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SPECIAL ARTICLE

INFLATION AND WAGE POLICY: WITH SPECIAL REFERENCE TO INDIA

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In the Fourth Plan we have accepted the objective of non-inflationary process of economic growth and avoidances of conditions making for accentuation of income inequality and concentration of economic power. Growth without inflation has become the avowed objective of Indian Planning. In this context the problem of rising prices has disturbed everybody. "Amid this struggle for economic improvement and modicum of success in raising the living standards, the spectre of price inflation has reared its head. It has troubled the most perceptive members of the community."

The instruments of "conventional Wisdom"

Many economists in India and abroad believe the cause of this inflationary rise in prices has been due to rise of money wages far in excess of their average level of productivity. They do not consider any other cause the cause of rising price level.

(*a*) They deny the effectiveness of monetary policy to bring down this inflation. They argue that by controlling credit to productive uses while unused labour and capital resources for positive production abounds. We will reduce aggregate productivity in the country and hence will help to increase the prices. This will help the prices to rise because people derive their income from wages and salaries and not from the total supply of money.

(*b*) Reduction in investment both in the private and public sector has been denounced as the weapon to control prices. Future productivity depends on the level of private and public investment today. This prescription would have been sound for an economy operating at near full-employment level when resources released from the investment goods sector will find employment in the consumption goods sector. But in view of too much unemployment and underemployment there is no guarantee that the resources will be invested in the consumption goods sector. On the contrary it will reduce investment and employment. This is a defeatist policy. The expenditure of defence can never be cut in view of danger of aggression.

(c) Rationing of food stuffs also can lower down the prices. But this way of limiting consumption, though may reduce prices of food stuff, may raise the prices of non-rationed articles and in the face of rising money wages it will encourage series of black market operations.

(d) Heavy dose of taxation and deferred pay schemes can be atleast supplement to wage control but not an alternative to it. So the real culprit to be arrested for financing growth without inflation is to control money wages and bring it in conformity with the average productivity of Labour.

THE PROBLEM OF CONTROLLING WAGES

In a developing country like India the problem of controlling wages raises several basic questions. (a) The foremost among them is the regulation of wages in the agricultural sector "The problem here is also vastly more complex and difficult, since employment in considerable part is casual, seasonal, or non regular and wages are governed to substantial extent by non-economic element such as tradition, caste, etc. Besides, wages are not always paid in cash, wages are different between different regions and crops and between wages paid to the children, women and men." In this case any policy for controlling wages would be to improve the productivity of agriculture and farm price support guaranteeing high prices for agricultural output should be assured.

In the agricultural sector also there are regional differences of wages. This is also the case in the industrial sector. Generally agricultural labourers migrate to the industrial areas. Here the excess of wage offered in some cases to encourage mobility of labour should be centralised by the reduction in wages where labour is more plentiful and where some indacement for migration has to be given.

(b) **Self-Employed persons**:—There are many persons who are employed in their own business. Weintraub argues that the income of the self employed also move in the same direction as those of the wage earners particularly because they consume his commodity. But one thing has to be recognised that these self employed persons benefit directly from the high investment of the Government in the agricultural sector and also from high prices of agricultural output.

(c) **Salaried Class**:—There should be relative wages for different classes of the people. Specially in the sector of white collar jobs it is very difficult to determine the productivity of the worker. At the lower end we can determine their productivity compared to the worker of same educational standard and skill and at the higher end we can compare them to the top executives in the Industrial sector, but whatever may be the case, here wages have to be determined and compared not to their productivity but to their skill, and educational attainment.

(d) **Public Sector Vs. Private Sector**:—In countries like India, there is a progressive growth of public sector. The principle followed in fixing wages in case of public sector is to minimise wage differential and in case of private sector such a policy is not followed. Here more reliance should be placed in price policy than on wage policy.

The financial federalism in India has been so designed that the centre has more income with less responsibilities and States have expansive responsibilities with limited income. There has been sharp differences between the salary of the central and state employees and any policy to regulate wages should aim at such a wage differential.

THE STRATEGIC COMPONENTS OF WAGE POLICY

(a) **Fisco-Monetary Policy**:—If the clue to arresting rising prices has been to control the money wages in conformity with the average productivity a successful wage policy on the other hand depends on a suitable fisco-monetary policy. The monetary policy should aim at making loans and funds available to faster higher production and greater economic activity. The price policy should aim at keeping the prices of wage goods stable as far as practicable. Since food materials form a major part of wage goods in the agricultural sector the prices should be sufficient enough to provide higher incentive for agricultural produce and at the same time it should not be so high to depress consumption unduly. In the industrial sector the price policy should be so devised that it will accelerate capital formation with due regards to equity in the distribution of Income. Increase in consumption and growth of capital can be reconciled particularly in case of countries like India where there is existence of enormous idle capacity in the industries, there are idle purchasing power in the hands of the people in terms of currency, jewellery and the money hoarded. "To the extent that such idle capacity can be pressed into service. It is clear that capital formation may not require additional savings," we can also tax the rentiers and profit receivers more without hindering growth because due to demonstration effect a part of the profit accumulated with them is spent on lavish consumption.

(ii) **Productivity consideration**:—The money wages should get linked with the average productivity of the worker whereas the aim in view is that the gains in productivity are not totally absorbed by the immediate consumption. This gives scope for rise in wages with rise in productivity.

Productivity differs from one industry to another, where the productivity of the worker is more than the national average productivity, the workers may demand higher wages and where it is less they may be paid less wage. Some people object to the view of plant productivity basis. Rise in wages incommensurate with productivity will increase labour cost. This will raise the prices of the commodity proportionately but what is needed is the fall in prices for greater expansion of the industry. Secondly rise in productivity might have been due to the latest and most modern equipments. Here increased productivity is the contribution of capital and not of labour. It will encourage wage inequalities and reduce resonable profit. But special efforts and incentives should be encouraged.

In this connection the experience of the developed countries may not be out of place where the system of pricing is 'administered prices and the firms set price on a cost plus basis Sometimes the firms give higher wages because they know that the increase in wages may pass on to the consumers in form of higher prices Sometimes "when wages and other costs increase and there is no corresponding scope for an immediate price increase, the modern firms take such increase by cutting down expenditure on advertising and in investment in new plants." The result of such price fixing may minimise inter-industrial wage difference.

(3) **Stability at what level** :—In many advanced countries the wage and Income policies aimed at stability of the wage level. In France they did not link wage with cost of living index. In U.K. in 1966 they followed a policy of temporary wage freeze. In Netherlands a system of wage stop, has long been in operation. Some people in India also advocate wage freeze. In U.S.A. and Australia wages would be automatically reached every year with a previously agreed rate of productivity. But in case of India such a problem can only be considered in case of organised industries. The wage board and other wage bodies reopen only the question of wages only once in five years. It can reduce the critical minimum of consumption that the labourers are granted by their wages. This will hamper efficiency and also retard capital formation if we define capital as "reproducible wealth used for the purposes of production." Wage freeze without price freeze is meaningless. The wage policy in India has been to vary the wages between the minimum wage and the capacity of the industry to pay and decisions of the Wage Boards have never satisfied any party either the employer or the employee. It is not stability, but productivity that should be the guiding factor for regulating wage.

(*b*) **Appropriate Machinery** :—An appropriate machinery is needed to estimate the national productivity and to watch over developments in different spheres such as wage awards and recommendations and decisions in regard to prices relevant to an income policy. While deciding the increase in wage relation to productivity the wage control authorities should keep the wages below the rated productivity which will give scope for marginal adjustments to correct prevailing wage inequities.

Source: THE INDIAN JOURNAL OF LABOUR ECONOMICS
Vol. X No. 4 January 1968

INDUSTRIAL SAFETY

UNSAFE MEANS OF ACCESS

A new soap tank was erected at a height of about 20 feet above the ground in a textile factory. Instead of providing a permanent means of access the firm provided an aluminium ladder, secured to a joist near the tank. A pulley block was also suspended from this joist for lifting the bags of soap which had to be emptied into the tank periodically.

In the course of time the aluminium ladder disappeared, purloined no doubt by a workman for another purpose. It was replaced by wooden ladder which was too short for the job and had to be erected almost vertically-in itself a dangerous practice. The ladder was not secured, and several rungs had been replaced by metal bars and tubes by the man who used it. There was also evidence that the stiles were not in good condition.

Inevitably the time came-and it is remarkable that it was more than a year after the tank was installed-when an accident occurred.

The workman was climbing the ladder carrying a heavey bag of soap on his back (the pully block, like the original ladder, had also vanished without trace) He lost his footing on one of the improvised. rungs, and together with his load and the ladder crashed to the ground. He sustained injuries to his back and ribs, and was lucky to escape so lightly.

This accident could have been prevented when the soap tank was put up, as there would have been no difficulty in providing platform at the top, adequately fenced. Wherever practicable this is by far the best mehod of preventing falls; there is always danger when ladders have to be used.

Even so, it seems incredible that such a situation, with so many hazards, could have been allowed to persist for so long. That it did point to a lack of communication between the worker and the management and a failure of safety supervision, an inescapable function of management.

(*Industrial Safety, London, July, 1966*).

UNGUARDED PRESS

A MEDIUM—SIZED engineering firm operated several hydraulic presses in making a variety of metal components. The largest of these presses had a capacity of 125 tons and was operated in the normal way by a pedal.

Orginally, as usual with hydraulic presses, the ram descended when the pedal was depressed and stopped when the pedal was released.

But the firm had modified the machine to increase its production capacity. It was still hydraulically operated, but electro-pneumatic controls were provided.

The control pedal was now an electric switch which, when operated, energised a solenoid, which in turn operated a valve. This controlled the air supply which actuated the main hydraulic valve. The main hydraulic valve operated the ram of the press, which descended until it came into contact with the material in the machine. A pressure switch in the hydraulic circuit operated when the required load had been applied to the material and reversed the connection to the main hydraulic valve, so that the ram returned upwards to its original position.

When in this position the ram triped an electrical limit switch, which interrupted the supply to the control circuit, thus de-energising the solenoid and bringing the machine to rest.

The effect of this modification was that the press acted much more quickly than is usual for hydraulic machines, and its operation was similar to that of a mechanical press in that once a stroke had been release of the operating pedal would not arrest the stroke had to be completed. Thus the risk of injury to the operator of this machine was much greater than that involved in the use of a conventional hydraulic press.

The machine was being used without any form of guarding round the tools, and the inevitable happened.

The operator reached into the space between the tools to unload a completed component. and accidentally stepped on the operating pedal. His hand was trapped between the tools, and he last all the fingers and the thumb of his right hand.

The factory occupier had ordered an electrically interlocked guard for this machine, and it was actually in the works waiting to be fitted.

Regardless of the speed of operation of the machine, secure fencing is required at the tools of all hydarulic press

(Industrial Safety, London. January, 1967).

UNSECURED LADDER TO REACH V BELT

An Overhead conveyor feeding wool from the warehouse of a large textile factory into the hopper of a washbowl suddenly stopped for no apparent reason. A workman who had been feeding the material on to the conveyor decided, on his own initiative and without consulting his foreman, to investigate the cause of the stoppage.

He found a ladder and erected it against the washbowl feed hopper. He made no attempt to secure the ladder, not did he take the precaution of getting anyone else to foot it, although the floor was wet and slippery.

The workman, who was a warehouseman and not a machanic, climbed to a height of about 10 or 12 feet and then stretched up to reach the unguarded V-belt drive to the conveyor. Whether his exertions in pulling on the drive to try to free it caused the ladder to fall, or whether it was simply that the ladder slipped on the wet floor, was never determind. The result was the same-ladder and man fell to the floor. Although his injuries caused by the fall were mainly bruises, the tips of two fingers of his right hand were amputated between the V belts and the grooves of the pulley, which started into motion as soon as the blockage was freed. He had not switched off the power to the motor before he approached the drive.

It is a moot point which of the two hozards, the unsecured ladder or the unguarded V belt drive, was the more likely to cause an accident. In combination it is hardly to be wondered at that the workman did not escape.

Simply common sense precautions would have eliminated both risks and if the workman had only reported the trouble to his supervisor or to a properly authorised mechanic the accident would almost certainly have been avoided.

(Industrial Safety, London. July, 1966).

LABOUR NEWS

தொழிலாளர் பற்றிய செய்திகள்

1968-ம் வருட ஏப்ரல் மாத தொழில் உறவு

1968ம் ஆண்டு 'மே' மாதத்தில் தமிழ்நாட்டிலுள்ள நூற்பாலைகளுள் 12 நூற்பாலைகளில் வேலை நிறுத்தம் மட்டும் ஏற்பட்டது. இதில் 3 நூற்பாலைகளின் வேலை நிறுத்தம் சென்ற மாத இறுதியிலிருந்து தொடர்ந்து வருகிறது. 2 நூற்பாலைகளின் வேலை நிறுத்தம் இம்மாத இறுதியிலும் தொடர்ந்து வருகிறது. மேலும் சென்ற மாதத்திலிருந்து தொடர்ந்து வரும் வேலை நிறுத்தம் இருந்து வரும் ஒரு நூற்பாலை இம்மாதத்தில் மூடப்பட்டுவிட்டது. 6 நூற்பாலைகளில் வேலை நிறுத்தம் மற்றும் கதவடைப்பு ஏற்பட்டது, 2 நூற்பாலைகளின் வேலை நிறுத்தமும் கதவடைப்பும் சென்றமாத இறுதியில் இருந்து தொடர்ந்து வருகிறது. 4 நூற்பாலைகளின் வேலை நிறுத்தமும் கதவடைப்பும். இம்மாத இறுதியிலும் தொடர்ந்து வருகிறது. இம்மாதத்தில் ஏற்பட்ட ஒரு நூற்பாலையின் கதவடைப்பு இம்மாத இறுதியிலும் தொடர்ந்து வருகிறது இதர தொழில் நிறுவனங்களில் 14 நிறுவனங்களில் வேலை நிறுத்தம் ஏற்பட்டது. இதில் நான்கு வேலை நிறுத்தங்கள் முந்திய மாத இறுதியிலிருந்து தொடர்ந்து வருகிறது. 7 நிறுவனங்களின் வேலை நிறுத்தம் இம்மாத இறுதியிலும் தொடர்ந்து வருகிறது. 4 நிறுவனங்களில் வேலை நிறுத்தம் மற்றும் கதவடைப்பும் ஏற்பட்டிருந்தன. இதில் ஒரு வேலைநிறுத்தமும் கதவடைப்பும் சென்ற மாத இறுதியிலிருந்து தொடர்ந்து வருகிறது. ஒரு நிறுவனத்தின் வேலை நிறுத்தமும் கதவடைப்பும் இம்மாத இறுதியிலும் தொடர்ந்து வருகிறது. 2 தொழில் நிறுவனங்களின் கதவடைப்பு இம்மாத இறுதியிலும் தொடர்ந்து வருகிறது. வேலை நிறுத்தம் மற்றும் கதவடைப்பு காரணங்களால் நூற்பாலைகளில் பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 24,051 மற்றும் இதர தொழில் நிறுவனங்களில் பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 6,375 ஆகும். நூற்பாலைகள் மற்றும் இதர தொழில் நிறுவனங்களில் வேலை நிறுத்தம் மற்றும் கதவடைப்பு காரணமாக இழக்கப்பட்ட மனித நாள் எண்ணிக்கை முறையே 1,14,133 மற்றும் 61,700 ஆகும். வேலை நிறுத்தம் மற்றும் கதவடைப்பு பற்றிய விரிவான விபரங்கள் புள்ளிவிவர அறிக்கை 5-ல் அளிக்கப்பட்டுள்ளது.

மத்திய அரசு ஆதிக்கத்திலுள்ளவை

பிராந்திய மத்திய தொழிலாளர்துறை ஆணையாளர், சென்னை மேட்டூர் கெமிகல்ஸ் அண்டு இன்டஸ்ட்ரியல் கார்ப்பரேஷன் லிமிடெட் மற்றும் புதுபுளியம்பட்டி (அகில இந்திய தொழிற்சங்க காங்கிரஸ்) லைம்ஸ்டோன் மைன்ஸ் கெமிகல் லேபர் யூனியன் இவற்றினிடையே ஏற்பட்ட ஊதியக் குழுவின் பரிந்துரைகளை அமுல் நடத்துவதுபற்றி தொழிற்தகராறில் 14-5-68 அன்று சமரசம் ஏற்படுத்தினர்.

மத்திய துணைத் தொழிலாளர் துறை முதல் வட்ட ஆணையர், திரு சி. எம். விஸ்வநாத முதலியார், ஸடீவ்டார்ஸ், சென்னை மற்றும் மெட்ரூஸ் போர்ட் அண்டு டாக் ஒர்க்கர்ஸ் காங்கிரஸ் (இந்திய தேசிய தொழிற்சங்க காங்கிரஸ்) இவற்றினிடையே ஏற்பட்ட ஊதியக் குழுவின் பரிந்துரைகளை அமுல் நடத்துவதுபற்றி தொழில் தகராறில் 18-5-68 அன்று சமரசம் ஏற்படுத்தினர்.

மத்திய தொழிலாளர்துறை இரண்டாவது வட்ட துணை ஆணையர் 8-5-68 அன்று, மெட்ரூஸ் மரைன் கம்பெனி, சென்னை கிளை மற்றும் மெட்ரூஸ் போர்ட் & டாக் ஒர்க்கர்ஸ் காங்கிரஸ் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) இவற்றிடையே ஏற்பட்ட கிராக்கிப்படி, இரவு வேலை ஊதியம், அதிக நேர வேலை ஊதியம் தொழிற் தகராறில் பற்றிய சமரசம் ஏற்படுத்தினர்.

கீழ்க்கண்ட தொழிற்தகராறில் சமரச முயற்சி தோல்வி அடைந்ததால் சென்னை முதல் வட்ட மற்றும் இரண்டாவது வட்ட மத்திய தொழிலாளர் துறை ஆணையாளர்கள் அரசுக்கு அறிக்கை அனுப்பி உள்ளார்கள்.

1. 'கே' கார்ப்பரேஷன் மற்றும் நேஷனல் டிரான்ஸ்போர்ட் கம்பெனி சென்னை மற்றும் மெட்ரூஸ் போர்ட் & டாக் ஒர்க்கர்ஸ் (இந்திய தேசிய தொழிற்சங்க காங்கிரஸ்) இவற்றினிடையே ஏற்பட்ட தொழிற் தகராறு.

2. மெஸர்ஸ் பி. திருவேங்கட முதலியார் ஸ்டீவ்டார்ஸ், சென்னை மற்றும் ஸ்டீவ்டார்ஸ் சூபர்வைசர்ஸ் அசோசியேஷன் (இந்திய தேசிய தொழிற்சங்க காங்கிரஸ்) சென்னை இவற்றினிடையே ஏற்பட்ட தொழிற் தகராறு.

3. பஞ்சாப் நேஷனல் பாங்கு லிமிடெட், சென்னை மற்றும் பஞ்சாப் நேஷனல் பாங்கு ஸ்டாப் யூனியன், சென்னை இவற்றினிடையே ஏற்பட்ட தொழிற் தகராறு.

4. மெட்ரூஸ் டாக் லேபர் போர்டுக்கும் திரு எஸ். வீரப்பன், எக்ஸ் வின்ச்மேனுக்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

இந்தியா சிமண்ட்ஸ் லிமிடெட், தாழையூத்து, மற்றும் திரு வண்ணமுத்து இவர்களுக்கிடையே ஏற்பட்ட வேலை நீக்கம் பற்றிய தொழிற் தகராறில் சமரச முயற்சி தோல்வி அடைந்ததென பிராந்திய மத்திய தொழிலாளர்துறை ஆணையர் அரசுக்கு அறிக்கை அனுப்பி உள்ளார்.

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வேலை நிறுத்தங்களின் எண்ணிக்கை	...	1
கதவடைப்புகளின் எண்ணிக்கை		இல்லை
வழங்கப்பட்ட மாதிரி நிலையாணைச் சான்றிதழ்கள்	...	2

தமிழ் நாடு அரசு ஆதிக்கத்தில் உள்ளவை

1968-ம் ஆண்டு 'மே' மாதத்தில் தொழிலாளர் துறை சமரச அலுவ ர்கள் 745 தொழிற் தகராறுகளை விசாரித்து முடிவு செய்தனர். இதில் 06 மனுக்கள் சம்மந்தமாக தொழிற்தகராறுகள் சட்டம் பிரிவு 12(3)ன் ழ் ஒப்பந்தம் ஏற்பட்டன.

தொழிற் தகராறுகள் சட்டம் 1947ன் கீழ் அளிக்கப்பட்ட தீர்ப்பு

1947-ம் ஆண்டு மே மாதத்தில் தமிழ்நாடு அரசால் 54 தொழிற் கராறுகள் சென்னை தொழில் வழக்கு தீர்ப்பு மன்றத்திற்கு அனுப்பி வைக்கப்பட்டன.

தொழில் வழக்கு தீர்ப்பு மன்றமும் தொழில் கோர்ட்டுகளும் வழங்கிய 8 தீர்ப்புகளின் விபரம் போர்ட் செயின் ஜார்ஜ் அரசிதழில் பிரசுரிக்கப் ட்டுள்ளன.

வேலை வாய்ப்பு நல வசதி

மிழ்நாட்டில் வேலைவாய்ப்பு நிலைமை:

1968-ம் ஆண்டு மே மாதத்தில் வேலை வாய்ப்பு அலுவலகங்களால் திவு செய்யப்பட்ட மனுதார்களின் எண்ணிக்கை 36,110 மற்றும் வேலை ில் அமர்த்தப்பட்டவர்களின் எண்ணிக்கை 2828 ஆகவும் இருந்தன. து ஏப்ரல் மாதத்துடன் ஒப்பிடும்போது பதிவு செய்தலும், வேலையில் மர்த்துதலும் முறையே 2 சதவிதம் மற்றும் 5.7 சதவீதம் அதிகரித்திருந் ன. வேலை வாய்ப்பு அலுவலகங்களுக்கு அறிவிக்கப்பட்ட காலி ஸ்தா ங்களின் எண்ணிக்கை 5857. இது ஏப்ரல் மாதத்துடன் ஒப்பிடும் பாது 55.5 சதவீதம் அதிகரித்திருந்தது. மே மாத முடிவில் பதிவேடு ளில் இருந்த மனுதார்களின் எண்ணிக்கை 2,54,848 ஆகும்.
இனி சொல்லப்படும் தொழில்களுக்கு ஆட்கள் குறைவாக இருந்த ர் என்று அறிவிக்கப்பட்டது.

மருத்துவ அதிகாரி, மகப்பேறு உதவியாளர், மருந்து கலந்து கொடுப் வர், பட்டம் பெற்ற உதவி ஆசிரியர், தமிழ், மலையாளம் மற்றும் உருது மொழி பண்டிதர்கள், உடற்பயிற்சி ஆசிரியர் நூலக அலுவலர், சுருக் கெழுத்தாளர், (ஆங்கிலம் மற்றும் தமிழ் இவைகளில் உயர்தரம்) பவர் ரில் ஆபரேடர், டிராக்டர் டிரைவர், ஓர்க்ஸ் அசிஸ்டென்ட், பாய்லர் மென் ('பி' சான்றிதழ் பெற்றவர்) 2 வருட அனுபவத்துடன் மில்லர் ற்றும் கிரைண்டர், விவசாய அறிவுரையாளர், ஏர் கம்ப்ரெஷர் ஆபரே ர், பாண்டு மாஸ்டர், மெகானிக் கிரேட் 'பி' என்ஜின் டிரைவர் கிரேட் 1 ற்றும் 2 பூங்கா கண்காணிப்பாளர், ஐந்து வருட அனுபவத்துடன் ர்னர், பிளம்பர் லேபாரடரி டெக்னீஷியன்.

மே மாதத்தில் சென்னையிலுள்ள தொழில் நிர்வாகத்துறை வேலை ாய்ப்பு அலுவலகம், 352 பதிவாளர்களைப் பதிவு செய்து 31 பதிவாளர் ளை வேலையில் அமர்த்தியது.

சென்னை அண்ணாமலைப் பல்கலைக் கழகங்களிலுள்ள வேலை வழி ாட்டி அலுவலகங்கள், மே மாதத்தில் 185 மனுதார்களைப் பதிவுசெய்து பதிவர்ளர்களை வேலையில் அமர்த்தின.

சென்னையிலுள்ள அங்கஹீனர்களுக்காக ஏற்படுத்தப்பட்ட பிரத் யேக வேலை வாய்ப்பு அலுவலர் 68 மனுதார்களை அதாவது 15 குருடு, 7 செவிடு மற்றும் 46 அங்கஹீனர்கள பதிவு செய்து 18 பதிவாளர்களை (3 குருடு, 1 செவிடு மற்றும் 14 அங்கஹீனர்கள்) வேலையில் அமர்த்தினர். வேலை வழிகாட்டி அலுவலகங்களோடு இணைக்கப்பட்டுள்ள உத்தியோக வழிகாட்டி பகுதிகள் மே மாதத்தில் 10,360 மனுதார்களுக்கு கூட்டாக வழிகாட்டி 9 இளைஞர்களுக்கு தனித்த வழிகாட்டின. 2,266 பதிவாளர் களுக்கு தனித்தனியே தகவல் தெரிவித்து வேலையில் அமர்த்தின.

தொழிலாளர் பிராவிடண்டு பண்டு திட்டம்

1968-ம் ஆண்டு மே மாதத்தில் பிராவிடன்டுபண்டு சட்டத்தின் கீழ் 29 தொழிற்சாலைகள், மற்றும் நிறுவனங்கள் கொண்டுவரப்பட்டன. இச்சட்டத்தின்கீழ் மாதக் கடைசியில் வரும் தொழிற்சாலைகள் மற்றும் நிறுவனங்களின் எண்ணிக்கை 4,958 ஆகும்.

மே மாதத்தில் இச் சட்டத்தின் கீழ் தொழிலாளர்களிடமிருந்து பங்குகளாகப் பெறப்பட்ட தொகை ரூ. 78,69,914 ஆகும். தொழிலாளர் களிடமிருந்து முன்பு பெறப்பட்டு சேர்த்து வைக்கப்பட்ட தொகை ரூ. 2,58,601 ஆகும். நிர்வாகம் மற்றும் ஆய்வகச் செலவுகளாகப் பெறப் பட்ட தொகை ரூ. 1,80,701 பல வகைகளில் பெறப்பட்ட தொகை ரூ. 26,946 ஆகும். இம்மாத இறுதியில் இச் சட்டத்தின் கீழ் உள்ள தொழிலாளர்கள் மற்றும் சந்தாதாரர்கள் எண்ணிக்கை முறையே 5,55,046 மற்றும் 4,88,004 ஆகும்.

தொழிலாளர் கல்வித் திட்டம்

1969-ம் ஆண்டு மே மாதத்தில் சென்னை, மதுரை மற்றும் கோயமுத் தூர் தொழிலாளர்கள் கல்வி நிலையத்தில் பயிற்சி அளிக்கப்பட்ட தொழி லாளர் ஆசிரியர்களின் எண்ணிக்கை 825. பயிற்சி அளிக்கப்பட்டுக் கொண்டிருக்கும் தொழிலாளர்களின் எண்ணிக்கை 64. பயிற்சி பெற்ற தொழிலாளர்களின் எண்ணிக்கை 30,459 மற்றும் பயிற்சி அளிக்கப்பட் டுக் கொண்டிருக்கும் தொழிலாளர்களின் எண்ணிக்கை 4,024 நடைபெற் றுக் கொண்டிருக்கும் பகுதிநிலை வகுப்புகளின் எண்ணிக்கை 177 ஆகும்.

RAFT MINUTES OF THE XIVth MEETING OF THE REGIONAL BOARD, S. I. CORPORATION, MADRAS HELD AT "TAMIZHAGAM", OOTACAMUND, ON 27th MAY, 1968 AT 3-00 P. M.

The following were present :

Hon'ble Thiru S. MADHAVAN, Minister for Law-and Co-operation, Tamil Nadu.	... *Ex-officio Chairman.*
Hon'ble Thiru SADIQ BATCHA, Minister for Public Health, Tamil Nadu.	... *Ex-officio Vice-Chairman.*
Thiru V. S. SUBBIAH, I.A.S., Additional Secretary to Government, Industries, Labour and Housing Department, Government of Tamil Nadu.	... *Member*
Dr. Kumari MARIKAR, Director of Health Service and Family Planning, Madras-6.	... ,,
Thiru S. K. PARTHASARATHI, Personal Manager, Tube Investments India Limited, Madras-1.	... ,,
Dr. C. K. RAMACHANDAR, E. I. D. Parry Limited, Ranipet.	... ,,
Thiru K. RAMASWAMY NAIDU, INTUC Buildings, Coimbatore.	... ,,
Thiru K. S. JANAKIRAMAN, LLB., Madras-1.	... ,,
Thiru KATTOOR GOPAL, Coimbatore District General Workers' Progressive Union, Coimbatore.	... ,,
Thiru A. S. SEYMOUR, Regional Director, ESI Corporation, Madras.	... *Secretary.*

Intimation was received from Shri R. Muthuswami, Member regretting his inability to attend the meeting due to strike in M/s. Venkatesa Mills, Udumalpet. Shri Rangasami, General Secretary, I. N. T. U. C. Tamilnad Branch, Madras and Srimathi Parvathi Krishna A.I.T.U.C. Coimbatore were not present.

Shri Kamalarathnam, Special Deputy Commissioner of Labour attended the meeting on behalf of Shri T. S. Sankaran, I. A. S., Labour Commissioner. The Deputy Director of Medical Services (E.S.I.) Revenue Divisional Officer, Coimbatore and other officers of the Corporation and State Government also attended the meeting.

The Secretary informed that two new members viz., Dr. C. K. Ramachandar as Employers' representative and Shri Kattoor Gopal as Employees' represntative have been nominated to the Board. The Chairman welcomed them.

The items on the agenda were taken up for discussion.

ITEM No. 1

CONFIRMATION OF THE MINUTES OF THE MEETING HELD ON 12-12-67

The Secretary informed that the minutes of the meeting held on 12-12-67 and the amendments suggested have been circulated to all the members. He added that one item in the minutes of the meeting held on 12-12-67 was coming up again for discussion in the present meeting.

The minutes were confirmed unanimously.

ITEM No. 2

INFORMATORY NOTE ON THE EXTENSION OF THE E. S. I. SCHEME TO THE MEMBERS OF THE INSURED PERSONS' FAMILIES IN MADRAS CITY AND SUBURBS AND EXTENSION OF THE E. S. I. SCHEME TO CERTAIN NEW AREAS IN THE STATE

The Secretary informed that the note on the above point prepared by the Director of Health Services and Family Planning has been circulated to all the members.

The Chairman observed that the note shows the detailed action taken by the Government with regard to the extension of the E.S.I. Scheme to the families of Insured persons in Madras City and suburbs. He added that there is difficulty in appointing specialist under the E. S. I. Scheme. The specialists generally compare themselves with the Directors in the General and other Hospitals and have represented to allow them private practice. These doctors do not want to serve in the E.S.I. Hospital and represent that they should be allowed the facilities of private practice that is allowed in General and other hospitals. The Chairman elicited opinion of the members whether they may be allowed to have private practice, in lieu of the existing non-practicing allowance of Rs. 250 per mensem drawn by them.

The Director of Health Services and Family Planning informed that the Specialists who are appointed in E.S.I. Hospitals are not allowed private practice as per conditions of their service. They are appointed on promotion from other hospitals.

Shri K. S. Janakiraman, member observed that in as much as the timings of the dispensaries are different and that the dispensaries function in evenings also there may be difficulties in the case of Medical Officers of the dispensaries if private practice is allowed.

Shri S. K. Parthasarathi, member observed that if the services of the doctors are required, their representations should also be considered. It should however, be further considered whether they would be able to cope with their obligations in the hospitals if private practice is allowed.

The Director of Health Services and Family Planning stated that the Corporation have suggested to pay all the Doctors under the E. S. I. Scheme the scales of pay as are applicable under Central Health Services.

The Chairman stated that the Government have not sent any recommendation to the Corporation in regard to the proposal to grant the Doctors in the E. S. I. the C. H. S. Scales to pay as the E. S. I. Corporation has subsequently asked the State Governments to consider in terms of increasing the allowances in lieu of C. H. S. Scale of pay.

The Director of Health Services and Family Planning stated that while a number of medical officers who have passed M. D. are still working as Assistant Surgeons, because of the E. S. I. Scheme, some of them have been promoted as Specialist / Civil Surgeons otherwise, they would have continued to be Assistant Surgeons only. As the posts are available only in E. S. I. Scheme, they have been posted instead of recruiting outsiders. As and when their turn comes, they may have to be considered for posting to other hospitals.

Dr. C. K. Ramachandar stated that the Medical Officers in the E. S. I. have not only to administer medicines, but also to certify abstention and issue certificates that have cash value.

The doctors in General and other Hospitals treat inpatients/outpatients and they are not expected to issue such certificates to patients. Therefore, the workload is heavier with the Doctors under the E.S.I. Scheme. If the doctors under the E.S.I. Scheme are allowed private practice, they will not be able to be strictly neutral and impartial in the matter of certification etc., as is expected from a doctor under the E. S. I. Scheme for the reason that he may have to see the same people outside without the restrictions imposed under the rules of the Corporation. As regards extra remuneration to the doctors in E.S.I. Dr. Ramachandar observed that the requests of the doctors deserve sympathetic consideration. Considering the workload involved and in the interest of the continuity of the doctors in the services of the E.S.I. Hospitals and dispensaries, the remuneration must be worthy and the Corporation might have suggested the pay scales of C.H.S. for them in consultation with the Medical Benefit Council.

Shri Kattor Gopal, Member observed that generally there should not be any discrimination amongst the pay scales of doctors.

The Chairman stated that the Government have received several representations from doctors regarding remuneration and desiring that teaching opportunity should be extended to them as is the case with the doctors in General and other Hospitals He invited the opinion of the members regarding converting E.S.I. Hospital into a teaching institution Shri K S. Janakiraman called it good.

Dr. Ramachandar observed to encourage senior doctors to accept senior posts in the E.S.I.'s Hospitals with a view to ensure best possible medical talent is made available in E.S.I.'s Hospitals that providing teaching opportunity at E.S.I. Hospitals is both advantageous. So long as the patients are given proper treatment and the insured persons would like to co-operate in this arrangement. Dr. Ramachandar concluded that the better remuneration and facilities for the doctors is bound to improve the efficiency and the acceptability of this efficiency by those for whom the hospital are set up.

The discussion was concluded at this stage.

ITEM No. 3

EXTENSION OF THE SCHEME TO THE FAMILIES OF INSURED PERSON IN THOSE AREAS WHERE IT IS YET TO BE IMPLEMENTED

The Secretary informed that the above point was discussed in the last meeting of the Regional Board held on 12-1-67 when it was decided as follows:

"While it should be ideal to switch over to the service system from the panel system on a single appointed day it was felt that this switch over need not to be held up for this reason specially in view of the urgent need to extent the benefits except hospitalisation to the families of insured persons. It was, therefore agreed that a beginning may be made to secure suitable rented accommodation at least in one or two years, provide necessary equipment and replaced the panel system by service system in these areas. The extension of the scheme, less hospitalisation, to families of Insured Persons should also be proceeded with as already decided."

The Chairman observed that the Government did not favour the panel system while the scheme is extended to the families of the Insured Persons in Coimbatore.

Shri K. S. Janakiraman, Member stated that in the last meeting it was decided to extent the scheme to families with the existing panel system because it was informed that there would be delay If it was decided to extend only after switching over to service system.

The Director of Health Services and Family Planning informed that the local committee, Coimbatore desired the extension of medical benefits with the panel system which can later on be changed over to service system. The service system is prevalent in Coimbatore only in the places outside municipal limits, while panel system is existing inside the Municipal limits. In order to replace the panel system by service system in Coimbatore area, 13 dispensaries are required, which could take care of the Insured Persons registered with 53 panel doctors. There are many difficulties in securing buildings on rent to house the dispensaries as it is not possible to secure buildings at one time. It is not correct to have a service dispensary in a panel area. If such a system is permitted, the problem of either the dispensaries getting large registration or very few opting out of the panel for the dispensaries will arise. If it is to be extended with the panel system, it will require appointment of 12 more panel doctors. Delay in switching over to the service is due te inability to secure adequate number of buildings to house the dispensaries. The Director of Health Services and Family Planning added that the Revenue Divisional Officer, Coimbatore suggested six buildings but they were situated in one and the same area. Out of the six proposed only two buildings are available for occupation. Reference had already been made to the State Government for permission to hire and occupy buildings and commence payment of rent and equiping the dispensaries.

The chairman suggested that as and when suitable buildings are proposed, the Director of Health services and Family Planning may occupy them in anticipation of Government's approval. He also informed that in view of the urgency for implementing the medical benefit provisions to the families of Insured Persons, immediate action should be taken so that all required buildings are occupied within a period of about three months. The Chairman also suggested that in anticipation of Government's sanction for hiring the buildings, the Director of Health Services and Family Planning may also send proposal for equipping the dispensaries so that delay may be avoided in equipping them.

The Director of Health Services and Family Planning stated that as per conditions of service of panel doctors, a notice of three months has to be issued to all the panel doctors before replacing them by service system. Issue of notice could be considered when all the buildings are taken over and the dispensaries are equipped fully.

Shri Ramaswami Naidu, Member observed that the Board is changing the decision taken at the earlier meeting held on 12-12-67. The Chairman stated that the Government is not in a position to accept the recommendatations of the Board. It should be possible to find buildings within three months. The Director of Health Services and Family Planning is authorised to taken over buildings in anticipation of Government's sanction and report to the Government for ratification. Simultaneously proposals for equipping the dispensaries may also be forwarded. The Chairman further observed if the members at Coimbatore assist in finding out suitable buildings, it will be possible to extend the medical benefits to the families of Insured Persons with service system by replacing panel system in Coimbatore area as quickly as possible. The Chairman suggested that a sub-committee may be constituted under the Chairmanship of the Regional Administrative Medical Officer, Coimbatore and two employees' representatives in Coimbatore area viz., Sarva Shri R. Ramaswami Naidu and Kattor Gopal to assist the Revenue Divisional Officer and locate suitable buildings.

The Secretary informed that with regard to extension of medical benefits to the families of Insured Persons at Coimbatore, work relating to preparing the family identity cards after collecting particulars regarding dependants in respect of about 80,000. Insured Persons has to be completed for which provisional target date may be fixed.

The Director of Health Services and Family Planning observed that leaving the notice period of three months to be given to the panel doctors, he may require too more months for equipping the dispensaries.

As suggested by the Vice-Chairman, the Chairman fixed 2-10-1968 as provisional target date for extending the medical facilities to the families of Insured Persons in Coimbatore area.

ITEM No. 4

ISSUE OF MEDICAL CERTIFICATE BY THE INSURANCE MEDICAL PRACTITIONERS/INSURANCE MEDICAL OFFICERS DURING THE PERIODS OF STRIKE / LOCKOUT

The Secretary referred to the memoranda on the point and stated that absenteeism in Metal Box Company and Wimco Factory showed a steep rise during the period of strike/lockout.

The Director of Health Services and Family Planning informed that during the strike periods, there is unusual crowd in the dispensaries and clearing the Insured Persons is very difficult. The Insured Persons approach the medical Officers to issue medical certificates for abstention on some protext or other. They insist to give them leave for some days. Sometime the Medical Officers are threatened. This has grown to be a very servious problem. Doctors find it difficult to cope with the situations. They cannot also refuse treatment for that very reason. Deputy Director of Medical Services (E.S.I.) suggested that whenever there is strike in an area, the dispensaries situated there, may be provided with Police protection. This suggestion was not accepted by both the Chairman and vice-Chairman.

Dr. Ramachandar felt that the workload on Medical Officers increase and there should be some leave reserve doctors, who may be posted to such dispensaries where there is unusual crowd of insured persons on special occasion. Further the corporation should release neutral Medical Reference in such situations. He requested the authorities concerned to keep a little more reserve for a temporary period particularly during such periods.

The Chairman observed that the Labour Leader may also extend their co-operation in periods of strike and lock-out. Shri Ramaswami Naidu and Shri K. S. Janakiraman assured full co-operation from the Labour leaders.

The Chairman concluded that there is definitely increased certification and the labour leader may co-operate with the dispensary officers. The doctors should also be firm in the issue of certificates to the insured persons. If the law and order situation arises, the authorities concerned should be approached.

ITEM No. 5

EXEMPTION OF FACTORIES UNDER THE E.S.I. ACT SHOULD NOT BE GRANTED WITHOUT SPECIFIC DECISION OF THE REGIONAL BOARD

The point was dropped as the position was explained to Shri K. S. Janakiraman who had raised it.

ITEM No. 6

DEFAULT IN PAYMENT OF EMPLOYEES CONTRIBUTIONS/EMPLOYEES' SPECIAL CONTRIBUTION BY SOME EMPLOYERS

The Secretary explained that during the last one or two years certain mills are not paying the contributions due to the Corporation. At the Budget and Accounts Sub-Committee meeting of the corporation held on 16-11-67, it was decided that the good offices of the members of the Regional Board may be solicited in the matter.

The Secretary explained that the employers are reminded if the contributions are not received in time. Even after the reminders, if the employers persist in non-payment of Corporation dues, a show cause notice in form SC-18 is issued asking the employer to show cause why legal action should not be taken against him. If there is no response, then the Collector is requested to recover the Corporation dues as arrears of land revenue.

Shri K. S. Janakiraman observed that in the case of employers who do not remit the employees contributions that are recovered from the workers' salary, there should be separate penal provision for dealing with them. The Chairman agreed with this suggestion.

Leaving the arrears of corporation dues in respect of textiles, the Members enquired about the dues, if any from the remaining employers and the secretary apprised them of the position. The Secretary appealed to all the members of the Regional Board to use their good offices in the matter of recovery of the Corporation dues from defaulting employers.

ITEM No. 7

TO CONSIDER STEPS TO ARREST CHRONIC ABSENTEEISM BY THE WORKERS

The point was dropped as Shri Jagadish Chandran, who propoed the points was no longer member.

Other Items:

The Secretary informed that after issue of the agenda, three points were received from Shri K. Ramaswami Naidu, Member. Shri Ramaswami Naidu informed that only one point may be discussed and the rest may be postponed to the next meeting. The following point was taken up for discussion:

> "During the period of transfor of E. S. I. Cards from one Doctor to another, if the insured worker is unable to get treatment or the benefit under the E.S.I. Scheme and if the contribution of the worker is recovered by the employer and for such period, if he had taken any treatment and incurred expenses, such costs should be borne by the E S.I. Corporation."

Shri Ramaswamy Naidu quoted the case of a worker who was registered with a panel doctor and in whose case due to delay in the transfer of his E.S.I. Cards to the new doctor, he had to take treatment from other doctor as the panel doctor with whom he was originally registered refused to give him treatment.

The Director of Health services and Family Planning explained that in cases where insured persons who are attached with panel doctors and desire change of doctors, there are provisions under which the doctor to whom the insured person till such time he received orders regarding change of doctor. The panel doctors are paid capitation fee for each insured person registered with them and they should not refuse treatment to any insured persons unless they receive intimation to the effect that the Insured persons have been removed from their list. The Director of Health Services and Family Planning futher stated that if specific cases are brought to his notice he would do the needful in the matter.

Shri Ramaswamy Naidu observed that he was not aware of these rules. The Chairman concluded that all members of the Regional Board may be supplied with information, especially concerning the rights of insured persons

2. The Vice-Chairman desired to know the reasons for undue delay in purchase of land for hospital at Dindigul, The Director of Health Service and Family Planning explained the reasons for not proceeding with action under the land acquisition Act which had since been kept in abeyance by the Corporation. The Vice-Chairman felt that if it was not to be acquired, it may be released as the matter was pending for a considerable period.

With a vote of thanks to the Chair, the meeting came to a close at 5.15 P. M.

AWARDS AND AGREEMENTS

IN THE HIGH COURT OF JUDICATURE AT MADRAS

(*Writ Petitions No. 222 of 1966, dated 5th January 1968*)

PRESENT:

SRI ANANTHANARAYANAN, CHIEF JUSTICE

JUSTICE SRI NATESAN

Between

FRASER & ROSS

and

SAMBASIVA AYYAR AND ANOTHER

Industrial Disputes Act, S 2 (j) "Industry"—What is—Firm of chartered accountants and auditors (Fraser & Ross) constitutes a learned or liberal profession and not an 'industry' within the meaning of S 2 (j) of the Act.

The question raised in this Writ petition is whether a firm of chartered accountants and auditors, a registered partnership firm conducting their profession, is an industry within the scope of S 2 (j) of the Industrial Disputes Act. Negativing the contention that in a firm like that of the petitioners the work is largely made up of scriptory and clerical and clerical duties of the staff employed, that but for the assistance of the clerks and stenographers the auditing work could not be carried on and hence the firm of chartered accountants was an industry within the meaning of Industrial Disputes Act, held:

Since the chartered accountants and auditors definitely constitute a 'learned' or liberal 'profession', it cannot be termed an 'industry' within the definition.

After reviewing the entire case-law on the subject, held that the Division Bench decision of the Kerala High Court on T. K. Menon & Co. District Labour Officer (1966—II L.L.J.) laid down the correct law and the judgement of the Supreme Court in Gymkhana club case (1967—II. L. LJ. 720) fortify this conclusion and render in practically inevitable. The pursuit of the profession (chartered accountants) not merely involves a high code of ethics and very considerable responsibility, but it also involves essentially, value—decision and judgements, which cannot be possibily be derived from clerical assistance, or the performance of routine or arithmetical duties by subordinate staff. A scrutiny of the several papers for the several subjects for the examinations which culminate in entry into the restricted group of qualified chartered accountants will satisfy that they involve very high

intellectual standards comparable to the qualifications for the legal profession and there is very little to distinguish the two professions in that sense.

(*Entire case-law reviewed*)

1953—I.L.L.J. 195 at 199: 1960—I.L.L.J. 251: Federated Municipal and Shire Council Employees of Australia v. Melbourne Corporation (26 Com. L.R. 508) Federated State School Teachers' Association of Australia v. State of Victoria (41. com L.R. 569) 1957-I. L.L.J. 8, 1960, I.L.L.J. 523, 1962. I.L.L.J. 241 at 244 1960—II. L.L.J. 720, 1962 I.L.L.J. 241 at 246: 1963, I.L.L.J. 692 335: 1966-II. L.L.J. 613; Commissioners of Inland Revenue. V. Maxse (1919) I. K.B. 647 Currie v. Inland Revenue Commissioners (1921) 2 K.B. 332) 1967-II L.L.J. 720, 1968-I L.L.J. 187 H.A.K. Rao v. Council of Institute of Chartered Accountants of India (A.I.R. 1967 S.C. 1257) passages in the Accountant in Public Practice by K. M. Milne; Halsbury's Laws of England, Paras, 748, 749 and 751 (Duties and Position of Auditors Considered).

In the result, writ petition allowed; order of the Lower Court set aside.
for petitioners. V. Thiyagarajan for King & Partridge.
for Respondents. B. R. Dolia.

ORDER

Per. M. Ananthanarayanan, C. J.—A question of considerable interest and importance, in the domain of industrial law, arises in this proceeding, namely, whether a firm of chartered accountants and auditors a registered partnership which is conducting this profession, will be an 'industry' within the scopes of S. 2 (j) of the Industrial Disputes Act. The matter arises for our determination, in the following context of facts. Fraser & Ross (Writ-petitioners) had employed respondent I (V. Sambasiva Ayyar) as a stenographer in the firm, and under the rules relating to his service, he was to be retired in February 1963, when he would have attained the age of superannuation. We need not now concern ourselves with the minute particulars, but it may be noted that respondent I was permitted to avail himself of earned leave from I February to 31 May 1963, and that he finally retired on I June 1963. He made a claim that he ought to be continued in service till the completion of his sixtieth year, or at least for three years more, but this was rejected by the firm, and he instituted a proceeding in the Labour Court, claiming a sum of Rs. 7,254 as retrenchment compensation and wages in lieu of one month's notice. The petitioner-firm raised a preliminary objection to the maintainability of the petition, claiming that the firm did not constitute an industry within the meaning of the Industrial Disputes Acts. The Labour Court negatived this contention, and this has to led to the present proceeding in certiorari.

Though, at different stages of the arguments, several of the averments and counter-averments relating to the merits of the claims of respondent I were particularised before us, they need not be here gone into. Admittedly, it is only the general question which concern us, if Fraser & Ross a reputed firm of chartered accountants and auditors, do not come within the ambit of the statutory definition, the writ petition will necessarily have to be allowed. Nor can the matter be merely considered as resintegra, though there is no previous judgement of this Court on the subject, or any judgement of the Supreme Court. There are two decisions of the Calcutta High Court,

N. R. Mukherjee v. A. H. Just (A. I. R. 1961 Cal. 95) and Rabindranath Sen and others v. First Industrial Tribunal, West Bengal, and others (1963 I. L. L. J. 567) on this specific issue. In the first of these precedents, a contention was raised that the activities of that particular firm of chartered accountants were not confined to the business of a chartered accountants simpliciter, but extended to other activities, which might be viewed as commercial activities, and which were not strictly related to the business or profession of a chartered accountant. The learned Judge held that evidence was essential on two related questions of fact, and the decision really turned upon considerations of that character. But, in the second precedent, Rabindranath Sen and others v First Industrial Tribunal, West Bengal, and others (1963 I. L. L. J. 567) (vide Supra) Banerjee, J. did hold that a firm of chartered accountants and auditors, like the petitioner-firm here, might be included within the definition of the expression "industry" in S. 2 (j) of the Act. These precedents were considered, and a decision was rendered by Mathew, J. on the very point, in T. K. Menon & Co., v. District Labour Officer (1966-II-L. L. J. 608). This judgement came up in appeal before Govinda Menon and Krishnamurthy Ayyar, J. J, in the High Court of Kerala, in T. K. Menon & Co., v. District Labour Officer (1966-II. L. L. J. 613). and after a considered review of the case—Law, the learned judges allowed the appeal, and held that the work of a chartered accountant or of chartered accountants could not be included in the definition of the work "industry" in S. 2 (j) of the Act. Subsequent to this judgement of this Division Bench, we have the judgement of the Supreme Court in Secretary, Madras Gymkhana Club Employees' Union V. Gymkhana Club (1967-II-L. L. J. 720) That reviews the entire prior case-law on the subject and formulates afresh the principles upon which the matter now before us will really have to be determined.

At a later stage of this judgement, we propose to refer, in some detail to the profession of chartered accountants and auditors in the context of the Chartered Accountants Act (38 of 1944) the Chatered Accountants Regulations, 1964, and certain treatises and authorities, such as.

(1) Professional Ethics of Certified Public Accountants, by John, L. Carey (1956) New York, and

(2) The Accountant in Public Practice by K. L. Milne (1959) Butterworth & Co., London.

as well as extracts from Halsbury's Laws of England. For the moment, we shall relegate this task to the subsequent stage, and focus attention on the evolution of case-law. For this purpose, it is really necessary to keep in mind, throughout, three relevant definitions, namely, definition of "industry" in S. 2 (j) of 'industrial dispute' in S. 2 (k) and of workmen' in S. 2 (s) of the Industrial Disputes Act. But since those definitions have been set forth verbatim in several of the precedents cited at the Bar, including Gymkhana Club case (1967-II-L. L. J. 720) (vide Supra) it is sufficient for our present purposes to extract the difinition in S. 2 (j) alone namely :

> "Industry" means any business, trade, undertaking, manufacture or calling of the employers and includes any calling, service, employment handicraft, or industrial occupation or avocation of workmen".

The true commencement of the case-law, as for as this country is concerned, would appear to be D. N. Banerjee, v. P. R. Mukarjee and others (1953 I. L. L. J. 195 at 199) The following dicta of Chandrasekhara Ayyar, J. may be here relevantly set forth.

'Though the word 'undertaking in the definition of 'industry' is wedged in between business and trade on the one hand and manufature on the other, and though, therefore it might mean only a business or trade undertaking, still it might be remembered that if that were so, there was no need to use the word separately from business or trade. The wider import is attracted even more clearly when we look at the latter part of the definition which refers to 'calling', service, employment, or industrial occupation or avocation of workmen'. Undertaking in the first part of the definition and 'industrial occupation or avocation' in the second part obviously mean much more than what is ordinarily understood by trade or business.

At the same time, the Court was careful to observe that every aspect of employer and employee connextion dit not result in industry and in Hospital Mazdoor case (1960-I L. L. J. 251) their lordships again emphasized that though the words were of a very wide denotation, "a line would have to be drawn in a fair and just manner."

While upon this aspect of the commencement of the evolution of the case-law it is necessary to refer to two decisions from Australia, namely, Federated Municipal and Shire Council Employees of Australia v. Melbourne Corporation (26 Com. L. R. 508) and Federated State School Teachers' Association of Australia v. State of Victoria (41 Com. L. R. 569) These embodied certain dicta of Issacs, J. which have subsequently coloured the perspective of approach to a considerable extent, that an "industry" involved "Co-operation between employer and employees for the object of satisfying material human needs."

It is understood that the co-operation may result in services, as much as products, and that the contingency of profit-making need not necessarily exist.

We may now pass on to Baroda Borough Municipality v. its workmen (1957-I. L. L. J. S.) which extended the expression of 'industrial dispute' to include disputes between the municipality and its employees 'in branches of work that can be regarded an analogous to the carrying on of a trade or business." This was followed by Corporation of the City of Nagpur v. its employees (1960 I. L. L. J. 523) in which precedent the Supreme Court made a distinction as between

(a) regal, and

(b) Municipal functions of the Corporation, the latter being held analogous to business or trade.

We now come to Hospital Mazdoor case (1960-I.L.L.J. 251) (vide supra) which constitutes a landmark. This precedent attempted to evolve a working test, and perhaps, the best manner in which the decision could be explained would be the citation of a passage, not from this decision itself, but from a subsequent commentary furnished by the Supreme Court in National Union of Commercial Employees v. Meher (industrial) Tribunal, Bombay) and others (1962.I.L.L.J. 251 at 244.

" When in Hospital case (1960-I.L.L.J. 251) (vide supra) this Court referred to the organisation of the undertaking involving the co-operation of capital and labour or the employer and his employees, it obviously meant the co-operation essential and necessary for the purposes of rendering material service or for the purpose of production. It would be realized that the concept of industry postulates partnership between capital and labour or between the employer and his employees. It is under this partnership that the employer contributes his capital and the employees their labour and the joint contrbution of capital and labour leads directly to the production which the industry has in view. In other words, the co-operation between capital and labour or between the employer and his employees which is treated as a working test in determining whether any activity amounts to an industry, is the Co-operation which is directly involved in the production of goods or in the rendering of service. It cannot be suggested that every form or aspect of human activity in which capital and labour co-operate or employer and employees assist each other is an industry. The distinguishing feature of an industry is that for the production of goods or for the rendering of service. co-operation between capital and labour or between the employer and his employees must be direct and must be essential.

In the Hospitals, the service to the patients begins with proper diagnosis followed by treatment, either medical or surgical, according to the requirements of the case. In the case of medical treatment, the patients receive medical treatment according to the prescription and are kept in the hospital for further treatment. In surgical cases, the patients received surgical treatment by way of operation and then are kept in the hospital for further treatment until they are discharged. During the period of such treatment, all their needs have to be attended to, food has to be supplied to them, nursing assistance has to be given to them, medical help from time to time has to be rendered and all incidental services required for their recovery have also to be rendered. Now, in the case of the activities of an organized hospital, the co-operation of the employees is thusd irectly involed in rendering one kind of service or another which it is the duty of the hospital to render. It is true that the patients are drawn to the hospitals primarily because of the doctors or surgeons associated with them. But there can be no doubt that the work of the hospital and its purpose are not achieved merely when a surgical operation is performed or medical prescription provided. After medical treatment is determined or a surgical operation is performed, the patient coming to a hospital as an indoor-patient needs all kinds of medical assistance until he is discharged and the services rendered to him both initially and thereafter until his discharge are all services which the hospital has been established to render and it is in the rendering of the said services that the employees of the hospital co-operate and play their part. That is how the test of co-operation between the employer and his employees is satisfied in regard to hospitals which are properly organized and maintained. It is, of course, true that the quality, the importance and the nature of the service rendred by different categories of employees in a hospital would not be the same, but nevertheless, all the categories of service rendered by respective classes of employees in a hospital are essential for the purpose of giving service to the patients which is the objective of the hospital. That is how the hospitals satisfy the test of co-operation between the employer and his employees ".

In Ahmedabad Textile Industries Research Association V. State of Bombay (1960-II. L.L.J. 720) the question arose whether an association for research maintained by the Textile industry, and employing technical and other staff fell within the definition. The tests set forth in Hospital Musdoor case (1960-I.L.L.J. 251) (vide supra) were recapitulated, and applied to the context of facts. We might immediately pass on to the National Union of commercial Employees v. Meher (1962-I.L.L.J. 241) (vide supra) which is important, as it held that though a solicitor's firm might be superficially organized like an industrial concern, the legislature could not have intended to include a 'liberal profession' of that character in the definition of 'industry.' Their lordships observed at p. 246.

" A person following a liberal profession does not carry on his profession in any intelligible sense with the active co-operation of the employees and the principal, if not the sole, capital which he brings into his profession is his special or peculiar intellectual and educational equipment. That is why on broad and general considerations which cannot be ignored, a liberal profession like that of an attorney must, we think, be deemed to be outside the definition of 'Industry' under S-2. (j).

In harinagar Cane Farm v. State of Bihar (1963-I.L.L.J. 692) the agricultural operations of a cane farm purchased by a sugar factory and worked as a department for the supply of sugarcane, were held to amount to an 'industry' on the facts, though agriculture could not be termed an 'industry' irrespective of circumstances. In University of Delhi and another v. Ram Nath (1963-II.L.L.J. 335) it was held that educational institutions do not consitute an 'industry' within the Act. In the Kerala case, T. K. Menon & Co. v. District Labour Officer (1968-II-L.L.J. 613) (vide supra) emphasis has been laid on the dicta of judges in English decisions, upon what would consitute a 'profession' or a 'Liberal profession'. There were extensive citations from the judgments of Scrutton L.J. in Commissioners of Inland Revenue v. Maxse (1919) I.K.B. 647 and Currie v. Inland Revenue Commissioners (1921) 2. K.B. 332.

Subsequently, we have Gymkhana Club case (1967-II L.L.J. 720) (vide supra). Before proceeding to an analysis of this case, certain possible misconceptions might have to be removed. One argument sought to be advanced, on the facts themselves, by respondent 1 was that Faser & Ross actually carried on certain activities which could not be purely characterized as those within the scope of a reputed firm of chartered accountants and auditors. For this purpose, several records were called for and scrutinized, and emphasis was placed on certain of the documents in an additional statement in the lower Court. But, as Sri Thyagarajan, for the petitioner-fiirm, has now made it clear beyond doubt, those items of work really relate either to assignments of liquidation, or receivership and managership, most of which were executed many years previously, prior to the Chartered Accountants Act, 1949 and derived from orders of Court. We are fully satisfied that Fraser & Ross have only been conducting the business of the profession, or stricktly legitimate extensions of such business, as advisers of firms upon taxation matters, provident fund structures, etc.,

Another misconception can be very easily resolved in terms of the case-law itself. This is that the firm cannot claim that it is not included within the definition, because here we have a group of chartered accountants and auditors, registered as a partnership firm and carrying on business as such, and not an individual practitioner of the profession, assuming that it is a 'learned profession'. But this distinction was repelled as unsubstantial by their lordships of the Supreme Court in National Union of Commercial Employees v. Meher. (1962—I.L.L.J. 241 at 244)

"In our opinion, the distinction sought to be drawn by Sri Chari between professional service rendered by an individual acting by himself and that rendered by a firm is not logical for the purposes of the application of the test in question. What is true about a firm of solicitors would be equally true about an individual solicitors working by himself. As the firm engages different categories of employees a single solicitor also engages different categories of employees to carry out different types of work and so the presence of co-operation between the employees working in a solicitor's office and their employer, the solicitor could be attributed to the work of a single solicitor as much as to the work of the firm; and therefore if Sri Chari is right and if the firm of solicitors is held to be an industry under the Act, the office of an individual solicitor cannot escape the application of the definition of S 2. (j)

The true argument of Sri Dolia for respondent 1 is not this. It is obvious that, so long as the learned profession of the law was stricktly being pursued by the persons constituting the partnership, a partnership of lawyers will not be an 'industry' within the meaning of the definition, merely because there are two or more layers, and not a single lawyer. Clearly, the same argument will hold good for members of the medical profession. The true argument of Sri Dolia is that, even if the learned profession are to be excluded, they should be limited to the three institutions, the law, medicine, and the church, to which the appellation was originally employed. As far as Chartered accountants and auditors are concerned, it is stressed that there is intimate co-operation between the chartered accountants themselves, and the clerical staff, which carries out a great deal of the routine work of actual scrutiny of accounts and effective preparation of the audit material. Without this co-operation, which is substantial, of the employee forces or of labour, whichever it might be termed, the chartered accountant could not function at all. It is this which led Banerjee, J. in Rabindranath Sen and others. v. First Industrial Tribunal, West Bengal and others (1963—I.L.L.J. 567 (vide supra) to hold that a firm of chartered accountants did come within the definition. The learned judge stated at p. 579.

"A chartered accountant doing audit work assisted by stenographers, personal clerks and menial servants, that is to say doing the entire auditing work, from examination of accounts to the making of the report all by himself, but only with such subsidiary and incidental help as may be rendered by his stenographers, typists, personal clerks and servants, may not be carrying out an industry. But if a chartered accountant carries on auditing work in a magnified scale with more clients than he can himself manage, and is perforce compelled to have a division of labour his clerks doing the examination of accounts and he himself drawing up the audit report, on the result of such examination, it may not be said that this type of co-operation is not industry."

But this argument cannot be really sustained, for a very important reason. The true criterion is not the degree of co-operation between the employee personnel and the employer or employers, in the process, which has to be judged for inclusion in the definition, whether it results in a product or service. As we shall see a little later, that has been very clearly laid down in Gymkhana Club case (1967- I. L.L.J. 720) (vide supra) Logically, it will be almost impossible to draw a line, concerning the degree or the quality of the co-operation from case to case. Again, the entire argument really overlooks the actual organisation of the profession of chartered accountants, and the equipment necessary for the practice of his profession, taken in conjuction with the quality of the service rendered. All these features, as we shall presently see, make this profession a 'learned' one, almost indistinguishable from the profession of the lawyer, with a high code of professional ethics, and a firm structure within which the members of the profession have to function.

It is not necessary here to difine the word 'profession'. English cases make it unambiguous that even a description may not suffice. But, as Scrutton, L.J. observed in Commissioner of Inland Revenue v. Maxse (1919) I K.B. 647 (vide supra) the essencial idea of 'learned profession' which cannot in the modern context, be merely limited to the original categories of church, medicine and law, is that it is the pursuit of an avocation or occupation, substantially involving the intellect. There is a complimentary feature to this, that the services rendered by a 'learned profession' are primarily charcterized by an equipment of learning, skill or judgment, acquired through intellectual means: the employment of capital for this purpose is, or should be, largely subsidiary or incidental in character. So long as these criteria are fulfilled, such a profession is a "learned profession". Persons organizing this profession, whether singly or banded together, do not constitute an "industry", within the scope of the definition. They may employ other persons, for the skilful accomplishment of their tasks; such a labour force may be large, or small. Its services may even be considerable, in the quantitative sense. But, ultimately, if the qualitative contribution is distinct and supreme, this is not an "industry" within the meaning of the Act. This appears to establish beyond doubt, relegating, in such cases, the test of co-operation between capital or the employer and labour, to a relatively minor magnitude.

This is very clear from the following discussion in Gymkhana Club cases (1966—II.L.L.J. 720) (vide supra) and we have set forth verbatim these passages which serve to bring out the essential criteria, in terms of the latest formulation by their lordships of the Supreme Court (vide p. 730):

"...... Of these categories 'undertaking' is the most elastic. According to Webster's dictionary, 'undertaking' means 'anything undertaken' or 'any business, work or project which one engages in or attempts, as an enterprise.' It is this category which has figured in the decision of this Court. It may be stated that this Court began by stating in Banerji case (1958—I.L.L.J. 195) (vide supra) that the word 'undertaking' is not to be interpreted by association with the words that precede or follow it, but after Solicitor case (1962—I.L.L.J. 241) and University case (1963—II.L.L.J. 335) it is obvious that liberal arts and learned professions, educational undertakings and professional services dependent on the personal qualifications and ability of the donor of the services are not included (italicizing ours). Although business may result in service, the service is not regarded as material. That is how the service of a solicitor firm is distinguished from the service of a building corporation. Otherwise what is the difference between the services of a typist in a factory and those of another typist in a solicitor's office or the service of a busdriver in a municipality and of a bus driver in a university?. The only visible difference is that in the one case the operation is a part of a commercial establishment producing material goods or material services and in the other there is a non-commercial undertaking. The distinction of an essential or direct connexion does not appear to be so strong as the distinction that in the one case the result is the production of material goods or services and in the other not."

Again :

"Too much insistence upon partnership between employers and employees is evident in Solicitor case (1962-I L.L.J. 241) and too little in Association case (1960-II. L.L.J. 720) And yet, it is impossible to think that this test is universal. What partnership can exist between the company and / or board of directors on the one hand and menial staff employed to sweep floors on the other? What direct and essential nexus is there between such employees and production? This proves that what must be established is the existence of an industry viewed from the angle of what the employer is doing (italicizing ours) and if the definition from the angle of the employer's occupation is satisfied, all who render service and fall within the definition of Workman come within the fold of industry irrespective of that they do.............. What matters is not the nexus between the employee and the product of the employer's efforts but the nature of the employer's occupation. If his work cannot be described as an industry, his workmen are not industrial workmen and the disputes arising between them are not industrial disputes. The cardinal test is thus to find out whether there is an industry according to the denotation of the word in the first part........"

It will thus be clear that, if chartered accountants and auditors can be considered as members of a "learned profession" rendering professional services essentially "dependent on the personal qualifications and ability of the donor of services" [(Gymkhana Club case) (1967-II. L.L.J. 720) (vide supra)] they will not come within the definition. The simple further question is, whether the material place before us justifies the assumption that chartered accountants and auditors are members of a profession rendering service in this sense, and therefore, not within the ambit of the definition. We have no doubt whatever that this must be answered in favour of the writ petitioner firm.

Perhaps, the best account of the profession and its setting, is to be found in N. E. Merchant v. Bombay Municipal Corporation (1968—I.L.L.J. 187). This account runs as follows at pp. 192-193 :

".........We further think that in considering whether an activity is a profession or not, we may perhaps be guided by the fact that the Church, the Medicine and the Law have been for centuries regarded as learned professions. In each of these three, the individual activity is characterized by personal skill and intelligence and is dependent on personal study, character and integrity. These qualities displayed by the practitioners of these learned professions inspire confidence in persons approaching them for advice or guidance. The first is approached for spiritual comfort and guidance, the doctor for physical or mental ailment, and the lawyer for legal advice. But in each case the person who approaches them chooses them according to his own conception of the skill, intelligence and integrity, of the person approached, and since he approaches in entire confidence, the priest, the doctor and the lawyer have a corresponding obligation not to betray the confidence and advice his client as best as he can. The same element of trust and confidence must be a test in more or less degree in modern professions. A chartered accountant is approached by his client for advice and guidance in his problems with regard to trade, business or industry, and it is expected that the chartered accountant, to the best of his ability, would be in a position to help him in his difficulties and not betray the confidence that is placed in him. This, in our opinion, is one of the elements which should be sought when considering whether a particular person is practising a profession or is merely doing a business.

A rapid survey of the general functions performed by a chartered accountant in practice will go to show that the functions are of a highly individualistic character requiring the personal skill, intelligence and integrity on the part of a chartered accountant. The company law requires that the accounts of a company should be audited by auditors. Section 226 of the Companies Act, 1956, lays down the qualifications and the disqualifications of auditors. Under that section, an auditor will not be qualified unless he is a chartered accountant within the meaning of the Chartered Accountants Act, 1949. Section 227 then prescribes the powers and the duties of the auditors. Every auditor of a company has a right of access at all times to the books of accounts and vouchers of the company and is entitled to require from the officers of the company such information and explanation as the auditor may think necessary for the performance of his duties as an auditor. In carrying out these duties, he cannot be cowed down either by the managing director of the company or the managing agents because his duties require that he shall faithfully carryout his duties as an auditor without fear or favour and audit the accounts of the company in such a manner that the shareholders get a correct picture of the financial position of the company. Punishment is also provided under S. 233 of the Indian Company Law if the auditor's report is made otherwise than in corfirmity with the requirements of S. 227 and 229 of the Act. In other affairs, also relating to companies, a chartered accountant plays a very vital role. Being trained to maintain costing records he can ascertain the cost of production and of processes at different levels of operations in the manufacture of a product. He can by his expert knowledge help a manufacturing company. His services are also frequently sought in connection with the formation and the financial structure in liquidation of limited companies. He is also called upon to carry out investigation to ascertain the financial position of a business in connection with matters such as new issues of share capital, the purchase or sale of a business, reconstructions and amalgamations. He is also fitted to undertake valuation of shares of public and privates companies when amalgamations or reorganizations take place. In other words, chartered accountant plays a very valuable roll in relation to the financial aspects of the business of a company. He is also well-equipped for advising the preparations of tax returns. Drastic forms of taxation are being introduced. The chartered accountant has to keep himself abreast of the current and continuing tax information. Section 288 of the Income-tax Act, 1961 shows that a chartered accountant is entitled to appear before the Income-tax authorities as authorized representative of the assessee......"

This description shows the highly responsible character of the vocation, the intellectual standards underlying the nature of the service of a chartered accountant, the equipment of learning that he has to obtain before he can practice his profession and the rigid structure of the profession along with a strict code of professional ethics, as can be easily gleaned from the Chartered Accountants Act, 1949, and the Regulations of 1964. In H. A. K.

Rao v. Council of Institute of Chartered Accountants of India (A. I. R. 1967 S. C. 1257), the following passage at p. 1258 refers to the importance of this profession, and its organization as a profession requiring, primarily, the use of intellectual faculties:

"Before we consider the relevant provisions of the Act it is necessary to notice at the outset the nature and objects of the institute. The institute is a statutory body having perpetual succession and a common seal. It is governed by the Act and the Chartered Accountants Regulations, 1949, hereinafter called the regulations. The central council of the institute shall be composed of not more than 24 members elected by the members of the institute from among the fellows thereof and six persons nominated by the Central Government. There are regional councils which function in their respective regions subject to the control, supervision and direction of the central council or any of its committees. Elections to the councils are held once in three years. Therefore, the Act, through its provisions, regulates the professions of chartered accountants. It establishes an institute of chartered accountants and provides for the constitution of a council for carrying out the objects of the Act. The central council inter alia, has the power to admit members to the institute, to take disciplinary action, and to regulate and maintain the status and standard of the professional qualifications of the members of the institute. It is needless to say that the profession of the chartered accountants is a respectable one and the duties of chartered accountants are onerous and responsible. They are all educated and qualified men and on their efficiency and integrity depends the stablity of many of the institutions in the country. It cannot, therefore, be gainsaid that the candidates seeking to become members of the said council which regulates the conduct of chartered accountants shall necessarily be persons of high integrity and above criticism."

In addition to this, we may set forth the following passages from "The Accountant in Public Practice" by K.L. Milne, and from Halsbury's Laws of England, 3 E dn. Vol. 6 :.

"(1) K. L. Milne's book.—Today public accountants carry tremendous responsibility as auditors or vast enterprises, as trustees in bankruptcy, as liquidators, and as financial advisers in all kinds of ways. The care which accountants take to improve their service, the organization of national and international congresses, the effort that is made to train new members, are but a few of the ways in which accountants indicate how seriously they take their responsibilities. It can truthfully be said, therefore, that a sense of mission exists for accountants, and that it is developing more and more as greater responsibility is placed upon them (Page 18, para 2)

The accountant is expected to have a knowledge of commercial law particularly company law, bankruptcy law. and taxation law, not for the purpose of interpreting it (the province of the lawyer) but for the purpose of implementing it. An accountant can make his knowledge useful only after several years of arduous study and practical experience. Further more, in common with other intellectual services, his study must continue throughout his career as the technique of his calling develops and laws affecting it alter It is largely the professional man's ability to keep abreast of the depelopments of his calling which brings him success and makes his service of value.

The service provided by the accountant is essentially that of a trained mind. He needs a mental capacity above the average to practice accountancy effectively, and accountants are beginning to realize that a broad academic training is tremendous value in an accountancy career (Page 18, Para 4).

The leading societies set a very high standard in their administration and in their activities. It is safe to say, therefore, that the leading accountancy bodies, in English-speaking countries at least, qualify as professional bodies for the purpose of this definition. (page 23, para 2)

Since health, finance, engineering, teaching and justice are the five main fields of professional endeavour, it follows that accountancy is not only a profession, it is one of the major learned professions of our time. The challenge to accountants is therefore clear and inescapable (page 51, para 1).

(2) Halsbury: Para 748 Auditor's report.—The auditors of a company must make a report to the members on the accounts examined by them, and on every balance sheet every profit and loss account and all group accounts laid before the company in general meeting during their tenure of office. In this context, 'balance sheet' and 'profit and loss account' include any notices thereon and documents annexed thereto giving information which is required by the Act and thereby allowed to be so given. The directors' report, if it gives information required by the Act to be given in accounts but permitted thereby to be given in a statement annexed is to be annexed to the accounts, but the auditors are only to report thereon so far as it gives that information.

The report must state—

(1) whether they have obtained all the information and explanations which to the best of their knowledge and belief were necessary for the purpose of their audit;

(2) whether, in their opinion, proper books of account have been kept by the company so far as appears from their examination of those books and proper returns adequate for the purposes of their adult have been received from branches, not visited by them.

(3) whether the company's balance sheet and (unless it is framed as a consolidated profit and loss account) profit and loss account dealt with the report are in agreement with the books of account and returns;

(4) whether in their opinion and to the best of their information and according to the explanations given them, the accounts give the information required by the Act in the manner so required and give a true and fair view.

(*i*) in the case of the balance sheet of the state of the company's affairs as at the end of its financial year; and

(*ii*) in the case of the profit and loss account, of the profit and loss for its financial year; or, as the case may be, give a true and fair view thereof subject to the non-disclosure of any matters (to be indicated in the report) which by virtue of the exceptions for special classes of company set forth previously are not required to be disclosed;

(5) in the case of a holding company submitting group accounts whether, in their opinion, the group accounts have been prepared in accordance with the provisions of the Act so as to give a true and fair view of the state of affairs and profit of loss of the company and its subsidiaries dealt with thereby so far as concerns members of the company or as the case may be, so as to give a true and fair view thereof subject to the non-disclosure of any matters...... which by virtue of the exceptions for special classes of company set forth previously are not required to be disclosed.

In addition, where the accounts do not give such particulars of directors' salaries and pensions or loans to officers as required by the Act, it is the duty of the auditors to include in their report, so far as they are reasonably able so to do, a statement giving the required particulars.

The auditors' report must be read before the company in general meeting and must be open to inspection by any manner.

Para 749. Attendance at general meetings:— The auditors of a company are entitled to attend meetings of the company and to receive all notices of and other communications relating to any general meeting which any member of the company is entitled to receive and to be heard at any general meeting which they attend on any part of the business of the meeting which concerns them as auditors.

Para 751. Duties of auditors.—It is the duty of an auditor to verify not merely the arithmetical accuracy of the balance sheet; but its substantial accuracy, to see that it includes the particulars required by the articles and by statute, and contains a correct representation of the state of the company's affairs. While, therefore, it is not his duty to consider whether the business is prudently conducted, he is bound to consider and report to the share holders whether the balance sheet shows the true financial position of the company. To do this he must examine the books and take reasonable care to see that their contents are substantially accurate. Except in special cases he should place before the shareholders the necessary information as to the true financial position of the company, and not merely indicate the means of acquiring it. Apart from his statutory duty, which cannot be removed by the articles or an agreement, the exact duties of an auditor are regulated by the contract under which he is employed. The statutory duty is not absolute but depends upon the explanations furnished and information given. But an auditor must ask for information on matters which call for further explanation. An auditor must take steps to learn his statutory duties and his duties under the articles. It is his duty to consider whether payments made by the company before the audit were authorized by the articles and he will be liable for improper payments made by the directors and naturally resulting from his breach of duty. So an auditor who reports confidentially to the directors the insufficiency of the sureties on which the capital is invested and the difficulty of realization, but who only reports to the shareholders that the value depends on realization, with the result that the shareholders ignorantly approve an improper dividend, is liable to make good the amount paid. An auditor should not be content with a certificate that securities are in the possession of any person or body of persons however trustworthy, unless the certificate is given by a bank or other person who in the ordinary course of business would usually be entrusted with securities".

Consequently, the argument of Sri Dolia that, with regard to a firm like the writ-petitioner, the work is largely make up the scriptory and clerical duties of the staff employed under the chartered accountants, is totally misleading and unacceptable. In the affidavit of respondent 1, this argument has been expressed in the form that

"but for the assistance of the clerks and stenographers the audit report cannot be finalized, and the auditing work could not be carried on by the petitioner-firm"

"Again"

"though the report and certification of the balance sheet should be given by qualified auditor, the essential part of the main work which is to be performed prior to the finalization of such report is turned out only by the employees, viz., clerks and typists but for whose help the petitioner-firm cannot prepare its audit report at all."

This is clearly to misconceive the quality of the services rendered by those following the esteemable and intellectual profession of chartered accountancy. The pursuit of the profession not merely involves a high code of ethics and very considerable responsibility, but it also involves, essentially, value-decisions and judgments, which cannot possible be derived from clerical assistance, or the performance of routine or arithemetical duties by subordinate staff. Indeed, we have taken the trouble, during the arguments, to obtain and scrutinise the several papers for the several subjects for the examinations which culminate in entry into the restricted groub of qualified chartered accountants who are members of the institute. We are fully satisfied that they involve very high intellectual standards, comparable to the qualifications for the legal profession, and that there is very little to distinguish the two professions in that sense.

It follows that, in our view, the Division Bench judgment of the Kerala High Court in T. K. Menon & Co. v. District Labour Officer (1966-II L.L.J. 613) must be accepted, with respect, as laying down the correct law; the excerpts from the judgment in Gymkhana club case (1967-II L.L.J. 720) (vide supra), that we have set forth, further fortify this conclusion, and render it practically inevitable. Since chartered accountants and auditors definitely do constitute a "learned" or "liberal profession," which cannot be termed as "industry" within the definition. It is a necessary consequence that the writ petition must be allowed, and the preliminary order of the labour court set aside. It is accordingly allowed.

CURRENT LABOUR LITERATURE

June 1968

SOME OF THE ARTICLES AND BOOKS PUBLISHED

Articles

1. GLAZER (Joseph)
   Helping the union to render justice every day,
   (American Labour, Vol. XXIII/67, June, 1968; 4—9).

2. Law Notes for business men :
   Powers of Labour Court to interfere
   (Capital, Volume. CLX (4017), 27-6-1968).

3. GOPAL (V. G.)
   Recession in Industries,
   (Indian Worker, Volume XVI (36), 36-68.

4. MOARSE (David A.)
   The I.L.O. and human rights,
   (Indian Worker, Volume XVI (39), 24-6-1968).

5. SUBRAMANIAN (S.)
   Collective bargaining—the out book,
   (Labour Gazette, Volume XLVII [10], June 1968, 1451-14455).

Books

1. DHOLAKIA (J. L.)
   Bonus and its utilisation by the textile workers in Ahmedabad,
   Ahmedabad, Asian Thought centre, Page 59, Rs. 6.

2. WRIGHT (David MacLord) E. D.
   The impact of the Labour Union,
   New York, Augustine, M. Kettez, 1966, Page 405/7.50.

NOTIFICATIONS

DATE OF COMING INTO FORCE OF CERTAIN PROVISIONS OF EMPLOYEES' STATE INSURANCE ACT IN CERTAIN AREAS IN TIRUNELVELI DISTRICT

G.O. Ms. No. 1524, Industries, Labour and Housing (Labour), 15th April 1968.

II-I No. 2814 of 1968.

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation, dated 18th March 1968, is republished :—

S.O. No. .— In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 31st March 1968, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI) (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas in the State of Madras, namely :—

The following revenue villages in the Tirunelveli taluk of the Tirunelveli district :—

1. Tiruppanikarisalkulam ;
2. Kandiaperi ;
3. Vagaikulam ; and
9. Karuvelankulam.

CONSTITUTION OF REGIONAL BOARD OF EMPLOYEES' STATE INSURANCE CORPORATION (MADRAS REGION).

Fort St. George, Aprial 30, 1968.

II-I No. 2817 of 1968.

The following notification of the Employees' State Insurance Corporation, New Delhi, is republished :—

No. 3 (2)-4/66-Estt. III.— In pursuance of section 25 of the Employees' State Insurance Act, 1948 (34 of 1948), read with regulation 10 of the Employees' State Insurance (General) Regulations, 1950, and in supersession of the Notification of the Employees' State Insurance Corporation No. 3 (2)-3/60-Estt. II. dated 15th June 1964, the Chairman, Employees' State Insurance Corporation hereby constitutes the Regional Board, Madras Region, which shall consist of the following members, namely :—

(1) The Minister for Labour, State of Madras-Ex-officio Chairman.

(2) The Minister for Public Health, State of Madras-Ex-officio Vice-Chairman.

(3) The Labour Commissioner, Madras State, Madras-Representative nominated by the State Government.

(4) The Director of Medical Services, Madras State, Madras-The Chief Administrative Medical Officer of the State of Madras-Ex-officio.

(5) Thiru R. Jagadish Chandran, Managing Agent, Premier Mills (Coimbatore) Limited, A. T. D. Road, Race Cource, Coimbatore-1. Representative of employers nominated by the Chairman.

(6) Thiru K. Ramasami Naidu, I. N. T. U. C. Building, Trichy Road, Ramanathapuram, Coimbatore-Representative of employees nominated by the Chairman,

(7) Thiru T. S. Sankaran, Joint Secretary to the Government of Madras-Industries, Labour and Housing Department, Madras-Member of the Employees' State Insurance Corporation nominated by the State Government residing in the area, **Ex-Officio**

(8) Thiru R. Rengaswamy, General Secretary, I.N.T.U.C. Tamilnad Branch No. 2/44, Royapettah High Road, Madras-14-Member of the Employees' State insurance Corporation nominated by the Central Government residing in the area-**Ex-Officio.**

(9) Thirumathi Parvathi Krishnan, Vice-President, A.I.T.U.C., No. 46, Periaswami Road, R. S. Puram, Coimbatore-Member of the Employees' State Insurance Corporation nominated by the Central Government residing in the area-**Ex-Officio.**

(10) Thiru S. K. Parthasarathi, Personnel Manager, Messrs. Tube Investments of India Limited, "Tiam House", No. 11/12, North Beach Road, Madras-1. Additional representative of employers nominated by the Chairman.

(11) Thiru K. S. Janakiraman, L.L.B., No. 12/13, Angappa Naicken Street, G. T., Madras-1. Additional representative of employees nominated by the Chairman.

AMENDMENTS TO NOTIFICATION RELATING TO CONSTITUTION OF REGIONAL BOARD OF EMPLOYEES' STATE INSURANCE CORPORATION (MADRAS REGION).

II-I No. 2818 of 1968

The following notifications of the Employees' State Insurance Corporation, New Delhi, are republished :—

No. 3 (2)-4/66-Estt. III.— Whereas the Department of Labour and Employment, Government of India, New Delhi, in pursuance, of the provisions of clause (d) of section 4 of the Employees' State Insurance Act, 1948 (34 of 1948), Vide their Notification No. 3/18/66-HI, dated 11th May 1967, have notified Thiru V. S. Subbiah, I.A.S., as a member of the Employees' State Insurance Corporation in place of Thiru T. S. Sankaran with effect from 11th May 1967.

Therefore, in pursuance of section 25 of the Employees' State Insurance Act, 1948 (34 of 1948), read with regulation 10 of the Employees' State Insurance (General) Regulations, 1950 the following amendment is hereby made in the Employees' State Insurance Corporation Notification No. 3 (2)-4/66 H 1, dated 3rd March 1967 pertaining to the constitution of Regional Board, Madras Region, namely :—

In the said notification, for the entry against item No. (7), the following entry shall be deemed to have been substituted with effect from 11th May 1967, namely :—

"Thiru V.S. Subbiah, I.A.S., Joint Secretary to Government of Madras, Industries, Labour and Housing Department, Madras".

No. 3 (2)-4/66-ESTT. III.— In pursance of section 25 of the Employees' State Insurance Act, 1948 (34 of 1948), read with regulation 10 of the Employees' State Insurance (General) Regulations, 1950, the following amendment is hereby made in the Employees' State Insurance Corporation Notification No. 3 (2)-4/66-ESTT. III. dated 3rd March 1967, pertaining to the constitution of Regional Board, Madras Region, namely :—

In the said notification, in the entry against item No. (7), for the words "Joint Secretary to the Government of Madras", the words "Additional Secretary to the Government of Madras" shall be substituted.

NON-APPLICATION OF PROVISIONS OF MINIMUM WAGES ACT IN RESPECT OF MONTHLY RATED EMPLOYEES OF MILITARY DAIRY FARMS

Fort St. George, July 10, 1967

II-I No. 2819 of 1968.

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 27th February 1967, is republished :—

S. G. 724.—In exercise of the powers conferred by sub-section (2) of section 26 of the Minimum Wages Act, 1948 (11 of 1948), the Central Government hereby directs that, for a period of five years from the date of publication of this notification, the provisions of sub-section (1) of section 18 of the said Act, in so far as it requires a register of wages to be maintained in the prescribed form, namely, Form X of the Minimum Wages (Central) Rules, 1950, shall not apply in relation to the monthly rated employees of Military Dairy Farms for whom minimum rates of wages have been fixed under the said Act, subject to the condition that particulars of such employees shall be maintained in Form I. A. F. (Farms) 18 which is set out in the schedule to this notification and which shall be deemed to be the register of wages in Form X aforesaid for the purpose of the above Minimum Wages Act, 1948 (11 of 1948), and the Minimum Wages (Central) Rules, 1950.

SCHEDULE

I. A. F. (FARMS) 18

Wages Book for the month of 19

Serial Number ... ...

Name of employees with father's name, if illiterate ... ...

Designation ... ...

Casual leave (taken up to the end of previous month) ..

Dates

1 2 3 4 to 31

Total days ... ...

During the month ... ...

Casual leave taken

Upto end of month ... ...

Amount due ... ...

Deductions ... ...

Amount paid ... ...

Date, Initials of D. A. D. C. I. C. Manager ... ...

Remarks and signature or thumb impression of payee ... ...

CONSTITUTION OF REGIONAL COMMITTEE FOR MADRAS STATE

Amendment to Notification

Fort St. George, May 6, 1968

II-I No. 3061 of 1968

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 5th March 1968, is republished :—

S. O. No. 976.—In pursuance of clause (a) of Sub-paragraph (1) of paragraph 4 of the Employees' Provident Funds Scheme, 1952, the Central Government hereby appoints the Additional Secretary to the Government of Madras, Industries, Labour and Housing Department, as the Chairman of the Regional Committee set up for the State of Madras and makes the following further amendment in the notification of the Government of India in the late Ministry of Labour No. S.R.O. 3381, dated the 2nd November 1954, namely :—

In the said notification, against item 1, for the existing entry in the first column, the following entry shall be substituted, namely :—

"The Additional Secretary to the Government of Madras, Industries, Labour and Housing Department, Madras.

APPOINTMENT OF MEMBER OF CENTRAL BOARD OF TRUSTEES

Fort. St. George, May 6, 1968

Amendment to Notification

II-I No. 3062 of 1968

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation, (Department of Labour and Employment), dated New Delhi, the 5th March 1968, Phalguna 1889, is republished :—

S. O. No. 977.—In exercise of the powers conferred by clause (c) of sub-section (1) of section 5-A of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby appoints the Additional Secretary to the Government of Madras, Industries, Labour and Housing Department as a member of the Central Board of Trustees and makes the following further amendment in the notification of the Government of India in the late Department of Social Secruity No. S. O. 1556, dated the 1st April 1965, namely :—

In the said notification, against item 12, for the existing entry in the first column, the following entry shall be substituted, namely :—

"The Additional Secretary to the Government of Madras, Industries, Labour and Housing Department, Madras.

NOMINATION OF CERTAIN PERSON AS MEMBER OF REGIONAL BOARD, MADRAS, REGION,

Amendment to notification

Fort St. George, May 20, 1968

II-I No. 3063 of 1968.

The following notification of Employees' State Insurance Corporation, dated New Delhi, the 10th May 1968, is republished :

No. 3 (2)-4/66-Estt. III.—In pursuance of Section 25 of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 10 of the Employees' State Insurance (General) Regulations, 1950, the Chairman, Employees' State Insurance Corporation, hereby notifies as required by clause (ii) of sub-regulation (6) of regulation 10 of the said regulations that Thiru R. Jagadish Chandran, a member of the Regional Board, Madras Region, Shall cease to be a member of the said Regional Board from the date of issue of this notification and in his place nominates under clause (e) of sub-regulation (1) of regulation 10, Thiru R. Muthuswamy to be a member of the Regional Board, Madras Region and directs that the following amendment shall be made in the notification of the Employees' State Insurance Corporation No. 3 (2)-4/66-Estt. III dated 3rd March 1967, namely :—

In the said notification, for serial No. 5 and the entries relating thereto, the following shall be substituted, namely :—

"5. Thiru R. Muthuswamy, General Manager, Sri Venkatesa Mills Limited, Udumalpet."

LIST OF MOTOR TRANSPORT UNDERTAKINGS

THANJAVUR DISTRICT

Sl. No.	Registration Number	Name and address of the Motor Transport Undertaking
1	2	3
1.	1/TAJ	M/s. B. S. Maniam Transport, No. 2, Mahamariamman Koil Street, Mannargudi.
2.	3/TAJ	Menaka Swadesi Slate Factory, 12, Tirungeswaram Road, Kumbakonam.
3.	4/TAJ	Sri Vijayalakshmi Transport, 41, Pudupalaya Street, Kumbakonam.
4.	5/TAJ	Shanmuga Vadivel Lorry Service, 7, South Main Street, Needamangalam.
5.	6/TAJ	Powerlight Soap Factory, No. 5, 6, 7, Railway Road, Kumbakonam.
6.	8/TAJ	Mydeen Agencies 19, Poothamarai North Street, Kumbakonam.
7.	9/TAJ	S. D. Lingam Transports, 2791, A.Y.A. Nadar Road, Thanjavur.
8.	10/TAJ	P.K.S.M. Transports, 20/VI/3081 V.O.C. Nagar, Thanjavur.
9.	11/TAJ	K.M.S. Transports, Town Police Station Road, Thanjavur.
10.	12/TAJ	Sri Sakthi Vilas Transports, 2886, Srinivasam Pilai Road, Thanjavur-1.
11.	14/TAJ	Sri Manoharan, 2045, West Vandikara Street, Thanjavur.
12.	15/TAJ	M. S. Maniam Transports (Firm) Kasangalam Street, Pattukottai.
13.	16/TAJ	K. R. Transport, Vellala Street, Nidamangalam.
14.	17/TAJ	Swami Motor Transport Private Ltd., Karunthattangudi P.O., Thanjavur-2.
15.	18/TAJ	Sankara Vilas Transports, Sankara Vilas Colony, Arantangi.

(1)	(2)	(3)
16.	19/TAJ	Sri Valliammai Transports, 13, Nagaram Road, Pattukottai.
17.	20/TAJ	Thiru Arooran Transports, Vijayapuram, Tiruvarur.
18.	21/TAJ	Basker Lorry and Taxi Service, No. 8, Vijayandrasamy Mutt Street, Kumbakonam.
19.	22/TAJ	Sundaram Brick Works, 13, Karikara Street, Kumbakonam.
20.	24/TAJ	Mannargudi Transports (P) Ltd., No. 7, Balakrishna Nagar, Mannargudi.
21.	25/TAJ	The Scale Service Transports Private Ltd., No. 2 Road, Mayuram.
22.	26/TAJ	Sri Rama Vilas Service Limited, Rajan Thottam, Kumbakonan.
23.	27/TAJ	Swastic Tobacco Factory, Sethu Rastha, Vedaranyam, Thanjavur District.
24.	28/TAJ	Thanjore Motor Trades (P) Ltd , No. 80/VI 2902, Pennington Road, Thanjavur.
25	29/TAJ	Dwaraka Transports, Temple View, Vallam Road, Thanjavur.
26.	30/TAJ	M. A. Rajack & Co., 38, Moorthi Chetty Street, Kumbakonam.
27.	31/TAJ	M/s. Tanjore Roadways Co., 10, Kamalalayam North P.B. 7, Tiruvarur.
28.	32/TAJ	K.T.P. Transports (Firm), 60, Choukandy Street, Pattukottai.
29.	33/TAJ	Usha Lorry Service, 30-D/2056 No. 1, Tiruchy Road, Thanjavur.
30.	34/TAJ	Sri Sathi Vilas Bus Service, 34, Valia Street, Poraiyar, Thanjavur District.
31.	36/TAJ	Tanjore Co-operative Marketing Federation Ltd., Post Box No. 15, Vijayapuram P.O., Tiruvarur.
32	38/TAJ	Madhava Mani Transports (P) Ltd., 1525, Vanakara Street, Manambuchavadi, Thanjavur.

(1)	(2)	(3)
33.	39/TAJ	Raman & Raman Private Ltd., 7-48, Pidarikulam Road, Kumbakonam.
34.	40/TAJ	Visalakshi Transport, No. 1, Swaminada Street, Tiruvarur.
35.	41/TAJ	Revathi Transports, Muthupet Road, Tiruthuraipoondi, Thanjavoor Dt.
36.	42/TAJ	Sri Palanivel Lorry Service, T. V. K. Market, Mayuram.
37.	43/TAJ	K. Madhavan & Bros. Lorry Service, (Public) 71, Budalur Tirukattupalli, Main Road, Tirukkattupalli.
38.	44/TAJ	Ayyanar Transports & Gopinathan Lorry Service, 1066, South East, Rampart, Tanjavoor.
39.	45/TAJ	Sri Thillairaman Transports (P) Ltd., No. 1, Chakrapani South Gate, Kumbakonam.
40.	48/TAJ	Rajavel Lorry Service, 11, Paravakara Street, Nagapattinam.
41.	50/TAJ	N. M. Transports (Firm), Kasankulam East Bank, Pattukottai.
42.	51/TAJ	Manisekaran Transport, Poonthottam P.O., Tanjore Dt.
43.	52/TAJ	Rathina Transports, 13, First Line Beach, Nagapattinam.
44.	53/TAJ	N. S. Transport, Pattukottai, Thanjavur Dt.,
45.	55/TAJ	Sri Shanmugam Bus Service, Vaitheeswaran Koil, Tanjore Dt.
46.	56/TAJ	Sri Ranganathan Transports, Pattukottai Road, Thanjavoor.
47.	57/TAJ	Trichy Karambakudi Transports, Thambikottai House, Pattukottai, Thanjavur Dt.
48.	58/TAJ	Mayuram Motors (P) Ltd., 29/Tranquebar Road, Mayuram.
49.	59/TAJ	Swaminathan Transport, South Street, Trivaiyaru.

(1)	(2)	(3)
50.	60/TAJ	The Krishnaveni Transport No. 2 Road, Mayuram.
51.	61/TAJ	Muruga Bus Service, Perumal South Street, Nagapattinam.
52.	62/TAJ	V. R. K. Bus Serviee, Eachankottai, Vadakkur Post, Orathanad Taluk, Tanjore Dt.
53.	63/TAJ	Royal Transports (P) Ltd., 78, Tranquebar Road, Mayuram.
54.	64/TAJ	N. Balakrishnan Transports, Pattukottai Road, Thanjavur.
55.	65/TAJ	Sri Venkatesa Transports, Pattukottai Road, Thanjavur.
56.	66/TAJ	Kumbakonam Auto Works (P) Ltd., Kumbakonam.
57.	67/TAJ	V. M. T. Transport, Thanjavur Road, Pattukottai, Thanjavur Dt.
58.	68/TAJ	Lakshmi Saraswathi Roadways, 49, Big Bazaar Street, Pattukottai.
59.	69/TAJ	Thirumurugan Roadways, 63, Pillaiyar Koil Street, Patukottai.
60.	70/TAJ	Mayuram Motors (P) Ltd., C/o Sri Sathi Vilas Bus Service, Mayuram.
61.	71/TAJ	Balasubramaniam Lorry Service, 32, Chettiar Buildings, Arantangi Road, Pattukottai.
62.	72/TAJ	Sri Sakthi Vinayagar Bus Service, 93, Soorapallam Road, Pattukottai.

DHARMAPURI DISTRICT

(1)	(2)	(3)
1.	1/DRP	M/s. V. D. S. J. J. Bus Service, Dowladabad, Krishnagiri.
2.	2/DRP	Sri V. Vimalan, R. M. S. Lakshmi Nilayam, Extension, Dharmapuri.
3.	3/DRP	Salem Dharmapuri Union Motor Service (P) Limited, 4/359, Town Extension, Dharmapuri.
4.	4/DRP	Sri A. Jayathilakan, K. R. M. S. Extension, Dharmapuri.
5.	5/DRP	Mohan Bros., (K. Rathna Motor Service) Extension Dharmapuri.
6.	6/DRP	T. N. Bus Transport, Hosur, Dharmapuri District.
7.	7/DRP	K. G. V. Raman Bus Service, Kaveripattanam Post, Krishnagiri Taluk.
8.	8/DRP	Sri Ranga Vilas Motor Transport, 323, Old Railway Station Road, (Upstairs) Krishnagiri.
9.	9/DRP	Sri Ranga Vilas Motor Service, 323, Old Railway Station Road, Krishnagiri.
10.	10/DRP	K. A. K. C. Bus & Lorry Service Tirupathur Road, Krishnagiri.
11.	11/DRP	Jeevajothi Bus Service, 8, Gandhi Road, Dowladabad, Krishnagiri.
12.	12/DRP	Sri Kamachi Bus Service, Bypass Road, Dharmapuri.
13.	13/DRP	Devaki Bus Service, 28, South Main Road, Hosur, Dharmapuri District.
14.	14/DRP	Ameeria, Motor Service, Hosur, Dharmapuri District.
15.	15/DRP	Sri Balasubramaniam Motor Servic Marandahalli, Dharmapuri District.

(1)	(2)	(3)
16.	16/DRP	M. A. S. Transport Service, Harur, Dharmapuri Dist.
17.	17/DRP	S. R. M. S. Bus Service, Pennagaram, Dharmapuri Dist.
18.	18/DRP	B. E. P. M. Bus Service, Oldpet Road, Dowladabad, Krishnagiri, Dharmapuri.
19.	19/DRP	S. A. M. S. Bus Service, 39, Panchayat Office Street, Pennagaram, Dharmapuri Dist.
20.	20/DRP	B. K. P. M. M. Bus Service, Tirupathur Road, Krishnagiri Dharmapuri Dist.
21.	21/DRP	B. K. P. M. G. Bus Service, Tirupathur Road, Oldpet, Krishnagiri, Dharmapuri Dist.
22.	22/DRP	D. C. V. Transport (P) Ltd., Denkanikottai, Dharmapuri Dist
23.	23/DRP	T. N. T. Bus Service, Harur, Dharmapuri Dist.
24.	24/DRP	M. K N. Bus Service, Barugar Post, Krishnagiri Taluk, Dharmapuri.
25.	25/DRP	B. K. P. M. K. Bus Service, House Building Colony, Krishnagiri.
26.	26/DRP	Harur Motor Workers Transport Company, Harur, Dharmapuri District.
27.	27/DRP	Sri Sarojini Bus Service, Krishnagiri, Dharmapuri.
28.	28/DRP	Islamia Motor Service, Door No. 15, Kothawai Street, Denkanikotta P. O., Dharmapuri Dist.
29	29/DRP	P. S. K. Lorry Service, 6, Varunatheertham, Extension, Harur.
30.	30/DRP	Sri Murugan Roadways, Kelamangalam, Dharmapuri.
31.	31/DRP	V. K. A. M. S. Bus Service, Mohamd Ali Road, Dharmapuri.

RAMANATHAPURAM DISTRICT

(1)	(2)	(3)
1.	1/RMD	Sri Jayabaskaran Transport (P) Ltd., 132, Kutchery Road, Virudhunagar.
2.	2/RMD	Sri Meenakshi Lorry Service, No. 63, Municipal Office Road, Virudhunagar.
3.	3/RMD	Sri Meenambigai Motor Service, 7-A, Puluganoorani Road, Virudhunagar.
4.	4/RMD	Sri Srenivasa Motor Service, 174, Ramamurthi Road, Virudhunagar.
5.	5/RMD	Ayyanar Lorry Service, 65, Keelakadai Street, Virudhunagar.
6.	6/RMD	Sri Parasakthi Vilas Lorry Service, 44, Kutchery Road, Virudhugagar.
7.	7/RMD	M/s. Naganathar Motor Service (P) Limited, 3/561, Madurai Ramnad Road, Paramakudi,
8.	8/RMD	Rajaguru Bus Service (P) Ltd., Devakottai.
9.	9/RMD	Thirupalakudi Transports (P) Ltd., 315/15, Railway Feeder Road, Ramanathapuram.
10.	10/RMD	Orient Lorry Service, 24/1-30 A, Virudhunagar Road, Aruppukottai.
11.	11/RMD	Andavar Transport, 101, Thiruppathur Road, Devakottai.
12.	12/RMD	Vega-Motors, 9/22-28 (5) Bus Stand Road, Aruppukottai.
13.	13/RMD	Raja Transport, 24/1-261, Virudhunagar Main Road, Aruppukottai.
14.	14/RMD	M. M. Palanisami Nadar & Sons, (Chandra Transport) 30 to 34-B, Bus Stand Road, Aruppukottai.
15.	15/RMD	Southern Transport (P) Ltd., 9/4, Ramnad Road, Keelakari P. O., Ramnad Dist.
16.	16/RMD	Paramakudi Bus Transport (P) Ltd., 8/131, Madurai Ramnad Road, Paramakudi.
17.	17/RMD	S. N. Rajan Transport, 6/189, Netaji Road, Paramakudi.
18.	18/RMD	Senthivel Bus & Lorry Services, Netaji Road, Paramakudi.
19.	19/RMD	D. N. Roadways (P) Ltd., 329, Railway Feeder Road, Virudhunagar.
20.	20/RMD	Sri Meenambigai Transport, 45, Malaiarasankoil Street, Aruppukottai.
21.	21/RMD	Madurai Roadways Private Ltd., Devipattinam Road, Ramanathapuram.
22.	22/RMD	Tenzing Roadways, 10-3/132, N. R. K. Rajaratnam St., Sivakasi.
23.	23/RMD	Sri Kannudaya Neyagi Motor Service, Mettupattinam, Karaikudi.
24.	24/RMD	Ananda Transport, Tirupathur, Ramnad Dist.
25.	25/RMD	Ramnad Roadways, Tirupathur, Ramnad Dist.
26.	26/RMD	Shanmugam Motor (P) Ltd., Aruppukottai.
27.	27/RMD	Shanmugam Transport, Aruppukottai.
28.	28/RMD	Sri Nagarajan Bros, Lorry Service, Allipillai Rowther Street, Virudhunagar.
29.	29/RMD	Sri Ramachandran Transport, 8/8, Main Road, Sathur.

(1)	(2)	(3)
30.	30/RMD	Soundaram Transport, Sivakasi.
31.	31/RMD	Sri Periasamy Transport, 463, Bazaar, Virudhunagar.
32.	32/RMD	Singaram Transport, Paganeri, Ramnad Dist.
33.	32/RMD	Nataraja Transports, Elayirampannai P. O., (Via) Sathur.
34.	34/RMD	John Kennedy Bus Service, Madurai Road, Srivilliputhur.
35.	35/RMD	Paneer Selvam Transport, (Firm) Madurai Road, Srivilllputhur,
36.	36/RMD	P. V. E. Transport Private Ltd., Main Road, Manamadurai.
37.	37/RMD	T. A. M. T. Transport, Thiruthangal P. O., (Via) Sivakasi.
38.	39/RMD	Sri Irulappa Transport (P) Ltd., 35, Ramasamy Naicker Street, Karaikudi.
39.	40/RMD	Sri Velmurugan Transport, 1/20, Main Road, Sathur, Ramnad Dist.
40.	41/RMD	Thavamani Transports, 7-A, Puluganoorani Road, Virudhunagar.
41.	42/RMD	M/s. Palaniampathy Lorry Service, Yegappa Chettiar Street, Karaikudi.
42.	43/RMD	Sri Irulappa Transport (P) Ltd., North Car Street, Srivilliputhur.
43.	44/RMD	Sri Alagarswamy Lorry Service, 9-6-90/B, New Road Street, Sivakasi.
44.	45/RMD	Raja Lorry Service, 9-1-66, New Road, Sivikasi.
45.	46/RMD	Krishnakumar Transport, 65/1, Railway Feeder Road, Virudhunagar.

(1)	(2)	(3)
46.	47/RMD	Raja Transports, 9-1-66, New Road, Sivakasi.
47.	48/RMD	Sri Jayaram Motor Service, 302, Tenkasi Road, Rajapalayam.
48.	49/RMD	Aruppukottai Sri Jaya Vilas (P) Ltd., 54, Great Cotton Road, Aruppukottai.
49.	50/RMD	Ambica Transports, 151, V. O. C. Road, Karaikudi.
50.	51/RMD	A. Manikkam & Sons, Ward No 8, Door 111, Velar Street, Manamadurai.
51.	52/RMD	Soundra Pandian Roadways (P) Ltd., 145, Thiruthangal Road, Sivakasi.
52.	53/RMD	Sri Venkateswara Transport, 45, Padanthal Road, Sathur P. O., Ramanad Dist.
53.	54/RMD	Sekar Transport, 9-1-23, Nadar West Street, Aruppukottai.
54,	55/RMD	Ashoka Bus Lines, 0-22-28 (3) Bus Stand Road, Aruppukottai.
55.	56/RMD	Sreenivas Roadways, Elayirampannai P. O., (Via) Sathur.
56.	57/RMD	Rabik Raja Lorry Service, 222, Nehru Bazaar Sivaganga, Ramanathapuram Dist.
57.	58/RMD	Murugan Bus Transports, 223-B, Tiruchi Road, Aruppukottai.
58.	53/RMD	M/s. Thirupathi Venkatachalapathy Lorry Service, Railway Feeder Road, Sathur, S. Railway, Ramanathapuram Dt.
59.	60/RMD	Commercial Transport Co., (P) Ltd., Sivagana, Ramanathapuram District.
60.	61/RMD	Rajam Lorry Service, 7-E, Mudangiar Road, Rajapalayam.

(1)	(2)	(3)
61.	62/RMD	Thaalayam Bus Lines, V.O.C. Road, Ghandhipuram, Karaikudi.
62.	63/RMD	Thillai Nataraja Motor Service, Parthibanur, Ramnad District.
63.	64/RMD	V.S.P.T. Transports, 31, V.O.C.Road, Karaikudi, Ramnad District.
64.	66/RMD	Sri Rajendra Transports, 10, Gandhipuram 3rd Street, Karaikudi, Ramnad District.
65.	67/RMD	Palaniappa Transport, Karaikudi, Ramnad District.
66.	68/RMD	Sri Jothi Murugan Transport, Cotton Market, Rajapalayam.
67.	69/RMD	Sri Pandian Motor Service (P) Ltd., 53-1-45, Nadar West Car St., Aruppukottai.
68.	70/RMD	Abdul Kader Motor Service, Puduvayal, Ramnad District.
69.	71/RMD	Sri Pattammal Lorry Service, Annakaripatti (Via) Sattur, Ramnad District
70.	72/RMD	Balasubramaniam Transport, Cotton Merchant, 9/2, Cotton Market, Rajapalayam.
71.	73/RMD	Koilpatti Transports (P) Ltd., 1-10-53, Police Station Road, Sivakasi.
72.	74/RMD	Tenzing Transport (P) Limited, 9-1-71, Valapalakadai Street, Sivakasi.
73.	75/RMD	Kalavathy Roadways, V.O.C. Road, Karaikudi, Ramnad District.
74.	76/RMD	Ilayankudi Transport Company, 53, Kamarajar Road, Ilayankudi.
75.	77/RMD	M/s. Kallal Roadways (Firm) V.O.C. Road, Karaikudi.

KANYAKUMARI DISTRICT

(1)	(2)	(3)
1.	1/KKM	R.R.N. Lorry Service, 29/191, Cape Road, Kottar, Nagercoil.
2.	2/KKM	N.A.S. Lorry Service, Vadasery, Nagercoil.
3.	3/KKM	R.K.V. Motors & Timbers (P) Ltd., Marthandam, Kanyakumari District.
4.	4/KKM	Swamy Motors, Park View, Nagarcoil.
5.	5/KKM	Sri Sankar Motor Service, Nagercoil, Kanyakumari District.
6.	7/KKM	P. C. Motor Service, Marthandam, Kanyakumari District.
7.	9/KKM	Sri Bhagavathi Lorry Service, Cape Road, Kottar.
8.	10/KKM	The Lebanon Timber Transport, Krishnankoil, Nagercoil.
9.	11/KKM	Kalai Selvi Lorry Transport, Balamore Road, Nagercoil.
10.	12/KKM	S.S.D.A.S. Lorry Service, Cape Road, Kottar, Kanyakumari Dt.
11.	13/KKM	Velmurugan Lorry Service, Cape Road, Kottar, Nagercoil.
12.	14/KKM	Rathinam Lorry Transports, Cape Road, Kottar, Nagercoil.
13.	15/KKM	V. Pavanasam Taxi Service, Vanjimarthandam New Street, Krishnan Koil, Nagercoil.
14.	16/KKM	P.P.M. Bus Service, Marthandam, Kanyakumari District.
15.	17/KKM	Pioneer Transports Tower Junction, Nagercoil.
16.	18/KKM	Kokilam Lorry Service, M.S Road, Vadasery, Nagercoil.
17.	19/KKM	Pioneer Motor Service, Tower Junction, Nagercoil.
18.	20/KKM	M.S. Kosala Lorry Transport, Kottar, Nagercoil-2.

(1)	(2)	(3)
19.	21/KKM	Sri Ganapathy Motor Service, Nagercoil.
20.	22/KKM	Devadoos Prince Lorry Service, Marthandam, Kanyakumari District.
21.	23/KKM	Ponmudi Lorry Service, Parvathipuram Road, Kottar, Nagercoil.
22.	25/KKM	V.N.K. Transport, Vadasery, Nagercoil-1, Kanyakumari District.
23.	26/KKM	Poineer Motor (Sastha) Tower Junction, Nagercoil.
24.	27/KKM	P.T.S. Motor Service, Eathamozhy Road, Kottar, Nagercoil.
25.	29/KKM	V.K.N. Lorry Transport, Market Road, Marthandam, Kanyakumari Dist.
26.	30/KKM	The Champion Lorry Service, Krishnankoil, Nagercoil.
27.	31/KKM	Manikkam Lorry Service, N.M.C. No. 29/238, Mudaliar Vayal Street, Kottar, Nagercoil.
28.	32/KKM	Amritapradayini Vaidya Sala, Vettunimadam, Nagercoil.
29.	33/KKM	Saratha Lorry Service, Kottar, Nagercoil.
30.	34/KKM	K. Sivalinga Nadar and Company, Ramavarapuram, Nagercoil.
31.	35/KKM	S. Nelson Timber Depot., Krishnankoil, Nagercoil.
32.	28/KKM	Poineer Motors, Tower Junction, Nagercoil.

STATISTICAL SUPPLEMENT

1. STATEMENT SHOWING THE DETAILS OF AGREEMENTS BROUGHT ABOUT BY THE CONCILIATION OFFICERS UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTES ACT, 1947 FOR THE MONTH OF MAY, 1968.

Sl. No. 1	Name of the Establishment 2	Date of Settlement 3	Points of Disputes 4	Terms of Settlement 5
1	Myloor Estate, Kullakamby Post.	3-5-68	Increase in daily wages and other demands.	The management agreed to increase the daily wages as detailed in the settlement and to settle the other demands as elaborated in the settlement.
2	Rob-Roy Estate, Kotagiri.	6-5-68	Certain demands.	The management agreed to make an exgratia payment of of Rs. 161 to one worker whose services had been terminated and to reduce the period of suspension of another worker by 50% and to settle other demands as mentioned in the settlement.
3	Erinkadu Estate, Katary Post.	16-5-68	Non-employment of one worker.	The management and the worker agreed to refer the issue for the informal arbitration of the Deputy Commissioner of Labour, Coimbatore.
4	Cedara Estate, Yeddappalli Post.	16-5-68	Payment of increased wages and dearness allowance.	The management agreed to pay increased wages at Rs 2.11 per day for men & Rs. 1.56 per day to women with effect from 1-3-68. The management also agreed to increase paise nine per day as Dearness Allowance.
5	Coimbatore Industries, Ganapathy, Coimbatore.	2-5-68	Rivision of workload and wages.	The management and the workers agreed for the revised workload and wages with effect from 1-5-68 as detailed in the settlement.
6	Sandra Engineering Works, Coimbatore.	18-5-68	Non-employment of certain workers.	The workers and the management agreed to refer the issue to informal arbitration of the Commissioner of Labour, Madras.
7	Renuga Foundry, Ganapathy, Coimbatore.	23-5-68	Revision of workload and wages.	The management agreed to revise the wages and the workload and also agreed to pay an ex-gratia of Rs. 10 to all the workers.

(1)	(2)	(3)	(4)	(5)
8	Ganapathy Engineering Manufacturers (Private) Ltd., Ganapathy, Coimbatore.	31-5-68	Non-employment of one worker.	The management agreed to pay Rs. 900 to the worker in full and final settlement of all his claims.
9	Karipatti Panchayat Union Employees' Co-operative Stores, Ayodyapuram, Salem District.	7-5-68	do	The management agreed to pay Rs. 55 as retrenchment compensation to the worker and the worker agreed to receive the same.
10	East India Rubber Works, Private Ltd., Madras-1.	7-5-68	do	The management agreed to pay Rs. 550 to the worker in full and final settlement of all his claims.
11	Amardeep Biscuit Factory, Madras-7.	7-5-68	Non-employment of 7 workers.	The management agreed to pay Rs. 1,100 to the seven workers in full and final settlement of all their claims including their claim for reinstatement.
12	Venkateswara Agro Chemicals and Minerals, Madras-21.	9-5-68	Non-employment of 2 workers.	The management agreed to pay Rs. 225 to each of the workers on or before 13-5-68 as retrenchment compensation.
13	Messrs G. K. Natesan & Company, Madras-7.	15-5-68	Non-employment of one worker.	The management agreed to pay forthwith Rs. 150 to the worker in full and final settlement of all his claims inclusive of his claim for reinstatement.
14	Sree Narayana Transports, Madras-1.	16-5-68	Increase in wages and supply of uniforms.	The management agreed to give a wage increase of Rs. 7 per month per worker with effect from 1-2-68 and to continue the supply of one set of uniforms per year.
15	Thiru Munshilal & Ganga Devi, Taxi Owner, Madras-21.	24-5-68	Non-employment of one worker.	The management agreed to pay Rs. 200 to the worker in full and final settlement of all his claims inclusive of his claim for reinstatement.
16	Roxy Theatre, Madras-7.	25-5-68	Bonus for the years 1964-65 and 1965-66.	The management agreed to pay 12% of basic salary plus Dearness Allowance as Bonus for 1964–65 and 4% of the Total earnings for the year 1965–66 as additional Bonus besides 4% of total salary already paid for 1965—66.

17	Lakshmi Talkies, Madras-7.	2-5-68	Wage scales and Bonus for 1967-68.	The management agreed to give the annual wage increase to the workers as detailed in the settlement. The management also agreed to pay 10% of the total wages earned during the year 1967–68 as bonus to all the workers for the year 1967—68.
18	Paprinates, Madras-32.	2-5-68	Wage increase and supply of tea etc.	The management to increase the wages as detailed in the settlement and to supply two cups of tea daily to the workers.
19	Pankajammal, Taxi Owner, Madras-15.	4-5-68	Non-employment of a driver.	The proprietrix agreed to pay a sum of Rs. 160 as retrenchment compensation to the driver.
20	Latha Printers, Madras-14.	4-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 300 to the worker in full and final settlement of all his claims.
21	Bush Centre, Madras-2.	4-5-68	do	The management agreed to pay a sum of Rs 103 to the worker in full and final settlement of all his claims.
22	Coogans Die Castings. Madras-2.	6-5-68	Bonus for the year 1966-67.	The management agreed to pay 6% of the total wages earned during the year 1966—67 as bonus to all the workers for the year 1966—67.
23	Jaison Electronics, Madras-2.	6-5-68	Non-employment of one worker.	The management agreed to pay a sum of Rs. 325 to the worker in full and final settlement of all his claims.
24	Polyene General Industries, Madras-32.	7-5-68	Bonus for the year 1966-67.	The workers and the management agreed to refer the issue for informal arbitration of Thiru P. Lakshmanan, Labour Officer II, Madras.
25	Polyene General Industries, Madras-32.	7-5-68	Revision of pay, supply of uniforms etc.	The management agreed to increase the existing wages of all the workers by Rs. 15 with effect from 1—1—68 and to supply two sets of uniforms to all the workers. The management also ageeed to continue to pay night allowance and to supply one cup of Tea.
26	Southern Automatic Industries, Madras-32.	7-5-68	Non-employment of one worker.	The management agreed to take back the worker into service with continuity of service with effect from 10—5—68 but without back wages.

(1)	(2)	(3)	(4)	(5)
27	Royal Cabinet Mart, Madras-2.	9-5-68	Non-employment of one worker.	The management agreed to pay Rs. 500 to the worker in full and final settlement of all his claims inclusive of his claims for reinstatement.
28	Sence Dry Cleaners, Madras-15.	10-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 250 to the worker in full and fiinal settlement of all his claims including his claim for reinstatement.
29	Deepak Industrial Associates, Madras-32.	13-5-68	Wage increase, supply of uniforms, bonus for 1966-67, etc.	The management agreed to pay an adhoc increase of Rs. 15 to the permanent workers with effect from 1—3—68 and to pay one month's wages as bonus for the year 1966—67. The management also agreed to supply uniforms to the employees and 2 cups of Tea every day.
30	Shaw Printers & Packing Industries, Madras-29.	14-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 1,400 to the worker in full and final settlement of all his claims inclusive of his claim for reinstatement.
31	do	14-5-68	Demand for increase in Dearness Allowance.	The management agreed to increase Rs. 10 as Dearness Allowance in the existing rate of Dearness Allowance with effect from 1—4-68.
32	Central Camera Co. Private Ltd., Madras-2.	17-5-68	Non-employment of a worker.	The management agreed to pay Rs. 275 to the worker in full and final settlement of all his claims inclusive of his claim for reinstatement.
33	Sastha Auto Service, Madras-6.	18-5-68	do	The management agreed to pay a sum of Rs. 400 to the worker in full and settlement of all his claims including his claim for reinstatement.
34	Vummidiars (Mfrs.) Private Limited, Industrial Estate, Guindy, Madras-32.	21-5-68	Wage increase, Dearness Allowance etc. Charter of Demands.	The management agreed to pay 75 paise, increase for the existing daily wages for merger with the Dearness Allowance and the balance to be deemed to be basic wages with effect from 16-6—68. The management agreed to increase the incremental scales of 25 paise per day with effect from 1—4-68 and subsequent increments and also to pay separate Dearness Allowance (e.g.) From 1—4—68 - Rs. 68 From 1—4—69 — Rs. 70 1—4—70 Rs 75 and other claims as detailed in the settlement.
35	M/s. Sreenivasa Engineering Company, Madras-32.	21-5-68	Wage increase, dearness allowance, etc. charter of demands.	The management agreed to pay 75 paise, increase for the existing daily wages for merger with the Dearness Allowance and the balance to be deemed to be basic wages with effect from 1 6—58. The management agreed to increase the incremental scales of 25 paise per day with effect from 1—4—68 and subsequent increments and also to pay separate Dearness Allowance (e.g.) From 1-4—68 Rs. 65 From 1-4—69 — Rs. 70 1—4-70 — Rs 75 and other claims as detailed in the settlement.
36	Fabrimats, Madras.	21-5-68	Non-employment of worker.	The management and the worker agreed to refer the issue of non-employment for informal arbitration of the Labour Officer III, Madras.
37	M.S. Rama Rao Body Workers, Private Ltd., Madras-32.	23-5-68	Non-employment of five workers.	The management agreed to pay a lump sum of Rs 300 to the workers in full and final settlement of all their claims including their claim for reinstatement.
38	Gemini Studios, Madras-6.	29-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs 700 to the worker in full and final settlement of all his claims.
39	Bharathan Publications Private Ltd., Madras.	29-5-68	Charter of Demands for implementation of the recommendations made by the wage Board for Non-Journalist Employees.	The management agreed to give effect to the wage scales as recommended by the Wage Board for Non-Journalist employees for Class III weekly Newspapers with effect from 1st January 1968 and other claims as detailed in the settlement.
40	Parambikulam Aliyar Project, Parambikulam Division, Parambikulam.	13-5-68	Retrenchment of seven workers.	The management agreed to reinstate the 6 workers with continuity of service and without back wages. The case of another worker is not pressed by the Union, since he has settled his accounts.
41	Mahalakshmi Talkies, Coimbatore.	7-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 500 to the worker in full and final settlement of all his claims inclusive of his claim for reinstatement.
42	M.L. Ponnappa Chettiar & Co., Lakshman Rice and Oil Mill, Tiruppur.	7-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 125 to the worker in full and final settlement of all his claims.

43	Vijayakumar Cotton Press, Peelamedu, Coimbatore.	21-5-68	Dispute regarding transfer of a female worker from Willow Department to Pressing Department.	The management agreed to retransfer the said worker from Pressing Department to Willow Department with effect from 23-5—68.
44	Brooke Bond India Limited, Coimbatore.	17-5-68	Change of conditions in employment of workers with the certain categories of monthly rated workmen in the Factory on the same hourly rate applicable to the general body of Factory Labour.	The management agreed to revise the wage scale of the monthly-rated Mechanic and Electrician with effect from 1—5—68 and grant of two increments to Mechanic Appu Achari and C. R. Krishnaswamy and other categories as detailed in the settlement.
45	Andavar Vilas, Dindigul.	2-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 400 to the worker as compensation in full and final settlement of all his claims.
46	Madras Cements Limited, Thulukkapatti.	2-5-68	Confirmation and payment of better wages to 2 workers.	The management agreed to increase Rs. 25 and Rs. 18 to the 2 workers respectively in their existing consolidated wages and to confirm them with effect from 1—8—68 and 1—12—68 respectively.
47	M/s. Dhurvas & Co., Madurai.	2-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 258 to the worker as compensation in full and final settlement of all his claims.
48	Vijaya Electric Company, Madurai.	9-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 180 to the worker as compensation in full and final settlement of all his claims.
49	Indo-Norweigian Project, Mandapam.	9-5-68	Permanency of workers, supply of tools, leave with wages, etc.	The management agreed to make permanent the workers and to supply tools to the workers. The management also agreed to grant leave with wages according to the Factories Act and to settle other demands as per the settlement.

50	Sri Meenambigai Motor Service, Virudhunagar.	9-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 250 to the worker as compensation in full and final settlement of all his claims.
51	Habeeba Lorry Service, Madurai.	13-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 325 to the worker as compensation in full and final settlement of all his claims.
52	Balan Vegetarian Restaurant Hotel, Jakkampatti.	14-5-68	Non-employment of 11 workers due to closure.	The management agreed to pay a sum of Rs. 1,000 as closure compensation to the workers and to give preference in the matter of their employment in the event of re-opening of the hotel.
53	Manicka Vilas Rice Mill, Madurai.	15-5-68	do	The management agreed to pay a sum of Rs. 140 to the worker as compensation in full and final settlement of all his claims.
54	Sri Rama Vilas Flour Mill, Madurai.	15-5-68	do	The management agreed to pay a sum of Rs. 175 to the worker as compensation in full and final settlement of all his claims.
55	Chellapandian Paper Stores, Madurai.	16-5-68	Non-employment of a worker due to closure.	The management agreed to reinstate the worker with effect from 20—5—68 with continuity of service and with back wages.
56	Saint Mary's Coffee Estate, Manalur.	16-5-68	Non-employment of 25 workers.	The management have taken back 15 workers into service and in respect 12 other workers the management agreed to pay a sum of Rs. 2,100 as compensation in full and final settlement of all their claims.
57	Sri Krishna Iron Works, Madurai.	17-5-68	Non-employment of a worker	The management agreed to pay a sum of Rs. 150 to the worker as exgratia in full and final settlement of all his claims.
58	Colombu Bakery, Madurai.	17-5-68	do	The management agreed to pay a sum of Rs. 375 to the worker in full and final settlement of all his claims.
59	Sri Krishnan Iron Works, Madurai.	17-5-68	Increase in Wages.	The management agreed to revise the wages as detailed in the settlement.
60	Thayalan Bus Lines (Firm), Karaikudi.	18-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs 100 to the worker as compensation in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
61	Commercial Transport Company (Private) Ltd. Sivaganga.	20-5-68	Non-employment of 3 workers.	The management agreed to reinstate the 3 workers with continuity of service but without back wages.
62	Tamilnadu Saw Mill, Madurai.	20-5-68	Non-employment of 1 worker.	The management agreed to pay a sum of Rs. 90 to the worker as compensation in full and final settlement of all his claims.
63	Andavar Transports, Devakottai.	21-5-68	do	The management agreed to pay a sum of Rs. 575 as exgratia to the worker in full and final settlement of all his claims.
64	Sundaram Hotel, Natham.	21-5-68	do	The management agreed to pay a sum of Rs. 50 to the worker as compensation in full and final settlement of all his claims.
65	Shanmugam Transport, Aruppukottai.	23-5-68	Non-employment of 2 workers.	The management agreed to pay a sum of Rs. 225 to each of the workers as compensation in full and final settlement of all their claims.
66	A. K. Ramalingam & Brother, Madurai.	23-5-68	Non-employment of a worker.	The management agreed to take back the worker into service with continuity of service with effect from 24—5—68 and with back wages as Rs. 170.
67	M/s. Sri Balamurugan Oil & Flour Mills, Madurai.	27-5-68	Non-employment of a worker.	The management agreed to take back the worker into service with continuity of service with effect 1—6—68.
68	M/s. Hotel Athi Bhavan, Oddanchatram.	27-5-68	do	The management agreed to pay a sum of Rs. 120 to the worker as compensation in full and final settlement of all his claims.
69	Vincent & Co., Aerated Water Manufacturers., Dindigul.	27-5-68	Dearness Allowance increase.	The management agreed to grant an increase of Rs. 5 to all the workmen in their existing Dearness Allowance with effect from 1—4—68.
70	M/s. Aruna Machine Tools, Madurai.	27-5-68	Demand for Bonus advance.	The management agreed to grant an advance equal to 12 days wages to each worker as advance on or before 29—5—68.

71	Venkatesa Litho Press, Sathur.	30-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 140 to the worker in full and final settlement of all his claims including his claim for reinstatement.
72	Sathur Original Match Company, Sathur.	30-5-68	do	The management agreed to pay a sum of Rs. 75 to the worker in full and final settlement of all his claims including his claims for reinstatement
73	Sri Valliammai Transports, Pudukkottai.	6-5-68	do	The management agreed to take back the worker into service on or before 10-5-68 with continuity of service.
74	Madras Engineering Enterprises, Madras-58.	13-5-68	Revision of wages, production bonus, etc.	The management agreed to revise the wages to the workers and to continue the production Bonus scheme with certain revisions as detailed in the settlement. The management also agreed to continue to pay Tea allowance and to pay Attendance Bonus.
75	The English Electric Company of India Ltd., Pallavaram.	21-5-68	Revision of wage scales, existing Gratuity Scheme, supply of free uniforms etc.	The management agreed to revise the Gratuity Scheme as detailed in the settlement and to supply uniforms to the workers. The management also agreed to supply ½ litre milk daily to the workers and to give Bonus as per payment of Bonus Act 1966 and to settle other demands as per the settlement.
76	Wavin India Limited, Madras-58.	22-5-68	Revision of wages and Dearness Allowance etc.	The management and the workers agreed for the revision of wages and Dearness Allowance detailed in the settlement and to settle all other demands as elaborated in the settlement.
77	T. V. Kandasamy Sah, Kancheepuram.	8-5-68	Non-employment of 9 workers.	The management agreed to pay Rs. 4,000 to the 9 workers as compensation in full and final settlement of all their claims.
78	Ajax Products, Ambattur.	9-5 68	Revision of wages.	The management agreed to revise the wages to the workers as elaborated in settlement.
79	Palkulam Mahalaxmi Estate, Thadikkarankonam	6-5-68	Demand for increasing additional remuneration to the tapping maistries.	The management agreed to increase additional remunaration at the rate of Rs. 1 per day to the tapping maistries

(1)	(2)	(3)	(4)	(5)
80	S. N. K. Pharmacy, Ramavarmapuram, Nagercoil.	6-5-68	Non-employment of a worker.	The management agreed to pay Rs. 60 to the worker in full final settlement of all his claims.
81	Kattuthurai Multi purpose Co-operative Society, Kattuthurai, Nagercoil.	10-5-68	Non-employment of 3 workers.	The management agreed to reinstate the 3 workers with effect from 15-5-68 and to pay an exgratia grant of Rs. 110 to each of the workers.
82	Nagammal Mills Limited, Nagercoil.	15-5-68	Suspension of a worker for 10 days.	The management agreed to reduce the suspension period from 10 days to 5 days.
83	Welfare Company, Nagercoil.	17-5-68	Increase of wages, bonus and annual increment etc.	The management agreed to revise the wages as detailed in the settlement and to grant annual increment of Rs. 5 to all the workers. The management also agreed to pay bonus at the rate of 1½ months wages payable to the workers for the years 1967-68 and 1968-69.
84	Ashoka Estate, Kaliel	28-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 280 to the worker in full and final settlement of all his claims.
85	Madurai Mills Co. Limited, Madurai.	3-5-68	Supply of trousers.	The management agreed to supply Mill Department Joiners 2 numbers khaki half trousers per head per annum.
86	Balakrishna Mills (Private) Limited. Madurai.	4-5-68	Bonus for the year 1967-68.	The management and the workers agreed for the payment bonus for 1967-68 at the rate of 17% of the basic wages earned by the workers during the year 1967.
87	Sree Meenakshi Mills Ltd, Madurai.	14-5-68	Increase in wages.	The management agreed to increase the wages at the rates mentioned in the settlement to the workers.
88	Sree Meenakshi Mills, Madurai.	17-5-68	Permanancy of a Maistry.	The management agreed to confirm the maistry with effect from 1-4-68.
89	Sree Meenakshi Mills Limited, Madurai.	17-5-68	Demand by machine tontors for basic wages as applicable to simplex tenters.	The management agreed to pay the basic wages as applicable to simplex tenters to the machine tenters.
90	Balakrishna Mills (Private) Ltd., Madurai.	22-5-68	Retrencement of a worker.	The management and the worker agreed for the payment of Rs. 770 in full and final settlement of all his claims.

91	Revathi Transports (Private) Limited, Salem.	2-5-68	Suspension of Driver.	The management agreed to reduce the period of suspension of the worker from 7 days to 4 days.
92	Handloom Textiles Trading Corporation, Komarapalayam.	2-5-68	Stoppage of work.	The management agreed for the resumption of work on receipt of a letter from the workers expressing regret on the lines suggested by the labour Officer.
93	Ratna Roller Flour Mills, Salem.	3-5-68	Grant of Festival holidays, and payment of monthly rated wages.	The management agreed to pay monthly wages to the workers who are paid daily rated wages and to grant National and Festival holidays as per National and Festival Holidays Act.
94	Galvanizing Plant, Mettur Dam.	6-5-68	Non-employment of a worker.	The management agreed to pay to the worker in full and final satisfaction of all his claims including that of reinstatement a lump sum calculated at the settlement.
95	Gokul Industries, Salem.	6-5-68	Demand for increased wages.	The management agreed to increase in wages as indicated in the settlement with effect from 1-4-68 to the workers.
96	Prabath Sizing Mills, Komarapalayam.	8-5-68	Non-employment of 4 workers.	The workers and the management agreed to refer the dispure for informal arbitration of the Deputy Commissioner of Labour, Coimbatore.
97	Sri Ambika Press, Salem.	9-5-68	Non-employment of a worker.	The management agreed to allow the worker to resume work with continuity in service.
98	Amsepet Handloom Weavers Co-operative Production and Sales Society, Salem-3.	13-5-68	Non-grant of annual increments to 37 employees during the years 65-66, and 67-68 and grant of bonus for 64-65.	The management agreed to grant two increments at the usual rates applicable to them and to pay revised pay with effect from 1-7-67 and the basic pay of Thiru M. A. Ramanathan has been fixed at Rs. 52 with effect from 1-7-67 and other claims as detailed in settlement.
99	S.R. Arunachala Bakthar Sons, Idappadi.	20-5-58	Non-employment of 3 workers.	The management agreed to provide work to the three workers with effect from 28-5-68.
100	Mettur Chemical and Industrial Corporation Ltd., Mettur Dam R. S.	22-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 400 to the worker in full and final settlement of all his claims.

(1)	(2)	(3)	(4)	(5)
101	M. S. P. Nadar Works, Salem.	25-5-68	Non-employment of 2 workers.	The management agreed to provide work for jobbers allowing 75 kgs. of coffee by each jobber and also agreed to provide croche and other claim as detailed in the settlement.
102	A. Manickka Mudaliar Dyeing Factory, Salem.	27-5-68	Non-employment of 4 workers.	The management agreed to reinstate the 4 workers into service with continuity of service but without back wages.
103	A. Ramachandran Powerloom Factory, Komarapalayam.	29-5-68	Non-employment of a worker.	The management agreed to pay Rs. 75 to the worker in full and final settlement of all his claims including his claim for reinstatement.
104	K. Arthanarisamy Powerloom Factory, Komarapalayam.	29-5-68	do	The management agreed to pay Rs. 50 to the worker in full and final settlement of all his claims including his claim for reinstatement.
105	Sri Kannabiran Mills Limited, Sowripalayam, Coimbatore.	10-5-68	Claim for wages or compensation for the non-employ- due to stoppage of work from 11-4-1968 and other demands.	The management agreed to pay the wages on the basis of the 1956 agreement workload and wages and agreed to extent the service of Thiru Subramanian for two years and other claims as detailed in settlement.
106	H. H. Nayims and Company, Tannery, Perumugai	6-5-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 130 to the worker in full and final settlement of all his claims including his claim for reinstatement.

ANNEXTURE 'E'

2 PARTICULARS OF VOLUNTARY AND COLLECTIVE AGREEMENTS MADE BETWEEN EMPLOYERS AND EMPLOYEES DURING THE MONTH OF MAY, 1968

Sl. No.	Name of the Concern	Date of agreements	No. of workers involved	Issues
1	Theiagesar Alai, Manapparai	3-5-68	—	Demand for payment of Bonus for the Period upto 31-3-67.
2	Southern Roadways (P) Limited	20-4-68	—	Revision of D. A.
3	Tiruchy Steel Rolling Mills	11-5-68	—	Bonus
4	M/s. A. G. Hajee Abdul Rahim, Sahib, Madras-12	1-4-68	18	Payment of lay off reg.
5	B & C Mills, Madras	25-4-68	1	Change of Occupation
6	do	8-5-68	1	do
7	do	13-5-68	1	do
8	Peirce Leslie and Co. Ltd., Coimbatore.	—	—	Charter of demands
9	Indo-Swiss Jem Manufacturing Co. Ltd., Mettupalayam	—	—	Revision of work
10	Mettupalayam Coonoor Service (P) Ltd., Mettupalayam	—	—	Charter of demands
11	Courtesy Transports Ltd., Coimbatore	—	—	Regarding strike
12	Luckey Cafe, Coimbatore	—	—	General demands
13	The Indian Textile Paper Tube Company Limited, Virudhunagar & The Indian Textile Paper Tube Company Workers' Union and I.T.P.T. Dravida Workers Progressive Union, Virudhunagar.	1-5-68	196	General demands
14	Sri Mappillai Vinayagar Aerated Water Industry, Madurai & Sri Mappillai Vinayagar Workers' Union, Madurai.	6-5-68	107	"

(1)	(2)	(3)	(4)	(5)
15	T. V. Sundaram Iyengar & Sons Groups & T. V. S. Workers' Union, Madurai.	29-4-68	11,576	General Demands
16	Southern and Rajamani Transports Private Limited, Madurai & Southern and Rajamani Workers' Union, Madurai.	9-5-68	83	
17	K. T. K. Ginning Factory, Theni & V. Ponniah Nadar, Theni	26-5-68	1	Service Compensation.
18	Lucas T. V. S. Limited	2-5-68	—	Demands
19	Radio & Electricals Ltd., Madras	—	—	Non-employment
20	Ballis India Ltd. Teddington Chemical Factory Division, Virugambakkam.	23-5-68	—	Certain demands
21	Ashok Leyland Limited, Ennore	8-5-68	—	Demands
22	Sree Meenakshi Mills Ltd., Madurai	3-5-68	5,500	--
23	Sree Sivakami Mills, Vilangudi	20-4-68	6	—
24	Mettur Chemical & Industrial Corporation Limited, Mettur Dam	11-5-68	—	Bonus for 66-67.
25	Selvaraja Mills Private Ltd., Odderpalayam, Ondipudur, Coimbatore-16	9-5-68	—	Employment of 20 tem. poary workers.
26	Sri Hari Mills Private Limited, Ondipudur-16	11-4-68	—	Complement of Jobbers in carding Department and wages.
27	Sri Hari Mills Private Ltd., Ondipudur, Coimbatore	14-5-68	—	Workload and Wages of the Spinning Section.
28	Kothari Textiles Ltd., Singanallur	13-5-68	—	Workload and wages to the Humidification Department Workers

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 MAY, 1968.

Sl. No.	Name of the concern in which the dispute has arisen	Issues	G. O. (R) No. and date of reference
	INDUSTRIAL TRIBUNAL, MADRAS		
	Madras District		
1.	Swadesamitran Ltd., Madras.	1) Whether the demand for regularisation of the services of Thiru Gobiram (Watchman) is justified and to what relief he is entitled. 2) Whether the demand for fixation of working hours of work for drivers working for the Managing Director is justified; if so to fix the same.	G. O. R. No. 572, Industries, Labour and Housing, dated 20-3-68.
2.	Villiers Engineeer, (Enfield India Ltd., Madras.	Whether the retrenchment of 63 workers and 8 staffs are justified; if not to what relief they are entitled. To compute the relief if any awarded in terms of money for each, if it can be so computed.	G. O. R. No. 517, Industries, Labour and Housing, dated 15-3-68.
3.	Hindustan Teleprinters Ltd., Madras.	1) Whether in the light of the "adhoc" increase already granted by the management, the demand of the workmen for payment of city compensatory allowanee at Central Govt. rates is justified, if so to fix the rate; 2) Whether the demand for payment of house rent allowance at Central Govt. rates is justified; if so to fix the rate.	G. O. R. No. 1321' Industries, Labour and Housing. dated 28-3-68.
4.	T. I. Group Companies, Madras.	1) Whether the demand for increased leave facilities to the employees is justified; if so to fix the same. 2) Whether the demand for Parade allowance to Watchmen is justified if so to fix the quantum.	G. O. R. No. 715, Industries, Labour and Housing, dated 4-4-68.

[1]	[2]	[3]	[4]
Coimbatore District			
5.	Sri Ramakrishna Mission Vidyalaya (Industrial Section and School of Engineering) Sri Ramakrishna Vidyalaya Post.	Whether the demand for the workers for the implementation of the interim relief recommended by the wage Board for Engineering Industries is justified and to what relief they are entitled. Whether the demand of the workers for introduction of a gratuity scheme is justified; if so to formulate a scheme.	G. O. R. No. 557, Industries, Labour and Housing, dated 20-3-68.
6.	South India Viscos Ltd., Sirumugai, Coimbatore Dist.	To fix the quantum of bonus for the years 1965 and 1966.	G. O. R. No. 504, Industries, Labour and Housing, dated 14-3-68.
Trichirapalli District:			
7	Cauvery Sugars and Chemicals Ltd., Pettaivaithalai.	Whether the non-employment of 21 workmen are justified and if not to what relief they will be entitled.	G. O. R. No. 648, Industries, Labour and Housing, dated 30-3-68.
Tirunelveli District			
8.	Handloom Factories, at Dhalavaipuram and Mugavoor.	Whether the demand of 55 workers mentioned in the Annexure for higher wages is justified and if so to fix the quantum.	G. O. R. No. 409, Industries, Labour and Housing, dated 5-3-68.
9.	Nellai Cotton Mills, Tirunelveli.	1) Whether the demand for additional bonus for 1965 is justified and if so to fix the quantum. 2) Whether the non-employment of Thiru Madasamy is justified and if not to what relief he is entitled. 3) Whether the suspension of four workers for the periods noted against each is justified and if not to what relief he is entitled. 4) Whether the non-employment of two reelers is justified and if not to what relief they are entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. R. No. 720, Industries, Labour and Housing, dated 5-4-68.

[1]	[2]	[3]	[4]
Madurai District			
10.	The Pattiveeranpatti Co-operative Coffee Curring Industrial Society Ltd., Pattiveeranpatti.	Whether the non-employment of 20 workers is justified and if not to what relief they are enitled. To compute the relief if any awarded in terms of money, if it can be so computed.	G. O. R. No. 408, Industries, Labour and Housing, dated 5-3-68.
11.	Seven Hotels in Dindigul.	Whether the demand of the workmen for the grant of annual increment for 1966 is justified and if so to fix the quantum.	G. O. R. No. 523, Industries, Labour and Housing, dated 18 3-68.
12.	The Mahalakshmi Textile Mills Ltd., Pasumalai.	To fix the quantum of bonus payable to the employees for 1966.	G. O. R. No. 541, Industries, Labour and Housing dated 20-3-68.
Ramanathapuram District:			
13.	Sundarsanam Spinning Mills, Rajapalayam.	Whether the demand for making Thiruvalargal A. Paramasivam, C. Neeram and S. P. Backiam permanent is justified and if so from what date.	G. O. R. No. 552, Industries, Labour and Housing dated 20-3-68.
Chingleput District			
14.	Enfield India Ltd., Tiruvottriyur.	Whether the demand for Payment of wages for the period of lockout in November, December 1967 is justified if so to what relief the workman would be entitled.	G. O. R. No. 453, Industries, Labour and Housing, dated 9-3-68.
15.	National Carbon Co. Ltd., Tiruvottriyur.	Whether the retrenchment of the 114 workers is justified, if not to what relief they are entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. R. No. 570, Industries, Labour and Housing, dated 20-3-68,
16.	Ashok Leyland Ltd., Ennore.	Whether the workmen are entitled to additional bonus for 1965-66 and if so to fix the quantum.	G. O. R. No. 691, Industries, Labour and Housing, dated 2-4-68.
17.	E.I.D. Parry Ltd., Ennore.	1) Whether the suspension of 4 workers is justified; if not to what relief they are entitled.	G. O. R. No. 705, Industries, Labour and Housing, dated 3-4-68.

[1]	[2]	[3]	[4]
		2) Whether the demand for payment of wages to the workers for 3rd, 5th and 27th February 1968 over and above the wages, if any, already paid by the management for the days in question is justified if so to what relief they are entitled.	

LABOUR COURT, MADRAS

Madras District

[1]	[2]	[3]	[4]
18.	Nataraj Theatre, Madras.	Whether the non-employment of Thiru K. V. Sivaprakasam is justified; if not to what relief they are enlitled. To compute the relief, if any, awarded in terms of money if it can be so computed.	G. O. R. No. 419, Industries, Labour and Housing, dated 6-3-68.
19.	T.V.C. Press, Madras.	Whether the non-employment of Thiru G. W. Soundararaj and Thiru A. R. Mohamed Basha is justified; if not to what relief they are entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. R. No. 482, Industries, Labour and Housing, dated 13-3-68.
20.	Madras Corporation Officials Co-operative Bank Ltd., Madras.	Whether the non-employment of Thiru K. N. Natarajan is justified and if not to what relief he is entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G. O. R. No. 485, Industries, Labour and Housing, dated 13-3-68.
21.	Binny & Co., Ltd., Madras.	Whether the non-employment of Thiru J. P. Gambler is justified, if not to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G O. R. No. 611, Industries, Labour and Housing, dated 25-3-68.
22.	Auto Liners (Madras) (P) Ltd., Madras.	1) Whether the demand for increase in wages and for fixation of Dearness Allowanee is justified if so to what relief the workmen are entitled. 2) To fix the quantum of bonus payable for the years 1964-65 1965-66 and 1966-67.	G. O. R. No. 615, Industries, Labour and Housing, dated 25-3-68.

[1]	[2]	[3]	[4]
3.	Fitwell Industrial Clothing Manufacturers, Madras.	1) Whether the demand for increase in wages is justified if so to fix the quantum. 2) Whether the demand for payment of separate D. A. is justified if so to fix the rate. 3) Whether the demand for bonus for 1964-65 and 1965-66 is justified; if so to fix the quantum.	G. O. R. No. 629 Industries, Labour and Housing, dated 27-3-68.
4.	Lala Gopikrishna Gokuldoss Agencies, Madras.	Whether the non-employment of Thiru K. Subbiah is justified if not, to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 650 Industries, Labour and Housing, dated 30-3-68.
5.	Metal Box Company of India Ltd., Madras.	Whether the non-employment of Thiru A.S. Raja is justified if not to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 463 Industries, Labour and Housing, dated 12-3-68.

Chinglepet District

[1]	[2]	[3]	[4]
6.	Saradha Machinery Corporation, Chrompet.	1) To fix the quantum of bonus for 1965-66 and 1966-67. 2) Whether the demand for the introduction of a gratuity scheme is justified; if so to formulate a scheme.	G. O. R. No. 651, Industries, Labour and Housing, dated 30-3-68.
7.	T.V. Kandaswamy Sha and Sons, Kancheepuram.	Whether the non-employment of Thiru M. Krishnan is justified, if not, to what relief he is entitled. To compute the relief if any, awarded in terms of money if it can be so computed.	G. O. R. No. 502, Industries, Labour and Housing, dated 14-3-68.
8.	Balamurugan Transports, Thirumazhisai.	1) Whether the demand for enhancement of the existing batta is justified; if so to fix the quantum. 2) Whether the demand for payment of 20 per cent of the total earnings as bonus for 1966-67 is justified; if not to fix the quantum. 3) Whether the non-employment of Thiru S.R. Kuppuswamy is justified, if not, to what relief he is entitled;	G. O. R. No. 2224 Industries, Labour and Housing, dated 4-11-67.

[1]	[2]	[3]	[4]
		To compute the relief, if any awarded, in terms of money if it can be so computed.	
29.	Ranga Structurals, Maduravedu.	Whether the non-employment of Thiru T. Dhanapalan is justified; if not to what relief he is entitled.	G. O. R. No. 481, Industries, Labour and Housing, dated 13-3-68.
		To compute the relief if any, awarded in terms of money if it can be so computed.	
North Arcot District			
30.	Eswari Bus Service, Cheyyar.	Whether the non-employment of Thiru Sachidanandam is justified; if not what relief he is entitled;	G, O. R. No. 692, Industries, Labour and Housing, dated 2-4-68.
		To compute the relief, if any, awarded in terms of money, if it can be so computed.	
South Arcot District			
31.	Tanning and Finishing Unit, Vinnamangalam.	Whether the non-employment of Thiru Kesavalu is justified and; if not to what relief he is entitled ;	G. O. R. No. 628, Industries, Labour and Housing, dated 27-3-68.
		To compute the relief, if any, awarded in terms of money, if it can be so computed.	
32.	The Sivapuri Pugailai (P) Ltd., Chidambaram.	Whether the demand of the workers for Deepavali Bonus for 1967 is justified and if so to fix the quantum.	G. O. R. No. 653, Industries, Labour and Housing, dated 30-3-68.
Thanjavur District :			
33.	Gouthama & Company, Thanjavur.	Whether the non-employment of Thiru S. Neelakantan is justified; and if not, to what relief he is entitled.	G. O. R. No. 467, Industries, Labour and Housing. dated 12-3-68.
		To compute the relief if any awarded in terms of money if it can be so computed.	

LABOUR COURT, MADURAI

[1]	[2]	[3]	[4]
Madurai District			
34.	Madura Mills Company Ltd., Madurai.	Whether the demand for making the following sample carriers permanent is justified and if so from what date.	G. O. R. No. 521, Industries, Labour and Housing, dated 18-3-68.

[1]	[2]	[3]	[4]
		1) Thiru Pitcham. 2) Thiru Michael Joseph. 3) Thiru Girisan. 4) Thiru Srinivasan. 5) Thiru Balaiah. 6) Thiru David. 7) Thiru Shanmugavel.	
35.	Manickam Company Firm, Madurai.	Whether the non-employment of Thiru A. Ramachandran is justified, and if not to what relief he is entitled;	G. O. R. No. 625, Industries, Labour and Housing dated, 27-3-68.
		To compute the relief, if any, awarded in terms of money, if it can be so computed.	
36.	The Madurai Mills Workers Co-operative Stores Ltd., Madurai.	Whether the demotion of Thiru C. M. Thangaraj is justified, if not to what relief he is entitled.	G. O. R. No. 626, Industries, Labour and Housing, dated 27-3-68.
37.	Southern Roadways (P) Ltd., Madurai.	Whether the non-employment of Thiru D. Venkateswaralu is justified and if not to what relief he is entitled.	G. O. R. No. 649, Industries, Labour and Housing, dated 30-3-68.
		To compute the relief, if any, awarded, in terms of money, if it can be so computed.	
38.	Southern and Rajamani Transports (P) Ltd., Madurai.	Whether the non-employment of Thiru Punniathevan is justified and if not to what relief he is entitled.	G. O. R. No. 997, Industries, Labour and Housing, dated 2-5-68.
		To compute the relief, if any awarded in terms of money, if it can be so computed.	
39.	Pandian Press Ltd , Madurai	Whether the demand for the revision of gratuity scheme is justified and if so, to what extent.	G. O. R. No. 998, Industries, Labour and Housing, dated 2-5-68.
		2) Whether the demand for payment of separate D.A. is justified and if so, to fix the quantum and the date from which this must be given.	
Tiruchirapalli District			
40.	E I.D. Parry Ltd,, Tiruchirapalli.	Whether the non-employment of Thiru Venkatram is justified and if not to what relief he is entitled.	G. O. R. No. 461, Industries, Labour and Housing, dated 12-3-68.
		To compute the relief, if any awarded in terms of money, if it can be so computed.	

[1]	[2[	[3]	[4]
41.	Cauvery Sugars and Chemicals Ltd., Petivaithalai.	1) Whether the demand that Thiru Syed Mohamed should be given regular employment in the Bond Section is justified and to what relief, he is entitled.	G. O. R. No. 430, Industries, Labour and Housing, dated 7-3-68.
		2) Whether the demand for classification of the Post of Laboratory Chemist as regular is justified; if so to what relief Thiru M.N. Raju, who is now a Laboratory Chemist, is entitled.	
		3) Whether the demand that Thiru R. Periasamy should be promoted, as Pan incharge is justified and what relief he is entitled.	
		To compute the relief, if any awarded in terms of money if it can be so computed.	
42.	Bell Tobacco Company, Pudukottai.	Whether the non-employment of Thiru S. Marimuthu is justified and if not to what relief he is entitled.	G. O. R. No. 501, Industries, Labour and Housing, dated 23-3-68.
		To compute the relief, if any, awarded in terms of money, if it can be so computed.	
Tirunelveli District:			
43.	Diocesans Book Depot., Palayamcottai.	1) Whether the demand for D A. at the Madras Government rates is justified and if not to what relief the workers are entitled.	G. O. R. No. 521, Industries, Labour and Housing, dated 18-3-68.
		To compute the relief in terms of money if it can be so computed.	
		2) Whether the demand for payment of bonus for the years 1965-66 and 1966-67 is justified and if so to fix the quantum.	
		3) Whether the demand for extension of the Tirunelveli Diocese to the Diocesan Book Depot is justified and if not to what relief the workers are entitled.	
44.	G.N. Chakrapany Chetty & Sons (P) Ltd., Tirunelveli Junction.	Whether the retrenchment of the two workers is justified if not to what relief they are entitled.	G. O. R. No. 609, Industries, Labour and Housing, dated 25-3-68

[1]	[2]	[3]	[4]
Kanyakumari District:			
45.	Kumar Palkulam Estate, Thadikkarankonam.	Whether the non-employment of ten workers by the management of Kumar Palkulam Estate, Thadikkarankonam is justified, if not to what relief each is entitled.	G. O. R. No. 397, Industries, Labour and Housing, dated, 4-3-68
		To compute the relief, if any, awarded in terms of money, if it can be so computed ;	

LABOUR COURT, COIMBATORE

[1]	[2]	[3]	[4]
Coimbatore District:			
46.	Jaga Button Industries Ltd., Coimbatore.	Whether the transfer of Thiru Senthamarai Kannan from the post incharge of Polishing Section to that the slugging machine operator is justified; and if not to what relief he is entitled.	G. O. R. No. 548, Industries, Labour and Housing, dated 20-3-68.
		2) Whether the demand of the workers for revision of wages and D.A. and fixation of the same with reference to their categories and the demand for payment of increment are justified, and, if so, to fix the rates.	
47.	Coimbatore Dist. Co-operative Central Bank Ltd., Coimbatore.	Whether the transfer of Thiru V. Somasundaram (Clerk) working in the head office of the Coimbatore Dist. Co-operative Central Bank Ltd., Coimbatore to Local Co-operative Union, Perianaickenpalayam, as Supervisor is justified.	G. O. R. No. 603, Industries, Labour and Housing, dated 23-3-68.
48.	Siruvani Transports (P) Ltd., Coimbatore.	Whether the non-employment of Thiru K. A. Rahim is justified and if not to what relief he is entitled.	G. O. R. No. 503, Industries, Labour and Housing, dated 14-3-68.
		To compute the relief, if any, awarded in terms of money, if it can be so computed.	
49.	Sri Varadaraja Textile (P) Ltd., Peelamedu. Coimbatore.	Whether the non-employment of Thiru V. R. Gurusamy is justified and if not to what relief he is entitled.	G. O. R. No. 509, Industries, Labour and Housing, dated 15-3-68.
		To compute the relief if any, awarded in terms of money if it can be so computed.	

[1]	[2]	[3]	[4]
Nilgiris District:			
50.	Nilgiris Motor Transports (1947) (P) Ltd,, Coonoor.	Whether the non-employment of Thiru Kandamuthu Asari is justified, and if not to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 533, Industries, Labour and Housing, dated 18-3-68.
51.	Rob Roy Estate, Kotagiri.	Whether the non-employment of Thiru M. Kandasamy is justified and if not to what relief he is entitled. To compute the relief, if any, awarded in terms of money if it can be so computed.	G. O. R. No. 550, Industries, Labour and Housing, dated 20-3-68.
Salem District:			
52.	Thiruchengodu Transport (P) Ltd., Tiruchengode.	Whether the demand for institution of schemes for provident fund and gratuity is justified, and if so, to formulate suitable schemes.	G. O. R. No. 531, Industries, Labour and Housing dated, 18-3-68.
53.	Barani Roadways (P) Ltd., Salem.	Whether the non-employment of 3 workers is justified and to what relief, they are entitled. To compute the relief, if any, awarded in terms of money if it can be so computed.	G. O. R. No. 6 2, Industries, Labour and Housing, dated 23-3-68.
Dharmapuri District			
54.	Mohan Brothers, K.R.M.S. Bus Service, Dharmapuri.	Whether the non-employment of Thiru M. Kumarasamy is justified, and if not to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G. O. R. No. 524, Industries, Labour and Housing, dated 27-3-68.

4 STATEMENT SHOWING THE LIST OF AWARDS OF THE INDUSTRIAL TRIBUNAL, MADRAS AND THE LABOUR COURTS PUBLISHED IN THE SUPPLEMENT TO PART II SECTION 1 OF THE FORT ST. GEORGE GAZETTE DURING THE MONTH OF MAY, 1968

Sl.No. 1	Name of the Establishment 2	Page No. and date of the *Gazette* 3	G O. No. and date 4
	INDUSTRIAL TRIBUNAL, MADRAS		
	Madras District:		
1	Part Town Co-operative Wholesale Stores Limited, Madras.	38–42 15–5–68	G. O. R. No. 977, I. L. & H. dated 29-4-68.
2	Besto & Company Private Ltd., Madras.	19–21 20–5–68	G. O. R. No. 1102 I. L. & H. dated 20-5-68.
3	Villiers Engines (Enfield) India Ltd., Madras.	23–24 29–5–68	G. O. R, No. 1122 I. L. & H. dated 21-5-68.
4	P. Orr and Sons (Private) Ltd., Madras.	37–38 15–5–68	G. O. R. No. 975, I. L. & H. dated 29-4-68.
	Chingleput District:		
5	Dunlop India Ltd., Ambattur Factory, Ambattur.	1–4 3–5–68	G. O. R. No. 458, I. L. & H. dated 9-3-68.
6	Dunlop India Ltd., Ambattur Factory, Ambattur.	32–37 15–5–68	G. O. R. No. 975, I. L. & H. dated 20-4-68.
7	K. C. P. Limited, Central Workshop, Tiruvottiyur.	14–15 22–5–68	G. O. R. No. 1050, I. L. & H. dated 9-5-68.
8	do	21–23 29–5–68	G O. R. No. 1116, I. L. & H. dated 21-5-68.
	Coimbatore District:		
9	Sree Padma Mills, Kalapatti.	24–25 1–5–68	G. O. R. No. 1644, I. L. & H. dated 24-4-68.
	North Arcot District		
10	V. Abdul Jabbar & Sons, Reda Mark Beedi Factory and 74 others in North Arcot Dist.	22 23 1–5–68	G. O. Ms. No. 1555, I. L. & H. dated 22-3-68

(1)	(2)	(3)	(4)
Salem District			
11	Seshasayee Paper & Board Limited, Pallipalayam, Cauvery R. S.	18—22 1—5—68	G. O. R. No. 862, I. L. & H. dated 22-4-68.
SPECIAL INDUSTRIAL TRIBUNAL, COIMBATORE			
Coimbatore District			
12	Asha Textile Limited, Tiruppur and 104 other mills	4—10 8—5—68	G. O. R. No. 1712, I. L. & H. dated 29-4-68.
13	Somasundaram Mills (Private) Ltd., Coimbatore.	16—17 22—5—68	G. O. R. No. 1941, I. L. & H. dated 9-5.68.
Tirunelveli District:			
14	South India Co-operative Spinning Mills Limited, Pettai.	25—26 1—5—68	G. O. R. No. 1655, I. L. & H. dated 23-4-68.
LABOUR COURT, MADRAS			
Madras District			
15	Thulasingam South Transport (Private) Ltd., Madras.	2—3 1—5—68	G. O. R. No. 843, I. L. & H. dated 20-4-68.
16	Lowji Dhai Tailoring Shop, Madras.	4 1—5—68	G. O. R. No. 844, I. L. & H. dated 20-4-68.
17	Lalu Mean Sahib & Sons, Madras.	5—6 1—5—68	G. O. R. No. 840, I. L. & H. dated 20-4-68.
18	Indian Cable & Wire Industries, Guindy, Madras.	11 15—5—68	G. O. R. No. 1002, I. L. & H. dated 2-5-68.
19	Hotel Imperial, Madras.	11—12 15—5—68	G. O. R. No. 1004, I. L. & H. dated 2-5-68.
20	Marshall Sons & Company (India) Ltd., Madras.	12 15—5—68	G. O. R. No. 100, I. L. & H. dated 2-5-68.
21	Madras Rubber Factory Ltd., Madras.	1—3 22—5—68	G. O. R. No. 1047, I. L. & H. dated 9-5-68.
22	Metal Box Company of India Ltd., Madras.	4—5 22—5—68	G. O. R. No. 1040, I. L. & H. dated 9-5-68.

(1)	(2)	(3)	(4)
23	P. Devarajooloo Naidu & Sons, Madras	5—6 22—5—68	G. O. R. No. 1051, I. L. &. H. dated 9-5-68.
24	Express Newspaper (Private) Ltd., Madras.	6—9 22—5—68	G. O. R. No. 1054, I. L. & H. dated 10-5-68.
25	Sugesan & Company (Private) Ltd.. Madras.	7—8 29—5—68	G. O. R. No. 1093, I. L. & H. dated 20-5-68.
26	Enfield India Limited, Madras.	9—10 29—5—68	G. O. R. No. 1100, I. L. & H. dated 20-5-68.
27	I. C. F Employees' Consumers Co-operative Stores Ltd., Madras.	12—13 29—5—68	G. O. R. No. 1105, I. L. & H. dated 20-5-68.
28	K. R. S. Canteen, Madras	12 29—5—68	G. O. R. No. 1106, I. L. & H. dated 20-5-68.
Chingleput District.			
29	Rural Bus Service, Kancheepuram.	34—4 22—5—68	G. O. R. No. 1048, I. L. & H. dated 9-5-68.
North Arcot District			
30	P. M. Meera Husain & Company, Tannery, Marakulam, Melvisharam Post.	1—2 1—5—68	G. O. R. No. 842, I. L. &. H. dated 20-4-68.
31	Service Industrial Works, Vellore.	10—12 22—5—68	G. O. R. No. 1059, I. L. & H. dated 10-5-68.
South Arcot District			
32	The Sivapuri Pugailai (Private) Ltd.,	8—9 29—5—68	G. O. R. No. 1094, I. L. & H. dated 20-5-68.
Thanjavur District:			
33	Gemini Press, Mayuram	10—11 29—5—68	G. O. R. No. 1103, I. L. & H. dated 20-5-68.
ADDITIONAL LABOUR COURT, MADRAS			
Madras District			
34	Pilmen Agents (Private) Ltd., & Pilmen Transports (Private) Ltd., Madras.	16—18 1—5—58	G. O. R. N. 847, I. L. & H. dated 20-4-68.

(1)	(2)	(3)	(4)
35	Rama Rao Polyclinic, Madras	12—13 22—5—68	G. O R. No. 1055, I. L. & H. dated 10-5-68.
36	City Dyeing & Printing Company, Madras.	13—15 29—5—68	G. O. R. No. 1089, I. L. & H. dated 20-5-68.
37	Plaza Talkies, Madras.	15 20—5—68	G. O. R. No. 1099, I. L & H. dated 20-5-68.
38	Radha & Company (Snuff Manufacturers), Madras.	15—16 29—5—68	G. O. R. No. 1101, I. L. & H. dated 20-5-68.
39	Messrs. Rane (Madras) Ltd., Madras.	20—22 15—5—68	G. O. R. No. 1105, I. L. & H. dated 2-5-68.
40	V. R. Sambasiva Iyer & Sons, Ambattur, Madras.	16—18 29—5—68	G. O. R. No. 1104, I. L. & H. dated 20-5-68
41	Brighton Talkies, Madras.	18 29—5—68	G. O. R. No. 1115, I. L. & H. dated 21-5-68

LABOUR COURT, MADURAI

Madurai District:

42	K. V. M. & Sons (Private) Ltd., Dindigul.	10 22—5—68	G. O. R. No. 1058, I. L. & H. dated 10-5-68.

Ramanathapuram District:

43	Sekar Litho Works, Sivakasi.	6—7 1—5—68	G. O. R. No. 858, I. L. & H. dated 20-4-68.

LABOUR COURT, COIMBATORE

Coimbatore District:

44	Ayigoundenpalayam Weaver's Co-operative Production & Sales Society Limited, Ayigounder palayam.	8—9 1—5—68	G. O. R. No. 864, I. L. & H. dated 22-4-68.
45	S. V. Products, Coimbatore.	9—10 1—5—68	G. O. R. No. 865, I. L. & H. dated 22-4-68.
46	City Transports Private Ltd., Coimbatore.	1—5 15—5—68	G. O. R. No. 900, I. L. & H. dated 30-4-68.

(1)	(2)	(3)	(4)
47	Vijaya Press, Coimbatore.	10—11 15—5—68	G. O. R. No. 995, I. L. & H. dated, 2-5-68.
48	Shunmuga Engineering Works, Coimbatore.	12—14 15—5—68	G. O. R. No. 1048, I. L. & H. dated 9-5-68.
49	Sri Balasubramania Mills Ltd., Coimbatore.	14—16 15—5—68	G. O. R. No. 1041, I. L. & H. dated 9-5-68.
50	Textool Company Ltd., Coimbatore.	17—20 15—5—68	G. O. R. No. 1042, I. L. & H. dated 9-5-68.
51	Lakshmi Mills Company Ltd., Palladam Branch, Cotton Unit, Palladam.	1—3 20—5—68	G. O. R. No. 1094, I. L. & H. dated 20-5-68.
52	Lakshmi Mills Company, Palladam Branch, Palladam.	4—7 29—5—68	G. O. R. No. 1091, I. L. & H. dated 20-5-68.

Nilgiris District:

53	Terramia Estate, Kullakamby Post, Nilgiris,	7—10 15—3—68	G. O. R. No. 994, I. L. & H. dated 2-5-68

Dharmapuri District

54	Pappireddipatti Panchayat Union Co-operative Stores, Pappireddipatti.	10—11 1—5—68	G. O. R. No. 866, I. L. & H. dated 22-4-68.

Salem District

55	Konganapuram Transport, Salem.	7—8 1—5—68	G. O. R. No. 863, I. L. & H. dated 22-4-68.
56	Sree Rajendra Mills Ltd., Salem.	11—15 1 5—68	G. O. R. No. 901, I. L. & H. dated 25-4-68.
57	Thiruchengode Transports (Private) Ltd., Thiruchengode.	15—16 1—5—68	G. O. R. No. 902, I. L. & H. dated 25-4-68.
58	Sivakamasundari Nilakadalai Shop, Salem.	5—7 15—5—68	G. O. R. No. 993, I. L. & H. dated 2-5-68.

ARBITRATION AWARD OF THIRU NAWAB SINGH, I. C. S.

Madras District

1	International Computer & Tabulators (India) Private Limited, Madras.	22—31 15—5—68	G. O. R. No. 971, I. L. & H. dated 29-4-68.

6. 1968-ம் ஆண்டு மே மாதத்தில், கதவடைப்பு மற்றும் வேலை நிறுத்தத்தின் காரணத்தைத் தவிர; இதர சந்தர்ப்பங்களினால் தமிழகத்திலுள்ள மூடப்பட்ட தொழிற்சாலை மற்றும் ஆலைகள் பற்றிய விவரம்.

வ. எண்.	நிறுவனத்தின் பெயரும் இருப்பிடமும்	தொழில்	பாதிக்கப்பட்ட தொழிளாலர் களின் எண்ணிக்கை	மூடுதல்		காரணம்	தொழிலாளி களுக்கு அளித்த நஷ்ட ஈட்டுத் தொகை
				ஆரம்பம்	முடிவு		
1.	அருணா மெஷின் டூல்ஸ், மதுரை.	36/350 (d)	30	11-5-68	—	தொழிலாளர் களின் வேலை நிறுத்தம்	—
2.	do	do	23	11-5-68	—	do	—
3.	P. M. பொன்னுசாமி அண்டு பிரதர்ஸ், 12-A, அகிம்ஸ்புரம், மதுரை.	23/231 (a)	இல்லை	23-4-68	—	கூட்டாளிகள் வியாபாரத்தை தொடர்ந்து நடத்த விரும்ப வில்லை	—
4.	K. P. M. மீனாக்ஷி ரைஸ் மில், ஊசிலம்பட்டி, மதுரை.	20/205 (b)	11	14-4-68	—	உரிமையாளர் மில்லை நடத்த விருப்பப்பட வில்லை	—
5.	மதுரை சுகர்ஸ் லிமிடெட், பாண்டிய ராஜபுரம்.	20/207 (a)	300	25-5-68	—	அறுவடை காலம் முடிவுற்றது	—
6.	மியா ஹாஜி இஸ்மாயில் ஸாகிப் அண்டு கோ,	—	—	—	—	—	—
7.	கோபால கிருஷ்ணா பனியன் கம்பெனி, திருப்பூர்.	பனியன்	20	20-11-67	—	பொருளாதார நெருக்கடி	—
8.	திருப்பூர் காட்டன் ஸ்பினிங் மில் லிமிடெட், திருப்பூர்.	நூற்பாலை	500	27-4-68	—	do	—
9.	யுனைடெட் பிளீச்சர்ஸ் லிமிடெட். மேட்டுபாளையம்.	துணி	186	19-4-68	1-5-68	do	—
10.	இராமகிருஷ்ணா மில், கோவை.	நூற்பாலை	882	9-5-68	—	do	—
11.	கீதாஞ்சலி மில்ஸ் லிமிடெட், சங்கரன் கோயில்.	நூற்பாலை	—	5-5-68	—	do	—
12.	தி இந்தியன் ஸ்டீல் ரோலிங் மில்ஸ் லிமிடெட், நாகப்பட்டிணம்	—	568	8-5-68	16-5-68	கச்சாபொருள் தேவை காரணமாக	—
13.	டால்மியா மெகனைசைட் கார்ப்பரேஷன்.	மெகனை சைட்	224	5-5-68	13- -68	—	—
14.	மதராஸ் மெட்டல் கேன் கம்பெனி.	மெட்டல்கேன்	14	25-5-68	—	பொருளாதார நெருக்கடி	—
15.	நேஷனல் இன்ஜினீரிங் கம்பெனி, அம்பத்தூர்.	இன்ஜினிரிங்	49	4-5-68	—	பொருளாதார நெருக்கடி	—

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
16.	தி கோயம்பத்தூர் முருகன் மில்ஸ் லிமிடெட், கோவை.	நூற்பாலை	932	1-5-68	—	do	—
17.	ஓம் பராசக்தி மில்ஸ் லிமிடெட், கோவை.	do	262	2-5-68	—	—	—
18.	திருப்பூர் காட்டன் ஸ்பின்னிங் வீவிங் மில்ஸ் லிமிடெட், திருப்பூர்.	do	350	3-5-68	—	—	—
19	தி கஸ்தூரி மில்ஸ் லிமிடெட், ஒண்டிபுத்தூர், கோவை.	do	382	23-4-68	—	—	—
20.	தி கிருஷ்ணவேணி நூற்பாலை, சிங்காநல்லூர்.	do	300	14-5-68	—	—	—

7. 1968-ம் ஆண்டு மே மாதத்தில் தமிழக தொழிலாளர் துறை அலுவலரால் பெறப்பட்ட, விசாரிக்கப்பட்ட, தீர்த்து வைக்கப்பட்ட புகார்களைப் பற்றிய விவரம்

தொழிலாளர் துறை அலுவலர்கள்	மாதத் துவக்கத்தில் முடிவாகாமலுள்ள புகார்களின் எண்ணிக்கை	பெறப்பட்ட புகார் மனுக்களின் எண்ணிக்கை: கூலிகளும் படிகளும்	போனஸ்	தனிப்பட்டவை	ஆட்குறைப்பு	வேலை நேரம் மற்றும் விடுப்பு வசதிகள்	மற்றவை	காரணம் தெரியாதவை	மொத்தம்	ஏற்கனவே நிலுவையிலுள்ள புகார் மனுக்களுடன் சேர்த்து விசாரித்து தீர்த்து வைக்கப்பட்ட புகார் மனுக்களின் எண்ணிக்கை	மாதக் கடைசியில் நிலுவையிலுள்ள முடிவாகாத புகார் மனுக்களின் எண்ணிக்கை
1	2	3	4	5	6	7	8	9	10	11	12
கோயமுத்தூர்-I ...	284	24	—	15	1	5	78	—	123	124	283
கோயமுத்தூர்-II ..	182	16	14	10	4	4	16	—	64	35	211
கோயமுத்தூர்-III ...	94	14	1	21	1	1	17	—	55	49	100
கூடலூர் ...	156	17	3	14	—	—	43	—	77	59	174
சென்னை-I ...	112	15	16	35	—	—	15	—	81	63	130
சென்னை-II ...	118	8	—	31	—	—	4	—	43	57	104
சென்னை-III ...	60	2	3	8	—	—	20	—	33	28	65
மதுரை-I ...	106	12	—	5	—	—	14	—	31	44	93
மதுரை-II ...	385	8	—	47	—	—	32	—	87	122	350
நாகர்கோயில் ...	49	4	—	8	—	—	10	—	22	18	53
சேலம் ...	78	20	4	43	3	6	12	—	88	32	54
திருச்சிராப்பள்ளி ...	88	1	—	15	—	—	—	5	21	16	93
திருநெல்வேலி ...	125	11	—	16	—	—	23	—	50	21	154
வேலூர் ...	103	12	2	9	—	—	3	—	26	27	102
மொத்தம் ...	1,940	164	43	277	9	16	287	5	801	745	1,996

8. தமிழக தொழில் துறை நிலையாணைச் சட்டம், 1946.

1968-ம் ஆண்டு மே மாதத்தில் தொழில்துறை நிலையாணைச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்ட விவரங்கள்:

1.	1-5-68 வரை நிலையாணைச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை	1,401
2.	நடப்பு மாதத்தில் நிலையாணைச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை ...	9
3.	மொத்தம்	1,410
4.	1968-ம் ஆண்டு மே மாதத்தில் ஏற்கனவே சான்று அளிக்கப்பட்டவைகளில் திருத்தம் ...	8

9. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

1968-ம் ஆண்டு மே மாதத்தில் அறிவிக்கப்பட்ட விபத்துக்களும், அளிக்கப்பட்ட நஷ்ட ஈட்டுத் தொகைபற்றிய விவரங்கள்:

	தொழிலதிபர்களால் தெரிவிக்கப்பட்ட விபத்துகளின் எண்ணிக்கை	நஷ்ட ஈட்டுத் தொகை
1. மரணம் ...	8	—
2. நிரந்தரமாக ஊனம் அடைந்தவர்கள்	—	ரூ. 1,01,282·50
3. தற்காலிகமாக ஊனம் அடைந்தவர்கள்	55	—
மொத்தம் ...	63	ரூ. 1,01,282·50

10. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

1968-ம் ஆண்டு மே மாதத்தில் வேலையாள் இழப்பீட்டுச் சட்டத்தின்கீழ் தாக்கல் செய்யப்பட்ட வழக்குகள், அதன் முடிவுகள் பற்றிய விவரம்:

வழக்கின் விவரம்	ஏற்கனவே முடிவாகாமல் உள்ளவை	பெற்றவைகளின் எண்ணிக்கை	மொத்தம்	தீர்வு கண்டவை	மீதம்
1. பிரிவு 10-ன் கீழ் விண்ணப்பம்:					
(அ) இறந்தவர்கள் குறித்து ...	128	5	133	13	120
(ஆ) ஊனமுற்றவர்கள் ...	136	3	139	13	126
1. நிரந்தரம்	—	—	—	—	—
2. தற்காலிகம்	2	—	2	—	2
2. பிரிவு 8 (1)ன் படி பணம் பாது காக்கப்படுபவை:					
(அ) இறந்தவர்கள் குறித்து ...	89	12	101	11	90
(ஆ) சட்டப்படி ஊனமுற்றவர்கள் எனத் தீர்மானிக்கப்பட்டவர்கள் ...	4	1	5	2	3
3. பிரிவு 8 (2)ன் படி பணம் பாது காக்கப்படுபவை ...	7	—	7	1	6
4. ஒப்பந்தங்கள் பற்றிய குறிப்பு:					
(1) நிரந்தர ஊனமுற்றவர்கள் ..	115	43	158	22	136
(2) தற்காலிகமாக ஊனமுற்றவர்கள்	5	3	8	—	8
5. பிரிவு 31-ன் கீழ் பணப் பிடித்தம்..	13	—	13	—	13
6. பிரிவு 12(2) ன் கீழ் உத்திரவாத விண்ணப்பங்கள் ...	10	1	11	—	11
மொத்தம் ...	509	68	577	62	515

1. கூலி கொடுப்புச் சட்டத்தின்கீழ் உள்ள வழக்குகள் :

1—5—68 வரை முடிவாகாமல் உள்ளவை	... 438
நடப்பு மாதத்தில் பெற்றவை	... 41
நடப்பு மாதத்தில் முடிவு பெற்றவை	... 44
31—5—6 வரை முடிவாகாமல் உள்ளவை	... 435

சென்னை கடை நிறுவனச் சட்டம், 1947

2 (அ): 1968-ம் ஆண்டு மே மாதத்தில் பிரிவு 41 மற்றும் 51ன் கீழ் (முடிவு செய்த விண்ணப்பங்களின் எண்ணிக்கை

1—5—68 வரை முடிவாகாமல் உள்ளவை	... 156
நடப்பு மாதத்தில் பெற்றவை ...	... 28
நடப்பு மாதத்தில் முடிவுற்றவை ...	... 31
31—5—68 வரை முடிவாகாமல் உள்ளவை	.. 153

12 (ஆ): பிரிவு 51ன் கீழ் பெற்ற விண்ணப்பங்கள் :

1—5—68 வரை முடிவாகாமல் உள்ளவை	... 5
நடப்பு மாதத்தில் பெற்றவை ...	... —
நடப்பு மாதத்தில் முடிவுற்றவை ...	... —
31—5—68 வரை முடிவாகாமல் உள்ளவை	... 5

12 (இ): சென்னை உணவு சிற்றுண்டி விடுதிகளின் சட்டம் 19 (2)ன் கீழ் விண்ணப்பங்கள் :

1—5—68 வரை முடிவாகாமல் உள்ளவை	... 41
நடப்பு மாதத்தில் பெற்றவை ...	... 21
நடப்பு மாதத்தில் முடிவுற்றவை ...	... 20
31—5—68 வரை முடிவாகாமல் உள்ளவை	... 41

13. (அ): 1968-ம் ஆண்டு ஏப்ரல் மாதத்தில் தொழிற்சங்க சட்டத்தின்கீழ் பதிவு செய்யப்பட்ட தொழிற்சங்கங்களின் விவரம்

வ.எண்.	ப. எண்	பதிவு செய்த நாள்	தொழில்	தொழிற்சங்கத்தின் பெயரும் முகவரியும்	குறிப்புகள்
1.	53/கோயமுத்தூர்	5-5-68	பொறியியல் தொழிற்சாலை	நேஷனல் பொறியியல் தொழிலாளர் சங்கம், இ. தே. தொ. ச. கட்டிடம், திருச்சி சாலை, இராமநாதபுரம், கோவை-18	ஒழுங்கு விதிமுறைகளை உறுதிப்படுத்துதல்
2.	54/ ,,	,,	பத்திரிகைகள்	தமிழ்நாடு பேப்பர் போர்டு மற்றும் பேப்பர் மில் ஒர்க்கர்ஸ் யூனியன், புங்கர், பவானி சாகர் போஸ்ட், கோவை.	,,
3.	55/கோவை	9-5-68	நூற்பாலைகள்	தமிழக மில் தொழிலாளர் சங்கம் 10/7, மால் மில் ரோடு, கோவை	,,
4.	56/கோவை	9-5-68	சிமண்ட்	அஸோஸியேட் சிமண்ட் கோ., நேஷனல் தொழிலாளர் யூனியன் (மதுக்கரை) 860, பெரிய கடைத் தெரு, கோவை.	,,
5.	57/கோவை	24-5-68	நூற்பாலைகள்	கோவை மாவட்ட பஞ்சாலை நிர்வாக ஊழியர்கள் முன்னேற்ற சங்கம், 14/47, தெப்பகுளம் தெரு, கோவை.	,,

(1)	(2)	(3)	(4)	(5)	(6)
6.	58/கோவை	24-5-68	நூற்பாலைகள்	கோவை மாவட்ட ஐக்கிய நூற்பாலைத் தொழிலாளர் சங்கம், 4, காமராஜர் தெரு, கோவை-15	ஒழுங்கு விதி முறைகளை உறுதிப்படுத்துதல்
7.	59/கோவை	,,	பாற்பண்ணை	கோவை கூட்டுறவு பால் வழங்கும் தொழிலாளர் சங்கம், 303, தடாகம் ரோடு, கோவை-3.	,,
8.	14/நீலகிரி	5 5-68	தோட்டங்கள்	நீலகிரி தோட்டத் தொழிலாளர் சங்கம், பழைய வைத்தியசாலை கூனூர்-2.	,,
9.	15/நீலகிரி	24-5-68	துப்புரவு	ஊட்டி நகராட்சித் தொழிலாளர் சங்கம், கடைதெரு, ஊட்டி.	,,
10.	46/சேலம்	5-5-68	,,	பொது துப்புரவு தொழிலாளர் சங்கம், சூரமங்களம் சேலம்-5.	,,
11.	46/சேலம்	5-5-68	நூற்பாலைகள்	தமிழ்நாடு பவர்லூம் ஒர்க்கர்ஸ் யூனியன், 35, பவுண்டு தெரு, இடப்பாடி, சேலம்.	,,
12.	47/சேலம்	24-5-68	சர்க்கரை ஆலை	சேலம் கூட்டுறவு சர்க்கரை தொழிலாளர் யூனியன், 30, சுப்பிரமணியபுரம், மோகனூர், சேலம்.	,,
13.	48/சேலம்	,,	ரசாயன பொருள்கள்	மேட்டூர் ரசாயன பொது காவலர் சங்கம், ரசாயன காலனி, மேட்டூர் (R.S.) சேலம் (Dist)	,,
14	51 செங்கை	14-5-68	பொறியியல்	சென்னை நேஷனல் பொறியியல் தொழிலாளர் யூனியன் தேரடி தெரு, பூவிருந்தவல்லி, சென்னை-56.	,,
15.	33/வ. ஆ.	31-5-68	நூற்பாலைகள்	சோளிங்கர் நெஷனல் நூற்பாலை தொழிலாளர் சங்கம், 9, காந்தி ரோடு, சோளிங்கர்.	,,
16.	10/தெ. ஆ.	31-5-68	பாற்பண்ணை	நெய்வேலி கூட்டுறவு பால்பண்ணை தொழிலாளர் முன்னேற்ற சங்கம் 47, மத்தள வீதி (4th சர்க்கிள்) நெய்வேலி-1.	,,
17.	20 தெ. ஆ.	,,	மின்சாரம்	தெ. ஆ. மாவட்ட மின்சார தொழிலாளர் சங்கம் 9, சுப்பராயன் தெரு, விழுப்புரம்.	,,
18.	159/சென்னை	7-5-68	சினிமா	சினிமா நடன சங்கம் 65/4, ஆற்காடு ரோடு, சென்னை-24.	,,
19	160/சென்னை	25-5-68	மரசாமான்கள்	குட்டி ப்ளஷ் ஸ்டோர்ஸ் மற்றும் மர சாமான்கள் தொழிலாளர் சங்கம் 27, விநாயக புரம், வட பழனி, சென்னை-26.	,,

(1)	(2)	(3)	(4)	(5)	(6)
20.	52/மதுரை	7-5-68	மின்சாரம்	மதுரை நகர மின்சார தொழிலாளர் சங்கம், மதுரை.	ஒழுங்கு விதிமுறைகளை உறுதிப்படுத்துதல்.
21.	55/திருச்சி	10-5-68	207 (எ) சர்க்கரை	தி புகலூர் சர்க்கரை தொழிலாளர் யூனியன், புகலூர்.	,,
22.	56 திருச்சி	17-5-68	23 நூற்பாலைகள்	திருச்சி மாவட்ட கூட்டுறவு நூற்பாலை தொழிலாளர் யூனியன், மலைக்கோவிலூர்.	,,
23.	57/திருச்சி	,,	,,	திருச்சி மாவட்ட கூட்டுறவு நூற்பாலை தேசிய தொழிலாளர் யூனியன், மலைக் கோவிலூர்.	,,
24.	30/இராமநாதபுரம்	17-5-68	9	திருப்பத்தூர் தாலுக்கா நிலமில்லாத குடியானவர் சங்கம், காரைக்குடி.	,,
25.	35/தஞ்சாவூர்	17-5-68	714 (பி) போக்குவரத்து	தஞ்சை மாவட்ட மத்திய கிடங்கு மூட்டை தூக்கும் தொழிலாளர் முன்னேற்ற சங்கம், மன்னார்குடி.	,,

13 (ஆ) நடப்பு மாதத்தில் இணைக்கப்பட்ட தொழிற் சங்கங்களின் விவரம் ... ... இல்லை

13 (இ) நடப்பு மாதத்தில் கலைக்கப்பட்ட தொழிற் சங்கங்களின் விவரம் ... ... இல்லை

13 (ஈ) நடப்பு மாதத்தில் பதிவு நீக்கம் செய்யப்பட்ட தொழிற் சங்கங்களின் விவரம் :—

எண்	ப. எண்	பதிவு நீக்கப்பட்ட தேதி	தொழில்	சங்கத்தின் பெயரும் விலாசமும்	குறிப்புகள்
1.	3817	10-5-68	போக்குவரத்து	கோவை நகர ஆட்டோ ரிக்ஷா டிரைவர் அசோசியேஷன், 52, தேவனுகபேட், கோவை.	
2.	3883	,,	ரொட்டி கடை	தாராபுரம் தாலுக்கா பேக்கிரி உரிமையாளர் சங்கம், 28, பூலவாடி ரோடு, தாராபுரம்.	
3.	3111	,,	உணவு விடுதி	தேசய்யா ஹோட்டல் தொழிலாளர் சங்கம், 59, பொச்சி மாரியம்மன் கோயில் தெரு, கோபி.	
4.	3478	29-5-68	போக்குவரத்து	கோவை லாரி புக்கிங் ஒர்க்கேர்ஸ் யூனியன், 10, K.K. பிளாக் நியூ மார்கட், கோவை.	

சுருக்கம்

1. 31-4-68 வரை பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள் 1,569
2. நடப்பு மாதத்தில் பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள் 25

மொத்தம் ... 1,594

3. நடப்பு மாதத்தில் இணைக்கப்பட்ட தொழிற் சங்கங்கள் ... ... இல்லை
4. நடப்பு மாதத்தில் கலைக்கப்பட்ட தொழிற் சங்கங்கள் ... ... இல்லை
5. நடப்பு மாதத்தில் பதிவு நீக்கம் செய்யப்பட்ட சங்கங்கள் 4
6. 31-5-68 வரை பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள் 1,590

14. 1968-ம் ஆண்டு மே மாதத்திய தொழிலாளர் துறை சட்டங்கள் அமுலாக்குதல் பற்றிய புள்ளி விவரங்கள்:

வ. எண்.	விவரங்கள்	தொழிற்சாலை சட்டம், 1948	கூலி கொடுப்புச் சட்டம், 1936	சென்னை பெறுகாலச் சட்டம், 1934	சென்னை கடை நிறுவனச் சட்டம், 1947	சென்னை உணவு விடுதிச் சட்டம், 1958	சென்னை பீடி தொழிற் சட்டம், 1958	குறைந்த அளவுக் கூலிச் சட்டம், 1948	சென்னை தேசிய பண்டிகை விடுமுறைச் சட்டம், 1958
1.	ஆய்வு செய்த நிறுவனங்களின் எண்ணிக்கை	959	2,841	350	34,794	3,422	450	1,113	2,940
2.	சட்ட விதிகளை மீறிய நிறுவனங்களின் எண்ணிக்கை ...	1,851	593	36	1,358	304	38	233	494
3.	எச்சரிக்கை செய்யப்பட்ட நிறுவனங்களின் எண்ணிக்கை ...	79	21	14	210	151	8	29	25
4.	வழக்கு தொடரப்பட்டவைகளின் எண்ணிக்கை	83	6	—	62	37	—	15	9
5.	தண்டனை அளிக்கப்பட்டவைகளின் எண்ணிக்கை	109	7	—	44	29	—	7	14
6.	அபராதம் விதிக்கப்பட்ட தொகை...	ரூ. 1,950	ரூ. 120	—	ரூ. 700	ரூ. 702	—	ரூ. 140	ரூ. 143

15 (அ) 1968-ம் ஆண்டு மே மாதத்திய தொழிற்சாலைகளின் எண்ணிக்கை விவரம்

மாவட்டம்	ஆரம்பத்தில்			பதிவு செய்தவை			நீக்கம்			மொத்தம்			மொத்தம்
	பிரிவு 2-எம் (i)	பிரிவு 2-எம் (ii)	பிரிவு 85ன் அறிவிக்கப்பட்ட தொழிற் சாலைகள்	பிரிவு 2-எம் (i)	பிரிவு 2-எம் (ii)	பிரிவு 85ன் அறிவிக்கப்பட்ட தொழிற் சாலைகள்	பிரிவு 2-எம் (i)	பிரிவு 2-எம் (ii)	பிரிவு 85ன் அறிவிக்கப்பட்ட தொழிற் சாலைகள்	பிரிவு 2-எம் (i)	பிரிவு 2-எம் (ii)	பிரிவு 85ன் அறிவிக்கப்பட்ட தொழிற் சாலைகள்	
1. வட ஆற்காடு ...	261	106	172	...	1	...	...	1	2	261	106	170	537
2. தென் ஆற்காடு ...	127	7	42	...	...	...	...	...	4	127	7	38	172
3. செங்கற்பட்டு ...	45?	18	54	5	...	...	...	...	...	458	18	54	530
4. கோயமுத்தூர் ...	1,166	8	68	14	...	...	2	...	...	1,178	8	68	1,254
5. கன்னியாகுமரி ...	79	9	19	...	...	...	1	...	...	78	9	19	106
6. சென்னை ...	864	25	92	7	...	...	6	...	...	865	25	92	982
7. மதுரை ...	476	27	41	2	1	...	5	...	...	473	28	41	542
8. நீலகிரி ...	134	...	3	...	...	...	1	...	...	133	...	3	136
9. இராமநாதபுரம் ...	279	74	139	3	...	...	1	...	1	281	74	138	493
10. சேலம் ...	680	4	144	16	...	...	1	...	...	695	4	144	843
11. தஞ்சாவூர் ...	318	10	174	...	...	...	...	...	1	318	10	173	501
12. திருச்சிராப்பள்ளி ...	303	8	165	1	...	...	1	...	...	303	8	165	476
13. திருநெல்வேலி ...	350	97	166	...	...	...	1	...	...	350	97	166	613
14. தர்மபுரி ...	23	1	7	...	...	...	...	...	...	23	1	7	31
மொத்தம் ...	5,513	394	1,286	50	2	...	19	1	8	5,544	395	1,278	7,217

15 (ஆ) 1968-ம் ஆண்டு மே மாதத்திற்குரிய தோட்டங்களின் எண்ணிக்கைப் பட்டியல்

வரிசை எண்	தோட்டங்களின் வகைகள்	இம்மாத ஆரம்பத்தில்			இம்மாதத்தில் புதியதாக பதிவுபெற்றவை			இம்மாதத்தில் நீக்கப்பெற்றவை			இம்மாத இறுதியில்		
		தோட்டங்களின் எண்ணிக்கை	தோட்டங்களின் பரப்பளவு (ஹெக்டேர்)	வேலையாட்களின் எண்ணிக்கை	தோட்டங்களின் எண்ணிக்கை	தோட்டங்களின் பரப்பளவு (ஹெக்டேர்)	வேலையாட்களின் எண்ணிக்கை	தோட்டங்களின் எண்ணிக்கை	தோட்டங்களின் பரப்பளவு (ஹெக்டேர்)	வேலையாட்களின் எண்ணிக்கை	தோட்டங்களின் எண்ணிக்கை	தோட்டங்களின் பரப்பளவு (ஹெக்டேர்)	வேலையாட்களின் எண்ணிக்கை
	1	2	3	4	5	6	7	8	9	10	11	12	13
1.	காப்பி	136	22,663·05	9,501	3	540.00	211	2	415	99	137	22,778.05	9,613
2.	தேயிலை	138	67,586·56	7,1610	1	1,527.42	787	3	1,527.42	787	136	67,586.56	71,610
3.	ரப்பர்	21	9,705·57	2,124	—	—	—	—	—	—	21	9,705.57	2,124
4.	சின்கோனா	2	9,406·00	1,253	—	—	—	—	—	—	2	9,406·00	1,253
5.	ஏலக்காய்	5	3,186·86	323	—	—	—	—	—	—	5	3,186·86	323
	மொத்தம் ...	302	1,12,548.04	84,811	4	2,067.42	998	5	1,942.42	886	301	1,12,673.04	84,923

16 (அ) 1968-ம் ஆண்டு மே மாதத்திய விபத்துகள் பற்றிய விவரம்

தொழில் இலக்கம்	தொழிலின் பெயர்	விபத்துக்களின் எண்ணிக்கை	
		இறந்தவர்கள்	மற்றவர்கள்
01	விவசாயம் சம்பந்தமான சாதனங்கள் ...	—	1
20	உணவு, பானங்களைத் தவிர	1	54
21	பானங்கள்	—	1
22	புகையிலை	—	—
23	துணி மற்றும் ஆடைகள்	—	301
24	காலணிகள்	—	—
25	மரம், மற்றும் கார்க், மேஜை, நாற்காலி போன்ற மரச் சாமான்கள்	—	3
26	மரச் சாமான்கள்	—	7
27	காகிதமும், காகிதத்தினுல் செய்யும் பொருள் களும்	—	6
28	அச்சுத் தொழில், வெளியிடுதல் மற்றும் அதன் சம்பந்தமான	—	13
29	தோல் மற்றும் தோலில் செய்யும் பொருட் கள் (காலணி தவிர)	1	11
30	ரப்பர் மற்றும் ரப்பரால் செய்யப்படும் பொருட்கள்	—	35
31	இரசாயனப் பொருட்கள்	—	97
32	கரி மற்றும் பெட்ரோலியமும் அதன் சம்பந்த மான பொருட்களும்	—	1
33	உலோகமல்லாத தாதுப் பொருட்கள் (அதன் சம்பந்தமான பொருள் தவிர) ...	—	60
34	அடிப்படை உலோகத் தொழில்	—	181
35	உலோகப் பொருட்கள் (இயந்திரம் மற்றும் போக்குவரவு சாதனம் தவிர)	—	41
36	இயந்திரம் (மின்சார இயந்திரம் தவிர) ...	—	341
37	மின்சார இயந்திரம், கருவிகள் மற்றும் அது சம்பந்தமான பொருட்கள்... ...	—	90
38	போக்குவரத்து சாதனங்கள்	—	535
39	பலதரப்பட்ட தொழில்கள்	1	45
51	மின்சாரம் மற்றும் நீராவி	—	17
52	தண்ணீர் மற்றும் சுகாதாரப்பணி	—	—
83	தனிப்பட்ட பணிகள் (லாண்டரி, சாயம் காய்ச்சுதல், சுத்தப்படுத்துதல்)	—	2
84	பொழுதுபோக்கு பணிகள் (சினிமா ஸ்டுடியோ)	—	—
	மொத்தம் ...	3	1,842

16 (ஆ) 1968-ம் ஆண்டு மே மாதத்தில் பருத்தி மற்றும் சணல் ஆலைகளில் ஏற்பட்ட விபத்துகள் விவரம்

தொழிலின் பெயர்	பெரியவர்கள்				இளைஞர்கள்				சிறியவர்கள்			
	ஆண்		பெண்		ஆண்		பெண்		சிறுவன்		சிறுமி	
	அ.	ஆ.	அ.	ஆ.	அ.	ஆ.	அ.	ஆ.	அ.	ஆ.	அ.	ஆ.
பருத்தி இயந்திரம் :												
1 ஆரம்பம் மற்றும் ப்ளோ ரூம் இயந்திரம் ...	—	8	—	—								
2 கார்ட் ரூம் இயந்திரம் ...	—	18	—	—								
3 ட்ராயிங் ப்ரேம்ஸ்	—	4	—	—								
4 ஸ்பீட் ப்ரேம்ஸ் ...	—	4	—	—			— இல்லை —					
5 நூற்கும் இயந்திரம்	—	78	—	1								
6 நெய்யும் இயந்திரம்	—	6	—	—								
7 முடிக்கும் இயந்திரம் ...	—	6	—	—								
8 ப்ளையிங் ஷட்டில்ஸ்	—	18	—	—								
9 இதர இயந்திரங்கள் ...	—	13	—	1								
10 இதர இயந்திர சம்பந்தப்படாத விபத்துகள் ...	—	143	—	1								
மொத்தம் ...	—	293	—	3								

சணல் இயந்திரம் — இல்லை

குறிப்பு : அ. இறந்தவர்கள்
ஆ. விபத்தால் இறக்காதவர்கள்.

ANNEXURE D

17. EXEMPTION TO THE FOLLOWING FACTORIES AND ESTABLISHMENTS FROM THE PROVISIONS OF THE ACTS AND RULES INDICATED BELOW WAS GRANTED DURING THE MONTH OF MAY, 1968

Sl. No.	Name of the Establishment	Section from which exempted	Duration of the exemption	Authority
	Madras Shops and Establishments Act, 1947			
1.	Prabhat Talkies, Madras.	From the provision of sections 13 (1), 14 and 15 of the Act.	From 25-4-68 to 27-4-68 (Both days inclusive) for conducting morning show.	Notification dated 20-4-68 of the Deputy Commissioner of Labour, Madras.
	Star Talkies, Madras.	do	25-4-68 and 26-4-68.	do
2.	Baby Talkies, Tiruvarur.	do	From 19-4-68 to 21-4-68 (Both days inclusive) for conducting extra shows after 1-30 a.m.	Notification dated 26-4-68 of the Deputy Commissioner of Labour, Madurai.
	Devi Talkies, Srirangam.	do	On 26-4-68 and 27-4-68 for conducting extra shows after 1-30 a.m.	do
3.	Kalpana Theatre, Madurai.	From the provision of sections 13 (1), 14 and 15 of the Act.	For conducting special show on 12-5-68 after 2 a.m.	Notification dated 10-5-68 of the Deputy Commissioner of Labour, Madurai.

(1)	(2)	(3)	(4)	(5)
4.	Bhuvaneswari Talkies, Gudiyatham, N. A. District.	From the provision of sections 13 (1), 14 and 15 (1) of the Act.	13th May to 14th May (Both days inclusive.)	
	Jayalakshmi Talkies, Gudiyatham, North Arcot District.	From the provisions of sections 13 (1), 14 and 15 (1) of the Act.	13th May 68 to 14th May 68 (Both days inclusive.)	Notification dated 7-5-68 of the Deputy Commissioner of Labour, Madras.
	Lakshmi Talkies, Gudiyatham, North Arcot District.	do	do	do
5.	All Shops and Establishments situated in Madurai Municipality.	From the provisions of sections 7 (1), 11 (1) and 13 (1) of the Act.	For a period of 16 days from 1st May 1968 to 16th May 1968 (both days inclusive.)	Notification dated 7-5-68 of the Deputy Commissioner of Labour, Madurai.
	Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958			
6.	All Beedi Industrial Premises in the State.	From the provisions of sections 18, 21, 26, 27 and 31 of the Act.	For a further period of six months from 30-11-67.	G.O. Ms. No. 841, Industries, Labour and Housing (Lab.) dated 4-3-68.
	Minimum Wages Act, 1948			
7.	Certain Classes of employees in Plantain Estates.	From the provisions of sections 13 and 14 of the Act.	For a further period from 10-10-67 to 10-1-1968.	G.O. Ms. No. 1093, Industries, Labour and Housing (Lab.) dated 18-3-68.

18. 1968-ம் ஆண்டு மே மாதத்திற்கான பஞ்சு, நூல் ஆகியவைகளின், தொகுத்த விலைப் பட்டியல்

பஞ்சு		100 கிலோ கட்டு
அமெரிக்கன்	...	ரூ. 520 / 590
கம்போடியா	...	ரூ. 380 / 450
கருங்கண்ணி	...	ரூ. 350 / 380
நூல்		**4·5 கிலோ கட்டு**
10-நெம்பர்	...	ரூ. 21·00
20-நெம்பர்	...	ரூ. 27·50
40-நெம்பர்	...	ரூ. 36·50
60-நெம்பர் (இந்தியன் கோம்ப்டு)		ரூ. 55·00
80-நெம்பர் (எகிப்தியன் கார்டட்)		ரூ. 82·50
100-நெம்பர்	...	ரூ. 99·00

19. COST OF LIVING INDEX NUMBERS* APPLICABLE TO EMPLOYEES IN EMPLOYMENTS SCHEDULED UNDER THE MINIMUM WAGES ACT, 1948 (CENTRAL ACT XI OF 1948) IN MADRAS CITY AND DIFFERENT MOFFUSIL URBAN CENTRES FOR THE MONTH OF MAY, 1968 AS ASCERTAINED AND DECLARED BY THE DIRECTOR OF STATISTICS UNDER SECTION 2 (d) OF THE ACT.

S. No.	Centre	Food	Fuel and Lighting	Clothing	House Rent	Miscellaneous	Cost of Living Index
1	2	3	4	5	6	7	8
1.	Madras City ...	754.3	850.6	537.5	480.4	653.2	696.5 (a)
				(Base : Year ended June 1936 : 100)			
2.	Cuddalore ...	732.0	948.0	490.0	464.0	912.0	714.0
3.	Tiruchirapall ...	730.0	693.0	616.0	405.0	555.0	657.0
4.	Madurai ...	733.0	617.0	603.0	414.0	540.0	639.0
5.	Coimbatore ...	763.0	760.0	776.0	629.0	437.0	726.0
					(Base : August 1939 : 100)		
		Food	Housing	Clothing	Miscellaneous	Cost of Living Index	
6.	Nagercoil	858	612	847	432	756	

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

COMPARATIVE STATEMENT OF THE COST OF LIVING INDEX NUMBERS FOR THE MONTH OF MAY, 1968

S. No.	Zone	Centre	Cost of living Index number for the months of		Variation
			April 1968	May 1968	
			Base Year ended June 1936—100)		
1.	Madras City and Chingleput Districts	... Madras City	703·1	696·5 [a]	(—) 6·6
2.	North Arcot and South Arcot Districts	... Cuddalore	719·0	714·0	(—) 5
3.	Tiruchirapalli and Tanjore Districts	... Tiruchirapalli	657·0	657·0	—
4.	Madurai, Ramanathapuram and Tirunelveli Districts	... Madurai	641·0	639·0	(—) 2
5.	Coimbatore and Salem Districts ...	... Coimbatore	731·0	726·0	(—) 5
				(Bast August 1939 : 100)	
6.	Kanyakumari District	... Nagercoil	757·0	756·0	(—) 1

MADRAS DISTRICT

The cost of living index number for working classes in Madras City for the month of May, 1968 declained by seven points to 696.

The index for the foodgroup receded by thirteen points to 754 due mainly to lower prices of dhall, meat, coconut, chillies, tamarind and gingelly oil.

The index for the fuel and lighting group advanced by two point to 851 due mainly to a rise in the price of Kerosene Oil.

The index for the miscellaneous group increased by four points to 653 due to higher price betel leaves.

The group index numbers in respect of clothing and house-rent remained unaltered at 538 and 480 points respectively.

Group	Weight proportional to the total expenditure	GROUP INDEX NUMBER	
		April, 1968	May, 1968
Food	58.23	766.8	754.3
Fuel and Lighting ...	8.42	848.9	850.6
Clothing	6.10	538.1	537.5
House rent	14.57	480.4	480.4
Miscellaneous ...	12.68	649.2	653.2
Total ...	100.00		
Cost of Living Index Number		703.1	696.5 [a]

[a]: 696.46 to two decimal places.

CUDDALORE

The cost of living index number for Cuddalore declined by five points to 714.

The index for the food group fell by nine points to 732 due to lower prices, of dhall, garlic, groundnut oil, gingelly oil, ghee and jaggery.

The index for the fuel and lighting group advanced by ten points to 948 due to an increase in the price of Kerosene Oil.

The group index numbers in respect of clothing, house-rent and miscellaneous remained unaltered at 490, 464 and 912 points respectively.

TIRUCHIRAPALLI

The cost of living index number for Tiruchirapalli advanced slightly from 656.6 to 656.8.

The index for the food group rose by one point to 730 due mainly to an increase in the price of vegetables and Coffee seeds.

The index for the miscellaneous group advanced by two points to 555 due to an increase in the price of beedies.

The group index numbers in respect of fuel and lighting, clothing, and house-rent remained stationary at 693, 616 and 405 points respectively.

MADURAI

The cost of living index number for Madurai declined by two points to 639.

The index for the food group fell by three points to 733 due mainly to lower prices of coconut, tamarind, gingelly oil and ghee.

The group index numbers in respect fuel and lighting, clothing, house-rent and miscellaneous remained unchanged at 617, 603, 414 and 540 points respectively.

COIMBATORE

The cost of living index number for Coimbatore receded by five points to 726.

The index for the food group declined by eight points to 763 due mainly to lower prices of dhall, chillies and coconut oil.

The index for the fuel and lighting group advanced by one point to 760 due to an increase in the price of Kerosene Oil.

The group index numbers in respect of clothing, house-rent and miscellaneous remained unaltered at 776, 629 and 437 points respectively.

(Base: August 1939 = 100)

NAGERCOIL

The cost of living index number for Nagercoil fell by one point to 756.

The index for the food group declined by four points to 858 due to a fall in the prices of tapioca, pulses, vegetables, coconut oil and coconut.

The index for the miscellaneous group advanced by four points to 432 due to an increase in the prices of betel leaves and tobacco.

The group index numbers in respect of housing and clothing remained unchanged at 612 and 847 points respectively.

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

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

(Base : 1949=100)

Year/Month		General Index	Food Index
1951	...	105	104
1956	...	105	105
1961	...	126	126
1962	...	130	130
1963	...	134	135
1964	...	152	155
1965	...	166	172
1966	...	184	190
1967	...	209	222
1967	April	202	213
	May	206	218
	June	211	225
	July	213	228
	August	215	230
	September	214	230
	October	217	234
	November	216	232
	December	214	228
1968	January	220	236
	February	217	232
	March	213	226
	April	214	226

20 (a) MONTHLY PRESS REPORT FOR THE MONTH OF MAY, 1968

The employees' State Insurance Scheme applies to 31 Centres in Madras Region and provides protection to 3,04,194 industrial workers in the event of Employment Injury, Sickness and Maternity. This protection is made available in two ways viz., provision of cash benefits and by providing medical benefit when needed. There are 54 offices of the Corporation in the Region for disbursement of cash benefits.

During the month of May, '68, 2,139 persons received Rs. 1,44,319·73 by way of cash benefit due to employment injury. This includes 370 insured persons who are in receipt of pension for permanent disablement benefit and also 172 dependants of deceased insured persons.

In May, '68, 2,391 accidents were reported. Comparatively few persons needed the employment injury benefits but fairly large number needed cash benefits in the event of sickness.

54,205 sickness benefit claims were received and an amount of Rs. 10,97,550·83 was paid as sickness benefit involving abstention for 3,12,304 days.

140 insured women claimed maternity benefit and were paid Rs. 52,454·90 in the month of May '68.

For recovery of arrears of contributions under the Scheme, legal proceedings had to be initiated in 22 cases against defaulting employers for Rs. 44,919.67.

20 (b) EMPLOYEES' STATE INSURANCE SCHEME, MEDICAL BENEFITS FOR THE MONTH OF MAY, 1968

Sl.No.	Particulars	May, 1968
1.	Total number of Attendance : New ... 86,777, Old ... 3,22,246	4,09,023
2.	No. of Medical Certificates issued	1,16,495
3.	No. of Domiciliary visits made	362
4.	No. of Injections administered	1,47,314
5.	No. of X-Ray examinations	1,820
6.	No. of Laboratory examinations	5,401
7.	No. of Specialist Investigations	5,543
8.	No. of persons admitted to Hospitals	2,269
9.	Bed days occupied during the month	14,717
	ADDITIONAL DATA FOR PANEL SYSTEM :	
1.	No. of Attendance New ... 15,776, Old ... 30,867	46,643
	DIAGNOSTIC CENTRES	—
2.	No. of prescriptions issued	15,886
3.	Payment made to :—	
	1. Chemists	—
	2. Insurance Medical Practitioners	Rs. 2,164.50

21. EMPLOYMENT EXCHANGE STATISTICS FOR THE MONTH OF MAY, 1968

Sl. No.	Districts	No. of Applicants: Registered during the month	No. of Applicants: Placed in Employment during the month	No. of Applicants: Remained on Live Register at the end of the month	No. of employers using Employment Exchanges during the month	No. of vacancies notified during the month
1	2	3	4	5	6	7
1.	North Arcot	2,480	215	16,383	119	388
2.	South Arcot	2,018	145	14,916	102	239
3.	Chingleput	2,909	318	31,049	89	759
4.	Coimbatore	3,073	133	17,206	148	339
5.	Dharmapuri at Krishnagiri	3,002	46	8,029	36	697
6.	Kanyakumari	1,093	35	18,876	40	91
7.	Madras	6,185	689	41,837	218	1,041
8.	Madurai	3,595	455	21,594	105	572
9.	Nilgiris	391	101	5,500	19	180
10.	Ramanathapuram	2,160	77	12,204	89	121
11.	Salem	1,914	126	13,207	86	183
12.	Thanjavur	2,291	232	18,533	151	433
13.	Tiruchirapalli	3,059	120	20,986	108	634
14.	Tirunelveli	1,940	136	14,528	105	180
	Total for May '68	36,110	2,828	2,54,848	1,415	5,857
	Total for April '68	35,399	2,675	2,41,801	1,123	3,765
	Total for May '67	34,611	2,690	2,27,799	1,319	7,491
	Average for 1967	26,748	3,740	2,29,107	1,231	5,242

The above figures exclude statistics relating to work performed in respect of physically Handicapped applicants which is given below.

Sl. No.	Districts	Registered during the month	Placed in Employment during the month	Remained on Live Register at the end of the month	No. of employers using Employment Exchanges during the month	No. of vacancies notified during the month
1.	Special Employment Office for Physically Handicapped applicants, Madras					
	May 1968	68	18	618	21	6
	April 1968	39	15	601	30	4
	May 1967	22	11	777	7	5

PAYMENT OF BONUS ACT

THE COMMISSIONER OF LABOUR HAS GRANTED EXTENSION OF TIME TO THE FOLLOWING ESTABLISHMENTS UNDER THE PROVISO TO SECTION 19 OF THE PAYMENT OF BONUS ACT, 1965

Sl. No.	Name of the Establishment	Further Period Upto
1.	South Arcot Co-operative Central Bank Society Limited, Cuddalore	31-5-1968

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