

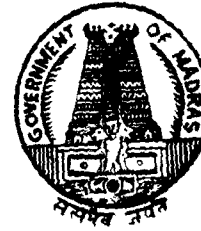
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Madras Labour Gazette

Vol. 101 Jan 1967



DEPT. OF LABOUR
GOVERNMENT OF MADRAS
178-179



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MADRAS LABOUR GAZETTE

VOL. IX NO. 1
JANUARY 1967



GOVERNMENT OF MADRAS

ISSUED MONTHLY
BY
THE COMMISSIONER OF LABOUR
CHEPAUK — MADRAS-5

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

Annual Subscription :
Inland ... Rs. 10
Foreign ... Rs. 16

MADRAS LABOUR GAZETTE

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

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Annual Rates of subscription...	Rs. 30-00	70 sh. or 10 \$ 80 cents.

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SPECIAL ARTICLES

SOCIAL RESPONSIBILITIES OF TRADE UNIONS

BY G. RAGHAVA REDDY

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(A. P.)*

"A trade union is a continuous association of wage earners for the purpose of maintaining or improving the conditions of their working lives.*" "With the growing complexity of economic life, the scope of the activities of trade unions has tremendously increased. Trade Unions, today, occupy a strategic place in a modern industrial society. Their activities touch the frontiers of our social framework at many points and sometimes create tensions of a serious nature. Indeed, they play a significant role in the economic, political, social and cultural life of the working class in modern industrial communities. "Trade Unions today are pluralist in character and pragmatic in method; if they are not they are unlikely to survive the demands made upon them by so swiftly changing an environment.†" "An attempt is made here to study the social responsibilities of trade unions in the context of contemporary Indian realities.

The Context of Contemporary India: Since the dawn of Independence and especially after the advent of Planning, massive efforts are made by the State to build a new nation on the foundations of a prosperous economy and a flexible social order. The establishment of a welfare state and a socialist pattern of society are the declared goals of the politico-socio-economic policy in India. The foremost object of a welfare state is to provide a bed-rock minimum standard of living for all of its citizens irrespective of their contribution to the social product. The establishment of a socialist pattern of society calls for the elimination of the glaring inequalities in incomes and wealth. Economic planning has been

* Sidney and Beatrice Webb, *The History of Trade Unionism*, 1950, p. 1.
† Harold. J. Laski, *Trade Unions in the New Society*, 1950, p. 28.

employed since 1951 for achieving a rapid rate of economic growth and social change. Substantial gains have been recorded in many spheres during the first decade of planning.* However, the progress of the economy was halting during the Third Plan period chiefly on account of the meagerness of nature and the invasion on our country by the northern neighbours. Inter alia, the aggressive deeds and designs of China and Pakistan have greatly disturbed our economic progress and have lent a new dimension to our defence effort in the recent past. Defence and development have become the twin objectives of national endeavour in India.

Social Attitude Towards Trade Unionism: The social responsibilities of trade unions have to be viewed in the context of social attitude towards labour in general and trade unionism in particular. In a way, State attitude is broadly a reflection of the social attitude towards labour problems. The growing volume of labour legislation clearly indicates the deep concern and the abiding interest of the State in ameliorating the conditions of the working class. Factory and Social Security legislation, has been passed fairly early in India and its implementation, despite several limitations in conception and administration, has brought about a considerable improvement in our labour situation.† The promotion of social justice and economic and social welfare have been the dominant objectives of almost all labour legislation undertaken after Independence.

The attitude of the employers towards labour, however, leaves much to be desired. The organisation of trade unions is looked upon with suspicion by the employers. Their approach towards them is hostile.‡ In many cases it is rigid and negative. Cases of the disruption of unity among workers are not unknown. The employers themselves set up rival trade unions to weaken the solidarity of labour and exploit its ignorance and illiteracy.§

The Realities of Trade Union Situation: A brief review of the evolution and the present state of trade unionism in India gives an insight into the scope and limitations of trade union social responsibilities. In the initial stages of India's industrial evolution, the workers have been under several handicaps and the conditions of industrial employment were horrible. The workers were those 'pushed out' from the countryside and not 'pulled' by the attractions of urban life. They used leave their work whenever the conditions became unbearable. They used to return to their villages at every opportunity—festivals, births, deaths and weddings among their relatives.§ It takes a long time for the migrants to commit themselves to industrial employment in the context of the acute shortage of housing and uncertainties and insecurity of urban life. The partial commitment of labour to industry and the realisation that by collective effort they can improve their lot led to the emergence of trade unionism in Indian industry. However, real trade unionism did not take root in India until the cessation of the hostilities of world war I. The All-India Trade Union Congress was established only in 1920.||

* The Third Five Year Plan, 1961, p. 35.

† The Indian Labour Year Book 1962, 1963, pp. 198-316.

‡ A.V. Ramana Rao, *Collective bargaining Versus Government Regulation*, 1964, p. 129.

§ S. C. Kuehhal, *The Industrial Economy of India*, 1965, p. 525.

§ K. Srinivasan, *Productivity and Social Environment*, 1964, p. 143.

|| R. J. Soman, *Peaceful Industrial Relations, Their Science and Technique*, 1957, p. 100.

Many strikes have been organised and the demands fulfilled during the Period 1921-29*. Consequently, the trade unions have been termed as "strike committees." The labour movement in India has a chequered history as it was a part of the national movement for independence. There have been many splits and conflicts which have considerably affected the growth and stature of the movement.† As it is, the movement is a house divided against itself. The most outstanding factor responsible for the fragmentation of movement has been the political. It is evident from the division of the movement among the major political parties at the national level. The central organisations of labour namely the INTUC, AITUC and the HMS are under the congress, communist and socialist parties of India. The UTUC is not directly under any political party though it is said to lean towards communism.‡ This division in the movement has cut at the very root of trade unionism and undermined its solidarity. Trade Unionism has become the happy hunting ground of briefless lawyers, doctors, politicians etc. Limited membership, meagre finances, smaller size and interunion rivalries are the noteworthy defects of trade unionism in India,§ which obstruct the effective exercise of its responsibilities.

Trade Unions in a Planned Economy: Trade unions have onerous social responsibilities in a planned economy directed towards the goal of a welfare state. It is well known that the production targets of the plans cannot be achieved in an atmosphere of industrial strife. Therefore, for the very success of planning the maintenance of harmonious industrial relations is indispensable. But the preservation of industrial peace is difficult unless there is a whole-hearted understanding and co-operation between labour, management, State and the community. In a planned economy, it is essential that all the sections and interests of the society should strive hard to build up a climate of peaceful industrial relations. Trade unions should work hard to implement the code of discipline in industry, code of conduct and the code of efficiency and welfare which will have a salutary effect on the development of cordial industrial relations. Unless the trade unions participate effectively in the process of collective bargaining, the establishment of industrial harmony will be an illusion. It is a matter of gratification to note that with the declaration of the national emergency following the Chinese aggression in 1962, an Industrial Truce Resolution was unanimously adopted by the representatives of labour, management and the State and it has worked satisfactorily§ at least in the initial stages. During the period of the Pakistani invasion in 1965 the same sense of patriotism and unity was displayed by labour which has led to better industrial relations. Industrial harmony is as much needed during periods of peace as during periods of war especially in a planned economy. That is why there is a felt-need for the establishment of peaceful industrial relations without which programmes of defence and development cannot be successfully implemented. For the maintenance and preservation of industrial peace, the co-operation of trade unions is indispensable.

Strikes in a Socialist Society: The right to strike and lock-out on the part of labour and management is conceded in almost all free societies.

* V. V. Giri, *Labour Problems in India Industry*, 1958, p. 82.

† Ibid., Chapter I.

‡ Commerce Annual 1962, p. 104.

§ S. C. Kuehhal, *The Industrial Economy of India*, 1965, pp. 524-526.

§ The Indian Labour Year Book 1963, p. 114.

However, it is well known that the exercise of these rights has grave socio-economic consequences. That is why they are resorted to only in the ultimate analysis. The intervention of the State in industrial disputes is inevitable if they occur in basic industries and public utilities. In advanced countries an established tradition of collective bargaining has come into existence for the settlement of the multifarious problems of industrial relations. But in India collective bargaining is in its infancy. The development of a sound tradition of collective bargaining and human relations in industry is essential for the promotion of industrial peace, economic progress, social security and political stability in India. This demands a strong and healthy trade union movement and a progressive outlook on the part of management and the State.

The type of attitudes and labour-management relations that obtain in a capitalist society have no relevance to an emerging socialist pattern of society. It is true that the trade unions have to work for the furtherance of the interests of their members. But the interests of society as a whole cannot be sacrificed for 'sectional interests'. This realisation postulates the development of a new attitude by labour and management towards each other and towards society. In a modern welfare state, strikes and lockouts are absolute and should not be resorted to except in exceptional circumstances. The view that the 'strike weapon' will rust if not used frequently is completely wrong in a socialist welfare state. There is little justification for industrial disputes of the magnitude that we find in India* especially in view of the growing social interest in industrial relations. In a welfare state, an industry which starves its workers and trade unions which are purely militant in character have no place. Unless the employer and the employee act with a sense of social responsibility towards each other and towards the community, it is difficult to avoid industrial friction and social tension. In a socialist economy the main problems of the trade unions should not be strikes and lockouts. The promotion of industrial productivity; welfare and democracy assumes greater importance.

Trade Unions and productivity : The promotion of higher productivity has become a dire necessity for the fulfilment of the targets of planned development. It is well known that higher productivity is a resultant of the operation of several inputs. Ceteris paribus, higher labour productivity contributes to higher industrial productivity. The trade unions have a central place in spreading the message of higher productivity and mobilising the co-operation of labour for its attainment. They have to develop a constructive outlook towards the introduction of rationalisation and modernisation. The application of the techniques of scientific management and industrial engineering for enhancing industrial productivity should be viewed in proper perspective by the trade unions. "Neither the exercise of their organised strength in industrial conflicts nor laws nor the intervention of the State can help the workers much in realising their aspirations. Their gains can arise only out of the strength and dynamism of the economy, the only enduring basis of which is a rising level of productivity".† Thus, it is in their own self-interest that trade union should work for higher industrial productivity.

But the question of sharing the gains of rising productivity has been one of the vexed questions in labour literature. Quite often it is felt that higher

productivity leads to increased workloads and strain on workers in order to swell the volume of private gains.* Higher productivity, by reducing the cost of production leads to higher profits, higher wages and adequate supply of goods and services to the community at reasonable prices. In other words, the gains of rising productivity should be shared by the management, labour and the community in an equitable manner.

Trade Unions and Labour Welfare : The promotion of labour welfare has assumed growing importance in the context of the efforts made to evolve a socialist pattern of society in India. Massive efforts are made by the State to improve the working and living conditions of industrial workers. The enactment of a huge volume of labour welfare legislation and its implementation in various industries and trades are indicative of the concern of the Government to improve the lot of labour. The co-operation of management associations and trade unions is vital for the efficient administration of labour welfare legislation. Not only that. The organisations of labour and management should take up welfare work in right earnest. The provision of adequate housing, social security etc. by management will have a salutary effect on labour welfare and that will deepen the foundations of industrial peace. Labour Welfare is primarily a responsibility of trade unionism which has, however, suffered a neglect all these days in India except at Ahmedabad. The trade unions have to undertake a wide variety of social and welfare functions which will have a stabilising effect on the working class. Trade unions should become instruments of labour welfare and social justice in a changing society on planned lines. If labour and management fail to discharge welfare functions, the future of our industrial development will be bleak.

Trade Unions and Industrial Democracy : The extension of democracy to industry is essential to strengthen the foundations of parliamentary democracy in India. Therefore, several programmes of joint consultation and workers' participation in management have been formulated and implemented by the State. However, their success depends upon the understanding and co-operation of labour and management in industry. For the effective functioning of joint management councils, workers' education programme, works committees, production committees, accident prevention committees, welfare committees etc., the co-operation of trade unions is indispensable. In advanced countries, trade unions have emerged as strong political, economic and social institutions. They have to be consulted in the formulation and implementation of economic policies touching upon the interests of labour. This is, indeed, a notable development of modern industrial societies. "This is particularly true in Britain where industrial relations have reached an advanced stage of maturity, with much of the former exploitation gone, considerable mutual respect, understanding and fair dealing between the leaders of employers and work people, comprehensive joint machinery for consultation and peaceful settlement of differences and an elaborate code of agreed working conditions in all industries.†

But, unfortunately, the leadership and organisation of trade unionism have not reached a mature standard for undertaking their growing responsi-

* Eastern Economist, 15 July 1966, pp. 106-107.

† The Third Five Year Plan, 1961, p. 261.

* Ibid, p. 262.

† J. H. Richardson, *An Introduction to the Study of Industrial Relations*, 1959, p. 189.

bilities. The management attitudes are also not encouraging for the development of human relations in industry. That is why the State in India has been playing a dominant role in the field of industrial relations. However, of late, the Government took the initiative to introduce several schemes of industrial democracy such as joint management councils, and emergency production committees besides the existing ones. Strong trade unionism is indispensable for the success of joint management councils.* The success of the code of discipline, code of conduct, efficiency and welfare, works committees, workers' education, productivity councils etc., depends upon the efficient operation of a healthy trade union movement.

Conclusion : Trade unions have emerged as powerful socio-economic institutions in modern industrial societies. They undertake a host of functions to get a fair share to their members from the fruits of industrial progress. In developing countries like India, they labour under several handicaps, disunity, rivalry, financial stringency etc. Nevertheless, they have to play a vital role to secure industrial harmony, without which the plans of development and defence cannot be successfully implemented. The trade unions and employers associations have to develop a set of a new attitudes and relations towards other and towards the community. They should realise that strikes and lockouts have no place in a socialist pattern of society. They have to labour for the strengthening of the foundations of industrial peace, which is a pre-requisite for the promotion of industrial productivity, an indispensable factor to raise the standard of living of the community. Trade unions should become effective instruments of labour welfare, social justice, economic progress and industrial democracy if they have to properly discharge their social responsibilities in a changing society.

INDUSTRIAL SAFETY

CLOTHING CAUGHT IN SHAFT

A group of men were brushing the walls of a machine room in a carpet cleaning works in which the suction fan of a carpet beating machine had been left on to draw in the dust and dirt. As they were working on the wall nearest this machine the clothing of a 19 years old youth became entangled in the revolving shaft. By the time the machine was switched off the boy's arm had been severed, and he died later from his injuries.

The report of this fatality does not indicate whether the shaft was out of normal reach, but the chances are that it was. In such cases the shaft is very often regarded as being safe by position, but this is very rarely so in fact. For a piece of transmission machinery to be safe by position, it must be physically impossible for any one to get near it. As far as revolving shafting is concerned, this stricture includes such actions as a young person throwing a rope over the shaft for the purpose of having a swing.

The safest course is to enclose the shaft by fixed guarding if possible, but otherwise by loose tubular sleeves which are easily fitted and prevent clothing from wrapping round the shaft.

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

PORTABLE PNEUMATIC GRINDING MACHINES

A shipyard welder was fatally injured as a result of the bursting of an abrasive wheel mounted on a portable pneumatic grinding machine. As the wheel shattered he was struck on the head by one of the flying pieces. It was established from subsequent investigation that failure of the governor mechanism had allowed the speed of the machine spindle to exceed the maximum safe speed of the wheel, which disintegrated a moment or two after it had been set in motion by the welder. The accident brought to light serious inadequacies in the procedure for examination, maintenance and lubrication of these machines, and since the accident the shipyard management concerned have laid down a programme for planned maintenance to ensure that each machine is kept in first class working order.

On another occasion an assembly line worker's arm was deeply gashed by a piece of a grinding disc which burst due to overspeeding. He had picked up the portable machine after turning on the air supply, and when he started the machine the disc shattered almost immediately. Again investigation showed that the governor had not been properly maintained.

Incorrect mounting is the cause of many accidents involving the bursting of an abrasive wheel. A steel erector was injured when an abrasive wheel mounted on a portable pneumatic grinding machine burst soon after he turned on the air supply. It was found later from examination of the machine and fragments of the wheel that the wheel had been incorrectly mounted on the spindle, and that it had been considerably weakened by previous misuse when a deep groove had been worn in one of the side faces. The following faults were noted.

* N. Das Experiments in Industrial Democracy, 1964, p. 149.

1. A supporting flange was fitted only to one side of the wheel.
2. The arrangement was such that tightening of the spindle nut subjected the wheel to a bending stress. This, together with the considerable bursting stress which is imposed when a wheel is running at high speed, was sufficient to cause it to shatter.

In another case a shipyard worker, who had charge of a portable grinder, had fitted a grinding disc which he had obtained privately and on which there was no indication of the maximum safe speed. Realising that the machine speed might exceed the maximum safe speed of the disc, he had used the machine with some caution, controlling the speed by regulating the air control valve. An apprentice, who borrowed the machine was, however, unaware of the danger and when he fully opened the air control valve the wheel disintegrated. A piece struck his foot, but fortunately his injuries were not serious.

GUARDS

Not one of the machine involved in these four accidents was fitted with a wheel guard, although the nature of the work being undertaken in each case did not preclude the use of a guard. Guards have four main functions.

1. To contain the wheel parts in the event of a burst.
2. To prevent, as far as possible, the operator coming into contact with the wheel.
3. To protect the wheel against damage from shock, etc.
4. To prevent an oversize wheel from being fitted.

PRECAUTIONS

Overspeeding and faulty mounting of wheels are the main causes of bursting which occurs only too frequently and often results in serious injury. Some of the precautions which must be observed, when this type of grinding equipment is used, are:

1. Competent persons should be appointed for the mounting, care and maintenance of wheels and machines. Supervision should include frequent speed checks, inspection of flanges and spindle nuts, guard adjustment and other relevant matters. Records of equipment and wheel inspection routine should be kept.
2. Particular attention should be paid to the maintenance of governors. Defects in governors can be caused by inadequate lubrication, excessive wear due to grit, scale or moisture in the air supply. Clean air is therefore advisable and a good filter should be placed in the supply line. Other defects are faulty assembly after maintenance, and the presence of foreign bodies (such as stray washers, nuts etc.) in the governor chamber, inadvertently left after maintenance by unskilled persons. Regular maintenance of governors to the maker's instructions is essential and under no circumstances should these be repaired or adjusted other than by a competent persons. Governors should never be disconnected when a grinder is in use. Operators should be instructed to report immediately any instability in speed, as this might be the first symptom of a governor defect.

3. Wheels should be balanced and maintained in balance.
4. New wheels should be run free at full operating speed for several minutes. Operators and other should clear during the trial run.
5. Spindles should not be allowed to become overheated due to the need for lubrication.
6. Grinding on the flat side of a straight wheel involving considerable or sudden pressure should not be permitted.

"Accidents" published by the U. K. Factories Inspectorate, London, January, 1965.)

MEDIUM VOLTAGE SWITCH AND FUSE GEAR

Many accidents continue to occur causing injuries to electricians and electrical fitters who are working on or in close proximity to live medium voltage switch and fuse boards. In a number of cases these accidents result from the use and handling of tools and apparatus when cover plates or doors on the equipment have been opened or removed.

In an accident recently investigated, a foreman electrician preparing to resolder a lug on the neutral connection of a switch fuse had opened the box, with the switch in the open position, and had removed the fuses. He had with him a small blow lamp which he placed on top of the casing of the unit, and whilst preparing the lug, he dislodged the blow lamp causing it to fall and make contact with the live terminals on the incoming side of the switch. A phase to earth flash-over occurred, developing into a phase to phase fault which tripped the oil circuit breaker controlling the supply to the switchboard from a 500 kva transformer. He sustained burns to his hands, and his eyes were affected by the flash.

It is emphasised that under such conditions extreme care must be exercised to prevent tools and other objects falling on to live contacts, which should be screened or covered with insulating material.

("Accidents" Published by the U. K. Factories Inspectorate, London, January, 1965.)

INDUSTRIAL RELATIONS, DECEMBER, 1966

The Labour situation in the State was satisfactory. There were eleven strikes in Textile Mills including two strikes followed by lock-out. Among the twelve strikes, three strikes were continuing at the end of the previous month. There were also six strikes in other Industries, including three strikes followed by lock-out. Among the six strikes one strike was continuing at the end of the month. There was also one lock out in Textile Mills during this month. The number of workers affected by the work stoppages in Textile Mills was 4,401 and in other Industries it was 2,472. The number of mandays lost as a result of work stoppages in Textile Mills and in other Industries were 2,52,293 and 4,462 respectively. The details of work stoppages are as follows:

TEXTILES

The strike by the workers of Sri Ram Cotton Press, Singanallur, Coimbatore from 24.11.66 was called off on 13.12.66 on the mediation by the Deputy Commissioner of Labour, Coimbatore.

150 out of 255 workers of Janakiram Mills, Rajarajam struck work from 9.12.66 as a protest against the action of the management in retrenching 68 workers. The strike was called off on 10.12.66 after direct negotiation.

64 out of 143 workers of Ramalinga Mills, Aruppukottai struck work from 17.12.66 (17 workers on 17.12.66 and the rest afterwards) as a protest against the action of the management in suspending a worker. The strike was continuing at the end of the month.

182 out of 345 workers of Srivilliputhur Co-operative Spinning Mills, Srivilliputhur struck work from 25.12.66 as a protest against the action of the management in dismissing 10 workers. The strike was continuing at the end of the month.

The strike by the workers of Pulicar Mills Ltd., Tiruchengodu from 4.10.66 and the lock-out declared by the management from 7.10.66 were ended at 7 a.m. on 19.12.66 on the mediation by the Special Deputy Commissioner of Labour, Madras.

The strike by the workers of Co-operative Spinning Mills, Manalmedu Thanjavur from 28.11.66 and the lock-out declared by the management from 30.11.66 were continuing at the end of the month.

1063 out of 1099 workers of Cauvery Spinning & Weaving Mills Limited, Cauverynagar struck work from 7.00 a.m. on 5.12.66 to till 7.00 a.m. on 6.12.66 as a protest against the non-payment of bonus for 1965-66 in one instalment. The strike was called off on the mediation by the Labour officer.

The lock-out declared by the management of Nellai Cotton Mills, Talayuthu from 28.9.66 was lifted on 12.12.66 on the mediation by the Deputy Commissioner of Labour, Madurai.

1466 workers of Kothari Textiles Limited, Singanallur struck work from 13.12.66. The workers resumed work voluntarily on 25.12.66. The reason for the strike is not known.

30 out of 230 workers of Ganga Textiles Limited, Pappanaickenpalayam struck work from 6.12.66 due to giving designation to temporary workers. The strike was called off on 27.12.66 on the advise by the Labour Officer.

17 out of 746 workers of Jayalakshmi Mills Limited, Singanallur struck work on 27.12.66 and the workers resumed work voluntarily on the same day. The reason for the strike is not known.

214 out of 281 workers of Kumaran Mills Limited, Narasimhanaickenpalayam struck work on 30.12.66 and the workers resumed work voluntarily on the same day. The reason for the strike is not known.

OTHER INDUSTRIES

All the 677 workers of M/s. Burmah Shell Oil Storage and Distributing Company of India Limited, Madras struck work from 16.12.66 (4.15 p.m.) to 19.12.66 (9.45 a.m.) over certain charter of demands. The strike was called off on the mediation by the Labour Officer.

All the 35 workers of M/s. Amar Deep Biscuit Factory, Madras struck work from 23.12.66 demanding wage increase. The strike was called off on 30.12.66 on the mediation by the Labour Officer.

All the 177 workers of Ramakrishna Mission Vidyalaya (Industrial Section), Coimbatore struck work on 19.12.66 as a protest against the non-implementation of Board Recommendation. The strike was continuing at the end of this month.

37 out of 43 workers of A. K. Ponnuswamy & Co., K R. Puram, Ganapathy struck work from 19.12.66 as a protest against the non-implementation of Wage Board Recommendation. The management declared a lock-out from 29.12.66. The strike and the lock-out are continuing at the end of this month.

All the 1,600 workers of Highways Group of Estates (Vanniar Estate Etc.) Highways Post (via) Chinnamanur, Madurai District struck work from 10.12.66. The management then declared a lock-out. The strike and the lock-out were ended on 13.12.66 on the mediation by the Labour Officer.

All the 250 workers of Meenakshi and Co., Tannery, Dindigul struck work on 13.12.66 as a protest against the suspension of a worker. The strike was called off on the same day on the mediation by the Labour Officer.

CENTRAL SPHERE

Conciliation: (a) The Regional Labour Commissioner (Central), Madras held conciliation proceedings in the following disputes and brought amicable settlements:—

- (i) Between the Indian Overseas Bank Ltd., Madras and the All India Overseas Bank Employees Union, Madras over wage revision and other terms and conditions of service of employees.

WELFARE

(ii) Between M/s. Burn & Co., Ltd., Salem and the Salem District Magnesite Labour Union, Salem (A.I.T.U.C-Left) over termination of the services of Sri Chinnathambi.

(b) The Assistant Labour Commissioner (Central), Madras held conciliation proceedings in the following disputes and brought amicable settlements :—

(i) Between the Mineral Handling Employers Association and the Madras Port and Dock Workers Congress (I.N.T.U.C.), Madras over charter of demands.

(ii) Between the Madras Stevedores Association and the Madras Port and Dock Workers Congress (I.N.T.U.C.), Madras over payment of Bonus for the years 1964-65 and 1965-66.

(g) The Assistant Labour Commissioner (Vfn), Madras held conciliation proceedings in the dispute between the South India Corporation (Agencies) Private Ltd., Madras and the Madras Port and Dock Workers Congress (I.N.T.U.C.) Madras over payment of bata to Drivers and cleaners for August and September 1966 and brought about an amicable settlements.

2. One dispute handled by the Assistant Labour Commissioner (Central) Vfn, Madras ended in failure.

3. Nineteen disputes were settled/disposed of at the intervention of the Officers of this Machinery without holding any formal conciliation proceedings.

4. Particulars regarding disputes :—

(a) Number of disputes pending	...	...	21
(b) No. of disputes received	...	...	24
(c) No. of disputes disposed of	...	...	25
(d) No. of threatened strikes	...	...	Nil
(e) No. of which materialised	...	...	Nil
(f) No. of Draft Standing Orders certified	...	...	One
5. (a) No. of strikes/lockouts	...	...	One/Nil
(b) No. of threatened strikes/lock-outs	...	...	Nil

STATE SPHERE

The conciliation officers enquired into and settled 759 disputes during the month of December 1966. Of these 130 were Industrial Disputes in which settlements were recorded under Section 12 (3) of the Industrial Disputes Act, 1947.

Adjudication under the Industrial Disputes, Act, 1947: Government referred 87 industrial disputes in which settlements could not be brought about by conciliation for adjudication by the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madurai and Madras. The details of disputes referred for adjudication are published in the statistical part of the journal.

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

During December '66 the Employment Officers in the State registered 23,005 applicants and placed 4,557 registrants. Compared to November '66, registrations and placements increased by 4,840 or 2.7% and 375 or 8.97% respectively.

Vacancies notified by the employers to the Employment Exchanges were 5,693 an increase of 706 or 14.3% compared to November '66.

The volume of the Live Register at the end of December '66 registered a fall from 2,14,378 at the end of November '66 to 2,13,184 a decrease of 1,194 or 0.56%.

The ratio of vacancies notified to registrations however increased from 1:3.7 in November '66 to 1:4.08 during December '66.

Shortage of manpower was reported in the following occupations :

Veterinary Assistant Surgeon, Medical Officer, Sidha Medical Practitioner, Maternity Assistant, Pharmacist, Male and Female Nurse (Trd) B.T. Assistant Secondary Grade Trained Teachers (Urdu), Drawing Master/Mistress with Teachers Training Certificate, Tamil Pandits, Hindi Pandits, Tailoring Instructor/Instructress, Laboratory attender, Steno-graphers, Typist (Higher Grade in English and Tamil), Motor Cycle Driver, Motor Mechanic, Instrument Repaires, Electrician, Workshop Instructor, with 5 years experience, pipe line fitter Grade II, Rock Drill Operator Mechanic Grade III (Pumping and Boring), Trained Blacksmith with experience, Taxidormist, Crane Driver, First Grade Mali and Rigger.

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

The Professional Executive Employment Officer at Madras registered 214 applicants and placed 50 registrants during December '66. At the end of December '66 there were 1,501 applicants on the Live Register of this office.

The University Employment, Information and Guidance Bureau at Annamalai Nagar and Madras Universities registered 26 and placed 9 applicants during December '66. At the end of December '66, 308 applicants remained on the Live Registers of these offices.

The Special Employment Officer for physically handicapped applicants at Madras registered 22 (Blind 2, Deaf-mute 12 and orthopaedic 8) and placed 12 (blind nil, deaf-mute 1 and orthopaedic 11) applicants during December '66. At the end of December '66, 740 (Blind 144, deaf-mute, 110 and orthopaedic 486) applicants remained on the Live Register of this office.

The Vocational Guidance Units attached to the District Employment Offices gave group guidance to 5,628 applicants and individual information to 3,534 persons during December '66. They had also given individual guidance to 45 youths and placed 17 individually guided applicants in employment during the month.

The Occupational Information Officer at the Head Quarters completed original study in respect of 2 occupations in family 801 and visited 5 institutions during December '66. The report along with the work schedule have been sent to the State Government for onward transmission to the Government of India.

The Mobile Registration Units attached to the District Employment Office, Ramanathapuram and Salem registered 169 applicants and effected 1,590 renewals during December '66. They had also interviewed and counselled 441 applicants during the month.

EMPLOYEES' PROVIDENT FUNDS ACT

The Salient Features relating to the working of the Employees' Provident Funds Act, 1952 and the scheme framed thereunder for the month of December 1966 are indicated below ;

- (i) During the month under review no fresh category of establishment factory has been brought under the fold of the Employees' Provident Funds Act, 1952.
- (ii) 72 Establishments/Factories were brought under the Employees' Provident Funds Act, '52 during the month of December, '66. Thus the total no. of covered establishments/Factories comes to 4,321.
- (iii) The Statistics of receipts to the Employees' Provident Fund on various categories during the month of December 1966 are furnished below.

	Rs.
(1) Current contributions	65,00,654 65
(2) Previous accumulations	80,496-86
	(including Rs 3,500-00 received through securities)
(3) Administrative and Inspection charges ..	1,92,235-29
(4) Misc. receipts (damages and refunds) ...	6,408-47

- (iv) The total no. of employees and subscribers covered under the Act in this region at the end of November 1966 was 5,12,494 and 4,51,778 respectively.

WORKERS' EDUCATION DURING JANUARY 1967

During the month of January 1967 the 20th Worker Teacher Training course in the Madras Regional Centre was completed and in the examination conducted Sri G. Shanmugham Rev. Wesley Brown and Sri T. Rajeswaran secured first three ranks. In the examination conducted for the third batch of the worker-teacher training course held at Madurai, Sri V. C. Dhanapal,

Sri Krishnaji Rao and Sri Vellingiri secured the first three ranks. In the examination conducted for the fourth batch of the worker-teacher training course held at Pollachi Sri S. Kandasamy, Sri K. Shanmughasundaram and Sri A. Shanmugham secured first three ranks. The Worker-Teacher Trainees of 20th Batch of Madras Regional Centre went on an educational tour to Bombay, Ahamadabad, Agra, and Hyderabad. The Worker-Teacher Trainees of fourth batch held at Madurai Regional Centre went on an educational tour to Madras, Hyderabad, and Bombay.

During the month of January '67 unit level classes were started at Southern Structurals, Pattabiram, Wood Working Unit, Madras, Vehicle Depot, Avadi, Burmah Shell Company, Madras E. I. D. Parry Limited, Ranipet, Loco Works, Southern Railway, Madras, Service Centre for pressed Metal Products, Madras, Madras Dock Labour Board, Madras, Structural Workshop, Ambathur, South India Co-operative Spinning Mills, Pettai, Mancholai Estate, Mancholai, General Purpose Engineering Workshop, Karur, Farm Implements Unit, Trichy, Southern Railway Workshop, Golden Rock and Coronation Litho Works, Sivakasi. 46 unit level classes were in session in Madras Region, 19 were in session in Coimbatore and 68 were in session in Madurai region at the end of January '67.

The Worker Trainees of Addision and Company, Madras, Port Trust, Madras, English Electric Company of India Ltd., went on an educational tour to Poona and Bombay during the month of January 1967.

The Worker Trainees of Sundaram Motors Limited, Engin Valves Limited, Madras, State Transport Depot, Madras, went on an educational tour to Hyderabad, Mysore, Bangalore and Ootacamund and Coimbatore.

In the essay competition for the workers organised by Madurai and Ramanad Productivity Council, Sri A. Jayaraman worker teacher of Sundaram Industries, Madurai and Sri T. K. Thangavelu of Sri Visalakshi Mills, Vilangudi secured first and second prizes. The number of workers trained at the end of the month in all the three regions, was 33,268. The number of workers under training at the end of the month in all the three regions was 3,035.

CURRENT NOTES

COMMITTEES, CONFERENCES AND MEETINGS

There was an ordinary meeting of the State Housing Board on 20-1-67. The Commissioner of Labour attended the meeting.

CENTRAL WAGE BOARD FOR LEATHER AND LEATHER GOODS INDUSTRY GRANT OF INTERIM RELIEF

Government of India,
Ministry of Labour, Employment and Rehabilitation.
(Department of Labour and Employment).

Dated, New Delhi. the 16th December 1966.

RESOLUTION

No. WB. 13 (11) / 66 :

A central Wage Board for the leather and leather goods industry was constituted by the Government of India by their Resolution No. WB. 19(2)/65 dated the 21st March, 1966. The Wage Board has made recommendations, as shown in the appendix, for grant of Interim Relief.

2. Government have decided to accept the recommendation of the Wage Board and to request the concerned employers to implement the same as early as possible.

CURRENT NOTES

17

UNANIMOUS DECISION OF THE CENTRAL WAGE BOARD FOR LEATHER AND LEATHER GOODS INDUSTRY ON THE GRANT OF INTERIM RELIEF,

At the Meeting of the Central Wage Board for Leather and Leather Goods Industry held at No. 5. Venkatarayana Road, T. Nagar, Madras, on the 28th October, 1966 under the Chairmanship of Shri M. Sriramamurthy, it was unanimously decided to recommend the grant of Interim Relief to the workers in the Leather and Leather Goods Industry as follows :—

"The workers getting as on 1st October, 1966 wages (i. e. basic plus D. A. or a consolidated wage), in the wage range mentioned in items, in column 1 below, be paid Interim Relief as shown against each item in column 2 below :—

- | | |
|--|--|
| 1. Upto and inclusive of Rs. 75 per mensem. | Rs. 12.50 per mensem subject to limitation that no worker gets as a result of this recommendation more than Rs. 85 per mensem. |
| 2. Above Rs. 75 per mensem but not more than Rs. 150 p. m. | Rs. 6 per mensem subject to a minimum of Rs. 85 per mensem. |
| 3. Above Rs. 150 per mensem and upto Rs. 500 per mensem. | Rs. 5 per mensem subject to a maximum of Rs. 150 per mensem. |

The above shall be subject to the following terms :—

- (i) The Interim Relief shall take effect from 1-10-66.
- (ii) The Interim Relief which is only ad-hoc will be in force till adjusted against the final recommendations of the Wage Board."

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(SPECIAL ORIGINAL JURISDICTION)

Thursday, the twenty fourth day of November

One thousand nine hundred and sixty six.

(3rd of Agra-hayana, 1888 Saka.)

PRESENT

THE HONOURABLE MR. JUSTICE RAMAKRISHNAN

Writ petition No. 521 of 1964

The Textile Employees' Association, Singanallur
represented by the General Secretary. } *Petitioner*

VS

- | | | |
|--|---|--------------------|
| <p>(1) K. Ramaswami Gounder, Arbitrator appointed under G.O. 5907, Industries, Labour and Co-operation (Labour) Dept. dated 30-11-62, Government of Madras.</p> <p>(2) The management of the Cambodia Mills Ltd. Singanallore, Coimbatore.</p> <p>(3) The Coimbatore District Textile Jobbers Union, Ramanathapuram, Coimbatore.</p> | } | <i>Respondents</i> |
|--|---|--------------------|

Petition under Article 226 of the Constitution of India praying that in the circumstances stated therein, and in the affidavit filed therewith, the High Court will be pleased to issue a Writ of Certiorari calling for the records of the proceedings before the First Respondent as Arbitrator appointed under G. O. Ms. No. 5907, Industries, Labour and Co-operation (Labour), dated 30-11-1962, Government of Madras, terminating in the award dated 22-10-1963 and published in the Fort St George Gazette, dated 20-11-63 at page 18, Part II section 4 and quash the said order and made therein.

ORDER : This writ petition coming on for hearing on this day upon perusing the petition and the affidavit filed in support thereof, the order of the High Court, dated 20-4-64 and made herein and the records relating to the Award dated 22-10-63 by the Arbitrator appointed under G.O. Ms. No. 5907, Industries, Labour and Co-operation (Labour) dated 30-11-1962, Government of Madras on the file of the Secretary to Government,

Industries, Labour and Co-operation Department, Fort St. George, Madras to the letter No. 18/64 of the High Court dated 23-10-1964 and upon hearing the argument of Mr. S. Ramasubramaniam for Messrs Aiyar and Doria, Advocates for the petitioner, and of Mr. M. R. Narayanaswami, Advocate for the second respondent, and the third respondent not appearing in person or by Advocate the Court made the following:—

ORDER : The facts which have given rise to this writ petition can be summarised briefly.

The petitioner is the Textile Employees' Association, Tiruchi Road, Singanallur. On account of a dispute which arose between a specified number of 88 workers employed in the Cambodia Mills in the categories of Jobbers, maistries, fitters and oilers on the one hand and the management on the other, about the quantum of production bonus, the dispute was referred under section 10-A of the Industrial Disputes Act, voluntarily to an arbitrator Sri K. Ramaswami Gounder, retired High Court Judge and Industrial Tribunal for adjudication. For regulating the payment of this production bonus, it is common ground, that there was an agreement between the management of the textile industry in Coimbatore and workers in 1949, which provided for the calculation of production bonus by multiplying the uniform rate of bonus payable to the actual spinners or piecers as they were called (Rs. 2.7.0) by the different multiples 15, 10, 5, 3 adjusted according to the nature of the supervisory job, involved, like hear-jobber, dotting-jobber, side-jobber and assistant fitter. In 1957 this pattern of calculation of production bonus was again modified by agreement between the management in the industry and the representative of the workers which enhanced the production bonus payable for the piecers or spinners to a higher level starting with Rs. 3.4.0 for cotton spinners in the lowest range of counts to 4.4.0 and 8.2.0 for the higher counts giving up the uniform flat rate adopted in 1949 scheme at Rs. 2.7.0. At the same time however the method of calculating the production bonus for supervisory job like those of the petitioners herein by multiplying the production bonus of piecers or spinners by a specified series of multiples, was abandoned and a uniform rate for the different supervisory jobs was fixed. Now, the case of Cambodia Mills, it appears that from 1957 to 1959 only the low counts of cotton used to be spun, but the piecers and spinners were given enhanced production bonus of Rs. 3.4.0 the lowest rate in the revised scales of bonus. But the then management (the predecessor of the present management) continued to multiply this Rs. 3.4.0 by the same multiples as those which prevailed in the 1947 scheme for determining the production bonus for the supervisory posts. In 1959 for the first time the spinning of higher counts was commenced and thereafter also the same system was followed by the prior management. But when the present management who had purchased the mills in 1960 took over they found the failure of the previous management to adopt the new scheme of production bonus for the supervisory posts and their persisting in the old system led to considerable loss. Thereupon they issued a notice under section 9-A to the workers proposing to adopt the 1957 system of calculating the production bonus. The workers resisted this claim and insisted upon their being paid the production bonus as was done therefore. It is in the above circumstances that the dispute arose and was brought before the Arbitrator for adjudication.

It would appear that the petitioners base their claim on a right which they had acquired by the fact that the previous management not withstanding the change produced in the 1957 scheme, continued to give them

the benefit of calculation of the production bonus under the earlier 1947 scheme. The petitioners also appear to have urged certain special difficulties of production in the Cambodia Mills, without specifying what those difficulties were. On the other hand, the management contended that the change over to finer counters in 1959 had increased the bonus paid to piecers and spinners to very high figures, especially in the region of the higher counts. This made it very difficult to persist in awarding production bonus to supervisory posts on the basis of the old 1947 scheme and therefore they had to adopt the 1957 scheme instead. This was also the method followed by other mills in the area for the calculation of production bonus.

After the enquiry the arbitrator gave a finding that the workers had not established any basis of agreement between themselves and the previous management, for departing from the rule prescribed in the 1957 scheme, for calculation of production bonus. On the other hand there was every reason to hold that it was due to an error that the previous management had been paying production bonus to the petitioners on the basis of the 1947 scheme, and without taking advantage of the change made in the 1957 scheme. Therefore the arbitrator held that the management was perfectly justified in issuing the notice under section 9-A giving the petitioners production bonus on the basis of the 1957 scheme.

In this petition the petitioners have applied for quashing of the award of the Arbitrator by a writ of certiorari under Article 226 of the constitution. The learned counsel for the petitioner Association, submits the finding of the Arbitrator that the payment of production bonus under the 1947 scheme even after 1957 by the management was due to an error, was not the actual plea put forward by the management in their counter statement before the arbitrator, and that the arbitrator acted without jurisdiction in going beyond the actual counter statement and finding out a different reason for the higher payments made by the previous management. It appears to me that there is no legal objection for the arbitrator in coming to a conclusion on the basis of the enquiry that followed the filing of the statement and the counter statements, as to the exact circumstances in which the higher production bonus had been paid for about 3 to 4 years by the previous management before the present management took over. That such a payment was unusual could be clearly inferred from the fact that other mills in the area had paid only on the 1957 scheme of calculation but the adoption of the 1947 multiples to the 1957 bonus rates for spinners, implied the payment of such higher amounts in the case of higher counts to the supervisory posts. The management had changed hands and the present respondent had no means of finding out why the higher payment had been made in the present concern above. It was for the workers to put forward a previous case supported by adequate evidence as to why in the present concern, a higher rate of production bonus had been paid to the supervisory employees notwithstanding the 1957 agreement. They did not put forward a case of agreement with the management, and there was nothing to support their contention that the conditions of working in this mill were different or difficult or more onerous than in the case of other mills. It was in such circumstances that the arbitrator came to the conclusion that at best the payment of a higher bonus for about 3 or 4 years prior to 1960 by the previous management to the petitioners might have been due to an error and that the present management was fully justified in adopting the 1957 pattern of calculation of bonus after they took over the management. The decision of the arbitrator involves no error of jurisdiction or violation of any principle of natural justice. The writ petition is dismissed. No order as to costs.

CURRENT LABOUR LITERATURE

SOME OF THE BOOKS AND ARTICLES PUBLISHED

IMPORTANT BOOKS

1. Prices, Wages and Incomes Policies in Industrialised Labour Organisation,
Price Rs. 15-00 Pp. 172.
2. Plantations Workers—Conditions of Work and Standards of Living. International Labour Organisation,
Price Rs. 26-25, Pp. 284.

SALIENT FEATURES OF THE ANNUAL REPORT ON THE
WORKING OF THE PAYMENT OF WAGES ACT, 1936 FOR
THE YEAR 1964

The Payment of Wages Act, 1936 (Central Act IV of 1936), applies to persons employed in all factories covered by the Factories Act, 1948; all industrial establishments notified by the Government under Section 85 (1) of the Factories Act, 1948; persons employed upon any railway by the Railway Administration; and persons employed in plantations; motor omnibus services, catering establishments and beedi industrial premises.

2. Out of 18,959 factories, industrial establishments, plantations, catering establishments and omnibus services in the State covered by the Act, 15,230 of them submitted the prescribed returns in time. The total number of persons employed during the year in the establishments for which satisfactory returns were received is, 4,59,310 and the gross wages paid in factories and industrial establishments come to Rs. 51 crores showing an increase of about 6% over the previous year's figures. Of the gross wages paid during 1964, a sum of Rs. 3.43 crores was paid as bonus and Rs. 62 lakhs represented money value of concessions, the above payments forming about 8% of gross wages.

3. During the year under review, a sum of Rs. 39,757 was collected by the employers from employees as fine. Rs. 6048 for damages or loss of goods and Rs. 23,239 for breach of contract. The corresponding figures for the previous year were Rs. 28,160, Rs. 14,237 and Rs. 6,062 respectively.

4. 408 cases of claims out of 839 pending cases arising out of deductions from wages or delayed payment of wages were disposed of during the year involving a total payment of wages, compensation and costs of Rs. 9629 to workers. The corresponding figure for the previous year is Rs. 46,774.

SALIENT FEATURES OF THE ANNUAL REPORT ON THE WORKING OF
THE WORKMEN'S COMPENSATION ACT, 1923 FOR THE YEAR 1965.

The Commissioner of Labour continued to be the Commissioner for Workmen's Compensation and the Deputy Commissioners of Labour as Additional Commissioners for Workmen's Compensation under the Workmen's Compensation Act, 1923 during the year 1965. In G. O. Ms. No. 5146 (Lab), Industries, Labour and Co-operation dated 3-11-65, and the Inspectors of Labour were authorised to make examination on oath under the Workmen's Compensation Rules, 1924.

2. During the year under review, the Commissioner for Workmen's Compensation awarded or and disbursed compensation in 195 cases of workers involved in fatal accidents; 48 cases of workers who had sustained permanent disability and 3 cases of workers who had sustained temporary disability. The corresponding figures for the previous year were 110, 55 and 12 respectively. Out of the total number of 246 accidents, 63 were in respect of workers earnings Rs. 50 p. m. or less; 107 in respect of workers earning between Rs. 51-100; p. m. and 76 in respect of workers earning above Rs. 100/- p. m. 394 claims for compensation were pending at the beginning of the year. During the year, 957 cases were filed, and 26 cases were transferred to this State by the Commissioners of other States. Of these 1377 cases, 798 cases were disposed of during the year. The total amount of compensation deposited with the Commissioner for Workmen's Compensation was Rs. 21,44,656 as against Rs. 8,26,044 during the previous year. The compensation allotted to women and persons under legal disability was invested on their behalf in the Post Office Savings Bank for payment to them in instalments. 208 post office savings bank accounts were opened during the year.

3. The total amount of compensation paid during the year was Rs. 14,56,304 out of which an amount of Rs. 3,35,941 was for death, Rs. 801029 for permanent and Rs. 3,19,334 for temporary disability.

4. Factories and establishments are statutorily required to furnish annual returns to the Commissioner for Workmen's Compensation, under the Workmen's Compensation Act, 1923 giving particulars of accidents. Out of 10,809 factories and establishments from which returns were called for 7229 furnished the returns.

SALIENT FEATURES OF THE ANNUAL REPORT
ON THE WORKING OF THE PLANTATION LABOUR
ACT, 1951 FOR THE YEAR 1965.

The Plantations Labour Act, 1951 applies to all coffee, tea, rubber, cinchona and cardamom plantations which are 10.117 hectares (25 acres) or more in area, and on which 30 or more persons are employed or were employed in and day of the preceding 12 months. The Act regulates the working conditions of workers on plantations and provides for the provision of drinking water, adequate medical facilities, housing accommodation, recreation and educational facilities etc., to the workers.

About 284 plantations covering 1,10,901.99 acres and employing about 70,038 workers came under the scope of the Act during the year 1965. 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 upto the end of 1965. The Government approved 175 medical schemes finally and 48 medicals schemes provisionally.

Housing Accommodation: The planters have provided 26,106 houses upto the end of the year under report and 8978 houses have yet to be provided to fulfil completely the statutory requirements. During the year, 2 housing schemes were approved. In the third Five Year Plan a provision of Rs. 5 lakhs was made for the purpose of construction of houses by planters. However, no amount was disbursed due to the National Emergency.

Leave with Wages: During the year under report 31072 men, 35040 women, 1218 adolescents and 345 children were granted leave with wages. Of these 1317 men, 328 women, 10 adolescents and 7 children were granted leave amounting to 30 days and more.

Sickness and Maternity Benefits: During the year under report 4434 workes were paid sickness allowance amounting to Rs. 37,103-48.

A sum of Rs. 4,40,972-21 was paid as maternity benefit in respect of 8248 claims as against Rs. 2,84,029-40 in respect of 5573 claims in the previous year.

Contribution to national Defence fund: The exemption granted from the Plantations Labour Act, 1951 to all employees, 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 is being extended from time to time by the Government.

Returns: Ninety four (94) per cent of the plantations have submitted annual returns in time during the year under report.

APPOINTMENT OF CERTAIN OFFICERS AS INSPECTORS AND
SPECIFICATION OF JURISDICTION UNDER PAYMENT OF
BONUS ACT.

(G. O. MS. NO. 4664, INDUSTRIES, LABOUR AND HOUSING
(LABOUR.) 1ST DECEMBER, 1966.

II. I No. 16 of 1967.

In exercise of the powers conferred by sub-section (1) of section 27 of the Payment of Bonus Act, 1965 (Central Act 21 of 1965 and in supersession of the late Industries, Labour and Co-operation Department Notification II-I No. 4881 of 1965, dated the 13th October, 1965, published at page 2184 of Part II Section I of the Fort St. George Gazette, dated the 3rd November 1965, the Governor of Madras hereby appoints the officers specified in column (1) of the schedule below, to be Inspectors for the purpose of the said Act within the local limits specified in the corresponding entries in colum (2) thereof.

THE SCHEDULE

Officer (1)	Local Limits (2)
1. Commissioner of Labour	Whole State of Madras.
2. Special Deputy Commissioner of Labour.	do
3. Deputy Commissioner of Labour, Madras	do
4. Deputy Commissioner of Labour, Coimbatore	do
5. Deputy Commissioner of Labour, Madurai	do
6. Assistant Commissioner of Labour, -I Madras	do
7. Assistant Commissioner of Labour, Madras (Establishment and General),	do
8. Labour Officer-I, Madras	Corporation Divisions 1-55 and 61-67 of the City of Madras.

(1)	(2)
9. Labour Officer-II, Madras ...	Corporation Divisions 56-66 and 68-100 of the City of Madras.
10. Labour Officer-III, Madras ...	Chingleput District.
11. Labour Officer-I, Madurai ...	Madurai and Ramanathapuram districts in respect of the textile industry including handloom and rayon products.
12. Labour Officer-II, Madurai ...	Madurai and Ramanathapuram districts in respect of all industries excepting textile industry.
13. Labour Officer-I, Coimbatore ...	Coimbatore district in respect of textile industries including handlooms and rayon products.
14. Labour Officer-II, Coimbatore ...	Coimbatore district in respect of motor transport services automobile workshops and all other industries not assigned to Labour Officer-I, Labour Officer-III Coimbatore.
15. Labour Officer-III, Coimbatore ...	Coimbatore district in respect of plantation, cement, asbestos-cement and engineering industry (except automobile workshops.)
16. Labour Officer, Tiruchirapalli ...	Tiruchirapalli and Thanjavur districts.
17. Labour Officer, Vellore ...	North Arcot and South Arcot Districts.
18. Labour Officer, Salem ...	Salem and Dharmapuri districts.
19. Labour Officer, Tirunelveli ...	Tirunelveli district.
20. Labour Officer, Nagercoil ...	Kanyakumari district.
21. Labour Officer, Coonoor ...	Nilgiris districts.

REVISION OF MINIMUM RATES OF WAGES FOR CERTAIN CATEGORIES OF EMPLOYEES EMPLOYED ON THE CONSTRUCTION OR MAINTENANCE OF ROADS OR IN BUILDING OPERATION, ETC. UNDER MINIMUM WAGES ACT.

II—I No. 64 of 1967.

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 7th June 1966, is republished:—

S. O. No. 1819:—In exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11) of 1948), the Central Government, after considering the advice of the Committee constituted under clause (a) of sub-section (1) of the said section, hereby revises the minimum rate, of wages as specified in the schedule hereto annexed or the categories of employees specified in the said schedule and employed on the construction or maintenance of roads or in building operations or in stone breaking or stone crushing carried on by or under the authority of the All India Radio in the Union Territory of Delhi and directs that this notification shall come into force on the 1st July 1966.

SCHEDULE

Categories of employees (1)	All inclusive minimum rates of wages per day (2) Rs. Ps.
1. Mason Class—I ...	5 . 84
2. Mason Class—II ...	5 . 00
3. Maistry ...	5 . 84
4. Bhandani ...	3 . 75
5. Beldar (Unskilled Mazdoor) ...	2 . 50
6. Chowkidar ...	2 . 50
7. Mate ...	3 . 75

Note: The rates fixed are inclusive of the payment of weekly off day and no separate payment would be necessary on this account.

**FIXATION OF MINIMUM RATES OF WAGES PAYABLE TO
EMPLOYEES EMPLOYED BY CENTRAL PUBLIC WORKS**

DEPARTMENT UNDER MINIMUM WAGES ACT.

II—I No. 65 of 1967

The following notification of the Government of India, dated 28th June 1966, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) is republished:—

S. O. No. 2054:—In exercise of the powers conferred by clause (a) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (11 of 1948) and after considering the advice of the Committee constituted under clause (a) of sub-section (1) of section 5 of the said Act, the Central Government hereby fixes the minimum rates of wages payable to the categories of employees employed by the Central Public Works Department and its contractors on horticultural works in the Union Territory of Delhi as specified in the schedule annexed hereto and directs that this notification shall come into force on the 1st of August 1966.

SCHEDULE

Serial Number and categories of employees (1)	All inclusive minimum rates of wages per day (2)	
	Rs. Ps.	
1. Beldar or Mazdoor (Adult male)	...	2 . 50
2. Beldar or Mazdoor (Adult female)	...	2 . 25
3. Beldar or Mazdoor (Adolescent)	...	1 . 80
4. Bhisti	...	3 . 00
5. Chowkidar	...	2 . 50
6. Mali	...	2 . 50

Note: The all inclusive minimum daily rates of wages specified above are inclusive of the wages for the weekly day of rest and no separate payment would be necessary on this account.

MINIMUM WAGES (CENTRAL) AMENDMENT RULES, 1966

S. R. O. No. A—49 of 1967.

The following notification of the Government of India is republished:—

G. S. R. 1473.—In exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948 (Central Act II of 1948), the Central Government hereby makes the following rules further to amend the Maximum Wages (Central) Rules, 1950 the same having been previously published as required by sub-section (1) of that section, namely:—

1. These rules may be called the Minimum Wages (Central) Amendment Rules 1966.

2. (i) In the Minimum Wages (Central) Rules, 1950, for sub-rules (1) and (2) of rule 26, the following sub-rules shall be substituted, namely:—

“(1) A Register of Wages shall be maintained by every employer at the work spot in Form X;

(2) A Wage Slip in Form XI shall be issued by every employer to every person employed by him at least a day prior to the disbursement of wages”;

(ii) for Forms X and XI, the following forms shall be substituted namely:—

FORM X

Name of establishment.....
Place

Period from.....to.....

1	Serial No.	
2	Name of the employee	
3	Father's/husband's name	
4	Designation	
5	Basic	
6	Dearness Allowance	
7	Basic	
8	Dearness Allowance	
9	Total attendance units of work done	
10	Overtime worked	
11	Gross wages payable	
12	Employees contribution to P. F.	
13	House Rent	
14	Other deduction	
15	Total deductions	
16	Wages paid	
17	Date of payment	
18	Signature/or thumb impression of employee	

FORM XI

Wage Slip

(Rule 26 (2))

Name of the establishment Place

1. Name of employee with father's/husband's
name

2. Designation

3. Wage Period

4. Rate of wages payable:

(a) Basic

(b) D. A.

5. Total attendance/units of work done ...

6. Overtime wages

7. Gross wages payable

8. Total deductions

9. Net wages paid

Pay in charge

Employee's Signature/thumb impression.

STATISTICAL SUPPLEMENT

STATEMENT SHOWING THE DETAILS OF AGREEMENTS BROUGHT ABOUT BY THE CONCILIATION OFFICERS
UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTES ACT 1947 FOR THE MONTH OF DECEMBER, 1966

Sl. No.	Name of the Establishment	Date of Settlement	Points of Disputes	Terms of Settlement
1	2	3	4	5
1	Ponnammal Oil Mills, 50-B, Arcot Road, Madras-24.	2-12-66	Non-employment of a worker.	The management agreed to reinstate Sri Kannappan in service with continuity of service, but without back wages.
2	Prasan Bakery, Jeenus Road, Madras-15	5-12-66	do	The management agreed to reinstate Sri M. A. Kunjuman with continuity of service but without back wages.
3	Ravi Trading Co., 193, Mount Road, Madras-2	7-12-66	do	The management agreed to pay a sum of Rs. 90/- in full and final settlement of all the claims of Sri M. Ram by deducting a sum of Rs. 10/-.
4	Kapali Talkies, Mandaveli, Madras-28	do	Non-employment of 4 workers.	The management agreed to pay the sums noted against the respective workers in the settlement in full and final settle- ment of all their claims.
5	Automobile Engineering Works, 40/1, Whites Road, Madras-14	do	Non-employment of certain workers.	The management agreed to reinstate Sri Sambasivan with continuity of service and with back wages and also to pay the sums noted in the settlement to the respective workers in full and final settlement as detailed in the settlement.
6	Raptakos Brett & Co. (P) Ltd. Madras-38	3-12-66	Mode of recovery of festival advance.	Parties agreed that the festival advance paid at the time of Deepavali 1966 will be recovered in full from the salary of November 1966, then 2/3 of the amount will be given as advance and recovered from the salary of December and then 1/3 of the amount will be given as advance and then recovered in full from the salary of January 1967.

(1)	(2)	(3)	(4)	(5)
7	Provincial Transports (Madras) Private Limited, 63, Annasamy Naicken Street, Ellis Road, Madras-2	8-12-66	Fixation of the age of retirement of the employees.	Both the parties agreed that the workers will retire after the attainment of the age of 58 as detailed in settlement.
8	Sathya Narayana Brothers, 25, Edward Elliotts Road, Madras-4	12-12-66	Non-employment of Sri V. Perumal.	The management agreed to pay Rs. 900 and after deducting Rs. 45/- to the worker V. Perumal in full and final settlement of all his claims.
9	Venus-Padmini Combines, Revathi Steet, Madras-28	13-12-66	Non-employment of Sri R. K. Murugesan.	Both the parties agreed to refer the issue to the Deputy Commissioner of Labour, Madras, for his informal arbitration and to abide by his decision as final and binding.
10	M/s. Gemini Studios, Madras-6	15-12-66	Non-employment of Sri V. S. Razack.	The management agreed to pay Rs. 1200/- in full and final settlement Sri V. S. Razack as detailed in settlement.
11	Nelson Type Foundry, No. 1, Nelson Manicka Mudaliar Road, Madras-29	20-12-66	Non-employment of Sri M. C. Loganathan.	Both the parties agreed to refer the issue to the Deputy Commissioner of Labour, Madras, for his informal arbitration and to abide by his decision as final and binding.
12	M/s. Kasthuri & Sons, (Hindu Office) Mount Road, Madras-2	26-12-66	Non-employment of Smt. Indirani Ammal.	The management agreed to pay as ex-gratia, a sum of Rs. 500 to Smt. Indirani Ammal in full and final settlement of all her claims.
13	Prason Bakery, No. 82, Jeenils Road, Madras-15	do	Non-employment of Sri G. Krishnamurthy.	The management agreed to reinstate the worker with continuity of service, but without back wages.
14	Southern Conducts, C. 16 & 17, Industrial Estate, Madras-32	28-12-66	Bonus for 1965-66.	Both the parties agreed to refer the issue "quantum of bonus payable to the workman for year 1965-66" before Sri P. Lakshmanan, Labour Officer-II Circle, Madras for informal arbitration.
15	do	29-12-66	Non-employment of a worker.	The management agreed to pay Sri M. Bakthavatsalam, 15 (fifteen) days wages as compensation plus as ex-gratia amount of Rs. 50/- and also to take him back to work as a new entrant.
16	Efficient Publicities Limited, 19, Woods Road, Madras-2	30-12-66	Non-employment of Sri K. Ramankutty.	The management agreed to pay a sum of Rs. 250/- to the worker in full and final settlement of all his claims.

17	Bagavathi Vilas, Mint Street, Madras-3	8-11-66	Bonus for 1965-66.	The management agreed to pay bonus at the rate of 2 months basic wages (excluding of all allowances to all the workers who were in service in the accounting year 1965-66.
18	Ramakrishna Lunch Home and Sankar Cafe, N. S. C. B. Road, Madras-1	8-11-66	Bonus for 1965-66.	The management agreed to pay 42 days basic wages as bonus for 1965-66.
19	Palace Cafe, Mint Street, Madras-1	9-11-66	do	The management agreed to pay 40 (forty) days wages (including food allowance to their workmen as bonus for the year 1965-66.
20	Hotel Esplanade, Joseph Street, Madras-7	10-11-66	do	do
21	Mangala Cafe, Motussil Bus Stand, Madras-1	10-11-66	do	The management agreed to pay bonus for the year 1965-66 at the rate of one month and twenty seven days basic wages as bonus for 1965-66 as detailed in settlement.
22	Sri Krishna Vilas, No. 511, T. H. Road, Madras-21	1-11-66	do	The management agreed to pay 25 days wages as bonus for the year 1965-66.
23	Empire Vermicelli Co., 52, Choolai Bazaar Road, Madras-7	7-12-66	Revision of D. A., gratuity, scheme, casual leave etc.	The management agreed to revise the existing Dearness allowance and refix it at Rs. 30 - with effect from 1-11-66, to give another increase of Rs. 5/- in the Dearness allowance with effect from 1-11-67 and to give 3 advance increments to the workers who are getting wages less than Rs. 45/- p. m. with effect from 1-11-63.
24	M/s. P. T. Bell & Co., Madras-1	14-12-66	Non-employment of worker.	The management agreed to pay a sum of Rs. 250/- to Sri M. Srinivasan, in full and final settlement of all of his claims.
25	Rama Rao Poly Clinic, Madras-18	18-12-66	Revision of wages, D.A., etc.	The management agreed to give their workers an adhoc increase of Rs. 15/- in their salary with effect from 1-10-66 and also to introduce gratuity scheme as detailed in settlement.
26	V. L. R. Stall at Fort Station, Fort Railway Station, Madras-9	19-12-66	Non-employment of 5 workers.	The management agreed to pay a sum of Rs. 100/- to be divided among 5 workers M/s. Rajan Balraj, Kothandapani, Anandaraman and Subramaniam as ex-gratia payment as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
27	Diocesan Press, Madras-7	do	Payment of bonus for the year 1964-65.	The management agreed to pay bonus for 1965-66 to 1967-68 on the basis of the available surplus worked out as per Payment of Bonus Act as detailed in settlement.
28	M/s. Amar Deep Biscuit Factory, 31, Perambur Barracks Road, Madras-7	20-12-66	Non-employment of worker.	The management agreed to reinstate Sri S. Sadhanandam with continuity of service.
29	Grandsmithy Works, 25/26, Kummalamman Koll St., Madras-21	21-12-66	Bonus for 1965-66.	The management agreed to pay 12% of total annual wages as bonus to each worker for 1965-66 in full and final settlement of the bonus claim for 1965-66.
30	Jawahar Mills, Chettinad, Ramnad District.	2-12-66	Suspension of 4 workers.	The management agreed to condone the suspension of 17 days from 22-1-66 to 7-2-66 to be treated as leave on loss of pay.
31	Sree Meenakshi Mills Limited, Madurai.	do	Wage increase.	The management agreed to pay the workers their wages at the rate of 0.31 paise per yard for 208 for Dhooties and Cradle cloth (an increase of 1.68 per yard over the existing piece rate) and proportionate increase for 408 count dhooties and kerchief as detailed in settlement.
32	Sri Ayyanar Spinning and Weaving Mills, Virudhunagar, Ramnad District.	8-12-66	Non-employment of a worker.	The management agreed to pay Sri Krishna Pillai, Tractor Driver, a sum of Rs. 200/- in full and final settlement of all his claims as detailed in settlement.
33	Sethuram Weaving Mills, Madurai.	6-12-66	Settlement of accounts to 3 workers.	The management agreed to pay a further sum noted against the names of each worker as ex-gratia payment as detailed in settlement. 1. S. Ramiah Rs. 50/- 2. A. N. Rengalah Rs. 30/- 3. Chelliah Asari Rs. 20/-
34	Kannan Weaving Mills, Madurai	6-12-66	Stoppage of one shift.	The management agreed to run three continuous shifts of 5½ hours duration for a period of two weeks from 7-12-66 as a trial basis and also to restore the original shift timings and to provide work to all workers if the trading conditions improve to their satisfaction.
35	do	7-12-66	Claims of 4 workers.	The management agreed to pay the workers the amounts noted against their names in full and final settlement of all their claims including their claim for bonus as detailed in the settlement.
36	Sree Meenakshi Mills, Madurai.	20-12-66	Permanency of workers in the Reeling Department.	The management agreed to review the question of permanency in April, '67 as per the terms of the settlement.
37	Sabapathy Knitting Co., Tiruppur	16-12-66	Payment of wages for the period of non-employment of Sri P. Sundaram.	The management agreed to pay the worker three weeks wages as back wages for the period of entire non-employment upto 8-10-1966.
38	Panama Hosieries, Tiruppur	do	Non-payment of bonus for the year 1964-65.	The management agree to pay and the worker agrees to receive a sum of Rs. 30/- as bonus for the year 1964-65.
39	Santha Knitting Company, Tiruppur	17-12-66	Non-employment of a worker.	The management agree to pay the worker M. Palaniswamy a sum of Rs. 50/- as an ex-gratia payment in full and final settlement of all his claims.
40	Yuvaraj Knitting Company, Tiruppur	16-12-66	do	The management agree to pay the worker Sri A. Thirumoorthy, a sum of Rs. 70/- as an ex-gratia payment in full and final settlement.
41	Katav Knitting Mills, Tiruppur	do	Non-payment of bonus to the worker Sri Subramaiam.	The management agree to pay the worker two weeks wages as bonus for 1965-66 as detailed in settlement.
42	Sri Venkatesa Colour Works, Tiruppur	do	Non-payment of bonus for 1965-66.	The management agreed to pay the three workers mentioned in the settlement the amounts noted against each as bonus for 1965-66.
43	Jaya Knitting Works, Tiruppur	do	do	The management agreed to pay the worker Sri A. Palaniswamy a sum of Rs. 59-60 as bonus for the year 1965-66.
44	Miller Hosieries Works, Tiruppur	do	do	The management agreed to pay the worker Sri Avanasippan a sum of Rs. 25/- as bonus for 1965-66.
45	Arvind Knitting Co., Tiruppur	do	do	The management agreed to pay the worker P. M. Maneefa a sum of Rs. 21/- as bonus for the year 1965-66.
46	Dhanalakshmi Mills Ltd., Tiruppur	17-12-66	Certain demands.	Both the parties agreed to settle all the demands of the workers raised in the above notice by direct talk except payment of gratuity etc., as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
47	M/s. Kerry Jost Teils Ltd., Plot No. 8, Avadi Road, Ambathur, Madras-53	9-12-66	Charter of demands.	The management agreed to confirm the temporary casual workers who complete 240 days work in a period of 12 consecutive months to be confirmed in their employment and placed in the appropriate scales of pay as fixed in the settlement to provide two sets of uniforms, to pay Night shift allowance of 0.50 paise per day to those employees who were required to work in night shift and also to settle the other demands as detailed in settlement.
48	Kohinur Confectionery Private Ltd., Arcot Road, Vadapalani, Madras-26	18-12-66	Wages, Dearness Allowance etc.	The management agreed to increase the present emoluments of the permanent workers as per the list annexed to the settlement.
49	Shaw Wallace & Company Ltd., Avadi	20-12-66	Revision of scales of Pay, Dearness Allowance and other conditions of service.	The management agreed to fix the basic scales of pay of staff and workers employed as detailed in settlement to pay Dearness Allowance at 23 paise per point over 100 points and also to settle the other demands as detailed in settlement.
50	Madras Sheet Glass Works (Private) Ltd., Tiruvottiyur, Madras-19	24-12-66	Charter of demands.	The management agreed to open the Factory on Monday the 26th December, 1966 and employ those workers who were asked to report for duty by notice on the notice board as detailed in settlement.
51	Sova Private Limited, Kuniamuthur Post, Coimbatore-8	8-12-66	Interim relief by the Central Wage Board.	The management accepted to implement the Interim relief granted by the Wage Board with effect from 1-4-66 in respect of permanent workers and for apprentices, interim relief ranging from Rs. 7.50 to Rs. 12.50 to be given by the management with effect from 1-4-1966 as detailed in settlement.
52	M/s. Jayalakshmi Foundry, Ganapathy, Coimbatore-6	9-12-66	do	The management agreed to pay 50% of the interim relief as recommended by the Central Wage Board from December onwards upto March 1967 only, to permanent workers, to temporary workers who have completed 240 days in twelve months and also to casual labourers who have put in six months service and also to pay full interim relief from April 1967 onwards.
53	Eltex Engineering Corporation (Private) Limited, Ganapathy.	9-12-66	Interim relief by Central Wage Board for Engineering Industry.	The management agreed to pay the interim relief from 1-4-66 to permanent workers and Rs. 12.50 p. m. as interim relief to temporary workers as detailed in settlement.
54	Blue Mount Switch Gear Associate, Patel Road, Coimbatore	16-12-66	do	The management agreed to pay the difference amount of Rs. 2.50 to the permanent workmen and also an increase of 0.40 paise per day to the temporary workers as detailed in settlement.
55	Ambika Textiles, Vadasery, Nagercoil	9-12-66	Non-employment of workers.	The management agreed to offer employment to 25 workers with effect from 10-12-1966 and agreed to pay all the workers from among the 43 (Forty three) workers in question a lumpsum amount of Rs. 20/- for the period of non-employment upto 9-12-66 and to pay Rs. 2/- per worker for every working day for the period of non-employment from 10-12-1966 upto 8-1-67 for the remaining 18 workers.
56	New Ambadi Pavali, Greenhan Omanapuram, Vaikuntam and Sivalokam Estates, Kalliel.	17-12-66	Designation of Kanganies.	The management agree to redesignate the Kanganies as supervisors without prejudice to the work and duties they have been doing and wages for the supervisors are increased as follows: a. From 1-5-64 to 31-3-65 at Rs. 93 p. m. b. From 1-4-65 to 31-3-66 at Rs. 97 p. m., c. From 1-4-66 to 31-3-67 at Rs. 101 p. m.
57	The Management of the Salem Weavers Co-operative Production and Sale Society Ltd., Salem.	6-12-66	Revision of wages.	The management agreed to pay revised wages with effect from 1-12-66 as detailed in settlement.
58	Yorah Beedi Factory, Danganikottah P.O., Dharmapuri District.	12-12-66	do	The management agreed to pay wages at the rate of Rs. 2 per thousand beedies to the workers with effect from 1-2-67.
59	Double Gun Beedi Factory, Berigai, Hosur Taluk, Dharmapuri District.	do	do	The management have agreed to pay wages to the workers with effect from 1-2-67 at the rate of Rs. 2 per thousand beedies.
60	Sulthan Beedi Factory, Hosur.	do	do	The management agreed to pay wages at the rate of Rs. 2 per thousand beedies with effect from 1-2-1967.

(1)	(2)	(3)	(4)	(5)
61	Gulab Beedi Factory, Hoaur.	do	do	The management agreed to pay wages to the workers with effect from 1-2-67 at the rate of Rs. 2.00 per thousand beedies.
62	Managements of Cartain Plantation Estates on the Shevaroyis.	14-12-66	Payment of Bonus.	The management agreed to pay Bonus at a uniform rate by all member estates as follows: 1964-65: 7.25%, 1965-66: 6.50%, 1966-67: 6.50%, 1967-68: 6.0%.
63	N. S. Motor Service, Salem.	18-12-66	Proof of age of the workers.	The management agreed to send the worker Sri Sikanda Sheriff to the District Medical Officer, Salem to assess his age and his physical capacity to continue as a Driver as detailed in settlement.
64	Mettur Industries Ltd., Mettur Dam R. S.	19-12-66	Ring Spinning Section rationalisation.	The management agreed to pay the spinner attending to three sides of warp ring spindles Rs. 70/- and to the spinner attending to warp ring spindles at Rs. 72 - plus 15 paise for each spindle over four hundred per month of 26 days worked as detailed in settlement.
65	Ramani Service & Co., Salem.	21-12-66	Non-employment of Sri G. Ramasamy.	The management agreed to pay a sum of Rs. 1,100/- (Rupees One thousand and one hundred only) in full and final settlement of all the claims of the workers including the Insurance premium due upto date and reinstatement.
66	Ratnam Foodstuff Supply, Tuticorin.	16-12-66	Bonus for 1965-66.	The management agreed to pay another 11 (Eleven) days wages as additional bonus for the year 1965-66 in full and final settlement.
67	Sri Balasaraswathi (P) Ltd., Palayamcottai.	21-12-66	Introduction of a gratuity scheme.	The management agreed to introduce the gratuity scheme as detailed in the settlement.
68	Nurjahan Tea supplying Co., Tuticorin.	16-12-66	Bonus for the year 1965-66.	The management agreed to pay another 11 days wages as additional bonus for the year 1965-66 in full and final settlement as detailed in settlement.
69	K. M. Mohamed Abdul Khader Firm, Dindigul.	2-12-66	Closure compensation.	The workers agreed to receive closure compensation as per the provisions of the Industrial Disputes Act, 1947 on the basis of the interim award of the Central Wage Board for Leather and Tannery Workers and the management agreed to take back the workers into service on seniority basis.
70	Carton Hotel, Kodalkanal.	8-12-66	Supply of Food to the worker (Night watchman).	The worker agreed to have one meal and two tea during day time instead of food allowance.
71	Mubarak Silk Palace, 146, Main Road, Dindigul.	7-12-66	Non-employment of a worker.	The management agreed to pay the worker Sri A. M. Arumugam two months wages (Rs. 140/-) in full and final settlement of all his claims.
72	S. L. C. Tannery, Madurai Road, Dindigul.	do	do	The management agreed to pay the worker Sri M. M. Jainullabudin a sum of Rs. 290/- in full and final settlement of all his claims.
73	Highways Group of Estates, Highways.	18-12-66	Ill-treatment of workers of Venniar Estate by staff of the Forest Department.	The workers agreed to withdraw the strike and resume work from 13-12-1966 Forenoon in their respective estates as detailed in settlement.
74	Swamy Rice Mill, Madurai.	14-12-66	Non-employment of worker Sri S. Somu.	The management agreed to pay Rs. 150/- to the worker as compensation in full and final settlement of all his claims.
75	A. S. Essak Rice Mills, Madurai	do	Non-employment of worker Srimathi Sundari Ammal.	The management agreed to pay Rs. 65/- (Rupees Sixty five only) to the worker as compensation in full and final settlement of all her claims.
76	Pandian Rice Mills, Madurai.	17-12-66	Non-employment of Bavunthai.	The management agreed to pay a sum of Rs. 100/- as compensation to the worker in full and final settlement of all her claims.
77	Jhansi Photo Mount Works, Madurai.	do	Non-employment of a worker.	The management agreed to reinstate the worker Sri G. Sundaram with continuity of service but without back wages with effect from 19-12-66.
78	New Dhanalakshmi Talkies, Sattur.	17-12-66	Service compensation.	The Lessees of New Dhanalakshmi Talkies agreed to pay the workers compensation as detailed in statement on transfer of ownership.

(1)	(2)	(3)	(4)	(5)
79	K. P. M. Rice and Oil Mill, Usilampatti:	28-12-66	Retrenchment of 6 workers.	The management agreed to take back the three workers: Muthupandy, Aiyar and Ocha Thevar with effect from 29-12-66 with continuity of service but without back wages and to decide the issue relating to retrenchment compensation to the other workers before the Labour Officer.
80	Chain Mark Chooruttu and Podi Kadai, Tiruchirappalli.	29-12-66	Non-employment of Sri Vaizapuri Pillai.	The management agreed to pay a sum of Rs. 15/- towards his claim for compensation etc., as detailed in settlement.
81	Vincent and Company (P) Ltd., Trichy.	1-12-66	Charter of demands.	The management agreed to refund one day's wages cut from the wages of the workmen earned during October 66 as per the relevant provisions of the Standing orders as detailed in settlement.
82	Naan Foundry, Ariamangalam.	2-12-66	Non-employment of Sri Muthusamy.	The management agreed to pay a sum of Rs. 150/- to Sri S. Muthusamy as detailed in settlement.
83	K. M. S. Transports, Thanjavur.	8-12-66	Increase in wages and other demands.	The management agreed to pay an adhoc increase of Rs. 10/- to each of the workers from 1st November 66 and also to pay an annual increment of Rs. 5/- from 1-4-67.
84	B. S. Maniam Transport, Mannargudi.	do	Increase in wages.	The management agreed to pay wages to the employees as detailed in the settlement and to fix the minimum total wages for the categories as mentioned in the settlement.
85	Swami Motor Transports, Thanjavur.	do	Non-employment of a worker.	The management agreed to pay a sum of Rs. 150/- to Sri K. Jeganathan in full and final settlement of all his claims.
86	Hahnenam Homes Institute, Tiruvarur.	13-12-66	Non-employment of N. Chidambaram.	The management agreed to reinstate N. Chidambaram from 16-12-66 as Carpenter.
87	New Sakthi Confectionery Factory, Sirkali.	13-12-66	Non-employment of K. Govindasamy.	The management agreed to pay a sum of Rs. 440/- to Sri K. Govindasamy as detailed in settlement.
89	do	do	General Demands.	The management agreed to pay an increment of Rs. 3/- from 1-4-67 and revised wages Rs. 50 for those who were getting less than Rs. 40 and an increase of Rs. 12 for those who were getting Rs. 40 as detailed in settlement.
89	Vetrivel Saw Mill, Thanjavur Road, Pudukottai.	do	Payment of Bonus for 1964-65.	The management agreed to pay a sum equivalent to the wages of 40 days to the employees towards Bonus for 1964-65.
90	Sri Rangam Transports Co. (P) Ltd. Tiruvanaikovil.	15-12-66	Non-employment of a worker.	The management agreed to pay a sum of Rs. 75/- only to Sri L. Ganesan in full and final settlement.
91	Synthetic Diamond Works, Perambalur, Tiruchy.	22-12-66	do	The management agreed to pay a sum of Rs. 50/- to Sri P. Ramalingam as detailed in settlement.
92	Deepdale Estate, Kotsigiri.	2-12-66	Charter of Demands.	The management agreed to enroll the bonafide dependant, as permanent and also agreed to pay the difference of wages over above the wages paid to the casuals as per the wage Board recommendations with retrospective effect from 1-1-1966 and to settle the other demands as detailed in settlement.
93	Lucky Valley (Nilgiri Hills) Tea Estates Ltd., Coonoor.	do	Salary increase to Sri V. Raman Nair.	The management agreed to give an additional increment to Sri V. Raman Nair from 1-1-66, to pay back wages due to him and to raise his pay to Rs. 164 due to promotion.
94	High Field Estates, Coonoor.	3-12-66	Enrollment of bonafide dependants.	The management agreed to enroll Smt. Subeda W/o Govinda Nair and Selyam W/o Jeandass as permanent workers on the Estate with effect from 3-12-1966 and also agreed to provide temporary work to the dependants of the permanent workers mentioned in the settlement.
94	Bonkai Estate, Coonoor.	do	Deduction of wages of Maistry K. Lakshmanan.	The management agreed to pay a daily wages of Rs. 4.65 to Maistry Sri K. Lakshmanan with retrospective effect from 1-4-1966.

(1)	(2)	(3)	(4)	(5)
96	Devershola Estate, Devarshola P. O.	7-12-66	Suspension of two workers.	The management agreed to reduce the suspension of the worker Chinnappan from 8 days to 6 days and to pay two days wages and with regard to worker Chandrasekaran Nair to reduce the period of suspension from 20 days to 5 days and to pay 15 days wages.
97	Lauriston Estate, Gudalur.	12-12-66	Enrollment of dependents.	The management agreed to enroll the adult dependant workers mentioned in the statement as permanent workers with effect from 1st December 1966.
98	Marvahuilla Estate, Kotagiri P. O.	17-12-66	Termination of services of Sri R. P. Nayagam.	The management agreed to pay Sri R. P. Nayagam, a sum of Rs. 5544/- as compensation towards his termination of service and Rs. 1300/- towards his arrears of Bonus for 1965-66 as detailed in settlement.
99	Devershola Estate, Devarshola P. O.	12-12-66	Medical discharge of the worker Sri Kumarsamy.	The management agreed to pay Rs. 80 to Sri Kumarsamy in full and final settlement.
100	May Field Estate, NellaKotta.	do	Discharge of Srimathi Amaloo.	The management agreed to send the worker Smt. Amaloo to District Medical Officer and to abide by the decision of the District Medical Officer in respect of her employment.
101	Palaniappa Estate, Kullakombu P. O.	22-12-66	Payment of wages to 4 Supervisors and compensation to one Sri David.	The management agreed to pay all the workers on the Estate wages applicable to Tea Estate below 100 Acres with effect from 1.2.67 for men Rs. 2.11, for women Rs. 1.66 and for adolescents Rs. 1.29 in accordance with the recommendation of the Tea Wage Board, to pay daily wages to M/s. Royappa, Kunja Raman, Vadamuthu, Ramasamy Supervisors at the rate of Rs. 2.90 with effect from 1.2.67 and also to pay a sum of Rs. 40/- to the worker David as compensation for his loss of employment due to an accident.

102	Mannar Estate, Kullakombu P. O., Nilgiris.	31-12-66	Bonus for 1964 and 1965.	The management agreed to pay the Coffee rate of Bonus as per the settlement dated 30.9.66 for the years 1964 and 1965 and to pay an ex-gratia amount of 1% of the total earnings in the year 1965.
103	New Rama Vilas Hotel, Metpallyam.	2-11-66	Bonus for 1965-66.	The management agreed to pay one month's wages as Bonus to their workers.
104	Pankajam & Co., Printers, Coimbatore.	5-11-66	do	The management agreed to pay 17% of annual total earnings including Dearness Allowance and other allowances but excluding overtime earnings as Bonus to the workers who worked during the year 1965-66.
105	Modern Press, Coimbatore.	do	do	do
106	Kodiveri Ginning Factory, Coimbatore.	8-11-66	do	The management agreed to pay to their workers as Deepavali Bonus for the year 1965-66 at the following rates: 1. Kappas pickers : Rs. 11/- 2. Gm feeders, Kappas and Cotton carriers: Rs. 16 3. Kalas workers and seed removers Rs 19/-
107	Sri Vilas Hotel, Cross Cut Road, Coimbatore.	do	do	The management agreed to pay one and a half month's total wages as bonus for Deepavali 1965-66 to their workers in full and final settlement 1965-66.
108	Gajraj & Co., Coimbatore.	do	do	The management agreed to pay one and a half month's total wages as bonus for Deepavali 1965-66 to their workers in full and final settlement.
109	Chery Automobiles, Coimbatore.	do	do	The management agreed to pay 1/12th of the annual earnings of the workers as Deepavali Bonus in full and final settlement.
110	Thulasidas Murarjee & Co., Coimbatore.	5-11-66	Bonus for Deepavali 1965-66.	The management agreed to pay the female workers working under them a Bonus of 17 paise per day as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
111	Krishna Mills (P) Ltd., Coimbatore.	8-11-66	Bonus for 1965-66.	The management agreed to pay Bonus at the rate of Rs. 24.50 for all female workers and Rs. 19.50 for all female miscellaneous workers and for the workers in Williewing Section and Press Section Rs. 24.50 for male workers and Rs. 19.50 for female workers as detailed in the settlement.
112	Narayana Saw Mills, Pollachi.	7-11-66	do	The management agreed to pay one and a quarter month's total wages as bonus as detailed in settlement.
113	Bharath Automatic Saw Mill, Pollachi.	do	do	do
114	Karpagavinayagar Saw Mill, Pollachi.	do	do	The management agreed to pay one month's total wages to their workers as bonus for the year 1965-66 in full and final settlement.
115	Sakthi Power Press, Pollachi.	do	do	The management agreed to pay 21% of annual total earnings of the workers including Dearness Allowance and other allowances but excluding overtime earnings as bonus to the workers for 1965-66 in full and final settlement.
116	Ramakrishna Printers, Pollachi.	do	do	The management agreed to pay bonus at the rate of 21% of annual total earnings including Dearness Allowance and other allowances excluding overtime earnings to the workers who worked during the year for 1965-66.
117	Valarmathi Press, Pollachi.	do	do	do
118	Thiruvalluvar Achagam, Pollachi.	do	do	do
119	Bharathi Press, Pollachi	do	do	The management agreed to pay bonus at the rate of 21% of annual total earnings including Dearness Allowance and other allowances excluding overtime earnings to the workers who worked during the year for 65-66.
120	Lakshmi Vilasam Press, Pollachi	do	do	do
121	Gopala Vilasam Press, Pollachi	do	do	do
122	Sri Rajah Mills (P) Ltd., Pollachi	do	Bonus for 1965.	The management agreed to pay Rs. 15/- to each weekly paid workers as bonus for the year 1965 in full and final settlement.
123	G. M. Vyas and Co., R. S. Puram, Coimbatore	8-11-66	Bonus for 1965-66.	The management agreed to pay and the union agrees to receive Bonus for female workers at the rate of Rs. 43½ (Rupees Forty three and paise fifty only) as detailed in settlement.
124	Purushotham Murarjee Waste Cotton Merchant, Coimbatore	do	do	The management agreed to pay the female workers working under them a bonus of 17 paise per day for the days actually worked by them during the year in full and final settlement of their bonus demand.
125	Lakshmi Mills, Narayanapuram, Ginning Factory, Pappanaickenpalayam, Coimbatore-18	do	do	The management agreed to pay their workers as Deepavali Bonus for 1965-66 as detailed below in the statement: 1. Kappas pickers: Rs. 11/- (Eleven only) 2. Ginn Feeders, Kappas and Cotton Carriers: 16/- (Sixteen only) 3. Kalas workers: and seed removers: 19. (Nineteen only)
126	Lakshmi Cotton Press (P) Ltd., Coimbatore	5-11-66	do	The management agreed to pay the workers Bonus at the rate of Rs. 38.50 for all male workers and Rs. 33.50 for all female miscellaneous workers as detailed in settlement.
127	Sri Jagannatha Ginning & Oil Mills, Sidhaputhur, P. N. Palayam, Coimbatore-18	8-11-66	do	The management agreed to pay their workers as Deepavali Bonus for 1965-66 as detailed below in the statement: 1. Kappas pickers: Rs. 11 (Eleven only) 2. Ginn Feeders, Kappas and Cotton Carriers: 16 (Sixteen only) 3. Kalas workers and seed removers: 19 (Nineteen only)

(1)	(2)	(3)	(4)	(5)
128	Premier Paper Products, Podanur, Coimbatore	10-11-66	Non-employment of 20 workers and revision of wages structure.	The parties agreed to abide by the informal arbitration of Special Deputy Commissioner of Labour, Madras of the issues.
129	Vasantha Ginning Factory, Sathy Road, Coimbatore	do	Bonus for 1965-66.	The management agreed to pay Bonus for the year 1965-66 as below: a. Kappa pickers: Rs. 12 b. Mixing workers: Rs. 13 c. Gin feeders and cotton carriers: Rs. 17 d. Kalas workers, seed removers and press workers. Rs. 20
130	Lucky Cafe, Coimbatore	29-11-66	do	The management agreed to pay one and a half month's total wages to the seven workers in full and final settlement of their claims for Bonus for 1965-66.

2. PARTICULARS OF VOLUNTARY AND COLLECTIVE AGREEMENTS
MADE BETWEEN EMPLOYEES AND EMPLOYERS DURNIG THE
MONTH OF DECEMBER 1966

Sl.No	Name of the concern	Date of agreement	No. of workers involved	Issues
1.	Stanes Motors Ltd., Coimbatore.	15-12-66	—	Bonus for the years 1965-66.
2.	Courtesy Tranports, Coimbatore.	do	—	do
3.	Tape-Tractors & Firm Equipments, Madras-II.	18-10-66	724	Bonus
4.	Wheel and Rim Co., Madras-II.	do	567	do
5.	Syed Nizamuddin Tajmahal Beedies, Madras-21.	22-11-66	—	Increase in wages.
6.	Buckingham and Carnatic Co. Mills, Madras.	30-11-66	4	Change of occupation.
7.	do	6-12-66	3	do
8.	Kothandaraman & Co., Madras-I.	12-12-66	27	Wages
9.	Madras Leather Factory, Madras.	—	43	do
10.	R. K. M. Manufacturers, Madras-I.	—	36	Bonus
11.	Sri Madurai Muniyandi Vilas Hotel, Palani and Madurai General Workers' Union (Branch) Palni.	7-12-66	1	Non-employment of Sri S. Subramani.
12.	Sri Shanmuga Lunch Home, Madurai & Madurai General Workers' Union, Madurai.	25-12-66	27	Regarding the 'service compensation'.
13.	Anbu Lorry Service, Tirupparankundram, Madurai & Madurai Motor Thozhilalar Sangam, Madurai.	18-12-66	2	Non-employment of two workers.
14.	Sri Shanmuga Vilas Coffee and Meals Biryani Hotel, Ottanchatram & Madurai General Workers' Union Branch, Palni.	do	1	Non-employment of Sri K. Palaniswamy.

(1)	(2)	(3)	(4)	(5)
15.	Nataraja Lodge Meals & Biriyani Hotel, (Palace Road) Madurai and Madurai General Workers' Union, Madurai.	30-12-66	18	Regarding the 'service compensation'.
16.	The Management of the Salem Weavers' Co-operative Production & Sale Society Ltd., Salem.	6-12-66	—	Certain demands of the workers (i. e.) Revision of wages.
17.	The Management of Yarb Beedi Factory, Denkanikottai, Dharmapuri District.	12-12-66	—	Revision of wages.
18.	The Management of Double Gun Beedi Factory, Berigal, Hosur Tk. Dharmapuri District.	do	—	do
19.	The Management of Sultan Beedi Factory, Hosur.	do	—	do
20.	The Management of Gulsher Beedi Factory, Hosur.	do	—	do
21.	Cauvery Sugar & Chemicals Ltd., Pattalavi Thalai, Tiruchy.	17-12-66	—	Provision of dress and chappals.
22.	Central Cafe, Tiruchy.	28-12-66	—	Increment and Bonus.
23.	Sri Karpagambal Mills, Solapuram and National Textile Workers' Union, Madurai.	8-12-66	450	General Demands.
24.	do	do	96	Proposed deduction of 8 days wages for the illegal strike.
25.	Sri Moenakshi Mills Ltd., Madurai and Madurai Textile Workers' Union, Madurai.	14-12-66	34	Permanancy of workers in certain department.
26.	Rajaratna Mills (P) Ltd., Palani and Madurai Textile Workers Union, Palani.	16-12-66	6	Transfer of canteen Department workers to Reeling Department.
27.	Balakrishna Mills (P) Ltd., Madurai.	28-10-66	85	Advance for Deepavali.

3. STATEMENT SHOWING THE LIST OF INDUSTRIAL DISPUTES REFERRED FOR ADJUDICATION TO THE INDUSTRIAL TRIBUNAL, MADRAS AND THE LABOUR COURTS, PUBLISHED IN PART II SECTION I OF THE FORT ST. GEORGE GAZETTE DURING THE MONTH OF DECEMBER, 1966.

Sl No	Name of the establishment in which the dispute has arisen	Issues	G. O. No. and date
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INDUSTRIAL TRIBUNAL, MADRAS

Madras District

- 1 South India Automotive Corporation Private Ltd., Madras. Fixation of quantum of bonus for 1964-65. G. O. R. No. 2130 dated 4-11-66 of the Department of Industries, Labour & Housing.

Whether the demand for increase in Dearness Allowance is justified; if so to fix the quantum.

Whether the demand for increase in D.A. is justified; if so to fix the rate.

Whether the demand for introduction of gratuity scheme is justified and if so to formulate a scheme.

Salem District

- 2 Salem-Erode Electricity Distribution Company Ltd., Salem. Whether the demand for the supply of uniform to workers who are engaged in the painting work and those in the oil room is justified; and if so, to fix the number of sets to be supplied. G.O. Ms. No. 4409 Dated 7-11-66 of the Department of Industries, Labour & Housing.

Whether the demand for payment of washing allowance at enhanced rates to the workers who are eligible for uniforms is justified; and if so, to fix the revised rate.

Whether the demand for the confirmation of the 8 workers is justified; if not to what relief each would be entitled.

- 3 Salem Co-operative Sugar Mills Ltd., Mohanur, Salem. Whether the action of the management in reducing the leave facilities is justified; and if not to fix the quantum of earned leave, casual leave and sick leave to be granted to their staff and workers. G.O. Ms. No. 4657 Dated 20-11-66 of the Department of Industries, Labour & Housing.

(1)	(2)	(3)	(4)
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Tirunelveli District

- 4 M. R. Gopalan Motor Service, Tirunelveli. Whether the workmen are entitled for any additional bonus for the year 1963-64 and if so to fix the quantum. G. O. R. No. 2272 Dated 21-11-66 of the Department of Industries, Labour & Housing.
- Whether the workmen are entitled to any bonus for the year 1964-65; if so, to fix the quantum.
- Whether the demand for one day duty and one day rest for the workers running in Tirunelveli to Tuticorin route with weekly holidays is justified.
- Whether the demand for six days' duty and one day's rest to those who working in Tirunelveli to Srivilliputhur and Tirunelveli to Kovilpatti routes is justified.
- Whether the non-employment of driver Sri A. Manthira Thevar and Conductor Sri R. Pandian is justified; if not, to what relief they are entitled.
- Whether the demand for payment of transfer compensation to workmen for the service prior to 1st March 1963 is justified.
- Whether the demand for increase in basic wages is justified; if so, to decide the effective date and quantum for increase.
- Whether the demand for payment of dearness allowance on the basis of cost of Living Index is justified; if so to fix the rate of dearness allowance per point.

SPECIAL INDUSTRIAL TRIBUNAL, COIMBATORE

Ramanathapuram District

- 5 Sri Bharathi Cotton Mills, Rajapalayam. To fix the quantum of bonus payable for the year 1964. G. O. R. No. 2145 Dated 5-11-66 of the Department of Industries Labour & Housing.

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

Coimbatore District

- 6 Erode Service, Coimbatore. Whether the non-employment of Sri S. Arunachalam (Conductor) is justified and, if not to what relief he would be entitled. G. O. Ms. No. 4218 Dated 18-10-66 of the Department of Industries, Labour & Housing. (Labour)
- To compute the relief if any awarded in terms of money, if it can be so computed.
- 7 Pannimedu Estate, Mudis Post. Whether the non-employment of Sri C. T. Joseph (Head Conductor) is justified; and if not to what relief he would be entitled. G. O. Ms. No. 4294 Dated 25-10-66 of the Department of Industries, Labour & Housing. (Labour)
- To compute the relief, if any, awarded in terms of money, if it can be so computed.
- 8 Sri Lakshmi Rice Mill, Devangapet, Coimbatore. Whether the non-employment of Sri A. Saminathan is justified; and if not to what relief he would be entitled. G. O. Ms. No. 4408 Dated 7-11-66 of the Department of Industries, Labour & Housing. (Labour)
- To compute the relief, if any, awarded in terms of money, if it can be so computed.
- 9 Somasundaram Press, Coimbatore. Whether non-employment of Sri G. Chelliah Pillai, Secretary, Somasundaram Press, Coimbatore is justified; and if not, to what relief he would be entitled. G. O. Ms. No. 4435 Dated 9-11-66 of the Department of Industries, Labour & Housing. (Labour)
- To compute the relief, if any, awarded in terms of money, if it can be so computed.
- 10 Raveendra Mills Ltd., Singanailur, Coimbatore. Whether the non-employment of Sri K. Muthuswamy (T. No. 1) is justified; and if not to what relief each would be entitled. G. O. Ms. No. 4625 Dated 29-11-66 of the Department of Industries, Labour & Housing. (Labour)
- To compute the relief, if any awarded in terms of money, if it can be so computed.
- 11 All Steel Industries Corporation Ltd., Doddampatti R. S. Whether the non-employment of Sri C. S. Devadoss is justified; and if not to what relief he would be entitled. G. O. Ms. No. 4397 Dated 5-11-66 of the Department of Industries, Labour & Housing. (Labour)
- To compute the relief, if any awarded in terms of money, if it can be so computed.

(1)	(2)	(3)	(4)
Dharmapuri District			
12 Salem Dharmapuri Union Motor Service Private Ltd., Dharmapuri.	Whether the non-employment of Sri K. H. Kantharaju (Driver) is justified; and if so to what relief he would be entitled.	G.O. Ms. No. 4700 dated 3-12-66 of the Department of Industries, Labour & Housing. (Labour)	
	To compute the relief, if any awarded in terms of money if it can be so computed.		
13 S. B. Sri Ranga Vilas Motors (Private) Ltd., Krishnagiri.	Whether the non-employment of Sri T. Ethirajulu, Conductor is justified; and if not, to what relief he would be entitled.	G.O. Ms. No. 4374 dated 2-11-66 of the Department of Industries, Labour & Housing. (Labour)	
	To compute the relief, if any awarded in terms of money; if it can be so computed.		
Salem District			
14 Iddappadi Municipality, Iddappadi.	Whether the claim of Sri P. Dhanaraj and Sri M. Palaniawami for payment of wages for the period of their suspension is justified; and if so to what relief each would be entitled.	G.O. Ms. No. 4239 dated 19-10-66 of the Department of Industries, Labour & Housing. (Labour)	
	To compute the relief, if any, awarded in terms of money if it can be so computed.		
LABOUR COURT, MADURAI			
Madurai District			
15 Thiagarajar Mills, Kappalur.	Whether the non-employment of the following three workers, is justified; and if not, to what relief they are entitled.	G.O. R. No. 1946 dated 11-10-66 of the Department of Industries Labour & Housing. (Labour)	
	1. Sri Peyandi, RLB. 1 (2) Ramakrishnan, RL 145, 3. Sri Raju, C. 12.		
	To compute the relief, if any awarded in terms of money if it can be so computed.		
16 Government Tourist Bungalow Canteen, Madurai.	Whether the demand for payment of bonus for 1964-65 is justified and if so to fix the quantum.	G.O. R. No. 2066 dated 26-10-66 of the Department of Industries, Labour & Housing. (Labour)	

(1)	(2)	(3)	(4)
17 Sri Balaguru Chettiar, Taxi Owner, Dindigul.	Whether the non-employment of Sri Thulasiram, taxi driver is justified; and if not, to what relief he is entitled.	G.O. R. No. 2143 dated 5-11-66 of the Department of Industries, Labour & Housing.	
	To compute the relief, if any awarded in terms of money, if it can be so computed.		
Kanyakumari District			
18 Co-operative Supply and Marketing Society Ltd., Nagercoil.	Whether the non-employment of Sri T. Ramachandran Nair (Ex. Assistant Store-keeper) is justified; and if not to what relief he would be entitled.	G.O. Ms. No. 4560 dated 22-11-66 of the Department of Industries, Labour & Housing. (Labour)	
	To compute the relief, if any awarded in terms of money, if it can be so computed.		
LABOUR COURT, MADRAS			
Chingleput District			
19 Madurantakam Co-operative Sugar Mills Ltd., Padalam.	Whether the action of the management in laying off of (1) Sri R. Rajagopal (2) Sri P. S. Subramani and (3) Sri M. Mani during off seasons is justified; if not to what relief they are entitled.	G.O. R. No. 2082 dated 28-10-66 of the Department of Industries, Labour & Housing.	
20 Lakshmi Narasimawamy Transport, Kancheepuram	Whether the non-employment of Sri A. Srinivasan, Driver is justified; if not to what relief he is entitled.	G.O. R. No. 2083 dated 28-10-66 of the Department of Industries, Labour & Housing. (Labour)	
	To compute the relief, if any awarded in terms of money if it can be so computed.		
21 do	Whether the non-employment of Sri A. Shanmugam, Checking Inspector is justified; if not to what relief he is entitled.	G.O. R. No. 2308 dated 24-11-66 of the Department of Industries, Labour & Housing.	
	To compute the relief, if any, awarded in terms of money, if it can be so computed.		
Madras District			
22 Spencer & Company Ltd., Madras.	Whether the demotion of Sri P. Balasubramaniam from F2. Grade to F grade is justified; if not to what relief he is entitled.	G.O. R. No. 2020 dated 18-10-66 of the Department of Industries, Labour & Housing.	
	To compute the relief if any awarded in terms of money if it can be so computed.		

(1)	(2)	(3)	(4)
23	Gani and Sons, Madras.	Whether the demand for fixation of scales of wages is justified; if so to fix the scales of wages and fit the workers in the scales so fixed.	G.O. R. No. 2144 dated 2-11-66 of the Department of Industries, Labour & Housing.
		Whether the demand for payment of increased batta to workers attending to servicing and repairs within and outside Madras city is justified; and if so, to fix the rates.	
24	G. K. Vale and Co., Madras.	Whether the demand for payment of dearness allowance linked with the cost of Living Index is justified; if so to fix the rate.	G.O. R. No. 2155 dated 7-11-66 of the Department of Industries, Labour & Housing.
		Whether the demand for revision of the existing gratuity scheme is justified, if so to revise the gratuity scheme.	
25	Central Petrol Supply Company, Madras.	Whether the non-employment of the worker Sri Sajjid Hussain Khan is justified; if not to what relief he is entitled.	G.O. R. No. 2157 dated 7-11-66 of the Department of Industries, Labour & Housing.
26	Alfred Berg and Co., India (P) Ltd., Madras.	Whether the demand for additional bonus for the year 1964-65 is justified; if so, to fix the quantum.	G.O. R. No. 2230 dated 17-11-66 of the Department of Industries, Labour & Housing.
27	Sugesan and Co., (P) Ltd., Madras.	Whether the demand for additional bonus for the year 1964-65 is justified; if so, to fix the quantum.	G.O. R. No. 2227 dated 17-11-66 of the Department of Industries, Labour & Housing.
28	Ambuja Lunch Home, Madras and Bagavathi Vilas, Madras.	Whether the demand for modification of the existing gratuity scheme is justified; if so to modify the scheme suitably.	G.O. R. No. 2284 dated 22-11-66 of the Department of Industries, Labour & Housing.
29	Hotel Esplanade, Madras.	Whether the demand for the introduction of a gratuity scheme is justified; if so to formulate a scheme.	G.O. R. No. 2285 dated 22-11-66 of the Department of Industries, Labour & Housing.

(1)	(2)	(3)	(4)
30	Vijayalakshmi Service, Madras.	Whether the demand for bonus for 1964-65 is justified and if so to fix the quantum.	G.O. R. No. 2287 dated 22-11-66 of the Department of Industries, Labour & Housing.
		Whether the demand for fixation of wages for the different categories of loading and unloading work is justified; and if so, to fix the rates.	
31	Coronation Durbar Restaurant, Madras.	Whether the demand for increase in wages of the workmen is justified; if so, to fix the rate of increase.	G.O. R. No. 2369 dated 3-12-66 of the Department of Industries, Labour & Housing.
		Whether the demand for payment of bonus for 1964-65 is justified; if so, to fix the quantum.	
32	National Carbon Co., Tiruvotiyur.	Whether the demand for confirmation of the nine watchmen is justified.	G.O. R. No. 2372 dated 3-12-66 of the Department of Industries, Labour & Housing.
		Whether the non-employment of Sri Kondiah is justified; if not, to what relief he is entitled.	
		To compute the relief, if any awarded in terms of money, if it can be so computed.	
33	Central Co-operative Printing Works, Madras	Whether the suspension of the worker Sri P. Kuppuswamy for the period from 3rd May 1966 to 16th July 66 and the stoppage of his increment with cumulative effect for two years is justified; if not, to what relief he is entitled.	G.O. R. No. 2505 dated 24-11-66 of the Department of Industries, Labour & Housing.
34	Madras Rubber Factory Ltd., Tiruvotiyur.	Whether the non-employment of the five workers is justified, and if not, to what relief each would be entitled.	G.O. R. No. 2574 dated 3-12-66 of the Department of Industries, Labour & Housing.
		To compute the relief, if any awarded in terms of money if it can be so computed.	

(1)	(2)	(3)	(4)
Thanjavur District			
35 New Bharat Confectionery, Sirkali.	Whether the non-employment of Sri R. Ramaswamy, is justified and if not to what relief he is entitled,	G.O. R. No. 2140 dated 5-11-66 of the Department of Industries, Labour & Housing.	
	To compute the relief if any awarded in terms of money, if it can be so computed.		
36 Mannargudi Transports (P) Ltd., Mannargudi.	Whether the non-employment of Sri S. Ambikapathi is justified; if not, to determine the relief.	G.O. R. No. 2141 dated 5-11-66 of the Department of Industries, Labour & Housing.	
	To compute the relief if it can be so computed in terms of money.		
South Arcot District			
37 Public Service Bureau, Villupuram.	Whether the non-employment of the five workers is justified; and if not to what relief each would be entitled.	G.O. R. No. 2311 dated 5-11-66 of the Department of Industries, Labour & Housing.	
	To compute the relief if any awarded in terms of money if it can be so computed.		

4. STATEMENT SHOWING THE LIST OF AWARDS OF
THE INDUSTRIAL TRIBUNAL, MADRAS AND THE
LABOUR COURTS, PUBLISHED IN THE SUPPLEMENT TO
PART II SECTION I OF THE FORT ST. GEORGE GAZETTE
DURING THE MONTH OF DECEMBER, 1966

S. No.	Name of Concern	Page No. and date of the Gazette	G. O. No. and Date
1	2	3	4

INDUSTRIAL TRIBUNAL, MADRAS

Coimbatore District

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| 1. Annamalais Ropeway Co. Ltd.,
Attakadi Post, Coimbatore District. | 19
7-12-66 | G. O. R. No. 2381
I. L. & H. dt. 29-11-66 |
| 2. Erode Services Central Workshop
and Gobi Service, Central Workshop,
Coimbatore. | 19-20
7-12-66 | G. O. R. No. 2324
I. L. & H. dt. 29-11-66 |
| 3. Seva (Private) Limited, Kuntamuthur. | 1-2
21-12-66 | G. O. R. No. 2103
I. L. & H. dt. 12-12-66 |
| 4. Ganapathy Engineering Manufac-
turing, Ganapathy Post. | 2-3
21-12-66 | G. O. R. No. 2405
I. L. & H. dt. 12-12-66 |
| 5. Coimbatore Cotton Jubilee Mills,
Singanallur, Coimbatore. | 3-5
21-12-66 | G. O. R. No. 2406
I. L. & H. dt. 12-12-66 |
| 6. Sowdambigai Motor Services,
Dharapuram. | 36
28-12-66 | G. O. R. No. 2498
I. L. & H. dt. 21-12-66 |

Madras District

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| 7. W. A. Beardsell and Company,
Madras. | 5-9
21-12-66 | G. O. R. No. 2430
I. L. & H. dt. 16-12-66 |
|--|-----------------|--|

Chingleput District

- | | | |
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| 8. Southern Structurals Limited,
Pattabiram, Chingleput. | 28-34
28-12-66 | G. O. R. No. 2446
I. L. & H. dt. 16-12-66 |
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Tiruchirappalli District

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|---|-------------------|--|
| 9. Clearing and Forwarding Agents and
Contractors Goods Shed, and
transhipment yard, Tiruchirappalli. | 34-36
28-12-66 | G. O. R. No. 2471
I. L. & H. dt. 19-12-66 |
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(1)	(2)	(3)	(4)
LABOUR COURT, MADRAS			
Madras District			
10. Malai Murasu, Madras.	4-5 7-12-66	G. O. R. No. 2349 I. L. & H. dt. 1-12-66	
11. Cine Crafts, Madras.	15 28-12-66	G. O. R. No. 2404 I. L. & H. dt. 19-12-66	
12. New Lala Sweet Meat Stall, Madras.	15-16 28-12-66	G. O. R. No. 2465 I. L. & H. dt. 19-12-66	
13. Universal Hardware Mart, Madras.	17 23-12-66	G. O. R. No. 2468 I. L. & H. dt. 19-12-66	
14. Hotel Airlines, Madras.	19-21 28-12-66	G. O. R. No. 2488 I. L. & H. dt. 19-12-66	
Chingleput District			
15. Ambal Press, Big Kancheepuram.	16-17 28-12-66	G. O. R. No. 2437 I. L. & H. dt. 19-12-66	

ADDITIONAL LABOUR COURT, MADRAS

Madras District			
16. Padmanabha Metal Works, Madras.	22-24 28-12-66	G. O. R. No. 2466 I. L. & H. dt. 19-12-66	
South Arcot District			
17. Sri Raja Rajeswari Bus Service, Vridhachalam.	24-25 28-12-66	G. O. R. No. 2481 I. L. & H. dt. 19-12-66	
North Arcot District			
18. M. M. Ali Motor Service, Vellore.	26-27 28-12-66	G. O. R. No. 2482 I. L. & H. dt. 19-12-66	
19. P. Rangasamy Motor Service, Chetput.	27 28-12-66	G. O. R. No. 2483 I. L. & H. dt. 19-12-66	
20. Hindusthan Pistons Private Limited, Madras.	27-28 28-12-66	G. O. R. No. 2494 I. L. & H. dt. 19-12-66	

LABOUR COURT, MADURAI

Trichy District			
21. Vincent and Company (P) Limited, Tiruchirappalli.	1-4 28-12-66	G. O. R. No. 2443 I. L. & H. dt. 16-12-66	
Madurai District			
22. Sri Sathanthiram Transports (P) Ltd., Madurai.	1-4 7-12-66	G. O. R. No. 2339 I. L. & H. dt. 16-12-66	

(1)	(2)	(3)	(4)
23. Government Textile Mills Parts Unit, Pudur, Madurai.	4-6 28-12-66	G. O. R. No. 2444 I. L. & H. dt. 16-12-66	
24. S. N. Transport, Madurai.	17-19 28-12-66	G. O. R. No. 2485 I. L. & H. dt. 19-12-66	
25. S. T. T. Ramachandra Nadar & Co. (Suyampulingam Rice Mills) Madurai.	19 28-12-66	G. O. R. No. 2486 I. L. & H. dt. 19-12-66	
Kanyakumari District			
26. Pioneer Motors Owned by Srimathi N. Bagavathi Ammal, Nagercoil.	11-15 7-12-66	G. O. R. No. 2355 I. L. & H. dt. 8-12-66	
LABOUR COURT, COIMBATORE			
27. Erode Service, Coimbatore.	5 7-12-66	G. O. R. No. 2350 I. L. & H. dt. 1-12-66	
28. Gobi Service, Coimbatore.	5-6 7-12-66	G. O. R. No. 2351 I. L. & H. dt. 1-12-66	
29. Theatre Naaz, Coimbatore.	6 7-12-66	G. O. R. No. 2352 I. L. & H. dt. 1-12-66	
30. Bhavani Mills Limited, Podanur.	6-10 7-12-66	G. O. R. No. 2363 I. L. & H. dt. 1-12-66	
31. Theatre Delite, Coimbatore.	10 7-12-66	G. O. R. No. 2354 I. L. & H. dt. 1-12-66	
32. Vellonic Estate, Valparai.	15-18 7-12-66	G. O. R. No. 2357 I. L. & H. dt. 3-12-66	
33. M. C. S. (P) Limited, City Service, Coimbatore.	1-2 14-12-66	G. O. R. No. 2356 I. L. & H. dt. 6-12-66	
34. Dyeing Factory of Ammapet Handloom Weavers' Co-operative Production and Sales Society Ltd., Salem.	2-4 14-12-66	G. O. R. No. 2355 I. L. & H. dt. 8-12-66	
35. Raveendra Mills Ltd., Coimbatore.	6-15 28-12-66	G. O. R. No. 2447 I. L. & H. dt. 17-12-66	
36. Select Nitting Company, Tiruppur.	21-22 28-12-66	G. O. R. No. 2354 I. L. & H. dt. 22-12-66	

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

Sl. No.	Name of the Concern	Industry	No. of workers involved	Closure		Causes	Amount of Compensation paid to the workers
				Began	Ended		

1.	Kaleeswarar Mills Ltd., Coimbatore.	Textile	1,203	30-11-66	—	—	
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7. PARTICULARS OF COMPLAINTS RECEIVED, INVESTIGATED AND SETTLED BY THE LABOUR OFFICERS IN THE STATE OF MADRAS, FOR THE MONTH OF DECEMBER, 1966

Labour Officers	complaints pending at the beginning of the month	No. of complaints received							No. of complaints investigated and otherwise disposed off including those previously pending.	No. of complaints pending at the end of the month
		Wages and allowances	Bonus	personal dismissal and suspension	Retrenchment	Leave facilities and hours of work	Others not classified	Causes not known		
Coimbatore-I	332	12	13	33	—	2	46	—	130	368
Coimbatore-II	285	3	5	14	—	—	6	—	121	192
Coimbatore-III	243	2	3	28	—	—	20	—	46	259
Coimbatore-IV	77	6	3	9	—	11	44	—	78	72
Madras-I	105	15	13	5	—	—	17	—	70	85
Madras-II	49	3	6	38	1	—	10	—	82	55
Madras-III	69	4	2	8	—	—	38	—	41	70
Madurai-I	86	7	—	15	1	—	21	—	40	91
Madurai-II	348	5	—	25	—	—	33	—	27	384
Nagercoil	14	—	1	10	—	—	15	—	21	19
Salem	88	1	1	7	—	—	8	—	38	67
Tiruchirappalli	80	3	1	13	—	—	5	—	20	82
Tirunelveli	135	6	3	16	—	—	5	—	29	135
Vellore	101	4	1	27	—	—	21	—	46	108
Total ...	2,060	71	52	249	2	13	291	—	759	1,979

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

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

1. No. of Standing orders certified as on 30—11—66 ...	1,342
2. No. of Standing orders certified during the month of December 1966 ...	8
3. Total ...	1,345
4. Amendment to Standing Orders certified during the month ...	2

9. Workmen's Compensation Act, 1923

STATEMENT SHOWING THE NUMBER OF ACCIDENTS REPORTED AND AMOUNT OF COMPENSATIONS PAID FOR THE MONTH OF DECEMBER, 66

	Number of accidents reported by employers	Amount of compensation Rs. P.
(a) Death	8	1,33,346—55
(b) Permanent disablement	2	
(c) Temporary disablement	42	
Total ...	52	1,33,346—55

10. Workmen's Compensation Act, 1923

STATEMENT SHOWING THE NUMBER OF CASES FILED AND DISPOSED OF UNDER WORKMEN'S COMPENSATION ACT, 1923 FOR THE MONTH OF DECEMBER, 1966

Sl. No.	Nature of claims	No. of previously pending	No. received	Total	Disposed of	Balance
1. Application under Section 10:						
(a) Fatal		121	9	130	15	115
(b) Non-fatal		121	10	131	7	124
(ii) Temporary		18	1	14	4	10
2. Deposits Under Section 8 (1)						
(a) Fatal		87	20	107	18	89
(b) Persons under legal disability		16	—	16	—	16
3. Deposits Under Section 8 (2)						
		3	—	3	—	3
4. Memorandum of agreement						
(i) Permanent disablement		100	23	123	35	88
(ii) Temporary disablement		62	12	44	19	25
5. Recovery Under Section 31						
		16	1	16	1	15
6. Indemnification application under Sec. 12 (2)						
		16	—	16	—	16
Total ...		524	76	600	99	501

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

Pending as on 30-11-66	...	...	485
Received during the month of December, 66	...	...	30
Disposed of during the month	...	...	81
Pending as on 31-12-66	...	...	434

STATEMENT SHOWING THE NUMBER OF APPLICATIONS RECEIVED AND DISPOSED OF ETC., APPEAL UNDER SECTIONS 41 AND 51 OF THE ACT FOR THE MONTH OF DECEMBER '66

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

Pending as on 30-11-66	...	...	315
Received during the month of December, 66	...	...	39
Disposed during the month	...	...	53
Pending as on 31-12-66	...	...	301

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

Pending as on 30-11-66	...	...	8
Received during the month of December, 66	...	...	Nil
Disposed of during the month	...	...	1
Pending as on 31-12-66	...	...	7

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

Pending as on 30-11-66	...	...	112
Received during the month of December, '66	...	...	32
Disposed of during the month	...	...	40
Pending as on 31-12-66	...	...	104

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

Sl. No.	R. No	Date of Registration	Industry	Name and address of the Union	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
1.	21/CBE	5-12-66	Sugar	Sakthi Sugars Factory Employees Union, Appakudal Post (via) Jambai, Coimbatore District.	Notified under the Code of Discipline.
2.	3/NLG	17-12-66	Plantation	Dravida Estate Workers Progressive Union, Health Camp, Cudaloor Post, Nilgiris District.	do
3.	12/NAT	30-12-66	Small Scale Industries	Madras State Small Industries Corporation Workers Union, 87, Subramaniasami Koil St. (Upstairs) Kosepet, Vellore, N. A. Dist.	do
4.	12/SLM	30-12-66	Textile	Mettur Spinning Mill Workers Union, Mettur Dam, Salem District.	do
5.	6/SAT	2-12-66	611-612 Shop Employees	Cuddalore Shop Assistants' Union, Cuddalore.	do
6.	7/SAT	24-12-66	202 (b) Others	Employees Union of the Chidambaram Co-operative Mill Supply Union Ltd., Chidambaram.	do
7.	27/TRI	1-12-66	220 (a) Beedi Industry	Trichy District Beedi Labour Union, Inamkolathur, Trichy District.	do
8.	28/TRI	2-12-66	239 (a) Others	Karur Taluk Handloom Workers Union, Karur.	do
9.	29/TRI	2-12-66	Dv. 9. Activities not adequately described	Trichy District Synthetic Gem Cutters Workers Union, Tiruchirapalli.	do

(1)	(2)	(3)	(4)	(5)	(6)
10. 30/TRI	2-12-66	611-612 Shop Employees	Karur Town Varthaga Kumasthakkal and Kariyathargal Sangam, Karur.	Ratified the Code of Discipline.	
11. 31/TRI	26-12-66	511 (a) Electricity	Electricity Employees' Union (SMESC Ltd.) Tiruchirapalli.	do	
12. 32/TRI	26-12-66	400 (a) (ii) Others.	Manapparai Firka Building Workers' Union, Manapparai.	do	
13. 18/TAJ	1-12-66	842-843 Restaurants	Madras State Ariya Bhavan Hotel Labour Union, Thanjavur.	do	
14. 22/MDU	24-12-66	28 Printing & Publishing	Dinamani Express Thozhilalar Sangam, Madurai.	do	
15. 23/MDU	24-12-66	713 (a) Taxi	Madurai Nagar, Taxi Drivers Sangam, Madurai.	do	
16. 11/RMD	2-12-66	202 (b) Others	Employees' Union of the Ramnad Co-operative Milk Society Ltd., Ramnad.	do	
17. 12/RMD	2-12-66	611-612 Shop Employees	Varthaga Thozhilalar Sangam, Thirupuvanam	do	
18. 13/RMD	2-12-66	522 Sanitary Services	Nagarasuddi Thozhilalar Sangam, Karaikudi.	do	
19. 78/MDS	8-12-66	Motor	United Motor Workers Congress, Mount Road, Madras-6.	do	
20. 79/MDS	18-12-66	Banks and Finance Institution	Employees Provident Fund Staff Union, Madras. No. 111, Mount Road, Madras.	do	
21. 80/MDS	14-12-66	Commerce	Govt. Stationery Stores Employees Association, 66, Manappakkam. Mudali-vakkam Post, Madras-16.	do	
22. 81/MDS	14-12-66	Steamer Service	Govt. Steam Boat Workers Employees Union, No. 4, Stringer St., Madras-1.	do	
23. 82/MDS	16-12-66	Electric Wire	W. S. Insulators of India Ltd. Factory Employees Union, Porur, Madras-16.	do	
24. 83/MDS	26-12-66	Cinema	South Indian Cinema Studio Artist Union, Arcot Road, Madras-26.	do	

13-(b) LIST OF TRADE UNIONS AMALGAMATED DURING THE MONTH OF DECEMBER, 1966

Nil

13-(c) LIST OF TRADE UNIONS DISSOLVED DURING THE MONTH OF DECEMBER, 1966.

Nil

13-(d) LIST OF TRADE UNIONS WHOSE REGISTRATION WAS CANCELLED DURING THE MONTH OF DECEMBER, 1966

Sl. No.	R. No.	Date of cancellation	Industry	Name and address of the Union
(1)	(2)	(3)	(4)	(5)
1	3745	5-12-'66	Beedi	Timiri Beedi Workers' Union, I, Samba Devar Street, Timiri, N. A. District.
2	3760	5-12-'66	Agriculture	National Agriculturists Union, Rudhrapalayam Post, Udumalpet Taluk, Coimbatore District.
3	3250	5-12-'66	Beedi	Hosur Taluk Beedi Labour Union, Denkanikottah, Dharmapuri Dist.
4	3809	5-12-'66	Non-metallic mining and quarrying	National Magnesite and Refractory Workers Union, 22, Muthunaickenpatti Road, Salem-5.
5	2766	12-12-'66	Lorry Transports	Raju and Manmar Lorry Transport Uzhiyargal Sangam, Sandaipettai Main Road, Shevapet, Salem-2.
6	3813	12-12-'66	Handloom	National Handloom and Powerloom Workers Union, 23, Vellalar St., Kitchipalayam, Salem-1
7	2884	12-12-'66	Lorry Transports	Nilgiris District Motor Workers Union, Main Bazaar, Ootacamund.
8	3656	12-12-'66	do	Motor Workers Union, Bus Stand, Tiruvanamalai, N. A. Dist.
9	3814	12-12-'66	Public Health and Sanitary Service	Rasipuram Nagara Suthi Thozhilalar Union, 20, Namakkal Road, Rasipuram, Salem Dist.
10	1987	12-12-'66	Metal Industry	Pathira Thozhilalar Sangam, Annapparpalayam (Via) Tiruppur, Coimbatore Dist.
11	3837	12-12-'66	Textiles	Lilly Spinning Industries Workers Union, C/o A. Karuppanna Chettiar House, Vaithiyar Lane, Gandhipuram, Komarapalayam.
12	3506	12-12-'66	Tannery	National Tannery Workers Union, 41, Valayakkara Street, Kitchipalayam, Salem-1.
13	3904	12-12-'66	Handloom	Tirumulpur Handloom Weavers Union, Kosipathi, Thirumulpur, Arakonam Taluk, N. A. Dist.
14	3790	12-12-'66	Poultry Farm	Hosur Cattle Farm Workers Union, Main Road, Mathigir, Hosur Cattle Farm Post, Dharmapuri Dist.

(1)	(2)	(3)	(4)	(5)
15	3554	12-12-'66	Textiles	Salem District Carpet Weaving Workers Union, 32-G, Bretts Road, Arisipalayam.
16	3617	12-12-'66	Public Health and Sanitary Service	Municipal Sanitary Workers' Union, Pathelegam 7th Street, Ambur Post, N. A. District.
17	1862	12-12-'66	Hotel	Coimbatore District Hotel Workers Union, 13, Variety Hall Road, Coimbatore.
18	1676	12-12-'66	Motor Transport	National Motor Workers Union, ValayalKara Street, Kitchipalayam, Salem.
19	3782	12-12-'66	Basic Industrial Chemicals	E. I. D. Parry's Mazdoor Sangh, 36-D, Bombay Trunk Road, Ranipet, N. A. Dist.
20	3849	12-12-'66	Paper Industry	Seshasayee Pattaligal Sangam, S. P. B. Ltd., Erode-7
21	3429	12-12-'66	Building construction	Kattida Thozhilalar Munnetra Sangam, Kottur, Coimbatore District
22	3881	12-12-'66	Transport Industry	Salem Town Bus Workers Union, Victoria Market, Salem
23	3422	12-12-'66	Misc	Cloth Press and General Workers' Union, Valayalkara Street, Kitchipalayam, Salem
24	3231	12-12-'66	Building Construction	Mettur PWD Workers Union, Mettur Dam, Salem District
25	3124	12-12-'66	Engineering Industry	National Engineering Staff Association, INTUC Building, Tiruchi Road, Coimbatore
26	3685	12-12-'66	do	Textool Company Workers' Union, Opposite to Textool Co. Ganapathy Post, Coimbatore-6
27	1231	12-12-'66	Hume Pipes (Non-metallic Mineral Products)	Madras State Indian Hume Pipe Workers Union, 13, Variety Hall Road, Coimbatore
28	2068	27-3-'66	28. Printing and Publishing	Tiruchirapalli Press Workers Union, Trichy.
29	2129	21-6-'66	511. Electricity	Madras State Electricity Employees Union, Trichy
30	2363	30-10-'57	291 Tanneries	The Tiruchirapalli National Tannery Labour Union, Trichy
31	2417	4-2-'58	231 Cotton Mills	Thiagesar Alai Workers Progressive Union Manapparai
32	2729	3-6-'59	do	Alangudi Mill Thozhilalar Sangam, Alangudi

(1)	(2)	(3)	(4)	(5)
33	2847	16-3-'60	Div. 11 (b) High ways	The Madras State National Highways Workers Union, Trichy
34	2899	8-7-'60	205 Grains Mill Products	The Tiruchy District Rice Mill and General Workers Union, Kattur P. O.
35	3060	20-1-'61	190 (b) Others Non-metallic Mining and Quarrying not elsewhere classified	The Tiruchy District Gypsum Mines Workers Union Moon-gilpadi
36	3166	5-8-'61	207 (a) Sugar Mills	Pettavaithalai Sugar Factory, Staff Union, Pettavaithalai
37	3481	18-4-'63	220 (a) Beedi Industry	Tiruchy District Beedi and Cigar National Labour Union, Tiruchy
38	3548	23-9-'63	28 Printing and Publishing	Co-operative Press Workers Union Pudukottai
39	3567	17-10-'63	231 Cotton Mills	Tiruvalar Mills National Textile Workers' Union, Karur
40	3882	24-6-'65	220 (c) Others	Lalgudi Vatta Suruttu Thozhilalar Sangam, Lalgudi
41	1775	8-5-'54	39, Miscellaneous	Virudhunagar Industrial Works Labour Union, Virudhunagar
42	2641	31-1-'59	820-Community and Business Services	Iykkia Thozhilalar Sangam Rajapalayam
43	2828	4-2-'60	39 Miscellaneous	Chandra Industrial Labour Union, Virudhunagar
44	3374	9-9-'62	713 Motor Transport	The Rajapalayam Motor and Lorry Workers Union, Rajapalayam
45	3552	23-9-'63	620 Banks	Chettinad Mercantile Bank Employees' Union, Karaikudi
46	3565	14-10-'63	820 Community & Business Services	Kamuthi General Workers Union, Kamuthi
47	3763	12-11-'64	84 Personal Services	Paramakudi Emaneswarem Tailoring Workers Union, Paramakudi
48	3840	14-4-'65	713 Motor Transport	Sivagangai Motor Workers Union, Sivagangai
49	2761	3-9-'59	311 (iii) Salt	Tuticorin Salt Labour Union, Tuticorin
50	2434	20-2-'58	231 Cotton Mills	The Madurai Mills Maistries and Fitters Sangam, Tuticorin

(1)	(2)	(3)	(4)	(5)
51	2915	11-7-'60	239 (b) Others	Tenkasi Handloom Weavers Union, Tenkasi
52	3239	23-11-'61	713 Motor Transport	The Tuticorin Lorry and Pleasure-car Workers Union, Tuticorin
53	3241	28-11-'66	716 (b) Port Trust	Port and Port Trust Employees Union, Tuticorin
54	3257	16-12-'61	844-Laundries	The Idaikkal Salavai Thozhilalar Sangam, Idaikkal
55	3428	10-1-'63	239 (b) Others	The Handloom Weavers' Union, Kallidaikurichi
56	3589	4-12-'63	040-Fishing	The Nellai Mavatta Meen Virpanai Thozhilalar Sangam Palayam-cottah
57	3659	31-3-'64	Div 9 Activities not adequately described	The Viswa Brammah Thozhilalar Sangam, Puliyangudi
58	3684	12-5-'64	010 (a) Cultivation	Tenkasi Vattara Vivasayigal Sangam, Tenkasi
59	3758	5-11-'64	713 Motor Transport	S. R. P. S. Workers Union, Tiruchendur
60	3786	22-12-'64	311 (III) Salt	National Salt Pan Workers Union, Tuticorin
61	3908	7-8-'65	612 (a) Shop Employees	The Ilasinagar Varthaga Gumas-thakkal Sangam, Ettayapuram
62	3927	23-8-'65	311 (III) Salt	National Salt Pan Workers Union, Tuticorin
63	767	8-3-'48	1522-Sanitary Services	Nagarasuddhi Thozhilalar Sangam, Tuticorin
64	338	22-9-'45	713 Motor Transport	Sri Rama Vilas Limited Welfare Union, Kumbakonam
65	1388	1-12-'51	239 (b) Others	Handloom Weavers' Association, Kumbakonam
66	2902	8-7-'60	207 (a) Sugar Mill	Arooran Sugar Employees Union Vadapathimangalam
67	3340	6-7-'62	842-843 Hotel	Hotel Workers Union, Pattukottai
68	3635	6-2-'64	239 (b) Others	Silk Cloth Manufacturing Workers Association, Manambuchavadi
69	3731	22-9-'64	716 (b) Harbour	Harbour Workers Union, Nagapattinam
70	3862	20-5-'65	713-Motor Transport	The K. T. P. Transport Workers Union, Pattukottai

(1)	(2)	(3)	(4)	(5)
71	3657	30-3-'64	842-843 Hotels	The National Hotel Workers Union, Kumbakonam
72	3489	12-5-'63	207 (a) Sugar Mills	Sugar Mills Staff Union, Pandiarajapuram
73	3690	30-5-'64	820-Community and Business Services (a) Working Journalists	Tamilnadu Daily Staff Union, Madurai
74	3459	12-3-'63	711 (a) Porters	Madurai Railway Division National Licensed Porters' Union, Madurai
75	3441	31-1-'63	39-Miscellaneous	The Madurai Municipal Central Workshop Workers Union, Madurai
76	3016	11-11-'60	do	ARAS & PVPV Workers Union, Madurai
77	2994	18-10-'60	231-Cotton Mills	The Annamalai Mills National Workers Union, Dindigul
78	2682	6-3-'59	do	P. P. T. Minnetra Sangam, Palani
79	1583	13-2-'53	do	The Madurai Mill Workers Co-operative Stores Employees Union, Madurai
80	3861	20-5-'65	845 Barber and Beauty Shops	Kumari District Hair Dressing Workers Union, Nagercoil
81	3830	30-3-'65	231-Cotton Mills	Kumari District Weavers' and Spinners Trade Union, Nagercoil
82	3566	14-10-'63	do	Nagammal Alai Thozhilalar Munnetra Sangam, Nagercoil
83	3402	8-11-'62	28 Printing	Kanyakumari District Press Workers Union, Nagercoil
84	3276	18-1-'62	611,612 (c) Shops Employees	Nagercoil General Workers Union, Nagercoil
85	1549	13-12-'49	716 (b) Harbour	Harbour workers Union, Cuddalore
86	2843	16-3-'60	311 (b) Fertilizers	Parry Labour Union, Cuddalore
87	1947	23-7-'55	209 (a) Edible oil	The District Rice Flour and Oil Mill Owners Association, Cuddalore
88	3105	2-5-'61	611,612 (a) Shops Employees	Neyveli Co-operative Employees Union, Neyveli-2
89	3212	15-10-'61	400 (a) (i) Construction	The Neyveli Construction Workers Union, Neyveli

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MADRAS LABOUR GAZETTE

(1)	(2)	(3)	(4)	(5)
90	3572	19-10-'63	842-843 Hotels	Hotel Workers Progressive Union, Vridhachalam
91	3704	23-6-'64	311 (b) Fertilizers	E. I. D. Parry employees' Union, Cuddalore
92	3729	2-9-'64	713-Motor Transport	Motor Thozhilalar Sangam, Panruti
93	3876	22-6-'65	350 (a) Metal containers	Brass Vessels Makers' Union, Thiruppapuliur
94	3643	19-2-'64	400 (a) (1) Construction	National Construction Workers Union, Neyveli
95	3692	30-5-'64	715 (a) Coastal shipping	Cuddalore Boat Owners' Association, Cuddalore
96	1422	31-12-'66	Bank	South Indian Banks Employees Association, 233, Angappa Naicken Street, Madras-1
97	3902	do	Machinery	Sri Rama Machinery Corporation Hot plot Cuple Employees Union, 40, Sannathi Street, Madras-17
98	3876	do	Construction	Simplex Concrete Pile (India) Private Limited Workers Union, 57/3, Kesavalu Naidu Street, Madras-12
99	1760	do	Water Transport	Madras Port and Dock Workers Union, 8, Narasingapuram St., Madras-2
100	1988	do	Banks and Financial Institution	Triplicane Fund employees Union, 25, H. R. Koll Street, Triplicane, Madras-5
101	3886	do	Miscellaneous	Madhavaram General Employees Union, 98, Strahans Road, Madras-12
102	3315	do	Construction	Govt. P. W. D. Employees Union, 2/51, Nagamani Mudali Street, Chintadripet, Madras-2
103	2398	do	Tanneries and Leather finishing	Palal Tannery Workers Union, 65, Katriribedu Village, Palal, Red Hills
104	3346	do	Medical and other Public Health Services	Chingleput District Government Medical and Health Workers Union, Kamaraj Nagar, T. B. Sanatorium, Tambaram, Sanatorium Post

105	3168	31-12-'66	Miscellaneous	Industrial and General Workers Union, No. 8 Narasingapuram Street, Mount Road, Madras-2
106	3135	do	Sanitary Services	Corporation and Central Workers Union, No. 8, Narasingapuram Street, Mount Road, Madras-2
107	3509	do	Motor Transport	T. V. S. Group Companies Workers Union, Madras-15,

ABSTRACT

1. Total No. of Registered Trade Unions as on 1-12-66	1,419
2. Total No. of Trade Unions registered during the month	24
Total	1,443
3. Total No. of Trade Unions amalgamated during the month	...
4. Total No. of Trade Unions dissolved during the month	...
5. Total No. of Trade Unions cancelled during the month	107
6. Total No. of Registered Trade Unions as on 31-12-66	1,336

14. LABOUR ADMINISTRATION AND STATISTICS FOR THE MONTH OF DECEMBER 1966

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MADRAS LABOUR GAZETTE

Sl. No.	Particulars	Factories Act 1948	Payment of Wages Act 1936	Madras Maternity Benefit Act 1934	Madras Shops & Establishments Act 1947	Madras catering establishments Act 1958	Madras Beedi Industrial Premises (R.C.W.) Act 1958	Minimum Wages Act 1948	Madras Industrial Establishments (National & Festival Holidays) Act 1958
1.	No. of Establishments inspected ...	1,641	5,721	513	50,905	6,107	737	2,770	6,823
2.	No. of irregularities noticed ...	10,77	9,17	162	1,266	1253	13	364	534
3.	No. of cases warned ...	60	69	—	277	204	16	56	69
4.	No. of prosecutions launched...	62	7	—	69	51	2	1	6
5.	No. of convictions obtained ...	38	1	—	28	41	8	3	4
6.	Amount of fine imposed ...	Rs. 985	Rs. 25	—	Rs. 493	Rs. 66	Rs. 140	Rs. 100	Rs. 76

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

District (1)	AT THE BEGINNING			REGISTERED			REMOVED			TOTAL			Remarks (14)
	Section 2 m (i) 2 m (ii)	Notified (4)	Section 2 m (i) 2 m (ii)	Section 2 m (i) 2 m (ii)	Notified (7)	Section 2 m (i) 2 m (ii)	Section 2 m (i) 2 m (ii)	Notified (10)	Section 2 m (i) 2 m (ii)	Notified (13)	Section 2 m (i) 2 m (ii)	Notified (14)	
1. North Arcot	242	116	166	14	4	...	...	4	...	256	116	166	538
2. South Arcot	128	7	42	1	1	...	...	...	...	129	8	42	179
3. Chingleput	396	21	54	18	2	...	...	...	...	414	23	54	491
4. Coimbatore	1,125	6	73	2	2	...	2	...	1	1,125	8	72	1,205
5. Kanyakumari	75	10	21	4	...	...	...	...	...	79	10	21	110
6. Madras	836	30	102	6	...	...	...	...	...	842	30	102	974
7. Madurai	469	31	42	3	2	...	...	...	...	472	33	42	547
8. The Nilgiris	127	...	4	...	...	...	1	...	1	126	...	3	129
9. Ramanathapuram	268	69	142	3	...	...	1	...	...	279	69	142	481
10. Salem	568	5	122	23	1	...	1	...	...	590	6	122	718
11. Thanjavur	315	9	175	7	1	...	2	...	2	320	10	173	503
12. Tiruchirappalli	293	8	164	3	...	...	3	1	...	293	7	164	464
13. Tirunelveli	338	100	182	6	1	...	...	...	1	344	101	181	626
14. Dharmapuri	20	1	6	1	...	...	...	...	21	1	6	28	28
Total ...	5,200	413	1,295	91	14	...	10	5	5	5,281	422	1,290	6,993

STATISTICAL SUPPLEMENT

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

Serial No. and category	At the beginning of the month			Registered during the month			Removed during the month			At the end of the month		
	No. of Plantations	Average	No. of workers employed	No. of Plantations	Average	No. of workers employed	No. of Plantations	Average	No. of workers employed	No. of Plantations	Average	No. of workers employed
1	2	3	4	5	6	7	8	9	10	11	12	13
1. Coffee ...	125	22,382.53	9,462	—	—	—	—	—	—	125	22,382.53	9,462
2. Tea ...	138	66,864.06	70,089	—	—	—	—	—	—	138	66,864.06	70,089
3. Rubber ...	21	9,669.57	2,138	—	—	—	—	—	—	21	9,669.57	2,138
4. Cinchona ...	2	9,406.00	1,456	—	—	—	—	—	—	2	9,406.00	1,456
5. Cardamom ..	5	3,186.86	323	—	—	—	—	—	—	5	3,186.86	323
Total ...	291	1,11,509.02	83,468	—	—	—	—	—	—	291	1,11,509.02	83,468

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

No. of Industries	Name of Industry	Number of Accidents	
		Fatal	Non-fatal
01	Processes allied to agriculture (Gins and Presses) ...	—	1
20	Food Except Beverages ...	1	73
21	Beverages ...	—	—
22	Tobacco ...	—	—
23	Textiles ...	—	804
24	Foot-wear, other wearing apparel and made-up textile goods ...	—	—
25	Wood and cork except furniture ...	—	4
26	Furniture and fixtures ...	—	4
27	Paper and paper products ...	1	8
28	Printing, Publishing and allied industries ...	—	13
29	Leather and Leather products (except foot-wear) ...	—	14
30	Rubber and rubber products ...	—	28
31	Chemicals and Chemical products ...	—	108
32	Products of petroleum and coal ...	—	1
33	Non-metallic Mineral Products (except Petroleum and coal) ...	1	38
34	Basic Metal industries ...	1	148
35	Metal Products (except machinery and transport equipments) ...	—	42
36	Machinery (except electrical machinery) ...	—	203
37	Electrical Machinery, apparatus, appliances and supplies ...	—	118
38	Transport equipment ...	—	520
39	Miscellaneous Industries ...	—	16
51	Electricity, Gas and Steam ...	—	6
52	Water and Sanitary Services ...	—	—
83	Recreation Services (Cinema Studios) ...	—	1
84	Personal Services (Laundries, dyeing and cleaning) ...	—	—
Total ...		4	1,643

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MADRAS LABOUR GAZETTE

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

Name of Industry	ADULTS		ADOLESCENTS		CHILDREN	
	Men	Women	Male	Female	Boys	Girls
	A.	B.	A.	B.	A.	B.
Cotton Machinery :						
1. Opening and Blow Room Machinery	—	6	—	—		
2. Card Room Machinery	—	17	—	—		
3. Drawing Frames	—	6	—	—		
4. Speed Frames	—	3	—	—		
5. Spinning Machinery	—	77	—	2		
6. Weaving Machinery	—	9	—	—		
7. Finishing Machinery	—	4	—	—		
8. Flying Shuttles	—	13	—	—		
9. Other Miscellaneous Textile Machinery	—	21	—	4		
10. Miscellaneous Non-machinery Accidents	—	142	—	—		
Total	—	298	—	6		
Jute Machinery						
NIL						

A : Fatal

B : Non-Fatal

17. EXEMPTION TO THE FOLLOWING FACTORIES AND ESTABLISHMENTS FROM THE
PROVISIONS OF THE ACTS AND RULES INDICATED BELOW WERE GRANTED
DURING THE MONTH OF DECEMBER, 1966

Sl. No.	Name of the Establishment	Section from which exempted	Duration of the exemption	Authority
1	2	3	4	5
FACTORIES ACT.				
1	Brakes India Limited, Padi, Madras-50.	Section 51, 52, 54, 55 and 56 of the Act.	3 months from 15th February, 1966	G. O. Ms. No. 4300 Industries, Labour & Housing (Labour) dated, 28th October, 66
2	Factories manufacturing Family Planning Aids using rubber as raw material.	Non-provision of certain section.	Employment of women between the hours of 5 a.m. and 9 p.m. for a period of one year	G. O. Ms. No. 4564 Industries, Labour & Housing (Labour) dated 22nd November, 1966
3	Quinine Factory, Anamallais.	From the provision of section 51 54 and 56,	For a period of 3 months from 21st August 66	Government Notification Fort St. George, November, 2nd 1966.
4	Brakes India Ltd., Padi, Madras-50,	From the provisions of section 51, 52, 54 55 and 56.	For a period of 5 months from 13th August 66	G. O. Ms. No. 4366 Industries, Labour & Housing (Labour) dated 2nd November, 66
5	Southern Railway Car Workshop, Tambaram,	From the provisions of section 51, 54, & 56.	For a period of 3 months from 1st April to 30th June 66	G. O. Ms. No. 4367 Industries, Labour & Housing (Labour) dated 2nd November, 1966
6	Sundaram Clayton Ltd., Padi, Madras-50.	From the provisions of section 51, 52, 54 56 and 58.	For a period of 3 months from 2nd September, 1966	G. O. Ms. No. 4370 Industries, Labour & Housing (Labour) dated, 2nd November, 1966

(1)	(2)	(3)	(4)	(5)
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EMPLOYEES STATE INSURANCE ACT

7	Certain employees of Public works Department.	From the operation of the said Act except chapter V A	For a period of 6 months from 28th December, 66	G. O. Ms. No. 4944 Industries, Labour & Housing (Labour) dated, 24-12-66
8	Certain Officer of the Department of Industries and Commerce.	From the operation of the said Act except chapter V A	For a period of one year from 21-12-66	G. O. Ms. No. 4798 Industries, Labour & Housing (Labour) dated, 13-12-66
9	Factories exclusively engaged in wool pressing either with or without cotton pressing and ginning and are situated in any area in which chapter IV and V of the said Act are in force.	From the operation of the said Act except Chapter V A	For a period of one year with effect from 1st January 67	Government Notification Fort St. George 22nd December, 1966

MADRAS SHOPS AND ESTABLISHMENTS ACT.

1	Madras State Electricity Board in Madras State.	All the provisions of chapter III, VI and VII of said Act except section 18 and 41	For a further period of one year from 25-11-66	G. O. Ms. No. 4608 Industries, Labour & Housing (Labour) dated. 25th November, 66
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TEMPORARY EXEMPTIONS BY THE DEPUTY COMMISSIONER OF LABOUR**MADRAS SHOPS AND ESTABLISHMENTS ACT**

1	Certain theatres in Coimbatore Dist.	From Section 13(1) of the Madras Shops and Establishment Act	For one day on 23rd December, 66 for Vaikunta-Ekadasi	Deputy Commissioner of Labour, Coimbatore
2	Palani Municipality. Palani, Madurai Dist.	From Section 7(1) 11(1) and 13(1) of the said Act for (Thaipusam)	20-1-67 to 29-1-67	Deputy Commissioner of Labour, Madurai
	Palani Municipality, Palani, Madurai Dist.	From sections 7(1) 11(1) and 13(1) of the said Act for (Panguni Utsavam)	19th to 28th March 67	do

(1)	(2)	(3)	(4)	(5)
-----	-----	-----	-----	-----

	Rajapalayam Municipality Ramanathapuram Dist.	From Sections 7(1) 11(1) and 43(1) of the said Act for Dhrowpathi-ammam Festival	31st March to 14th April 1967	Deputy Commissioner of Labour, Madurai
	Tiruchendur Major Panchayat area, Tirunelveli Dist.	From sections 7(1) 11(1) and 43(1) of the said Act for Masi Festival	15th to 26th February 1967	do
	Mannargudi Municipality Thanjavur Dist	From sections 7(1) 11(1) and 43(1) of the said Act for Next Brahmotsavam of Rajagopalaswami Devasthanam.	2nd to 19th March, 1967	do
3	All shops and Establishments in Pudukkottai Municipality add Major Panchayat of Pudukkottai Division.	From the provisions of Section 7(1) 11(1) + 13(1) of the Madras Shops and Establishments Act for Narthamalai Car festival	One day on 26th March 1967	do
4	Dinamani Talkies, Madurai.	From the provisions of section 13(1) 14 and 15 of the said Act for Vaikunta Ekadasi	For one day on 23-12-66	do
5	Central Cinema, Madurai.	Section 13(1) 14 + 15 (Vaikanta Ekadasi)	For one day on 23-12-66	Deputy Commissioner of Labour, Madurai
6	Prabhat Talkies and Saraswathi Talkies. Madras.	Section 13(1) 14 + 15 (Vaikunta Ekadasi)	For one day 23-12-66	Deputy Commissioner of Labour, Madras
7	New Cinema, Madurai and Regal Talkies, Madurai.	do	do	Deputy Commissioner of Labour, Madurai
8	Vijaya Theatres, Villupuram.	do	do	do
9	The City Cinema, Madurai.	do	do	do
10	Charles Theatre, Tuticorin.	do	For one day only on 25th December, 66	do

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

COTTON		Rate per Quintal of 100 kgs.
		Rupees
American	...	500 / 510
Cambodia	...	315 / 380
Karunganni	...	215 / 355
YARN		Rate per bundle of 4.5 Kgs.
		Rs.
10 s.	...	21.00
20 s.	...	27.00
40 s.	...	38.50
60 s. Ind. Com	...	58.00
80 s. Egy. Card	...	82.00
100 s.	...	108.00

THE INDUSTRIAL COURT REPORTER

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**THE COMMISSIONER OF LABOUR AND
DIRECTOR OF EMPLOYMENT**

TARDEO, BOMBAY-34—W B,
(INDIA).

19. Cost of Living Index Numbers* applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act, XI of 1948) in Madras City for the month of December 1966 as ascertained and declared by the Director of Statistics under Section 2 (d) of that Act.

Serial No.	Centre	Food	Fuel and Lighting	Clothing	House Rent	Miscellaneous	Cost of Living Index
(Base : Year ended June 1936 : 100)							
1.	Madras City	781.1	802.2	528.2	434.2	627.1	697.9
2.	Cuddalore	733.0	894.0	490.0	403.0	813.0	696.0
3.	Tiruchirapalli	834.0	573.0	616.0	364.0	498.0	700.0
4.	Madurai	790.0	578.0	581.0	374.0	449.0	652.0
5.	Coimbatore	795.0	758.0	754.0	629.0	450.0	746.0
		Food	Housing	Clothing	Miscellaneous	Cost of Living Index	
(Base : August 1939 : 100)							
6.	Nagercoil	905.0	657.0	835.0		413.0	788.0

Comparative Statement of the cost of living index numbers for the month of November 1966 and December 1966.

S. No.	Zone	Centre	Cost of living index numbers for the months of		Variation
			Nov. 1966	Dec. 1966	
(Base: Year ended June, 1936 : 100)					
1.	Madras City and Chingleput District ...	Madras City	686.1	697.9	+ 11.8
2.	North Arcot and South Arcot Districts ...	Guddalore	672.0	696.0	+ 24
3.	Tiruchirapalli and Thanjavur Districts ...	Tiruchirapalli	680.0	700.0	+ 20
4.	Madurai, Ramanathapuram and Tirunelveli Districts ...	Madurai	639.0	652.0	+ 13
5.	Coimbatore and Salem Districts ...	Coimbatore	740.0	746.0	+ 6
(Base : August 1939 : 100)					
6.	Kanyakumari District ...	Nagercoil	782	788.0	+ 6

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

MADRAS

The Cost of Living Index number for working classes in Madras City for the month of December, 1966 rose by twelve points to 698.

The index for the food group rose by twenty one points to 781 due mainly to an increase in the prices of Vegetables, meat, garlic, cocoanut oil, gingelly oil and can jaggery.

The index for the fuel and lighting group fell by three points to 808 due to a fall in the prices of firewood and charcoal.

The group index numbers in respect of clothing, house rent and miscellaneous remained unchanged at 528, 434 and 627 points respectively.

Group	Weight proportional to the total expenditure	GROUP INDEX NUMBERS	
		November, 1966	December, 1966
Food	58.23	760.4	781.1
Fuel and Lighting ...	8.42	811.3	808.2
Clothing	6.10	528.3	528.2
House-Rent	14.57	434.2	434.2
Miscellaneous	12.68	627.0	627.1
Total	100.00		
Cost of Living Index Number		686.1	697.9

CUDDALORE

The cost of living index number for Cuddalore rose by twenty four points to 696.

The index for the food group rose by thirty six points to 733 due mainly to an increase in the prices of rice, dhall, vegetables, garlic and groundnut oil.

The index for the fuel and lighting group rose by one point to 894 due to an increase in the price of charcoal.

The group index numbers in respect of clothing, house rent and miscellaneous remained unchanged at 490, 403, and 813 points respectively.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli rose by twenty points to 700.

The index for the food group rose by thirty four points to 834 due mainly to an increase in the prices of vegetables, meat, milk, garlic and gingelly oil.

The index for the miscellaneous group rose by one point to 498 due to an increase in the price of beedies.

The group index numbers in respect of fuel lighting and house rent remained unchanged at 573, 616 and 364 points respectively.

MADURAI

The cost of living index number for Madurai rose by 13 points to 652.

The index for the food group rose by nineteen points to 790 due mainly to an increase in the prices of Vegetables, garlic and gingelly oil.

The index for the fuel and lighting group rose by twenty six points to 578 due to an increase in the price of fire-wood.

The group index numbers in respect of clothing, house rent and miscellaneous remained unchanged at 581, 374 and 449 points respectively.

COIMBATORE

The cost of living index number for Coimbatore rose by six points to 746.

The index for the food group rose by eight points to 795 due mainly to an increase in the prices of vegetables, tamarind, garlic, cocoanut oil and gingelly oil.

The index for the clothing group fell by three points to 754 due to a fall in the price of sarees.

The index for the miscellaneous group rose by one points to 450 due to an increase in the price of beedies.

The group index numbers in respect of fuel and lighting and house rent remained unchanged at 753 and 629 points respectively.

(Base : August 1939=100)

NAGERCOIL

The cost of living index number for Nagercoil rose by six points to 788.

The index for the food group rose by ten points to 905 due mainly to an increase in the prices of vegetables, meat, fish and cocoanut oil.

The index for the housing group rose by seventy five points to 657 due to an increase in the price of firewood.

The index for the miscellaneous group fell by one point to 413 due mainly to a fall in the prices of betel leaves and arecanuts.

The group index numbers in respect of housing and clothing remained unchanged at 657 and 835 points respectively.

(*The cost of living index numbers are now called Consumer Price Index Numbers.)

CONSUMER PRICE INDEX NUMBERS

19 (a) INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR THE WORKING CLASS

(Base: Shifted to 1949=100)

Year	* All India Original Base 1948	
	General Index	Food Index
1950 ...	101	101
1951 ...	105	104
1952 ...	103	102
1953 ...	106	109
1954 ...	101	101
1955 ...	96	92
1956 ...	105	105
1957 ...	111	112
1958 ...	116	118
1959 ...	121	125
1960 ...	124	126
1961 ...	126	126
1962 ...	130	130
1963 ...	134	135
1964 ...	152	155
1965 ...	166	172
October	172	178
November	173	181
December	173	179
1966 — January	173	178
February	174	177
March	174	177
April	175	178
May	181	187
June	185	191
July	88	195
August	190	197
September	191	198
October	192	199
November	194	202

* To obtain the index number with 1944 as base year the figures given here need be multiplied by 1.42 in the case of Food Index and 1.38 in the case of General Index. This implies that for this purpose the series with base 1944 = 100 that used to be published simultaneously, but has since been discontinued, is linked to the above series at the year 1949. Thus the All India Index on base 1944=100 during the month of November 1966 was 267.72.

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 DECEMBER, 1966

The Employees' State Insurance Scheme applies to 30 centres in Madras Region and provides protection to 2,77,403 industrial workers in the event of Employment Injury, sickness and maternity benefit. This protection is made available in two ways viz., provision of cash benefits and by providing medical benefit when needed. There are 52 Offices of the Corporation in the Region for disbursement of cash benefits.

During the month of December, 1966, 1,675 persons received Rs. 92,470.05 by way of cash benefit due to employment injury. This includes 331 persons who are in receipt of pension for Permanent Disablement Benefit and also 156 dependants of deceased insured persons.

In the month of December, 1966, 1,714 accidents were reported. Comparatively few persons needed the employment injury benefits but fairly large number needed cash benefits in the event of sickness.

49,020 Sickness benefit claims were received and an amount of Rs. 7,34,610.91 was paid as sickness benefit involving abstention for 2,26,478 days.

401 Insured women claimed maternity Benefit and were paid Rs. 53,376.78 in the month of December, 1966.

For recovery of arrears of contributions under the Scheme legal proceedings had to be initiated in 25 cases against defaulting employers for Rs. 37,871.61.

Penal action was taken against one employer in four cases and was fined Rs. 50 for non-submission of Sc. 2 returns and Rs. 100 for non-submission of contribution cards and Rs. 200 on each for non-payment of Employees' contribution and Employers' Special Contribution respectively.

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

Sl. No.	Particulars	December 1966
1. Total number of Attendance:		
	New ... 71,327	3,04,861
	Old ... 2,33,534	
2.	No. of Medical Certificates Issued	86,456
3.	No. of Domiciliary visits made	198
4.	No. of Injections administered	1,05,175
5.	No. of X-ray Examinations	1,601
6.	No. of Laboratory Examinations	4,036
7.	No. of Specialist Investigations	3,978
8.	No. of Persons admitted to Hospitals	1,978
9.	Bed Days occupied during the month	15,669

ADDITIONAL DATA FOR PANEL SYSTEM

1. No. of Attendance		
	New ... 18,254	49,635
	Old ... 31,381	

DIAGNOSTIC CENTRES

2.	No. of prescriptions issued	17,112
3. Payment made to:—		
	(1) Chemists	...
	(2) Insurance Medical Practitioners	Rs. 17,581.30 P.
		(Coimbatore area.)

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

Sl. No.	Districts	No. of Applicants							No. of Employers using Employment Exchanges during the month	No. of Vacancies notified during the month
		1	2	3	4	5	6	7		
1.	Arcot North	...	...	1,605	291	15,750	88	231		
2.	Arcot South	...	...	1,426	331	12,202	101	280		
3.	Chingleput	...	...	1,561	304	20,067	84	699		
4.	Coimbatore	...	...	1,777	336	11,632	112	363		
5.	Kanyakumari	...	...	933	170	17,490	38	147		
6.	Madras	...	...	5,172	966	38,125	285	1,182		
7.	Madurai	...	...	1,964	300	18,212	178	278		
8.	The Nilgiris	...	...	461	291	8,102	48	202		
9.	Ramanathapuram	...	...	1,179	249	1,0919	67	311		
10.	Salem	...	...	2,029	496	11,388	165	554		
11.	Thanjavur	...	...	1,547	338	17,647	108	482		
12.	Tiruchirappalli	...	...	1,853	354	13,098	101	559		
13.	Tirunelveli	...	...	1,499	181	13,552	98	245		
	Total for December '66	...	...	23,005	4,557	2,13,184	1,404	5,333		
	Total for November '66	...	...	18,165	4,182	2,14,378	1,414	4,927		
	Total for December '65	...	...	22,873	4,504	2,03,034	1,585	6,093		
	Average for '65	...	...	25,555	5,127	1,66,384	1,575	6,878		
The above figures exclude statistics relating to work performed in respect of Physically Handicapped applicants, which is given below.										
Special Employment Office for Physically Handicapped, Madras-14										
	December '66	...	...	22	12	740	15	4		
	November '66	...	...	30	10	751	19	5		
	December '65	...	...	33	13	534	10	6		

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 Establishment during the month of January, 1967.

Sl. No.	Name of Establishment	Period upto
1.	The Maharani Talkies, Madras-21.	31-3-67

LABOUR LAWS AND ADMINISTRATION

The following Act of Parliament received the assent of the President on the 11th December 1966, and is hereby published for general information :—

THE EMPLOYEES' STATE INSURANCE (AMENDMENT) ACT, 1966.

ACT No. 44 OF 1966.

An Act further to amend the Employees' State Insurance Act, 1948.

Be it enacted by Parliament in the Seventeenth Year of the Republic of India as follows :—

1. **Short title, commencement and application.**—(1) This Act may be called the Employees' State Insurance (Amendment) Act, 1966.

(2) It shall come into force on such date as the Central Government may, by notification in Official Gazette, appoint, and different dates may be appointed for different provisions of this Act and for different States or for different parts thereof.

(3) When the provisions of this Act amending the provisions of the Employees' State Insurance Act, 1948 (hereinafter referred to as the principal Act) relating to sickness and maternity benefits come into force in any State or any part of a State then those provisions of the principal Act as amended by this Act shall apply to any employee in that State or part only on (and not before) the expiry of the contribution period of such employee in force on the date of the coming into force of the said provisions of this Act.

2. **Amendment of section 2.**—In section 2 of the principal Act,—

(1) after clause (6), the following clause shall be inserted namely :—

“(6a) ‘dependent’ means any of the following relatives of a deceased insured person, namely :—

(i) a widow, a minor legitimate or adopted son, an unmarried legitimate or adopted daughter or a widowed mother; and

(ii) if wholly dependent on the earnings of the insured person at the time of his death, a legitimate or adopted son or daughter who has attained the age of eighteen years and is infirm;

(iii) if wholly or in part dependent on the earnings of the insured person at the time of his death,—

(a) a parent other than a widowed mother,

(b) a minor illegitimate son, an unmarried illegitimate daughter or a daughter illegitimate or adopted or illegitimate if married and a minor or if widowed and a minor,

(c) a minor brother or an unmarried sister or a widowed sister if a minor,

(d) a widowed daughter-in-law,

(e) a minor child of a pre-deceased son,

(f) a minor child of a pre-deceased daughter where no parent of the child is alive, or

(g) a paternal grand-parent if no parent of the insured person is alive;”;

(2) for clause (8), the following clause shall be substituted, namely :—

“(8) ‘employment injury’ means a personal injury to an employee caused by accident or an occupational disease arising out of and in the course of his employment, being an insurable employment, whether the accident occurs or the occupational disease is contracted within or outside the territorial limits of India;”;

(3) in clause (9),—

(a) for the words “but does not include—”, the following words shall be substituted, namely :—

“and includes any person employed for wages on any work connected with the administration of the factory or establishment or any part, department or branch thereof or with the purchase of raw materials for, or the distribution or sale of the products of the factory or establishment; but does not include—”;

(b) for sub-clause (b), the following sub-clause shall be substituted, namely :—

“(b) any person so employed whose wages (excluding remuneration for overtime work) exceed five hundred rupees a month :

Provided that an employee whose wages (excluding remuneration for overtime work) exceed five hundred rupees a month at any time after (and not before) the beginning of the contribution period, shall continue to be an employee until the end of that period;”;

(4) in clause (11), the words “where the insured person is a male, shall be omitted;”;

(5) in clause (12),—

(a) in the first paragraph,—

(i) for the words “are working or were working”, the words “are employed or were employed for wages” shall be substituted;

(ii) for the words and figures “Indian Mines Act, 1923”, the words and figures “Mines Act, 1952” shall be substituted;

(b) in the second paragraph, the following shall be added at the end, namely :—
“and includes a factory which is engaged for a period not exceeding seven months in a year—

(a) in any process of blending, packing or repacking of tea or coffee; or

(b) in such other manufacturing process as the Central Government may, by notification in the Official Gazette, specify”;

(6) after clause (13), the following clause shall be inserted, namely :—

“(13A) ‘insurable employment’ means an employment in a factory or establishment to which this Act applies;”;

(7) after clause (14), the following clauses shall be inserted, namely :—

“(14A) ‘managing agent’ means any person appointed or acting as the representative of another person for the purpose of carrying on such other person’s trade or business, but does not include an individual manager subordinate to an employer;

(14B) ‘mis-carriage’ means expulsion of the contents of a pregnant uterus at any period prior to or during the twenty-sixth week of pregnancy but does not include any mis-carriage, the causing of which is punishable under the Indian Penal Code”;

(8) after clause (15), the following clauses shall be inserted, namely :—

“(15A) ‘permanent partial disablement’ means such disablement of a permanent nature, as reduces the earning capacity of an employee in every employment which he was capable of undertaking at the time of the accident resulting in the disablement :

Provided that every injury specified in Part II of the Second Schedule shall be deemed to result in permanent partial disablement :

(15B) ‘permanent total disablement’ means such disablement of a permanent nature as incapacitates an employee for all work which he was capable of performing at the time of the accident resulting in such disablement :

Provided that permanent total disablement shall be deemed to result from every injury specified in Part I of the Second Schedule or from any combination of injuries specified in Part II thereof where the aggregate percentage of the loss of earning capacity, as specified in the said Part II against those injuries, amounts to one hundred per cent or more;”;

(9) in clause (21), for the word “work” occurring at the end the words “doing the work which he was doing prior to or at the time of the injury” shall be substituted;

(10) in clause (22), after the words "and includes", the words "any payment to an employee in respect of any period of authorised leave, lock-out, strike which is not illegal or lay-off and" shall be inserted;

(11) for clause (24), the following clause shall be substituted, namely:—

"(24) all other words and expressions used but not defined in this Act and defined in the Industrial Disputes Act, 1947, shall have the meanings respectively assigned to them in that Act."

3. **Insertion of new section 2A.**—In Chapter I of the principal Act, after section 2, the following section shall be inserted, namely:—

"2A. **Registration of factories and establishments.**—Every factory or establishment to which this Act applies shall be registered within such time and in such manner as may be specified in the regulations made in this behalf."

4. **Amendment of section 4.**—In section 4 of the principal Act,—

(a) for clauses (a) and (b), the following clauses shall be substituted, namely:—

"(a) a Chairman to be nominated by the Central Government;

(b) a Vice-Chairman to be nominated by the Central Government;" ;

(b) in clause (c), the words "of whom at least three shall be officials of the Central Government" shall be omitted;

(c) in clause (h), the word "and" occurring at the end shall be omitted;

(d) for clause (i), the following clauses shall be substituted, namely:

"(i) three members of Parliament of whom two shall be members of the House of the People (Lok Sabha) and one shall be a member of the Council of States (Rajya Sabha) elected respectively by the members of the House of the people and the members of the Council of States; and

(j) the Director General of the Corporation, *ex-officio*."

5. **Amendment of section 5.**—In section of the principal Act,—

(a) in sub-section (1), for the words, brackets, letters and figures "the *ex-officio* members and members referred to in clauses (c), (d) and (e) of section 4," the words, brackets, letters and figure "three members referred to in clauses (a), (b), (c), (d) and (e) of section 4 and the *ex-officio* member," shall be substituted;

(b) in sub-section (2), for the brackets, letters and word "(c), (d) and (e)", the brackets, letters and word "(a), (b), (c), (d) and (e)" shall be substituted.

6. **Substitution of new section for section 7 Authentication of orders, decisions, etc.**—For section 7 of the principal Act, the following section shall be substituted, namely:

"7. All orders and decisions of the Corporation shall be authenticated by the signature of the Director General of the Corporation and all other instruments issued by the Corporation shall be authenticated by the signature of the Director General or such other officer of the Corporation as may be authorised by him."

7. **Amendment of section 8.**—In section 8 of the principal Act,—

(a) in clause (b), for the words "being officials of the Central Government, nominated by that Government", the words "nominated by the Central Government" shall be substituted;

(b) in clause (c),—

(i) for the word "six", the word "eight" shall be substituted;

(ii) in sub-clauses (ii) and (iii), for the word "two" the word "three" shall be substituted;

(c) after clause (c), the following clause shall be inserted, namely:—

"(d) the Director General of the Corporation, *ex-officio*."

8. **Amendment of section 10.**—In section 10 of the principal Act, to sub-section (2), the following proviso shall be added, namely:—

"Provided that a member of the Medical Benefit Council shall, notwithstanding the expiry of the said period of four years continue to hold office until the nomination of his successor is notified."

9. **Amendment of section 12.**—In section 12 of the principal Act, after sub-section (2), the following sub-section shall be inserted, namely:—

"(3) A person referred to in clause (i) of section 4 shall cease to be a member of the Corporation when he ceases to be a member of Parliament."

10. **Amendment of section 16.**—In section 16 of the principal Act, in sub-section (3), after the words "the Central Government", the words "and of the Corporation" shall be inserted.

11. **Amendment of section 17.**—In section 17 of the principal Act,—

(a) in sub-section (3), for the words "posts carrying a maximum monthly pay of five hundred rupees and above", the words and figures "posts corresponding to Class I or Class II posts under the Central Government" shall be substituted;

(b) after sub-section (3), the following sub-section shall be inserted, namely:—

"(4) If any question arises whether a post corresponds to a Class I or Class II post under the Central Government, the question shall be referred to that Government, whose decision thereon shall be final."

12. **Omission of sections 27 and 31.**—Sections 27 and 31 of the principal Act shall be omitted.

13. **Amendment of section 36.**—In section 36 of the principal Act, after the words "the audited accounts of the Corporation", the words and figures "together with the auditor's report thereon under section 34" shall be inserted.

14. **Amendment of section 41.**—In section 41 of the principal Act, the Explanation occurring at the end shall be omitted.

15. **Amendment of section 42.**—In section 42 of the principal Act,—

(a) in sub-section (1), for the words "one rupee", the words "one rupee and fifty paise" shall be substituted;

(b) in sub-section (2), for the words "during the whole or part of which an employee is employed" occurring at the end, the words "in respect of the whole or part of which wages are payable to the employee and not otherwise" shall be substituted,

(c) sub-sections (4) and (5) shall be omitted.

16. **Amendment of section 43.**—In section 43 of the principal Act, after clause (b), the following clause shall be inserted, namely:—

"(bb) the date by which evidence of contributions having been paid is to be received by the Corporation;"

17. **Insertion of new sections 45 A and 45 B.**—In Chapter IV of the principal Act, after section 45, the following sections shall be inserted, namely:—

"45 A. **Determination of contributions in certain cases.**—(1) Where in respect of a factory or establishment no returns, particulars, registers or records are submitted, furnished or maintained in accordance with the provisions of section 44 or any Inspector or other official of the Corporation referred to in sub-section (2) of section 45 is obstructed by the principal or immediate employer or any other person, in exercising his functions or discharging his duties under section 45, the Corporation may, on the basis of information available to it, by order, determine the amount of contribution payable in respect of the employees of that factory or establishment.

(2) An order made by the Corporation under sub-section (1) shall be sufficient proof of the claim of the Corporation under section 75 or for recovery of the Amount determined by such order as an arrear of land revenue under section 45 B.

45 B. **Recovery of contributions.**—Any contribution payable under this Act may be recovered as an arrear of land revenue."

18. **Amendment of section 46.**—In section 46 of the principal Act, in sub-section (1)—

(a) for the words "or, as the case may be, their dependants", the words "their dependants or the persons here in after mentioned, as the case may be," shall be substituted;

(b) In clause (a), after the words "medical practitioner", the following words shall be inserted, namely:—
"or by any other person possessing such qualifications and experience as the Corporation may, by regulations, specify in this behalf";

(c) for clause (b), the following clause shall be substituted, namely:—

(b) periodical payments to an insured woman in case of confinement or miscarriage or sickness arising out of pregnancy, confinement, premature birth or child or miscarriage, such woman being certified to be eligible for such payments by an authority specified in this behalf by the regulations (herematter referred to as maternity benefit);

(d) in clause (d), the word "and" occurring at the end shall be omitted;

(e) in clause (e), the word "and" shall be inserted at the end and after that clause, the following clause shall be inserted, namely:—

(f) payment to the eldest surviving member of the family of an insured person who has died, towards the expenditure on the funeral of the deceased insured person, or where the insured person did not have a family or was not living with his family at the of his death, to the person who actually incurs the expenditure on the funeral of the deceased person (to be known as funeral benefit);

Provided that the amount of such payment shall not exceed one hundred rupees and the claim for such payment shall be made within three month of the death of the insured person or within such extended period as the Corporation or any officer or authority authorised by it in this behalf may allow".

19. **Substitution of new section for section 47.**—For section 47 of the principal Act, the following section shall be substituted, namely:—

"47. **When person eligible for sickness benefit.**—A person shall be qualified to claim sickness benefit for sickness occurring during any benefit period, if during the corresponding contribution period, weekly contributions in respect of him were payable for not less than thirteen weeks."

Provided that a person shall be qualified to claim sickness, benefit for sickness occurring during the first benefit period, if during the corresponding contribution period weekly contributions in respect of him were payable for not less than half the number of weeks of that contribution period, ending in that period.

20. **Omission of section 48.**—Section 48 of the principal Act shall be omitted.

21. **Amendment of section 49.**—In section 49 of the principal Act,—

(a) for the words "Second Schedule", the words "First Schedule" shall be substituted;

(b) in the first proviso, for the words "for an initial waiting period of two days", the words "for the first two days of sickness" shall be substituted;

(c) for the second proviso, the following proviso shall be substituted, namely:—

"Provided further that sickness benefit shall not be paid to any person for more than fifty-six days in any two consecutive benefit periods."

22. **Amendment of section 50.**—In section 50 of the principal Act,—

(a) in sub-section (1),—

(i) for the words and figures "two-thirds of the number of weeks during which she shall be deemed to have been available for employment within the meaning of section 48, subject to a minimum of twelve contributions", the words "thirteen weeks" shall be substituted;

(ii) for the proviso, the following proviso shall be substituted, namely:—

"Provided that an insured woman shall be qualified to claim maternity benefit for a confinement occurring or expected to occur during the first benefit period, if during the corresponding contribution period weekly contributions in respect of her were payable for not less than half the number of weeks of that contribution period ending in that period.";

(b) in sub-section (2),—

(i) for the word, brackets and figure "sub-section (3)" the words "the First Schedule" shall be substituted;

(ii) the following proviso shall be inserted at the end, namely:—

"Provided that where the insured woman dies during her confinement or during the period of six weeks immediately following her confinement for which she is entitled to maternity benefit, leaving behind in either case the child, maternity benefit shall be paid for the whole of that period but if the child also dies during the said period, then, for the days up to and including the day of the death of the child, to the person nominated by the insured woman in such manner as may be specified in the regulations and if there is no such nominee to her legal representative.";

(c) for sub-section (3), the following sub-section shall be substituted, namely:—

"(3) An insured woman who is qualified to claim maternity benefit in accordance with sub-section (1) shall, in case of mis-carriage, be entitled, on production of such proof as may be required under the regulations, to maternity benefit at the rates specified in the First Schedule for all days on which she does not work for remuneration during a period of six weeks immediately following the date of her mis-carriage.

(4) An insured woman who is qualified to claim maternity benefit in accordance with sub-section (1), in case of sickness arising out of pregnancy, confinement, premature birth of child or mis-carriage shall, on production of such proof as may be required under the regulations, be entitled, in addition to the maternity benefit payable to her under any other provisions of this Act for all days on which she does not work for remuneration, to maternity benefit at the rates specified in the First Schedule for all days on which she does not work for remuneration during an additional period not exceeding one month."

23. **Substitution of new section for section 51.**—For section 51 of the principal Act, the following sections shall be substituted, namely:—

"51. **Disablement benefit.**—Subject to the provisions of this Act and the regulations, if any,—

(a) a person who sustains temporary disablement for not less than three days (excluding the day of accident) shall be entitled to periodical payment for the period of such disablement in accordance with the provisions of the First Schedule;

(b) a person who sustains permanent disablement, whether total or partial, shall be entitled to periodical payment for such disablement in accordance with the provisions of the First Schedule:

Provided that where permanent disablement, whether total or partial, has been assessed provisionally for a limited period or finally, the benefit provided under this clause shall be payable for that limited period or, as the case may be, for life.

51 A. **Presumption as to accident arising in course of employment.**—For the purposes of this Act, an accident arising in the course of an insured person's employment shall be presumed, in the absence of evidence to the contrary, also to have arisen out of that employment.

51 B. **Accidents happening while acting in breach of regulations, etc.**—An accident shall be deemed to arise out of and in the course of an insured person's employment notwithstanding that he is at the time of the accident acting in contravention of the provisions of any law applicable to him, or of any orders given by or on behalf of his employer or that he is acting without instructions from his employer, if—

(a) the accident would have been deemed so to have arisen had the act not been done in contravention as aforesaid or without instruction from his employer, as the case may be; and

(b) the act is done for the purpose of and in connection with the employer's trade or business.

51 C. **Accidents happening while travelling in employer's transport.**—(1) An accident happening while an insured person is, with the express or implied permission of his employer, travelling as a passenger by any vehicle to or from his place of work shall, notwithstanding that he under no obligation to his employer to travel by that vehicle, be deemed to arise out of and in the course of his employment, if—

(a) the accident would have been deemed so to have arisen had he been under such obligation; and

(b) at the time of the accident, the vehicle—

(i) is being operated by or on behalf of his employer or some other person by whom it is provided in pursuance of arrangements made with his employer, and

(ii) is not being operated in the ordinary course of public transport service.

(2) In this section "vehicle" includes a vessel and an air-craft.

51D. Accidents happening while meeting emergency.—An accident happening to an insured person in or about any premises at which he is for the time being employed for the purpose of his employer's trade or business shall be deemed to arise out of and in the course of his employment, if it happens while he is taking steps, on an actual or supposed emergency at those premises, to rescue, succour or protect persons who are, or are thought to be or possibly to be, injured or imperilled, or to avert or minimise serious damage to property."

24. Substitution of new sections for section 52.—For section 52 of the principal Act, the following section shall be substituted, namely:—

"**52. Dependant's benefit.**—(1) If an insured person dies as a result of an employment injury sustained as an employee under this Act (whether or not he was in receipt or any periodical payment for temporary disablement in respect of the injury) dependants' benefit shall be payable in accordance with the provisions of the First Schedule to his dependants specified in sub-clause (i) and sub-clause (ii) of clause (6A) of section 2.

(2) In case the insured person dies without leaving behind him the dependants as aforesaid, the dependants benefit shall be paid to the other dependants of the deceased in accordance with the provisions of the First Schedule.

52A. Occupational disease.—(1) If an employee employed in any employment specified in Part A of the Third Schedule contracts any disease specified therein as an occupational disease peculiar to that employment or if an employee employed in the employment specified in Part B of that Schedule for a continuous period of not less than six months contracts any disease specified therein as an occupational disease peculiar to that employment or if an employee employed in any employment specified in Part C of that Schedule for such continuous period as the Corporation may specify in respect of each such employment contracts any disease specified therein as an occupational disease peculiar to that employment, the contracting of the disease shall, unless the contrary is proved, be deemed to be an "employment injury" arising out of and in the course of employment.

(2) (i) Where the Central Government or a State Government, as the case may be, adds any description of employment to the employments specified in Schedule III to the Workmen's Compensation Act, 1923, by virtue of the powers vested in it under sub-section (3) of section 3 of the said Act, the said description of employment and the occupational diseases specified under that sub-section as peculiar to that description of employment shall be deemed to form part of the Third Schedule.

(ii) Without prejudice to the provisions of Clause (i), the Corporation after giving, by notification in the Official Gazette not less than three months' notice of its intention so to do, may, by a like notification, add any description of employment to the employments specified in the Third Schedule and shall specify in the case of employments so added the diseases which shall be deemed for the purposes of this section to be occupational diseases peculiar to those employments respectively and thereupon the provisions of this Act shall apply, as if such diseases had been declared by this Act to be occupational diseases peculiar to those employments.

(3) Save as provided by sub-sections (1) and (2), no benefit shall be payable to an employee in respect of any disease unless the disease is directly attributable to a specific injury by accident arising out of and in the course of his employment.

(4) The provisions of section 51A shall not apply to the cases to which this section applies."

25. Substitution of new section for section 53.—For section 53 of the principal Act, the following section shall be substituted, namely:—

"**53. Bar against receiving or recovery of compensation or damages under any other law.**—An insured person or his dependants shall not be entitled to receive or recover, whether from the employer of the insured person or from any other person, any

compensation or damages under the Workmen's Compensation Act, 1923, or any other law for the time being in force or otherwise, in respect of an employment injury sustained by the insured person as an employee under this Act."

26. Substitution of new section for section 54.—For section 54 of the principal Act, the following sections shall be substituted, namely:—

"**54. Determination of question of disablement.**—Any question—

- (a) whether the relevant accident has resulted in permanent disablement; or
 - (b) whether the extent of loss of earning capacity can be assessed provisionally or finally; or
 - (c) whether the assessment of the proportion of the loss of earning capacity is provisional or final; or
 - (d) in the case of provisional assessment, as to the period for which such assessment shall hold good,
- shall be determined by a medical board constituted in accordance with the provisions of the regulations and any such question shall hereafter be referred to as the "disablement question".

54A. References to medical boards and appeals to medical appeal tribunals and Employees' Insurance Courts.—(1) The case of any insured person for permanent disablement benefit shall be referred by the Corporation to a medical board for determination of the disablement question and if, on that or any subsequent reference, the extent of loss of earning capacity of the insured person is provisionally assessed, it shall again be so referred to the medical board not later than the end of the period taken into account by the provisional assessment.

(2) If the insured person or the Corporation is not satisfied with the decision of the medical board, the insured person or the Corporation may appeal in the prescribed manner and within the prescribed time to—

(i) the medical appeal tribunal constituted in accordance with the provisions of the regulations with a further right of appeal in the prescribed manner and within the prescribed time to the Employees' Insurance Court, or

(ii) the Employees' Insurance Court directly."

27. Substitution of new sections for section 55.—For section 55 of the principal Act, the following sections shall be substituted, namely:—

"**55. Review of decisions by medical board or medical appeal tribunal.**—(1) Any decision under this Act of a medical board or a medical appeal tribunal may be reviewed at any time by the medical board or the medical appeal tribunal, as the case may be if it is satisfied by fresh evidence that the decision was given in consequence of the non-disclosure or misrepresentation by the employee or any other person of a material fact (whether the non-disclosure or misrepresentation was or was not fraudulent).

(2) Any assessment of the extent of the disablement resulting from the relevant employment injury may also be reviewed by a medical board, if it is satisfied that since the making of the assessment there has been a substantial and unforeseen aggravation of the results of the relevant injury:

Provided that an assessment shall not be reviewed under this sub-section unless the medical board is of opinion that having regard to the period taken into account by the assessment and the probable duration of the aggravation aforesaid, substantial injustice will be done by not reviewing it.

(3) Except with the leave of a medical appeal tribunal, an assessment shall not be reviewed under sub-section (2) on any application made less than five years, or in the case of a provisional assessment, six months, from the date thereof and on such a review the period to be taken into account by any revised assessment shall not include any period before the date of the application.

(4) Subject to the foregoing provisions of this section, a medical board may deal with a case of review in any manner in which it could deal with it on an original reference to it, and in particular may make a provisional assessment notwithstanding that the assessment under review was final; and the provisions of section 54A shall apply to an application for review under this section and to a decision of a medical board in connection with such application as they apply to a case for disablement benefit under that section and to a decision of the medical board in connection with such case.

(4) Subject to the foregoing provisions of this section, a medical board may deal with a case of review in any manner in which it could deal with it on an original reference to it, and in particular may make a provisional assessment notwithstanding that the assessment under review was final; and the provisions of section 54 A shall apply to an application for review under this section and to a decision of a medical board in connection with such application as they apply to a case for disablement benefit under that section and to a decision of the medical board in connection with such case.

28. **Insertion of new section 59 A.**—After section 59 of the principal Act, the following section shall be inserted, namely:

“59 A. **Provision of medical benefit by the Corporation in lieu of State Government.**—(1) Notwithstanding anything contained in any other provision of this Act, the Corporation may, in consulting with the State Government, undertake the responsibility for providing medical benefit to insured persons and where such medical benefit is extended to their families, to the families of such insured persons in the State subject to the condition that the State Government shall share the cost of such medical benefit in such proportion as may be agreed upon between the State Government and the Corporation.

(2) In the event of the Corporation exercising its power under sub-section (1), the provisions relating to medical benefit under this Act shall apply, so far as may be, as if a reference therein to the State Government were a reference to the Corporation.”

29. **Omission of sections 66 and 67.**—Sections 66 and 67 of the principal Act shall be omitted.

30. **Amendment of section 71.**—In section 71 of the principal Act, for the words “If a person dies”, the words, brackets and figures “Except as provided in the proviso to sub-section (2) of 50, if a person dies” shall be substituted.

31. **Omission of section 73 H.**—Section 73 H of the principal Act shall be omitted.

32. **Amendment of section 75.**—In section 75 of the principal Act,—

(a) in sub-section (1),—

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

(ee) any direction issued by the Corporation under section 55 A on a review of any payment of dependants’ benefits, or”;

(ii) clause (f) shall be omitted;

(iii) in clause (g), the following words shall be inserted at the end, namely:—

“or any other matter required to be or which may be decided by the Employees’ Insurance Court under this Act”;

(iv) after the words “such question or dispute”, the words, brackets, figure and letter “subject to the provisions of sub-section (2 A)” shall be inserted;

(b) in sub-section (2),—

(i) for the words “The following claims”, the words, brackets, figure and letter “Subject to the provisions of sub-section (2 A), the following claims” shall be substituted;

(ii) clause (e) shall be omitted;

(a) after sub-section (2) the following sub-section shall be inserted, namely:—

“(2 A) If in any proceedings before the Employees’ Insurance Court a disablement question arises and the decision of a medical board or a medical appeal tribunal has not been obtained on the same and the decision of such question is necessary for the determination of the claim or question before the Employees’ Insurance Court, that Court shall direct the Corporation to have the question decided by this Act and shall thereafter proceed with the determination of the claim or question before it in accordance with the decision of the medical board or the medical appeal tribunal, as the case may be, except where an appeal has been filed before the Employees’ Insurance Court under sub-section (2) of section 54 A in which case the Employees’ Insurance Court may itself determine all the issues arising before it.”;

(d) in sub-section (3), for the words “the Employees’ Insurance Court”, the words “a medical board, or by a medical appeal tribunal or by the Employees’ Insurance Court” shall be substituted.

33. **Amendment of section 77.**—In section 77 of the principal Act, after sub-section (1), the following sub-section shall be inserted, namely:—

“(1A) Every such application shall be made within a period of three years from the date on which the cause of action arose.

Explanation.—For the purpose of this sub-section,—

(a) the cause of action in respect of a claim for benefit shall not be deemed to arise unless the insured person or in the case of dependants benefit, the dependants of the insured person claims or claim that benefit in accordance with the regulations made in that behalf within a period of twelve months after the claim became due or within such further period as the Employees’ Insurance Court may allow on grounds which appear to it to be reasonable;

(b) the cause of action in respect of a claim by the Corporation for recovering contributions from the principal employer or a claim by the principal employer for recovering contributions from an immediate employer shall not be deemed to arise till the date by which the evidence of contributions having been paid is due to be received by the Corporation under the regulations”.

34. **Omission of section 80.**—Section 80 of the principal Act shall be omitted.

35. **Amendment of section 86.**—In section 86 of the principal Act, in sub-section (1), for the words “Central Government”, the words “Director General of the Corporation” shall be substituted.

36. **Amendment of section 90.**—In section 90 of the principal Act,—

(a) after the words “The appropriate Government may,”, the words “after consultation with the Corporation,” shall be inserted;

(b) after the words “local authority”, the words “from the operation of this Act” shall be inserted.

37. **Insertion of new section 91 A.**—After section 91 of the principal Act, the following section shall be inserted, namely:

“91 A. **Exemptions to be either prospective or retrospective.**—Any notification granting exemption under section 87, section 88, section 90 or section 91 may be issued so as to take effect either prospectively or retrospectively on such date as may be specified therein.”

38. **Amendment of section 95.**—In section 95 of the principal Act,—

(a) in sub-section (1), after the words “the Central Government may,”, the words “after consultation with the Corporation and” shall be inserted;

(b) in sub-section (2), after clause (e), the following clause shall be inserted, namely:—

“(ee) the manner in which and the time within which appeals may be filed to medical appeal tribunals or Employees’ Insurance Courts;”;

(c) after sub-section (3), the following sub-section shall be inserted, namely:—

“(4) Every rule made under this section shall be laid, as soon as may be after it is made, before each House of Parliament while it is in session for a total period of thirty days which may be comprised in one session or in two successive sessions, and if, before the expiry of the session in which it is so laid or the session immediately following, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be, so however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule”.

39. **Amendment of section 96.**—In section 96 of the principal Act, in sub-section (1), after the words “The State Government may,”, the words “after consultation with the Corporation and” shall be inserted.

40. Amendment of section 97.—In section 97 of the principal Act, in sub-section (2),—

- (a) after clause (i), the following clause shall be inserted, namely :—
“(ia) the time within which and the manner in which a factory or establishment shall be registered;”;
- (b) after clause (iii), the following clause shall be inserted, namely :—
“(iia) the levy of interest at a rate not exceeding six per cent per annum on contributions due but not paid.”;
- (c) for clause (vi), the following clause shall be substituted, namely :—
“(vi) the method of determining whether an insured person is suffering from one or more of the diseases specified in the Third Schedule;”;
- (d) in clause (viii), for the words “and the form in which”, the words “and the form and manner in which” shall be substituted;
- (e) after clause (xii), the following clauses shall be inserted, namely :—
“(xiiia) specifying the authority competent to give certificate of eligibility for maternity benefit;
(xiib) the manner of nomination by an insured woman for payment of maternity benefit in case of her or her child's death;
(xiie) the production of proof in support of claim for maternity benefit or additional maternity benefit;”;
- (f) after clause (xvi) the following clauses shall be inserted, namely :—
“(xvia) the qualification and experience which a person should possess for giving certificate of sickness;
(xvib) the constitution of medical boards and medical appeal tribunals;”.

41. Insertion of new section 99A.—After section 99 of the principal Act, the following section shall be inserted, namely :—

“99A. Power to remove difficulties.—(1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions or give such directions, not inconsistent with the provisions of this Act, as appears to it to be necessary or expedient for removing the difficulty.

(2) Any order made under this section shall have effect notwithstanding anything inconsistent therewith in any rules or regulations made under this Act.”.

42. Substitution of new Schedules for Schedules I and II.—For Schedules I and II of the principal Act, the following Schedules shall be substituted, namely :—

“ THE FIRST SCHEDULE ”

(See sections 39, 49, 50, 51 and 52.)

1. The amount of weekly contribution payable in a contribution period in respect of an employee shall be calculated with reference to the average daily wages during the first wage period in respect of that employee ending in such contribution period :

Provided that where an employee changes his employment during the currency of the contribution period, contributions in respect of him shall continue to be calculated during the said contribution period at the rate at which they were being paid in the first employment except when the employee does not disclose the earlier employment to the second or subsequent employer in which case they may be calculated with reference to the average daily wages during the first wage period in the latter employment.

2. The average daily wages shall be—

- (a) in respect of an employee who is employed on time rate basis, the amount of wages which would have been payable to him for the complete wage period had he worked on all the working days in that wage period, divided by 26 if he is monthly rated, 13 if he is fortnightly rated, 6 if he is weekly rated and 1 if he is daily rated;
- (b) in respect of an employee employed on any other basis, the amount of wages earned during the first complete wage period in the contribution period divided by the number of days in full or part for which he worked for wages in that wage period :

Provided that where an employee receives wages without working on any day during such wage period, he shall be deemed to have worked for 26, 13, 6 or 1 days or day if the wage period be a month, a fortnight, a week or a day respectively.

Explanation I.—Where any night shift continues beyond midnight, the period of the night shift after midnight shall be counted for reckoning the days worked as part of the day preceding.

Explanation II.—“Wage period” means the period in respect of which wages are ordinarily payable whether in terms of the contract of employment, express or implied or otherwise.

3. (a) For the purpose of fixing the amount of weekly contribution payable, employees shall be divided into nine groups on the basis of their average daily wages ascertained in the manner specified in paragraph 2.

(b) The employee's contribution and employer's contribution payable in respect of the group of employees specified in the first column of the Table below shall be at the rates respectively specified in the corresponding entries in the second and third columns thereof.

(c) The daily rate of benefit (hereinafter referred to as the ‘standard benefit rate’) in respect of the group of employees specified in the first column of the Table below shall be the amount respectively specified in the corresponding entry in the fifth column thereof :

Provided that where a person has been in more than one of the groups as specified in the first column of the said Table during a contribution period, the standard benefit rate in respect of him shall be the amount specified in the fifth column corresponding to the lowest of such groups.

TABLE

Group of employees whose average daily wages are	Employees' weekly contribution (recoverable from employees)	Employer's weekly contribution	Total weekly contribution (employee's and employer's contribution)	Corresponding daily standard benefit rate
(1)	(2)	(3)	(4)	(5)
	P.	P.	P.	P.
1. Below Re. 1	Nil	45	45	45
2. Re. 1 and above but below Rs. 1.50 ...	Nil	45	45	65
3. Rs. 1.50 and above but below Rs. 2 ...	25	50	75	90
4. Rs. 2 and above but below Rs. 3 ...	40	80	120	130
5. Rs. 3 and above but below Rs. 4 ...	50	100	150	175
6. Rs. 4 and above but below Rs. 6 ...	70	140	210	250
7. Rs. 6 and above but below Rs. 8 ...	95	190	285	350
8. Rs. 8 and above but below Rs. 15 ...	125	250	375	500
9. Rs. 15 and above	175	350	525	850

4. The daily rate of sickness benefit in respect of a person during any benefit period shall be the standard benefit rate corresponding to the average daily wages of that person during the corresponding contribution period.

5. The daily rate of maternity benefit payable in respect of confinement occurring or expected to occur during any benefit period, shall be equal to twice the standard benefit rate corresponding to the average daily wages in respect of the insured woman during the corresponding contribution period.

6. (a) The daily rate of disablement and dependants' benefit shall be the rate, twenty-five per cent more than the standard benefit rate rounded to the next higher multiple of five paise corresponding to the average daily wages in the contribution period corresponding to the benefit period in which the employment injury occurs.

(b) Where an employment injury occurs before the commencement of the first benefit period in respect of a person, the daily rate of disablement and dependants' benefit shall be—

(i) where a person sustains employment injury after the expiry of the first wage period in the contribution period in which the injury occurs, the rate, twenty-five per cent more than the standard benefit rate rounded to the next higher multiple of five paise corresponding to the wage group in which his average daily wages during that wage period fall;

(ii) where the person sustains employment injury before the expiry of the first wage period in the contribution period in which the injury occurs, the rate, twenty-five per cent more than the standard benefit rate, rounded to the next higher multiple of five paise corresponding to the group in which wages actually earned or which would have been earned had he worked for a full day on the date of accident, fall.

The disablement or dependants' benefit rate calculated as aforesaid shall be called the 'full rate'.

7. The disablement benefit shall be payable to the insured person as follows:—

(a) for temporary disablement, at the full rate;

(b) for permanent total disablement, at the full rate;

(c) for permanent partial disablement resulting from an injury specified in Part II of the Second Schedule, at such percentage of the full rate which would have been payable in the case of permanent total disablement as is specified in the said Schedule as being the percentage of the loss of earning capacity caused by that injury;

(d) for permanent partial disablement resulting from an injury not specified in Part II of the Second Schedule, at such percentage of the full rate payable in the case of permanent total disablement as is proportionate to the loss of earning capacity permanently caused by the injury.

Explanation.—Where more injuries than one are caused by the same accident, the rate of benefit payable under clauses (c) and (d) shall be aggregated but not so in any case as to exceed that full rate;

(a) in cases of disablement not covered by clauses (a), (b), (c) and (d) at such rate not exceeding the full rate, as may be provided in the regulations.

8. In the case of death of the insured person, the dependants' benefit shall be payable to his widow and children as follows:—

(a) to the widow during life or until remarriage, an amount equivalent to three-fifths of the full rate and, if there are two or more widows, the amount payable to the widow as aforesaid shall be divided equally between the widows;

(b) to each legitimate or adopted son, an amount equivalent to two-fifths of the full rate until he attains eighteen years of age;

Provided that in the case of a legitimate son who is infirm and who is wholly dependent on the earnings of the insured person at the time of his death, dependants' benefit shall continue to be paid while the infirmity lasts;

(a) to each legitimate or adopted unmarried daughter, an amount equivalent to two fifths of the full rate until she attains eighteen years of age or until marriage, whichever is earlier;

Provided that in the case of a legitimate or adopted unmarried daughter who is infirm and is wholly dependent on the earnings of the insured person at the time of his death, dependants' benefit shall continue to be paid while the infirmity lasts and she continues to be unmarried;

Provided further that if the total of the dependants' benefits distributed among the widow or widows and legitimate or adopted children of the deceased person as aforesaid exceeds at any time the full rate, the share of each of the dependants shall be proportionately reduced, so that the total amount payable to them does not exceed the amount of disablement benefit at the full rate.

9. In case the deceased person does not leave a widow or legitimate or adopted child, dependants' benefit shall be payable to the other dependants as follows:

(a) to a parent or grand-parent, for life, at an amount equivalent to three-tenths of the full rate and if there are two or more parents or grand-parents, the amount payable to the parents or grand-parents as aforesaid shall be equally divided between them;

(b) to any other—

(i) male dependant, until he attains eighteen years of age,

(ii) female dependant, until she attains eighteen years of age or until marriage, whichever is earlier or if widowed until she attains eighteen years of age, at an amount equivalent to two-tenths of the full rate provided that if there be more than one dependant under clause (b) the amount payable under this clause shall be equally divided between them.

THE SECOND SCHEDULE

[See section 2 (15A) and (15B).]

Serial number	Description of injury	Percentage of loss of earning capacity
PART I		
LIST OF INJURIES DEEMED TO RESULT IN PERMANENT TOTAL DISABLEMENT		
1	Loss of both hands or amputation at higher sites ...	100
2	Loss of a hand and a foot ...	100
3	Double amputation through leg or thigh, or amputation through leg or thigh on one side and loss of other foot.	100
4	Loss of sight to such an extent as to render the claimant unable to perform any work for which eye is essential.	100
5	Very severe facial disfigurement ...	100
6	Absolute deafness ...	100

Serial number	Description of injury	Percentage of loss of earning capacity
---------------	-----------------------	--

PART II**LIST OF INJURIES DEEMED TO RESULT IF PERMANENT PARTIAL DISABLEMENT****Amputation—upper limbs (either arm)**

7	Amputation through shoulder joint	90
8	Amputation below shoulder with stump less than 20.32 c.m. from tip of acromion.	80
9	Amputation from 20.32 c.m. from tip of acromion to less than 11.43 c.m. below tip of olecranon.	70
10	Loss of a hand or of the thumb and four fingers of one hand or amputation from 11.43 c.m. below tip of olecranon.	60
11	Loss of thumb	30
12	Loss of thumb and its metacarpal bone	40
13	Loss of four fingers of one hand	50
14	Loss of three fingers of one hand	30
15	Loss of two fingers of one hand	20
16	Loss of terminal phalanx of thumb	20

Amputation—lower limbs

17	Amputation of both feet resulting in end bearing stumps ...	90
18	Amputation through both feet proximal to the metatarso-phalangeal joint	80
19	Loss of all toes of both feet through the metatarsophalangeal joint	40
20	Loss of all toes of both feet proximal to the proximal inter-phalangeal joint.	30
21	Loss of all toes of both feet distal to the proximal inter-phalangeal joint.	20
22	Amputation at hip	90

Serial number	Description of injury	Percentage of loss of earning capacity
---------------	-----------------------	--

23	Amputation below hip with stump not exceeding 12.70 c.m. in length measured from tip of great trochanter	80
24	Amputation below hip with stump exceeding 12.70 c.m. in length measured from tip of great trochanter but not beyond middle thigh.	70
25	Amputation below middle thigh to 8.89 c.m. below knee ...	60
26	Amputation below knee with stump exceeding 8.89 c.m. but not exceeding 12.70 c.m.	50
27	Amputation below knee with stump exceeding 12.70 c.m. ...	40
28	Amputation of one foot resulting in end-bearing ...	30
29	Amputation through one foot proximal to the metatarso-phalangeal joint	30
30	Loss of all toes of one foot through the metatarso-phalangeal joint...	20

Other injuries

31	Loss of one eye, without complications, the other being normal ...	40
32	Loss of vision of one eye without complications or disfigurement of eye-ball, the other being normal	30

Loss of—**A.—Fingers of right or left hand**
Index finger

33	Whole	14
34	Two phalanges	11
35	One phalanx	9
36	Guillotine amputation of tip without loss of bone	5

Middle finger

37	Whole	12
38	Two phalanges	9
39	One phalanx	7
40	Guillotine amputation of tip without loss of bone	4

Serial number	Description of injury					Percentage of loss of earning capacity
Ring or little finger						
41	Whole	...	...	...	...	7
42	Two phalanges	...	...	...	...	6
43	One phalanx	...	...	...	...	5
44	Guillotine amputation of tip without loss of bone	...	...	...	...	2
B.—Toes of right or left foot						
Great toe						
45	Through metatarso-phalangeal joint	...	...	...	...	14
46	Part, with some loss of bone	...	...	...	...	3
Any other toe						
47	Through metatarso-phalangeal joint	...	...	...	...	3
48	Part, with some loss of bone	...	...	...	...	1
Two toes of one foot, excluding great toe						
49	Through metatarso-phalangeal joint	...	...	...	...	5
50	Part, with some loss of bone	...	...	...	...	2
Three toes of one foot, excluding great toe						
51	Through metatarso-phalangeal joint	...	...	...	...	6
52	Part, with some loss of bone	...	...	...	...	3
Four toes of one foot, excluding great toe						
53	Through metatarso-phalangeal joint	...	...	...	...	9
54	Part, with some loss of bone	...	...	...	...	3

NOTE :—Complete and permanent loss of the use of any limb or member referred to in this Schedule shall be deemed to be the equivalent of the loss of that limb or member.

THE THIRD SCHEDULE

(See Section 52 A)

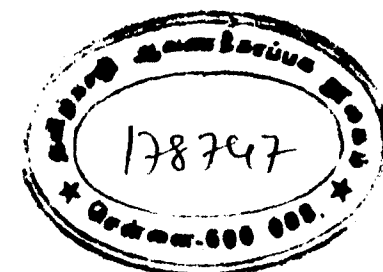
LIST OF OCCUPATIONAL DISEASES

Occupational disease	Employment
PART A	
Anthrax	Any employment— (a) involving the handling of wool, hair, bristles or animal carcasses or parts of such carcasses, including hides, hoofs and horns; or (b) in connection with animals infected with anthrax; or (c) involving the loading, unloading or transport of any merchandise.
Compressed air illness or its sequelae.	Any process carried on in compressed air.
Poisoning by lead tetra-ethyl	Any process involving the use of lead tetra-ethyl.
Poisoning by nitrous fumes	Any process involving exposure to nitrous fumes.
Poisoning by organic phosphorus insecticides.	Any process involving the use or handling or exposure to the fumes, dust or vapour containing any of the organic phosphorus insecticides.
PART B	
Poisoning by lead, its alloys or compounds or its sequelae excluding poisoning by lead tetra-ethyl.	Any process involving the handling or use of lead ore or lead or any of its preparations or compounds except lead tetra-ethyl.
Poisoning by phosphorus or its compounds, or its sequelae.	Any process involving the liberation of phosphorus or use or handling of phosphorus or its preparations or compounds.
Poisoning by mercury, its amalgams and compounds, or its sequelae.	Any process involving the use of mercury or its preparations or compounds.
Poisoning by benzene, or its homologues, their amido and nitroderivatives or its sequelae.	Any process involving the manufacture, liberation or use of benzene, benzene homologues and their amido and nitroderivatives.

Occupational	Employment
Chrome ulceration its sequelae.	Any process involving the use of chromic acid or bichromate of ammonium, potassium or sodium or their preparations or the manufacture of bichromate.
Poisoning by arsenic or its compounds, or its sequelae.	Any process involving the production, liberation or utilisation of arsenic or its compounds.
Pathological manifestations due to—	
(a) radium and other radio-active substances;	Any process involving exposure to the action of radium, radio-active substances or X-rays.
(b) X-rays.	
Primary epitheliomatous cancer of the skin.	Any process involving the handling or use of tar, pitch, bitumen, mineral oil, paraffin or the compounds, products, or residues of these substances.
Poisoning by halogenated hydrocarbons of the aliphatic series and their halogen derivatives.	Any process involving the manufacture, liberation and use of hydrocarbons of the aliphatic series and their halogen derivatives.
Poisoning by carbon disulphide or its sequelae.	Any employment in— (a) the manufacture of carbon disulphide; or (b) the manufacture of artificial silk by viscose process; or (c) rubber industry; or (d) any other industry involving the production or use of products containing carbon disulphide or exposure to emanations from carbon disulphide.
Occupational cataract due to infra-red radiations.	Any manufacturing process involving exposure to glare from molten material or to any other sources of infra red radiations.
Telegraphist's Cramp	Any employment involving the use of telegraphic instruments.
Poisoning by manganese or a compound of manganese, or its sequelae.	Any process involving the use of or handling of, or exposure to the fumes dust or vapour of, manganese or a compound of manganese, or a substance containing manganese.

Occupational disease	Employment
PART C	
Silicosis	Any employment involving exposure to the inhalation of dust containing silica.
Coal Miners' Pneumoconiosis	Any employment in coal mining.
Asbestosis	Any employment in— (i) the production of— (i) fibro cement materials; or (ii) asbestos mill board; or (2) the processing of ores containing asbestos
Begassosis	Any employment in the production of bagasse mill board or other articles from bagasse.

43. Act not to apply to certain cases.—No provision of this Act shall apply to and in relation to any payment which has been, or is being or is required to be, made under the principal Act in respect of any employment injury sustained by an employee in any State or part thereof at any time before the date of the coming into operation of that provision and any such payment and any application, appeal or other proceeding for or relating to such payment pending before any authority immediately before such date shall continue to be governed by the provisions of the principal Act as they stood immediately before that date.



Y: 9 or 211 5919.
N67.9.1

Printed at the Press Branch, Madras State Small Industries Corporation Ltd., Industrial Estate, Guindy, Madras-32

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Publication Issued by

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