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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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INDIAN LABOUR JOURNAL

Issued Monthly by the Government of India, Ministry of Labour and Employment, Labour Bureau, Simla.

Contains up-to-date information relating to labour in India, e. g., summaries of reports and inquiries, labour legislation, summaries of important awards, legal decisions and collective agreements, labour news from States covering labour welfare and living conditions, statistics of industrial disputes, absenteeism, employment, wages and earnings, cost of living, retail and wholesale prices, trade unions, etc. In addition to these, the quarterly issues of the Journal contain special articles on subjects of labour interest.

	Inland	Foreign
Sale Price per copy :	Rs. 2-50	5 sh. 10 d. or 90 cents.
Annual Rates of subscription :	Rs. 30-00	70 sh. or 10 \$ 80 cents.

Available from :

The Manager of Publications
Civil Lines, Delhi - 8.

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THE MADRAS LABOUR GAZETTE

Vol. VIII]

MARCH 1966

[No. 3

SPECIAL ARTICLES

TOWARDS INDUSTRIAL PEACE

By

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The need for the maintenance and promotion of industrial peace in India is obvious. The fight against poverty inside the country and defence against the aggressive neighbours on the borders are matters that demand the preservation of industrial harmony and the promotion of industrial productivity. The preservation of industrial peace is vital for the acceleration of the rate of economic growth, promotion of social security and political stability. In a planned economy with 'Welfare State' as the goal the fostering of industrial peace is indispensable. The purpose of this paper is to examine the trends in the sphere of industrial peace during the planned era and suggest some measures for the promotion of industrial harmony.

Trends in Industrial Relations:

Trends in industrial relations can be studied with the help of statistics on industrial disputes. In India, these statistics are collected from various sources and published by the Labour Bureau, Simla, Government of India. These statistics do not cover political strikes or sympathetic demonstrations and the like. The coverage of statistics especially in unorganised sectors like construction, commerce and services is not satisfactory. However, these statistics are the only source and they throw some light on the general trends in the area of industrial relations. The following table gives the details of industrial disputes in India during the planned era.

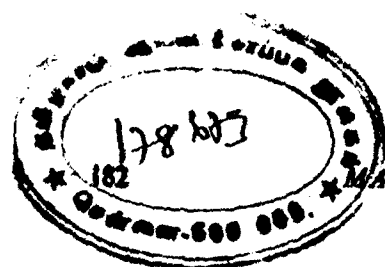


TABLE : 1

INDUSTRIAL DISPUTES IN INDIA : 1951 - 64.

Year	No. of disputes	No of workers (involved in lakhs)	No. of man days lost (in millions)
1951	1071	6.9	3.8
1952	963	8.1	3.3
1953	772	4.7	3.4
1954	840	4.8	3.4
1955	1166	5.3	5.7
1956	1203	7.2	7.0
1957	1630	8.9	6.4
1958	1524	9.3	7.8
1959	1531	6.9	5.6
1960	1583	9.9	6.5
1961	1357	5.1	4.9
1962	1491	7.1	6.1
1963	1471	5.6	3.3
1964	2151	10.0	7.7

Source: The Indian Labour year Book 1962, 1963, p. 93 Indian Labour Journal, December 1965, p. 1070.

As is seen from the table above, a considerable volume of industrial unrest has occurred in India, inspite of the felt need for the maintenance of industrial peace under the Five Year Plans. The volume of industrial unrest was greater between the years 1955 and 1958 and in 1962 and 1964 in terms of mandays lost, which is a better indicator of the problem of industrial strife. There has been a comparative fall in mandays lost in 1959, 1961 and 1963 mostly due to the favourable impact of the working of the code of discipline in industry, joint-management councils and the Industrial Truce Resolution of November 1962. While there is no remarkable fall in the number of disputes and workers involved during the period under consideration, it reached its peak level in 1964. It is, therefore, necessary to enquire into the causes of industrial disputes.

The Causes of Industrial Disputes:

The variables that govern the area of industrial relations are many and complex. Political, social, economic, cultural and psychological factors exercise a great deal of influence on the development of industrial relations. However, the economic variable has been the most significant factor in India. As early as the 1930s, the Royal Commission on Labour pointed out that, 'there has rarely been a strike of any importance that has not been due to entirely or largely to economic reasons.' The following table gives the details of the causes of industrial disputes in India.

TABLE : 2

THE CAUSES OF INDUSTRIAL DISPUTES : 1951 - 1964

(In percentage)

Causes	1951-60 average	1961	1962	1963	1964
Wages and allowances	30.0	30.4	30.2	27.8	34.9
Bonus	10.7	6.9	12.3	10.0	7.9
Personnel and retrenchment	31.9	29.3	25.2	25.9	27.4
Leave and hours of work	6.3	3.0	0.7	4.6	2.0
Others	21.1	30.4	31.6	31.7	27.8

Source: The Indian Labour year Books,
Indian Labour Journal, October 1964, P. 862
Indian Labour Journal, December 1965, P. 1083.

It is clear from Table 2 that about 30 per cent of the industrial disputes are due to wages and allowances and 10% to bonus. Thus wages including allowances and bonus account for about 40 per cent of the disputes. The other important cause of industrial disputes is connected with personnel and retrenchment problems. About 30 per cent of the disputes are due to these problems though there is a declining trend. The role of leave and hours of work is insignificant. 'Others' include a host of problems confronting labour and management on the operational aspects of industry. These miscellaneous problems deserve serious consideration as their contribution to industrial unrest is gradually increasing. It is almost evident from Table 2 that the dominant causes of industrial disputes are wages and allowances including bonus and personnel and retrenchment. Therefore, any policy directed towards the attainment of industrial peace and its preservation must tackle these vital problems.

Wage Policy for Industrial Peace:

The Five Year Plans have recognised the importance of wage policy in the promotion of peaceful industrial relations. The First Five Year Plan, inspite of its general policy of wage restraint, felt that wage increases should be granted to remove anomalies in the wage structure and to lift the abnormally low wages and to restore the pre-war real wage, as a first step towards the living wage. The second plan called for 'a wage policy which aims at a structure with rising real wages.' The Third Plan called for the extension of the wage policy of the Second Plan. The extension and better administration of the Minimum Wages Act 1948, the constitution of wage boards for almost all the leading industries for the determination of wages and the enactment of the payment of Bonus Act 1965 have been the most significant institutional changes that have been accomplished in the sphere of wage and bonus policy. But what is the impact of these measures on the welfare of the working class? The rise in money wages has been significant but not the real wages as the statistics of wage movements indicate (For details vide Indian Labour Statistics 1963, 1964 and 1965). Dr. Palekar in his post doctoral study on 'wage policy for Economic Development' finds that the real wage of

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the industrial workers in 1959 was at 89 whereas the money wage stood at 112 (1955 = 100). During the Third Plan Period against the background of economic stagnation, growing unemployment, food shortages and inflationary price trends in the economy real wages might not have registered a significant progress, inspite of the increase in money wages on account of the institutional changes in the determination of wages. On the other hand, the working class has been subjected to several hardships on account of the rising cost of living, unemployment and the scarcity of wage goods. Wage policy has failed to evolve a structure with rising real wages and industrial peace.

The failure of wage policy is chiefly due to the failure of price policy. It is, therefore, necessary to pursue a policy of stable prices. Price stability is necessary not only for the success of wage policy but also for the promotion of rapid economic development, social justice, political stability and national defence. Hence the need to maintain price stability for the success of wage policy for the promotion of industrial peace.

Personnel and Retrenchment Problems:

Proper personnel management constitutes a vital function of management in industry. Personnel problems comprise a wide range of issues from recruitment to the retirement of workers. Sometimes, they extend even beyond retirement. Retrenchment is an acute problem in many industries with schemes of modernisation, rationalisation and scientific management. The multifarious aspects of personnel and retrenchment problems are not given the consideration they deserve in Indian industry. Problems of recruitment, placement, induction, training, promotion, incentives, grievances, fringe benefits, communication, consultation, hours of work, rest intervals etc., have to be considered on scientific criteria keeping in view the functional, human and social aspects. In an economy with growing industrialisation and unemployment and under employment problems of personnel management pose difficult issues for settlement. 'Retrenchment without tears' should be the key-note of personnel policy. In the context of the evolution of progressive socio-economic philosophy and growing social responsibilities of modern industry personnel management philosophy and practice should undergo a progressive transformation for the evolution of better labour-management relations.

Thus, it is clear that the foundations of industrial peace can be deepened and strengthened if the basic problems of wages including allowances and bonus and personnel and retrenchment are handled with care and fore-sight against the background of price stability. However, even then, industrial conflict cannot be completely eliminated in a free industrial society. It can only be minimised. Hence the need to strengthen the available machinery for the quick settlement of industrial disputes whenever they arise. Today, the Governmental intervention and regulation of industrial relations is rather significantly more because the management and trade unions are not self-reliant. If they are to play a significant role in the development of industrial relations they have to become self-reliant and develop mutual confidence and sound traditions of give and take in their collective relations. Collective bargaining is impossible without the existence of sound management and trade union organisations. Therefore, peaceful industrial relation is the challenge of developing sound management and union organisations for the evolution of collective relations, industrial peace and industrial democracy.

உற்பத்தி ஓங்க உடல் நலம்

(திரு. பி. வி. வீரராகவன், "சித்ரா" கோவை-14.

அகில இந்திய வானொலியில் 3-2-1966 அன்று அளித்த பேட்டி)

திரு. பி. வி. வீரராகவன் : வணக்கம்

கேள்வி : நீங்கள் சித்ராவில் பணியாற்றுகிறீர்களே, "சித்ரா" என்பது என்ன?

பதில் : "சித்ரா" என்பது ஆங்கிலத்திலுள்ள SITRA என்ற ஐந்து எழுத்துகளை குறிப்பிடுகிறது South India Textile Research Association அதாவது தென்னிந்திய ஜவுளி ஆராய்ச்சிக் கழகத்தை 'சித்ரா' என்று சுருக்கமாக சொல்லுகின்றார்கள். இதன் அலுவலகம் கோவையில் உள்ளது. இது பஞ்ச ஆலைகளிலும், அரசாங்கத்தினராலும் நடத்தப்படும் ஒரு கூட்டு ஆராய்ச்சி ஸ்தாபனமாகும். நமது நாட்டின் தெற்கு பிராந்தியத்திலுள்ள பஞ்சாலைகளின் முன்னேற்றத்திற்காகவே இந்த ஆராய்ச்சி கழகம் நிறுவப்பட்டது.

கேள்வி : ஆராய்ச்சி என்று கூறினீர்களே, உங்கள் அலுவலகத்தில் என்னென்ன ஆராய்ச்சிகளை நடத்துகின்றீர்கள்?

பதில் : பஞ்சாலைகளின் உற்பத்தித் திறனை அதிகப்படுத்தவும், தொழிலில் ஈடுபட்டுள்ளவர்களிடையே சுமுகமான உறவை ஏற்படுத்தவும் ஆராய்ச்சிகள் நடத்தப்பட்டு வருகின்றன. பஞ்சாலைகளில் உபயோகிக்கப்படும் கச்சாப் பொருளான பருத்தி, செயற்கை பருத்தி எனக் கூறப்படும். 'Viscose' என்ற வனவற்றைப் பற்றி ஆராய்ச்சி நடத்தப்பட்டு வருகின்றன. ஆலைகளின் உபயோகப்படும் இயந்திரங்கள் சம்பந்தமாகவும் ஆராயப்படுகிறது. இது மட்டுமேயன்றி, உற்பத்தி செய்யப்படும் பொருட்களின் தரத்தை உயர்த்துதல், உற்பத்தித்திறனை அதிகப்படுத்துதல் முதலிய ஆராய்ச்சிகளும் நடைபெறுகின்றன.

குறிப்பாக, தொழிலாளர் நலம், தொழில்துறை உறவு முதலிய ஆராய்ச்சிகளில் நான் பங்கு கொள்கின்றேன். மேலும் நிர்வாகத்தில் பணியாற்றுவவர்களுக்கும், தொழிலாளர்களுக்கும், தங்களுடைய திறனை அதிகரிக்க பயிற்சிகளும் கொடுக்கப்படுகின்றன.

கேள்வி : உற்பத்தித் திறன் என்றால், 'உற்பத்தி அதிகரித்தல்' அல்லது 'உற்பத்தித் திறனை அதிகரித்தல்' இவை இரண்டுமே வேறுபாடு உண்டா?

பதில் : ஆம். இவ்விருண்டும் வெவ்வேறு விஷயங்களை குறிப்பிடுகின்றன. உற்பத்தி அதிகரிக்க புதிதாக பல தொற்சாலைகளை ஏற்படுத்தலாம். ஆனால் உற்பத்தித் திறனை அதிகப்படுத்தினீட்டோம் என்று சொல்ல முடியாது, தற்பொழுது இருக்குப கச்சாப் பொருள், இயந்திரம், தொழிலாளிகள் முதலியவைகளை அதிகப்படுத்தாமல் அதே சமயம்

தொழிற்சாலைகளின் எண்ணிக்கையை அதிகப்படுத்தாமலும் நவீன முறைகளின் மூலம் உற்பத்தியை அதிகப்படுத்துவதற்கே 'உற்பத்தித் திறனை' அதிகரித்தல் என்று சொல்லுகின்றார்கள். உற்பத்தித் திறனை அதிகப்படுத்துவதின் மூலம் செய்யப்படும் பொருட்களை நாம் குறைந்த விலையில் பெறலாம்.

உற்பத்தித் திறனின் அதிகரிப்புத்தான் ஒரு நாட்டின் முன்னேற்றத்தைக்குறிப்பிடுகின்றது. தொழிற்சாலைகளில் முன்னேறியுள்ள ஜப்பான் அமெரிக்கா முதலிய நாடுகளில் உற்பத்தித் திறன் உச்ச நிலையில் உள்ளது. உற்பத்தித் திறனை அதிகரித்தல் நமது நாட்டின் முன்னேற்றத்திற்கு மிக அவசியம். இதைக் குறிக்கோளாக வைத்துக்கொண்டுதான் இந்த ஆண்டை 'உற்பத்தித் திறன் ஆண்டாக' கொண்டாடப்படுகின்றது.

கேள்வி : உற்பத்தித் திறன் ஒங்கனும் என்றால் தொழிலாளர்களுக்கும் ஒரு பெரும் பங்கு இருக்கும் இல்லையா?

பதில் : நீங்கள் ஒரு முக்கியமான கேள்வியை கேட்டுள்ளீர்கள். நமது நாட்டின் தற்போதைய நெருக்கடி நிலைமையில் தொழிலாளர்களுக்கு மிகவும் முக்கியமான ஒரு பொறுப்பு உண்டு. வெளி நாடுகளிலிருந்து கச்சாப் பொருட்களையோ அல்லது நவீன இயந்திரங்களையோ இறக்குமதி செய்வதை நாம் தடுத்தல் அவசியம் ஆகையால் தொழிலாளர்கள் நவீன முறையை கையாண்டு உற்பத்தியை அதிகப்படுத்தல் வேண்டும்.

கேள்வி : உற்பத்தித் திறனுக்கும் தொழிலாளர் உடல் நலத்திற்கும் தொடர்பு உண்டா?

பதில் : ஆம். மிகவும் நெருக்கமான தொடர்பு உண்டு. உடல் நலம் சரியில்லாத நிலைமையில் ஒரு தொழிலாளி தனது வேலையை சரிவர செய்யமுடியாது. இவர் செய்யும் வேலையின் தரம், திறன் முதலியன பாதிக்கப்படுகின்றன. தேச ஆரோக்கியம் குறைந்தால் தொழிலாளர்கள் வேலைக்கு போகமுடியாது. இதனால் உற்பத்தி பாதிக்கப்படுகின்றது. நிர்வாகத்தினருக்கும் தொழிலாளர்களுக்கும் இடையில் பலவிதமான இடைஞ்சல்கள் ஏற்படுகின்றன. ஆகையால் தொழிலாளர் உடல் நலனை பாதுகாப்பதில் இருதரப்பினருக்கும் ஒரு முக்கிய பொறுப்பு உள்ளது.

கேள்வி : தொழிலாளர்களின் உடல் நலனைப் பாதுகாக்க நிர்வாகத்தினருக்கு ஒரு பங்கு உண்டு இல்லையா? அது எப்படி?

பதில் : தொழில் புரிபவர்களின் உடல் நலனை பாதுகாப்பதனால் தனக்கு இலாபம் உண்டாகும் என்ற எண்ணம் நிர்வாகத்தினரிடையே பரவதல் அவசியம். நிர்வாகத்தினர் இதை ஒரு தொழிலாளர் நலம் பணி என்று மட்டும் எண்ணுதல் கூடாது. இப் பணிக்காக செலவுக்கும் பணம் தொழிலாளர்களிடையே நல்லெண்ணத்தைப் பரப்பித் தொழில் திறனை அதிகப்படுத்துவதின் மூலம் இறுதியில் தங்களுக்கு இலாபத்தைத் தரும் என்பதை உணரவேண்டும்.

முதலாவதாக, வேலை செய்யும் சூழ்நிலை உடல் நலனுக்கு சாதகமாக இருக்கும்படி பாத்துக் கொள்ள வேண்டும் தொழிற்சாலையில் போதுமான, காற்றுவசதி வெளிச்சம், முதலியன இருத்தல் அவசியம். சுகாதார வசதிகளும் நன்கு அமைந்திருத்தல் அவசியம்.

இரண்டாவதாக, வேலை செய்பவர்களின் உடல் நலனை பாதுகாக்க முதலாவது, மருத்துவ உதவி, முதலியவற்றை, அபைத்தல் வேண்டும். தொழிலுக்காக வேலைக்கு எடுக்கும் முன்பு ஆட்களை மருத்துவ பரிசோதனைக்கு அனுப்பதல் நலம். அதுமட்டுமேயன்றி, தொழிற்சாலைகளில் பணியாற்றுவவர்களுக்கு குறிப்பிட்ட காலங்களில் வருடத்திற்கு ஒரு முறையோ அல்லது இருவருடங்களுக்கு ஒரு முறையோ, மருத்துவ பரிசோதனை செய்தல் நலம். குறிப்பாகப் பார்க்கப்போனால், தொழிற்சாலைகளில் நிர்வாகத்தினர் இதுவரையில் விபத்தைத் தடுத்தல், முதலாவது (First Aid) முதலியவைகளில் அக்கரை எடுத்துள்ளார்கள். தொழிலாளர்களின் உடல் நலம் சம்பந்தப்பட்ட விஷயங்களில் பங்கு கொண்டால் அது மேலும் பலனைத் தரும்.

தொழிற்சாலைகளில் நடத்தப்படும் உணவு விடுதி அல்லது காண்டின்சனில் சத்தமான, சத்துள்ள ஆகாரங்களை விற்பனை செய்தல் தொழிலாளர் உடல் நலனை பாதுகாக்கும். தொத்து வியாதியினால் பாதிக்கப்பட்டுள்ள தொழிலாளர்களை நன்கு குணமடைந்த பிறகே வேலைக்கு அனுமதிக்கலாம். உடல் நலம் சம்பந்தமாக பயிற்சிகளையும் தொழிலாளர்களுக்கு கொடுத்தல் நலம்.

கேள்வி : இந்த பரிந்துரையில் தொழிலாளர் கல்வி ஸ்தாபனங்களுக்கு ஒரு முக்கிய பங்கு இருக்கின்றது அல்லவா?

பதில் : ஆம். மத்திய அரசாங்கத்தினரால் நிறுவப்பட்டிருக்கும் தொழிலாளர் கல்வி பயிற்சி திட்டத்தின் மூலம் இப்பயிற்சியை அளிக்கலாம். உடல் நலத்திற்கு முக்கியம் தொழிற்சாலையில் வேலை செய்வதால் ஏற்படும் சில தேச அசௌகரியங்கள் அதை தடுப்பதற்கு மேற்கொள்ள வேண்டிய நடவடிக்கைகள், மருத்துவரை கலந்து ஆலோசிப்பதின் நோக்கம், சுகாதார விதிகள், தொத்து வியாதிகளை தடுத்தல் முதலியவற்றை இப்பயிற்சியில் அளிக்க வேண்டும் தொழிலாளர்களும் பாதுகாப்பு கமிட்டி (Safety Committee) தொழில் கமிட்டி (Works Committee) முதலியவற்றில் பங்கெடுத்து உடல் நலனை பாதுகாக்கத்தக்க நடவடிக்கைகளை எடுத்துக்கொள்ள வேண்டும்.

கேள்வி : தொழிற்சாலைகளில் வேலை செய்வதால் சில தேச அசௌகரியங்கள் உண்டாவதாக சொன்னீர்களே, அவை என்ன?

பதில் : உதாரணமாக, சிமிண்டு தொழிற்சாலைகளில் குவாரி அல்லது சுரங்கங்களில் வேலை செய்பவர்களுக்கு பண தூசியை சுவாசிப்பதால் 'சிஸ்டோசிஸ்' என்ற வியாதி சுவாச உறுப்புகளில் உண்டாகின்றது. நிகக்கரி சுரங்கங்களில் வேலை செய்பவர்களுக்கும் காற்றினால் தூசியை சுவாசிப்பதால் சில சுவாச கோளாறுகளுக்கு உண்டாகின்றார்கள். பஞ்சாலைகளில் வேலை செய்பவர்களுக்கு பஞ்ச தூசியை சுவாசிப்பதால் ஆஸ்துமா, பிராங்கைடிஸ் முதலிய வியாதிகள் உண்டாகின்றன. இரண்டாம் தொழிற்சாலைகளில் வேலை செய்பவர்களுக்கு பசியின்மை போன்ற

வியாதிகள் ஏற்படுகின்றன. இந்த வியாதிகள் உண்டாவதற்கு முக்கியமான காரணம் தொழிலாளிகள் சரியான பாதுகாப்பு முறைகளை கடைபிடிக்காமல் இருத்தல்தான், தொழிலியல் மருத்துவ நிபுணர்கள் இவ்வியாதிகளை தடுக்க பல முறைகளை கண்டுள்ளார்கள். தொழிலாளிகள் அனைவரும் அந்தந்த தொழிலுக்கு தகுந்த தற்காப்பு சாதனங்களை பயன்படுத்தினால் இவ்வியாதிகளை அவசியம் தடுக்க முடியும்.

அரசாங்கத்தினரும், தொழிற்சாலை சூழ்நிலை சரியாக உள்ளதா என்பதை பரிசோதிப்பதற்கு பாச்டரி இன்ஸ்பெக்டர்களை நியமித்துள்ளார்கள். ஒரு சில மாகாணங்களில் தொழிற்சாலையின் சூழ்நிலையை பரிசீலனை செய்ய மருத்துவ நிபுணரையும் நியமித்து உள்ளார்கள். அரசாங்க தொழிலாளர் இன்சூரன்சு திட்டம் மூலம் நமது நாட்டில் தொழிலாளர்கள் அனைவருக்கும் மருத்துவ சிகிச்சை அளிக்கப்படுகின்றது. இவையெல்லாம் தொழிலாளர் உடல் நலனுக்கே.

கேள்வி: வேலை நேரத்திற்கு பின்பு தொழிலாளர்கள் விளையாட்டுகளில் பங்கு கொள்வது நல்லதல்லவா? இதனால் உடல் நலம் அதிகரிக்கும் இல்லையா?

பதில்: வேலைக்கு பின்பு விளையாட்டு நல்லதுதான். ஆனால், சில கடினமான ஆட்டங்கள்—கால்பந்து, ஹாக்கி முதலிய ஆட்டங்களினால் சில சமயம் விபத்துக்கள் நேரிடலாம். விளையாட்டுகள் விளையாடியிட்டால் தானாகவே உடல் நலம் அதிகரிக்கும் என்று நினைப்பது சரியல்ல. இதனால் நன்மையும், தீமையும் உண்டாகலாம். ஒவ்வொரு தொழிலாளியும் தனது வயது, தான் செய்யும் தொழில் தன்னுடைய உடல் நிலை இவைகளை அனுசரித்து தகுந்த விளையாட்டுகளை தேர்ந்தெடுக்க வேண்டும். இம்மாதிரி தேர்ந்தெடுத்தால் தொழிலாளர்களுக்கு உடல் நலம் உண்டாகும். இதனால் நிச்சயமாக பலன் கிடைக்கும்.

(திருச்சி வாடுவெலி நிலையத்தாரின் அனுமதியுடன் அச்சிடப்பட்டுள்ளது)

INDUSTRIAL SAFETY

DANGEROUS USE OF UNSUITABLE CONTAINERS

The contents of a small laboratory, situated within a factory, were being moved to another room, and a number of items had been deposited temporarily in an adjacent workroom. A workman, seeing, what was apparently a full bottle of lemonade, decided to quench his thirst.

Unfortunately he did not see that the label had been marked "poison" and he filled his mouth with concentrated formic acid. Luckily he did not swallow this and his injuries were not severe.

Works laboratories are frequently guilty of the dangerous practice of using bottles which have contained edible materials for sampling raw materials and process, liquors, without removing the original labels.

A wide range of sample bottles is generally available to meet all needs and these should be used in preference to those mentioned above, particularly on the part of untrained personnel.

(Accident—how they happen and how to prevent them No. 59, April 1964)

FOUNDRY CORE KILLS MAN

An experienced core-marker in a foundry, where he had worked for 12 years, was engaged in making a 10/15 cwt. core—the inside of a casting—and at one stage it was necessary to hoist the core some six feet in order to dress it. To do this the man used a single chain sling which he attached to a strengthening bar on the core. When the core was raised by an overhead crane, the bar gave way, the core fell and struck his head, and he died from his injuries.

It was disclosed at the subsequent inquiry that although the deceased had carried out similar operations many times before, on this occasion he had mistakenly attached the chain to a strengthening bar instead of a staple. The bar was not designed for lifting purposes.

Evidence was given to the effect that the use of a three-legged chain sling would have been much safer and such a sling was, in fact, available. However, no specific instructions had been given for its use. Since the accident such instructions had been issued and a three-legged single was now being used.

(Industrial Accident Prevention Bulletin, London 1954)

YOUTH INJURED BY FORK-LIFT TRUCK

Towards the close of lunch hours in a factory a youth, intending to make an early start, drove a fork-lift truck from the far side of the factory in which it was normally used, to the roadway to collect a load ready for the afternoon shift. As he drove on three other youths asked for a lift and climbed on to the truck. One youth was standing on a running plate

which, being only 15 in by 9 in. provided very little standing space. The youth slipped and fell from his inadequate footing and was seriously injured by a wheel of the truck which passed over him.

It is important that only authorised and fully-trained persons should drive works trucks, and none of the youth, could be placed in this category. Also, in this factory it was a practice for a number of different drivers to use the same truck, whilst if, as is preferable, only one man uses each vehicle he should be able by securely locking it when not in use, to ensure that it is not used by unauthorized persons.

This accident, in clearly showing the danger of carrying passengers on vehicles that are not designed for this purpose, illustrates the advisability of enforcing rules directed against such procedure.

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

FATAL LEAKAGE OF CARBON MONOXIDE

Failure to maintain gas-fired appliances can, apart from reducing their efficiency, lead to dangerous conditions because carbon monoxide is generated. As is well known this gas is odourless and colourless, and its presence in quite small quantities can lead to rapid unconsciousness and death if the person affected is not quickly taken into fresh air.

A fatal accident to a youth epitomizes the risk. He was found unconscious in a small wash room, having been exposed to fumes containing carbon monoxide for about half-an-hour. Despite prompt first-aid and hospital treatment he eventually died. The source of the fumes was found to be a sink heater which had been allowed to become fouled with soot. Due to the confined space, there was a dangerous amount of carbon monoxide in the room when the youth entered it.

Regular and expert maintenance is essential to ensure that such equipment does not become a danger to users.

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

LABOURER CRUSHED IN LIFT SHAFT

Two building labourers were working on a landing, half-way up a lift shaft where it was intended to make a hole into the wall of the adjoining store to provide additional access to the lift. The day before, one of the labourers had been instructed to take away the first layer of bricks forming the wall. However, when the foreman found that the wall was only one brick thick, a width of $4\frac{1}{2}$ in. he told the labourer not to touch the wall again, and to proceed with other work. By the afternoon of the following day, the labourer had finished his work and decided that he would complete the job on the lift shaft wall. He climbed on top of the lift and asked his 17 year-old assistant to go down-stairs to move the lift down a small distance. Before he could do this he had to close the lift gates, which had been opened in order to render the lift inoperative while the men were working on it. The youth pressed the button for the lift to descent, but instead the lift began to ascent, fatally crushing the labourer on top of the lift.

At an inquiry following the accident, it was revealed that two other workers returning from their tea-break had pressed the lift-button to ascend just before the labour below had pressed it to descend. It was also stated that the electrical system operating the lift had been changed so that the lift would stop in the shaft.

(Industrial Accident Prevention Bulletin, London, February, 1964)

FAULTY ELECTRICAL EQUIPMENT

A lubrication attendant was using portable electric greasing equipment while working in the hot mill of a steelworks. He was leaning over a three-foot-high "run-out" table to lubricate a roller, when suddenly he screamed and fell away from the side of the table to the floor. Sparks were seen coming from the greasing unit he had been using. A fitter who had been working about five feet from him, quickly switched off and disconnected the greaser. Workmates failed to revive the man with mouth-to-mouth resuscitation.

Later investigation revealed that the earth wire, had somehow come away from its connexion at the plug. It was thought that, at one time, the cable must have been strained. At the machine end of the cable the outer rubber insulating material had slipped back and one of the wires was showing through. This must have touched the machine, making it live. The mills' Chief Electrical Engineer said that the machines were not inspected in any regular sequence; they were used until the workers thought there was something wrong with them and they were then examined. Consequently, as there was no apparent fault with this particular machine, the flaw in the cable had not been noticed.

It was recommended that the equipment should be examined more often.

(Industrial Accident Prevention Bulletin, London, February, 1965)

OVERLOADED CRANE.

A steel press was delivered to the yard of an engineering works and two men were helping the driver of a mobile crane to unload it from the lorry. One of the men, who was standing on the lorry, fixed chains to the press and the crane driver began to lift it. The crane had reversed about 18 in. and the load was almost clear of the lorry platform when someone shouted that the back nearside wheel was spinning. The friction drum safety device, which should have slipped immediately any excessive weight was lifted, started to operate at that point. Part of the machine fell on the lorry, tipping the crane over to the right, and jib fell on to one of the men, crushing him to death.

At a subsequent inquiry, it was revealed that the lifting capacity of the crane was two tons and that the press weighed $4\frac{1}{2}$ tons, but apparently this information was not passed on to the men engaged in moving the machinery. The crane driver had estimated that his crane was capable of lifting three tons and that the press weighed three tons or less.

(Industrial Accident Prevention Bulletin, London, February, 1966)

Industrial Relations, February, 1966.

The Labour situation in the State was satisfactory. There were 3 strikes in textile mills and 8 strikes and one strike followed by lock-out in other industries (including one strike in textile mill and one strike in other industries which were continuing at the end of the previous month) during the month of February, 1966. 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 547 and in other industries it was 840. The number of mandays lost as a result of work stoppages in textile mills and in other industries was 6057 and 1007 respectively. The details of work stoppages are as follows :—

TEXTILE MILLS

The strike from 1. 1. 66 by the workers of Lotus Mills Ltd., Sundarapuram, Podanur as a protest against the dismissal of 4 workers, was called off on 3. 2. 66 on the mediation of the Labour Officer-I Circle, Coimbatore.

98 out of 360 workers of Sri Varadharaja Textiles (P) Ltd., Peelamedu struck work on 3. 2. 66 as a protest against the refusal to provide work to doffing boys. The workers called off the strike and resumed work on 22. 2. 66 at 4 P.M. on the advice of the Labour Officer, I Circle, Coimbatore.

20 out of 429 workers of Coimbatore Cotton Mills, Singanallur struck work on 27. 2. 66 protesting against the promotion of a spinning doffing boy. The workers resumed work voluntarily on the same day.

OTHER INDUSTRIES

The strike by the workers from 26. 12. 65 and lockout by the management of M/s. Mohammed Ismail and Company, Tannery, Katpadi which began on 30. 12. 65 were still continuing.

The workers of E. K. Mohamed Ibrahim & Sons, Tannery Erode struck work on 1. 2. 66 as a protest against the nonpayment of wages for two days. The workers resumed work on 3. 2. 66 (morning) by direct negotiation.

The workers employed in all the tanneries at Erode struck work for one day on 5. 2. 66 demanding wages increase to workers.

All the 33 workers employed in Sri Ram Cotton Press, Singanallur, Coimbatore struck work on 16. 2. 66 as a protest against the non-employment of one co-worker. The strike still continues.

738 out of 1109 workers of Madras Rubber Factory, Madras-19 struck work on 10. 2. 66 due to misunderstanding of instructors. The workers resumed work on 11. 2. 66 and the strike was called off after direct negotiation.

The workers of Corporation Sewage Farm, Kondugaiyur struck work on 10. 2. 66 on the issue of confirmation of workers. The workers resumed work on 11. 2. 66 and the strike was called off after direct negotiation.

13 out of 18 workers of the Peerambur Chrome Tannery, Madras-11, struck work on 19.2.66 at 7.30 A.M. demanding increase in wages etc. The workers resumed work at 4.30 P.M. on the same day on the mediation of the Labour Officer, I Circle, Madras.

36 out of 37 workers of M/S. Mohamed Samiullah Sahib, Tannery Kathiwadi Road, Melavisharam struck work on 3. 2. 66 as a protest against non-payment of leave with wages. The workers resumed work voluntarily on 9. 2. 66.

20 out of 42 workers of 4. No. Beedi Factory, Tirupattur struck work on 20. 2. 66 on account of reduction in wages. The workers resumed work voluntarily on 21. 2. 66.

CENTRAL SPHERE

Conciliations:—

(i) The Asst. Labour Commissioner, Madras held conciliation proceedings in the following disputes and brought about settlements:—

(a) Between the Punjab National Bank Ltd., Madras and the All India Punjab National Bank Employees Union, Madras unit over confirmation of Sri A. Jambulingam Chowkidar, Tondiarpet Pay Office.

(b) Between M/s South India Corporation (Agencies) Private Ltd. and the Madras Port and Dock Workers Congress (INTUC) Madras over payment of arrears of DA and interim relief as per the recommendations of Central Wage Board to the outdoor staff.

(ii) The Asst. Labour Commissioner (Verification) Madras held conciliation proceedings in the following disputes and brought about settlements:—

(a) Between M/s Dalmia Cement (Bharat) Ltd., Dalmiapuram and Dalmia Cement National Workers Union (INTUC) Dalmiapuram over revision of workload.

(b) Between M/s Dalmia Cement (Bharat) Ltd., Dalmiapuram and Dalmia Cement National Workers Union (INTUC) Dalmiapuram over increase in wages for the casual workers.

2. No. of strikes, lockouts . . . 5 (one hunger strike)

3. No. of threatened strikes/lockouts . . . Nil

4. Particulars reg. disputes:—

(a) Disputes pending at the begining of the month	7
(b) Disputes received during the month	7
(c) Disputes settled/disposed of during the month	8
(d) No. of threatened strikes	nil
(e) No. of which materialised	nil
(f) No. of Draft Standing Orders certified	Two

STATE SPHERE

The Conciliation Officers enquired into and settled 694 disputes during the month of February, 1966. Of these 68 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 18 industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras and Labour Courts, Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the Statistical Part of the journal. 18 awards given by the Industrial Tribunal, Madras and Labour Courts are published in the Fort St. George Gazette during the month of February, 1966.

WELFARE

The general employment situation during the month improved as compared with January 1966.

Registrations and placings recorded an increase of 4,140 and 807 respectively over previous month, while the live register decreased by 1,752.

The ratio of registrations to vacancies notified improved from 3.4:1 for January 1966 to 3.2:1 during February 1966.

The Employment Offices in the State registered 23,110 (+ 410) applicants and received 5,832 vacancies (+ 247) during the month. The number of applicants placed in employment during the month was 4819 (+ 807) and number remained on the waiting list at the end of the month was 204,779 (—1752).

Shortage of manpower was reported in the following Occupations:—

Engineers (degree/diploma) with experience, Doctor (Male/Female), Veterinary Assistant Surgeon, Nurse, Health Assistant, Maternity Assistant, Health Visitor, Pharmacist (Degree/diploma) Supervisor (Textile),

Lecturer/Professor in English and Chemistry Graduate Assistant, Secondary Grade Teacher (Urdu medium), Tamil Pandit, Hindi Pandit, Drawing Master, Tailoring Instructress, Librarian, Laboratory Technician, Dark Room Assistant, Steno-Typist, Tamil Typist, Engine Driver (Elect. Motor), Pipe Line Fitter, Fitter Holding Industrial Training Institute Certificate with 5 years experience, General Mechanic with experience, Armourer Boilerman/Attendant, Electrician (Auto) Physical Training Teacher (Male/Female) and Conductor (Ex-serviceman).

Surplus applicant related to graduates in Economics, Law and Zoology, Matriculate and unskilled occupation.

The Professional and Executive Employment Office, Madras registered 184 and placed in employment 26 applicants during the month. At the end of the month 1,336 remained on the live register in the office.

The University Employment Information and Guidance Bureau Annamalai Nagar and Madras Universities registered 34 applicants during the month. At the end of the month 134 applicants remained on the live register.

The Special Employment Office for the Physically handicapped, Madras registered 36 (4 blind, 9 deaf and dumb and 23 orthopaedics) and placed in employment 12 (2 blind, 2 deaf and dumb, and 8 orthopaedics) during the month. At the end of the month, 545 (121 blind, 74 deaf and dumb and 350 orthopaedics) applicants remained on the live register of the office.

The Vocational Guidance Units attached to the District Employment Office, Katpadi Extension, Cuddalore N.T., Chingleput at Gumbly, Coimbatore, Kanyakumari at Nagercoil, Madras-14, Madurai, Ramanathapuram at Madurai, Salem, Thanjavur, Tiruchirapalli and Tirunelveli gave group guidance to 5,697 applicants and individual information to 2,843 persons during the month. They also gave individual guidance to 96 applicants and placed 41 individually guided applicants in employment during the month.

The Occupational Information Officer at the Headquarter completed original study in respect of 2 occupations and verification work in respect of 3 occupations.

The Employment Information and Assistance Bureaux in the Districts of Coimbatore, Ramanathapuram, Salem and Tirunelveli registered 448 applicants, effected 40 renewals and interviewed and counselled 559 applicants during the month.

The Mobile registration units attached to the District Employment Office, Ramanathapuram and Salem registered 341 applicants renewed 1262 registrations and interviewed and counselled 332 applicants during the month.

EMPLOYEES' PROVIDENT FUNDS ACT, 1952

The salient features relating to the working of the Employee's Provident Funds Act 1952 and the Scheme framed thereunder for the month of February 1966 are indicated hereunder :-

(i) During the month under review no fresh category of establishments/factory has been brought in the folds of the Employees Provident Funds Act, 1952.

(ii) 66 establishments/factories were brought under the Employees' Provident Funds Act, 1952 during the month of February, 1966. Thus the total number of covered establishments/factories rose to 3,800.

(iii) A total sum of Rs. 51,52,705.23 (excluding the refund of loan, previous accumulations and Administrative charges etc.) amounting to Rs. 6,27,030.89) was received as employees' and Employers' shares of contribution for the month of January, 1966.

(iv) The total number of employees/subscribers covered under the Employee's Provident Funds Act, 1952 in this Region at the end of January 1966 was 4,87,078/4,22,808 respectively.

WORKERS' EDUCATION DURING MARCH, 1966

During the month Unit Level Classes were started in the Model Foundry, Madras; Engineering Workshop, Arkonam; Madras Electricity System, Amco Engineering Corporation; Ananda Vikatan, Orient Pharma Private Ltd., Sundaram Motors (P) Ltd., Southern Railway Headquarters Office, Madras; Loco Works, Southern Railway, Madras.

A function was arranged in English Electric Company of India Ltd., for the distribution of certificates to the successful worker trainees, of the first batch of unit level class.

Worker Trainees of Sundaram Motors Ltd., and E.I.D. Parry Ltd., Ranipet went on Educational Tour to Kumbakonam, Tanjore, Mettur Dam, Mysore, Calcutta, Delhi and Bombay. The Management paid Rs. 350/- towards the expenses of the trainees. 64 unit level classes were in session in the Madras Region at the end of the month. The number of workers trained was 11378 and the number of workers under training was 1334.

CURRENT NOTES**MADRAS PRODUCTIVITY COUNCIL**

The valedictory function of the Courses on Industrial Maintenance, Personnel selection and Job placement and Techniques in Industrial Engineering sponsored by the Madras Productivity Council was held at Hotel Ashoka on 29th March 1966. Sri R. Rathnam, Administrative Director, Lucas-T. V. S. Ltd., presided over the function and Sri K. P. Ramaswamy of Amalgatations (Private) Ltd., delivered the valedictory address. Sri H. G. V. Reddy, Project Administrator, Surgical Instruments Project distributed the certificates to the participants. The course on Industrial Maintenance (in Tamil) was conducted by Sri K. M. Rangaswamy, Industrial Engineer, Tiruchirapalli Productivity Council and 28 Persons participated in the course. The Course on Personnel Selection and Job Placement was conducted by Dr. W. T. V. Adisesiah, Head of the Department of Social Work, Loyola College, and 9 persons participated in it. The course on Techniques in Industrial Engineering was conducted by Sri B. Ananth Krishnanand, Deputy Director, National productivity Council and 13 persons participated in it.

CONSUMER COOPERATIVE SOCIETIES

The Textile Section of the Simpson and Group Companies Employees' Cooperative Society was inaugurated at the "Mail Buildings" Mount Road, Madras on 14th April, 1966. by Sri M. Bhaktavatsalam, Chief Minister of Madras. Sri R. Venkataraman, Minister for Industries presided over the function. The Chief Minister in his inaugural address said that the best means of holding the price line was to open more Consumer Cooperatives.

WAGE BOARD FOR LEATHER INDUSTRIES

The Central Government have announced the setting up of a Wage Board for leather and leather goods industry with Shri M. Sriramamurthy as Chairman. Other members of the Board are Shri T. Jiyar Das, Dr. D. L. Narayana (Independent), Shri Haji Mohammed Sami, and Shri A. Mohammad Ghouse representing the employers and Shri Ramanand Das and Shri Sailen Paul representing the workers.

CINCHONA DEPARTMENT.

The Government have increased the all inclusive maximum wages of daily rated workers in the Cinchona Department from Rs. 2/- to Rs. 3/- per day in the case of semi-skilled workers and from Rs. 3.75- to Rs.5/- per day in the case of skilled workers.

AWARDS AND AGREEMENTS

BEFORE THE INDUSTRIAL TRIBUNAL, MADRAS

Tuesday, the fifteenth day of February, one thousand nine hundred and sixty-six (26th day of Magha, 1887—Saka)

Present:

SRI O. V. BALASWAMI B.A., B.L.,
Industrial Tribunal, Madras

Industrial Dispute No. 9 of 1966

(In the matter of dispute between the Workmen and the Management of Indian Oxygen, Limited, Madras)

Between

The President, Indian Oxygen Employees' Union, 370/371, T.H. Road, Madras-21.

and

The Management, Indian Oxygen Limited, 7-A, Vaithinatha Mudali Street, Tondiarpet, Madras-21.

(Reference—G.O.R. No. 58, dated 10th January 1966, Department of Industries, Labour and Co-operation, Government of Madras).

This dispute coming on this day for hearing before me, upon hearing the arguments of Sri S. K. Sridharan, Joint Secretary for the Union and of Messrs. King and Partridge, Advocates for the management, the Tribunal gave the following:

Decision

In this reference which is one under Section 36-A of the Industrial Disputes Act, the Government have asked this Tribunal to clarify if its award in I. D. No. 47 of 1964 with reference to the gratuity scheme formulated therein includes dearness allowance for calculation of gratuity.

The relevant portion of the award relating to the gratuity claim as made by my learned predecessor is as follows :—

"There is no rational explanation given why in the matter of gratuity scheme Madras employees should be discriminated against as compared to Bombay employees. The demand that the scheme should be revised so as to fall in line with the Bombay scheme is therefore unavailable. The Scheme would therefore be revised as demanded by labour."

AWARDS AND AGREEMENTS

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The difficulty is created by the last sentence referred to above. If the award meant to grant what was demanded by the labour, then I have got to look into the demand made in the claim statement filed by the union. The same has been marked as Exhibit W-1 in I. D. No. 47 of 1964. At page 8 in paragraph 28, it is stated that the gratuity scheme as obtaining in Madras was extremely defective and was not on par with Bombay scheme of the same company as awarded by the Industrial Tribunal, Bombay. In paragraph 29 of the claim statement, demand is made as to how the gratuity scheme should be revised. It is clearly mentioned in this paragraph that the gratuity was payable in proportion to the total salary or wages of an employee. The Bombay scheme itself has not been exhibited. But extract from the same has been marked as Exhibit W-2 in I. D. No. 47 of 1964. According to the Bombay Scheme as found in the said document, gratuity was to depend upon the salary or wages of an employee. It does not make it clear whether the salary included dearness allowance or not. But the demand even before the Bombay tribunal was for the gratuity to depend upon the total salary. If, therefore, in the presence of such a demand the learned Industrial Tribunal, Bombay, made it dependent upon salary, it stands to reason that the Bombay award referred only to basic salary and not to the total salary.

This apart, the more crucial question will be if this tribunal awarded the demand of the labour into to or gave them gratuity as granted by the Bombay tribunal. It is not very easy to clarify this position merely from the award of this tribunal, because it gives room for both arguments. While on the one hand it states that there is no reason for not adopting the Bombay scheme, in the next sentence an award is made granting the demand of the labour. But fortunately for me, the union has now filed a memo before me stating that their demand before my learned predecessor was for gratuity according to the Bombay scheme and that the gratuity payable does not include dearness allowance.

I am, therefore, of opinion that the award of this Tribunal in I. D. No. 47 of 1964 with regard to the gratuity scheme formulated therein does not include dearness allowance for calculation of gratuity. I answer this reference accordingly. There will be no order as to costs.

MEMORANDUM OF SETTLEMENT REACHED UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT, 1947 BEFORE THE DEPUTY COMMISSIONER OF LABOUR, MADURAI

Present:

SRI D. K. PURUSHOTHAM, B.A.,
Deputy Commissioner of Labour, Madurai.

Station: MADURAI

Dated: 18-2-1966.

Parties to the dispute:

... The workers and the management of
Sri Ganapathy Mills Company,
Tamilnadu-6

Representing Management :

- ... 1. Sri S. S. Arunachalam Pillai, Managing Director.
2. Sri D. Kanthiah, Manager.

Representing Workmen

- ... 1. Sri Kattoor Gopal, President, Textile Staff Union and Panchalai Thozhilalar Munnetra Sangam.
2. Sri T. S. Arumugam, Treasurer, Panchalai Thozhilalar Munnetra Sangam.
3. Sri M. S. Ramachandran, General Secretary, INTUG.
4. Sri G. Vaithilingam, Secretary, National Textile Workers' Union.
5. Sri R. Ganapathy, General Secretary, Tamil Textile Workers Union, Tirunelveli.

SHORT RECITAL OF THE CASE:

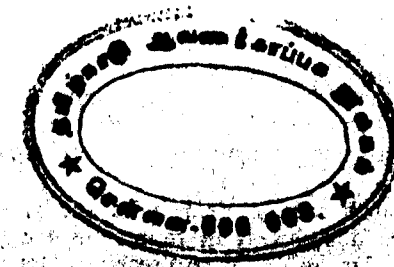
The mill was experiencing financial difficulties generally felt by the Industry in a large measure for several months, the working was suspended only one day's work in the week being given even for permanent workers. There were accumulation of stocks also since the prices fetched were not remunerative and at times below cost of production. Several disputes arose because of the above factors relating to inadequate provision of work. The management stated that it was impossible to run the industry at the present market prices and that if the workers were keen about more work, they should accept a cut in the wage pocket. The Union was not convinced about the justification of a cut in the wage pocket and there was a stalemate. On the suggestion of the Deputy Commissioner of Labour, Madurai, who intervened in the matter an agreement was entered into under which while immediate relief for the industry could be given, without affecting adversely workers' right to full wages.

TERMS OF SETTLEMENT:

1. The management and the workers agree that a sum of Rs. 25/- (Rupees Twenty five only) from the wages of each individual worker, will be retained with the management in such of those months, in which the monthly wages exceed Rs. 130/-. In cases when monthly wages exceed Rs. 300/- the amount to be deducted will be Rs. 50/- per month and in cases of over Rs. 500/- Rs. 100/- shall be deducted.
2. The amounts deducted as per clause (1) above, will be treated as money paid in respect of the purchase of the non-subscribed part of the share capital. As and when the amount deducted reaches a sum of Rs. 100/- the management shall take from the worker concerned an application form for the issue of share (s)

in the name of the worker or his nominee, that the amount as moneys subscribed towards share capital and issue share certificate accordingly. It is clearly understood that once the amount in favour of the worker reaches the sum of Rs. 100/- it shall be obligation of the management to take the necessary steps for the issue of the share certificate. If the application is for issue of 'B' class share, it shall be granted if he is entitled.

3. This arrangement will continue for a period of forty months. The Unions shall encourage the workers to continue this arrangement even beyond the forty months period stated above. It is recognised that this arrangement is of mutual benefit to both sides in the long run.
4. It is further agreed that on acquisition of shares as mentioned above, the workers will be entitled to all their rights, as share holders without in any way detracting from their rights as workers.
5. It is specifically agreed that in respect of any complications or difficulties arising in the implementation of this settlement, the parties shall abide by the informal arbitration of Sri D. K. Purushotham, Deputy Commissioner of Labour, Madurai, on whose assurance only, the parties have agreed to the terms of this settlement.
6. The management agree to pay as advance to each of the workers. Rupees Thirty only on 25. 12. 66.
7. In view of this settlement, the management agree to resume full working of the Mills from 21. 2. 66.
8. All outstanding issues such as lay-off compensation, rationalisation, arrears of salary to staff, will be taken up for further discussion, before the Deputy Commissioner of Labour, Madurai and the parties shall abide by his decision. Such decision will be given, preferably not later than 15th March, 1966.



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BOOK REVIEW

SEVENTH HUMAN RELATIONS CONFERENCE, 1965
SITRA PROCEEDINGS

By

The South India Textile Research Association,
Coimbatore-14.

Pages: 140.

Price Rs. 11/-

The South India Textile Research Association have brought out the proceedings of the Seventh Conference on Human Relations organised by them at Coimbatore on 27th and 28th July 1965. The texts of the Welcome Address by Sri K. Sreenivasan, Director, SITRA, President's Address by Sri G. R. Govindarajulu, Chairman, Southern India Mill Owners' Association, the Inaugural Address by Sri D. Sanjivayya, then Union Minister for Labour and Employment, Specialist talk by Sri M. R. Masani, M.P., on "The Management of Men" are given in first section.

The second section contains four papers presented at the session on Manpower Planning and Performance Appraisal. The report on "Manpower Planning at Supervisory Level" by Sri P. V. Veeraraghavan of SITRA is a study on the assessment of technically qualified supervisors needed for the textile mills in South India. The paper "Technique of Selection — A Case Study" by Sri K. L. Varadarajan, Managing Agent, Vijayalakshmi Mills Ltd., Coimbatore is based on the procedure adopted by SITRA in the recruitment of staff. The other papers contained in this section are "Performance Appraisal of Supervisors" by Sri L. Kandaswamy, Managing Agent, Sri Venkatachalapathy Mills Ltd., Tirupathi and "Organisational Performance Appraisal" by Professor G. P. Asthana, Director, Thiagarajar School of Management, Madurai.

The next section deals with the session on "Problems of Expansion" and contains a paper on "Motivation for Expansion" by Sri B. Natarajan, M.L.A., a paper by Sri A. K. Bhansali General Manager, Kothari Textiles Ltd., Madras on "Economic Problems of Expansion", a paper by Sri K. Sreenivasan, Director SITRA on "Human Problems of Expansion" and a paper by Dru. Udai Pareek, Director, Extension Education SIET Institute, Hyderabad on "Training for Organisational Expansion". Sri Bhansali has dealt with economic problems especially in textile industry. Sri Srinivasan has brought out the human problems arising out of the increase in the number of people employed due to the expansion of units in the same compound or at a different place or due to the formation of new companies or starting of new industries.

The fourth section deals with the session of "Welfare in Industry" and contains a study group report on the "Problems of older worker in industry" by Dr. W. T. V. Adiseshiah, Department of Social Work, Loyola College, Madras a paper on "Safety in Textile Industry" by Sri S. Paramanayakam, Assistant Regional Director, Regional Labour Institute, Madras

and a study group report on Employees' Cooperative Stores' by Sri S. A. Ramachandran, Director, Sakthi Textile Ltd., Pollachi. Dr. Adiseshiah in his report has discussed about the productive efficiency of the older workers as compared with the younger and the attitude of older workers towards employment after retirement, Welfare benefits etc. The report by Sri S. A. Ramachandran reveals that the employees' Cooperative Stores have been performing a useful function in the 60 industrial establishments in Coimbatore where they are in existence.

Discussions which were held during these sessions are given in the book in the form of questions and answers.

The book maintains the high standard of SITRA publications and is a valuable addition to the literature on "Human Relations in Industry".

THE INDUSTRIAL COURT REPORTER

Started in January 1948, The Industrial Court Reporter issued monthly, contains important orders and awards of the Industrial Court and Tribunals in Maharashtra State, as well as the selected decisions of the High Courts and the Supreme Court of India. The Reporter serves employers, employees, Trade Unions and lawyers in finding at one place the case law on Industrial and labour matters.

Annual Subscription Rs. 15/-

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AND DIRECTOR OF EMPLOYMENT

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CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. INTERNATIONAL LABOUR CONFERENCE. 50 th SESSION.
Report 4(2).
Role of cooperatives in the economic and social
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ILO. Geneva. 1966. pp. 55. 75cents.
2. VASUDEVAN (S).
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Madras State.
National council of applied economic research.
New delhi. pp. 360. Rs. 20/-.
3. BASU (S. K.) Ed.
Studies in economic problems.
Asia publishing house, Bombay. pp. 256. Rs 28/-
4. SOUTH INDIA TEXTILE RESEARCH ASSOCIATION,
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Seventh human relations conference, 1965.
Coimbatore, 1965. pp. 140. Rs. 11/-.
5. PENNATHUR (K).
Manual of method study.
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6. BHAGOLI WAL (T. N.).
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Sahitya Bhavan. Agra. Rs. 15/-.

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1. LEVINSON (Harold.M.).
Wage policies of American unions.
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4. RAMANI (S).
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5. CHAWDA (V. K.).
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9. IRANI (J. K.).
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Eastern economist. Special budget number. March 11, 1966.
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Capital. Vol. 156. 3900. March 3, 1966.

Salient Features of Annual Report on the Working of the Plantations Labour Act, 1951 for the Year, 1964

The Plantations Labour Act, 1951, regulates the working conditions of workers on plantations and provides for the provision of drinking water, canteens, creches, adequate medical facilities, housing accommodation recreational and educational facilities to the workers on plantations. The act applies to the tea, coffee, rubber, cinchona and cardomom plantations measuring 10. 117 hect-acres or more, and employing 30 or more persons.

About 289 plantations, covering 1,10,482.78 acres, and employing 71, 384 workers, came under the scope of the Act during 1964. The provisions of the Act are enforced by the Commissioner of Labour who is assisted by the Chief Inspector of Plantations, Madras, and five Inspectors of Plantations. All these plantations were inspected by the Plantation Inspectors during the year.

Provision of Health and Medical Facilities:

Adequate drinking water facilities to the workers have been provided on all these plantations. During the year under report, the Government approved 77 medical schemes finally.

Housing Accommodation:

Ten housing schemes were approved by the Government during the year 1964. During the year, no amount was, however, disbursed to planters due to National Emergency.

Leave With Wages:

30,166 men 37,326 women, 1,403 adolescents and 234 children were granted leave with wages during the year.

Sickness and Maternity Benefit:

A sum of Rs. 2,84,029.40P. was paid as Maternity Benefit in respect of 5573 claims during the year under report as against Rs. 3,65,857.33 P. in respect of 6,870 claims in the year, 1963.

Contribution to National Defence Fund:

The Government have granted necessary exemption from the Plantations Labour Act, 1951 to all employers, in order to enable the workers to work on a Sunday in a month and to contribute that day's wages to the National Defence Fund.

Annual Returns:

Eightythree (83) per cent of the plantations covered by the Act submitted annual returns in time during the year.

NOTIFICATIONS

Appointment of Certain Officers to be Inspectors Under Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act.

AMENDMENT TO NOTIFICATION

(G.O. Ms. No. 387, Industries, Labour and Co-operation, Labour)
24th February 1966)

II-1 No. 1169 of 1966-

In exercise of the powers conferred by sub-section (1) of section 6 of the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1948 (Madras Act XXXI of 1948), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation, Department Notification II-1 No. 4641 of 1964, dated the 13th October 1964, published at page 1992 of Part II-Section 1 of the Fort Saint George Gazette, dated the 28th October 1964:

AMENDMENT

For the entries against items 4 and 12 in the schedule to the said notification, the following entries shall be substituted, namely:—

"4. Deputy Commissioner of Labour, Coimbatore.	Coimbatore, The Nilgiris, Salem Dharmapuri and North Arcot Districts.
12. Inspector of Labour, Vellore	North Arcot, Salem and Dharmapuri Districts."

Appointment of Certain Officers as Inspectors under Working Journalist (Conditions of Service) and Miscellaneous Provisions Act.

AMENDMENT TO NOTIFICATION

(G.O. Ms. No. 924, Industries, Labour and Co-operation, (Labour).
26th February, 1966).

II-1 No. 1170 of 1966.

In exercise of the powers conferred by sub-section (1) of section 17-B of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1953 (Central Act 43 of 1953), the Governor of Madras hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification II-1 No. 4523 of 1964, dated the 14th September 1964, published at pages 941 1912 of Part II Section 1 of the Fort Saint George Gazette, dated the 21st October 1964:—

AMENDMENT

In the schedule to the said notification, for the entries in columns (1) and (2) against items 4 and 10, the following entries shall respectively be substituted namely:—

(1)	(2)
"4. Deputy Commissioner of Labour, Coimbatore.	Districts of Coimbatore, Nilgiris, Salem, Dharmapuri and North Arcot.
10. Inspector of Labour, Vellore	North Arcot, Salem and Dharmapuri Districts."

Appointment of Chairman for Plantations Labour Housing Advisory Board

(G.O. Ms. No. 781, Industries, Labour and Co-operation, (Labour).
19th February 1966).

II-1 No. 357 of 1966.

Under clause (1) of sub-rule (1) of rule 54 of the Madras Plantations Labour Rules, 1953, subsequently amended and in supersession of the Industries, Labour and Co-operation Department Notification III No. 349 of 1961, dated the 17th August 1961, published

at page 1317 of Part III of the Fort Saint George Gazette dated the 30th August 1961, the Governor of Madras hereby authorizes the Joint Secretary to the State Government in the Industries, Labour and Co-operation Department to be the Chairman of the Advisory Board.

Reconstitution of Advisory Board for Plantation Labour Housing Under Madras Plantations Labour Rules.

(G.O. Ms. No. 781, Industries, Labour and Co-operation (Labour)
19th February 1966.)

AMENDMENT TO NOTIFICATION

II-1 No. 358 of 1966.

Under rule 53 read with clause (i) of sub rule (i) of rule 54 of the Madras Plantations Labour Rules, 1955, the Governor of Madras hereby makes the following amendment to the Industries Labour and Co-operation Department Notification II-1 No. 358 of 1964, dated the 2nd January 1964, published at pages 159-160 of Part III of the Fort Saint George Gazette, dated the 22nd January 1964 :—

AMENDMENT

In the said notification, for the words "Additional Secretary to Government, Industries, Labour and Co-operation Department", the words "Joint Secretary to Government, Industries, Labour and Co-operation Department" shall be substituted.

Appointment of Certain Officers as "Inspectors" Under Madras Catering Establishments Act

AMENDMENT TO NOTIFICATION

(G.O. Ms. No. 880, Industries, Labour and Co-operation (Labour)
24th February 1966)

II-1 No. 1008 of 1966

In exercise of the powers conferred by sub-section (1) of section 20 of the Madras Catering Establishments Act, 1948 (Madras Act XIII of 1948), the Governor of Madras hereby makes the following amendments to the Industries, Labour and Co-operation Department Notification II-1 No. 107 of 1955 dated 18th December 1964 published at page 32 of Part II-Section I of the Fort Saint George Gazette, dated 20th January 1965 :—

AMENDMENTS

In the Schedule to the said Notification, for the entries in columns (1) and (2) against items 4 and 12, the following entries shall respectively be substituted, namely :—

- | | |
|--|--|
| 4. Deputy Commissioner of Labour,
Coimbatore. | Coimbatore, The Nilgiris, Salem,
Dharmapuri and North Arcot
Districts. |
| 12. Inspector of Labour, Vellore. | North Arcot, Salem and Dharmapuri districts. |

Authorization of Deductions from the Wages of Persons Employed in a Scheduled Employment for Supply of Food Stuffs etc. on credit by the Employer under Minimum Wages (Madras) Rules.

AMENDMENT TO NOTIFICATION

(G.O. Ms. No. 628, Industries, Labour and Co-operation (Labour)
15th February 1966.)

II-1 No. 993 of 1966.

In pursuance of item (v) of sub-rule (2) of rule 21 of the Minimum Wages (Madras) Rules, 1953, the Governor of Madras hereby makes the following amendment to the Industries Labour and Co-operation Department Notification II-1 No. 344 of 1961, dated the 11th August 1964, published at page 1622 of Part II-Section I of the Fort Saint George Gazette, dated the 2nd September 1964 :—

NOTIFICATION

AMENDMENT

In the said notification, paragraph 2 shall be renumbered as paragraph 3 and before that paragraph as so renumbered the following paragraph shall be inserted as paragraph 2, namely :—

"2. No deduction towards the dues on account of such credit sales to an employed person shall exceed 50 per cent of his wages during the wage period".

Delegation of Powers to Deputy Commissioner of Labour, Madras, Madurai, and Coimbatore and under Industrial Disputes Act

Fort St. George, February 17, 1966.

II-1 No. 1004 of 1966.

In exercise of the powers conferred by clause (b) of section 39 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), and in modification of the Industries, Labour and Cooperation Department Notification II-1 No. 1931 of 1960, dated the 11th October 1965, published at page 639 of Part II Section I of the Fort St. George Gazette, dated the 2nd November 1960, the Governor of Madras hereby directs that the power exercisable by State Government under section 3 of the said Act and rule 21 of the Madras Industrial Disputes Rules, 1958 shall be exercisable also by the Commissioner of Labour, Madras, and by the Deputy Commissioner of Labour, Madras, Madurai and Coimbatore within their respective jurisdictions.

Amendment To Madras Shops and Establishments Rules

(G. O. Ms. No. 1014, Industries, Labour and Co-operation (Labour).
3rd March, 1966.)

S. R. O. No. A-258 of 1966.

In exercise of the powers conferred by sub-section (1) of section 49 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947), the Governor of Madras hereby makes the following amendments to the Madras Shops and Establishments Rules, 1948 published with the late Development Department Notification, dated the 5th November 1948, at pages 251-259 of the Rules Supplement to Part I of the Fort St. George Gazette, dated the 16th November 1948, as subsequently amended, the same having been previously published as required by sub-section (3) of the said section 49 :—

AMENDMENTS

In the said rules,—

(i) in sub-rule (1) of rule 11,—

(i) for clause (a), the following clause shall be substituted, namely :—

"(a) The Commissioner of Labour and the Deputy Commissioners of Labour, Madras, Madurai and Coimbatore shall be the authorities competent to approve, under sub-section (1) of section 35, acts and omissions in respect of which fines may be imposed and under Sub-Section 8 of Section 35 the purpose to which the fines realized shall be applied ;"

(ii) in clause (b), after the words "the Commissioner of Labour", the words "or to be Deputy Commissioner of Labour having jurisdiction over the area" shall be added ;

(iii) in clause (c), after the words "The Commissioner of Labour", the words "or the Deputy Commissioner of Labour having jurisdiction over the area" shall be added ; and

(2) in rule 16-A, after the words, "the Commissioner of Labour" the words "or the Deputy Commissioner of Labour having jurisdiction over the area" shall be added.

Appointment of Committee for Revising Minimum Rates of Wages in Respect of
Employment in Hosiery Manufactory

(G. O. Ms. No. 629, Industries Labour and Co-operation (Labour),
15th February, 1966).

II-I No. 235 of 1966.

In exercise of the powers conferred by clause (a) of sub section (1) of section 5 of the Minimum Wages Act 1948 (Central Act XI of 1948), the Governor of Madras hereby appoints a Committee consisting of the following members to hold enquiries and advise the State Government in revising the minimum rates of wages in respect of the employment in hosiery manufactory, fixed in G. O. Ms. No. 444 Industries, Labour and Co-operation (Labour) dated 21 October 1966.

INDEPENDENT MEMBERS

1. The Deputy Commissioner of Labour, Coimbatore — Chairman.
2. The Director of Statistics, Madras — Member.

EMPLOYERS' REPRESENTATIVES

3. Sri K. S. Swaminathan, Nominee of the South India Hosiery Manufacturers' Association, Tiruppur — Member
4. Sri K. Narayanaswamy, Partner, Nataraja Knitting Company, No. 74, Kumaran Road, Tiruppur — Member.

EMPLOYEES' REPRESENTATIVES

5. Sri S. Duraiswamy, Nominee of Banian Works Progressive Union, No. 37 Valipalayam, Tiruppur — Member.
6. Sri A. Ganapathy, President, Banian Factory, Labour Union, Perumanallur Road, Tiruppur — Member.

அரசாங்க ஆணை எண் : 3527.

தேதி : 18-7-1965.

1923-ம் ஆண்டு தொழிலாளர் இழப்பீட்டுச் சட்டத்தின் (மத்தியச் சட்டம் 8/1923) 32-வது பிரிவைச் சேர்ந்த (2) உட்பிரிவின் (ப), (ஆ), (ர), பகுதிகளில் வழங்கியுள்ள அதிகாரங்களைக் கொண்டு தமிழ்நாடு கவர்னர் அவர்கள் அடிநிறுத்தானும் விதிகளைச் செய்திருக்கிறார்; மேற்பொருள் சட்டத்தின் 34-வது பிரிவின் (1) உட்பிரிவில் சொல்லியபடி மேற்படி விதிகள் முன்னரே வெளியாகியுள்ளன.

1. சிறுதலைப்பும் தொடக்கமும்:—(1) இவ்விதிகள், தமிழ்நாடு 1954-ம் ஆண்டு தொழிலாளர் இழப்பீட்டு (தொழில் வழி நோய்களின்) விதிகள் எனப் பெயர் பெறும்.

(2) இவ்விதிகள், அரசாங்கம் அரசிதழில் அறிவிப்பு வெளியிட்டு நிச்சயிக்கும் தேதி முதற்கொண்டு செயலுக்கு வரும்.

2. பொருந்துதல்:—இவ்விதிகள், இச்சட்டத்தின் விவர அட்டவணை 111 'c' பாகத்தில் கூறப்பட்டுள்ள வேலையில் உள்ள எல்லாத் தொழிலாளர்களுக்கும் பொருந்தும்.

3. விளக்கம்:—இவ்விதிகளில், சந்தர்ப்பம் வேறு வகையில் குறித்தாலன்றி,

(ஏ) 'சட்டம்' என்பது, 1923-ம் ஆண்டின் தொழிலாளர் இழப்பீட்டு (மத்தியச் சட்டம் 8/1923) சட்டம் எனப் பெயர் பெறும்.

(இ) கல்நார் தூசி படிதல் நோய் (ஆஸ்பெஸ்டாஸிஸ்) என்பது.

(1) "எக்ஸ்ட்ரே" படத்தில் நுரையீரல்களின் பகுதியில் மங்கல் கண்ணாடி போன்ற தோற்றத்தையும் அல்லது ஏறக்குறைய தெளிவாகவுள்ள வரிவரியான அல்லது வலைபோன்ற தோற்றத்தையும், குறிப்பாக நுரையீரல்களின் அடிப்பாகத்தில் அல்லது இரு நுரையீரல்களின் பெரும் பான்மையான பரப்பில் ஆங்காங்கே பொட்டுப் பொட்டான தோற்றத்தையும், அல்லது வலை போன்ற தோற்றத்தையும் அளிக்கும் அளவுக்குக் கூடுதலாகிய நுரையீரலும் காச நோய்க்குரிய அறிகுறிகளுடன் கூடி இருப்பதோ அல்லாததோ; மேலும்,

(2) மருத்துவச் சோதனைப்படி, கலாசக்துழல் அழற்சியுடனும், நுரையீரல் வீம்புதலுடனும், சளியில் கல்நார் துப்புகள் காணப்படுதல்,

(சி) 'கரும்புச் சக்கை'த் தூசி படுதல் (பகஸ்ஸோஸிஸ்) நோய் என்பது;

(1) கரும்புச் சக்கைத் தூசி உடம்புக்கு ஒவ்வாத நிலையினால் (சென்ஸிஸ்ட்ஸேஷன்) ஒருவரிடம் ஏற்படும் உடனடி எதிர்பாற்ற விளைவுகளாகத் (அலர்ஜிக் ரெஸ்பான்ஸ்) தோன்றும்;

(2) "எக்ஸ்ட்ரே" படத்தில், ரத்தநாள நிறல்கள் அதிகரிப்பும் நுரையீரல் முழுதிலும் வலை போன்ற அமைப்பின் அதிகரிப்பும், தெளிவற்ற தோற்றத்தின் அதிகரிப்பும், கலாசக்துழாய் நுரையீரலில் புகுமிடத்தில் நிறல் அதிகரிப்பும், சில பொட்டுப்பொட்டான தோற்றமும் இருக்கும். நோய் மோசமான நிலையில் "பிராங்கோ நிமோனியா" போன்ற, திட்டான நிறல்களைப் பார்க்கலாம்.

(டி) "அரசாங்கம்" என்பது, மாநில அரசாங்கமாகும்.

(இ) "மருத்துவக்குழு" என்பது, அரசாங்கத்தால் 4-வது விதியின் கீழ் அமைக்கப்பட்ட "நுரையீரல் தூசி படிதல்" (நிமோகோனியோஸிஸ்) மருத்துவக்குழு அல்லது இவ்விதிகளின் காரியங்களுக்காக, அரசாங்கத்தால் அங்கீகரிக்கப்பட்ட யாதொரு மருத்துவக் குழு ஆகும்.

(எப்) 'நுரையீரல் தூசி படிதல்' என்பது, நுரையீரல் காசத்துடன் கூடிய, "ஸிஸ்டிகோஸிஸ்" அல்லது "நிலக்கரிச் சுரங்கத்தொழிலாளரின் நுரையீரல் தூசி படிதல்" அல்லது "கல்நார் தூசி படிதல்" அல்லது "கரும்புச் சக்கை தூசி படிதல்" ஆகும்.

4. 'நுரையீரல் தூசி படிதல்' மருத்துவக் குழுவின் அமைப்பு:—
(1) இவ்விதிகளைத் தொடர்ந்து, மருத்துவ சோதனைகளை நடத்துவதற்கும் மருத்துவ அறிக்கைகளைச் சமர்ப்பிப்பதற்கும் மருத்துவச் சான்றிதழ்களை வழங்குவதற்கும் அரசாங்கம் "நுரையீரல் தூசி படிதல் மருத்துவக் குழு" ஒன்றை அமைக்கவேண்டும்.

ஆனால், சுரங்கங்களில் வேலையில் உள்ள தொழிலாளர் சம்பந்தமாக எந்த மருத்துவக் குழுவையும், அரசாங்கம் இவ்விதிகளுக்காக அங்கீகரிக்கலாம்.

2. (1) துணை விதியின்படி அமைக்கப்பட்ட அல்லது அங்கீகரிக்கப்பட்ட மருத்துவக்குழு தகுதி பெற்ற மூன்று மருத்துவர்களைக் கொண்டிருக்கும். அவர்களில் ஒருவர் "எக்ஸ்ப்ரே" நிபுணராக இருக்கவேண்டும்.

5. நுரையீரல் தூசி படிதல், தொழில் பழி நோய் என்று கருதப்படுவதற்கான நோய் நிலைமைகள்—(1) நுரையீரல் தூசி படிதல் என்று அறிந்து கொள்வதற்குத் தேவையான யாவும், தொழில் திறன் உறுதியுடன் நடத்தப்படவேண்டும்.

சுவாச சம்பந்தமும், இருதய சம்பந்தமும் ஆன, நோய்க்கூறு, உடற் கூறு மாற்றங்களின் அளவு பற்றிய அத்தாட்சி, "எக்ஸ்ப்ரே" படக்குறிப்புக்களுடனும், சோதனைச் சாலை குறிப்புக்களுடனும் கொடுக்கப்படவேண்டும். இக்குறிப்புக்களில் சம்பந்தப்பட்ட நபரின் தொழில் சம்பந்தமான வரலாற்றின் மருத்துவக் குறிப்பும், அவர் செய்து கொண்டிருந்த எல்லாத் தொழில்களின் குறிப்பும், அவரைப் பாதித்துக் கெடுதல் உண்டாக்கும் தூசியின் தன்மையும், அத்துசிகளின் மத்தியில் அவர் இருந்த காலம் ஆகிய விவரங்களுடன் கூடிய முழு மருத்துவப் பரிசோதனைக் குறிப்பு இருக்கவேண்டும்.

(2) இழப்பீடு பெறுவதற்குத் தகுதி பெறுவதற்கு, "சிலிகோஸிஸ்" நிலக்கரிச் சுரங்கத் தொழிலாளர் நுரையீரல் தூசி படிதலும், கீழ்க்கண்ட "எக்ஸ்ப்ரே" பட மருத்துவப் பரிசோதனைத் தகுதிகளையும் பெற்றிருக்கவேண்டும்.

(ஏ) தொழிலாளியின் "எக்ஸ்ப்ரே" சோதனை வெளிப்படுத்த வேண்டியவை:—

(1) நுரையீரலின் பெரும் பகுதியில் நுரையீரல் காசத்துடன் கூடியோ அல்லது இல்லாமலோ உள்ள, பரவலான நுண்ணிய திடல் அல்லது திடல் திடலான கடினத்தன்மையும் உள்ள தோற்றமும் அல்லது,

(2) இந்நுரையீரல்களின் அமைப்பின் அழுத்தமான தோற்றத்துடன் கூடி, கட்டி ஏற்படுவது போன்ற கடினமான அமைப்புகளுடனும் நுரையீரல் காசத்துடன் கூடியதாகவோ, அல்லாமலோ காணப்படும்; அல்லது,

(3) இவ்விரு கடினத்தன்மையுள்ள நோயுற்ற பாகங்கள் உடனே தோன்றுதலும், நுரையீரல் காசத்துடன் கூடியோ, அல்லாமலோ காணப்படும்.

(4) நோயை அறிந்து கொள்வதில் சந்தேகம் ஏற்படும்போது, கூடுமானவரை அவ்வப்போது மருத்துவ சோதனையின்போது பல காலங்களில் எடுக்கப்பட்ட "எக்ஸ்ப்ரே" படங்களை ஆராய வேண்டும்.

(சி) "எக்ஸ்ப்ரே" பட விளக்கமானது, அனைத்து நாட்டுத்தொழில் சங்கத்தினரால் (ஜெனிவா பிரிவு முறை) தரப்பட்ட தரமான முறையை அடிப்படையாகக் கொண்டிருக்கவேண்டும்.

(டி) சம்பந்தப்பட்ட தொழிலாளியின் மருத்துவ பரிசோதனை சுவாசம், இருதயம் சம்பந்தமான வேலைகளின் குறைவையும், சீர்குலைதலையும் அல்லது மேற்கூறிய நோய்க் குறிகளினால் ஏற்பட்ட பொதுவான உடல் தல சீர்குலைதலையும் வெளிப்படுத்த வேண்டும்.

6. உடல் தலக் குறைபாட்டை மதிப்பிடுதல்:—(1) நல்ல ஆரோக்கியமுள்ள, ஓத்த வயதுடைய, ஆணோ, பெண்ணோ ஆகிய ஒரு நபருக்குச் சாதாரணமான வாழ்க்கைக்குத் தேவையான உடல் (உடல்கூறு, உடல் இயல், வேலை சம்பந்தமான) உள்ளத் திறமையை வைத்து, உடல் தலக் குறைபாடு தீர்மானிக்கப்படும். அத்தகைய தீர்மானத்துக்கு, இருதய, சுவாச வேலைகள் பாதிக்கப்பட்ட அளவை நிர்ணயிக்க, அங்கீகரிக்கப்பட்ட இருதய சுவாச வேலை சம்பந்தமான ஆய்வுகளை உபயோகிக்க வேண்டும்.

(2) உடல் தலக் குறைபாடு தற்காலிகமானதா, அல்லது நிலையானதா என்பதைத் தீர்மானிக்க வேண்டும். மேலும், பெறப்படும் இழப்பீடு வேலை செய்யும் திறன் இழந்த அளவைப் பொறுத்துள்ளதால், இழந்த திறனைவிட சத விசிதத்தையும் தீர்மானிக்க வேண்டும்.

(3) முழுதும் செய்விழந்த தன்மையை ஈட்டும் திறன் 100 சதவீத இழப்பு எனக்கொண்டு, ஊதியம் பெறும் திறமை குறைந்ததற்கு ஏற்ப உடல் தலக்குறைப்பாட்டை நிர்ணயிக்கலாம்.

விளக்கம்:—இவ்விதியின் காரியத்துக்காக, நிலையான உடல் தலக் குறைபாடு என்பது, மருத்துவக் குழுவினரால் நிலையானது என்று சான்றிதழ் அளிக்கப்பட்ட உடல்தல இழப்பாகும்.

7. பாதிக்கப்பட்டவர்களுக்கு சான்றிதழ் வழங்குதல்:—(1) மேற்படி சட்டத்தின் விவர அட்டவணை 111, 'சி' புட்டத்தில் குறிப்பிடப்பட்ட நோயால் பீடிக்கப்பட்ட தொழிலாளியின் இழப்பீட்டுக்கான மனுத் தகுதி பெற்ற மருத்துவர் இவ்விதிகளுடன் இணைக்கப்பட்டுள்ள படிவம் 'ஏ'யின் படிக்கொடுத்த சான்றிதழுடன் கூடியதாக இருக்கவேண்டும்;

தொழிலாளி நோயால் பீடிக்கப்பட்டு, மரணமோ அல்லது நிலையான உடல் தலக்குறைபாடோ ஏற்பட்டால், மனச்சான்றிதழின் மேல், இவ்விதிகளுடன் இணைக்கப்பட்டுள்ள படிவம் 'பி'யில் மருத்துவக் குழுவினரால் கொடுக்கப்பட்ட மேலொப்புதலும் இருக்கவேண்டும். மருத்துவக் குழுவுக்கும் தகுதி பெற்ற மருத்துவருக்கும் கருத்து வேறுபாடு இருப்பின் மருத்துவக் குழுவின் கருத்தே முடிவானதாகும்.

படிவம் 'ஏ'

உடல்நலக் குறைபாடு/மரணத்துக்கான மருத்துவச் சான்று
விதி 7-ஐப் பார்க்கவும்

இதன்படி சான்று கூறுவது என்னவெனில் : திரு
மகனாகிய வயதுடைய, திரு
நோயுற்று அவதியுறுவது தேதியன்று மரண
மடைந்தது நுரையீரல் துசி படிதல் வியாதியால் ஆகும். காச நோயுடன்
கூடிய நுரையீரல் வியாதியால் ஆகும். நுரையீரல் காசத்துடன் கூடிய
நுரையீரல் துசி படிதல் வியாதியால் ஆகும். மேற்படி வியாதியால்
அவர் பீடிக்கப்பட்டது அவர் வேலை செய்துகொண்டிருக்கும்
தொழில் சம்பந்தப்பட்டது என்பதாக கூடுமான
அளவு காரணங்களால் தெரிய வருகிறது.

(1) தற்காலிக உடல்நலக் குறைபாடுகள்:-

இந்த உடல் நலக்குறைபாடு தற்காலிகம் என்றும், அநேகமாக
ஆண்டுகள் மாதங்களுக்கு நீடிக்கும் என்றும்
நான் கருதுகிறேன். அவர் தற்சமயம் செய்யும் தொழிலுக்குத் தகுதி
யுள்ளவர் அல்ல/வேலைக்குத் தகுதியுற்றிருக்கிறார்.

(எந்த வேலைக்குத் தகுதியுற்றிருக்கிறார் என எழுதவும்)

(2) நிரந்தர உடல்நலக் குறைபாடு :

இந்த உடல்நலக் குறைபாடு நிலையானதாகும். இது
சதவிதம் என்று நினைக்கப்படுகிறது.

(3) மரணம் :

மரணம் அடைந்ததன் காரணம் வியாதியினால் பீடிக்கப்பட்டதே
யாகும்.

(வேண்டாத பகுதிகளை அடித்துவிடவும்)

இடம் :

தேதி : தகுதிபெற்ற மருத்துவரின் கையொப்பம்.

படிவம் 'பி'

நிலையான உடல்நலக் குறைபாடு அல்லது மரணம் அடைந்திருந்தால்
மருத்துவக் குழுவினால் கொடுக்கப்பட வேண்டிய மேற்குறிப்பு.

நுரையீரல் துசி படிதல் வியாதியால்

காசநோயுடன் கூடிய நுரையீரல் வியாதியினால்
அவதிப்படுகிறார்

மேற்படி வியாதியால் அவர் பீடிக்கப்பட்டது
அவதிப்பட்டிருந்தார்
அவர் வேலை செய்து கொண்டிருக்கும்
தொழில்

அவர் வேலை செய்து கொண்டிருக்கும்
சம்பந்தப்பட்டது என்பது கூடுமான அளவு காரணங்களால் தெரிய வரு
கிறது.

(1) நிலையான உடல் நலக் குறைபாடு :

இந்த உடல்நலக் குறைபாடு நிலையானதாகும். இது
சதவிதத்திற்கு நினைக்கப்படுகிறது என்பதற்கு இதுவே சான்றாகும்.
(2) மரணம் :

திரு மரணமடைந்தது வியாதியால்
பீடிக்கப்பட்ட காரணத்தால் ஆகும் என்பதற்கு இதுவே சான்று.

இடம் :

தேதி : மருத்துவக் குழு உறுப்பினரின் கையொப்பம்.

குறிப்பு :—மரணம் நேர்ந்திருந்தால் இந்த மருத்துவக் குழுவானது
மேற்குறிப்பு எழுதிக் கொடுப்பதற்கு முன், மேற்படி மருத்துவரிடமிருந்து
அவசியம் என்று கருதப்படும் தகவல் எதையும் மேற்கொண்டும் அளிக்கும்
படி கேட்கலாம்.

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 February, 1966.

Sl. No. (1)	Name of the Establishment. (2)	Date of settlement. (3)	Points in Disputes. (4)	Terms of Settlement. (5)
1.	M/s. N. R. Krishna & Brothers, Madras-2.	1-2-66	Non-employment of a worker.	The management agreed to give Rs. 200/- to the worker in full and final settlement of all his claims
2.	M/s. Southern Automatic Industries, Madras.	1-2-66	Introduction of a production incentive.	The management agreed to introduce a production incentive based on the quantum of invoiced turnover in a calendar month as detailed in the settlement.
3.	Glaxo Laboratories (India) (P) Ltd., Madras-32.	17-2-66	Regarding Transport allowance.	The management agreed not to make any cut in the transport allowance even if a worker is absent on loss of pay.
4.	Prem Industries Corporation, Madras-32.	18-2-66	Dismissal of six workers.	The management agreed to pay compensation of Rs. 340/- to each of the six workers in full and final settlement of all their claims and also agreed to pay arrears of leave wages, if any, and bonus as detailed in the settlement.
5.	Ranga and Co. Iyapillai Street, Madras-3.	19-2-66	Increase in wages, bonus etc.	The management agreed to increase the existing wages by Rs. 8/- with effect from 1-2-66 and also agreed to give 20 days wages as bonus for the year 1964-65.
6.	Elite Optical Industries Ltd., Madras-32.	19-2-66	Non-employment of a worker.	The management agreed to pay Rs. 300/- to the worker in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
7.	M/s. Upper India Bearing (P) Ltd., A-23, Industrial Estate, Madras 32.	21-2-66	Change of demands.	The management agreed to revise the scales of wages, dearness allowance to convert daily rates into monthly rates and to supply two single cups of tea free of cost and also to settle the other demands as detailed in the settlement.
8.	Associated Pharmaceuticals (P) Ltd., Madras.	22-2-66	Non-employment of three workers, bonus for 1964-65, introduction of gratuity scheme.	Both the parties agreed to refer the issues for informal arbitration by Sri G. Kamalaratnam, M.A., B.L. and to abide by his decision as final.
9.	Madras Cement Tiles and Concrete Product Co. (P) Ltd., Madras-14.	28-2-66	Revision of scales of wages, Dearness allowance, introduction of gratuity scheme etc.	The management agreed to give Dearness allowance at the rate of Rs. 11/- per mensem to all the workers to revise the scales of wages and to introduce a gratuity scheme as detailed in the settlement.
10.	All Tanneries in North Arcot District.	7-2-66	Increase in wages.	The management agreed to give an increase of 50 paise for working day from 1-2-66 till the next statutory revision of minimum wages by the Government to all the workers who were on the rolls working in tanneries in the North Arcot District functioning on 1-2-66. For other category of workers, they will be paid 50% of the above increase as detailed in the settlement.
11.	Model Foundry, Kaipadi.	7-2-66	Over the unpleasant incident.	The workers agreed to apologize orally to the Superintendent for the unpleasantness caused on 5-2-66. The Superintendent agreed to open the factory and provide work to the workers from 8-2-66.
12.	N. S. Kuppuswamy Chetty Tannery, Dhudhagapatti, Salem.	1-2-66	Increase in wages.	The management agreed to give an interim increase of 50 paise per working day to all categories of workers with effect from 1-2-66.
13.	Narasimhan Chettiar, Industries, Seelanayakanpetti P.O., Salem.	1-2-66	Revision of wages.	The management agreed to give an interim increase of 50 paise per working day to all categories of workers with effect from 1-2-66.

(1)	(2)	(3)	(4)	(5)
14.	The Shevaroy Bauxite Products Co. (P) Ltd., Yercaud.	3-2-66	Non-employment of a worker.	The management agreed to pay Rs. 1,500/- to the worker in full and final settlement of all his claims.
15.	Pachiammal & Co. Tannery, Salem.	4-2-66	Revision of wages.	The management agreed to give an interim increase of 50 paise per working day with effect from 1-2-66.
16.	Sree Rajendra Mills Ltd., Salem.	5-2-66	Introduction of gratuity scheme.	The management agreed to introduce a gratuity scheme as detailed in the settlement.
17.	Haji E. S. Abdul Karim & Sons, Tannery, Sannysiguodu, Salem.	7-2-66	Revision of wages.	The management agreed to give an interim increase of 50 paise per working day to all category of workers with effect from 1-2-66.
18.	Sree Rajendra Mills Ltd., Salem.	21-2-66	Over the superannuation of a women worker.	Both the parties agreed to leave the issues in dispute to the informal arbitration of the Deputy Commissioner of Labour, Coimbatore and to abide by his decision.
19.	B K P M. K. Bus Service, Krishnagiri.	23-2-66	Annual increment, Bonus and revision of wages etc.	The management agreed to give an annual increment of Rs. 3/- and Rs. 2/- to Drivers and Conductors respectively and to pay Rs. 1/- as bonus and to revise the existing wages as detailed in the settlement.
20.	The Salem Co-operative Spinning Mills Ltd., Salem.	25-2-66	Non-employment of two workers.	The management have agreed to reinstate both the workers with effect from 1-3-66 with continuity of service but without back wages.
21.	Hawthorne Estate, Yercaud.	26-2-66	Working on Sunday the 7th November 1965 and to contribute that day's wages to National defence fund.	It is agreed that each worker should give a letter to the management expressing regret for the incident. The Management have agreed to pay half wages for the workers for 8-11-65.
22.	Madras Bangalore Transport Co. Branch, Coimbatore.	14-2-66	Regularisation of loading and unloading workers into permanent system.	The management agreed to take the loading and unloading workers into regular check roll from 1-3-66, to pay on monthly basis and to fix the rates of wages as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
23.	City and Mofussil Transports (P) Ltd., Tiruppur.	22-2-66	Emergency, night shift allowance, gratuity etc.	The management agreed to make the workers (mentioned in the Annexure) permanent and to pay them monthly wages, night-half allowance Re 1/- to each worker when they halt during shanthai trips outside headquarters and to settle other demands as detailed in the settlement.
24.	Peima Leslie and Co. Ltd., Coimbatore.	23-2-66	Permanent of certain workers and introduction of gratuity scheme.	The management agreed to provide work to all workers and to extend the gratuity scheme dated 25-2-66 to all their workers as detailed in the settlement.
25.	The Associated Cement Companies Ltd., Madukkarai.	16-2-66	Demanding heat allowance.	The management agreed to pay 1% and 5% of their basic wages as heat allowance to those workers who are permanently working on the Burners, platform and in greasing and lubricating work respectively as detailed in the settlement.
26.	Dery Knitting Co., Tiruppur.	18-2-66	Non-payment of bonus for 1964-65 to a worker.	The management agreed to pay Rs. 75/- to the worker as bonus for 1964-65 in full and final settlement of his bonus claim for 64-65.
27.	Shankarappa Cloth Printing Mills, Tiruppur.	28-2-66	Increase in wages.	The management agreed to increase the existing wages by 0.37 and 0.25 p. to those workers who are getting Rs. 2.50 and above and below Rs. 2.50 p. respectively as detailed in the settlement.
28.	Mysore Printing Mills, Erode.	10-2-66	Bonus for 1964-65 to two workers.	The management agreed to pay Rs. 110/- and Rs. 107/- to Sri K. C. Subramaniam and Sri L. Periasami respectively as bonus for 1964-65 as detailed in the settlement.
29.	Mysore Textiles, Marudai.	10-2-66	Non-employment of five workers.	The management agreed to take back all the five workers in service with effect from 1-2-66 with continuity of service but without back wages.
30.	General Engineering Co., Coimbatore.	11-2-66	Non-employment of one worker.	The management agreed to take back the worker in service with continuity service but without back wages.

(1)	(2)	(3)	(4)	(5)
31.	Ganapathy Engineering Manufacturers, Ganapathy, Coimbatore.	14-2-66	Transfer and confirmation of workers.	The management agreed to confirm such of those workers who have put in 240 days continuous service in a year and in transfer three workers to turning section.
32.	Balasubramania Foundry, Patel Road, Coimbatore.	28-2-66	Charter of demands.	The management agreed to cancel the suspension orders issued against the workers M. Avadeippan and Thangavel on 16-12-64 and 21-10-64 respectively and agreed to settle other demands as detailed in the settlement.
33.	M/s. Balasubramania Foundry, Patel Road, Coimbatore.	28-2-66	Strike by the workers from 16-2-66 and lockout by the management and punishment of Maistry.	The Management lifted the lockout and also agreed not to proceed against the workers with regard to the stay in strike from 15-2-66 to 22-2-66. Regarding the punishment of Maistry who assaulted the Supervisor, the management have agreed to punish the Maistry with two days suspension on 4-3-66 and 5-3-66.
34.	New City Engineering Works, Coimbatore.	14-2-66	Non-employment of certain workers.	Both the parties agreed to leave the issues in dispute to the informal arbitration of the Deputy Commissioner of Labour, Coimbatore and to abide his decision.
35.	Sri Ramakrishna Industrials Private Ltd., Waste Cotton Spinning Mills, Avanashi (Avanashi Spinning Mills, Avanashi.)	22-2-66	Permanency of workers, revision of wages and categorisation of workers and fixation of Dearness Allowance.	Both the parties agreed to leave the issues in dispute to the informal arbitration of the Special Deputy Commissioner of Labour, Madras and to abide his decision.
36.	Sri Ramakrishna Industrials Private Ltd., Waste Cotton Spinning Mills, Avanashi (Avanashi Spinning Mills, Avanashi.)	22-2-66	Permanency of workers, revision of wages and categorisation of workers and fixation of Dearness Allowance.	Both the parties agreed to leave the issues in dispute to the informal arbitration of the Special Deputy Commissioner of Labour, Madras and to abide his decision.
37.	M/s. Shanti Engineering Works, Coimbatore.	1-2-66	Non-employment of a worker.	The management agreed to pay Rs. 437/- to the worker in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
38.	Prospect Estate, Nadvattam Nadvattam Post.	5-2-66	Transfer of 51 women workers from the factory check rolls to field check rolls.	The management assured that the transfer of the women workers will not affect them in any way. The Management also agreed to give a saree to each women worker in consideration of their past services in the factory.
39.	Liddendale Estate, Nadvattam, Nadvattam Post.	15-2-66	Charter of demands.	The management agreed to take back the two workers with continuity of service without back wages and to settle other demands as detailed in the settlement.
40.	Berwood Estate, New Hope Post, Coimbatore.	16-2-66	Bonus for the year 1962-64.	The management agreed to pay Rs. 20/- as bonus for the year 1963-64 to all the temporary workers who have worked in the year 1963-64.
41.	Prospect Estate, Nadvattam, Nadvattam P.O.	17-2-66	Payment of Bonus for the year 64 to casual workers.	The management agreed to pay an advance of Bonus at Rs. 40/- per worker who have worked in the year 1964.
42.	Sea Fort Estate, Sea Fort Post.	26-2-66	Non-employment of a worker.	The worker agreed to resign his job from 22-5-65 and the management agreed to give all the dues to him a service certificate as detailed in the settlement.
43.	M/s. Needle Industries India Ltd., Kooty Post, Nilgiris.	19-2-66	Non-employment of a worker.	The management agreed to pay the worker a sum of Rs 180/- as compensation in full and final settlement against the company.
44.	Lakshmi Prasad Lorry Service, Ambur.	2-2-66	Non-employment of three workers.	The management agreed to pay Rs. 350/- to three workers as compensation in full and final settlement of all their claims.
45.	Engineering Construction Corporation Ltd., Tirumala.	9-2-66	Retrenchment of certain workers.	The management agreed to pay 20 days wages as lumpsum gratia payment to such of casual workers who had put in continuous service of two years and more without break in full and final settlement of their claims.
46.	Sri Chinnaiy Motor Service, Tirumala.	14-2-66	Non-employment of one worker.	The management agreed to pay Rs. 253/- to the worker in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
47.	Laljee Godboo & Co., Madras-1.	1-2-66	Charter of demands.	The management agreed to revise the scales of wages and to give adhoc increase in the existing Dearness Allowance and bonus as detailed in the settlement.
48.	Rajan Industries, Madras-21.	4-2-66	Bonus for 1964-65 Gratuity scheme etc.	The management agreed to pay one and half month's consolidated wages as bonus for the year 64-65 and also agreed to continue the existing gratuity scheme.
49.	Madras Bangalore Transport & Co., Madras-1.	8-2-66	Non-employment of two workers.	The management agreed to pay Rs. 500/- to Sri Sheik Mahabub as compensation as arrears of wages, leave wages, bonus, notice pay retrenchment compensation etc. in full and final settlement of all his claims. In respect of Sri K. B. P. Rthasathiy it is agreed that the issue will be referred for arbitration to the Commissioner of Labour, Madras or his nominee and his decision shall be final and binding.
50.	Sri Vinayaka Steel Rolling Mills, Madras-21.	10-2-66	Revision of wages, Dearness Allowance etc.	The management agreed to give an adhoc increment of Rs. 10/- and Rs. 5/- to those who are receiving upto Rs. 100/- and Rs. 101/- and above respectively with effect from 1-10-65 as detailed in the settlement.
51.	M. Muthiah Achary and SENA, Madras-7.	10-2-66	Arrears of Bonus.	The Management agreed to pay arrears of Bonus which amounts to Rs. 15/- per individual for the year 64-65 on or before 13-4-65.
52.	Perambur Chrome Tannery, Madras-11.	22-2-66	Revision Wages, Dear- ness Allowance etc.	The management agreed to give an interim relief amounting to Rs. 10/- p.m. to all the staff with effect from 1-1-66. It is also agreed that the proposed disciplinary action against the staff for going on strike will be dropped.
53.	The Endfield India Ltd., Tiruvottiyur, Madras-19.	4-2-66	Suspension of certain workers.	The Union agreed to work with effect from second session of the second shift from 4-2-66 as per the agreement between the management and union and carry out the instructions assigned by the Supervisor from time to time.

(1)	(2)	(3)	(4)	(5)
54.	The Pallavaram Tanners Association, Madras-3.	4-2-66	Revision of Dearness Allowance, Gratuity and holiday wage.	The management agreed to pay an adhoc increase of 60 paise per day towards Dearness Allowance with effect from 3-2-66 pending finalisation of the dispute in Industrial Tribunal, Madras.
55.	Madras Rubber Factory Ltd., Tiruvottiyur, High Road, Madras-19.	3-2-66	Payment of wages for the work done on a National or paid festival holiday.	The management agreed to pay the workers who have worked on a National or a paid festival holiday twice the daily wages (basic pay + Dearness Allowance) plus one day's basic wage only without a substituted holiday or one day's wages for such day plus one day's basic wage only and a substituted holiday with wages only.
56.	Freezing Products Private Ltd., Virugambakkam, Madras-26.	16-2-66	Retrenchment of certain workers and non- employment of a worker.	Both parties agreed to refer the issue relating to retrenchment of K. M. Haruffin and Ameer Batcha and non-employment of P. Kappuwanmy to the informal arbitration of the Special Deputy Commissioner of Labour, Madras and the decision of the arbitrator shall be final and binding on the parties.
57.	Phalguni Electrical Fabricators, Red Hills, Madras-52.	16-2-66	Non-employment of a worker.	It is agreed that the worker T. M. Sivamandan shall be treated as discharged from service and shall be paid 15 days total wages for every completed year of service towards full and final settlement of all his claims.
58.	Prabhat Optical Industries, Nanganallur Village, Mecumambakkam, Madras-27.	17-2-66	Non-employment of two workers.	The management agreed to pay Rs. 200/- to the workers each in full and final settlement of all their claims including reinstatement except bonus for the year 1965-66 and wages for the period worked by them during December 1965.
59.	The South India Carbonic Gas Industries Ltd., Madras-2.	18-2-66	Revision of Wages, Dearness Allowance, Bonus etc.	The management agreed to revise the wages, Dearness Allowance and to supply two sets of Khaki or blue uniforms to all permanent workers every year and also to pay bonus as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
60.	Remy Perfums (P) Ltd., Arcot Road, Madras-26.	28-2-66	Bonus for the year 1964-65 and retrenchment of 20 workers.	The management agreed to pay the workmen three months basic wages as bonus for the year 64-65. The Management also agreed to pay three months' basic wages as bonus for each of the years 65-66, 66-67 and 67-68. Out of the 20 retrenched workers, the management agreed to take back 3 workers with continuity of service. Regarding the remaining 17, they will be paid retrenchment compensation. Gratuity bonus for 64-65 and proportionate Bonus for 65-66 etc. as detailed in the settlement.
61.	The Dunlop Rubber Co. (India) Ltd., Ambattur.	28-2-66	Payment of Bonus for the year, 65.	The management agreed as a special case to compensate such of the workmen whose 20% of salary or wage for 1965 as defined in Bonus Act, 1965 fell short of the amount which they would have normally been entitled to i.e. on the basis of 14 weeks average earnings excluding Dearness Allowance or 20% of wages for 65 whichever is higher.
62.	-do-	28-2-66	Bonus for 1965-66.	The management agreed to pay each worker who has worked for not less than 30 working days, during the year. Bonus at the rate of 20% of salary or wage earned by each worker, and both parties agreed that none of the provisions of the Payment of Bonus Act, 1965, shall apply to the three years 65, 66 and 66.
63.	-do-	28-2-66	Compensation for lay-off	The management agreed to pay lay off compensation at the rates specified in the settlement.
64.	West worth Estate, Chermabadi.	24-2-66	Charter of demands.	The management agreed to pay gratuity during this quarter to the workers Karuppan, Ayalakutty and Kadhis and to three other workers. The Management agreed to take back the worker Lakshmi if she is found fit by the Estate Medical Officer and also to settle other demands as detailed in the statement.

(1)	(2)	(3)	(4)	(5)
Settlements effected under section 12 (3) of the Industrial Disputes Act, 1947 by the Deputy Commissioners of Labour and Assistant Commissioners of Labour during the month of February 1966				
65.	M/s. Bramahappa, Thavacappanevar (Mysore) Private Ltd., Madras-21.	28-2-66	Bonus for the year 62-63 and 1963-64.	The management agreed to pay to all the workers who were in service during the year ending 16th November 1963, bonus equivalent to 4% of the wages earned during the said year. The basis for calculation of the Payment of Bonus will be in accordance with the provisions of the Payment of Bonus Act, 1965. Regarding the payment of Bonus for the year ending 4th November '64 both parties agreed to apply for a reference for adjudication under section 10 (-) of the Industrial Disputes Act, 1947.
66.	Ediledale Estate, Nadvavallam (Pest) The Nilgiris.	21-2-66	Promotion of Sri S. J. Raj.	The management agreed that Sri S. J. Raj should be given promotion as Head Clerk in the Vacancy arising on the retirement of Mr. J. S. George, Head Clerk of High Forest Estate.
67.	The Indian Steel Rolling Mills Ltd., Nagapattinam	22-2-66	Payment of Bonus for the year 64-65.	The management agreed to pay for the year 64-65 Bonus equivalent to 8 1/3% of the total wages, earned by each permanent employee during the accounting year ending 31-3-65. The advance paid as bonus towards Bonus for 64-65 on 22-10-65 will be deducted in full for the bonus payable to the workers.
68.	Sri Brundhary Mills Co. (P) Ltd. Tiruchendur.	8-2-66	Cut in the wage pocket.	Both parties agreed that a sum of Rs. 25/- from the wages of each individual worker will be retained with management in such of those months in which monthly wages exceed Rs. 130/- in cases when monthly wages exceed Rs. 310 the amount to be deducted will be Rs. 50 per month and Rs. 100/- in case of over Rs. 100/- per month. The amount deducted, will be treated as monies paid towards the purchase of the non-subscribed part of the share capital. When the amount deducted reaches Rs. 100/- the management shall obtain from the worker concerned an application form for the issue of share. This arrangement will continue for a period of forty months. The workers will be entitled to all their rights as share holders without affecting their rights as workers.

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

Serial No. (1)	Name of the concern. (2)	Date of Agreement. (3)	No. of workers involved. (4)	Issues (5)
1.	The Management of M/s. Lily Spinning Industries, Komarapalayam. National Textile Workers Union, Komarapalayam.	14-2-66	—	Retrenchment of certain workers.
2.	The Management of Pullicar Mills Limited, Tiruchengode. Pullicar Mills National Textile Workers Union, Tiruchengode.	15-2-66	—	Demands of the workers (Informal arbitration).
3.	The Management of Narayana-chettiar Industries, Salem.	22-2-66	—	Non-employment of Sri Kattack Kalil Worker.
4.	Crompton Engineering Co. (Madras) Ltd., Madras-1	29-1-66	630	Wages and allowance
5.	M/s. Batliboi & co., Madras-1.	28-1-66	50	Wages and D. A.
6.	The South Indian Export Co., Madras-1.	1-2-66	—	Increment, Bonus.
7.	The Buckingham and Carnatic Mills, Madras.	24-1-66	2	Due to revision of about regularisation.
8.	M/s. Bittual (P) Ltd., Madras.	31-1-66	37	Wages, D. A. and other amenities.
9.	Buckingham and Carnatic Mills, Madras.	2-2-66	12	Due to change of work.
10.	Thiyakesar Alai, Manapalai. Vs. Thiyakesar Alai, National Workers Union, Tiruchirappalli.	28-1-66	—	Revision of wages for canteen workers.
11.	Indian Steel Rolling Mills, Nagapattinam. Vs. Nagapattinam Steel Rolling Mills Workers Union, Nagapattinam.	22-1-66	—	Putting the mills temporarily on two shifts from 25-1-66.
12.	Cauvery Sugar and Chemicals Ltd. Pettavaithalai. Vs. Cauvery Sarkari Alai, Thozhilalar Sangam, Pettavaithalai.	25-1-66	—	Demand for increase in the strength of rolls

3 Statement showing the Industrial Disputes referred for adjudication to the Industrial Tribunal, Madras and the Labour Courts published in Part II, Section 1, of the Fort St. George Gazette during the month of February 1966

Sl. No. (1)	Name of the concern in which the dispute has arisen. (2)	Issues (3)	G. O. No. and Date of reference (4)
Industrial Tribunal, Madras			
Coimbatore District			
1.	Sri Padma Mill's Kalapatti, Coimbatore.	Whether the demands to revise the existing wages and for payment of a separate dearness allowance to the level prevailing in other textile mills at present is justified and if so to fix the revised wages, separate dearness Allowance and effective date and to fix the existing workers in the scales so fixed.	G. O. Ms. No. 184, Industries, Labour & Co-operation (Lab) dated 18-1-66.
Kanyakumari District			
2.	Pioneer Works (P) Ltd., Nagercoil.	Whether the demand for payment of bonus for the Malabar era 1-7 to the workers of the Pioneer Works (Private) Ltd. Nagercoil is justified and if so to fix the quantum.	G. O. Ms. No. 103, Industries, Labour & Co-operation (Lab) dated 7-1-66.
3.	Pioneer Works (P) Ltd., (Workshop and Tile Works) Nagercoil.	Fixation of the quantum of bonus payable for the Malabar era 1138.	G. O. Ms. No. 104, Industries, Labour & Co-operation (Lab) dated 7-1-66.
Madras District			
4.	Modern Agencies, 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. 3. Whether the demand for the revision of the existing gratuity scheme is justified and if so to formulate a revised scheme. 4. Fixation of quantum of bonus for 1964-65.	G. O. R. No. 52, Industries, Labour & Co-operation (Lab) dated 10-1-66.

(1)	(2)	(3)	(4)
5. Marshall Sons & Co. India Ltd., Madras.	1. Whether the demand for the introduction of a gratuity scheme is justified and if so to formulate a scheme. 2. Whether the demand for additional bonus for 1963-64 is justified and if so, to fix the quantum. 3. Whether the demand for restoration of annual increments to six workers is justified and if so to what relief each is entitled.	G. O. R. No. 195 Industries, Labour & Co-operation, dated 1-1-66.	
6. Radio and Electricals Ltd., Tiruvottiyur.	Whether the retrenchment of the forty-eight workers in the Mechanical Section of the factory is justified; and if not to what relief they are entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. R. No. 203, Industries, Labour & Co-operation, dated 2-2-66.	
7. Burmah Shell Oil Storage and Distributing Company, (India) Ltd., and ESSO. Standard Eastern Inc. Madras.	To fix the quantum of bonus payable to the employees for 1965.	G. O. Ms. No. 370 Industries, Labour & Co-operation, dated 31-1-66.	
8. Certain Kirana Merchants in Madras City.	Whether the non-employment of the workers mentioned in column (2) of Annexure II to the order 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. R. No. 66, Industries, Labour & Co-operation, (Lab) dated 10-1-66.	
9. P. I. D. Parry Limited, Ranipet.	Whether the demand of the casual workers for increase in wages is justified and if so to fix the quantum.	G. O. R. No. 62, Industries, Labour & Co-operation, dated 10-1-66.	

North Arcot District

(1)	(2)	(3)	(4)
Labour Court, Coimbatore			
Coimbatore District			
10. Ideal Lodge, Coimbatore.	Whether the demand of the workers for additional bonus for the year 1963-64 is justified and if so to fix the quantum.	G. O. Ms. No. 67, Industries, Labour & Co-operation (Lab) dated 6-1-66.	
11. Dhanalakshmi 'B' Mills Ltd., Tiruppur.	Whether the non-employment of Sri S. Bilasubramanian 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. 317, Industries Labour & Co-operation (Lab) dated 28-1-66.	
Labour Court, Madras.			
12. Vasantha Metal Industries, Madras.	Whether the non-employment of Anser Basha and 8 other workers 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. Fixation of quantum of bonus for 1963-64.	G. O. R. No. 56, Industries, Labour & Co-operation, (Lab) dated 13-1-66.	
13. Messrs. William Jacks and Company Ltd. Madras.	Fixation of quantum of bonus for 1964.	G. O. R. No. 142, Industries, Labour & Co-operation, dated, 25-1-66.	
14. Anjra Mahila Press, Madras.	Whether the non-employment of Sri P. Perumal (Machineman) Sri T. S. Mani (Compositor) and Sri R. Raju (Compositor) is justified and if not what relief each is entitled.	G. O. R. No. 265, Industries Labour & Co-operation, dated 8-2-66.	
15. M/s Rathinam & Co., Madras.	Whether the non-employment of the 4 workers is justified and if not to what relief they are entitled.	G. O. R. No. 265, Industries, Labour & Co-operation, dated 8-2-66.	

(1)	(2)	(3)	(4)
		To compute the relief if any awarded in terms of money if it can be so computed.	
16. Appar Madras.	Achagam,	Whether the demand for formulation of a new scheme of the gratuity superseding the existing scheme is justified and if so to formulate a revised scheme.	G. O. R. No. 141, Industries Labour & Co-operation dated 25-1-66.
		<i>Chingleput District</i>	
17. K. S. R. Transports, Tiruvellore.		1. Fixation of quantum of bonus for 1962-63 and 1963-64. 2. Whether the demand for the introduction of a gratuity scheme is justified and if so to formulate a scheme. 3. Whether the non-employment of Elumalai and 8 other workers is justified and if not to what relief they are entitled. To compute the relief, if any awarded in terms of money, if it can be so computed.	G. O. R. No. 166 Industries, Labour & Co-operation dated 28-1-66.
18. M. M. Ali Motor Service, Vellore.		Whether the non-employment of M. M. Hussain Ali and Abdul Rahman is justified, and if not, to what relief they would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G. O. R. No. 212, Industries, Labour & Co-operation dated 3-2-66.

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

S. No.	Name of the concern in which the dispute has arisen	Page No. and date of the Gazette in which the notification is given	G.O. No. and date of the references.
(1)	(2)	(3)	(4)
Industrial Tribunal, Madras			
<i>Madras District</i>			
1.	Crompton Engineering Company (Madras) Limited, Madras.	17-18 16-2-66	G. O. R. No. 240, Industries Labour & Co-operation, dated 5-2-66.
Labour Court, Madras.			
<i>Madras District</i>			
2.	Faso Standard Eastern INC, Madras	1-4 16-2-66	G. O. R. No. 241, Industries Labour & Co-operation, (Lab) dated, 5-2-66.
3.	Nutan Bharrat Engineering Services, Madras	4-5 16-2-66	G. O. R. No. 242, Industries Labour & Co-operation, (Lab) dated 5-2-66
4.	M/s. Albert David Limited, Madras.	9-8 16-2-66	G. O. R. No. 243, Industries Labour & Co-operation, dated 5-2-66.
5.	Chitra Talkies, Madras.	9 16-2-66	G. O. R. No. 251, Industries, Labour & Co-operation, dated 8-2-66.
6.	Aari Horticultural Society, Madras	9-10 16-2-66	G. O. Ms. No. 467, Industries Labour & Co-operation, (Lab) dated, 5-2-66.
Additional Labour Court, Madras			
<i>Madras District</i>			
7.	Jyothis Chakra Industries, Madras.	7-9 9-2-66	G. O. Ms. No. 178 Industries Labour & Co-operation, (Lab) dated 29-1-66.
8.	M/s. Carborandum Universal Limited, Thiruvannamalai	15-16 16-2-66	G. O. Ms. No. 516, Industries, Labour & Co-operation, (Lab) dated 9-2-66.

(1)	(2)	(3)	(4)
9. M/s. Carborandum Universal Limited, Tiruvottiyur.	16-17 16-2-66	G. O. Ms. No. 346, Industries, Labour & Co-operation, (Lab) dated 11-2-66.	
<i>Madras District</i>			
10. Khader and Yusuff Brothers, Madras.	10-12 16-2-66	G. O. R. No. 271, Industries Labour & Co-operation, dated 9-2-66.	
<i>Tanjore District</i>			
11. Ambal Press, Sirkali	9-10 9-2-66	G. O. R. No. 182, Industries, Labour & Co-operation, dated 3-1-66.	
<i>Labour Court, Coimbatore.</i>			
<i>Coimbatore District</i>			
12. Vellonie Estate, Valparai	2-4 9-2-66	G. O. R. No. 168, Industries, Labour & Co-operation, dated 28-1-66.	
13. Textool and Company, Limited, Ganapathy, Coimbatore,	4-7 9-2-66	G. O. R. No. 173, Industries, Labour & Co-operation dated 29-1-66.	
14. Dimond Talkies, Coimbatore.	10-11 9-2-66	G. O. R. No. 187, Industries Labour & Co-operation dated 31-1-66	
15. Pollachi Roadways Limited, Pollachi.	1-1 23-2-66	G. O. R. No. 291, Industries, Labour & Co-operation, dated 11-2-66	
16. -do-	3-5 23-2-66	G. O. R. No. 292, Industries Labour & Co-operation, dated 11-2-66.	
<i>Labour Court, Madurai.</i>			
<i>Tiruchirappalli District</i>			
17. St. Joseph's Industrial School Press, Tiruchirappalli.	1-2 9-2-66	G. O. R. No. 165, Industries, Labour & Co-operation dated 28-1-66.	

(1)	(2)	(3)	(4)
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ARBITRATION AWARD

Arbitrator

Sri K. Ramaswamy Gounder, B.A., M.L.

18. Highway Estate, Madurai,
District.

S-6
23-2-65

G. O. Ms No. 563,
(Lab) Industries,
Labour & Co-op:er-
ation, dated 11-2-66.

Sl. No.	Name of the concern	Industry.	No. of workers involved.	Closure.		Cause.	Amount of Compensation paid to workers
				Began.	Ended.		
1	2	3	4	5	6	7	8
1.	Erode Service Central Workshop, Coimbatore.	Motor Transport.	12	22-2-66	22-2-66	Stoppage of electric supply to the Establishment.	Not yet paid.
2.	Gobi Service Central Workshop, Coimbatore.	-do-	12	-do-	-do-	-do-	-do-
3.	Coimbatore Spinning and Weaving Mills, Ltd., Coimbatore.	Textile	2500	8-11-65	Continues.	Due to non supply of power.	...
4.	Pullikar Mills Ltd. Tiruchengode.	-do-	377	...	...	-do-	Partial closure.

revision of complete records transmitted and certified by the Library Officers in the State of Madras for the month of February, 1966.

No.	Labour Officers.	No of complaints received										No. of complaints pending at the end of the month.
		No of complaints pending at the beginning of the month	Wages and allowances	Bonus	Personnel (dismissal and suspension etc.)	Retrenchment.	Leave facilities and hours of work.	Others (Not classified.)	Causes not known	Total.	No of complaints investigated and of including those previously pending.	
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Coimbatore-I.	295	21	13	29	—	5	97	—	165	180	280
2.	Coimbatore-II.	105	6	5	8	3	—	7	—	29	25	109
3.	Coonoor.	61	3	4	23	1	3	6	—	49	49	52
4.	Madras-I.	35	21	12	4	—	—	11	—	48	29	54
5.	Madras-II.	154	15	10	20	1	1	30	—	77	96	115
6.	Madras-III.	62	5	8	10	1	Nil	25	—	49	46	65
7.	Madurai.	249	9	1	25	1	1	12	—	49	59	239
8.	Nagercoil.	23	2	—	9	—	—	3	—	14	12	25
9.	Pollachi.	63	—	—	14	—	—	5	—	19	13	69
10.	Virudhunagar.	35	5	—	9	—	—	4	—	18	14	39
11.	Salem.	94	7	3	15	3	—	11	—	39	54	79
12.	Tiruchirappalli.	57	8	2	6	—	4	10	—	30	33	54
13.	Tiruchivelli.	103	14	2	19	—	—	12	—	47	44	113
14.	Vellore.	73	7	1	10	—	—	6	—	24	40	57
TOTAL		1,406	123	61	201	10	14	219	—	648	694	1,360

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

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

1. Number of Standing Orders certified as on 1-2-1966.	...	4,330
2. Number of Standing Orders certified during the month.	...	26
Total	...	4,356
3. Number of amendments to Standing orders certified.		4

9. Workmen's Compensation Act 1923:—

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

	Number of accidents.	Amount of compensation.
		Rs. nP.
(a) Death	16	*31,112.50
(b) Permanent disablement	17	389.50
(c) Temporary disablement	46	20,261.10
Total	79	54,766 10

* 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 February, 1966.

Sl. No. (1)	Nature of claims (2)	Number previously pending (3)	Number received (4)	Total (5)	Disposed of (6)	Balance (7)
1.	Application under Section 10:					
(a)	Fatal	124	9	133	4	129
(b)	Non-fatal:					
(i)	Permanent	148	6	154	17	157
(ii)	Temporary	35	2	37	—	37
2.	Deposits under Section 8 (1)					
(a)	Fatal	153	19	172	35	137
(b)	Persons under legal disability...	15	2	17	1	16
3.	Deposits under Section 8 (2)	—	—	—	—	—
4.	Memorandum of Agreement:—					
(i)	Permanent disablement	63	29	54	18	76
(ii)	Temporary disablement	16	2	18	12	6

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5.	Recovery under Section 31.	10	—	10	—	10
6.	Indemnification application under Section 12 (2)	11	1	12	—	12
Total	...	571	70	647	87	560

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

1.	Pending as on 1-2-'66	...	812
2.	Received during the month	...	91
3.	Disposed of during the month	...	33-0
4.	Pending as on 28-2-'66	...	579

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 February, 1966.

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

Pending as on 1-2-1966	...	382
Received during the month	...	40
Disposed of during the month	...	47
Pending as on 28-2-1966	...	375

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

Pending as on 1-2-1966	...	2
Received during the month	...	Nil
Disposed of during the month	...	Nil
Pending as on 28-2-1966	...	2

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

Pending as on 1-2-1966	...	94
Received during the month	...	29
Disposed of during the month	...	26
Pending as on 28-2-1966	...	97

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

Sl. No. (1)	R. No. (2)	Date of Registration (3)	Industry (4)	Name and address of the Union (5)
1.	1/CBB	24-2-66	Miscellaneous	The Bhavani Taluk General Workers' Union, Bhavani, Post, Coimbatore District.
2.	2/CBB	28-2-66	Leather and Leather products	Tannery Labour Union Peria Agraharam, Erode Coimbatore District.
3.	3/CBB	28-2-66	Newspaper Establishment	Thanthi Press Employees' Union, 291 A Avanashi Road, Coimbatore.
4.	1/NAT	24-2-66	Sanitary Service	The Vishram Town Panchayat Workers' Union Scavengers' Lane, Pudupet, Vishram Post, North Arcot Dt.
5.	2/NAT	28-2-66	Beedi Industry	Amhur Nagara Beedi Workers' Union, 13, Sayabansa Kollal Ind t., Amhur Post, North Arcot Dist.
6.	4/SLM	24-2-66	Miscellaneous	Belpahar Refractories National Employees' Union, Sultan Line, Kumaraswamy patti, Sakm 7.
7.	4/MDU	4-2-66	Fenner-Cockill	Fenner - Cockill Employees' Association, Madurai.
8.	5/MDU	8-2-66	Mills	A & P Harvey Mills Testing Laboratory Attenders and Office Boys' Union, Madurai
9.	11/MDS	22-2-66	Miscellaneous	K. P. V. Shaik Mohamed Rowther and Company Employees' Progressive Union, 29, Venkateswami St., Madras-1.

13. (b) List of Trade Unions amalgamated during the month of February 1966

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

13. (c) List of Trade Unions dissolved during the month of February 1966.

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

13. (d) List of Trade Unions whose registrations were cancelled during February 1966.

Sl. No. (1)	R. No. (2)	Date of Cancellation (3)	Industry (4)	Name and address of the Union (5)
1.	2992	1-2-66	Miscellaneous	Tiruvannamalai Taraga Mandi Varrhaga Kumasthakkal Sangam, 96, Big Bazaar Street, Tiruvannamalai.
2.	3639	2-2-66	Sanitary Service	Kotagiri Panchayat Board Workers' Union, Kotagiri Post, Nilgiris.
3.	3800	19-2-66	Project Works	Parambikulam Aliyag Projects Workers' Union, Aliyarnagar Post (Via) Pollachi.
4.	3714	1-2-66	Building Works	Laigudi Taluk Building Workers' Union, Laigudi.
5.	2996	4-2-66	Sanitary Service	Mayuram National Sanitary Workers' Union, Mayuram.

(1)	(2)	(3)	(4)	(5)
6.	3560	19-2-66	Textile	Madurai District National Textile Workers' Union, Madurai
7.	3237	19-2-66	Tiles	National Tiles Workers' Union, Mangalapuram, Manamadurai.
8.	3337	19-2-66	Transport	Tamilnad Motor Thozhilalar Sangam, Tiruvanaikol, Trichy
9.	3703	19-2-66	-do-	Motor Transport Labour Union, Chikambaram
10.	3668	-do-	Irumbumara	Kumari Mavatta 'rum ber Mara Podu Thozhilalar Sangam, Ibuckalay.
11.	3608	-do-	Farm	Ramnad District Livestock Farm Workers' Union, Pazhyor, Kanaikathan.
12.	3148	-do-	Betal Leaf	Authoor Betaleaf Workers Union, Authoor, Tirunelveli District
13.	2122	24-2-66	Handloom	Tiruchy Handloom Weavers' Union, Trichy
14.	2044	4-2-66	Insurance	The British India General Insurance Employees' Association, 17, Armenian St., Madras-1.
15.	2438	20-2-58	Miscellaneous	The I M M C and E I I M Employees' Union, No 4, Kailash St., Madras-21.
16.	3119	27-5-61	Glass Works	Prathiba Glass Works Thozhilalar Sangam, 28, Sannadhi Street, Tiruvottalur, Madras-19
17.	386	30-4-63	Handloom Weaving Works	Thirunagazwaram Handloom Weavers' Association 19-A, Mettu St., Thirunagazwaram, Kunrathur P O, (via) Ponnamallee.

(1)	(2)	(3)	(4)	(5)
18.	3540	26-8-63	Engineering	Larsen and Tubro Labour Union 11, Philips St., Madras-1.
19.	3564	11-10-63	Rice Mill	Madhavaram Block Rice Mills Workers' Union, Thambi Street, Naravai-kuppam, Red Hills, Madras-62.

ABSTRACT

1. Total No. of registered Trade Unions as on 1-2-66	1,294
2. Total No. of trade Unions registered during the month	9
3. Total No. of Trade Unions Amalgamated during the month	Nil
4. Total No of Trade Unions Dissolved during the month	Nil
5. Total No. of Trade Unions Cancelled during the month	19
6. Total No. of registered Trade Unions as on 28-2-66	1,284

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

Sl. No.	Particulars.	Factories Act, 1948.	Payment of Wages Act, 1936	Madras Maternity Benefit Act, 1947	Madras Shops and Establishments Act, 1947.	Madras Catering Establishments Act, 1958.	Madras Beedi Industrial Premises (Regulations of Conditions of Work) Act, 1958.	Minimum Wages Act, 1948	Madras Industrial Establishments (National and Festival Holidays) Act, 1958.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	No. of establishments inspected.	1,090	4,097	417	54,136	4,835	7.2	1,887	4,867
2.	No. of irregularities noticed.	386	473	101	1,039	903	22	163	422
3.	No. of cases warned.	47	105	—	392	246	27	46	80
4.	No. of prosecutions launched.	32	4	—	50	87	25	14	10
5.	No. of convictions obtained.	44	2	—	34	63	2	6	11
6.	Amount of fine imposed	Rs. 1,408/-	50/-	—	655/-	996/-	315/-	153/-	204/-

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

District.	AT THE BEGINNING.				REGISTERED.			REMOVED.			TOTAL.			REMARKS.
	Section 2 (m) (i)		Section 2 (m) (ii)		Section 2 (m) (i)		Section 2 (m) (ii)		Section 2 (m) (i)		Section 2 (m) (ii)			
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	
1. North Arcot	211	109	167	Notified	1	4	—	2	1	—	230	112	167	509
2. South Arcot	120	7	45	—	2	—	—	—	—	—	122	7	45	174
3. Chingleput	355*	22	58	—	4	—	—	—	—	—	359	22	58	439
4. Coimbatore	1,067	9	80	—	10	—	—	4	—	—	1,093	9	80	1,182
5. Kanyakumari	71	8	22	—	—	—	—	—	—	—	71	8	22	101
6. Madras	832	32	111	—	8	—	—	3	—	—	837	32	111	980
7. Madurai	458	31	44	—	2	1	—	—	—	—	460	32	44	536
8. The Nilgiris	178	—	5	—	—	—	—	2	—	—	126	—	5	131
9. Ramanathapuram	267	69	152	—	1	—	—	—	—	—	268	68	152	488
10. Salem	548	6	141	—	1	—	—	—	—	—	549	6	141	696
11. Thanjavur	309	10	178	—	—	—	—	—	—	—	309	10	178	497
12. Tiruchirappalli	27	9	172	—	1	—	—	—	—	—	288	9	172	469
13. Tirunelveli	319	108	201	—	—	—	—	—	—	—	319	108	201	628
14. Dhanuapuri	20	1	6	—	—	—	—	—	—	—	20	1	6	27
Total	5,032	420	1,382	—	30	5	—	11	1	—	5,051	424	1,382	6,857

* The balance has been revised as 355, since one factory has been included twice in the periodical during the year 1965, by the inspector of Factories, Chingleput at Madras (Vide Letter No. P.J. 68/65, dated 1-2-66 and Encl. No. B. P.J. 69/65, dated 4-2-66).

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

Sl. No.	Category of Plantations.	At the beginning of the month.		Registered.		Removed.		At the end of the month	
		A.	B.	A.	B.	A.	B.	A.	B.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1. Coffee	—	120	22,780.03	2	55.00	...	...	122	22,717.53
2. Tea	—	138	66,415.98	1	500.00	...	...	139	66,902.06
3. Rubber	—	19	9,113.12	—	—	...	...	19	9,19.57
4. Cinchona	—	2	9,406.00	...	—	...	...	2	9,406.00
5. Cardamom	—	5	3,186.86	...	—	...	...	5	3,186.86
Total		284	1,10,901.99	3	555.00	...	...	287	1,11,512.02

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

16. (a) Statement of Accidents for the month of February, 1966.

No. of Industries (1)	Name of Industry (2)	Number of Accidents.	
		Fatal. (3)	Non-fatal. (4)
01.	Processes allied to agriculture (Gins and Presses).	...	1
20.	Food Except Beverages	...	61
21.	Beverages	...	...
22.	Tobacco	...	...
23.	Textiles	...	265
24.	Foot-wear, other wearing apparel and made-up textile goods.	...	...
25.	Wood and cork except furniture	...	...
26.	Furniture and fixtures	...	3
27.	Paper and paper products	...	2
28.	Printing, Publishing and allied industries	...	29
29.	Leather and Leather products (except foot-wear).	...	5
30.	Rubber and rubber products	...	26
31.	Chemicals and Chemical products	...	87
32.	Products of petroleum and coal	...	2
33.	Non-metallic Mineral Products (except Products of Petroleum and coal).	...	33
34.	Basic Metal Industries	1	87
35.	Metal Products (except machinery and transport equipments).	1	57
36.	Machinery (except electrical machinery)	...	256
37.	Electrical Machinery, apparatus, appliances and supplies.	...	90
38.	Transport equipment	...	410
39.	Miscellaneous Industries	...	69
51.	Electricity, Gas and Steam	...	6
52.	Water and Sanitary Services	...	1
83.	Recreation Services (Cinema Studios)	...	13
84.	Personal Services (Laundries, dyeing and cleaning).	...	...
Total		2	1,503

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

Sl. No.	Name of Industry.	Adults.		Adolescents.		Children.	
		Men.	Women.	Male	Female	Boys.	Girls.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		A.	B.	A.	B.	A.	B.
COTTON MACHINERY:—							
1.	Opening and Blow Room Machinery.	9	...	...	...	...	...
2.	Card Room Machinery	22	...	...	...	...	...
3.	Drawing Frames	3	...	...	...	...	...
4.	Speed Frames	1	...	...	...	...	...
5.	Spinning Machinery	75	...	...	...	...	...
6.	Weaving Machinery	31	...	...	...	...	...
7.	Finishing Machinery	3	1	...	...	...	...
8.	Flying Shuttles	4	...	...	...	...	...
9.	Other Miscellaneous Textile Machinery.	44	4	...	...	...	...
10.	Miscellaneous non-machinery Accidents.	64	4	...	...	...	...
	Total	256	9	...	...	...	...
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 February, 1966.

Sl. No.	Name of the establishment	Section from which exempted	Duration of exemption	Authority
(1)	(2)	(3)	(4)	(5)
EMPLOYEES STATE INSURANCE ACT				
1.	Borstal School, Palayamkottai.	From the operation of the said act except chapter V-A.	One year from 10-2-66	G. O. R. No. 158, Industries, Labour & Co-operation, (Lab) dated 28-1-66.
EMPLOYEES PROVIDENT FUNDS ACT				
2.	Establishments of Madras State Electricity Board,	Amendment to Notification 111 No 268 of 1965 dated 29-5-65	With effect from 1-3-66	G. O. Ms. No. 191, Industries, Labour & Co-operation, (Lab) dated 18-1-66.
3.	Blaze and central Ltd., Madras-2.	From the operation of all provisions of Employees Provident Funds Scheme subject to certain conditions.		G. O. Ms. No. 221, Industries, Labour & Co-operation, (Lab) dated 20-1-66.
FACTORIES ACT				
4.	Standard Motor Products of India Ltd., Madras.	From the provisions of Section 51 of the said Act.	Three months from 16-12-65	G. O. Ms. No. 181, Industries, Labour & Co-operation (Lab) dated 18-1-66.
5.	Certain Defence factories in Madras State.	From the Provisions of sections 51, 52, 53, 54, 56 and sub section (10) of Section 79 of the said Act, subject to certain conditions.	Three months From 25-1-66	G. O. Ms. No. 316, Industries, Labour & Co-operation, (Lab) dated 29-1-66.
6.	Clothing Factory, Avadi, Madras.	From provisions of section 55 of the said Act subject to certain conditions.	3 months from 25-1-66.	G. O. Ms. No. 346, Industries, Labour & Co-operation, (Lab) dated 29-1-66.
MADRAS SHOPS AND ESTABLISHMENTS ACT				
7.	Mettur Chemical and Industrial Corporation Limited, Madras.	Provisions of sub sections (1) and (2) of section 25 of the said Act.	One year on and from the date of the publication of this notification in the Fort Saint George Gazette (2-2-66.)	G. O. Ms. No. 108, Industries, Labour & Co-operation (Lab) dated 7-1-66.
8.	East India Pharmaceuticals Limited Madras.	Provisions of sub sections (1) and 2 of section 55 of the said Act.	One year from 16-2-66.	G. O. Ms. No. 312, Industries, Labour & Co-operation, (Lab) dated 28-1-66.

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

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

Yarn in French Counts,		Rate per bundle of 5 Kgs.
8s	...	Rs. 18-50
18s	...	Rs. 24-50
36s	...	Rs. 34-25
52s	...	Rs. 47-00
68s	..	Rs. 66-00
84s	...	Rs. 95-00

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

Sl. No.	Centre.	Food.	Fuel and Lighting.	Cloth- ing.	House Rent.	Miscel- laneous.	Cost of Living Index
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(Base: Year ended June, 1936: 100).							
1.	Madras City ...	688.3	766.1	515.0	413.8	574.9	629.9
2.	Cuddalore ...	615.0	818.0	401.0	378.0	670.0	593.0
3.	Tiruchirapalli ...	664.0	572.0	547.0	352.0	496.0	589.0
4.	Madurai ...	682.0	531.0	564.0	349.0	433.0	579.0
5.	Coimbatore ...	688.0	689.0	721.0	629.0	437.0	667.0
(Base: August, 1939: 100).							
6.	Nagercoil ...	824.0	525.0	754.0	406.0		710.0

Comparative statement of the cost of living index numbers for the months of January, 1966 and February, 1966.

Sl. No.	Zone.	Centre.	Cost of living index numbers for the months of		Variation.
			January, 1966.	February, 1966.	
(1)	(2)	(3)	(4)	(5)	(6)
(Base: Year ended June, 1936: 100).					
1.	Madras City and Chingleput Dist.	Madras City ...	639.2	629.9	- 9.3
2.	North Arcot and South Arcot Dists.	Cuddalore ...	600.0	593.0	- 7.0
3.	Tiruchirapalli & Thanjavur Dists.	Tiruchirapalli ...	586.0	589.0	+ 3.0
4.	Madurai, Ramanathapuram and Tirunelveli Dists.	Madurai ...	586.0	579.0	- 7.0
5.	Coimbatore and Salem Dists.	Coimbatore ...	670.0	667.0	- 3.0
(Base: August 1939: 100)					
6.	Kanyakumari Dist.	Nagercoil.	719.0	710.0	- 9.0

MADRAS

The cost of living index number for working classes in Madras City for the month of February, 1966 fell by nine points to 630

The index for the food group fell by twenty points to 688 due mainly to a fall in the prices of dhall, vegetables, chillies, tamarind and gingilly oil.

The index for the fuel and lighting group rose by five points to 766 due to an increase in the prices of firewood and kerosene oil.

The index for the clothing group rose by eleven points to 515 due mainly to an increase in the prices of shirting cloth, upper cloth and sarees

The index for the miscellaneous group rose by eight points to 575 due mainly to an increase in the price of betel leaves.

The index for the house-rent 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.	
			January, 1956.	February, 1966.
(1)	(2)	(3)	(4)	(5)
1. Food	...	58.23	70.8	688.3
2. Fuel and Lighting	...	8.42	761.1	766.1
3. Clothing	...	6.10	504.3	515.0
4. House-rent	...	14.57	413.8	413.8
5. Miscellaneous	...	12.68	566.9	574.9
	Total	100.00		
Cost of living Index Number.			639.2	629.9

CUDDALORE

The cost of living index number for Cuddalore fell by seven points to 593.

The index for the food group fell by six points to 615 due mainly to a fall in the prices of dhall, vegetables, coconut, chillies and tamarind.

The index for the fuel and lighting group fell by fortyfour points to 848 due to a fall in the price of firewood.

The index for the miscellaneous group fell by seven points to 690 due to a fall in the price of tobacco for chewing.

The group index numbers in respect of clothing and house-rent remained unchanged at 401 and 378 points respectively.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by three points to 589.

The index for the food group rose by eight points to 664 due mainly to an increase in the prices of rice, fish and mustard.

The index for the miscellaneous group fell by four points to 496 due to a fall in the price of betel leaves.

The group index numbers in respect of fuel and lighting, clothing and house-rent remained unchanged at 572, 547 and 352 points respectively.

MADURAI

The cost of living index number for Madurai fell by seven points to 579.

The index for the food group fell by thirteen points to 682 due mainly to a fall in the prices of vegetables, tamarind, gingelly oil and cane jaggery.

The index for the clothing group rose by five points to 564 due to an increase in the prices of dhoties and sarees.

The group index numbers in respect of fuel and lighting, house-rent and miscellaneous remained unchanged at 532, 349 and 433 points respectively.

COIMBATORE

The cost of living index number for Coimbatore fell by three points to 667.

The index for the food group fell by eight point to 688 due mainly to a fall in the prices of dhall, chillies, tamarind, coconut oil and gingelly oil

The index for the miscellaneous group rose by thirty points to 427 due to an increase in the price of betel nuts and in dhobi charges.

The group index numbers in respect of fuel and lighting, clothing, and house rent remained unchanged at 689, 721, and 629 points respectively.

NAGERCOIL

(Base : August 1939=100)

The cost of living index number for Nagercoil fell by nine points to 710.

The index for the food group fell by fourteen points to 824 due to a fall in the prices of chillies, coriander, dhall, vegetables, coconut oil and coconuts.

The index for the housing group fell by eight points to 525 due to a fall in the prices of firewood and kerosene oil.

The index for the miscellaneous group rose by twelve points to 406 due mainly to an increase in the prices of betel leaves, and arecanuts.

The index for the clothing group remained unchanged at 754 points.

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

CONSUMER PRICE INDEX NUMBERS

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

(Base: Shifted to 1949=100)

Year (1)	All India* Original base 1949	
	General Index (2)	Food Index (3)
1950	101	101
1951	105	104
1952	103	102
1953	106	109
1954	101	101
1955	96	92
1956	105	105
1957	111	112
1958	116	118
1959	121	125
1960	124	126
1961	126	126
1962	130	130
1963	134	135
1964	152	155
1965	166	172
1964:- 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	178
November	173	181
December	173	179
1966 :- January	173	178

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944=100 that used to be published simultaneously, but has since been discontinued, is linked to the above series at the year 1949. Thus the All-India Index on base 1944=100 during the month of January, 1966 was 238.74.

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

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

The Employees' State Insurance Scheme applies to 29 Centres in the State of Madras and provided protection to 2,85,116 industrial workers in the event of Employment Injury, Sickness and Maternity Benefit. This protection is made available in two ways viz., by provision of Cash Benefits and by providing Medical benefit when needed. There are 52 Offices of the Corporation in the Madras State for disbursement of Cash Benefits.

During the month of February, 1966, 1,718 persons received Rs. 1,04,286-76. by way of Cash Benefits due to Employment Injury. This includes 334 persons who are in receipt of pensions for Permanent Disablement Benefit and also 150 dependants of deceased Persons.

In the month of February, 1966, 1,480 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 41,248 claims were received and an amount of Rs. 6,02,549-18. as sickness benefit involving abstention for 1,96,837. days

During the month of February, 66, 255 Insured Women claimed Rs. 55,890-14 by way of Maternity Benefit.

For recovery of arrears of contributions under the Scheme legal proceedings had to be initiated in 22 cases against defaulting employers for recovery of Rs. 8,643-11.

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

Sl. No.	Particulars.	For the month of February '66
1. Total number of Attendance :		
	New 71,381	2,86,216
	Old 2,48,833	
2. No. of Medical certificates issued		82,486
3. No. of Domiciliary visits made		238
4. No. of Injections administered		87,719
5. No. of X-Ray examinations		1,249
6. No. of Laboratory examinations		3,214
7. No. of Specialist Investigations		3,867
8. No. of Persons admitted to Hospitals		1,839
9. No. of bed days occupied during the month		12,832
<i>Additional data for Panel System.</i>		
1. No. of attendance: New 18,226	}	48,483
Old 30,257		
Diagnosis Centres		—
2. No. of Prescriptions issued		13,974
3. Payment made to :—		
1. Chemists		—
2. Insurance Medical Practitioners.	Rs.	Nil.

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

Sl. No.	Districts	Number of applicants					Vacancies notified during February 1966.
		Registration effected during February 1966.	Remained on the Live Register on 28-2-1966.	Placed in employment during February 1966.	Employers used the employment office during February 1966.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1. Arcot North		1,486	15,921	517	81	597	
2. Arcot South		1,715	14,289	409	149	426	
3. Chingleput.		1,726	17,026	275	50	404	
4. Coimbatore.		1,544	14,277	349	130	602	
5. Kanyakumari.		1,006	14,240	89	34	103	
6. Madras.		5,070	34,423	995	277	1,240	
7. Madurai.		2,008	18,117	299	117	361	
8. The Nilgiris.		618	7,843	155	42	157	
9. Ramanathapuram.		985	9,100	154	83	211	
10. Salem and Dharmapuri.		1,991	14,101	542	97	499	
11. Thanjavur.		1,874	15,498	414	155	535	
12. Tiruchirappalli.		1,743	16,723	339	87	380	
13. Tirunelveli.		1,304	13,261	242	90	275	
Total		23,110	2,01,779	4,819	1,432	5,832	
Total: for January 1966		18,970	2,06,531	4,012	1,391	5,585	
.. for February 1965		15,993	1,75,758	4,649	1,525	6,343	
Average for 1965		25,655	1,96,384	5,127	1,495	6,878	

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 March, 1966.

S. No.	NAME OF ESTABLISHMENTS	PERIOD
1.	The K. C. P. Ltd., P. B. No. 2278, Thiruvottiyur, Madras-19.	Till 30-4-66
2.	The T. U. C. S. Ltd., 109, Big Street, Triplicane, Madras-5.	Upto 21-8-66

MADRAS LABOUR GAZETTE

Statement of Ownership and other Particulars about Madras Labour Gazette.

1. Place of publication ... Madras City.
2. Periodicity of its Publication ... Monthly.
3. Printer's Name ... Sri K. Venkataraman, Press Keeper, Super Power Press, Madras-1.

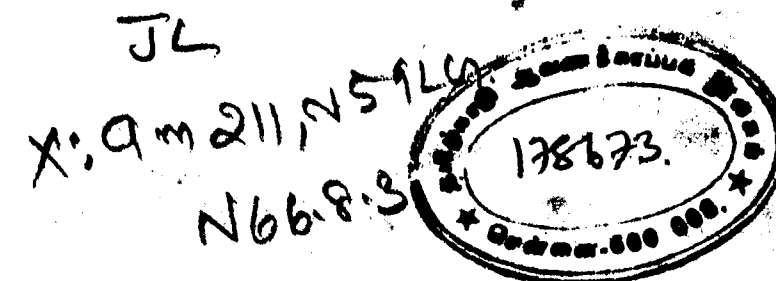
Nationality ... Indian
Address ... No. 21, Sunkurama Chetty Street, Madras-1.
4. Editor and Publisher ... Commissioner of Labour, Madras-5.

Nationality ... Indian
Address ... Office of the Commissioner of Labour, Chepauk, Madras-5.
5. Names and addresses of individuals who own the newspaper and partners or shareholders. ... Madras Government Publication.

I, M. G. Balasubramanian, I.A.S., Commissioner of Labour, hereby declare that the particulars given above are true to the best of my knowledge and belief.

Dated:
6th April 1966.

(Sd.) M. G. BALASUBRAMANIAN,
Commissioner of Labour, Madras-5
Editor and Publisher.



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