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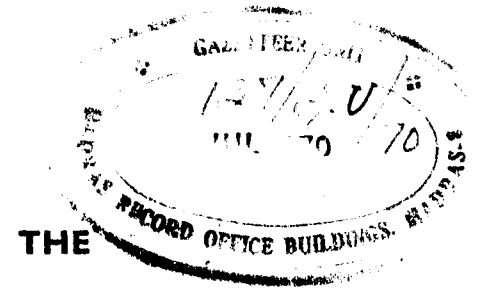
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MADRAS LABOUR GAZETTE

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SPECIAL ARTICLE

LABOUR WELFARE - CONCEPT, MEANING AND SCOPE

(M. K. Joshi *)

Labour Welfare occupies a place of significance in the industrial development and economy. A happy and contented work-force is an asset for the industrial prosperity of any nation. The need for improving the working conditions of labour—force both from social stand-point and in terms of productive efficiency, is being increasingly realized, and recognised by all developing nations throughout the civilized world. Basically, labour welfare includes such facilities, amenities and services, as would help in creating healthy and congenial environment and conditions of work, as well as for the recreation of the industrial—force.

2. The Royal Commission on Labour in India (1931) stated that labour welfare has a somewhat different interpretation in different countries, depending upon different social customs, the degree of industrialisation and the level of educational development of the worker. The key role played by workers in the developmental plans of the country has all along been recognised by the National leadership. The working and living conditions of industrial workers in India were such which required the immediate attention and relief and accordingly the Five Year Plans have placed appropriate emphasis on the welfare of the workmen all through in their letter and spirit. The First Five Year Plan, while defining the policy on Labour and Industrial Relations, under the caption "Working Conditions" emphasised:

"On the welfare side, it is recognised that the primary responsibility in the matter of education and health of workers is that of the State. The employers should assist in making up deficiencies in the provisions of education, health and other social needs of workers, to such an extent as is possible".

"Not much progress has been made with regard to the study of problems of industrial health. The State is to take initiative in this respect, but for any useful results to be secured, the co-operation of employers and workers is essential".

* Labour Commissioner and Deputy Secretary to Government, of Rajasthan Jaipur.

3. It further went to state that "side by side, the trade unions should be asked to increase the scope of their work by devoting more time to welfare and cultural activities, specially in organising and running consumer's co-operative and credit societies. The employers on their part could help such activities by providing facilities, such as accommodation, clerical help, loans etc.

4. The Second Five Year Plan went a step further and required constitution of welfare funds, for extending welfare measures to industrial workers. It stated as follows:—

"As Welfare Fund similar to the Coal and Mica Mines Welfare Funds should be instituted for the manganese industries. Where a Fund is to be instituted on the basis of a Welfare Cess, such a Cess should be levied by the Central Government, unless the industry is located altogether within the borders of one State. In which case, the State Government can take such action, as may be needed. The provision of welfare facilities is the responsibility of an individual employer and as far as possible, these activities should be run with the assistance of local committees, on which workers are represented. In the case of small establishments, facilities may be provided jointly. The establishment of an adequate number of welfare centres is necessary, so as to make provision of adequate arrangements for the training of welfare personnel on different levels".

5. Under the Third Five Year Plan, the policy with regard to welfare was further elucidated, in the following words:—

"Under various laws, a comprehensive Code has been developed to ensure satisfactory working conditions, safety of persons and the provisions of variety of facilities to promote the welfare of the workers. The improvement of working conditions can result in greater productive efficiency on the part of the workers. Every effort should be made to keep abreast of the modern developments in these and various other aspects, relating to human factor in industry. Towards this end, the activities of the Central Labour Institute and the Regional Labour Institutes should be developed, to provide a comprehensive service to industry through training, education and research".

6. It further went on to state that "Welfare Funds have been constituted for financing welfare measures for workers in the coal and mica mining industries. They are meeting their real needs. Similar funds are proposed to be created for workers in the manganese and iron ore mines".

7. The importance of providing labour welfare in under developed countries like India, is well recognised. India was embarked upon a vast programme of industrialization. The need for labour welfare is all the more important, in the context of growing industrial complex in the country. The present industrial system is full of industrial vices. It has harmful effects on the life of the workers and interferes with their normal well-being and legitimate perspective in the social life. The labour in India is still ill-fed, under-nourished, ill-housed and works for long hours under nerve-

racking and unhealthy conditions. He still lives in dark, dingy, dismal, gloomy, unhealthy and congested environment and leads a sickly life. His is a life not only unknown to fortune and fame but unaware of joy and beauty.

8. Impersonal relationship is inherent in modern factory working. A worker is still treated as commodity. Although he works with a pair of hands, he all the same possesses a personality behind these pair of hands. The Third Five Year Plan emphasizes that every effort has to be made to keep abreast of the modern development of the various aspects of the life of a worker and the worker has to be given humane treatment, in the course of his working inside the place of work.

9. Labour Welfare, therefore, is the concomitant necessity of the industrial development of the country. It is needed—(i) to counteract the baneful effects of large-scale industrial system of production, on the personality, family and social life of a worker; (ii) to improve the health, happiness and efficiency of the worker; (iii) to adjust the working life of a worker and his family, with the community and society around.

10. The I. L. O. in one of its publications has defined the term "Labour Welfare" as services, facilities and amenities, as may be established in or in the vicinity of undertakings, to enable the persons employed therein, to perform their work in healthy and congenial surroundings. This has been further elucidated in the I. L. O. Recommendation (102), concerning welfare facilities for workers, adopted at the 30th Session of the International Labour Conference, held in June, 1956. It includes, inter alia,

- (i) feeding facilities;
- (ii) rest and recreational facilities and
- (iii) transportation to and from the work-place, where ordinary public transport is inadequate or impracticable".

11. The term "Labour Welfare" is a comprehensive term and has a very wide scope. Whatever activity would conduce the well being of the worker and his family is included in the term "Labour Welfare". The test of a welfare activity is that it removes any hinderance, physical or mental, of the worker and restores to him the peace and joy of living.

12. The following are the items of labour welfare, which are catered or looked after, while extending welfare measures for the industrial workforce:

- (a) Education-Literacy-primary, technical and adult education.
- (b) Industrial Housing—Housing by Government, by employers and by labour through co-operative societies.
- (c) Health and hygiene—Maternity and child welfare, creches dispensaries, hospitals, convalescence homes, safety and health programmes.

- (d) Financial and superannuation schemes - Co-operative credit societies. Co-operative stores and cheap grain shops, pension, provident funds, old age schemes and unemployment benefits and sickness insurance schemes.
- (e) Utilisation of leisure—Recreational facilities—open air games and indoor games, sports and clubs, cinema shows, wrestling and gymnasium, dramatic performances and music parties, bhajan mandals, excursion and tours, reading rooms and libraries, radios, lectures, social gatherings and workers' clubs, etc.
- (f) Working conditions—Proper ventilation, temperature, lighting, humidification, canteens, drinking water facilities, rest rooms, dining sheds, baths, latrines, cleanliness, medical aid and accident—prevention devices, etc.

13. The following are some of the underlying principles and basic objects of recreation, for proper utilisation of the leisure of working-force:

- (i) All participation by workers in recreational facilities should be without any compulsion. It should be an urge from within than a force from without.
- (ii) Deep interest should be created and maintained in the performance of a particular thing than in the final results thereof.
- (iii) It should bring direct and immediate satisfaction to the individuals, who hanker for an opportunity for healthy development and fruitful expression and the individuals should find relaxation and pleasure from such activities.

14. Labour Welfare thus embraces a multiplicity of activities, such as, Education, Sports, Housing, Sanitation, Health, Recreation, Working Conditions, Unemployment Insurance, Provident Fund etc. It includes welfare activities, both inside and outside the work-place. Such activities, are being organised and extended by (i) Central Government (ii) State Governments (iii) Employers or their organizations (iv) Worker's organisation and (v) by Central Government through the statutory welfare Funds.

15. The Directive Principles of State Policy under Part IV of the Constitution of India, serve as guiding principles, in making laws and are fundamental in the governance of the country, although they cannot be enforced in any Court nor is there any remedy provided in case of an infringement in respect of Articles 37 to 51 of this Part. This view was taken by the Supreme Court in AIR (1951) SC 228 and later on, by the Calcutta High Court in AIR 1963 CAL 565.

16. Articles 38, 39, 42, 43 and 47 are relevant, so far as provisions relating to welfare of the people are concerned. Article 38 enjoins that "State shall strive to promote the welfare of the people, by securing and protecting as effectively as it may a social order, in which justice—social, economic and political shall inform all the institutions of the national life".

Article 39, provides that "the State shall, in particular, direct its policy towards securing —

- (a) .
- (b) that, the ownership and control of the material resources of the community are so distributed as best to subserve the common good;
- (c) that, the operation of the economic system does not result in the concentration of wealth and means of production to the common detriment;
- (d)
- (e) that, the health and strength of workers—men and women—and the tender age of children are not abused and that the citizens are not forced by economic necessity to enter vocations unsuited to their age or strength".

Article 42 provides that "State shall make provisions for securing just and humane conditions of work and for maternity relief".

Article 43 states that "the State shall endeavour to secure, by suitable legislation or economic organisation or in any other way to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work, ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities....."

Article 47 provides that "the State shall regard the raising of the level of nutrition and the standard of living of its people and the improvement of public health as among its primary duties and in particular, the State shall endeavour to bring about prohibition of the consumption except for medicinal purposes of intoxicating drinks and of drugs, which are injurious to health".

17. The State in the pursuit of its goal of a Welfare State and in consonance with the directive principles of the State policy has undertaken measures to incorporate provisions under various statutes, which particularly deal with the Working Conditions, Safety, Health and Welfare of workmen, whether they are employed in a Factory or a Workshop or over Mine or in the Plantation or at the Port and Dock or may be employed in a Motor Transport Undertaking or in a shop or a commercial establishment etc. etc. The Statutory provisions are not uniform in all these laws but take care of welfare of the workmen according to the nature and size of the establishment and the complement of labour employed therein.

18. The Welfare activities can be conveniently divided into two broad heads (i) the statutory welfare activities and (ii) the non-statutory welfare activities.

(A) STATUTORY WELFARE ACTIVITIES

19. The statutory welfare activities are covered by provisions of law, which prescribe minimum working conditions and welfare measures for different categories of workmen, employed in different industries and under different circumstances. Provisions relating to Working Conditions, Safety and Health take care of welfare measures inside the work-place. The Factories Act, 1948, the Mines Act, 1952, the Plantations Act, 1951, the Dock Workers (Regulation of Employment) Act, 1948, the Indian Dock Labourers Act, 1934, the Motor Transport Workers' Act 1985, the Shops and Commercial Establishments Act of different States, all provide for different welfare measures, which an employer is required to extend to his workmen and for which penal provisions have been made, in the event of contravention or lapses on the part of the employer.

20. Besides the statutory provisions under certain substantive laws, which regulate the working conditions and welfare of the workmen in industries, the Central Government has also enacted legislation and have constituted labour welfare funds in certain mining operations. The following are some of these Acts which regulate labour welfare for special categories of workmen, employed in the mines :—

1. The Mica Mines Labour Welfare Fund Act, 1946.
2. Coal Mines Labour Welfare Fund Act, 1947.
3. The Iron Ore Labour Welfare Cess Act, 1951.
4. The Iron Ore Mines Labour Welfare Cess Act, 1961.

21. Separate welfare funds have also been constituted for specified services, like Posts and Telegraphs, the Ports Dock Yards, Railways etc. A few State Governments have also enacted their own welfare legislation for regulating labour e.g. (1) The Assam Tea Plantations Employee Welfare Fund, 1959; (2) The Bombay Labour Welfare Fund Act, 1953. (3) The U.P. Sugar and Power Alcohol Industries Labour Welfare & Development Fund Act, 1950.

22. The Government of Rajasthan has also prepared a Bill, on the line of Maharashtra Government, for regulating labour welfare in the State.

(B.) NON-STATUTORY WELFARE ACTIVITIES

23. Besides the statutory provisions under certain laws, non-statutory measures are also under way in providing welfare to the industrial labour force. This is being done by Governments (Central and State), employer and trade unions.

24. In recognition of the need for labour welfare a provision of Rs. 4,46 lakhs was made for labour and Labour welfare programmes in the Third Five Year Plan. The activities carried out on the welfare centres, run by Government are varied and manifold. Chiefly, such activities cater for the utilisation of leisure by extending recreational facilities. Such activities include indoor and outdoor games, sports and clubs, cinema shows and dramatic performances, music performances and Bhajan Mandals, wrestling and

gymnasium, reading rooms and library facilities, lantern lectures and radios, excursions and tours, social gatherings and workers clubs and adult education.

25. Welfare to women and child labour is also extended on these centres, by organising special activities, to inculcate interest in this section of the workers, in the welfare activities. This includes besides, literacy in the form of adult education and child education activities, tailoring, cooking and music classes.

26. Welfare as such is not circumscribed to the utilisation of leisure only, but includes as defined by I.L.O., "the services, facilities and amenities as may be established in or in the vicinity of undertakings, to enable the persons employed therein, to perform their work in healthy and congenial surroundings". This aspect of welfare includes besides recreation, welfare in the form of housing and education also.

HOUSING

27. The importance of improving the health and housing conditions of industrial workers was stressed as early as 1919 by the Indian Industrial Commission, which had suggested the compulsory acquisition of land by local Governments, on behalf of the employers for providing housing facilities to workers. In the terms of the recommendations of Royal Commission on Labour in India in 1931, an amendment in the Land Acquisition Act, 1841 was made in 1938 to improve the housing conditions of industrial workers. The amendment enabled the Company to take land compulsorily, for the purpose of constructing dwelling houses for its workers or for providing amenities directly connected with this purpose. Later on, the Bombay Textile Labour Enquiry Committee, the Kanpur Labour Enquiry Committee, the Bihar Labour Enquiry Committee, pointed out in their reports the deplorable housing conditions in most of the industrial centres and made a number of recommendations, for affecting improvements in them. The Labour Investigation Committee (REGE Committee) suggested that the State Government should provide the necessary finances for housing, while recurring expenses should be borne by the parties concerned. The committee further recommended the setting up of Statutory Boards on a tripartite basis for dealing with industrial housing policy on related terms.

28. In 1945, the Housing Survey and Development Committee (BHORE Committee) stressed the need for a long term policy for the satisfactory solution of the housing problem. The problem was also discussed in the 7th meeting of the Standing Labour Committee held in August, 1945 and an Industrial Housing Sub-Committee was appointed with the representatives of the Central and State Governments as members. The report of the Sub-Committee was discussed in the 9th meeting of the Standing Labour Committee in July, 1946 and the Standards of housing formulated therein were jointly approved. A Housing Scheme was prepared in 1946 on the recommendations of Housing Sub-Committee, appointed by the Standing Labour Committee in 1945. Unfortunately, the scheme could not get success. In 1952, subsidised Industrial Housing Scheme was formulated, where the Central Government agreed to pay a subsidy of 20 per cent of the cost of building including the cost of land and the balance was to be paid by the employers. As the response from the employers was not every encouraging, the Government of India prepared a new Subsidised Industrial

Housing Scheme through the agency of State Governments, Housing Boards and Co-operative Societies by means of subsidies and loans on easy terms. The Central Government convened an All-India Tripartite Conference on Housing in August, 1952, where this scheme was approved. It is in connection with this scheme that the housing programmes are being undertaken by the Central and the State Governments for industrial workers in the country.

29. Housing is generally covered now under the Subsidised Industrial Housing Scheme, which provided for houses to industrial workers, at the instance of the Government, by employers and through co-operatives of labour. Under this scheme, loans and subsidies are given to States Governments employers and labour co-operatives for increasing the tempo of better housing in the already congested industrial areas.

30. The housing programme, which had its beginning in the First Five Year Plan was directed mainly towards housing for industrial workers and low income groups. This programme was considerably expanded during the Second Five Year Plan with the introduction of schemes of slum clearance and slum improvement, plantation labour housing, village housing and land acquisition and development. The Table A below gives the anticipated expenditure during the Second Plan on Industrial Housing vis-a-vis other schemes included under the general housing programme.

TABLE A

Anticipated Scheme in the Second Plan			Anticipated expenditure	Revised outlay
			Rs. Crores	Rs. Crores
1.	Subsidised Industrial Housing	...	24.2	25
2.	Slum clearance	...	9.9	—
3.	Low income groups housing	...	37.8	—
4.	Village Housing	...	3.7	—
5.	Middle income group Housing in Union Territories	...	0.3	—
6.	Plantation Labour Housing	...	0.1	—
7.	Lowest Housing Schemes	...	1.2	—
8.	Land Acquisition and Development	...	2.0	—
9.	Town Planning	...	1.0	—
Total			80.2	25

The percentage of provision on Industrial Housing against to total plan outlay was 28.8.

31. Besides the housing schemes mentioned above, a few other schemes designed to benefit schedule caste, schedule tribes and backward classes in rural areas, handloom weavers, displaced persons etc. were also undertaken. The Housing Programme for workers in the coal and mica industries was taken up under the labour welfare funds, provided for these industries.

32. For housing and urban development programmes, the Third Five Year Plan provides Rs. 142 crores, as against the revised outlay of Rs. 84 crores provided for Second Five Year Plan. In addition, the Life Insurance Corporation provided funds for housing in the neighbourhood of Rs. 60 crores. Table 'B' and 'C' below give the outlay and targets in the Third Five Year Plan.

TABLE B

Schemes		Outlay (Rs. in crores)
1.	Subsidised Industrial Housing Scheme ...	29.8
2.	Labour Housing ...	2.0
3.	Slum clearance, slum improvement and construction of houses in Union territories ...	28.6
4.	Low Income Group Housing ...	35.2
5.	Middle Income group housing in Union territories ...	2.5
6.	Village Housing ...	12.7
7.	Plantation Labour Housing ...	0.7
8.	Land Acquisition and Development ...	9.5
9.	Provision for research and statistics ...	1.2
Total		122.0

Note: The above are the schemes undertaken by Ministries of Works Housing and Supply, Government of India.

Other Schemes		Outlay (Rs. crores)
1. State Housing Scheme ...	...	2.8
2. Town Planning including preparation of Muster Plans ...	...	5.4
3. Urban Development Scheme ...	...	12.3
Total ...		20.0
Grand Total of All Schemes ...		142.0

The Industrial Housing was given due recognition under Third Plan, but the provision made was 22.7 per cent, as against 23.8 per cent, during the Second Plan.

TABLE C

Targets

Scheme	Number of houses tenements
1. Industrial Housing Scheme ...	73,000
2. Low Income Group Housing ...	75,000
3. Slum Clearance ...	1,00,000
4. Village Housing ...	1,25,000
Total ...	3,73,000

Of the total housing programme during the plan, Industrial Housing was of the order of 19.6 per cent.

33. Besides the above Housing Programme, the Coal and Mica Mines Labour Welfare Funds have made provisions under the Third Five Year Plan, for construction of 60,000 houses at an estimated cost of Rs. 14 crores. The Ministries of Railway, Commerce and Industries Communication and others had a programme of 3 lakh houses for their employees, at an approximate cost of Rs. 200 crores.

34. In the private sector, the net-investment on housing and other private construction was reckoned at 900 crores in the first plan and Rs. 1,000 crores in the Second Plan. In the Third Plan, the estimate is placed at Rs. 1,125 crores.

35. In the Fourth Five Year Plan, a sum of Rs. 207 crores is expected to be provided for housing from Government funds.

36. According to the statistics readily available during the first two plans, the amount of money disbursed by the Centre to the States was Rs. 94.36 crores and by the Life Insurance Corporation Rs. 17.14 crores. The total number of houses constructed during this period was about 1,95,500. In the Third Five Year Plan, the actual expenditure on housing from Government funds is likely to be about Rs. 20 crores i.e. about 73% of the total plan outlay and 100% in the case of L. I. C. funds.

37. Besides the Subsidised Industrial Housing of the Government of India, some of the States also have their Independent legislation, regulating industrial housing. The following legislation relating to Industrial Housing are in force in the States given below :—

1. Bombay ... The Bombay Housing Board Act, 1948.
2. Madhya Pradesh ... The Madhya Pradesh Housing Act, 1950.
3. Mysore ... The Mysore Housing Board Act, 1962.
4. Andhra Pradesh ... The Hyderabad Labour Housing Act, 1952.
5. Uttar Pradesh ... The U. P. Industrial Housing Act, 1955.
6. Punjab ... The Punjab Industrial Housing Act, 1956.

EDUCATION

38. The spread of literacy among the workers is an indispensable pre-condition for the success of various developmental programmes that are being undertaken by Government, under the Five Year Plans. The programme of workers' education, which the Government has undertaken through a semi-autonomous board, is being run with the co-operation of Employers' and Workers' organisations. The scheme is being run by the Workers' Education Board, set up by the Central Government. There are 30 Regional Centres and 43 sub-Regional Centres working in the country to impart education to the industrial workers.

39. The Indian Labour Conference at its meeting held on 11th and 12th July, 1957, endorsed the following recommendation on Workers' Education contained in the Report of the Team of Experts with some modifications. The Conference endorsed 12 recommendations. The important recommendations, are reproduced below :—

Recommendation No. 1-A Central Board having semi-autonomous authority, should be established comprising representatives from trade unions, employers, Government (including Ministries of Labour and Education) and educational institutions.

Its primary functions should be to:—

- (a) Lay down policy;
- (b) Administer the programmes, allocate funds, inspect, co-ordinate, audit accounts, etc.
- (c) Arrange for the provision of educational materials;
- (d) Establish standards for teachers and programmes;
- (e) Encourage the establishment of active educational developments within the national unions and federation; and
- (f) Otherwise stimulate and promote the development of workers' education.

Recommendation No. 6—A series of programmes should be organised in existing educational institutions, at local union level, community centres, places of employment, or at labour colleges and schools that may be established to provide instruction in:—

- (a) Trade union consciousness;
- (b) The purposes, functions and administration of trade unions;
- (c) The conduct of union-management relations and knowledge of the industry; and
- (d) The development of a mature individual and his role as citizen.

Recommendation No. 7—Instruction should be provided for the programmes as follows:—

- (a) Single-session conference;
- (b) Part-time classes;
- (c) Full-time courses from one week to three months or of a longer duration when required; and
- (d) Such other methods as may be found desirable.

Full attention should be paid to the techniques of instruction such as informal discussion, role-playing, field work, seminars, lectures, films, correspondence courses etc.

Recommendation No. 12—Consideration should be given to those matters which might provide a more favourable climate to accomplish the goals of workers' education by—

- (a) Instituting measures calculated to bring about a strong trade union movement;
- (b) Providing courses in labour—management relations in educational institutions;

- (c) Meeting the great need for the Government to set the example as an ideal employer to the worker and / or trade unions engaged in the public sector;
- (d) Encouraging a wage policy that provides for wage and / or incentive bonus adjustments as productivity rises; and
- (e) Undertaking a study of legislation at the Central and State levels with the objective of strengthening and co-ordinating all legislation affecting the trade union movement.

40. The programme is three phased. It trains teachers, who in turn educate the worker teachers and the worker teachers train rank and file, through unit level classes. The programme includes useful subjects under syllabus of teaching. Besides teaching in trade union philosophy, technique and methods, rudimentary knowledge of labour laws and the rights and privileges, which such laws guarantee to the working classes, is also given. The underlying idea in spreading education amongst workers is to equip them for responsible jobs, to make them good citizens of the country, respecting the democratic institutions to which the country is embedded and to create leadership from within, to take control of future trade union movement, which at present is in the hands of outsiders, who control the movement according to the ideologies, manifestos and philosophies of the political parties, to which they are affiliated.

41. Outside trade unionists are not in favour of the Workers' Education Scheme, as, in their opinion, it is likely to indoctrinate workers and to drift them from the ideologies preached by such political parties, which organise trade union movement, as part of their political programme. But the experience of workers trained in those institutions, is much different than the utterances of the political leaders, (who are also trade unionists), as they have found these techniques much useful to develop their personality and to acquaint themselves for shouldering the heavy responsibilities, which the movement expects from them, for future leadership in the trade union field.

42. Welfare is not the duty of the Government alone. It is equally the duty of the employer and also of labour organisations, who are custodians of the interest of the workers through the trade organisation, which collect membership fees from their subscribed members. The employers generally extend welfare facilities, such as, canteens, creches, pit-head baths in mines etc. which are statutory obligations under the various Labour Laws. With the extension of Employees' State Insurance Scheme, medical aid is no longer the responsibility of the employer. A few progressive employers, notwithstanding the statutory obligations have been extending welfare amenities to their workers and also organise welfare activities, for utilisation of the leisure of their workmen. Labour welfare by employers has not remained very purposeful, since the State has started extending welfare measures on account of its goal of welfare State, as part of its duty under the Directive Principles of State Policy, under the Constitution of India.

43. Very few workers' organisations have undertaken welfare work for their members. The one example, which can conveniently be quoted is of the Textile Labour Association, Ahmedabad. The Association has organised a number of social and welfare activities for the benefit of its members. It has one Allopathic and two Ayurvedic dispensaries and a Maternity Home.

The Association also organises a number of educational, social and cultural activities, by extending facilities of reading rooms, libraries and even mobile libraries. Schools are also run by this Association and vocational training classes are also organised by the Association. The Association also awards scholarships to students from workers' communities.

CONCLUSIONS AND RECOMMENDATIONS

44. On the labour welfare front, the facilities extended to industrial labour are predominantly by the Central and the State Governments. The employers, after Government extended welfare activities through the Government Labour Welfare Centres and with the extension of the Employees' State Insurance Scheme, have gradually withdrawn the welfare activities, or are not in a mood to extend such activities to their workmen. A few progressive employers who had undertaken these activities before Government stepped in, are continuing them, but such activities have been rather static and have not been maximised, in lieu of the growing need for labour welfare under large scale industrialization in the country. The workers' organisations excepting few, are also not attending seriously to the welfare of their members and their families. The voluntary organisations have still not given thought to work in the labour welfare field, although such organisations have been playing a valuable role, in organising social welfare to certain sections of the community.

45. A variety of welfare services have developed during the recent years, through financial aid given by the Central and the State Governments in divergent spheres of the communities at large. They express the concern of the community for the welfare of its many vulnerable sections and emphasise the value of welfare in the national development. Welfare services have been directed, in particular, towards sections of the community, which need special care and protection. In the interest of future development, it will be desirable to have a net work of social welfare activities for different sections of the community, specially for those who are under-privileged and who were sufferers at the hands of high-ups in the society so far, on account of the down-trodden and socially backward status. The welfare services in this perspective instead of being merely institutional shall have to be community and family-oriented.

46. It is essential that the various agencies of Governments, both at the Centre and in the States should achieve a larger measure of co-ordination among themselves in organising welfare activities. This is bound to avoid unnecessary duplication and overlapping of activities, expenditure and administrative control. Today, in the name of welfare, isolated independent programmes are being organised by different agencies, which cater for the special needs of particular communities, in a variety of ways.

47. The social welfare programmes generally include, amongst others, the social defence, social and moral hygiene and after-care services and other welfare programmes. There is much in common in many of these programmes, which, if organised on an integrated basis, can render valuable composite service to the community at large, instead of isolated programmes for different sections of the country. The integration should be not communitywise but areawise, where the benefit of such programme could go without distinction of caste, community, creed, religion, status, sex or class. The community development programmes, the socio-economic programmes

chiefly for women, urban welfare projects, backward social welfare programmes and the labour welfare programmes are all facets of the welfare of the community and are designed to extend welfare to various sections of the community, in a variety of ways and manners.

48. The need of the hour is that all such programmes are integrated and uniform programmes duly co-ordinated under single administration are extended to the community as a whole, to achieve the vouchsafed objective of "Welfare State" in its true perspective. The diverse programmes organised today are responsible for class-distinction and class-rivalry. Besides, it is proving a drain on Government exchequer, as similar programmes are being organised by different agencies with a body of organisers with differing skills and education. The cost of organising these different activities through different agencies is also responsible for a large scale enormous expenditure, which can conveniently be harnessed by proper co-ordination, intergration and synthesis of manifold programmes and activities.

49. The Labour Welfare and recreational activities, it is hoped, will help the workers in developing their personality and would equip them to become worthy citizens of the society.

(Source:—Indian Labour Journal, October, '68)

INDUSTRIAL SAFETY

FATAL ACCIDENT DUE TO COLLAPSE OF A JIB CRANE

In a tank assembly shop in the main shed of a heavy vehicles factory having about 8 jib cranes of 1 ton capacity each, a jib crane moving radially was being used for moving the parts to be welded. When a worker was moving an axle arm from one position to another by means of the jib crane, the entire structure of the crane came off its support and the end of the structure with the hoist motor housing fell on his head. The worker being near to a manipulator pit, fell into it 6 feet deep and received such serious injuries that he died on way to the hospital.

The following preventive measures should be taken for these types of cranes.

1. Crane and its fixtures should be periodically thoroughly examined.
2. Crane should be supported by the stanchion cross member at the bottom wall bracket.
3. The top pivotal shaft should be sufficiently long so that the arm cannot get easily dislodged from its seating.
4. Replacement of lubricating oil should be done at periodic intervals.
5. The fatigued parts of crane should be replaced at proper time in consultation with the manufacturers.

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

DANGEROUS METHOD OF TESTING AIR CYLINDER

Compressed air is sometimes used to test components, either for strength or leakage. Operators using compressed air as a testing medium rarely appreciate the loads which can be applied by quite low pressures acting on relatively large surface areas.

A firm manufacturing air cylinders and pistons has a standard test procedure for checking whether leakage occurred past the pistons. This consisted of fitting two steel bars across the open end of a cylinder, and then introducing compressed air to the underside of the piston. The piston was held in the cylinder by the bars and soapy water was then applied to the outside to see whether air leakage was taking place. Normally, the bars were drilled and bolted to the cylinder flange, and since the pistons were fitted with cup seals which become more effective under high pressure, it was the practice to use a low air pressure for testing.

The operator decided, for some unknown reason, to use undrilled bars for retaining the piston under test in its cylinder. To hold the bars in position across the end of the cylinder he used four $\frac{3}{4}$ in. diameter bolts—two for each bar—entered into tapped holes in the cylinder flange in such a way that each bar was trapped beneath one side of each of two bolt heads. Quite

apart from this hazardous method of fixing, the bolts used were only $\frac{1}{2}$ in. longer than the thickness of the bars, so that they penetrated only this distance into the tapped holes in the cylinder flange. As the piston was 14 in. in diameter, when the operator admitted compressed air at 10 lb. per sq. in. to the underside of the piston, a thrust of 1,540 lb. was applied to the two bars and the fixing bolts. Despite the fact that they were entered to a depth of only $\frac{1}{2}$ in., and that the thrust was being applied to the undersides of their heads on one side only, the arrangement held. However, the operator then decided to increase the air pressure and leaned over the cylinder to achieve this. When the pressure reached 70 lb. per sq. in., giving a thrust on the piston of 10,780 lb. One of the bolts failed due to bending and a portion of a bar was sheared. This released the piston which was blown out of the cylinder and into the operator's face. He suffered facial injuries and, later, lost his right eye.

Since this accident the firm have modified their testing procedure so that pistons must be properly secured in their cylinders. A further safeguard would be to connect a reducing valve in the air supply system to limit the pressure to 10 lb. per sq. in.

FAILURE OF OVERWIND TRIP ON CHAIN BLOCK

An electrically-operated chain block was being used in a skip to a charging platform 9 ft. above floor level. It was, apparently, normal practice, in this factory, for the operator to allow the load to rise until the overwind trip operated and switched off the power, thus saving himself the trouble of using the appropriate control button to stop the load at the correct height. One occasion, when the chain block was being operated in this way, the overwind trip failed and the bottom link in the load chain parted and the loaded skip weighing 1½ cwt. fell on the operator's leg. His leg was broken and severely lacerated.

It is very bad practice to use an overwind trip device as a means of stopping a load. In this case, however, there was also a design weakness in the overwind trip device. The device consisted of a trip arm, centrally pivoted, which, when struck by the overhauling weight of the chain block, opened the contacts of an electrical switch. The switch was operated through the spindle of the trip arm and spindle being connected by means of a small split spring tube which passed through the arm and entered a shallow drilled hole in the spindle. Failure of the device occurred when the spring tube worked out of the hole, allowing the trip arm to rotate freely on the spindle. Although the overhauling weight struck and rotated the arm, the spindle remained stationary, with the result that the switch contacts remained closed. The chain block overwound, breaking the chain and dropping the load.

In the design of the important components of lifting machinery, on which the safety of persons depends, it is essential that the best and safest known practice is adopted. In this case the assembly has been redesigned so that a solid pin, welded to the trip arm, locates in a keyway in the spindle, and a circlip is used to locate the arm axially. Modified trip arms and spindles can be fitted to chain blocks already in use or, alternatively, they can be modified by drilling through the arm and spindle and driving in a taper pin to lock them together.

தொழிலாளர் பற்றிய செய்திகள்

1968 அக்டோபர் மாதத்திய தொழில் உறவு

1968-ம் ஆண்டு அக்டோபர் மாதத்தில் 18 நூற்பு ஆலைகளில் வேலை நிறுத்தம் ஏற்பட்டது. இதில் 10 நூற்பு ஆலைகளில் வேலை நிறுத்தத்தைத் தொடர்ந்து கதவடைப்பு செய்யப்பட்டது. 5 நூற்பு ஆலைகளில் கதவடைப்பு மட்டும் ஏற்பட்டது. இந்த 18 வேலை நிறுத்தங்களில் 15 வேலை நிறுத்தங்கள் முந்தைய மாத இறுதியில் இருந்து தொடர்ந்து வருகின்றன. இதர தொழில் நிறுவனங்களில் 28 வேலை நிறுத்தங்கள் நடைபெற்றன. இதில் 4 தொழில் நிறுவனங்களில் வேலை நிறுத்தத்தைத் தொடர்ந்து கதவடைப்பு செய்யப்பட்டது. 2 தொழில் நிறுவனங்களில் கதவடைப்பு மட்டும் ஏற்பட்டது. நூற்பு ஆலைகளில் வேலை நிறுத்தம் மற்றும் கதவடைப்பு காரணமாக பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 13,714. இதர தொழில் நிறுவனங்களில் பாதிக்கப்பட்டவர்களின் எண்ணிக்கை 10,049. (மாதவரம் ரிச்சோல்டு கெமிகல்ஸ் லிமிடெட் நிறுவனத்தில் நடைபெற்ற வேலை நிறுத்தத்தினால் பாதிக்கப்பட்ட தொழிலாளர் தவிர.) நூற்பு ஆலைகள் மூடப்பட்டதின் காரணமாக இழக்கப்பட்ட மனித நாள் எண்ணிக்கை 1,59,369 ஆகும். இதர தொழில் நிறுவனங்களில் வேலை நிறுத்தம் மற்றும் கதவடைப்பு காரணமாக இழக்கப்பட்ட மனிதநாள் எண்ணிக்கை 1,13,404 ஆகும். (மாதவரம் ரிச்சோல்டு கெமிகல்ஸ் (பிரைவேட்) லிமிடெட், நிறுவனம் மூடப்பட்டதின் காரணமாக இழக்கப்பட்ட மனிதநாள் தவிர) ஆகும். 1968-ம் ஆண்டு அக்டோபர் மாதத்தில் ஏற்பட்ட வேலை நிறுத்தம் மற்றும் கதவடைப்பு பற்றிய விரிவான விபரங்கள் புள்ளிவிவர அறிக்கை 5-ல் அளிக்கப்பட்டுள்ளது.

மத்திய அரசு ஆதிக்கத்தில் உள்ளவை

சென்னை பிராந்திய தொழிலாளர் துறை ஆணையாளர் (மத்திய) கீழ்க்கண்ட தொழிற் தகராறுகளில் ஒப்பந்தம் செய்து வைத்தார்.

சென்னை ஸ்டீல்வொர்க்ஸ் அசோசியேஷன், ஸ்டீல்வொர்க்ஸ் அசோசியேஷன் மற்றும் சென்னை துறைமுக தொழிலாளர் காங்கிரஸ் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) சென்னை துறைமுக தொழிலாளர் முன்னேற்ற சங்கம் (தனியானது) இவற்றிடையே முறைப்படி தற்காலிக தொழிலாளர்களுக்கு வேலையளிப்பது பற்றிய தகராறு.

சென்னை துறைமுக தொழிலாளர் வாரியம்/ஸ்டீல்வொர்க்ஸ் அசோசியேஷன் மற்றும் சென்னை துறைமுகத் தொழிலாளர் காங்கிரஸ் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) சென்னைத் துறைமுக தொழிலாளர் முன்னேற்ற சங்கம் (தனியானது) இவற்றிடையே, சரிபார்க்கும் எழுத்தர்களுக்கு பிரிமியம் அளிக்கப்படாமைப் பற்றிய தொழிற் தகராறு.

டால்மியாபுரம், டால்மியா சிமெண்ட் (பாரத்) லிமிடெட், மற்றும் டால்மியா சிமெண்ட் தேசிய தொழிலாளர் சங்கம் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) இவற்றிடையே ஊக்குவிக்கும் சம்பளத் திருந்து பங்கு அளிப்பது பற்றிய தகராறு.

சென்னை முதல் வட்ட தொழிலாளர் துறை உதவி ஆணையாளர் (மத்திய) கீழ்க்கண்ட தொழிற் தகராறுகளில் சமரசம் செய்து வைத்தார்.

சென்னை சூபி ஜெனரல் இன்ஷூரன்ஸ் கம்பெனி லிமிடெட், மற்றும் ஜெனரல் இன்ஷூரன்ஸ் தொழிலாளர்கள் சங்கம் இவற்றிடையே சம்பளம், கிராக்கிப்படி முதலியவற்றில் மாற்றம் செய்வது குறித்து ஏற்பட்ட தொழிற் தகராறு.

சென்னைத் துறைமுகத் தொழிலாளர் வாரியம்/சென்னை ஸ்டீல்வொர்க்ஸ் அசோசியேஷன் மற்றும் சென்னைத் துறைமுகத் தொழிலாளர் சங்கம் (அகில இந்திய தொழிற் சங்க காங்கிரஸ்) மற்றும் சென்னைத் துறைமுகத் தொழிலாளர் காங்கிரஸ் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) இவற்றிடையே நேரம் குறிக்கப்பட்ட வேலைக்கு (Time rated work) தனி கணக்கு ஏற்படுத்துவது மற்றும் கதவு திறக்கப்படும் நேரம் மற்றும் மூடப்படும் நேரம் (opening and closing of Factory) இவை குறித்து ஏற்பட்ட தொழிற் தகராறு.

சென்னை இரண்டாவது வட்ட தொழிலாளர் துறை உதவி ஆணையாளர் (மத்திய) கீழ்க்கண்ட தொழிற் தகராறுகளில் சமரசம் செய்து வைத்தார்.

துலுக்கப்பட்டி, மெட்ராஸ் சிமெண்ட்ஸ் லிமிடெட் மற்றும் துலுக்கப்பட்டி மெட்ராஸ் சிமெண்ட்ஸ் திராவிட தொழிலாளர் முன்னேற்ற சங்கம் (தனியானது) இவற்றிடையே மணவாரி இயந்திரம் இயக்குபவரான திரு வி. சுப்பையா என்பவரை கீழ் வேலைக்கு திருப்புவது பற்றிய தொழிற் தகராறு.

டால்மியாபுரம், டால்மியா சிமெண்ட் (பாரத்) லிமிடெட், மற்றும் டால்மியா சிமெண்ட் தேசிய தொழிலாளர் சங்கம் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) இவற்றிடையே வேலைப்பளு பற்றிய தொழிற் தகராறு.

சேலம் மாக்னசைட் (பிரைவேட்) லிமிடெட், மற்றும் சேலம் மாவட்ட மாக்னசைட் லேபர் யூனியன் (அகில இந்திய தொழிற்சங்க காங்கிரஸ் இடதுசாரி), மாக்னசைட் வர்க்கர்ஸ் யூனியன் (அகில இந்திய தொழிற்சங்க காங்கிரஸ் வலதுசாரி) சேலம் மாக்னசைட் எம்ப்ளாய்ஸ் யூனியன் (அகில இந்திய தொழிற்சங்க காங்கிரஸ்) இவற்றிடையே 31-12-1967 உடன் முடியும் வருடத்திற்கு போனஸ் அளிப்பது பற்றிய தொழிற் தகராறு.

மேட்டூர் கெமிகல் அண்டு இண்டஸ்ட்ரியல் கார்ப்பொரேஷன் லிமிடெட் மற்றும் புதுபுளியம்பட்டி மேட்டூர் கெமிகல் அண்டு இண்டஸ்ட்ரியல் கார்ப்பொரேஷன் லிமிடெட், சுண்ணாம்புக்கல் சுரங்கத் தொழிலாளர் சங்கம் (அகில இந்திய தொழிற் சங்க காங்கிரஸ்) இவற்றிடையே 31-8-68 உடன் முடியும் வருடத்திற்கான போனஸ் அளிப்பது பற்றிய தொழிற் தகராறு.

சென்னை பின்னி அண்டு கம்பெனி காண்டிராக்டர்களான திரு எம். ஜே. சேவியர் மற்றும் டி. கோவிந்தசாமி மற்றும் சென்னைத் துறைமுகத் தொழிலாளர் காங்கிரஸ் (இந்திய தேசிய தொழிற்சங்க காங்கிரஸ்) இவர்களுக்கிடையே 1964ல் இருந்து 1968 வரை உள்ள ஆண்டுகளுக்கு போனஸ் அளிப்பது பற்றிய தொழிற் தகராறு.

சென்னைத் துறைமுக காண்டிராக்டர் திரு சி. கே. பாலசுப்பிரமணியம் மற்றும் திரு ஜே. என். ஜம்புலிங்க முதலியார் அண்டு சன்ஸ் மற்றும் சென்னைத் துறைமுகத் தொழிலாளர் சங்கம் (அகில இந்திய தொழிற் சங்க காங்கிரஸ்) இவர்களுக்கிடையே கிராக்கிப்படி, இடைக்கால நிவாரணம் முதலியவை அளிப்பது பற்றிய தொழிற் தகராறு.

சென்னை முதல் வட்ட தொழிலாளர் துறை உதவி ஆணையாளர் கீழ்க்கண்ட தொழிற் தகராறுகளில், சமரச முயற்சி தோல்வி அடைந்ததைக் குறித்து அரசுக்கு அறிக்கை அனுப்பியுள்ளார்.

பெங்களூர் கானரா பாங்க் லிமிடெட் மற்றும் கானரா பாங்கு எம்ப்ளாய்ஸ் யூனியன் (அகில இந்திய பாங்கு தொழிலாளர் சங்கம்) இவற்றிற்கிடையே தொழிலாளர்களின்மேல் ஒழுங்கு நடவடிக்கை எடுப்பது பற்றிய அறிக்கையை திரும்பப் பெறுவது பற்றிய தொழிற் தகராறு.

சென்னை ஸ்டேட் பாங்க் ஆப் பிளாஸ்டிக்ஸ் அண்டு ஜெயப்பூர் மற்றும் சென்னை ஸ்டேட் பாங்க் ஆப் பிளாஸ்டிக்ஸ் அண்டு ஜெயப்பூர் எம்ப்ளாய்ஸ் அசோசியேஷன் (அகில இந்திய பாங்கு தொழிலாளர் சங்கம்) இவற்றிற்கிடையே பாதுகாப்பாளரான திரு ஏ. நடராஜன் என்பவரை வேலையில் இருந்து நீக்கியது பற்றிய தொழிற் தகராறு.

தொழிற் தகராறு பற்றிய விவரம்:

1. இந்த மாத ஆரம்பத்தில் முடிவாகாமல் இருந்தவை ...	20
2. இந்த மாதத்தில் பெற்றவை ...	24
3. இம் மாதத்தில் முடிவு செய்தவை ...	27
4. இம் மாதத்தில் அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்கள் ..	6
5. உருவாகிய அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்கள் ...	—
6. வேலை நிறுத்தங்களின் எண்ணிக்கை ...	3
7. கதவடைப்புகளின் எண்ணிக்கை ...	—
8. நிலையாணைச் சான்றிதழ்கள் ...	—
9. இம்மாத இறுதியில் நிலுவையிலுள்ள தொழிற் தகராறுகள் ...	17

தமிழக அரசு ஆதிக்கத்தில் உள்ளவை

1968-ம் ஆண்டு அக்டோபர் மாதத்தில் தொழிலாளர் துறை சமரச அதிகாரிகள் 777 தொழில் தகராறுகளை விசாரித்து முடிவு செய்தனர். இதில் 228 மனுக்கள் சம்பந்தமாக 1947-ம் ஆண்டு தொழில் தகராறுகள் சட்டம் பிரிவு 12 (3)ன் கீழ் ஒப்பந்தங்கள் ஏற்பட்டன.

1968-ம் ஆண்டு அக்டோபர் மாதத்தில் தமிழக அரசால் 28 தொழிற் தகராறுகள் சென்னை தொழில் வழக்கு தீர்ப்பு மன்றத்திற்கு அனுப்பி வைக்கப்பட்டன.

தொழில் வழக்கு தீர்ப்பு மன்றமும் தொழில் கோர்ட்டுகளும் வழங்கிய 85 தீர்ப்புகள் அரசிதழில் பிரசுரிக்கப்பட்டுள்ளன.

வேலை வாய்ப்பு தல வசதி

1968-ம் ஆண்டு அக்டோபர் மாதத்தில் தமிழகத்திலுள்ள வேலை வாய்ப்பு அலுவலகங்கள் 28,140 மனுதார்களைப் பதிவு செய்து 3,898 பதிவாளர்களை வேலையில் அமர்த்தின. செப்டம்பர் மாதத்துடன் ஒப்பிடும் போது பதிவு செய்தலும் வேலையில் அமர்த்துதலும் முறையே 3,188 எண்ணிக்கை குறைந்தும் 21 எண்ணிக்கை அதிகரித்தும் இருந்தன. வேலையளிப்பவர்களால் வேலைவாய்ப்பு அலுவலகங்களுக்கு அறிவிக்கப்பட்ட காலி ஸ்தானங்களின் எண்ணிக்கை 4,902. இது முந்தைய மாதத்துடன் ஒப்பிடும்போது 801 எண்ணிக்கைகள் அதிகரித்து இருந்தது.

இனி சொல்லப்படும் தொழில்களுக்கு ஆட்கள் குறைவாக இருந்தனர் என்று அறிவிக்கப்பட்டது.

மருத்துவப் பயிற்சியாளர், பேறுகால உதவியாளர், மருந்து கலந்து கொடுப்பவர், பட்டம் பெற்ற உதவி ஆசிரியர் (கணிதம் மற்றும் விஞ்ஞானம்), தமிழ், மலையாளம், இந்தி பண்டிதர்கள், செகண்டரி கிரேடு பயிற்சி பெற்ற ஆசிரியர் (உருது) ஹையர் கிரேடு ஆசிரியர் (உருது) கருக்கெழுத்

தாளர் (தமிழ் மற்றும் ஆங்கிலம் இவைகளில் உயர்தரம்), பாட்டு ஆசிரியை, பீல்டு அசிஸ்டெண்ட், சுகாதாரப் பணியாளர், மருத்துவம் பற்றிய சமூகப் பணியாளர், பாறை துளையிடும் உதவியாளர், பவர் டிரில் ஆபரேட்டர் டிராக்டர் ஓட்டி, டார்க் ரூம் அசிஸ்டெண்ட், பீல்டு ஆபரேட்டர், ஹாமர் மேன், இயந்திர ஆள், ரேடியோ கிராபர், மற்றும் மின்சாரப் பணியாளர்.

அக்டோபர் மாதத்தில் சென்னையிலுள்ள தொழில் நிர்வாகத்துறை வேலை வாய்ப்பு அலுவலகம் 708 மனுதார்களைப் பதிவு செய்து 14 பதிவாளர்களை வேலையில் அமர்த்தியது.

சென்னை மற்றும் அண்ணாமலைப் பல்கலைக் கழகங்களில் உள்ள வேலை வழிகாட்டி அலுவலகங்கள் அக்டோபர் மாதத்தில் 32 பதிவாளர்களைப் பதிவு செய்து ஒரு பதிவாளரை வேலையில் அமர்த்தின.

சென்னையிலுள்ள அங்கவீனர்களுக்கான பிரத்தியேக வேலை வாய்ப்பு அலுவலர் 29 (9 குருடு, 4 செவிடு, 16 அங்கவீனர்கள்) பதிவு செய்து 18 பதிவாளர்களை (செவிடு 4, அங்கவீனர்கள் 14) வேலையில் அமர்த்தினார்.

வேலை வழிகாட்டி அலுவலகங்களோடு இணைக்கப்பட்டுள்ள உத்தியோக வழிகாட்டிப் பகுதிகள் அக்டோபர் மாதத்தில் 8,777 மனுதார்களுக்கு கூட்டாக வழிகாட்டிப் பதிவாளர்களுக்கு தனித்து வழிகாட்டின. தனித்து வழி காட்டப்பட்ட 9 பதிவாளர்களை வேலையில் அமர்த்தின. அக்டோபர் மாதத்தில் தனித்து தகவல் தெரிவிக்கப்பட்ட நபர்களின் எண்ணிக்கை 1,688 ஆகும்.

தொழிலாளர் கல்வி திட்டம்

“தொழிலாளர்களும் தேசிய ஒருமைப்பாடும்” என்பது பற்றிய சிறப்பான கருத்தரங்கு, தமிழக அரசு போக்குவரத்துத் துறை தொழிலாளர் பயிற்சியாளர் உதவிக்காக, தமிழக அரசு போக்குவரத்துத் துறை இயக்குநர் திரு டி. வி. வெங்கட்ராமன், ஐ.ஏ.எஸ். அவர்கள் தலைமையில் நடைபெற்றது. சிறப்பு விருந்தினர்களாக சட்டசபை உறுப்பினர்களான திரு சிவஞான கிராமணி மற்றும் திரு எச். வி. ஹாண்டே முதலியோர் கருத்தரங்கில் கலந்து கொண்டனர்.

சென்னை பிராந்திய நிலையத்தில் பெண் தொழிலாளர்களுக்காக நடத்தப்பட்ட தொழிலாளர் ஆசிரியர் பயிற்சி வகுப்பு பயிற்சியாளர்களுக்கு சான்றிதழ் வழங்கும் விழா, சென்னை அசோகா ஓட்டலில் நடைபெற்றது. தமிழக அரசு தொழிலாளர் துறை அமைச்சர் திரு எஸ். மாதவன் சான்றிதழ்களை வழங்கினார்.

சென்னை டன்லப் இந்தியா லிமிடெட், ரயில் பெட்டித் தொழிற்சாலை, தமிழக அரசு போக்குவரத்து அடையார் டிப்போ, டேனிங் அண்டு பிளிஷிங் யூனிட், தென் பிராந்திய ரயில்வே தொழிலாளர் சங்கம், சென்னை டாக் லேபர் போர்டு, இங்கலீஷ் எலக்ட்ரிக் கம்பெனி, இ. ஐ. டி. பாரி லிமிடெட், மின்சாரத் துறை, திராவிட முன்னேற்ற கழக யூனியன் நெடுங்காடு முதலிய இடங்களில் பகுதிநிலை வகுப்புகள் ஆரம்பிக்கப்பட்டன.

அக்டோபர் மாத இறுதியில் சென்னை, கோயமுத்தூர் மற்றும் மதுரை பிராந்திய நிலையங்களில் பயிற்சி அளிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 83,228 மற்றும் பயிற்சி அளிக்கப்பட்டுக்கொண்டிருக்கும் தொழிலாளர்களின் எண்ணிக்கை 2,728. பயிற்சி அளிக்கப்பட்ட தொழிலாளர் ஆசிரியர்களின் எண்ணிக்கை 810. பயிற்சி அளிக்கப்பட்டுக் கொண்டிருக்கும் தொழிலாளர் ஆசிரியர்களின் எண்ணிக்கை 88. இம்மாதத்தில் இம்மூன்று நிலையங்களிலும் நடைபெற்ற பகுதிநிலை வகுப்புகளின் எண்ணிக்கை 112 ஆகும்.

CURRENT NOTES

SUMMARY OF THE PROCEEDINGS OF THE TWENTY FIRST MEETING OF THE STATE EVALUATION AND IMPLEMENTATION COMMITTEE HELD AT 3.00 P.M. ON 11th NOVEMBER, 1968 AT THE OFFICE OF THE COMMISSIONER OF LABOUR, MADRAS-5.

Present:

Thiru M. M. RAJENDRAN, I.A.S.,
Commissioner of Labour,
Madras.

Chairman.

1. Thiru N. KANNAN,
Representing Chairman,
Employers' Federation of Southern India, Madras.

*Employee's
Representatives.*

2. Thiru C. G. REDDI,
Secretary,
Southern India Millowners' Association,
Coimbatore.

— do

3. Thiru B. M. BAKSHI,
Representing Chairman,
Indian Engineering Association, (S.R.)
Madras.

— do

1. Thiru K. C. RAMASWAMY,
Indian National Trade Union,
Congrees.

— do

2. Thiru K. S. JANAKIRAMAN,
All India Trade Union, Congress.

— do

3. Thiru K. GURUMURTHY, B.A.

— do

Thiru SYED JEELANI HUSSAIN,
Representing Director,
Tamil Nadu Transport Department,
Madras.

Invitee.

Thiru G. KAMALARATNAM, M.A., B.L.,
Special Deputy Commissioner of Labour,
Madras.

Secretary.

The Deputy Commissioners of Labour, Madras, Madurai and Coimbatore also attended the meeting. Thiru C. S. Krishnaswamy, Secretary, Association of Planters of the State of Madras, Coonoor had expressed his inability to attend the meeting. Thiru A. Subramaniam was absent.

CURRENT NOTES

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The following are the conclusions reached at the meeting on the various items on the Agenda.

ITEM No. 1

ACTION TAKEN ON THE CONCLUSIONS OF THE TWENTIETH MEETING OF THE COMMITTEE HELD ON 22-7-1968

The note on the action taken in respect of the various conclusions was recorded. It was noted that in regard to items V, VI, XI, XII and XV further action was being pursued and the results would be reported to the committee in due course.

With reference to the last conclusion at the meeting on 22-7-68 regarding the change of the date of reckoning in connection with the recognition of a representative Union for the plantation industry in the Nilgiris District the proposal of the Deputy Commissioner of Labour, Coimbatore to change the date to 1-1-68 was approved.

ITEM No. 2

ALLEGED VIOLATION OF SETTLEMENT DATED 8-11-1967 BY THE WORKERS OF METAL BOX COMPANY OF INDIA LIMITED, MADRAS

It was decided that the Metal Box Company Employees' Union, Madras had contravened the terms of the settlement dated 8-11-1967 reached before the Special Deputy Commissioner of Labour, and had thus committed a breach of the Code of Discipline and that the Union should be advised not to give room for such complaints in future.

ITEM No. 3

ALLEGED BREACHES OF CODE OF DISCIPLINE IN METAL BOX COMPANY OF INDIA LIMITED, MADRAS BY THE WORKERS ON 31-12 1967 AND FROM 6-2-68

It was decided that the Metal Box Company Employees' Union, Madras had committed breaches of the Code of Discipline on 31-12-1967 and from 6-2-1968 and that the Union should be advised not to give room for such complaints in future.

ITEM No. 4

ALLEGED BREACH OF CODE OF DISCIPLINE IN INDIAN OIL CORPORATION LIMITED, MADRAS BY THE MANAGEMENT

No action was considered necessary since the Union had agreed not to press their complaint.

ITEM No. 5

ALLEGED BREACH OF CODE OF DISCIPLINE IN PARKSIDE ESTATE, COONOR BY THE WORKERS

No action was considered necessary since the Management had agreed not to press their complaint.

ITEM No. 6

ALLEGED BREACH OF CODE OF DISCIPLINE IN WESTERN INDIA MATCH COMPANY LIMITED, MADRAS BY THE WORKERS FROM 24-12-1967 TO 26-12-1967 AND FROM 28-12-1967

It was decided that the workers belonging to the Western India Match Factory Workers Union, Madras had committed a breach of the Code of Discipline from 24-12-1967 to 26-12-1967 and from 28-12-1967 to 18-4-1968 and that the Union should be advised not to give room for such complaints in future.

ITEM No. 7

ALLEGED BREACH OF CODE OF DISCIPLINE IN BENHOPE ESTATE, NILGIRIS, BY THE WORKERS ON 8-5-1968

It was decided that no further action was necessary since the management had agreed not to press their complaint.

ITEM No. 8

ALLEGED BREACH OF CODE OF DISCIPLINE IN BUCKINGHAM AND CARNATIC MILLS LIMITED, MADRAS BY THE WORKERS ON 1-7-1968

No action was considered necessary since the Management had agreed not to press their complaint.

ITEM No. 9

ALLEGED BREACH OF CODE OF DISCIPLINE IN STANDARD MOTOR PRODUCTS OF INDIA LIMITED, PERUNGALATHUR FACTORY BY THE WORKERS ON 5-7-1968

No action was considered necessary since the management had agreed not to press their complaint.

ITEM No. 10

CONCLUSIONS OF THE 14th MEETING OF THE CENTRAL IMPLEMENTATION AND EVALUATION COMMITTEE HELD ON 2-3-1968 AT NEW DELHI

The Committee felt that it had generally been able to carry the parties with it on all issues and did not consider it necessary or desirable to make a provision for further prolonging of proceedings or taking matters on appeal to the Central Implementation and Evaluation Committee. It felt that such procedure might encourage parties not to implement the decisions of State Evaluation and Implementation Committee and take them on appeal.

ITEM No. 11

ALLEGED BREACH OF CODE OF DISCIPLINE IN WESTERN INDIA MATCH COMPANY LIMITED, MADRAS BY THE WORKERS ON 10-6-68

It was decided that the result of the reference made to the Government of India in the case of Kothari Textiles Limited (Item XII of the conclusions of the meeting on 22-7-68) might be awaited.

ITEM No. 12

ALLEGED BREACH OF CODE OF DISCIPLINE IN ESWARAN AND SONS ENGINEERS PRIVATE LIMITED SWITCHGEAR WORKS, MADRAS 57 BY THE WORKERS ON 18-6-68

It was decided that the workers belonging to the Eswaran and Sons Engineers (Switchgear) Workers Union, Madras-57 had committed a breach of the Code of Discipline on 18-6-68 and that the Union should be advised not to give room for such complaints in future.

ITEM No. 13

ALLEGED BREACH OF CODE OF DISCIPLINE IN NATIONAL CARBON COMPANY LIMITED, MADRAS BY THE WORKERS ON 10-6-68

It was decided that the result of the reference made to the Government of India in the case of Kothari Textiles Limited, (Item XII of the conclusions of the meeting on 22-7-68) might be awaited.

ITEM No. 14

ALLEGED BREACH OF CODE OF DISCIPLINE IN M.S.P. NADAR WORKS, SALEM, BY THE MANAGEMENT ON 23-4-68 AND 24-4-68

It was decided to drop further proceedings in the matter since it was reported that the complaints Union had not shown any interest in pursuing its complaint.

ITEM No. 15

ALLEGED BREACH OF CODE OF DISCIPLINE IN MANIMUTHAR ESTATE, MANJOLAI BY THE WORKERS ON 14-6-68

It was decided that the workers belonging to (1) Tirunelveli District National Plantation Workers' Union, (2) Thotta Thozhilalar Munnetra Sangam and (3) Singampatti Group Congress Plantation Workers' Union, Manjulai, had committed a breach of the Code of Discipline on 14-6-68 and that the Unions should be advised not to give room for such complaints in future.

ITEM No. 16

CONCLUSIONS OF THE 15th MEETING OF THE CENTRAL IMPLEMENTATION AND EVALUATION COMMITTEE HELD AT NEW DELHI ON 24-8-1968

Recorded.

Other Subjects:

1. NON-IMPLEMENTATION OF THE AWARD OF THE LABOUR COURT IN I. D. NO. 43/66 BY THE MANAGEMENT OF BHAVANI MILLS LIMITED, COIMBATORE—OUT OF COURT SETTLEMENT (PROPOSED BY THIRU A. SUBRAMANIAM)

The committee was informed that out-of-court settlement was not possible in this case.

2. DELAY INVOLVED IN THE PROCEDURE FOR VERIFICATION OF MEMBERSHIP AND ALSO IN GIVING DECISION ON THE CLAIMS FOR RECOGNITION UNDER THE CODE OF DISCIPLINE (PROPOSED BY EMPLOYERS' FEDERATION OF SOUTHERN INDIA, MADRAS)

The point raised was taken note of.

AWARDS AND AGREEMENTS

AWARDS AND AGREEMENTS

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IN THE HIGH COURT OF JUDICATURE, MYSORE

(Criminal Appeal No. 84 of 1966; dated 25th November, 1966)

PRESENT

Sri H. HOMBE GOWDA, C. J.

Justice Sri M. SANTOSH

BETWEEN

STATE OF MYSORE

AND

BROOKE BOND (INDIA) PRIVATE LTD.

Mysore Shops and Establishment Act Sec. 2 (U)—“Shop”—Definition of—
Godown used only for storing goods received from head office where no service is rendered to any customer and where only stock and issue registers are maintained, held not to be a “Shop” within the meaning of the act.

Held: Analysing the definition of “shop” and “commercial establishment”, one element is common to both, viz., that there have to be premises wherein in the case of commercial establishment any business; trade or profession is carried on for profit and in the case of a shop where any trade or business is carried on or where services are rendered to customers.

For State ... G. Dayanand.

For Respondent ... H. B. Datar.

Ram Chander v. State of Punjab (1963—I.L.L.J. 620) Relied on.

Where the premises are used only as a godown for storing goods received from head office, and in which only stock and issue registers are maintained in the premises, and where no sales are effected and no service is rendered to the customers, they are not shops within the meaning of the Mysore Shops and Establishments Act.

JUDGEMENT

PER HOMBE GOWDA, C. J.—This is an appeal filed by the State under S. 417 of the Code of Criminal Procedure against the order of acquittal passed by the Judicial Magistrate, First Class, Dharwar, in Calendar Case No. 1552 of 1965 on his file.

The Labour Inspector, Hubli, IV Circle, Dharwar, filed a complaint against the respondent, who is the salesman of the Brooke Bond (India) Private Limited, Sales Depot., Dharwar, for an offence punishable under S. 4 (1) read with S. 30 of the Mysore Shops and Establishments Act in the Court of the Judicial Magistrate, First Class, Dharwar. The accusation against the respondent was that when the Labour Inspector visited the godown of the respondent for enquiry about the registration under S. 4 of the Act on 20th November, 1964, he found that no action had been taken for registration of the said establishment under the Act in pursuance of the instructions issued to the accused by his head office at Belgaum, and, therefore, was liable to answer the charge referred to in the complaint petition.

The respondent, who appeared before the Magistrate in response to the notice issued to him, contended that he had not committed any offence as it was not necessary for him to obtain exemption or to get any such registration as suggested by the Labour Inspector. He pleaded not guilty to the accusation that was read over and explained to him. Thereafter, the Labour Inspector examined himself and closed his case. The respondent also examined two witnesses in defence to establish that he was not carrying on any trade or business, nor rendering any services to any client in the premises, that the premises was used only as “godown” for storing the goods received from the head office and that only stock and issue registers had been maintained in the premises.

The learned Magistrate accepted the plea of the respondent that the godown wherein the tea is stocked by the respondent is neither a “shop” nor a “commercial establishment” as contemplated in the Act. He accordingly acquitted the respondent of the offences under S. 4 (1) read with S. 30 of the Mysore Shops and Establishments Act. Hence this appeal.

It is urged by Sri Dayanand, the learned prosecutor appearing for the State, that the learned Magistrate was entirely wrong in his view that the activities of the respondent did not bring the premises in which he is now stocking the goods, viz. tea, for distribution within the definition of a “commercial establishment” or a “shop”. Sri Dayanand was unable to cite any decision in support of his contention. On the other hand, the decision of the Supreme Courts in Kalidas Dhanjibhai v. State of Bombay (1954-II-L.L.J. 694) cited before the learned Magistrate was relied upon by Sri Datar, the learned counsel for the respondent, in support of the conclusion reached by the Magistrate that the premises wherein tea received by the respondent from the head office was stored is neither a “commercial establishment nor a shop” as defined in the Act. He also relied upon the Full Bench decision of the Punjab High Court in Ram Chander v. State of Punjab (1963—I.L.L.J. 620).

The fact that the respondent is a salesman of the Brooke Bond (India) (Private) Ltd., is undisputed. The said company has depots at various places

In the State. The respondent was the salesman at the relevant time at Dharwar. It is not disputed that the company takes on rent godowns where tea is stocked either in tins or cases and that the salesmen at the various places are not allowed to sell tea at the godown or even book orders at the said godowns. Generally what happens is that from the godown where tea is so stocked is taken out for delivery to customers in the market. In the godown he maintains a stock register and issue register. Every morning he opens the godown, takes out tea after making entries in the book, goes to several merchants in Dharwar and other places within the allotted jurisdiction and sells tea to them. Thereafter he returns to the godown in the evening and makes entries in the register as to the sales that he has effected and re-deposits the stock of tea unsold. Beyond doing this, nothing further happens in the godown. The question is whether only such an activity is carried on in the godown and no sale as such is effected or service rendered to the purchaser at the spot, the place or the premises can be considered to be a commercial establishment or a shop within the definition of Ss. 2 (e) and 2 (u) of the Mysore Shops and Establishments Act, 1961. This is the only point for consideration in this case.

Whether such a premises can be regarded as a shop or a commercial establishment was considered by the Supreme Court in *Kalidas Dhanjibhai v. State of Bombay* (1954—II L.L.J. 694) (vide supra), mentioned above. It is no doubt that in the said case their lordships were considering the definition of "shop", under S. 2 (27) of the Bombay Shops and Establishments Act, 1948. But there is absolutely no difference between the definition of "shop" as found in the Bombay Act and the definition of "shop" in the Mysore Act. Shop was defined in the Bombay Act in S. 2 (27) as under.

"Shop" means any premises where goods are sold either by retail or wholesale or where services are rendered to customers, and includes an office, a store-room, godown, warehouse, or work-place, whether in the same premises or otherwise mainly used in connexion with such trade or business but does not include a factory, a commercial establishment, residential hotel, restaurant, catering house, theatre or other place of public amusements or entertainment".

Shop is defined in S. 2 (u) of the Mysore Act as under:

"Shop" means any premises where any trade or business is carried on or where services are rendered to customers, and includes offices, store-rooms, godowns, or warehouses, whether in the same premises or otherwise, used in connexion with such trade or business, but does not include a commercial establishment or a shop attached to a factory where the persons employed in the shop fall within the scope of the Factories Act, 1948".

It is, therefore, clear from the above that there is very little difference between the two definitions. As already stated, considering the scope of applicability of the Bombay Shops and Establishments Act to the godown of the type with which we are concerned in this case, their lordships of the Supreme Court held as follows at p. 695.

".....the trade of business contemplated by the main portion of the definition [of shop S. 2 (27)] is not any business of selling wherever and however conducted but only those trades where the selling is conducted on defined premises.....the very idea of a shop in that connotation be tokens

a room or a place or a building where goods are sold. The rest of the definition merely links on the main definition ancillary places, such as store-rooms, godowns, work-places, etc., which are mainly used in connexion with the "business" and 'business' means the kind of business defined in the earlier part of the definition..... that portion of the business of selling which is confined to selling on some defined premises.....".

Their lordships further held as follows at p. 696:

".....there is no justification for ignoring the limitation which the legislature has placed on the main portion of the definition and holding that "such" relates to a much wider classification of "selling" which the main portion of the definition not only does not envisage but the deliberately excluded.....".

Their lordships came to the conclusion solely on the basis that no buying or selling was done on the premises and no services were rendered to the customers in the premises.

To the same effect are the observations of their lordships of the Punjab High Court in the Full Bench decision in *Ram Chander v. State of Punjab* (1963—II L.L.J. 620), (vide supra) mentioned above. Mahajan, J. who spoke for the Full Bench, considered whether a "godown" of the type before us was a "commercial establishment" or a "shop" as defined in the Punjab Shops and Commercial Establishments Act. We may state here that the definition of "shop" both in the Mysore Act and the Punjab Act is almost the same. Repelling the argument that godown of the type, that is of the type in which the respondent was stocking the goods of *Brooke Bond (India) (Private) Limited*, was not a commercial establishment, their lordships observed as follows at p. 628:

"In order to determine this question it is necessary to closely analyse the definition of "shop" and "commercial establishment". One element is common to both, viz. that there have to be premises wherein, in the case of a commercial establishment any business, trade or profession is carried on for profit and in the case of a shop where any trade or business is carried on or where services are rendered to customers that carrying on of trade or business or profession necessarily has to have a close and intimate connection with the premises. It cannot be disputed and indeed it was not, that a trade, profession or business can be carried on without there being premises, but the definition requires the existence of business and in the case of a shop. It includes offices, store rooms, godowns or warehouses whether in the same premises or otherwise used in connexion with such trade or business. In other words, these offices, etc., must have a necessary connexion with the premises which is a shop. The other requirement is that what should be carried on in these premises is trade or business or rendering of services to customers in the case of a shop, and in the case of a commercial establishment a trade or business or profession has to be carried on for profit. So far as the present case is concerned, no services are to be rendered or were in fact rendered to any one or more customers and, therefore, this requirement is lacking in this case even if it be assumed that the present premises are a shop. Once this element is eliminated, the remaining two elements, i.e. carrying on of trade or business are common both to a shop as well as to a commercial establishment. But a shop according to the definition does not include a commercial establishment. Therefore, the same

premises cannot be at the same time a shop as well as a commercial establishment. They can only be one or the other. Hence, the question arises: What then is a shop? This phrase as understood by a common man denotes nothing more and nothing less than a premises where goods are brought or sold. Where their price is paid or is to be paid. i.e., the purchase or sale is either on cash or credit basis".

FURTHER; Mahajan, J., observed as follows:

"It seems to me that the premises in dispute cannot be said to be a shop. I have come to this conclusion on the basis that before the present enactment was brought on the statute book, the commercial world as well as the man in the street knew what the phrases "shop" and "commercial establishment" signified and the legislature which was enacting a measure to protect the employees from overwork was not endeavouring to put a new connotation on these phrases, but was merely concerned that the definition be left wide and elastic so that there is no evasion of the legislative measure. I, therefore, take a "shop" to mean a premises where trade or business is carried on in the shape of buying and selling of goods at the spot. It is rather automatic that in all trades it is the buying or selling which is going on in one form or the other *in present* or in future or even on speculative basis. But in a shop the buying and selling is at the premises or in other words on the spot for cash consideration or may be barter, or on credit. The significant factor is the availability of the goods there and then and so also of services".

After a careful consideration of the matter his lordship held that the depot in question could not be considered to be a shop within the meaning of the definition of the Act. His lordship also rejected the argument to the effect that the premises was a commercial establishment. We are in respectful agreement with the conclusion reached by the Full Bench of the Punjab High Court.

It may be said that the facts in the Full Bench decision are on all fours with the facts of the present case and the decision, in our opinion, should be applied and it was rightly applied by the learned Magistrate. We do not see any merit in this appeal, and it must fail.

In the result, therefore, for the reasons stated above, this appeal fails and the same is dismissed.

CURRENT LABOUR LITERATURE

SOME OF THE ARTICLES AND BOOKS PUBLISHED

October 1968

Articles

1. Law notes for business men: Important clarifications of Bonus Act. (*Capital*, Vol. CLX (4031), 10-10-1968; 606-609).
2. PAPOLA (T. S.), Wage criteria in the Indian Cotton Textile Industry. (*Indian Journal of Industrial Relations*, Vol. 4(2) October 1968, 147-161).
3. AUTOMATION, (*Yojana*, Vol. XII (20), 13-10-68; 7-9).
4. PAPPS (Plato E), Right to strike and the public interest, (*American Labour*, Vol. XXIII (10), October 1968, 8-12).
5. LASSER (David), What is new is collective bargaining, (*American Labour*, Vol. XXIII (10) October 1968, 25-30).
6. RAJAN, (V. N.), Medical care under Social Insurance in India. (*International Labour Review*, Vol. 98(2), August 68; 141-155).
7. BANERJEE (S.), Labour Force and Indian Economic Development. (*Indian Journal of Labour Economics*, Vol. X (1&2) (April - July 1967; 15-27).
8. SAIBABA (G.), Flexible labour policy needed to combat recession. (*Capital*, Vol. CLXI (4033), 24-10-1968; 731-733).
9. RAMANUJAM (G.), Recognition of unions: Problems and pitfalls. (*Indian Worker*, Vol. XVII (1), October 1968, 11-12).

BOOKS

1. CHAKRAVARTHI, (S.C.), Law of Industrial Adjudication in India. Third Edition. Calcutta, Eastern Law House, 1968, 318 p. Rs. 20.
2. MALHOTRA, Law of Industrial disputes, Bombay, NM Tripathi, 1968, Rs. 60.
3. SRIVASTAVA (Kirpa Dayal), Commentaries on Employees' State Insurance Act, 1948 Delhi, Eastern Book Co., 1968. Rs. 30.

NOTIFICATIONS

EXTENSION OF MEDICAL BENEFITS TO FAMILIES OF INSURED PERSONS IN CERTAIN VILLAGES IN TIRUNELVELI AND COIMBATORE DISTRICT UNDER EMPLOYEES' STATE INSURANCE ACT

II-I No. 4589 of 1968.

The following notification of the Employees' State Insurance Corporation, dated New Delhi, the 22nd June 1968, is republished:—

No. (NS. I 22 (1)—1/68 (10):—In pursuance, of the powers conferred by section 46 (2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95 A of the Employees' State Insurance (General) Regulations, 1950, I hereby notify the 30th June 1968 as the date from which the medical benefit as laid down in the said Regulation 95-A and the Madras Employees' State Insurance (Medical Benefit) Rules, 1954 shall be extended to the families of insured persons in the following areas in the State of Madras namely:

SCHEDULE

The following revenue villages in Tirunelveli Taluk in Tirunelveli District:

- (1) Tiruppanikarisalkulam,
- (2) Kandiaperi,
- (3) Vagaikulam and
- (4) Karuvelangulam in the State of Madras.

The revenue villages of Uthukuli in Pollachi Taluk in Coimbatore District in the State of Madras:

- (i) The area within the Municipal limits of Koilpatti and the revenue village of Happaiurani and Thittankulam; and
- (ii) The area within the limits of Inam Maniyatchi Panchayat in Koilpatti Taluk in Tirunelveli District in the State of Madras

EXTENSION OF EMPLOYERS' STATE INSURANCE SCHEME TO THE FAMILIES OF INSURED PERSONS IN ODAPALLI AND PALLIPALAYAM AREAS IN SALEM DISTRICT

Fort St. George, July 24, 1968

II-I No. 4708 of 1968.

The following notification of the Employees' State Insurance Corporation, dated New Delhi, the 17th July 1968, is republished:

No. INS. 1. 22(1)/68-(12). In pursuance of the powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, I hereby notify the 28th July 1968 as the date from which the medical benefit as laid down in the said Regulation 95-A and the Madras Employees' State Insurance (Medical Benefit) Rules, 1954 shall be extended to the families of insured persons, in the following areas in the State of Madras, namely:—

The area comprised within the limits of the revenue village of Odapalli Agraharam and Pallipalayam in Tiruchengode Taluk in Salem District.

NOTIFICATIONS

943

DIRECTION RELATING TO WEIGHMENT OF CERTAIN FOOD-GRAINS IN ALL MUNICIPALITIES TOWNSHIPS AND PANCHAYATS UNDER MADRAS WEIGHTS AND MEASURES (ENFORCEMENT) ACT

(G. O. Ms. No. 3501, Industries, Labour and Housing, 10th October 1968).

III No. 831 of 1968.

In exercise of the powers conferred by Sub-section (1) of Section 8 of the Madras Weights and Measures (Enforcement) Act, 1958 (Madras Act XX of 1958), the Governor of Madras hereby directs that in the trade relating to food grains, pulses, grams and other cereals in all the municipalities, townships and town panchayats in the State of Madras, no transaction, dealing or contract shall be made or had, except by weight.

This notification shall take effect on the day on which this is published in the Fort St. George Gazette.

AMENDMENTS TO MADRAS MOTOR TRANSPORT WORKERS RULES

(G. O. Ms. No. 2328, Industries, Labour and Housing (Labour), 22nd June 1968)

S. R. O. No. A 633 of 1968.

In exercise of the powers conferred by Sub-section (1) and (2) of Section 10 of the Motor Transport Workers Act 1961 (Central Act 27 of 1961) the Governor of Madras hereby make the following amendments to the Madras Motor Transport Workers Rules 1965, the same having been previously published as required by Sub-section (1) of the said Section 40.

AMENDMENTS

In the said Rules:—

(1) for the table under Sub-rule (4) of Rule 24, the following table shall be substituted, namely:—

"THE TABLE"

(A) For places and halting stations wherein 10 and not exceeding 50 motor Transport workers ordinarily call on duty every day.

Each first aid box or cup-board shall contain the following equipments:—

- (i) Twelve small sterilized dressings.
- (ii) Six medium size sterilized dressings.
- (iii) Six large size sterilised dressings.
- (iv) Six large size sterilised burn dressings.
- (v) Six (15 gram) pockets of sterilised cotton Wool.
- (vi) One (60 ml.) bottle containing a two per cent alcoholic solution of iodine.
- (vii) One (60 ml.) bottle containing salvolatile having the dose and mode of administration indicated on the label.
- (viii) One roll of adhesive plaster.
- (ix) One snake bite lancet.
- (x) One (30 gram) bottle of potassium permanganate crystals.
- (xi) One pair of scissors.
- (xii) One copy of the approved first aid leaflet.

(B) For places and halting station wherein more than 50 motor Transport workers ordinary call on duty every day—Each first aid box or cup-board shall contain the following equipments:

- (i) Twenty four small sterilized dressings.
- (ii) Twelve medium size sterilized dressings.
- (iii) Twelve large size sterilized dressings.
- (iv) Twelve large size sterilized burn dressings.
- (v) Twelve (15 gram) packets of sterilized cotton wool.
- (vi) One snake bite lancet.
- (vii) One pair of scissors.
- (viii) Two (30 gram) bottle of protasium permanganate crystals.
- (ix) One (120 ml.) bottle containing a two per cent alcoholic solution of iodine.
- (x) One (120 ml.) bottle of salvolatile having the dose and mode of administration indicated on the label.
- (xi) One copy of the approved first aid leaflet.
- (xii) Twelve roller bandages 10 cm. wide.
- (xiii) Twelve roller bandages 5 cm. wide.
- (xiv) Two rolls of adhesive plaster.
- (xv) Six triangular bandages.
- (xvi) Two packets of safety pins.
- (xvii) A supply of suitable splints.
- (xviii) One tournequet.

(2) For the table under Rule 25, the following table shall be substituted, namely "The table".

- (i) A copy of the first aid leaflet.
- (ii) Twenty-four sterilized finger dressings.
- (iii) Twenty-four sterilized hand or fact dressings.
- (iv) Twelve sterilized large or body dressings.
- (v) One extra large two large and three small sterilised burn dressings.
- (vi) Two (15 gram) packets of sterilized cotton wool.
- (vii) A bottle of 2 per cent tincture iodine.
- (viii) A bottle of salvolatile.
- (ix) An empty bottle fitted with cork and camel hair brush for eyedrops.
- (x) 60 Ml. medicine glass.

AMENDMENT TO MADRAS PAYMENT OF WAGES RULES

(ERRATA TO NOTIFICATION)

(Fort St. George July 22, 1968).

In the industries, Labour and Housing Department Notification S.R.O. No. A-241 of 1968 dated the 28th February 1968, published at pages 231-252 of Part V of the Fort St. George Gazette dated the 17th April 1968.

(1) In item (v) in the last sentence of Rule 16-A for "over" read "From" and

(2) In item (vi) for "after-rule (4) of Rule 17" occurring in the first sentence read "after sub-rule (4) of Rule 17".

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 OCTOBER, 1968.

Sl. No.	Name of the Establishment	Date of Settlement	Points of Dispute	Terms of Settlement
1	2	3	4	5
1	Lokavani Publishers (P) Limited, 382, Triplicane High Road, Madras-5.	8-10-68	Demand of bonus for the year 67-68.	The management agreed to give 45 days basic wages as bonus for the year 1967-68, 1968-69, 1969-70.
2	M/s. Jayant Packaging (P) Limited, Super A, 12 & 15, Industrial Estate, Madras-32.	do	Increase in wages dearness allowance etc.	The management agreed to increase the consolidated wages of machine man by Rs. 16 and other workmen by Rs. 12 and to settle other demands as detailed in the settlement.
3	Madras Cement Tiles Concrete and Products Company (Private) Limited, Madras-14.	9-10-68	Demand of bonus for the year 1967-68.	The management agreed to give an advance of one month wages to each of the workmen towards bonus.
4	Grafer Machinery Company, Madras-18.	do	Demand of bonus and increase in wages and leave etc.	The management agreed to pay one month wages as Bonus to each of the workmen and also agreed to give 12 days Casual leave, 12 days sick leave and 12 days annual leave with wages.
5	Srinivasa Engineering Company, Gundy, Madras-32.	10-10-68	Demand of bonus for 1967.	The management agreed to pay 15% of their respective total wages for the year 1967 as bonus.
6	Mehta Chemicals, Madras-15.	10-10-68	Demand of bonus 1967-68.	The management agreed to pay a months wages as advance towards bonus for the year 1967-68.
7	Vunmidiars (Manufacturers) (P) Limited, Madras-32.	10-10-68	Demand of bonus 67-68.	The management agreed to pay 15% of their respective total wages for the year 1967 as bonus.

(1)	(2)	(3)	(4)	(5)
8	Deepak Industrial Association, Madras-32.	10-10-68	Demand of bonus 1967-68.	The management agreed to pay 33 days wages as bonus for the year 1967-68.
9	Triplex Dry Cleaners, Madras-2.	10-10-68	Demand of bonus for the year 1967-68.	The management agreed to pay 6% of the total wages as bonus for the Financial year 1967-68 to each workmen.
10	Southern Conduits, Madras-32.	11-10-68	Demand for bonus for the year 1967-68.	The management agreed to pay 2½ months total wages to their workmen as bonus.
11	Kabeer Printing Works, Madras-5.	11-10-68	Demand for bonus for recounting year from April 1967 to March 1968.	The management agreed to pay 1½ months total wages to their workmen as bonus in full and final settlement of their claims.
12	Coogans Die Castings, Madras-32.	11-10-68	Demand for bonus for the year 1967-68.	The management agreed to pay 4% of the total earnings to their workmen as bonus for the period from 1-7-67 to 31-12-67 in full and final settlement of their claims.
13	Jeya and Company (Paramount Press) 582/583, Triplicane High Road, Madras-5.	14-10-68	Charter of Demands.	The management agreed to pay 15 days total wages to each of the workmen as bonus advance for the year 1967-68.
14	Uma Printers and Packing Industry, Aminjekarai, Madras-29.	do	Demand for bonus for the year 1967-68.	The management agreed to pay one month's basic wages plus Rs. 15 to each of the workmen as bonus in full and final settlement of their claims.
15	Iron and Brass Industries & Industrial Equipment Stores, Madras-14.	do	Demand for bonus for the year 1967-68.	The management agreed to pay 8% of the total earnings of the workmen as bonus in full and final settlement of their claims.
16	Lamiwase Corporation Industrial Estate Guindy, Madras-32.	do	do	do 4%
17	Grafex Machinery Company, Madras-18.	do	Demand for bonus for the year 1967-68 leave etc.	The management agreed to pay one and half month's total wages to each of the workmen as Bonus and also agreed to grant 12 days casual leave, 12 days sick leave and 12 days Annual leave to each workmen with effect from 1-1-68.
18	M/s. T. Krishnaje and Sons, Madras-5.	14-10-68	Dispute regarding non-employment of Thiru D. V. S. Moorthy.	The management agreed to pay a sum of Rs. 500 in full and final settlement of all his claims and write off the balance amount of Rs. 95 towards the promissory note executed by Thiru P. V. S. Moorthy in favour of the Management.
19	Rajeswari Theatre, Madras-17.	15-10-68	Non-Employment of Smt. Subbammal and Thiru Suppiah.	The management agreed to reinstate to Thirumathi Subbammal with continuity of service and with half wages with immediate effect and also agreed the issue of non-employment of Thiru Suppiah will be referred to the Commissioner of Labour, Madras for informal arbitration.
20	Southern Automatic Industries, Madras-32.	16-10-68	Demand for bonus for 67-68.	The management agreed to pay 9% of the total earnings to each of the workmen as bonus for the year 1967-68.
21	Poly Engineering General Industries Madras-32.	17-10-68	do	The management agreed to pay 14% of the total earnings to each of the workmen as bonus for 1967-68 in full settlement of the claims of the workmen for bonus.
22	Southern Butlers (P) Limited, Madras-32.	do	Non - employment of Thiru Anandan.	The management agreed to pay a sum of Rs 300 to Thiru Anandan in full and final settlement of all his claims excluding his claims of bonus.
23	Madurai Industrial Engineering Company, Madras-2.	18-10-68	Demand for Bonus for 67-68.	The management agreed to pay 40 days wages as bonus to each of the workmen for the Financial year 1967-68 in full and final settlement of the claims of the workmen for bonus.
24	Singh Trading Company, Madras-18.	24-10-68	do	The management agreed to pay 4% of total earnings or Rs. 40 whichever is higher as advance bonus for 1967-68.
25	V. T. C. Automobiles, Madras-2.	28-10-68	Non-employment of Thiru M. Sivaji Rao.	The management agreed to pay a sum of Rs. 180 in full and final settlement of his claims to Thiru M. Sivaji Rao.
26	Gaylord Restaurant, Madras-2.	31-10-68	Non-employment of certain workers.	The parties agreed to sign a joint application under Section 10(2) of the Industrial Disputes Act therefore the union dropped the agitation.

(2)	(3)	(4)	(5)
Dalmia Cement (Bharat) Ltd., Dalmiapuram.	4-10-68	Demands for a share in the Addl. fund granted by Central Government.	The management agreed to constitute a Benevolent Fund for the benefit of all employees as detailed in the settlement.
Sree Rajagopalan Paper and Board Mills Unayalpuram, Trichy District.	19-10-68	Demand for bonus for 1967-68.	The management agreed to pay a sum of Rs. 40 to all the workers who have put in not less than one year service as ex-gratia.
S. A. A. Lorry, Pudukottai.	22-10-68	Non-employment of Thiru M. Sengamalam.	The management agreed to pay a sum of Rs. 65 to Thiru M. Sengamalam in full and final settlement of all his claims.
Shenbagam Lorry Service, Trichy.	22-10-68	Non-employment of Thiru P. Kandaswamy.	The management agreed to pay an amount of Rs. 1,000 to Thiru P. Kandaswamy in full and final settlement of all his claims.
V. M. T. Bus Transport, Pattukottai.	22-10-68	Non-employment of Thiru R. Govindarajan.	The management agreed to pay an amount of Rs. 1,100 to Thiru R. Govindarajan in full and final settlement of all his claims.
Kalyan Press, Tiruchi.	24-10-68	Non-employment of Thiruvalluvar P. Kalimuthu and K. Santhanam.	The management agreed to pay a sum of Rs. 425 to Thiru P. Kalimuthu and Rs. 50 to Thiru K. Santhanam in full and final settlement.
Popular Automobiles (P) Limited, Trichy.	28-10-68	Non-employment of Thiru P. Thirunavukarasu.	The management agreed to pay a sum of Rs. 450 of all his claims in full and final settlement.
Sholayar Estate, Sholayar (Post), Coimbatore	5-10-68	Non-employment of Thiru Malaiappan and Thirumathy Valliammal.	The management agreed to re-employ as permanent workers with effect from 1-10-68.
Nadumalai Estate, Coimbatore.	5-10-68	Suspension of Thiru Muthukaruppan, Chockroll No. 45 worker.	The management agreed to reduce the 30 days suspension to 27 days as the employer agreed to abide by the rules of the Estate and have himself well in future.
36 M/s. Prakash Engineering Company, Mettupalayam, Road, Coimbatore-11.	7-10-68	Payment of bonus for 67-68.	The management agreed to pay 25% of the workers earned wages exclusive of interim wages and bonus in full and final settlement.
37 Ganapathy Engineering Manufacturing (P) Limited, Coimbatore-6.	8-10-68	Non-employment of Thiru B.R. Rangasamy.	The management agreed to pay a sum of Rs. 1,500 to the workers Thiru B. R. Rangasamy in full and final settlement of all his claims.
38 M/s. Mini Electrical Manufacturing Coimbatore-11.	8-10-68	Payment of bonus 1967-68.	The management agreed to pay 22½% of their earned wages as bonus in full and final settlement of all his claims.
39 Dhandayuthapani Foundry (P) Limited, Pappanaickenpalayam, Coimbatore.	10-10-68	do	The management agreed to pay 20% of the annual total earnings of each worker during the Financial year as bonus and also agreed to pay a sum of Rs. 12.50 (Flat rate) as ex-gratia bonus to each worker who has put in 12 months of service during the year 1967-68 in full and final settlement of all their claims.
40 M/s. Nirmala Engineering Works, R. S. Puram, Coimbatore-2.	10-10-68	do	The management agreed to pay 18% of their earned wages during the Financial year as bonus.
41 Sundaram Foundry, Coimbatore-18.	11-10-68	Demanding payment of bonus for the year 1967-68.	The management agreed to pay 21% of the earnings of the workers for the year 1967-68 in two instalments as bonus.
42 Sheikalmudin Estate, Mudis Post.	12-10-68	Non-employment of Thirumathiar Nallammal and Palaniammal and Thiru Murugan.	The management agreed to reinstate the service of Thirumathiar Nallammal and Palaniammal from 1-10-68. Regarding the issue of Thiru Murugan the Union did not press.
43 Engineering and Industrial Foundry Company, Coimbatore.	12-10-68	Demanding payment of bonus for 1967-68.	The management agreed to pay 16% of the total wages earned during the Financial Year 1967-68 for the year ended 30-9-68.
44 Bharath Foundry, Pappanaickenpalayam, Coimbatore.	12-10-68	do	The management agreed to pay 20% of the total earned wages by the workers during the year 67-68 as bonus for the year 1967-68
45 M/s. Texemo Industries, R. S. Puram, Coimbatore District.	12-10-68	do	do

(1)	(2)	(3)	(4)	(5)
46	M/s. Balasubramania Foundry, Coimbatore-9.	14-10-68	Demanding payment of bonus for 1967-68.	The management agreed to pay 22 per cent of their total earned wages plus Rs. 15 as bonus for the year 1967-68 in full and final settlement.
47	Ganga Precision Industries, Pappanaickenpalayam, Coimbatore.	do	do	The management agreed to pay 16 per cent of their total earned wages during the year 1967-68 as bonus.
48	Reanka Engineering Works, Patel Road, Coimbatore-9.	do	do	The management agreed to pay 10 per cent of their total earned wages during the year 1967-68.
49	M/s. Subbiah Foundry, Pappanaickenpalayam, Coimbatore.	do	do	The management agreed to pay 20 per cent their total earned wages during the year 1967-68 as bonus in full and final settlement.
50	M/s. Ganapathy Engineering Manufacturing (P) Limited, Ganapathy Post, Coimbatore.	14-10-68	do	The management agreed to pay 13¼ per cent of their earned wages who were in the service during the year 1967-68 as bonus.
51	M/s. Coimbatore Premier Corporation, Coimbatore.	15-10-68	do	The management agreed to pay 20 per cent of their earned wages during the year 1967-68 as bonus.
52	Lotus Foundry, Bharathipuram, Coimbatore-18.	15-10-68	Demanding to issue of the bonus for the year 1968.	The management agreed to pay 15 per cent of the workers' total earnings from October 1967 to September 1968 as bonus.
53	M/s. Southern Engineering Industries, Coimbatore-18.	16-10-68	Demanding to issue of the bonus for the year 1967-68.	All workers who were in the service of the Establishment during the year 1967-68 the management agreed to pay 20 per cent of their total earnings as bonus.
54	Shanmuga Foundry, Singanallur, Coimbatore.	16-10-68	do	The management agreed to pay 2¼ months of the present actual wages to all workmen as bonus for 1967-68.
55	M/s. Nirmala Industries, Coimbatore.	17-10-68	do	All workers who were in the service of the establishment during the year 1967-68 the management agreed to pay 18 per cent of their earned wages during the year as bonus.
56	A. K. Ponnuswamy and Company, Ganapathy, Coimbatore.	17-10-68	Demanding to issue of the bonus for the year 1967-68.	The management agreed to pay 13 per cent of the total earned wages during the year 1967-68 as bonus.
57	Lakshmi Engineering Foundry, K. R. Putam, Ganapathy, Coimbatore.	17-10-68	do	The management agreed to pay 9 per cent of the total earned wages during the period from 1-10-67 to 30-9-68 as bonus for the year 1967-68.
58	Eltex Engineering Corporation (P) Ltd., Ganapathy Post, Coimbatore.	18-10-68	do	The management agreed to pay and the workers also agreed to receive 4 per cent of the total earned wages as bonus in full and final settlement of the bonus claim. The management also agreed to pay 11 per cent of their total earned wages and Rs. 7.50 each as ex-gratia payment apart from the 4 per cent bonus as stated.
59	Kasthuri Engineers Limited Kuniamuthur, Coimbatore.	19-10-68	Demanding for bonus for the year 1967-68.	The management agreed to pay 6 per cent of the total earning of the workers during the financial year 67-68 as advance towards the bonus for the year 1967-68 and the advance now paid should be adjusted against the bonus for 1967-68.
60	Pioneer Engineering Foundry, Ganapathy, Coimbatore.	do	do	The management agreed to pay to all workers 45 days wages at the rate of pay as on 31-3-1968.
61	Labour Relations Office, B.B.T.C. Limited, Mudis Post.	28-10-68	Withdraw the demand of reinstatement in services of the worker.	The management agreed to reemploy Sri Vyravan as a fresh worker without any continuity of service or other benefits.
62	Waverly Estate, Attakatti P.O., Coimbatore.		Demand of payment of cash allowance.	The management agreed to pay a cash allowance of 0.06 paise per day from 1-12-67.

(1)	(2)	(3)	(4)	(5)
63	Theemudi Estate, Mudis Post.	28-10-68	Non-employment of Thiru Palaniswamy (No. 1858).	The management agreed to reinstate back in service the worker Thiru Palaniswamy without wages for the period of non-employment but with continuity of service.
64	do	do	Non-employment of Thirumathi Mariyayee. (No. 174).	The management agreed to reinstate back in service the worker Thirumathi Mariyayee without wages for the period of non-employment but with continuity of service.
65	T. V. Komaraswamy Powerloom Factory, Vellakoil.	5-10-68	Demanding closure compensation in respect of the workers.	The parties agreed to receive the amount of Rs. 200 in full and final settlement of all the claims of the 4 workers with the said management.
66	Sivanandha Colour Works, Royappapuram, Tirupur	11-10-68	Demanding payment of bonus for 1967-68.	The management agreed to pay 12 per cent of the total earned wages of the workers worked from July 1967 to 30th September 1968.
67	Balasubramania Colour Works, Boyar Street, Tirupur.	do	Demanding payment of bonus for the year 1967-68 at the rate of 10 weeks earned wages.	The management agreed to pay 12 per cent of the total earnings earned from October 1967 to 30th September 1968 to all workers who had worked during the said period in full and final settlement of their claim towards bonus.
68	Balasubramaniam Power Loom Factory.	11-10-68	Demanding the rein- statement of 4 workers.	The management agreed to provide work to two workers with effect from 14-10-68 and also agreed to pay a lump sum of Rs. 100 to two workers in full and final settle- ment of all their claims with the management as detailed in the settlement.
69	The Coimbatore Pioneer Mills Limited, 'B' Mills, Perianaickenpalayam.	15-10-68	Certain weekly holiday permanent etc.	The management agreed to promote the temporary workers as permanent from 16-10-68 and give weekly holidays in rotation as specified in the settlement.
70	Sugana Mills (Private) Limited, Kunjamuthur, Coimbatore-8.	15-10-68	Demanding for payment of bonus for 1967.	The management agreed to pay bonus to each of the eligible workers at the rate of 6 per cent of the total earnings earned during 1-1-67 to 31-12-67 as detailed in the settlement.
71	Sri Natesar Spinning and Weaving Mills (Private) Limited, Erode.	15-10-68	Demand for payment of bonus from 1-4-67 to 31-3-68.	The management agreed to pay 4 per cent of the total earning wages of the workers to the workers as detailed in the settlement.
72	Ramanathan Textiles, Tirupur.	16-10-68	do	The management agreed to pay 8½ per cent of the total earnings for the year 1967-68 shall be paid to each worker as bonus in full and final settlement of all their claims.
73	The Stone Ware Pipes (Madras) Limited, Tiruvellore.	10-10-68	do	The management agreed that the pending finalisation of bonus for the financial year 1967-68, the workers will be paid festival advance for workers Rs. 70 and for staff Rs. 80.
74	Allvitabs Electricals (P) Limited, A-6, Ambattur, Industrial Estate, Madras-58.	10-10-68	Demand for payment of bonus for the years 1967-68 and 1968-69.	The management agreed to pay 12 per cent of total earning of each worker for the years 1967-68 and 1968-69 as bonus as detailed in the settlement.
75	Cetadal Fine Pharmaceuticals (P) Limited, Madras-42.	do	Demand for payment of bonus for the year 1967-68.	The management agreed to pay 15 per cent of the total earnings of the workers for the year 1967-68 as bonus as detailed in the settlement.
76	National Electricals (P) Limited, Madras-58.	11-10-68	Certain demands of dearness allowance, increment etc.	The management agreed to enhance dearness allowance from Rs. 50 to 65 with effect from 1-4-68 and also agreed to increase the increment of semi skilled workers from Rs. 4 to 4.50 as detailed in the settlement.
77	W. S. Insulators of India Limited, Porur, Madras-16.	14-10-68	Demand the suspension of certain workers.	The parties recognised in the sale bargaining body in respect of all daily rated employees as detailed in the settlement.
78	The Standard Machine Tools, Madras-58.	do	Demand for payment of bonus for 1967-68.	The management agreed to pay 10½ per cent of the total earnings as bonus for the financial year 1967-68 in full and final settlement of the claim for bonus for the year 1967-68 as detailed in the settlement.
79	Vadapalani Press, Madras-26.	do	Demand for payment of bonus from 1-1-67 to 31-12-67.	The management agreed that the demand for bonus shall relate the year 1968 calendar year. The demand for bonus for 1967 is not pressed, and also agreed to pay two months' wages as bonus for the calendar year 1968 in full and final settlement as detailed in the settlement.

(1)	(2)	(3)	(4)	(5)
80	English Electric Company of India Limited, Madras-27.	14-10-68	Non-employment of Thiru V. I. Argal B. Indur, Mohan.	The management agreed to pay Rs. 300 to each person in full and final settlement of all their claims including the right for the claim of reinstatement.
81	Messrs. Shaw Wallace and Company Limited, Glue Factory and Sulphoric Acid Plants, Kaduvatti, Chingleput District.	15-10-68	Demanding regarding the confirmation of casual workers.	The management agreed to pay a consoli dated daily wage of Rs. 3.58 per working day to each casual and temporary labour employed in the factory.
82	Keyls National Foundry Engineering Company, Madras-58.	15-10-68	Demanding bonus for 1967-68.	The management agreed to pay a sum of Rs. 35 to each permanent workers as exgratia payment in lieu of bonus for 1967-68.
83	Messrs. Golden Cine Studios (P) Ltd., Arcot Road, Madras-26.	15-10-68	do	The management agreed to pay in the aggregate 14 months wages as bonus for the year 1967-68 as detailed in the settlement.
84	Madras Flying Club Limited, Madras-27.	17-10-68	Demanding for duty allowance etc.	The management agreed to pay Rs. 3 as early morning duty allowance to the field staff with effect from 1-10-68.
85	Madras Photograph, Nellikuppam, Madras-53.	17-10-68	Demanding bonus for 1967-68.	The management agreed to pay 10% of the total earnings as bonus for the year 1967-68.
86	Ultramarine and Pigments Limited, Madras-53.	do	Non-employment of certain workers.	The management agreed to pay to Thiru Meesakunju a lump sum amount in full and final settlement of all their claims including their claims for reinstatement, except bonus.
				Rs. 1. Thiru A. Meesakunju ... 550 2. " M. Chandran ... 500 3. " K. Dural ... 500 4. " R. Sankaran ... 500
87	M/s. Indo-French Pharmaceutical Company, Nanganallur, Madras-61.	22-10-68	Demanding for payment of basic wages, dearness allowance and increment etc.	The management agreed to pay and increase on an ad-hoc basis of Rs. 10 to each worker over his present rate of basic wages on and from 1-10-68 and also agreed to the increase of Dearness Allowance on a pro-rate basis of Rs. 15 over the existing rate of Dearness Allowance of Rs. 60 to each worker, from 1-10-68. The management agreed to grant annual increment of Rs. 7.50 P. for Grade I and Rs. 5 for Grade II from 1-4-69 as detailed in the settlements.
88	South India Aluminium Company, Madras-41.	24-10-68	Non-employment of Thiru V. Rajabather,	The management agreed to pay Rs. 60 in full and final settlement of all the claim of Thiru V. Rajabather including his claim for reinstatement as detailed in the settlement.
89	Ravindra Auto Industries, Madras-16.	do	Non-employment of Thiru K. K. Mohan.	The management agreed to pay Rs. 100 and arrears of wages, if any in full and final settlement of all his claims to Thiru K. K. Mohan as detailed in the settlement.
90	Chellappa Transport, Karaikudi.	8-10-68	Demand for payment of bonus 1967-68.	The management agreed to pay one months total wages plus Rs. 25 as bonus to the workers for the year 1967-68.
91	Saraswathi Cafe, Melur.	9-10-68	Non-employment of the workers.	The management agreed to pay a sum of Rs. 1,250 to 16 workers in full and final settlement of all their claims as detailed in the statement.
92	Messrs. The Pandyan Press, Limited, Madurai-16.	do	Demand for payment of bonus for the year ended 1968.	The management agreed to pay 64% of the total earnings as bonus for the year ended 31-3-68 in full and final settlement as detailed in the statement.
93	Messrs. Lala Bakery, Madurai.	10-10-68	Demanding the bonus for the year 1967-68.	The management agreed to pay the sum of Rs. 116 to Thiru S. Raju Muthalier, Rs. 125 to Thiru R. Chandran and Rs. 42 to Thiru Pannir Selvan as bonus for the year 1967-68 in full and final settlement.
94	Messrs. Subramaniam and Company, Thiruparankundram.	do	Non-employment of Thirumathi Erulayee.	The management agreed to reinstate the worker with continuity of service but without backwages with effect from 22-10-68.

(1)	(2)	(3)	(4)	(5)
95	Messrs. Co-operative Super Market, Madurai.	10-10-68	Non-employment of Thiru A. L. Vartharajan (Salesman).	The management agreed to reinstate the worker with continuity of service but without backwages.
96	M/s. Muthuvel Industries, Dindigul.	11-10-68	Demanding the bonus for the year 1967-68.	The management agreed to pay 3 months wages at current rate plus Rs. 4 to each worker as bonus for 1967-68.
97	M/s. Paramakudi Bus Transports (P) Ltd., Paramakudi.	14-10-68	Demanding bonus for 1968.	The management agreed to pay the sum equivalent to 3 months basic wages as bonus for the year 1968.
98	M/s. Lyla Printers, Madurai.	14-10-68	Demanding bonus for 1967-68.	The management agreed to pay Rs. 40 to R. Raman as bonus in full and final settlement as detailed in the settlement.
99	Venkatachalapathi Talkies, Anayar.	14-10-68	Non-employment of Thiru M. R. Papaiya.	The management agreed to pay a sum of Rs. 125 to Thiru M. R. Papiya in full and final settlement of all his claim as detailed in the settlement.
100	Messrs. N. K. V. Brothers (P) Limited, Madurai.	14-10-68	Non-employment of Thiru K. Sundararajapillai.	The management agreed to pay a sum of Rs. 350 to the worker in full and final settlement of all his claims as detailed in the settlement.
101	S. V. A. Transports, Madurai.	15-10-68	Demanding the increase in wages.	The management agreed to pay a sum of Rs. 11 to all the permanent workers who have put in one year of continuous service as on 1-7-68 and who are working at present as increase in wages from their wages as drawn at present taking into consideration of the Motor Transport Wage Board recommendations regarding interim relief.
102	S. V. R. Transports, Madurai.	15-10-68	do	do
103	M/s. T. M. S. Bakery, Madurai.	15-1-68	Non-employment of Thiru S. Pitchai.	The management agreed to pay a sum of Rs. 40 as back-wage for the period of his non-employment and to reinstate the worker with continuity of service with effect from 16-10-68.
104	Murugan Cafe, Kandipettai Nilakottai, Madurai District.	15-10-68	Non-employment of 3 workers.	The management agreed to pay a sum of Rs. 250 to all the workers in full and final settlement of all their claims.
105	Ananda Talkies, Tirumangalam, Madurai.	16-10-68	Non-employment of Thiru N. Sanker.	The management agreed to pay Rs. 25 as ex-gratia works the period of his non-employment and to reinstate the worker into their service with effect from 24-10-68 with continuity of service.
106	Nazz Dry Cleaners and Launderers, Madurai.	do	Non-employment of Thiru R. Pandiyan.	The management agreed to pay a sum of Rs. 185 to the worker in full and final settlement of all his claims as detailed in the settlement.
107	M. K. Rajagopala Iyer Company, Madurai.	19-10-68	Demanding the bonus for the year 1967-68.	The management agreed to pay an advance of Rs. 30 to each worker.
108	Rajamani Auto Service, Madurai.	do	do	The management agreed to pay a sum equivalent to 2 months total wages plus Rs. 5 as bonus for the year 1967-68.
109	Kadaria Rice Mills, Puthuvayal, Madurai.	do	Non-employment of Thiru Muthiah Ambalam.	The management agreed to pay a sum of Rs. 750 to the worker in full and final settlement of all his claims as detailed in the settlement.
110	Vosemon Photo Mount Company, Madurai.	do	Demand bonus for the year 1967-68.	The management agreed to pay to all the monthly rated workers an amount equivalent to 2 months total wages at the current rate plus Rs. 17 as bonus for the year 1967-68.
111	Fenner Cockill Limited, Madurai.	23-10-68	Demand for introduction of a gratuity scheme.	The management agreed to formulate the gratuity scheme under this settlement with effect from 1-4-68.
112	Usha Printers, Madurai.	24-10-68	Non-employment of Thiru R. Veerasamy.	The management agreed to pay a sum of Rs. 145 to Thiru R. Veerasamy in full and final settlement of all his claims as detailed in the settlement.

1)	(2)	(3)	(4)	(5)
113	Krishna Motors (Private) Limited, Madurai.	30-10-68	Non-employment of 3 workers.	The management agreed to pay the following sums noted against each of their names in full and final settlement of all their claims. Rs. 1. V. Susaimanikkam (Driver) ... 851 2. B. S. Rajagopal ... 600 3. M. Velupillai (Driver) ... 90
114	K. M. Parthasarathy Chettiar, Provision Stores, Madras-7.	3-10-68	Non-employment of Thiru K. Thangavelu Pillai.	The management agreed to pay Rs. 250 to the worker in full and final settlement of all his claims as detailed in the settlement.
115	Raja Cafe, Mint Street, Madras-1.	3-10-68	Non-employment of 25 workers.	The management agreed to pay Rs. 1,300 to the 25 workers in full and final settlement of all their claims inclusive of their claim for reinstatement.
116	Erapce Corporation (Private) Limited, Madras-3.	4-10-68	Non-employment of Thirumathi B. Davitt.	The management agreed to reinstate Mrs. B. Davitt with continuity of service without backwages with effect from 7-10-68. The period of non-employment will be treated as leave on loss of pay.
117	Mangaldoss and Company, Madras-15	8-10-68	Demand payment of bonus for 1967-68.	The management agreed to pay to their workmen 36 days wages as bonus for the year 1967-68 in full and final settlement.
118	Alagiriswamy Chettiar, Madras-15	9-10-68	do	The management agreed to pay Rs. 90 as bonus for the year 1967-68 to each of the workmen.
119	Sri Palaniappa Transports, Madras-1	do	Non-employment of Thiruvallargal K. K. Narayanan and M. Kuppuswamy.	The management agreed to pay a sum of Rs. 500 to the workers besides earned wages due to them in full and final settlement of all their claims.
120	Sankar Cafe, N. S. C. Bose Road, Madras-1	do	Demand payment of bonus for the year 1967-68.	The management agreed to pay 48 days basic wages of the workmen as bonus for 1967-68 in full and final settlement of the bonus claim.
121	Sri Ramakrishna Lunch Home, N. S. C. Bose Road, Madras-1	do	do	do
122	M. L. Pajara Waste Paper Company, Royapuram, Madras-13	10-10-68	do	The management agreed to pay bonus to women workers at the rate of Rs. 65 each and Rs. 115 each for men workers as detailed in the settlement.
123	Tube Investment of India Ltd., Company Office, "Tiam House", Madras-1	do	Demanded enhance- ment of leave privi- leges.	The management agreed to avail their earned leave in not more than 3 instalments in a year as detailed in the settlement.
124	Ratnam Press, Madras-1	11-10-68	Demanded the payment of 20 per cent wages as bonus for the year 1967-68.	The management agreed to pay one month basic wages (Wages drawn as on 31-3-68) to each of the workmen as bonus.
125	Mekala Talkies, Madras-7	14-10-68	Demanded payment of bonus for 1967.	The management agreed to pay 4 per cent of bonus already paid which was confirmed as bonus for the year 1967 and the union withdraws the demand for 20 per cent bonus for the year 1967.
126	Modern Wood Crafts (Madras), Games Road, Perambur Barracks, Madras-12	do	Demanded 2 months wages as bonus for 1967-68.	The management agreed to pay 6½ per cent of the total wages paid advance towards bonus 1967-68.
127	Three Yem Printers, Madras-1	17-10-68	Non-employment of 11 workers.	The management agreed to pay Rs. 7,000 to 11 workers in full and final claims of the 11 workers.
128	Sri Lalitha Lunch Home, Madras-1	do	Demanded 20 per cent of wages as bonus for the year 1967-68.	The management agreed to pay 12 months wages as bonus to all workers for the year 1967-68 exclusive of all allowances.
129	Bhavan De-Joshi, Madras-1	do	do	The management agreed to pay 20 per cent of wages already paid on 10-10-68 as bonus for 1967-68 to the workers in full and final settlement of all their claims.
130	Hotel Morrison	do	do	The management agreed to pay 2 months basic wages as bonus for the year 1967-68 ending 31st March 1968 to all their workmen.
131	Sri Jaya Cafe, Madras-1	do	do	The management agreed to pay 2 months wages exclusive of all allowance as bonus to all the workers for the year 1967-68 in full and final settlement of the bonus claim.

(1)	(2)	(3)	(4)	(5)
132	Sree Venkateswara Minerals (P) Ltd., Madras-1	17-10-68	Demanded 20 per cent of wages as bonus for the year 1967-68.	The management agreed to pay 6 per cent of the total wages to each of the workmen as bonus for 1967-68.
133	Chitram and Company, Madras-13	18-10-68	Demanded payment of bonus for the year 1967-68.	The management agreed to pay their workmen 8 per cent of their total annual earnings as bonus for the accounting year 1967-68.
134	Karuna Printing Works, Broadway, Madras-1	do	Demanded 3 months wages as bonus for the year 1967-68.	The management agreed to pay 15 days wages to each of the workmen towards bonus claim for the year 1967-68.
135	Trimex Dry Cleaners, Perambur, Madras-11	25-10-68	Non-employment of Thiru P. Natarajan.	The management agreed to reinstate Thiru P. Natarajan back in service with continuity and to pay Rs. 250 towards wages for the period of non-employment.
136	Kamsons, Madras-1	do	Demanded payment of bonus for 1967-68.	The management agreed to pay 20 days wages to each of the workmen as bonus for the year 1967-68 in full and final settlement of the bonus claim.
137	Fyrkool (P) Limited, Madras-21	30-10-68	Non-employment of Thiru K. Sankaran.	The management agreed to pay Rs. 500 in full and final settlement of all his claims if any due to him.
138	Ram and Rao Company, Madras-1	31-10-68	Non-employment of Thiru C. Sandy.	The management agreed to pay Rs. 350 to Thiru C. Shandy in full and final settlement of all his claims inclusive of his claim for reinstatement.
139	Coir and Fibre Industries Merchants, Tuticorin	9-10-68	Demanded increase the daily wages, National Festival Holidays etc.	The management agreed to increase the daily wages and also agreed to grant 8 national festival holidays to their workers as detailed in the settlement.
140	Erode Service, Coimbatore	28-10-68	Demanded payment of bonus for the year 1968.	The management agreed to pay to each workmen who has completed one year of service shall be paid a bonus equivalent 3¼ time of his basic wages in full and final settlement.
141	Gobi Service, Andiyur	do	Demanded payment of bonus for 1968.	do
142	Mehta and Company, Coimbatore	11-10-68	Demanded payment of bonus for the year 1967-68.	The management agreed to pay to the female workers working under them bonus of 19 paise per day for the days actually worked by them during the period from 22-10-67 to 15-10-68 in full and final settlement of their bonus.
143	Pandia and Sons, Devangapet, Coimbatore	do	Demanded payment of bonus during the period from 22-10-67 to 15-10-68.	do
144	Nanco Rubber and Plastic Limited, Coimbatore-11	15-10-68	Demanded payment of bonus for the year 1967-68.	The management agreed to pay and the workers shall accept 4 per cent of their salary or wages as defined by the payment of bonus act as detailed in the settlement.
145	Venkateswara Saw Mill and Timber Depot, Coimbatore	16-10-68	do	The management agreed to pay their workers as exgratia payment as detailed in the settlement.
146	The Purushotham Murarji, Coimbatore	do	Demanded payment of bonus for the year 1967-68.	The management agreed to pay to the female workers working under them bonus of 19 paise per day for the days actually worked by them during the period from 22-10-67 to 12-10-68 in full and final settlement of their claims.
147	Sri Satyanarayana and Company, R. S. Puram, Coimbatore	do	do	The management agreed to pay to the female workers working under the bonus of 19 paise per day for the days actually worked by them during the period from 22-10-67 to 15-10-68 in full and final settlement of their claims.
148	Renuka Ginning Factory; Ganapathy, Coimbatore	17-10-68	Demanded payment of bonus for the year 1967-68.	The management agreed to pay to kappas pickers at the rate of Rs. 11 and to ginning feeders kappas cotton carries and kalas workers an seed removers at the rate of Rs. 14 per cent and to oilers at the rate of Rs. 20 as detailed in the settlement.
149	Gopald Motor Service (P) Ltd., Tirupur Unit	18-10-68	do	The management agreed to pay 5¼ months basic wages as on 31-3-68 for the year 1967-68.
150	Praga Industries (P) Ltd., Peelamedu, Coimbatore	do	do	The management agreed to pay 4 per cent towards bonus and 3 per cent as advance of the total basic pay and dearness allowance earned by each order during the year 1967.

(1)	(2)	(3)	(4)	(5)
151	Modplast Private Limited, Peelamedu, Coimbatore	18-10-68	Demanding payment of bonus for the year 1967-68.	The management agreed to pay 4 per cent towards bonus and 3% as advance of the total basic and dearness allo- wance earned by each worker during the year 1967.
152	City Moffosil Transport, Tirupur	do	do	The management agreed to pay 20 per cent of the total earnings of the workers as bonus for the year 1967-68.
153	Chempakal and Brothers (P) Ltd., Coimbatore-2	do	do	The management agreed to pay the female workers working under them a bonus of 19 paise per day for the days actually worked by them during the period from 22-10-67 to 17-10-68 in full and final settlement of their bonus demand for that period.
154	Jegannatha Ginning and Oil Mills, Coimbatore	do	do	The management agreed to pay as bonus for the year 1967-68 to kappas pickers at the rate of Rs. 14 and gin feeders kappas and to cotton carriers at the rate of Rs. 19 and to kalas workers and seed removers at the rate of Rs. 22 as detailed in the statement.
155	G. K. Devarajulu and Company, Leasees of the Coimbatore Lakshmi Cotton Press (P) Limited, The Krishna Mills (P) Ltd., Coimbatore.	do	Demanding bonus for the year 1967-68.	The management agreed to pay at Rs. 30 for male worker and Rs. 25 for female worker who have been working in the Krishna Mills (P) Ltd., and also agreed to pay at Rs. 40 for male worker and Rs. 35 for female worker who have been working in the Coimbatore Lakshmi Cotton Press (P) Ltd., as detailed in the settlement.
156	M. Gopalan Tea Stall, Salem-9	3-10-68	Non-employment of Thiru K. C. Krishna Nambiar.	The employer agreed to pay to Thiru K. C. Krishna Nambiar a sum of Rs. 150 on full and final settlement of all his claims.
157	The Salem-Erode Electricity Distribution Company Ltd., Salem	7-10-68	Demanding payment of bonus for the year 1967-68.	The management agreed to pay 22½ per cent of the annual basic or at 9½ percent at the annual gross salary which ever is higher.
158	Salem Weavers Co-operative Production and Sales Society Limited, Salem	11-10-68	Regarding the out in wages for half a day to certain workers and suspension of certain workers.	The management agreed to pay leave with full pay and grant of special allowance to 15 workers for the period of absence and cancelled the suspension of certain workers and treated the absence as special leave with half wages as detailed in settlement.
159	Sehayee Paper and Boards Limited, Cauvery, R.S., Erode.	11-10-68	Non-employment of Thiru S. Muthu.	The management agreed to pay the worker a sum of Rs. 600 only in full and final settlement of all his claims and reinstated him in service.
160	Gokul Industries, Salem-5.	do	Payment of bonus for 67-68.	The management agreed to pay the bonus for 67-68 a sum calculated at 6 per cent of his earned wages for the said year subject to a minimum of Rs. 40 in full settlement.
161	B. C. Arunachala Chetty Dyeing Factory, Salem.	do	Non-employment of 6 workmen.	The management agreed to reinstate the five workmen with continuity of service with effect from 12-10-68 as detailed in settlement.
162	Raju and Mannar Lorry Transport, Shevapet, Salem.	13-10-68	Bonus for 1967-68 and institution of a gra- tuity scheme.	The management agreed pay to each workmen two months wages in full satisfactory their claim for bonus for the year 1967-68.
163	Vasanth Nilayam Cloth Merchant, Athur.	16-10-68	Non-employment of Sri R. Chinadurai.	The management agreed to pay sum of Rs. 250 to the worker in full and final settlement.
164	Premier Roller Flour Mills Limited, Salem.	do	Payment of bonus for 1967-68 grant of leave and overtime wages.	The management agreed to pay 10 per cent of the wages earned a worker during the year 1967-68 in full satisfac- tion of the claim for bonus as detailed in settlement.
165	A. V. A. Industries Corporation (P) Limited, Seelanaickampatti, Salem.	do	Payment of bonus for 67-68.	The management agreed to pay 11 per cent of the wages earned by a worker during the year 1967-68 in full satisfaction of the claim for bonus as detailed settle- ment.
166	Lakshmi Trading Corporation, Anadanpatti, Salem.	do	Payment of bonus for 67-68.	The management agreed to pay a worker a sum equivalent to 11 per cent of the wages earned by the worker during the year 1967-68 as detailed in settlement.
167	A. K. Balamuniappa Chettiar Sons, Salem.	do	Non-employment of worker.	The management agreed to pay the worker a sum of Rs. 150 in full and final settlement.
168	R. C. Rangasamy Chettiar and Brothers Dyeing Factory, Gugai, Salem.	17-10-68	Payment of bonus for 1967-68.	The management agreed to pay the workers one month's wages for the year 1967-68 in full satisfaction of the claims for bonus for the said year as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
169	R. K. K. Nagaraja Chettiar, R. K. R. Anathan Chettiar, Gugai, Salem.	17-10-68	Payment of bonus for 1967-68.	The management agreed to pay 1½ months wages in full satisfaction of the claim for bonus for 1967-68 as detailed in settlement.
170	P. S. S. Romanna Chettiar and Sons Dyeing Factory, Pulikulli Street, No. 4, Salem-6.	18-10-68	do	do
171	V. K. R. Ramalinga Chettiar and Bros., Pulikulli Street, Salem-6.	18-10-68	do	do
172	C. E. Anthonisami Chetty Dyeing Factory, Salem.	do	do	do
173	K. Ragunatha Chetty and Sons, Moongapadi Street Salem-6.	do	do	The management agreed to pay their workmen one month wages in full satisfaction of their claim for 1967-68.
174	Ramaraj Saya Tozhil Salai, Salem.	do	do	do
175	C. S. Subramania Chettiar and Brothers, Dyeing Factory, Salem	18-10-68	Payment of bonus for 1967-68.	The management agreed to pay each of the workman 1½ month's wages in full satisfaction of his claim for bonus for the year 1967-68.
176	O. K. D. Dasappa Chettiar and Sons, Salem-6.	do	do	do
177	S. Palanisami Chetty and Sons, Dyeing Factory, Salem.	do	do	The management agreed to pay each of the workmen one month's wages in full satisfaction of his claim for bonus for the year 1967-68.
178	N. Venkatrama Chettiar and Company, Dyeing Factory, Salem.	do	do	The management agreed to pay each of the workmen 1½ month's wages in full satisfaction of his claim for bonus for the year 1967-68.
179	R. M. O. Damodaran, Dyeing Factory, Annapet, Salem.	do	do	The management agreed to pay each of the workmen one month's wages in full satisfaction of his claim for bonus for 1967-68.
180	K. R. Seetharama Chettiar and Sons, Salem.	19-10-68	do	do
181	P. K. Dasappa Chettiar, Salem.	19-10-68	do	The management agreed to pay each of their workmen 1½ months wages for bonus for 1967-68.
182	C. Arunachala Chettiar, Salem.	do	do	The management agreed to pay each of their workmen one month wages for bonus for 67-68.
183	Management of Mahatma Dyeing Factory, Salem.	do	do	do
184	C. Jayaram Dyeing Factory, Salem.	do	do	The management agreed to pay each of their workmen 1½ months wages for bonus for 1967-68
185	Araju Press, Salem.	24-10-68	Non-employment of workers.	The management agreed to pay to Rs. 95 to the worker in full and final settlement
186	The Management of Court Tream Job Branches, Salem.	do	Non-employment of Thiru R. Sambasivam.	The management agreed to pay the workers Rs. 295 in full and final settlement.
187	Rajendra Mills Limited, (B Mill), Salem.	25-10-68	Fixation and revision of work as signment in Preparatory Depart- ment.	The management agreed to fix the work assignments and wages in the preparatory Department as detailed in settlement.
188	Rajendra Mills Limited, (B Mill), Salem.	25-10-68	Fixation of reeling, cone winding, power house and blow room department.	The management agreed to fix the work assignments and wages in the Reeling, Conewinding, Power House and Blow Room Department as detailed in settlement.
189	Ratna Roller Flour Mills, Salem.	26-10-68	Payment of wages for September 1968 and bonus for 1967-68.	The management agreed to pay the payment of wages to the 9 workers as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
190	Sivalokam Estate, Kallid.	14-10-68	The refusal of carrying of latex by the Tapping workers of Thannukavu division.	Thamikaavoo Division Tappers agreed to carry all the latex and scrap collected every day to the usual control weighing shed as detailed in settlement.
191	Devashola Estate, Kalacula Post	15-10-68	Non-employment of D. Raju, Former Lorry Driver.	The management agreed to treat the termination of services of the driver and to pay retrenchment compensation of Rs. 3,000 as detailed in settlement.
192	Chamraj Estate, Nilgiris	23-10-68	Termination of service of Thirumathi L. T. Naine.	The management agreed to treat the termination of the services of L. T. Naine as retrenchment and pay her one month's wages in full and final settlement of her claims and other terms as detailed in settlement.
193	Sri Arthanari Transports, Coimbatore-12	17-10-68	Non-employment of certain workers.	The management agreed to take back the driver Sri Arthanari Transports with effect from 25-10-68 and to pay half a month's wages as on ex-gratia payment as detailed in settlement.
194	Courtesy Transports Limited, Coimbatore	18-10-68	Non-employment of 5 workers etc.	The management agreed to take back into services of Drivers M. Gopalan Nair, S. Ramasamy and conductor R. V. Ramachandran with the conditions and terms as detailed in settlement.
195	Radhakrishna Saw Mills, Tenkasi	5-10-68	Non-employment of Thiru R. Perumal.	The management agreed to reinstate the worker with effect from 7-10-68 with continuity of service but without back wages.
196	Ganapathy Motor Service, Tirunelveli	4-10-68	Bonus for 1967-68 and non-employment of A. Santiagu and Arumuga Karayalam.	The management agreed to pay 3 months basic wages as bonus for the year 1966-67 to these workers who have put in one year of total service as detailed in settlement.
197	Sri Meenakshi and Company, Dyeing Factory, Tenkasi	5-10-68	Non-employment of Thiru Nallakannu Nambiar.	The management agreed to write off the amount due from the worker to the company and also agreed to pay a sum of Rs. 70 to the worker in full and final settlement.
198	Sri Jeyaram Motor Service, Rajapalayam	14-10-68	Non-employment of Thiru S. Vadivelu.	The management agreed to pay the workmen a sum of Rs. 100 in full and final settlement.
199	Pioneer Motor Service, Tirunelveli	do	Charter of demands.	The management agreed to pay a sum of Rs. 40 as advance against Bonus as per terms of settlement.
200	Nagamoney Sasitha and Bros., Tirunelveli	do	do	The management agreed to pay two months basic wages to all the workers as bonus for the year 1967-68 as detailed in settlement.
201	Balasaraswathi Transport, Palayamkottai	15-10-68	do	The management agreed to pay 2 months basic wages as bonus for the year 1968 as detailed in settlement.
202	M. S. A. Vairania Nadar and Sons, Virudhunagar	17-10-68	Non-employment of a worker.	The management agreed to pay a sum of Rs. 220 to worker as detailed in settlement.
203	Graphic Arts, Sivakasi.	17-10-68	Non-employment of Thiru S. Palaniswamy	The management agreed to take back the worker on production of the fitness of medical certificate.
204	Lakshmi Mills Company Limited, Koilpatti.	29-10-68	Charter of demands.	The management agreed to designate Veluswamy as pump-set cum-pipe fitter with the basic wages of Rs. 64 and also arrears with effect from 1-11-66 and also to treat the suspension of R. Subbiah Pillai and Abbu Bucken leave on loss of pay and other terms as detailed in settlement.
205	Tenying Roadways, Sivakasi.	23-10-68	Non-employment of C. Velmurugan.	The management agreed to pay a sum of Rs. 450 to Velmurugan as detailed in settlement.
206	Palanisappa Estate, Kullakamby P.O.	12-10-68	Non-employment of workmen C. Saba-devan.	The management agreed to pay to C. Sahadevan, Rs. 450 in full and final settlement as detailed in settlement.
207	Olands Estate, Kullakamby P.O.	10-10-68	Services of Thiru Ponnayyan.	The management agreed to pay Thiru Ponnayyan Rs. 450 in full and final settlement as detailed in settlement.
208	South India Glass and Enamel Works Limited, Salem.	17-10-68	Payment of bonus for the year 1967.	The management agreed to pay 7½ per cent of earned wages for bonus for 1967 as detailed in settlement.

(1)	(2)	(3)	(4)	(5)
209	K. G. Sāsthia Power Loom Factory, Madurai.	5-10-68	Closure of the Powerloom Factory.	The management agreed to pay notice pay for 20 days and other compensation as detailed in settlement.
210	K. R. Sadanantham Powerloom Factory, Madurai.	do	do	do
211	K. R. Santhanam Powerloom, Factory, Madurai.	do	do	do
212	Sri Meenakshi Mills, Paravai.	7-10-68	Grant of increase in wages to the workmen in the canteen.	The management agreed to give the following increase in wages to the 9 workers as detailed in settlement.
213	Ayyanar Spinning and Weaving Mills, Virudhunagar.	8-10-68	Service cut on the workers regarding the strike from 11-8-1968.	The management agreed to reduce the 8 days wages cut to one day and pay back the 7 days wages as detailed in settlement.
214	The Premier Industries, Madurai	9-10-68	Payment of bonus for the year 1967-68.	The management agreed to pay 6 days wages as bonus for 1967-68 in full and final settlement.
215	V. G. Venkatachalam Chettiar and Company, Madurai.	14-10-68	Non-employment of 2 workers.	The management agreed to pay Thiru K. T. Raju and A. Arunachalam in full and final settlement.
216	Rajeswari Mills, Madurai.	16-10-68	Payment of bonus for the year 1967-68.	The management agreed to pay 6 per cent of the total earning of the worker as bonus as detailed in settlement.
217	Meenakshi Mills, Madurai.	24-10-68	Fixation of wages for the stone attenders.	The management agreed to fit in Thiru M. Natarajan as detailed in settlement.
218	Thiagaraja Mills, Kappalur	do	Wages for the Reeling Fitter.	The management agreed to pay as allowance of 50 paise each day the worker as detailed in settlement.
219	Rajaratna Mills Private Limited, Neikaranpatti	28-10-68	Permanency of workers	The management agreed to provide work to the temporary workers and also to increase the wages to certain workers as detailed in settlement.
220	Prabhu Transports, Cuddalore	3-10-68	Non-employment of worker.	The management agreed to pay to receive Rs. 75 in full and final settlement.
221	M. B. D. Motor Service, Arcot	25-10-68	Non-employment of T. N. M o b i d o s s Sheriff.	The management agreed to pay Rs. 650 to the worker in full and final settlement.
222	do	do	Non-employment of Habeeb Sheriff.	The management agreed to pay Rs. 1,600 to the worker in full and final settlement.
223	Murugan Oil Mill, Vaniyambadi	29-10-68	Non-employment of workers.	The management agreed to pay Rs. 220 to Chinnpayan and Rs. 530 to Perumal as detailed in settlement.

**2. PARTICULARS OF VOLUNTARY AND COLLECTIVE AGREEMENTS
MADE BETWEEN EMPLOYEES AND EMPLOYERS DURING THE
MONTH OF OCTOBER 1968**

No.	Name of the Concern	Date of agreements	No. of workers involved	Issues
1.	Sri Ramalinga Choodambigai Mills Ltd., Tiruppur.	18-10-68	—	Bonus for 1967.
2.	Kandasamy Spinning Mills, Suriyampalayam, Bhavani.	10-10-68	—	Bonus for 1967-68.
3.	Diesel Engineering (India) Ltd., Coimbatore.	13-9-68	10	Regarding increase of wages.
4.	The Scientific Fertilisers Company (Private) Ltd., Coimbatore.	16-9-68	10	Bonus for 1967-68.
5.	Sakthi Sugars Ltd., Coimbatore.	4-10-68	1,000	do
6.	Kasthuri Printing Press, Coimbatore.	17-10-68	15	do
7.	Salem Lodge, Coimbatore.	26-10-68	10	Bonus for 1968-69.
8.	Kalaikathur Achagam, Coimbatore.	16-10-68	50	Bonus.
9.	Mettupalayam Coonoor Service (Private) Ltd., City Service, Coimbatore.	18-10-68	100	Bonus for 1967-68.
10.	B. & C. Mills, Madras.	25-9-68	1	Change of occupation.
11.	do	1-10-68	200	Wages.
12.	Suhrid Geigy Trading Company, Madras.	25-9-68	15	Bonus.
13.	Kothari & Sons, Madras.	4-10-68	138	Charter of demands.
14.	Lipton India Ltd., Madras-1.	20-9-68	—	Bonus, gratuity.
15.	B. & C. Mills,	10-9-68	1	Change of occupation
16.	do	11-10-68	1	do
17.	Sandoz (India) Ltd., Madras-8.	19-10-68	—	Charter of demands.
18.	Kothari & Sons	—	138	Bonus.

[1]	[2]	[3]	[4]	[5]
19.	The Insurance Association of India, Madras-1.	17-10-68	—	Charter of demands.
20.	B. & C. Mills,	22-10-68	1	Change of occupation.
21.	Rayala Corporation Private Limited, Madras-32 & their workmen.	17-10-68	—	Introduction of new incentive bonus scheme.
22.	Firestone Tyre & Rubber Company of India Private Ltd., & their workers.	20-10-68	—	Demand of the workmen for officiating allowance.
23.	do	do	—	Demands of the workmen for revision of wage scales, dearness allowance and payment of lunch allowance.
24.	Kerry Jost Tools Ltd., Madras-53.	5-10-68	—	Please see the settlement copy sent direct to Commissioner.
25.	Kerry jost Tools Ltd., Madras-53.	15-10-68	—	—
26.	Pilot Pen Co. Ltd., Polai.	4-10-68	—	—
27.	The Indian Steel Rolling Mills Ltd., Tiruninravur.	17-10-68	—	—
28.	Maduranthakam Co-operative Sugar Mills, Padalam.	15-10-68	—	—
29.	Blue Mountain Estate and Industries Ltd., Ennore, Madras-57.	9-10-68	—	—
30.	Micro Precision (Madras) Pvt. Ltd., Madras-16.	15-10-68	—	—
31.	Hackbridge Hewittic & Easun Ltd., Madras.	18-10-68	—	—
32.	Sree Visalakshi Mills Ltd., Vilangudi. vs. National Textile Workers Union, Madurai.	3-10-68	400	Bonus for 1967-68.
33.	Sarathy Dyeing & Handloom Weaving Factory, Madurai. vs. Their Workers.	1-10-68	187	do

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MADRAS LABOUR GAZETTE

[1]	[2]	[3]	[4]	[5]
34.	Sree Meenakshi Mills Ltd., Paravai vs. National Textile Workers Union, Madurai.	4-10-68	15	Workload in Carding department.
35.	Sree Kaleeswara Mills Ltd. Kalayarcoil vs. National Textile Workers Union, Kalayarcoil.	6-10-68	Not fur- nished.	Bonus for 1967-68.
36.	Sree Kaleeswara Mills Ltd. Kalayarcoil vs. National Textile Workers Union, Madurai.	6-10-68	Not fur- nished	Wage increase and permanency of work- ers.
37.	Thiagarajar Mills, Kappalur vs. National Textile Workers Union, Madurai District Mill Workers Union and D. P. T. M. Sangam, Madurai.	1-10-68	550	Bonus for 1967-68.
38.	Seethalakshmi Mills Limited. Thirunagar vs. Dravida Panchalai Thozhilalar Munnetra Sangam, Madurai and National Textile Workers Union, Madurai.	5-10-68	1,000	Bonus for 1967-68.
39.	Sivakami Mills, Thenur vs. National Textile Workers Union, Madurai District Mill Workers, Union and Dravida Panchalai Thozhilalar Munnetra Sangam Madurai.	1-10-68	680	do
40.	Sreenath Powerloom Factory, Madurai vs. National Textile Workers Union, Madurai.	14-10-68	9	do
41.	Poomina Textiles, Madurai, vs. National Textile Workers Union, Madurai.	14-10-68	9	do
42.	Rukmani Mills, Silaiman, vs. National Textile Workers Union, Madurai District Mill Workers Union, Dravida Panchalai Thozhilalar Munnetra Sangam, Madurai.	1-10-68	170	do

[1]	[2]	[3]	[4]	[5]
43.	Ayyappan Textiles Limited Achuthavayol vs. National Textile Workers Union, Textile Workers Union.	5-10-68	34	Wage increase to weekly paid worker.
44.	Sree Ramalinga Mills Ltd., Aruppukottai vs. National Textile Workers Union, Aruppukottai, Ramalinga Mills Workers Union, Aruppukottai.	15-10-68	28	Issue of permanent tickets to certain workers.
45.	Balakrishna Mills, Madurai vs. National Textile Workers Union, Madurai.	14-10-68	90	Payment of Deepa- vali Advance.
46.	Sree Meenakshi Mills Ltd., Madurai, Paravai & Thiagarajar Mills, Manaparai vs. National Textile Workers Union, Madurai & D.P.T.M.S. Madurai.	10-10-68	5,500 in three mills	Bonus for 67-68.
47.	Jayavilas Pawn Brokers' Shop, vs. V. Krishnaswami.	23-9-68	1	Non-employment.
48.	M/s. M. B. T. Co., Madras vs. M. Gopalakrishnan, C/o. Madurai Motor Transport and General Workers' Union, Madurai.	9-9-68	1	do
49.	P. S. S. Transport vs. P. S. S. Transport Workers' Union, Madurai.	15-10-68	86	Bonus for 1967.
50.	Parry & Co., Biscuit, Usilampatti vs. their Workers.	11-10-68	75	Bonus for 67-68.
51.	Ananda Bavan Biryani Hotel, Madurai vs. Madurai Dist. General Workers' Union, Madurai.	14-10-68	35	Bonus for 67-68.
52.	Shanmuga Vilas Coffee Hotel, Palace Road, Madurai vs. Madurai Dist. General Workers' Union, Madurai.	29-9-68	6	Non - employment of 6 workers.

[1]	[2]	[3]	[4]	[5]
53. M/s. M. B. T. Co., Madras vs. The Madras District General Workers' Progressive Union and the loadmen at Madras and other branches in the City.	15-10-68	1,005	Bonus for 67-68.	
54. Sri Mappillai Vinayagar Atered Motor Industry Dindigul, vs. Sri Mappillai Vinayagar Workers' Union.	31-8-68	106	Bonus for 67-68.	
55. Madras Sangam Ltd., Pandiyrarajapuram, vs. Madura Sugars Mills Labour Union, Madurai & Madurai Sugars Staff Union, Pandiyrarajapuram.	18-10-68	421	do	
56. The Nilgiri Plantation Labour Union, Coonoor and the management of O'Lands Estate, Kullakamby Post.	10-10-68	1	Non - employment	
57. Lilly Spinning Industries, Komarapalayam.	9-10-68	—	The management agreed to pay 18 days wages as bonus for 67-68.	
58. Lilly Spinning Industries, Komarapalayam.	9-10-68	—	do	
59. Mettur Industries Ltd., Mettur Dam.	15-10-68	—	Agreement reallocating duties and revising scales of pay of maistries in the carding section of the spinning department under Section 18 (i) of the Industrial Disputes Act.	
60. Pulliecar Mills Ltd., Tiruchengode.	11-10-68	—	Wages for the ree- lers working as conewinders giving proper designation for workers in the preperatory depart- ment etc. agreed.	
61. V. M. P. Metals & Alloys Co., Salem-4.	Nil	—	The management agreed to pay one months wages to the workers as bonus for 67-68.	
62. Pudukkottai Textile, Pudukkottai.	10-10-68	—	Dispute over bonus 1967.	
63. Tiruchy Steel Rolling Mill, Tiruchy.	19-10-68	—	Increase of wages.	

3. STATEMENT SHOWING THE LIST OF INDUSTRIAL DISPUTES REFERRED TO INDUSTRIAL TRIBUNAL, MADRAS AND LABOUR COURTS FOR ADJUDICATION PUBLISHED IN PART II, SECTION 1 OF THE FORT ST. GEORGE GAZETTE DURING THE MONTH OF OCTOBER, 1968

Sl. No.	Name of the concern in which the dispute has arisen	Issues	G. O. (R) No. and date of reference
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INDUSTRIAL TRIBUNAL, MADRAS

Madras District

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| 1. Siman Carves India Limited, Madras. | Whether the demand for the workmen for wages for the strike period between the afternoon of 15th May and 2nd June, 1968 is justified. | G. O. R. No. 1545, Industries, Labour and Housing, dated 17-7-68. |
| | If not, what relief they are entitled. | |
| 2. Easwaran & Sons, (Engineers) Pvt. Limited, Madras. | Whether the demand for permanency of temporary workers is justified. | G. O. R. No. 1606, Industries, Labour and Housing, dated 24-7-68. |

Madurai District

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| 3. M/s. K.M.A. Tannery, Dindigul. | Whether the claim of the workmen formerly employed in the tanneries of K. M. Mohamed Abdul Khader Firm, Dindigul for employment in the tanneries of Mubarak & Co., Dindigul, with reference to the terms of the settlement 12 (3) of the Industrial Disputes Act, 1947 is justified and if not to what relief if any, they are entitled. | G. O. R. No. 1746, Industries, Labour and Housing, dated 12-8-68. |
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| 4. The Madras Cements Limited, Thulukkappatti. | To fix the quantum of bonus for 1966-67. | G. O. R. No. 1590, Industries, Labour and Housing, dated 23-7-68. |
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Tirunelveli District

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| 5. M/s Ramalingam & Company, Tuticorin. | Whether the demand for bonus for the year 1966-67 is justified if so to fix the quantum. | G. O. R. No. 1558, Industries, Labour and Housing, dated 18-7-68. |
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[1]	[2]	[3]	[4]
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LABOUR COURT, COIMBATORE

Coimbatore District

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| 6. Pannimedu Estate, Mudis P.O., Valparai. | Whether the non-employment of Thiruvalargal Krishna Singh, Seeralan and Thirumathi Maria Selvam, is justified if not to what relief each is entitled. | G.O.R. No. 1598, Industries, Labour and Housing, dated 24-7-68. |
| | To compute the relief if any awarded in terms of money, if it can be so computed. | |
| 7. Lakshmi Mills Co. Limited, Coimbatore. | Whether the non-employment of Thiru Ramasamy, Simplex T.No. 1001 is justified and if not to what relief he is entitled. | G.O.R. No. 1600, Industries, Labour and Housing, dated 24-7-68. |
| | To compute the relief if any, awarded in terms of money if it can be so computed. | |

Salem District

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| 8. Barani Roadways (P) Limited, Salem. | Whether the non-employment of Thiruvalargal A. Nagarajan and N. Ramu, is justified and if not to what relief each would be entitled. | G.O.R. No. 1765, Industries, Labour and Housing, dated 14-8-68. |
| | To compute the relief if any awarded in terms of money if it can be so computed. | |
| 9. P.S. Shanmugam Mudaliar Sons & P. Velayuda Mudaliar & Sons, Cloth Merchants, Salem | Whether the non-employment of Thiru M. Natarajan, is justified and if not to what relief he is entitled. | G.O.R. No. 1847, Industries, Labour and Housing, dated 28-8-68. |
| | To compute the relief if any awarded in terms of money if it can be so computed. | |

LABOUR COURT, MADRAS

Madras District

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| 10. Bhatt Brothers, Madras. | Whether the non-employment of Thiru M. Subramani, is justified if not to what relief he is entitled. | G.O.R. No. 1709, Industries, Labour and Housing, dated 7-8-68. |
| | To compute the relief if any, awarded in terms of money if it can be so computed. | |

[1]	[2]	[3]	[4]
11. Easwaran & Sons (Switchgear) Engineers (Pvt.) Limited, Madras.	Whether the non-employment of Thiru S. Thandapani, is justified; if not to what relief he is entitled.	G.O.R. No. 1604, Industries, Labour and Housing, dated 24-7-68.	To compute the relief, if any, awarded in terms of money if it can be so computed.
12. Hackbridge Hewittic Easum (Pvt.) Ltd., Madras.	Whether the non-employment of Thiru P. S. Kandasamy, is justified if not to what relief he is entitled.	G.O. Ms. No. 1605, Industries, Labour and Housing, dated 24-7-68.	To compute the relief, if any, awarded in terms of money if it can be so computed.
13. P. Moorthy Naicker Carting Contractor, Madras.	To fix the quantum of bonus for 1966-67.	G.O.R. No. 1635, Industries, Labour and Housing, dated 29-7-68.	
14. Rajeswari Snuff Co., Villivakkam.	Whether the demand for revision of wages to the various categories of workers is justified, if so to fix the rates.	G.O.R. No. 1636, Industries, Labour and Housing, dated 29-7-68.	Whether the demand for the introduction of a gratuity scheme is justified, if so to formulate a scheme.
	Whether the demand for the grant of fifteen days casual leave and fifteen days privilege leave per year is justified, if not to what relief, the workers are entitled.		Whether the demand for payment of bonus for 1965-66 and 66-67 is justified if so to fix the quantum.
15. Indian Industrial Co., Limited, Madras.	Whether the demand for additional bonus for 1966-67 is justified if so to fix the quantum.	G.O. Ms. No. 1680, Industries, Labour and Housing, dated 1-8-68.	
16. Premnath Diesals (P) Limited, Madras.	Whether the non-employment of Thiru A. Sardar Basha, is justified if not, to what relief he is entitled.	G.O. Ms. No. 1681, Industries, Labour and Housing, dated 1-8-68.	To compute the relief, if any, awarded in terms of money if it can be so computed.

[1]	[2]	[3]	[4]
17. S. C. Shaw, Madras.	Whether the non-employment of Thiru G. 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. 1622, Industries, Labour and Housing, dated 26-7-68.	
18. Ashok Hardware & Allied Products Ltd., Madras.	Whether the non-employment of Thiru M.R. Narayanasamy 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. 1624, Industries, Labour and Housing, dated 26-7-68.	
Madurai District			
19. Truthful Company, Madurai.	Whether the non-employment of Thiru A. Dhanasami, 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. 1747, Industries, Labour and Housing, dated 12-8-68.	
20. M/s. Ajantha Bleaching & Dyeing Work, Madurai.	Whether the non-employment of the 12 workers mentioned in the annexure 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. 1764, Industries, Labour and Housing, dated 14-8-68.	
21. Nochiam Cottage Industries, Nochiam	Whether the non-employment of 24 workers mentioned in the annexure 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. 1672, Industries, Labour and Housing, dated 1-8-68.	
22. Sree Meenashi Mills Limited, Paravai.	Whether the demand for revision of pay of Assistant on looker Thiru Shanmugam, D. 6 is justified, and if not to what relief he is entitled.	G.O.Ms. No 1674, Industries, Labour and Housing, dated 1-8-68.	

[1]	[2]	[3]	[4]
Ramanathapuram District:			
23. M/s. Andal Weavers' Co-operative Production & Sales Society Ltd., Srivilliputhur.	Whether the non-employment of Thiruvalargal R. Vaithilingam and G. Bakkiam 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. 1589, Industries, Labour and Housing, dated 23-7-68.	
24. Thoppupatti Saliar Weavers' Co-operative Production and Sale Society Ltd., Rajapalayam.	Whether the non-employment of Thiru G. Karuppa Gramiar Poosari 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. 1673, Industries, Labour and Housing, dated 1-8-68.	
Tirunelveli District:			
25. Loyal Textile Mills Ltd., Kovilpatti.	Whether the non-employment of the 18 workers mentioned in the annexure 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. 1531, Industries, Labour and Housing, dated 15-7-68.	
26. Pioneer Estate, Velayuthavayal.	Whether the non-employment of Thiru A. Thangaraj, Tappar of Pioneer Estate, Velayuthavayal 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.Ms. No. 2615, Industries, Labour and Housing, dated 22-7-68.	

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

Sl. No.	Name of the Establishment	Page No. and date of the Gazette	G. O. No. and date
1	2	3	4

INDUSTRIAL TRIBUNAL, MADRAS

Madras District

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|---|---|----------------|---|
| 1 | T. T. Krishnamachari and Company, Madras. | 45
23-10-68 | G. O. R. No. 2079,
I. L. & H. dated 20-9-68. |
| 2 | Simon Carves India Ltd., Madras. | 46
23-10-68 | G. O. R. No. 2110,
I. L. & H. dated 25-9-68. |
| 3 | India Forge and Drop Stampings Limited, Madras. | 48
23-10-68 | G. O. R. No. 2127,
I. L. & H. dated 27-9-68. |

Chingleput District

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| 4 | Shaw Wallace and Company Ltd., Glue Factory and Sulphuric Acid Plant, Kaduvetty. | 11
30-10-68 | G. O. R. No. 2224,
I. L. & H. dated 16-10-68 |
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Tanjore District

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| 5 | Sundaram Fire Works Factory, Kumbakonam. | 59
23-10-68 | G. O. R. No. 2071,
I. L. & H. dated 20-9-68. |
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Tirunelveli District

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| 6 | M/s. Ramalingam and Co., Tuticorin. | 50
23-10-68 | G. O. R. No. 2157,
I. L. & R. dated 4-10-68. |
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Coimbatore District

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|---|--|----------------|---|
| 7 | Kandasamy Spinning Mills, Suriapalayam, Bhavani. | 50
23-10-68 | G. O. R. No. 2193,
I. L. & H. dated 10-10-68 |
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Salem District

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| 8 | M/s. Yercaud Coffee Curing Works Ltd., Salem. | 47
23-10-68 | G. O. R. No. 2115,
I. L. & H. dated 25-9-68. |
| 9 | Mettur Industries Ltd., Mettur Dam. | 13
30-10-68 | G. O. R. No. 2275,
I. L. & H. dated 24-10-68. |

LABOUR COURT, MADRAS

Madras District

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| 10 | Visweswaradas Gokuldas, Madras. | 7
23-10-68 | G. O. R. No. 2073,
I. L. & H. dated 20-9-68. |
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[1]	[2]	[3]	[4]
11	Manoharan Industries, Madras.	do	G. O. R. No. 2078, I. L. & H. dated 20-9-68.
12	Ramlak Company, Madras.	1 30-10-68	G. O. R. No. 2194, I. L. & H. dated 10-10-68.
13	Hotel Pushpa Vilas, Madras.	3 30-10-68	G. O. R. No. 2195, I. L. & H. dated 10-10-68.
14	Modern Agencies, Madras.	do	G. O. R. No. 2196, I. L. & H. dated 10-10-68.

ADDITIONAL LABOUR COURT, MADRAS

Madras District

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|----|---|----------------|--|
| 15 | Eastern Traders, Madras. | 34
23-10-68 | G. O. R. No. 2074,
I. L. & H. dated 20-9-68. |
| 16 | English Electric Co. of India Ltd., Madras. | 35
23-10-68 | G. O. R. No. 2077,
I. L. & H. dated 20-9-68. |
| 17 | Karpaka Industries, Madras. | 38
23-10-68 | G. O. R. No. 2145,
I. L. & H. dated 28-9-68. |
| 18 | S. H. J. and Sons, Madras. | 6
30-10-68 | G. O. R. No. 2192,
I. L. & H. dated 10-10-68. |
| 19 | State Bank Mess, Madras. | 11
30-10-68 | G. O. R. No. 2234,
I. L. & H. dated 7-10-68. |

LABOUR COURT, COIMBATORE

Coimbatore District

- | | | | |
|----|--|---------------|--|
| 20 | Tiruppur Co-operative, Co-operative Wholesale Stores Ltd., Tiruppur. | 4
30-10-68 | G. O. R. No. 2210,
I. L. & H. dated 14-10-68. |
| 21 | Mallacathu Estate, Valparai. | 5
30-10-68 | G. O. R. No. 2211,
I. L. & H. dated 4-10-68. |

Nilgiris District

- | | | | |
|----|---------------------------|---------------|--|
| 22 | Rob Roy Estate, Kotagiri. | 9
30-10-68 | G. O. R. No. 2228,
I. L. & H. dated 17-10-68. |
|----|---------------------------|---------------|--|

Salem District

- | | | | |
|----|---|----------------|--|
| 23 | Lily Spinning Industries, Komarapalayam, Salem. | 10
30-10-68 | G. O. R. No. 2233,
I. L. & H. dated 17-10-68. |
|----|---|----------------|--|

[1]	[2]	[3]	[4]
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LABOUR COURT, MADURAI

Madurai District

- 24 Sree Meenakshi Mills, Madurai. 1 G. O. R. No. 2001, 23-10-68 I. L. & H. dated 17-9-68.
- 25 Kodaikanal Motor Union (P) Ltd., Madurai. 12 G. O. R. No. 2123, 23-10-68 I. L. & H. dated 27-9-68.
- 26 Madurai Co-operative Milk Supply Union Ltd., Madurai. 5 G. O. R. No. 2228, 30-10-68 I. L. & H. dated 16-10-68.

Tiruchirappalli District

- 27 Tiruchy Steel Rolling Mills Limited, Tiruchirappalli. 13 G. O. R. No. 2140, 23-10-68 I. L. & H. dated 28-9-68.
- 28 Dalmia Cements (Bharat) Ltd., Dalmiapuram. 26 G. O. R. No. 3349, 23-10-68 I. L. & H. (Lab.) dated 25-9-68.
- 29 Pulikodi Mark Cigar Company, Lalgudi. 9 G. O. R. No. 2113, 23-10-68 I. L. & H. dated 25-9-68.

Tirunelveli District

- 30 Sri Ganapathy Mills Company Limited, Tirunelveli. 3 G. O. R. No. 2113, 23-10-68 I. L. & H. dated 25-9-68.
- 31 Manjulai Estate, Manjulai. 8 G. O. R. No. 2112, 23-10-68 I. L. & H. dated 25-9-68.
- 32 The South India Bank Ltd., Tirunelveli. 16 G. O. R. No. 2142, 23-10-68 I. L. & H. dated 28-9-68.
- 33 Manimuthar Estate, Manjulai. 20 G. O. R. No. 2164, 23-10-68 I. L. & H. dated 4-10-68.

Kanyakumari District

- 34 Budha Handloom Weavers' Co-operative Society Limited, Krishnankoil, Nagercoil. 17 G. O. R. No. 2163, 23-10-68 I. L. & H. dated 4-10-68.
- 35 Pioneer Motors (owned by Srimathi N. Bagavathi Ammal), Nagercoil. 22 G. O. R. No. 3340, 23-10-68 I. L. & H. dated 24-9-68.

6. 1968-ம் ஆண்டு அக்டோபர் மாதத்தில், கதவரை/கனர துறை அமைச்சர் முற்பட்ட, கனரகப்பலம், சந்தர்ப்பங்களினால் தமிழகத்திலுள்ள மூடப்பட்ட தொழிற்சாலைகள்

நிறுவனத்தின் பெயரும் இருப்பிடமும்	தொழில்	பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை	மூடுதல் ஆரம்பம் முடிவு	காரணம்	மேற்கு நஷ்ட நஷ்டம்
1. கோபாலகிருஷ்ண நிட்டிங் கம்பெனி, திருப்பூர்.	23/232	20	20-11-67	பொருளாதார நெருக்கடி காரணமாக தற்காலிகமாக மூடப்பட்டது.	-
2. திருப்பூர் காட்டன் ஸ்பின்னிங் அண்டு லேன் மில்ஸ் லிமிடெட், திருப்பூர்.	23/231 (எ)	500	27-4-68	"	-
3. டிப்டேட் டி. பாக்டரி, கோத்தகிரி	20/209 (சி)	32	2-9-68 8-10-68	பழுது பார்க்க வேண்டியுள்ள தால்.	லேறு வேலை அளிக்கப் பட்டது.
4. டிப்டேட், கூனார்.	20/209 (சி)	4	28-8-68	இருப்பில் வைப்பதற்கான தாதுப் பொருள் தேவை காரணமாக.	-
5. ஜலமன்ஸ் டி. பாக்டரி, நியூகோப்	20/209 (சி)	32	27-9-68 22-10-68	எலக்ட்ரிக் மோட்டார் பாக்டரி பார்க்கப் பட்டது.	லேறு வேலை அளிக்கப் பட்டது.

8. தமிழக தொழில்...

1968-ம் ஆண்டு அக்டோபர் மாதத்தில் தொழில்...
சட்டத்தின்கீழ் சான்று அளிக்கப்பட்ட விவரங்...

- 1-10-68 வரை நிலையாணைச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை ...
- அக்டோபர் மாதத்தில் நிலையாணைச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை ...
- மொத்தம் ...
- 1968-ம் ஆண்டு அக்டோபர் மாதத்தில் ஏற்கனவே சான்று அளிக்கப்பட்டவைகளில் திருத்தம் ...

9. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

1968-ம் ஆண்டு அக்டோபர் மாதத்தில் அறிவிக்கப்பட்ட விபத்துகளும், அளிக்கப்பட்ட நஷ்ட ஈட்டுத் தொகைபற்றிய விவரங்கள்...

	தொழிலதிபர்களால் தெரிவிக்கப்பட்ட விபத்துகளின் எண்ணிக்கை	நஷ்ட ஈட்டுத் தொகை
1. மரணம்	...	ரூ. 1,27,488.20
2. நிரந்தரமாக ஊனம் அடைந்தவர்கள்	...	—
3. தற்காலிகமாக ஊனம் அடைந்தவர்கள்	...	—
மொத்தம்	68	ரூ. 1,27,488.20

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