) if the closure is due to circumstances beyond the employers' control.

(2) If as a result of the discontinuance of the shift working, any workman is to be retrenched, the provisions of the Industrial Disputes Act, 1947 (Central Act, XIV of 1947) shall in so far as it relates to retrenchment of workman, apply to such workman. If the employer proposes to take into his employ any person, the workmen retrenched shall be given notice and re-employed in accordance with the above said Act.

6. Attendance and Late Coming :

(1) All workmen shall be at work in the industrial establishment at the time fixed and notified. Workman attending late shall be liable to the deductions provided for in the Payment of Wages Act, 1936.

(2) Any workman, who after presenting his ticket, leaves his proper place or places of work during any period of the working hours without the permission of the authority to be specified by the management or without any sufficient reason, shall be liable to be treated as absent for the whole day, in case his absence commences before the interval for rest and for half a day in case his absence commences after the interval.

7. Procedure for the Grant of Leave to Workman and Regulation of Unauthorised Absence :

(1) A workman who desires to obtain leave of absence shall apply to the manager who shall issue orders on the leave application within a week of its submission or two days prior to the commencement of leave applied for. If the leave is granted, a leave pass shall be issued. If the leave is refused or postponed, the fact of such refusal or postponement and the reasons therefor shall be recorded in writing and communicated to the workman concerned before the day of commencement of the leave applied for if the application for leave had been received at least two days in advance. If the workman after proceeding on leave desires an extension thereof, he shall before the expiry of the leave originally granted to him make an application in writing for the purpose to the authority granting leave, who shall send to the workman reply either granting or refusing to extension of leave to his last known address. If the leave is required urgently, it shall be applied at least within half-an-hour before the industrial establishment starts working.

(2) If the workman, remains absent beyond the period of leave originally granted or subsequently extended, he shall be deemed to have left employment unless he (1) returns within eight days of the expiry of the leave and (2) has given a satisfactory explanation for his inability to return on the expiry of leave.

(3) If any workman remains absent without leave or permission for more than eight consecutive days, he shall be deemed to have left the employment unless he gives satisfactory explanation for such absence in which case the period of absence shall be treated as leave without wages :

Provided that the absence of a workman due to a strike of workmen in the establishment shall not be regarded as absence for purposes of this Standing Order.

In case the workman has to leave the employment in the circumstances specified in this Standing Order, he shall be entitled to be kept on the 'Badli' list.

8. Grant of casual leave :

Workmen may be granted casual leave for ten days in the aggregate in a calendar year. Casual leave is intended only to meet special circumstances, provided that the period of such casual leave taken at any time or on any one occasion shall not exceed three days, nor shall such casual leave be combined with any other leave ;

Provided further, that this Standing Order shall not apply in cases where a workman shall be entitled under, any other law, contract, custom or usage to a larger number of days of casual leave than that provided for under this Standing order.

Ordinarily the previous permission of the head of the department in the establishment shall be obtained before such leave is taken, but when this is not possible the head of the department shall as soon as may be practicable be informed in writing of the absence from and of the probable duration of such absence.

9. Entry into and departure from Establishment of workman :

The workman shall not enter or leave the premises of the industrial establishment except by the gate or gates provided for the purpose.

10. Liability for Search :

All male workers shall be liable to be searched by the gatemen while leaving the premises of the industrial establishment and all female workers shall be liable to be detained by the gateman for search by the female searcher, if acting without malice, the gateman suspects that any worker is in wrongful possession of property belonging to the industrial establishment :

Provided that no search shall be made except in the presence of two other persons of the same sex as the suspected worker.

11. Temporary Closure of departments and Lay-off of workmen for Causes beyond the Control of the employer :

(1) The employer may, at any time in the event of fire, catastrophe, breakdown of machinery or stoppage of power supply, epidemic, civil commotion or other cause beyond his control, stop working any machine or close any department or departments wholly or partially for any period or periods.

(2) In the event of any such stoppage or closure during working hours, the workmen affected shall be notified by notices put upon notice boards in the department concerned and at the timekeepers' office, as soon as practicable, when work will be resumed and whether they are to remain or leave the industrial establishment.

The workmen detained in the industrial establishment during such stoppage or closure shall be entitled to receive wages for the whole of the time during which they are detained in the industrial establishment.

Explanation :

In the case of a workman who is paid a piece-rate, the wages due for the period of detention shall be calculated, taking into account the average daily earnings of the workmen for the previous wage period in which he has worked excluding the overtime and night-shift allowance.

12. *Resumption of work after Temporary Closure :*

Any workman who has no work on account of the closure referred to in Standing Order, II, shall not be considered as discharged from service, but as temporarily unemployed. Whenever practicable, reasonable notice shall be given of resumption of normal work to the workmen and all workmen laid off under Standing Order II who present themselves for work when the normal working is resumed shall be allowed to resume work :

Provided that any workman who for any *bona fide* reason is unable to resume work on the day of resumption of normal work, may be permitted to resume the work subsequently, if he presents himself within a reasonable time to the satisfaction of the employer.

13. *Closure Due to Strike and Resumption of work Thereafter :*

In the event of a strike affecting either wholly or partially any one or more departments of the industrial establishment, the employer may subject to the provisions of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), or of the rules made thereunder, close down either wholly or partially such department or departments and any other department or departments affected by such closing down and for any period or periods. The fact of such closure shall be notified by notices put upon the notice board in the departments concerned and in the time-keeper's office as soon as practicable. The workmen concerned shall also be notified by a general notice, prior to the resumption of work, when work will be resumed.

14. *Termination of Employment of workmen :*

(1) Subject to the provisions contained in Standing Order 17, no employer shall dispense with the service of any workman with not less than one year of continuous service except for a reasonable cause and without giving such workman at least one month's notice or wages in lieu of such notice.

(2) In cases of retrenchment as defined in section 2 (OO) of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the provisions of the said Act shall apply :

Provided that no such notice shall be necessary in the case of badli and apprentices.

(3) No order of termination of service of a workman shall be made unless the workman is informed in writing of the reasons for the termination of his services and is given an opportunity to show cause against such termination. A copy of the said order shall be communicated to the workman.

(4) Where the employment of any workman is terminated by or on behalf of the industrial establishments, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment was terminated or the same shall be made available to him by the drawer of the wages, in case he does not turn up for receiving the wages.

15. *Liability of Workmen to give notice before Voluntarily Leaving Service :*

Any permanent workman desirous of leaving the service shall give one month's notice or one month's wages in lieu of notice to the employer or to such other officer as the employer may appoint to exercise the functions of an employer in connection with the business of the industrial establishment. The wages due to such a workman shall, if possible, be paid on the date on which the notice expires and in any case within two days after the expiry of the notice :

Provided that the period of notice to be given by an employee in the case of a seasonal factory shall be two months instead of one month, as specified above.

16. *Acts and omissions Constituting Misconduct :*

The following acts and omissions shall be treated as misconduct :

(a) wilful insubordination or disobedience whether alone or in combination with another or others, of any, lawful and reasonable order of a superior ;

(b) strike of work or inciting others to strike work in contravention of the provisions of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), or any other enactment or rule for the time being in force ;

(c) theft, fraud or dishonesty in connection with the employer's business or property ;

(d) taking or giving bribes or any illegal gratification whatsoever ;

(e) habitual absence without leave or absence without leave for more than then consecutive days ;

(f) habitual late attendance ;

(g) habitual breach of any Standing orders ;

(h) collection of any moneys within the premises of the industrial establishment for purposes not sanctioned by the employer ;

(i) engaging in trade within the premises of the industrial establishment ;

(j) riotous or disorderly behaviour during working hours in the premises of the industrial establishment or any act subversive of discipline ;

(k) Negligence or neglect of work ;

(l) habitual breach of any rules or instructions for the maintenance and running of any department or the maintenance or the cleanliness of any portion of the premises of the industrial establishment ;

(m) undertaking employment under any other employer or company in any capacity without the permission of the management;

(n) sleeping while on duty;

(o) smoking except in places specified and set apart for the purpose;

(p) distribution of exhibition within the premises of the industrial establishment of any bills or pamphlets or posters without the previous sanction of the employer;

(q) wilful damage or damages due to negligence or carelessness to work in process or to any other property of the company;

(r) failure to observe duly notified safety instructions or interference with any safety device or equipment installed within the industrial establishment;

(s) wilful slowing down in performance of work, or abatement or instigation thereof;

(t) threatening, abusing, intimidating or assaulting any workman outside the premises of the establishment, if such threat, abuse, intimidation or assault is in connection with the employment in the establishment;

(u) disclosing to any person trade information with regard to the working or process in the establishment without the prior permission of the management;

(v) squatting or remaining anywhere within the premises of the establishment other than the appointed place with a view to intimidate, coerce or threaten the establishment;

(w) interfering with machines or process not connected with the work allocated and/or asked to do by a member of the supervisory staff;

(x) conviction by any Court of law for any criminal offence involving moral turpitude;

(y) deliberately making false, vicious or malicious statements public or otherwise against the industrial establishment or any officer or employee of the establishment;

(z) loitering, idling or wasting time during working hours or being within the establishment out of the authorised hours of work without previous written permission of the head of the department.

17. *Punishment for misconduct:*

(1) A workman may be fined up to two percent of his wages in a month for acts and omissions notified by the employer in pursuance of section 8 of the Payment of Wages Act, 1936.

(2) The employer may withhold the increment due to a workman, if he is on an incremental scale or demote him to a lower post.

(3) A workman may, on a charge of misconduct supported by satisfactory evidence recorded at an enquiry held for the purpose be suspended for a period not exceeding 30 days or dismissed but such workman shall not be entitled to any notice or any compensation in lieu of such notice.

(4) The employer may also, pending enquiry into such charges of misconduct, place a workman under suspension for any period not exceeding 10 days.

(5) An order of suspension shall be in writing and shall take effect immediately on communication thereof to the workmen. Such order of suspension shall set out in detail the alleged misconduct and the workmen shall be given an opportunity to explain the circumstances alleged against him: If on enquiry the charge of misconduct is proved the order of suspension may be confirmed, or the workman may be dismissed from service. If, however, the order is rescinded, the workmen shall be reinstated and shall be entitled to the same wages as he would have received if he had been suspended.

(6) In awarding the punishment under this Standing Order, the employer shall take into account the gravity of the misconduct, the previous record of the workmen and any other extenuating or aggravating circumstances that may exist.

(7) If a workman who is suspended is after enquiry dismissed by the employer he shall be deemed to have been dismissed with effect on and from the date of suspension, unless otherwise indicated in the order of dismissal.

(8) A copy of the order passed by the employer shall be communicated to the workman concerned.

18. *Redress of Grievances Against Unfair Treatment:*

All complaints arising out of his employment including those relating to unfair treatment or wrongful exaction on the part of the employer or his agent or servant shall be submitted by the workman or on his behalf by a union of which he is a member to the manager or such other officer or officers as the employer may appoint. The employer or such other officer authorised by him in this behalf shall personally inquire into the complaint at such time and place as he or they may fix and the complainant workman or the employee member of the union shall have the right to be present. Where the complainant alleges unfair treatment or wrongful exaction on the part of the employer or servant, a copy of the order finally passed shall be supplied to the complainant if he asks for the same. In other cases, the decision of the enquiring officer shall be communicated to the complainant.

Provided that complaints relating to —

(i) assault or abuse by any person holding a supervisory position; and

(ii) refusal of an application for urgent leave shall be enquired into as expeditiously as possible by the employer or such other officer as may be authorised by him in this behalf.

19. *Issue of Service Certificate :*

Every permanent workman shall be entitled to a service certificate at the time of leaving the service, dismissal or discharge.

20. *Notice for absence from Duty and Penalty for absence without due Notice :*

If ten or more workmen acting in concert and without giving to the employer fourteen days' notice and without reasonable cause absent themselves from work or being present at the workspot refuse to work, each one of them shall be liable to pay to the employer in lieu of such notice an amount equal to his wages for eight days.

Explanation :

For the purpose of this Standing Order, the expression "wages" shall have the meaning assigned to it in the Payment of Wages Act, 1936 (Central Act IV of 1936).

21. *Retirement :*

Every workman shall retire on attaining the age of 58 (fifty-eight) years which shall be the age of superannuation, provided that, the management may in their discretion extend the period of service of any workman on reaching the said age of superannuation for such longer period as may be considered necessary.

22. *Notice :*

(1) Any matter required to be notified under these Standing Orders and any notice by the employer to the workman in the Industrial establishment shall be displayed on Notice Boards maintained for the purpose at conspicuous place in the premises of the Industrial establishment.

(2) Any notice or communication intended for any workman personally may be delivered to him personally in the premises of the Industrial establishment or sent to him by post to the address of the workman as specified in the service records or as otherwise furnished by him.

(3) After Schedule I the following Schedule shall be added, namely:—

SCHEDULE II

Model Standing Orders applicable to Working Journalists.

Short Title and commencement :

1. (1) These orders may be called the Model Standing Orders for Working Journalists.

(2) These orders shall come into force on

3. Working journalists shall be classified as :

(1) apprentices;

(2) part-time;

(3) permanent;

(4) probationers;

(5) temporary.

3. (a) An 'apprentice working journalist' means a learner who is either paid an allowance or not paid any allowance during the period of his training, which shall not exceed one year;

(b) A 'part time working journalist' means a working journalist who is employed to do work as a working journalist for less than the normal period of working hours of a newspaper establishment;

(c) a 'permanent' working journalist means a working journalist who has been engaged on a permanent basis or whose appointment has been confirmed in writing by the manager or any other officer authorized by the manager in that behalf and includes any person who has completed to the satisfaction of the manager, a probationary period of six months in aggregate or such extended time as may be given to him by the manager to show improvement, in the same newspaper establishment, including breaks due to sickness, accidents, leave, lockouts, strike which is not illegal or involuntary closure of the establishment;

(d) a "probationer" means a working journalist who is provisionally employed to fill a permanent vacancy or a post and who has not completed six months service in aggregate or such extended period, not exceeding six months, as the manager, in consultation with the Editor, may fix with a view to giving him a chance to show improvement, in the same newspaper establishment.

Provided that where a permanent working journalist who is employed as a probationer in a post different from his substantive post is, at any time during the probationary period, reverted to his old permanent post by an order in writing signed by the manager, he shall cease to be a probationer in that new post.

Explanation

The expression "probationary period" shall, for the purposes of the proviso includes breaks due to sickness, accidents, leave, lockouts, strike which is not illegal, or involuntary closure of the establishment;

(e) a "temporary working journalist" means a working journalist who has been engaged for work which is of an essentially temporary nature likely to be finished within a limited period and who is engaged strictly on that understanding in writing.

Appointment letter :

4. Every working journalist shall be given an appointment letter at the time of his appointment. On a working journalist being promoted he shall be given a letter setting out the terms of the post to which he has been promoted.

Leave record :

5. Every newspaper establishment shall maintain a book which shall show the amount of leave earned, the amount of leave taken and the amount of leave due to each working journalists. The leave record may be seen by the working journalists concerned, when necessary.

Attendance register :

6. Every newspaper establishment shall maintained a daily attendance register which shall be signed by each working journalist in the manner indicated in the Standing Order No. 10.

Service Register :

7. Every newspaper establishment shall maintain a Service Register in respect of each working journalists and enter therein the nature of his appointment, his name and address, the date of his first appointment, the rate of his wages, the amount of increment earned, whether the increments have been withheld and, if so, the reasons for withholding increment, punishments, if any, awarded with reasons, number of warnings, if any, issued, number of times censured, and such other matters as may be prescribed by the management.

Publication of working time :

8. The periods, hours of work and the place of work for all classes of working journalists shall be exhibited in Tamil, in English and in the language of publication of the newspaper, if it be other than Tamil or English, on the notice boards maintained at the newspaper establishment.

Publication of holidays and pay days :

9. Notices specifying :—

(a) the days which shall be observed by the newspaper establishment as holidays (including weekly holidays); and (b) pay day, shall be pasted on the said notice boards.

Attendance and late coming :

10. (1) All working journalists shall be at work at the place and time published under Standing Order No. 8.

(2) All working journalists shall sign every day the attendance register and shall state therein the time of their arrival at, and departure from the newspaper establishment. If any working journalists comes late by over ten minutes on three consecutive days in a week the employer may deduct one day's casual leave from the working journalist's casual leave account :

Provided that any working journalist may, with the permission of the Head of Department or the Editor or any other authority appointed for this purpose, absent himself from his proper place of duty during his working hours. No late attendance shall be permitted after recess or rest interval.

Payment of Wages :

11. (1) All working journalists shall be paid wages on a working day before the expiry of the seventh day after the last day of the wage period (which shall not exceed one month) in respect of which the wages are payable.

(2) Any wages due to the working journalists but not paid on the usual pay day on account of their being unclaimed shall be paid by the employer on one or more unclaimed wage pay day or days in the following week, which shall be notified on the notice boards as aforesaid.

Stoppage of work :

12. The Manager may, at any time, in the event of fire, catastrophe, breakdown of machinery or stoppage of power supply, epidemic, civil commotion or any cause beyond his control, close down any department or departments or a section or sections of department or departments of the newspaper establishment wholly or partially or the whole or part of the newspaper establishment for any period or periods in accordance with the law for the time being in force. Wherever practicable, reasonable notice shall be given of the resumption of the normal work by the Department, Section or newspaper establishment concerned.

Termination of employment :

13. (1) The services of a working journalists shall not be terminated as a punishment unless the procedure laid down in the Standing Order No. 15 has been followed.

(2) An order relating to termination of services of a working journalist shall be in writing and it shall be signed by the appointing authority or by an official of the newspaper establishment authorised in this behalf by the appointing authority. The reasons for the termination of the services shall be given in the order, a copy of which shall be supplied to the working journalist concerned.

(3) Where the employment of any working journalist is terminated, the wages earned by him and the other dues, if any, should be paid to him before the expiry of a fortnight, in the case of wages, and six weeks, in the case of other dues, from the day on which his employment is terminated.

Act of misconduct :

14. Any of the following acts or omissions on the part of a working journalist shall amount to misconduct, namely :—

- (a) wilful insubordination or disobedience whether or not in combination with another, of any lawful and reasonable order of a superior ;
- (b) striking work or inciting others to strike work in contravention of the provisions of any law, or rule having the force of law, or, deliberate slowing down in performance ;
- (c) theft, fraud or dishonesty, in connection with the employer's business or property ;
- (d) taking or giving bribe or any other illegal gratification ;
- (e) habitual absence from duty without leave or absence from duty without leave for more than ten consecutive days of overstaying the sanctioned leave without sufficient grounds or proper satisfactory explanation ;
- (f) habitual late attendance ;
- (g) habitual breach of any Standing order or any law applicable to the establishment or any rules made thereunder ;
- (h) riotous or disorderly behaviour during working hours at the newspaper establishment or any act subversive of discipline ;
- (i) habitual neglect of work or habitual negligence ;
- (j) habitual breach of any rules or instructions for the maintenance and running of any department with which he is concerned ;
- (k) wilful damage to work in process or to any property of the newspaper establishment ;
- (l) refusal to accept a charge sheet, order or other communication served in accordance with these standing order.

Disciplinary action against a working journalist :

15. (1) the following penalties may be imposed on a working journalist by an authority or authorities to be nominated by the newspaper establishment for proved inefficiency or gross negligence or any misconduct specified in Standing Order No. 14, namely :—

- (a) Warning ;
- (b) censure ;
- (c) suspension not exceeding ten days ;
- (d) with holding of increments ;
- (e) with holding of promotion ;
- (f) demotion (reduction to a lower rank) and
- (g) termination of service.

Provided that the penalty of termination of service shall not be imposed on any working journalist other than the Editor except after consultation the Editor or the head of the section concerned.

(2) No disciplinary action shall be taken against any working journalist unless he has been given a copy of the charge levelled against him and unless he has been given an opportunity of showing cause and of defending himself either personally or through a co-worker of his choice or through an official of a trade union of working journalists of which he is a member against the action proposed to be taken against him. The working journalist concerned shall have the right to be heard in person and to examine witnesses and to produce evidence.

(3) No penalty shall be imposed on a working journalist unless he is informed in writing of the reasons for awarding the proposed penalty and is given a reasonable opportunity of showing cause, either himself personally or through a co-worker of his choice or through an official of a trade union of working journalists of which he is a member as to why the proposed penalty should not be imposed on him.

(4) (a) A working journalist may be suspended by the appointing authority or by any person authorised by him in this behalf, during the period of an enquiry against the working journalist provided that the working journalist shall be paid during such period of suspension a subsistence allowance which shall not be less than one-half of the wages which had been last drawn by him while on duty.

Explanation :

For the purposes of this Standing order, 'Wages' means wages as defined in the Industrial Disputes Act, 1947.

(b) An order of suspension shall be in writing and may take effect immediately on delivery thereof to the working journalist.

(c) If a working journalist refuses to accept a charge sheet order or other communication served in accordance with these Standing Orders and provided that he has been asked to accept the charge sheet in the presence of at least two witnesses, he shall be told verbally the time and place at which enquiry into his alleged misconduct is to be held and if he refuses

fails to attend at that time, the enquiry shall be conducted ex-parte and the punishment awarded shall take account of misconduct under Standing Order No 14 thus committed;

Provided that the service of charge sheet and intimation of time and place of enquiry shall also be made to the working journalist concerned by registered post with acknowledgement due.

(d) If on enquiry the charges against the working journalist, who was under suspension, during the period of the enquiry, are not proved, he shall be deemed to have been on duty during the period of suspension and shall be entitled to receive the wages and other allowance which he would have received if he had not been suspended.

(5) In awarding a penalty under these Standing Order, the punishing authority shall take into account the gravity of offence, the previous record, if any of the working journalist and any other extenuating or aggravating circumstances that may exist. A copy of order passed by the punishing authority as well as the remarks made by the editor, if any, shall be supplied to the working journalist concerned.

Complaints :

16. Any working journalist desirous of getting redress in respect of any grievance arising out of his employment on relating to unfair treatment or wrongful exaction on the part of the superior shall submit a complaint in writing to the Manager, or any Officer appointed in his behalf. An appeal against the order of the Manager shall lie to the employer except where the Manager is the employer.

Certificate of termination of service :

17. Every working journalist shall be entitled to a service certificate at the time of his termination of service.

Liability of Manager :

18. The Manager of the newspaper establishment shall be personally held responsible for the proper and faithful observance of the standing orders provided that where the Manager is overruled by his superior, the latter shall be held responsible for the decision taken.

Supply of Standing Orders :

19. Every working journalist shall be supplied free of cost with a copy of the certified Standing Orders applicable to him either at the time of his employment or as soon as possible after the date they come into operation but in any case not later than three months from such date.

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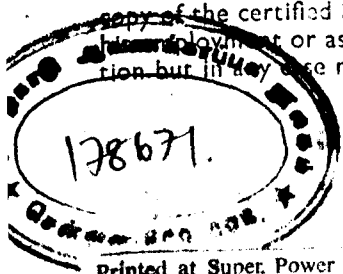
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