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The "Tamil Nadu Labour Gazette" is a monthly publication aiming to give a brief review of the progress made by the State in the field of Industrial relations. It caters to the needs of the employers as well as Labour by supplying statistical and other information on work stoppages, industrial disputes, trade unions, consumer price index number for working class (cost of living index number), summaries of awards of Industrial Tribunals and Labour Courts, agreements, etc. The publication also includes articles from specialists in the various subjects relating to industrial relations.

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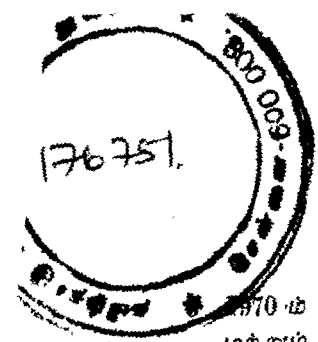
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THE TAMIL NADU LABOUR GAZETTE

VOL. XII

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SPECIAL ARTICLES

ACCIDENT PREVENTION IN MANUFACTURING INDUSTRIES

B. J. Ramrakhiani

INTRODUCTION

To understand the problem of accident prevention in manufacturing industries in this country one must study the developments regarding Factory Act legislation in India regulating labour in factories.

EARLY LEGISLATION

Exploitation of child labour and unrestricted employment of women were among the worst features of earlier factory employment in India. The first Factory Act which was passed in 1881 sought to restrict employment of women and of children under seven years of age. The Act, though inadequate from almost all points to check the abuses, was nevertheless significant in that it secured recognition of the principle that Government could legislate to safeguard the interests of the workers. In 1891, an amending Act was passed which included factories employing 50 or more workers under its purview and raised the minimum and maximum age of child workers to 9 and 12 respectively and limited the hours of work of women to 11 on any one day and between 5 a.m. and 8 p.m. However, the safety provisions of the Act proved inadequate owing to a number of tragic fires in cotton ginning and pressing factories between 1901 and 1905 resulting in over 50 deaths.

Therefore, in 1911, a new Act came into force, its chief provisions being—

- (1) Limiting the hours of work of male adult workers and children to 16 and 12 respectively.
- (2) Requiring children to produce certificates of age and physical fitness, and

* Deputy Director General, Factory Advice Service and Labour Institutes, Bombay.

(3) Appointment of full-time Inspectors for the enforcement of the Act.

To give effect to the I.L.O. Conventions on hours of work, minimum age, restrictions on night work of women and children, the Factory Act was amended in 1922, to include within its scope industrial undertakings using mechanical power and employing 20 or more persons and raising the minimum and the maximum age of child workers to 12 and 15 years respectively. Following the Report of the Royal Commission on Labour in 1931, the Factory Act, 1934 was passed which aimed at improvement of the working conditions and reduction of hours of work to 48 per week and grant of ten days holidays with pay for a year's approved service.

FACTORIES ACT, 1948

Prior to independence in 1947 the first national Government announced far-reaching legislative programme and the Factories Act, 1948 was passed to bring within its purview all factories wherein 10 or more workers are employed and in any part of which a manufacturing process is carried on without the aid of power. This was followed by a set of Model Factory Rules for being adopted by the State Governments. The Act and the Model Rules are in line with similar factory legislation in the industrially advanced countries. Since most of the States have adopted the Model Rules, the factory legislation is more or less uniform in the country. In the technical provisions in Chapters III, IV and V of the Act and the Rules framed thereunder, emphasis has been placed on working conditions in factories, such as cleanliness, disposal of trade wastes and effluents, lighting, ventilation, machine guarding, first-aid, canteens, creches, etc. Besides these general provisions, Rules have been made under Section 87 of the Act in respect of certain dangerous operations which expose any person employed therein to serious risk of injury to body, poisoning or disease. Several industrial processes have been declared dangerous and detailed provisions made in the Rules under this Section cover design, operation and maintenance of the plant and equipment and also provide for the protection of all persons employed in such operations, including their periodical medical examination. The provisions of the Act also require notification of accidents and certain occupational diseases to the Factory Inspectors in the State.

The provisions of the Factories Act, 1948 are based on the underlying principle that the onus for compliance rests on the occupier of the Factory. However, when compliance of the provisions is regarded more as a matter of enforcement, the Factory Inspectors in the States received little support in their work.

Therefore the Inspectorates also function as a technical service to advise employers on the best methods of complying with the various requirements. For this purpose they maintain the closest contact with the employers directly or through their trade associations and organisations and help them in evolving ways and means of improving working conditions such as setting up safety committees, making safety rules and conducting training courses in safety.

EMPLOYERS' RESPONSIBILITY

In spite of the efforts put in by the Factory Inspectorates to ensure compliance with the provisions of the Factories Act and to encourage the employers to improve the working conditions in the factories, the trend of accidents in the last many years is on the increase. The figures for 1965—the latest authentic figures available—show that over 2 lakhs accidents took place in factories during the year, out of which nearly 600 proved fatal. In terms of frequency rate the number of accidents per one lakh man-days worked rose from 13.60 in 1953 to 17.30 in 1965. These alarming figures provide testimony to the distress caused to human lives, apart from the damage caused to plant and machinery with consequent loss of productivity in industry.

The development of technology and the introduction of new industries, plants and processes and recruitment of labour drawn from rural areas into factories situated in urban areas is bound to result in the rise in accident rates. However, with the technological advancement the responsibility of the employers also grows immensely. The factories should not therefore look upon the provisions of the Factories Act as the only requirements to be complied with. Being statutory in character, these are necessarily the minimum requirements and it is for the industries to make their own detailed rules to suit their specific requirements. Apart from the statutory responsibility, the employers should look upon the safety and health of the workers from humanitarian point of view. They should fulfil this role by having a sound safety policy and programme and by ensuring the implementation of the programme by their continued leadership and support. They must also seek all avenues of Co-operation and participation of the workers in the implementation of the safety programmes through the supervisory staff.

TECHNIQUES OF ACCIDENT PREVENTION

In fulfilling their role the employers should employ systematic methods of accidents prevention. For this purpose all the accidents should be investigated so as to determine the causes and take remedial measures. It has been found that over 80 per cent of the accidents are caused by unsafe practices such as working without authority, tampering with guards and other safety devices

and not wearing personal protective equipment and so on. Therefore, emphasis has to be laid on proper selection of workers and on imparting them knowledge and skill for the job and on developing correct job attitudes through training, retraining and follow-up. Unsafe conditions of work like bad layout, improper maintenance of plant and other facilities, inadequate lighting and ventilation, which contribute to about 40 per cent of the accidents are also important, as apart from being directly responsible for the accidents, they also tend to lead to unsafe practices. Besides analysing the accidents according to the causes, they should be classified according to the manner in which the person was injured, agency or sub-agency causing the accident, part of the body injured, age of the person and the time of the day. The accident trend can be determined by working out the frequency rate or severity rate of accidents over a period—say from year to year. Safety consciousness is promoted through participation of workers in plant safety and house-keeping committees, safety suggestion schemes, safety campaigns and safety propaganda.

GOVERNMENT'S ROLE

In spite of the accident prevention technique being known, it is found that very few undertakings in this country have sound safety programmes and employ the various techniques systematically. Often short-cuts like conducting an occasional course with the help of outsiders or safety campaigns are resorted to. These attempts do not sustain the interest in the rank and file.

LABOUR INSTITUTES

Realising that there was no adequate appreciation of the problem of accident prevention on the part of industry, Government had to take initiative in providing facilities for studies and training in industrial safety and health and other related aspects through Industrial Safety, Health and Welfare Centres which form an important part of the Central Labour Institute at Bombay and the Regional Labour Institutes at Calcutta, Madras and Kanpur. The Centres are permanent exhibitions of methods, arrangements and appliances for promoting the safety and health of the workers, illustrate the dangerous to life and limb and health incidental to industrial processes and demonstrate the most effective methods of safeguarding against such hazards. The Centres have a wide range of exhibits and display material on machine guarding, lifting machinery and mechanical handling appliances, safety in dock work and personal protective equipment and are visited by a large number of persons from managerial levels to workers group. Seminars and Appreciation Talks are organised for top management. A number of such programmes have been conducted all over the country by the Institutes for various types of indus-

tries both in the public and private sectors. During the conduct of the programmes the Centres make use of the films produced in collaboration with the Ministry of Information and Broadcasting and those received from abroad through the Technical Assistance Programmes of the United Nations. The films so far produced relate to fencing of certain dangerous machines, proper use of hard tools, removal of dusts and other contaminants in the work area and use of personal protective equipment by workers.

The Industrial Hygiene Laboratories attached to these institutes have also helped the various types of industries in the detection and appraisal of health hazards and application of remedial measures for counteracting and eliminating such hazards. The surveys comprise environmental medical aspects and are intended to provide information on the nature and extent of hazards associated with different processes and the engineering control measures that are necessary to deal with such hazards. A large number of safety and health surveys have been carried out covering engineering factories and chemical plants and factories including those manufacturing rayon, dye-stuffs, insecticides and pharmaceuticals.

STUDIES AND TRAINING

The Industries have also carried out a number of studies and surveys in individual factories with a view to identifying the areas in which corrective action can be introduced for improving conditions of work with particular emphasis on safety and health. The studies have shown that the predominant causes of accidents in all the factories are unguarded or improperly maintained machinery and other defective agencies and defective arrangements and procedures on and around the various agencies. These would point to the need for vigilance on the part of the employers to provide safe conditions of work in the plant. Some of the predominant unsafe acts which were responsible for the accidents were use of unsafe equipment and appliances, failure to use proper personal protective equipment, taking unsafe positions or postures and operating machinery at unsafe speeds. Classified according to types of accidents, the predominant causes were machinery, struck by falling bodies, stepping or striking against objects and handling goods or articles. These would again point to the need for machine guarding, safe arrangements and procedures and use of a personal protective equipment particularly for hands, feet and eyes, as these were the parts of the body which accounted for nearly 70 per cent of the total number of injuries. These aspects are emphasised during the training of managerial and supervisory personnel by the Central Labour Institute and the Regional Labour Institutes.

TRIPARTITE COMMITTEES

In respect of certain important industries Government has also considered the need for setting up special tripartite committees to go into the question of safety and accident prevention and drew up agreements/codes of practice for the guidance of the industry. In respect of cement industry, a Tripartite (Technical) Committee was appointed to bring about an agreement between the employers and the workers on working conditions, which will be binding on both. The agreement has been drawn up and is now being supervised by the Joint Standing Committee at the Centre and similar Standing Committees in the States and the progress made in the implementation of the agreement is being watched. If the approach is found successful it may be extended to other industries like cotton textiles.

The Government also constituted a tripartite committee to go into question of safety and accident prevention in the iron and steel industry. On its recommendation five sub-committees to study in detail the important aspects of accident prevention, viz., safety organisation, education and training, gassing accidents, safety in the use of cranes and rail road safety have been set up. Some of these sub-committees have finalised their reports and these will be placed before the main Committee.

Another Committee which has been set up by the Government in pursuance of the recommendations made at one of the sessions of the Labour Ministers' Conference is the "Advisory Committee on Machine Guarding". The Committee is an expert body and its main functions are to co-ordinate the research work in industrial safety undertaken and carried out by the industry and the various official and voluntary organisations and to ascertain whether the various types of machinery are being provided with adequate types of guards by the manufacturers of the machines. The Committee has got in touch with the machine manufacturers through their trade associations and also through Development Commissioners of Small Scale Industries and is also studying the problem of guarding cotton textile, jute and printing machinery.

ROLE OF VOLUNTARY BODIES.

The success of the accident prevention efforts depends to a large extent on public support. In 1962, the Conference of Labour Ministers suggested that a Conference on Safety in Factories be convened to highlight the importance of safety and bring about safety consciousness among the general public. In pursuance of this suggestion, a Conference was held in December 1965 and considering the importance of the problem, the President of India was requested to give his consent to name the Conference as the President's Conference on Industrial Safety. The Conference created great safety consciousness and brought together

the managements, workers, government representatives, safety and medical officer in industry, and research workers and provided a forum for the exchange of their views, knowledge and experience. The Conference formulated proposals for prevention of accidents in industry and also recommended the setting up of a National Safety Council for industry, to devise, advocate, encourage and promote methods, procedures and research leading to increased safety.

NATIONAL SAFETY COUNCIL

Accordingly a National Safety Council has been set up with headquarters at Bombay. The Council organises a number of Seminars and Training Courses as a part of its membership service issues leaflets workers guides on safe work practices and posters. The Council has plans to further expand its activities. The Council has about 300 members on its rolls. The Council of Industrial Safety, which was already in existence in the State of Maharashtra, now functions as a regional body of the National Safety Council. This Council also organises short safety courses for supervisors and foremen. Recently the Council has started a three month Diploma Course for Safety Officers, which is likely to be recognised by the Government of Maharashtra.

SAFETY STANDARDS

Another agency which is taking active interest in matters of safety is the Indian Standards Institution. The Institution has formulated a number of standards covering various fields of industrial safety. A number of specialised committees have been set up by the Indian Standards Institution for evolving standards covering safety of machinery and plants, safety of buildings and safety of personnel. One such important committee is the Chemical Hazards Sectional Committee which has drawn up standards on handling of various chemicals. For the protection of workers a number of standards on various types of personal protective equipment are being brought out. Recognising the importance of safety in the country's economy and health, the Executive Committee of the Indian Standards Institution set up an Industrial Safety Advisory Committee with a view to advise the Indian Standards Institution on Co-ordination, execution and implementation of the technical activities of the Indian Standards Institution in the field of industrial safety.

INTERNATIONAL CO-OPERATION

At the international level the International Labour Organisation and World Health Organisation have been rendering valuable service on safety and health aspects and on working conditions in factories. The International Labour Organisation has made a number of conventions and recommendations,

which have served as standards for the various governments to make similar legislation in their countries. They also provide research and information through industrial committees and tripartite meeting and symposia, conferences and courses. The International Labour Organisation has brought out a model code of safety regulations for the guidance of industrial establishments and a similar code is under preparation for the building and construction industry. It is also attempting to the extent of disability, location and nature of injury and the computation and severity rate. Considering the urgent need of uniform method of reporting accidents, the Indian Standards Institution has already formulated a standard method for computation of and severity rate of industrial injuries and classification of industrial accidents, the Indian Standards Institution has already formulated International Labour Organisation Conference on new international norms for computation. The adoption of this specification by various industries will provide the basis for comparing the results of the efforts put in by the industry for accident prevention.

The International Labour Organisation has also helped India by giving technical assistance in the form of scientific equipment, apparatus, books and publications for setting up the Industrial Safety, Health and Welfare Centres and Industrial Hygiene Laboratories in the Central Labour Institute and the Regional Labour Institutes. It has already been mentioned that the function of these Institutes is to give service to industry in the study and solution of problems in industrial safety and health and also carry out training programmes in these fields. The experience of India has taught the International Labour Organisation many lessons that will be useful in similar projects in other countries particularly in the Middle East, which have been assigned to it under the United Nations Development programme.

CONCLUSION

In spite of the various efforts at the Governmental level and the role of the voluntary bodies, industry must play its own role and as already stated, it should have a sound safety programme and prepare its own safety rules and ensure fullest participation of every one concerned down to the shop floor.

Although accident prevention is a worthwhile objective, the techniques employed may not always be effective in achieving this objective. It has been found by companies having a good safety programme that development of the right attitudes of safety may run counter to the socially and psychologically followed attitudes. Many of the workers are complacent and by working on a job or a machine have developed an attitude of "it cannot happen to me" and "I would not have committed

such a mistake". These are attitudes attributable to human instinct of taking risks or to satisfy one's ego. There is also a lack of consciousness that accidents resulting in injury can cause agony and suffering. This realisation comes only when the person himself is involved in an accident. Investigation of some of the accidents has revealed that the accidents occurred owing to physical fatigue caused by working at a stretch without sufficient rest, pause or due to improper posture owing to the design or position of the machine. This aspect connected with ergonomics—the science of adapting work location and methods to natural neuro muscular action—has also to be taken care of in some of the work situations. In developing the training programmes for supervisors or workers or other communication media, the various psychological factors have to be properly studied by the managements and safety should be integrated as part of induction and training in such a way that any unsafe act on the part of the workers is made so unnatural that it will make the workers feel guilty. Further, in the training process the workers should be made to develop proper attitudes to safety by their own instinct rather than being superimposed.

(By Courtesy : Indian Labour Journal, Nov. 1969.)

INDUSTRIAL SAFETY.

THE PUMP THAT WAS SLOW TO START.

In a Mill making artificial silk, the yarn, before weaving, was passed through a sizing machine, which consisted of a set of rollers applying size to the yarn from a trough—the yarn then passing over a system of steam-heated rolls for drying. The size was applied to the yarn to assist ease of handling during the weaving process, and later was washed out from the finished cloth.

The size itself was pumped into the trough by a fractional horse power motor working through a system of V belts and pulleys which were located at one side of the machine, enclosed in a manufacturer's stout guard. Access to the pump was made via doors in the guards which were padlocked.

During the last day of the working week it had been found the pump was not delivering an adequate supply of size into the trough to meet the machine's needs, and hence it had been supplemented by lading size by hand. The pump was scheduled for examination on the following morning when the works was shut down, and it was the first job carried out by the maintenance fitter and his mate.

The guards were opened and it was readily seen that the belts were worn and stretched, and it was a simple matter to replace them. This was quickly done, but the fitter decided to examine the drive in motion and he told his mate, standing at the opposite side of the machine, to start up. The machine was started first on low power, the run-up then being increased to full power. The mate depressed the switch but nothing happened, and almost simultaneously the fitter reached in to make a check of the tension by hand. As he touched the belts the pump started, and his hand was severely cut between the belts and pulleys.

It was later found that the machine had frequently acted in this way, for after standing overnight, oil on the bearing surfaces tended to thicken and the machine did not start quickly until the effects of oil drag had been overcome.

Section 16 of the Factories Act requires that all fencing or other safeguards provided should be constantly maintained and kept in position while parts required to be fenced or safeguarded are in motion or use, and this the fitter failed to do. It was simply a case of running the machine for a few moments to check working parts which resulted in the serious injury.

It is only in very special circumstances that one is permitted to approach machinery in motion, unguarded, and these provisions are detailed in section 15 of the Factories Act and the Operations at Unfenced Machinery Regulations, 1938.

(*Industrial Safety*, January 1969.)

MAKESHIFT REPAIR TO FOUNDRY LADLE.

An accident in which an experienced worker in a foundry was burned by molten metal underlines the hazards of improvisation, especially when dangerous material is being handled.

In this instance a moulder wanted to use a particular ladle which had been put aside for repair. He noticed that there was a small hole in it but thought that he could make a satisfactory temporary repair by putting a small metal plate over the hole and then covering the plate with moulding sand.

He then filled the ladle with molten iron and stated to carry it towards a mould. Almost immediately the molten metal seeped under the sand in the ladle, melted the plate and ran through the hole. Some of the metal splashed from the floor and burned the man's legs and feet.

Safe practice demands that any item of equipment which has been declared unfit for use should be positively withdrawn and remain under the charge of a responsible person until it has been properly repaired.

(*Accidents No. 77 HMSO London, October, 1968.*)

IMPROPER PLACING OF WORKER.

In a steel cup-board manufacturing factory, steel plates of size 21" x 19" were immersed in caustic soda solution in a tank of 8" x 2 x 15" and were cleaned the next day. The solution was prepared by dissolving 5 kg. of soda in 50 gallons of water.

One day a man who was a chronic epileptic patient, was cleaning the plates near the tank. He got a stroke of fit and fell down with his face into solution. As a result he swallowed some caustic soda solution. He was removed to hospital but succumbed to the ill effects of caustic soda on his system.

When a man is known to be suffering from some chronic disease or disability he should be given a suitable job which will not involve a risk to his life or limb.

(*Report sent by C.I.F. of Maharashtra.*)

தொழிலாளர் பற்றிய செய்திகள்.

1970-ம் ஆண்டு ஜனவரி மாத தொழிலுறவு நூற்பாலைகள்.

1970-ம் ஆண்டு ஜனவரி மாதத்தில் தமிழ்நாட்டில் 10 நூற்பாலைகளில் வேலை நிறுத்தம் அல்லது கதவடைப்பு ஏற்பட்டது. இதில் 2 நூற்பாலைகளின் வேலை நிறுத்தம் அல்லது கதவடைப்பு சென்ற மாத இறுதியில் இருந்து தொடர்ந்து வந்தன. இந்த வேலை நிறுத்தம் அல்லது கதவடைப்பு காரணங்களால் பாதிக்கப்பட்ட தொழிலாளர்கள், இழக்கப்பட்ட மனித நாட்களின் எண்ணிக்கைகள் முறைபே 2,367, 3004 (மூன்று நூற்பாலைகளில் இழக்கப்பட்ட மனித நாட்கள் தவிர) ஆகும்.

இதர தொழில் நிறுவனங்கள்.

பதினேழு இதர தொழில் நிறுவனங்களில் இந்தமாதத்திலேவேலை நிறுத்தம் அல்லது கதவடைப்பு ஏற்பட்டது. இதில் 7 இதர தொழில் நிறுவனங்களின் வேலை நிறுத்தம் மற்றும் கதவடைப்பு சென்ற மாத இறுதியிற் இருந்து தொடர்ந்து வந்தன. வேலை நிறுத்தம் மற்றும் கதவடைப்பு காரணங்களினால் பாதிக்கப்பட்ட தொழிலாளர்கள், இழக்கப்பட்ட மனித நாட்களின் எண்ணிக்கைகள் முறையே 1,111, 2,858 (11 தொழில் நிறுவனங்களில் இழக்கப்பட்ட மனித நாட்கள் தவிர) ஆகும்.

வேலை நிறுத்தம் மற்றும் கதவடைப்பு பற்றிய விரிவான விபரங்கள் புள்ளி விவர அறிக்கை எண் 5-ல் அளிக்கப்பட்டுள்ளது.

மத்திய அரசு ஆதிக்கத்தில் உள்ளவை.

1970-ம் ஆண்டு ஜனவரி மாதத்தில் சென்னையிலுள்ள மத்திய தொழிலாளர் துறை முதல் வட்ட உதவி ஆணையர் கீழ்க்கண்ட நான்கு தொழிற் தகராறுகளில் ஒப்பந்தம் செய்துவைத்தார் :—

(1) சேலம் டால்மியா மாக்னசைட் கார்ப்பரேஷனுக்கும் சேலம் டால்மியா மாகனசைட் கார்ப்பரேஷன் எம்ப்ளாயீஸ் யூனியன், டால்மியா மாக்னசைட் லேபர் யூனியன், மாக்னசைட் ஒர்க்கர்ஸ் யூனியன் இவற்றிடையே ஏற்பட்ட தொழிற் தகராறு.

(2) சேலம் எம்ப்ளாயீஸ் பரன் அண்டு கோ லிமிடெட்டுக்கும், சேலம் மாவட்ட மாக்னசைட் லேபர் யூனியன், இவற்றிடையே ஏற்பட்ட தொழிற் தகராறு.

(3) சேலம் மெசர்ஸ் ஷ்யாமா மாக்னசைட் மைன்ஸ்க்கும் சேலம் மாவட்ட மாக்னசைட் லேபர் யூனியன் இவற்றிடையே ஏற்பட்ட தொழில் தகராறு.

(4) மெசர்ஸ் டால்மியா மாக்னசைட் கார்ப்பரேஷனுக்கும், சேலம் மாவட்ட மாக்னசைட் லேபர் யூனியன்; டால்மியா மாக்னசைட் கார்ப்பரேஷன் எம்ப்ளாயீஸ் யூனியன்; மாக்னசைட் ஒர்க்கர்ஸ் யூனியன் இவற்றிடையே ஏற்பட்ட தொழிற் தகராறு.

கீழ்க்கண்ட தொழில் தகராறுகளில் செய்த சமரச முயற்சி தோல்வி அடைந்தது என அரசுக்கு அறிக்கை அனுப்பப்பட்டது :—

(1) கொல்லம் எர்த்ஸ் இந்தியன் ரோர் எர்த்ஸ் லிமிடெட்டுக்கும் கன்னியா குமரி மாவட்ட மிரைல் ஒர்க்கர்ஸ் யூனியன், நாகர்கோவில் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) இவற்றிடையே ஏற்பட்ட தொழிற் தகராறு.

(1) சென்னை பிராந்திய தொழிலாளர் துறை (மத்திய) ஆணையர் கீழ்க்கண்ட தொழிற் தகராறுகளில் செய்த சமரச முயற்சி தோல்வி அடைந்தது.

(2) சென்னை டாக் லேபர் போர்டு மற்றும் சென்னை ஹார்பர் ஒர்க்கர்ஸ் யூனியன் இவற்றிடையே ஏற்பட்ட தொழிற் தகராறு.

சென்னை தொழிலாளர் துறை (மத்திய) முதல் வட்ட உதவி ஆணையர், சென்னை ஸ்டீல்ஸ் டார்ஸ் அசோசியேஷன் மற்றும் தமிழ்நாடு போர்ட் அண்ட் டாக் ஒர்க்கர்ஸ் வெல்ஃப் பேர் அசோசியேஷன் (தனியானது), சென்னை போர்ட் அண்ட் டாக் ஒர்க்கர்ஸ் காங்கிரஸ் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்), சென்னை ஹார்பர் ஒர்க்கர்ஸ் யூனியன் (அகில இந்திய தொழிற் சங்க காங்கிரஸ்) சென்னை போர்ட் அண்ட் டாக் ஒர்க்கர்ஸ் முன்னேற்ற சங்கம் (தனியானது) இவற்றிடையே ஏற்பட்ட தொழிற் தகராறில் செய்த சமரச முயற்சி தோல்வி அடைந்தது.

சென்னை தொழிலாளர் துறை (மத்திய) இரண்டாவது வட்ட உதவி ஆணையர், கீழ்க்கண்ட இரு தொழிற் தகராறுகளில் செய்த சமரச முயற்சி தோல்வி அடைந்தது :—

(1) சென்னை பிரிவு ஸ்டீல் பாங்க் ஆப் இந்தியா மற்றும் ஸ்டீல் பாங்க் ஆப் இந்தியா எம்ப்ளாயீஸ் அண்ட் சப்-ஸ்டாப் யூனியன் இவற்றிடையே ஏற்பட்ட தொழிற் தகராறு.

(2) சென்னை போர்ட் டிரஸ்ட்க்கும் சென்னை போர்ட் யூனியன் டெட் லேபர் யூனியன் போர்ட் டிரஸ்ட் எம்ப்ளாயீஸ் யூனியன் இவற்றிடையே ஏற்பட்ட தொழிற் தகராறு.

தொழிற் தகராறுகள் பற்றிய விபரங்கள்

1	1970-ஆம் ஆண்டு ஜனவரி மாதம் 1-ம் தேதி அன்று நிலுவையாயிருந்த தொழிற் தகராறுகளின் எண்ணிக்கை	..	43
2	ஜனவரி மாதத்தில் பெறப்பட்ட தொழிற் தகராறுகளின் எண்ணிக்கை	21	
3	இந்த மாதத்தில் முடிக்கப்பட்ட தொழிற் தகராறுகளின் எண்ணிக்கை		30
4	1970-ஆம் ஆண்டு ஜனவரி மாதம் 31-ம் தேதி அன்று நிலுவையாக இருந்த தொழிற் தகராறுகளின் எண்ணிக்கை	..	34
5	அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்களின் எண்ணிக்கை	..	3
6	உருவாகிய அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்களின் எண்ணிக்கை		இல்லை
7	வேலை நிறுத்தங்களின் எண்ணிக்கை		3
8	கதவடைப்புகளின் எண்ணிக்கை		இல்லை
9	தொழில் துறை நிலையாணைச் சான்றிதழ் வழங்கப்பட்டவைகளின் எண்ணிக்கை		இல்லை

தமிழ் நாடு அரசு ஆதிக்கத்தில் உள்ளவை

1970-ம் ஆண்டு ஜனவரி மாதத்தில் தொழிலாளர் துறை சமரச அலுவலர்கள் 572 தொழிற் தகராறுகளை விசாரித்து முடிவு செய்தனர். இதில் 114 மனுக்கள் சம்பந்தமாக சென்னை தொழிற் தகராறுகள் சட்டம் பிரிவு 12 (3)-ன் கீழ் ஒப்பந்தம் ஏற்பட்டது.

இந்த மாதத்தில் தமிழ் நாடு அரசினால் 28 தொழிற் தகராறுகள் சென்னை தொழில் வழக்கு தீர்ப்பு மன்றத்திற்கும், தொழில் நீதி மன்றத்திற்கும் அனுப்பி வைக்கப்பட்டன. தொழில் வழக்கு தீர்ப்பு மன்றங்களும் வழங்கிய 29 தீர்ப்புகள் தமிழ் நாடு அரசினால் பிரசுரிக்கப்பட்டுள்ளன.

தமிழ் நாட்டில் வேலை வாய்ப்பு நிலைமை

1970-ம் ஆண்டு ஜனவரி மாதத்தில் வேலை வாய்ப்பு அலுவலகங்களால் பதிவு செய்யப்பட்ட மனுதாரர்களின் எண்ணிக்கை 26,736. மற்றும் வேலையில் அமர்த்தப்பட்டோரின் எண்ணிக்கை 3,210 ஆகவும் இருந்தன. இதை டிசம்பர் மாதத்துடன் ஒப்பிடும்போது பதிவு செய்தலும் வேலையில் அமர்த்துதலும் முறையே 54.3, 17.3 சதவீதம் குறைந்திருந்தன. வேலையளிப்பவர்களால் வேலை வாய்ப்பு அலுவலகங்களுக்கு அறிவிக்கப்பட்ட காலி ஸ்தானங்களின் எண்ணிக்கை 3,951 ஆகும். இது சென்ற மாதத்துடன் ஒப்பிடும்போது 15.6 சதவீதம் குறைந்திருந்தது.

இனி சொல்லப்படும் தொழில்களுக்கு ஆட்கள் குறைவாக இருந்தனர் என்று அறிவிக்கப்பட்டது. கிராம மருத்துவப் பயிற்சியாளர், மருந்து கலந்து கொடுப்பவர், மகப்பேறு உதவியாளர், தமிழ் பண்டிதர் (ஆணை மற்றும் பெண்) தரம் ஒன்று மற்றும் இரண்டு பட்டம் பெற்ற உதவி ஆசிரியர் (கணிதம், விஞ்ஞானம், சரித்திரம், பூகோளம்), உற்பயிற்சி ஆசிரியர், ரேடியோகிராபர், கொடிகலன் கண்காணிப்பாளர், குழாய் பொருத்துபவர், சாலை சமன்படுத்துதல் இயந்திர ஓட்டி, துளைக்கும் கருவி இயக்குபவர், டிராக்டர் ஓட்டி, சக்தி மூலம் இயக்கப்படும் துளைக்கும் கருவி இயக்குபவர்.

ஜனவரி மாதத்தில் சென்னையில் உள்ள தொழில் நிர்வாகத் துறை வேலை வாய்ப்பு அலுவலகம் 296 பதிவாளர்களைப் பதிவு செய்து 196 பதிவாளர்களை வேலையில் அமர்த்தியது.

சென்னை, மதுரை மற்றும் அண்ணாமலைப் பல்கலைக் கழகங்களில் உள்ள வேலை வழிகாட்டி அலுவலகங்கள் 129 மனுதாரர்களைப் பதிவு செய்து 58 பதிவாளர்களை வேலைக்கமர்த்தியது. சென்னையிலுள்ள அங்குலினர்களுக்காக ஏற்படுத்தப்பட்ட பிரத்யேக வேலை வாய்ப்பு அலுவலகம் 46 மனுதாரர்களை (குருடு 12, செவிடு 3 மற்றும் 31 அங்குலினர்கள்) பதிவு செய்து 12 பதிவாளர்களை குருடு 1, அங்குலினர்கள் 11) வேலையில் அமர்த்தியது.

வேலை வழிகாட்டி அலுவலகங்களோடு இணைக்கப்பட்டுள்ள உத்தியோக வழிகாட்டிப் பகுதிகள் ஜனவரி மாதத்தில் 8,822 மனுதாரர்களுக்கு கூட்டாக வழிகாட்டி 52 இளைஞர்களுக்கு தனித்து வழிகாட்டின. 1,031 நபர்களுக்குத் தனித்தனியே தகவல் தெரிவிக்கப்பட்டது.

தொழிலாளர் வருங்கால வைப்பு நிதித் திட்டம்
விவரங்கள் கிடைக்கப்பெறவில்லை.

CURRENT NOTES.

PROCEDURE FOR VOLUNTARY ARBITRATION OF LABOUR DISPUTES.

(As approved by the National Arbitration Promotion Board.)

1. AGREEMENT BY PARTIES

Where parties to an industrial dispute agree to refer the dispute to arbitration under section 10 (a) of the Industrial Disputes Act they will do so in accordance with the relevant provisions of the Act and the rules framed thereunder. If however, they agreed to arbitration under clause II (iv) of the Code of Discipline they will still enter into a written agreement which may as far as possible be in the form appended (annexture). In all cases the parties shall send a copy of the arbitration agreement to the Chairman, National Arbitration Promotion Board.

2. APPOINTMENT BY THE PARTIES.

(a) The parties may select any person or persons to arbitrate in a dispute. A copy of the communication conveying the consent of the Arbitrator/Arbitrators shall be sent by the parties to the Chairman, National Arbitration Promotion Board.

(b) If the parties disagree on the choice of Arbitrator/Arbitrators to deal with the dispute, they may authorise the National Arbitration Promotion Board to nominate one or more Arbitrators

3. APPOINTMENT OF AN UMPIRE BY THE NAPB.

(a) Where the parties have appointed arbitrators, and have authorised such arbitrators to appoint an umpire within a specified time but no appointment is made within such time or any agreed extension thereof the NAPB may on receiving a written request from the arbitrators, appoint an umpire who would arbitrate in the event of difference of opinion between even number of arbitrators or would act as the Chairman if a Board of Arbitrators is appointed.

(b) Where the NAPB appoints an umpire it shall send a notice in this regard to the arbitrators. Where, however, the arbitrators themselves choose an umpire the signed acceptance by him shall be filled with the NAPB prior to the opening of the first hearing.

*It was decided at the 2nd meeting of the National Arbitration Promotion Board (September 12, 1968) that the Arbitration agreement should provide that as far as possible the arbitrator would abide by the procedure evolved by the Board.

(c) No person shall serve as an umpire in any arbitration in which he has any financial or personal interest in the result of the arbitration unless the parties in writing waive such disqualification.

4. TIME AND PLACE OF HEARING

As soon as may be after receiving the arbitration agreement the Arbitrator shall address the parties asking them to file their respective statements of the case as well as their comments on each other's statement within 10 days. He may, however, fix any longer time depending on the exigencies of each case. On receipt of the statements and comments of the parties, the Arbitrator shall arrange to hear the parties after giving them not less than one week's advance notice of the date, time and place of hearing unless the parties have otherwise agreed in writing.

5. REPRESENTATION OF PARTIES

(a) In a case of arbitration under the Code of Discipline unless the parties agree otherwise a workman shall be entitled to be represented by an officer of a registered trade Union of which he is a member or by any officer of a federation of trade unions to which his union is affiliated or by an officer of any trade union connected with or by any other workman employed in the industry in which the worker is employed if he is duly authorised. In the case of an employer who is a party to the dispute, he shall be entitled to be represented by an officer of Association of employers of which he is a member or an officer of Federation of Associations to which his Association is affiliated or by an officer of an Association of employers connected with or by any other employer engaged in the industry in which the employer is engaged if he is duly authorised. No party to the dispute shall be entitled to be represented by legal practitioner, even if he holds an office in an employers association or a trade union.

(b) If without sufficient cause being shown any party to arbitration proceedings fails to attend or be represented the arbitrator may proceed as if the party had duly attended or had been represented.

6. ATTENDANCE ON HEARINGS

Persons having a direct interest in the dispute shall be entitled to attend the hearings before the Arbitrator who may require the retirement of any witness or witnesses during the testimony of other witnesses or determine the propriety of attendance of any other person at the hearings.

7. ADJOURNMENTS

The hearings shall be continued from day-to-day and concluded as expeditiously as possible. However the arbitrator may, for good cause to be stated in writing, adjourn the hearing at his own discretion or on request from either or both the parties.

8. ORDER OR PROCEEDINGS

(a) The hearing shall be opened by recording place, time and date of hearing the presence of the arbitrator and parties and the receipt by the arbitrator of the statements and rejoinders, if any.

(b) Exhibits, when offered by either parties may be received in evidence by the arbitrator. The names and addresses of all witnesses and exhibits and orders received may be made a part of the record. The arbitrator may in his own discretion vary the normal procedure under which the initiating party's presence is claimed but in any case shall afford full and equal opportunity to all parties for presentation of relevant proofs.

9. EVIDENCE

The parties may offer such evidence as they deem fit provided it is relevant to the issues for determination of the Arbitrator and shall produce such additional evidence as the Arbitrator may deem necessary. The Arbitrator shall be judge of relevancy and materiality of the evidence offered before him. But evidence shall be taken in the presence of all the parties unless any of them is absent in default or has waived its right to be present.

10. EVIDENCE BY AFFIDAVIT AND FILING OF DOCUMENTS

The Arbitrator may receive and consider the affidavit or statement of a witness and give it such weight as he deems proper after due consideration of the objection to it, if any made by any of the parties. A party filing any documents with the Arbitrator shall endorse simultaneously a copy thereof to each of the other parties. Documents not filed with the Arbitrator before the conclusion of the hearings may, by agreement between the parties, be submitted to him subsequently with copies thereof to each of the other parties. The parties shall at any state of the arbitration proceedings be entitled to examine the documents on the file of the Arbitration.

11. INSPECTION.

Whenever the Arbitrator deems it necessary, he may make inspection in connection with the subject matter of the dispute after written notices to the parties, who may if they so desire be present at such inspection.

12. CLOSING OF HEARING

The Arbitrator shall enquire from all parties whether they have any further proof to be offered or witness to be heard. Upon receiving negative replies, the Arbitrator shall declare the hearing closed and minutes thereof shall be recorded. If written statements or other documents are to be filed, the hearing shall be declared as closed after the final date set by the Arbitrator for filing these documents.

13. WAIVER OF ORAL HEARING

The parties may provide, by written agreement, for the waiver of oral hearing.

14. SERVING NOTICES

Each party to a submission or other agreements which provide for arbitration shall be deemed to have consented and shall consent that any papers, notices or process necessary and shall for the initiation or continuation of an arbitration and for any court action in connection therewith or the entry of judgement or any award made thereunder, may be served upon each party (a) by mail addressed to each party or his authorised representative at his last known address, or (b) by personal service within or outside the State wherein the arbitration is to be held.

15. TIME OF AWARD

(a) If no time limit is indicated in the arbitration agreement for making of the arbitration award, it shall be given within a period of six months from the date of the agreement. The time-limit for making the award initially agreed to may be subsequently extended by mutual consent.

(b) Subject to the overall time-limit agreed to between the parties the Arbitrator shall give his award within 30 days of the conclusion of the hearings or from the date agreed to between the parties for submission of statements or exhibits to the Arbitrator.

16. FORM OF AWARD

The award shall be in writing and shall be signed by the Arbitrator/Arbitrators as the case may be. Where the Arbitrators are equally divided the award shall be signed by the umpire appointed by the Arbitrators or the National Arbitration Promotion Board, as the case may be.

17. AWARD UPON SETTLEMENT

If during the pendency of arbitration proceedings the parties arrive at a settlement on the issues referred to arbitration and request the Arbitrator to give his award in terms thereof, the Arbitrator shall give his award accordingly.

18. COPY OF THE AWARD TO BE SENT TO NAPB

The Arbitrator will send a copy of his award to the NAPB.

19. DELIVERY OF AWARD PARTIES

The parties shall accept as a legal delivery of the Award or the true copy thereof in the mail addressed to such parties at their last known address or personal service of the award or the filing of the Award in any manner prescribed by law.

20. EXPENSES

(a) The sharing of cost by the two parties to an arbitration agreement would be 50-50 or such other ratio as may be agreed to by them.

(b) The expenses of witness for either parties shall be paid by the party which produces such witnesses.

21. COMMUNICATION WITH THE UMPIRE

There shall be no communication between the parties and the umpire other than at the oral hearing. Any other oral or written communication from one party to the umpire shall also be directed to the other party.

*The representative of the Hind Mazdoor Sabha did not agree to the equal sharing of the cost and suggested that it should be left to the parties to decide.

AGREEMENT

Names of parties :

Representing Employer :

Representing Workmen :

It is hereby agreed between the parties to refer the following industrial dispute to the arbitration of.....

[Hence specify the name(s) and address(es) of the arbitrator(s).]

(i) Specific matters in dispute.

(ii) Details of the parties to the dispute including the name and address of the establishment or undertaking involved.

(iii) Name of the Union, if any, representing the workmen in question.

(iv) Total number of workmen employed in the undertaking affected.

(v) Estimated number of workmen affected or likely to be affected by the disputes.

We further agree what the majority decision of the arbitrators shall be binding on us.

Signature of the parties.
Representing employers.
Representing Workmen.

Witnesses :—

(1)

(2)

Copy to :

The Chairman, National Arbitration Promotion Board,
Department of Labour and Employment, Shyam Shakti Bha-
-an, Raj Marg, New Delhi.

THE INDUSTRIAL COURT REPORTER

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

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

**TARDEO, BOMBAY-34—WB
(INDIA)**

March of events—March 1970

1. GOVERNMENT TAKE OVER OF WORKING MINES

The Law Minister is drafting a legislation to permit the Government take over of working mines, when necessary. Disclosing this, the Minister of State for Mines, Thiru Jaganath Rao said under the existing law, mines which were not under operation could be taken over. He hoped the bill would be introduced in Parliament as early as possible.

2. SEMINAR ON SAFETY IN USE OF ELECTRICITY.

With the use of electricity becoming widespread, there is need for informing one and all about safety methods so that electrical "accidents", most of which "do not happen but are caused", could be avoided. This was emphasised at a seminar on "Safety in the use of electricity" held at the Regional Labour Institute, Adyar by the Institute in collaboration with the Madras Productivity Council and the local chapter of the National Safety Council.

Inaugurating the seminar, the Hon'ble Minister for Electricity, Thiru O. P. Raman, said that the State Government proposed to electrify all the villages by 1971 and called for the dissemination of "safety" know how to ensure that people did not expose themselves to hazards in using electricity.

Thiru K. R. Radhakrishnan, Chairman, Tamil Nadu Electricity Board, who presided, said a "spirit of safety" among the people would help eliminate or at least minimise electrical hazards. In his introductory address, Brig. G. R. Chainani, Director-General of Factory Advice Service and Labour Institute, said studies over past decade had revealed that some 85 per cent of electrical accidents were due to human failure.

Thiru M. M. Rajendran, State Labour Commissioner and Chairman, Madras, Chapter of the National Safety Council, said that it was surprising that many factories either ignored or overlooked basic safety precautions in the use of electricity. He also emphasized the need for more attention to safety in designing and manufacturing of Electrical machinery.

As part of the seminar there was an exhibition of safety devices and a demonstration of "hot-line" maintenance by the State Electricity Board crew.

3. WAGES IN SUGAR INDUSTRY: BOARD'S RECOMMENDATION

The second wage board for the sugar industry has recommended the minimum starting basic pay of Rs. 110 to Rs. 205 for unskilled and highly skilled workers respectively in all the four regions in the country.

Similarly, the starting basic for semi-skilled, skilled-C, Skilled-B and Skilled-A will be Rs. 188, Rs. 125, Rs. 140 and Rs. 160 respectively for Central, northern and southern regions and Rs. 123, Rs. 130, Rs. 145 and Rs. 170 respectively for Maharashtra Region.

As regards clerks, the starting Grade V has been fixed at Rs. 127, Grade IV Rs. 137, Grade III Rs. 160, Grade II Rs. 185 and Grade I Rs. 255 in all regions. Four grades have been suggested for the supervisory staff whose start varies from Rs. 255 to Rs. 375.

The dearness allowance for all categories of employees which has also been revised upwards, however, varies from region to region—lowest in central region and highest in Maharashtra region. For the purposes of wage revision, though the wage board has not reduced the number of regions as determined by the first wage board, but rearranged them.

The board, headed by Thiru Bhima Shankaran, former Judge of Andhra Pradesh High Court, has suggested to the Government to treat the States of Kerala and Andhra Pradesh as independent of other States in fixing the price of levy sugar.

4. INCENTIVES OFFER TO YOUTH TO LEAD FARM LABOUR

Thiru D. Sanjivayya, Union Labour Minister, said at Hyderabad that the Government would be prepared to offer some incentives, in the form of facilities and assistance—to young men, if they took to trade union activities and provided new leadership, to the unorganised farm labour in the country.

Addressing the city journalists at the Press Club, the Minister said there were 34 lakhs of educated young men, many of them highly qualified, on the unemployment registers and some of them could engage themselves in the direction suggested by him.

Thiru Sanjivayya contended that the managements of industrial units in the country had not fully realised their responsibilities towards their employees.

In this context, the Minister referred to the report of the National Commission on Labour and said the Standing Labour Committee would go into its recommendations, some of which might necessitate enacting legislation too, for enforcing them.

Thiru Sanjivayya said that a number of wage boards, had recently submitted their reports and expeditious action would be taken to implement recommendation of these wage boards.

5. INDUSTRIAL SECURITY—TAMIL NADU OPPOSES SEPARATE FORCE.

The Hon'ble Chief Minister, Thiru M. Karunanidhi reasserted in the Assembly that the Tamil Nadu Government was totally opposed to the principle of a separate Central Industrial Security Force to protect the Union Government's public sector undertakings in the State.

The Chief Minister told a questioner that though the legislation was passed in July 1969, no such force had so far been set up in Tamil Nadu.

6. GOVERNMENT WILL NOT TOLERATE VIOLENCE BY UNIONS

The Hon'ble Minister for Industries, Thiru S. Madhavan declared at Tiruchi that the present Government which was deeply interested in the welfare of labour would not remain idle if "any interested in the welfare of labour would not remain if "any trade union or trade union leaders" unleashed violence to get their claims settled. The Government wanted trade unions to function on healthy and democratic lines to safeguard the rights of workers.

7. CYCLE INDUSTRY REQUIREMENTS—APPEAL TO GOVERNMENT

The Hon'ble Minister for Labour, Thiru K. Vezhavendan appealed to all workers in industrial establishments to work with sustained interest which alone would make the country economically stable. Thiru Vezhavendan, who was presiding over a function in connection with the completion of four million cycles by the Tube Investments of India Limited, Ambattur said the cycle was the common man's vehicle, and every effort should be made to see that it was within his reach.

8. INDUSTRIAL SAFETY CONFERENCE

The first national conference on industrial safety will be held in Bombay from March 25 to 27 and will be attended by 100 participants from all over India. It will be opened by Thiru V. P. Naik, Maharashtra's Chief Minister.

Speaking to newsmen Thiru Naval H. Tata, Chairman of the National Safety Council, pointed out that during 1961-67 there were 1.3 million accidents among India's 3 million factory employees. The rate has since gone up to over 2 lakhs a year. There were at present on an average about 500 deaths a year from accidents and approximately 2.25 million man-days were lost. He suggested that the employees State Insurance Corporation should help in promoting industrial safety, considering that it gave away annually Rs. 2.7 crores by way of compensation for accidents.

9 SAFETY AWARD TO T.V.S. LTD.

Messrs. T. V. Sundaram Iyengar and Sons (P) Ltd., Madurai, have won the three first prizes for 1966 under the Tamil Nadu State Safety Award Scheme.

A trophy for the largest percentage reduction in accident frequency rate, a cash award of Rs. 1,000 for the longest accident free period and a trophy-cum-cash award of Rs. 1,000 for the lowest frequency rate (all in the category, Transport Repairs Commissioner to Thiru S. Gopalan, Assistant Works Manager of the Company).

Under the above scheme, Madras Cements Limited was awarded the following prizes for 1966; First prize for longest accident free period; First prize for obtaining lowest frequency rate; and second prize for obtaining largest percentage reduction in accident frequency rate. Thiru S. Arjuna Raja received the awards on behalf of the management.

10. WAGE DISPUTE IN NEYVELI SETTLED

The dispute between employees of the Neyveli Lignite Corporation and the management over wages, dearness and others allowances and fringe benefits, was settled through the efforts of the Hon'ble Chief Minister Thiru M. Karunanidhi and the Honourable Labour Minister, Thiru K. Vezhavendan and the Labour Commissioner, Thiru M. M. Rajendran.

Under the agreement reached the minimum increase in monthly wages will be Rs. 30 while workmen in the lowest category will get an increase of Rs. 44. The minimum monthly wages and dearness allowance will be raised to Rs. 185 per month. The revision will take effect from January 1, 1970 and a lumpsum, equivalent to eight months' increases in wages and dearness allowance will be paid in lieu of retrospective benefit.

By way of fringe benefits, house rent allowance of Rs. 10, mines allowance of Rs. 11 and risk allowance of Rs. 6 will be paid for appropriate categories besides an increase in leave facilities and holidays.

The settlement will be in force for four years during which the workmen have agreed to maintain industrial peace. Any difference in implementation of the settlement is to be referred to the Labour Commissioner for a final decision.

The settlement involves an annual financial commitment of 92 lakhs.

11. MAY DAY BILL

The Tamil Nadu Government has decided to include May Day as a paid national holiday for workers.

The Hon'ble Minister for Labour, Thiru K. Vezhavendan introduced in the Assembly a bill to amend the Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, which raises the number of paid national holidays from three to four.

12. POWER BOARD'S TALKS WITH UNIONS ON WAGES

The Honourable Minister for Electricity, Thiru O. P. Raman, expressed the hope in the Tamil Nadu Assembly that the negotiations now going on between the State Electricity Board and the unions of its employees would be completed before March 31. He said early completion of the negotiations depended on the co-operation offered to the Board by the various unions—recognised and unrecognised but registered unions. The Minister said the Central Electricity Wage Board submitted its recommendations to the Centre in November 1969. The Centre has sought the views of State Governments and Electricity Boards on the recommendations. Even as the State Government and Board were examining the report, the recognised unions of the Electricity Board employees demanded that negotiations should be started with them. The Board acceded to their request to maintain the cordial relations between the Board and the employees and the negotiations commenced on February 16. But before this, some of the other unions which were not recognised by the Board but which were registered unions, demanded they too should be included as parties in the negotiations.

13. CAUSES OF INDUSTRIAL STRIFE ANALYSED

Over 50 labour leaders from all over South India exchanged experience with three American labour specialists at a seminar on "Strife to Stability" held at the American Cultural Centre at Madras.

While Thiru Morris Weisz, Counsellor for Labour Affairs, U.S. Embassy, New Delhi, spoke on the importance of equal strength of management and labour in collective bargaining, Selvi Margaret L. Plunkett and Thiru Howard T. Robinson (Labour Attaches in the U.S. Embassies at Tel Aviv and Tokyo respectively) explored some of the causes of industrial strife and evaluated the remedies attempted in different countries.

In addition to economic causes of labour unrest as wages and bonus, many non-economic reasons were discussed by the Indian participants who included the Commissioner of Labour,

Thiru M. M. Rajendran and Thiruvalargal N. S. Bhat, S. C. C. Anthony Pillai, K. Gurumurthy, P. H. Daniel, K. Ramaswamy Naidu, M. K. Raghavan and M. Vasudeva Murthy.

14. MOTOR WORKERS' PLEA TO MINISTER

On behalf of the Madras Provincial Motor Transport and General Workers' Federation, a deputation met the Honourable Minister for Labour, Thiru K. Vezhavendan and pleaded for the early enforcement of the recommendations of the Central Wage Board for motor transport industry.

15. MADRAS CITY DEVELOPMENT—MINISTER DETAILS PLAN

The Honourable Minister for Education, Thiru Nedunchezian informed the Assembly that the Madras City Metropolitan Area Interim Development Plan envisaged two distinct entities, namely Madras Urban area and the Madras Metropolitan area.

The commercial area was calculated to occupy 2.5 per cent of the total area of the Madras urban area, and it had been assumed that 30 per cent of the total working force in 1991 would constitute the industrial workers in the area.

16. TAMIL NADU GOVERNMENT FUND FOR LABOUR WELFARE.

The Honourable Minister for Labour, Thiru K. Vezhavendan, announced the creation of a Labour Welfare Fund in Tamil Nadu with an initial contribution of Rs. 5 lakhs from the State Government.

Replying to the discussion on Labour Demand in the State Assembly, he said the Fund would be built up with contributions from employers, employees and Government, and utilised for promoting the general welfare of the labour.

Thiru Vezhavendan also announced the Government's decision to strengthen the conciliation machinery by appointing a labour officer for every district.

He said it was proposed to convene a tripartite conference of representatives of estate owners, plantation workers and government officials at Ootacamund on May 22 and 23 to review the working of the labour laws in Plantations. He claimed that the Government's labour policy had helped to keep industrial peace in the State. Earlier, moving the Demand, the Minister said there was a significant fall in the number of industrial disputes in the State during 1969 compared to the previous year. Every effort was made, during the conciliation proceedings, to make the parties agree to informal arbitration, where a settlement was not possible.

The Minister said he was personally keeping a close watch over the labour situation, and whenever any dispute was reported, he saw to it that the conciliation machinery acted. "On many occasions, I have used my good offices with the employers and employees to settle the disputes" he said.

Thiru Vezhavendan said the number of strike and lock-out and the number of man-days lost during 1969 was 174, and 633,059 respectively, as against 231 and 1,881,559 in the previous year. The figures signified a great improvement in industrial relations in 1969, thus providing the necessary climate for industrial growth. The total number of complaints investigated by the conciliation machinery in 1969 was 7,504 as against 10,491 in 1968.

It is proposed to extend the medical benefits under the E.S.I. scheme to families of workers in Tuticorin and Vickramasingapuram areas shortly. The Scheme already covered 1,396,000 persons in the State, consisting of 3,46,000 family units of insured workers and 10,200 insured person.

Thiru Vezhavendan said the objective of having one union for one industry was laudable, but it could not be achieved without the co-operation of all political parties. He said it was not possible for the Government to appoint the Welfare Officers in industrial establishments, as suggested by some members, but the State Labour Advisory Committee might consider how best these officers could be made to protect the interests of the workers.

He also told the Tamil Nadu Assembly that the motto of the Government's labour policy continued to be: "May industry flourish and labour prosper."

17. WORKERS' EDUCATION—MERIT AWARD DISTRIBUTION

Under the auspices of the Regional Directorate of Workers' Education, Government of India, a special function was got up in T. V. S. Auditorium, Madurai on 23-3-1970 for the distribution of Regional Merit Awards for the managements and Workers Teachers who have been responsible for training the largest number of workers in their institutions under the Workers' Education Scheme during the year, 1968.

Thiru M. M. Rajendran, I.A.S., Commissioner of Labour, Madras who presided over said that only enlightened workers and devoted trade union leaders can help establish cordial industrial relations and bring higher productivity which in turn will pave

the way for national prosperity and individual well-being and he reiterated that the effective implementation of Workers' Education Scheme is the key to the realisation of these objectives.

The Rolling shields for the year 1968 were awarded to Messrs. Madara Mills Co. Ltd., Ambasamudarm for having trained the largest number of workers among the establishments employing more than 500 workers and to Messrs. Sudharsanam Spinning Mill Ltd., Rajapalayam for having trained the largest number of workers among the establishments with less than 500 workers.

Thiru S. N. S. Sharma, Regional Director of Workers' Education Centre, Madurai, welcoming the guests outlined the progress and achievements of the Centre and congratulated the institutions and individuals receiving the awards. Thiru K. G. Ramakrishnan, Education Officer proposed a vote of thanks.

18. CONTRACEPTIVES ALONG WITH FOOD PACKETS.

Workers in Tamil Nadu covered under the Industrial Nutrition Programme may soon get family planning aids along with their food packets. The CARE, which provides protein-rich food under the programme has offered to supply to contraceptives. The Labour Commissioner, Thiru M. M. Rajendran who gave this information at a seminar on "Trade Unions and Family Planning" said this method of distribution of birth control aids would save embarrassment to those who felt shy of seeking their requirements of contraceptives. He said various trade unions were being sounded on this proposal as the Government was anxious to avoid complaints of compulsion. The Industrial Nutrition Programme would be extended to more factories shortly he said. Inaugurated in September, 1969, the programme has been adopted in 40 factories and 5 estates, the number of beneficiaries being 11,970 and 1,480 in the two sectors respectively.

19. TRADE UNION'S ROLE IN FAMILY PLANNING

Thiru R. Venkataraman, Member, Planning Commission said at Madras the trade union, as an institution in which the workers had ample confidence, could do a great deal in carrying the message of family-planning to the workers. Speaking on the second day of a three-day seminar at Hotel Aroka, Thiru Venkataraman said, if the family-planning programme should have an immediate impact on society, there should be greater concentration of efforts on urban classes who were psychologically ripe to accept family-planning methods.

The Commissioner of Labour, Thiru M. M. Rajendran, said he would redouble his efforts to persuade employers to provide incentives for workers to get sterilised.

Thiru J. A. Ambasankar, Secretary to Government (Health and Family Planning) said Government would provide all the facilities for establishing family planning clinics if any trade union could assure 20 sterilisations per month.

Thiru K. Gurumurthi, President, Simpson and Group Companies Staff and Workers' Union, sponsor of the seminar, said unless the worker came forward to restrict the strength of his family, any amount of economic benefits was bound to be meagre.

AWARDS AND AGREEMENTS

[Under section 12 (3) of the Industrial Disputes Act of 1947.]

NAME OF THE PARTIES :

The Neyveli Lignite Corporation Limited, Neyveli.

and

its workmen.

REPRESENTING THE EMPLOYER :

- 1 Shri J. G. Kumaramangalam,
Neyveli Lignite Corporation Limited, Neyveli.
Financial Adviser & Chief Accounts Officer.
- 2 Shri S. Sethuraman,
Managing Director,

REPRESENTING THE WORKMEN :

- 1 Neyveli Lignite Mines Workers' Progressive Union, Neyveli.
- 2 Neyveli Lignite Corporation Staff Union, Neyveli.
- 3 Neyveli Lignite Corporation Employees' Union, Neyveli.
- 4 Neyveli Lignite Corporation Foremen's Association, Neyveli.
- 5 Intermediate Technical Employees' Association, Neyveli.
- 6 Neyveli Lignite Corporation Junior Engineers' Association, Neyveli.
- 7 Neyveli Lignite Corporation Medical Staff Association, Neyveli.
- 8 Lignite Mines National Workers' Union, Neyveli.
- 9 Lignite Mines Labour Union, Neyveli.
- 10 Lower Grade General Workers' Union, Neyveli.
- 11 Neyveli Lignite Corporation Motor Workers' Union, Neyveli.

Number of workmen covered by the Settlement.—About 16,600 employees.

SHORT RECITAL OF THE CASE

An industrial dispute arose between the management of Neyveli Lignite Corporation Limited, Neyveli and their workmen represented by the various Unions in regard to wage revision, allowances, fringe benefits and certain other issues. The issues were formulated by the Unions through letters in the form of Charter of Demands, dated 21-11-1969, 31-12-1969 and 24-1-1970. Consequent on the issue of notice of strike by these Unions,

conciliation was held by the Commissioner of Labour, Madras. As a result of this and through the good offices of the Honourable Chief Minister of Tamil Nadu, a settlement was arrived at on the following terms. As the dispute also covers the workmen employed in the Mines, the Assistant Commissioner of Labour (Central), Madras participated in the proceedings.

TERMS OF SETTLEMENT

1. The Management and the workmen agree that this settlement shall be in full and final settlement of all the issues raised by the Unions through their letters referred to above as well as mentioned in the strike notice and presented as issues supplementing their proposals during the proceedings before the Commissioner and shall also be in lieu of the Wage Board recommendations that are or would become applicable to any of the Units in the Neyveli Lignite Corporation Limited.

2. This settlement shall cover all employees in the Corporation who are on various monthly scales of pay upto and including the existing scales of pay of Rs. 350-20-450-25-575.

3. This settlement shall come into operation with effect from 1st January 1970 and shall remain in operation for a period of four years.

4. *Scale of Pay.*—The existing scales of pay will be revised and rationalised as in Annexure (A).

5. *Dearness Allowance.*—Consequent on the introduction of the revised wage structure, the existing rates of Dearness Allowance for the monthly rated employees will be replaced by the following:—

Dearness Allowance Rates.

Up to Rs. 139..	..	..	..	Rs. 85
Rs. 140—179	..	..	..	Rs. 98
Rs. 180—239	..	..	..	Rs. 122
Rs. 240—439	..	..	..	Rs. 146
Rs. 430—479	..	..	..	Rs. 160
Rs. 480—529	..	..	..	Rs. 164
Rs. 530—572	..	..	..	Rs. 693 minus basic pay.
Rs. 573—999	..	..	..	Rs. 120

These Dearness Allowance rates are based on the All-India Consumers' Price Index No. 178 with the base year 1960. The adhoc ex-gratia allowances now being paid will be shed in full.

6. *Variable dearness allowance.*—For any rise or fall over 178 in the All-India Consumer Price Index, further adjustment will be made by way of variable dearness allowance at the rate of Re. 1.00 (Rupee one only) per point. The adjustment will

be made half-yearly on the 1st April and 1st October every year on the basis of the half-yearly average of the rise/fall in the 'Consumers' Price Index during the period from July to December of the previous year and January to June of the current year respectively. The first review and adjustment will be on 1-4-1970.

7. *Pay fixation.*—(i) The basic pay in the revised scale will be fixed by adding a sum of Rs. 30/- to the present basic pay of the employee. If after adding the said sum, the basic pay does not fit in a stage in the revised scale, the basic pay will be fixed in the next below stage and the difference paid as Personal Pay to be absorbed in future increments.

(ii) The daily all-inclusive wages for the industrial casual workers will be increased by 60 paise (sixty paise only) per day with effect from 1-4-1970.

8. *Date of increment.*—As against the four crucial dates for increments now in force, there shall be 12 crucial dates, viz., 1st of every month, hereafter and increments will be earned after 12 calendar months' service in the grades including the month in which promotion/appointment was made or the last increment granted in the scale.

9. *Construction excess.*—Employees who are now in receipt of 'Construction Excess' will shed the amount in full against the increase on fitment into the revised pay structure.

10. *Personal Allowance.*—The Personal Allowance if any drawn by the employees over and above the maximum of the existing scales since the last revision of pay scales will be shed in full.

11. *Recoveries*—(a) *House Rent.*—For the residential quarters provided by the Corporation to its employees, House Rent will be recovered at the rate of $7\frac{1}{2}$ per cent of basic pay upto and inclusive of a basic pay of Rs. 299/- and 10 per cent of basic pay thereafter or the standard rent fixed under Fundamental Rule 45 (a), whichever is less.

(b) *Electricity and Water Charges.*—Electricity supplied to the residential accommodation given to the employees would be charged at a flat rate of 10 Paise per unit. Charges for water supplied to the residential accommodation will remain unaltered.

12. *Revision of Rates of Dishes in Industrial/Staff Canteens.*—The Unions agree to regulate the prices for food-stuffs at the canteens so as to work the canteen on "No-profit No-loss" basis. subsidies payable by the management will be as per statutory provisions in this regard and existing subsidies continued.

13. *Revision of Bus Fare.*—Bus fares will be reviewed.

14. *Sick Leave.*—The regular workmen borne on the Labour Establishment will be granted Sick Leave with full pay for maximum of 7 days in a year. The Sick Leave may be allowed to be combined with any kind of leave (other than casual leave). It shall not be carried over to the next year.

15. *Holidays.*—The number of paid holidays will be increased to 9 in calendar year including one National Holiday for 'May Day'.

16. *Gratuity Scheme.*—Gratuity Scheme as in Annexure (B) will be introduced in the Corporation with effect from 1-4-1970. As a consequence, the present rate of compulsory contribution of $8\frac{1}{3}$ per cent towards Contributory Provident Fund will also be modified as 8 per cent from 1-4-1970.

17. *Overtime.*—Overtime wages will be paid to the Office staff within specified limits and in accordance with rules and orders issued by the Government of India in this regard from time to time. This will not however alter the quantum of honorarium for specified jobs of seasonal character, as may be decided by the Management.

18. *Uniforms.*—The Management will continue to supply uniforms only to the employees in the Occupations and in the Units for which such supply was being made before 1-1-1970. Any dispute over extension of the supply of uniforms will be referred to the Chief Inspector of Factories or the Director General of Mines Safety as the case may be, for decision with reference to the statutory obligations of the Management in that regard and their decision will be final.

19. *Fringe Benefits.*—Fringe benefits will be as mentioned in Annexure 'C'.

20. *General.*—(a) The Corporation may resort to direct recruitment from open market for supervisory levels requiring degree/diploma qualifications or for specially skilled grades up to 40 per cent of the vacancies and before doing this, the Management will take into consideration the availability of such personnel from within the Corporation.

(b) During the period of operation of this settlement the Unions will not raise any demand involving any financial burden present or future on the Corporation including conversion of personnel from Labour Establishment to Regular Establishment.

(c) Having regard to improvement in the scales of pay and other benefits and the additional financial commitment involved in the implementation of the settlement, the Unions agree to co-operate fully with the Management in maintaining discipline,

and for achieving industrial peace and higher productivity in all the Units of the Corporation. The Management also agree to take suitable measures for improving productivity and efficiency.

(d) In order to ensure continuous smooth working, the Management and the Unions agree that in no case they will resort to direct action, such as lock out, strike in any form, go slow and other coercive action in violation of the Code of Discipline. Further the workmen agree not to re-open the matters covered under this Settlement during the period of its currency.

(e) In full settlement of claims for arrears prior to the date of this settlement, the following payments will be made:—

Rs. P.

(1) For employees whose basic pay is less than Rs. 139 in this Settlement as on 1-1-1970. 352 00

(2) For others covered by this Settlement 240 00

(i) The amount will be paid in the following manner:—

For category (1) Rs. 225 in the first week of April 1970.

The balance less special festival advance granted in November 1969—In April 1971.

For category (2) Rs. 130 in the first week of April 1970.

The balance less balance of special festival advance granted in November 1969 required to be recovered [See (ii) below]—In April 1971.

(ii) The arrears due for the period from 1-1-1970 to 31-3-1970 will be paid in August 1970 without deduction of Special festival advance in regard to category (1) and with deduction of Rs. 60 towards recovery of special festival advance in regard to category (2). The lumpsum payments will not be paid to daily rated workers. Employees other than daily rated workers who were appointed on or after 1-5-1969 but before 1-1-1970 will receive proportionate lumpsum amounts for the number of completed calendar not be treated as wages for any purpose.

21. The total annual additional financial commitment arising out of this settlement on account of special allowances and other fringe benefits mentioned in Annexure 'C' will be contained within Rs. 23.54 lakhs (Rupees Twenty lakhs plus Rs. 3.54 lakhs representing the annual cost hitherto incurred on the payment of Sub-Surface Allowance and Dust Allowance which have been withdrawn).

22. Any balance left over after the payment of other allowances listed in Annexure 'C' will be utilised for upgradation of posts and for special consideration of scales of pay as may be agreed to between the Management and the Unions.

23. The Management and the workmen would negotiate and settle the distribution of amounts left over including any upgradation of posts and special consideration in respect of certain categories, if any, and any other matters relating to the grant of allowances listed out in Annexure 'C' and any other outstanding issues. Any difference still outstanding 20 days after signing of this settlement would be referred to the Commissioner of Labour for a final and binding decision.

ANNEXURE A

PART I.

Group number.	Existing scales of pay.	Revised scales of pay.
(1)	(2)	(3)
Rs.	Rs.	
I	70-1-85 (L and R)	100-2-120
II	75-1-85-2-95 (L and R)	105-2-115-2-50-125
III	85-2-95-3-110 (L)	115-2-50-120-3-155
	90-2-100-3-115 (L and R)	
	90-2-110-3-125 (L and R)	
	90-2-110 (R)	
	90-2-120 (L and R)	
	110-3-125 (R)	
IV	90-3-120-4-140-5-150 (R)	120-3-150-4-170-5-185
	110-3-140 (R)	
	110-3-125-4-145 (R)	
	90-3-150 (L and R)	
	110-3-131-4-155 (R)	
	120-3-150 (R)	
V	110-3-140-4-160-5-170 (R)	140-4-160-5-225
	110-4-150-5-180 (R)	
	120-3-150-4-170 (L and R)	
	135-3-150-4-190 (R)	
	150-4-190 (R and L)	
VI	110-3-131-4-155-EB-4-	
	175-5-190 (R)	
	110-4-170-5-210 (R)	
VII	130-5-160-8-240 (R)	140-4-200-5-240
	130-5-150-7-220 (R)	150-5-180-8-275
	150-5-160-7-230 (R)	
	170-4-190-2-225 (L and R)	
	120-4-140-5-160-8-240 (R)	
VIII	130-5-160-8-200-EB-8-	160-5-190-8-210-10-220
	280-10-300 (R)	
	160-8-280-10-300 (R)	
	130-5-160-8-200-EB-8-	
	280 (R)	
IX	150-5-180-8-240-EB-8-	180-5-190-8-220-10-220
	280-10-300 (R)	
	160-8-280 (R)	(Chief Pharmacist to start at 280.)
	160-8-200-10-300 (R)	
	160-8-200-10-290 (R)	
	200-8-240-10-300 (R)	
X	150-5-180-8-200-10-300-26-375 (R)	180-5-190-8-220-10-220-15-405
XI	160-10-250 (R)	190-10-290
	170-7-240-10-250 (R)	
	200-6-260 (L)	
XII	170-7-240-10-350 (R)	200-7-214-8-220-15-230
	200-10-290-15-350 (R)	
	200-15-350 (R)	
	250-10-290-15-350 (R)	
XIII	220-10-290-15-380 (R)	280-10-320-15-410
	250-10-350 (L and R)	
XIV	250-10-290-15-425 (R)	280-15-355-20-425
	250-10-300-15-450 (R)	
	250-15-370-20-450 (R)	
	325-15-425 (R)	
	350-15-409 (R)	

ANNEXURE A—cont.

PART I—cont.

Group number.	Existing scales of pay.	Revised scales of pay.
(1)	(2)	(3)
XV	250-15-370-20-470 (R)	290-15-355-250-530 (R)
	270-15-340-20-480 (R)	
	250-15-325-25-500 (R)	
	270-15-425-EB-20-575 (R)	
XVI	270-15-425-EB-20-535 (R)	300-15-380-25-605
	300-20-500-25-575 (R)	
	325-25-500 (R)	
	325-25-575 (R)	
	350-20-450-25-500 (R)	
	350-20-450-25-575 (R)	

ANNEXURE B

NEYVELI LIGNITE CORPORATION LIMITED, NEYVELI

N.L.C. Gratuity Rules

Rule-1

Title.—These Rules may be called the Neyveli Lignite Corporation Gratuity Rules.

Rule-2

Interpretation.—In these Rules, the following expressions shall, unless evluded by or repugnant to the context, have the meanings herein attached to them, viz.

- 2.1 "The Company" means the Neyveli Lignite Corporation Limited.
- 2.2. "Employees" means the employees of the Company on the regular/labour establishment.
- 2.3. "Family" means—
 - 2.3.1. Wife in the case of a male employee;
 - 2.3.2. Husband in the case of female employee ;
 - 2.3.3. Sons, including step sons and adopted sons ;
 - 2.3.4. Unmarried daughters including step-daughters and adopted daughters ;
 - 2.3.5. Widowed daughters;
 - 2.3.6. Brothers below the age of 18 years and unmarried and widowed sisters including step brothers and step sisters;
 - 2.3.7. Father;
 - 2.3.8. Mother;
 - 2.3.9 Married daughters; and
 - 2.3.10. Children of a pre-deceased son.
- 2.4. "Nominee" means any person (s) nominated by an employee under Rule-8 of these Rules to receive the gratuity in the event of his/her death while in service or after quitting service before the payment of gratuity is made.

Provided that if wife/husband has been judicially separated from the employee or has ceased under the customary law of the community to which she/he belongs to be entitled to maintenance, she/he shall be deemed to be no longer a member of the employee's family.

Provided further that if a child of an employee has been adopted by another person and if under the personal law of the adoptor, the adoption is legally recognised as offering the status of a natural child, such a child shall be excluded from the family of the employee.

Note.—In regard to the question whether any person is excluded from the family of an employee with reference to the above provisions, the decision of the Company shall be final.

2.5. 'Qualifying years of service'—Qualifying service will mean all service rendered in the Company after completion of 18 years of age except for periods of service spent;

- 2.5.1. as casual or temporary employee;
- 2.5.2. as apprentice/trainee/probationer;
- 2.5.3. on contracts for specific periods;
- 2.5.4. period spent on extraordinary leave without pay and allowance.

Note.—1. Study leave granted by the Company will count as qualifying service for gratuity.

2. Employees of the Corporation selected as trainees/apprentices while in employment will reckon such service rendered as trainee/apprentice in the Corporation for gratuity.

3. The period of less than 12 months' continuous service shall not be taken into account in calculating the total qualifying service.

4. Leave with allowances other than earned leave upto 120 days at a time, half pay leave, etc., will count as qualifying service to the extent indicated below :

If the total service of the employee is She the counts as service period such leave not exceeding.

(i) 15 years and above but less than 30 years 1 year.

(ii) 30 years and above 2 years.

5. The Company may by a general or special order permit any service rendered in the Company to be counted as qualifying service.

2.6. "Emoluments"—"Emoluments" shall mean the average monthly rate of pay which term includes special pay, dearness pay, leave salary, subsistence grant and basic wage in the case of non-salaried employee drawn

during thirty-six months preceding the date of quitting the service and shall be subject to a maximum of Rs. 1,800/- per mensem.

Notes.—Pay that would have been drawn by the employee in the Corporation, but for his deputation for service outside the Corporation, shall be reckoned for the above purpose.

2.7. "Controlling Officer".—Controlling Officer means such officer as may be nominated by the Company with powers to sanction gratuity.

Rule-3

To whom it shall apply.—These rules will apply to the employees of the Company on Regular/Labour establishment and shall exclude the following:

- 3.1 Casual and Temporary employees;
- 3.2 Personnel of the State and Central Government. Departments and other industrial concerns working with the Company on deputation/foreign service terms;
- 3.3 Apprentices, trainees and probationers during the period of apprenticeship, training or probations.
- 3.4 Employees recruited on a contract basis; and
- 3.5 Pensioners and superannuated persons of State and Central Government Departments and other Industrial Undertakings re-employed by the Company.

Rules-4:

4.1. 'Conditions for grant of Gratuity'.—Subject to the conditions, the service has been good, efficient and faithful, gratuity will be paid to employees who are qualified under the provisions of Rules 2 and 3 in the following circumstances:—

- 4.1.1. On discharge from service arising from the reduction of establishment;
- 4.1.2. On retirement on account of permanent incapacity due to bodily or mental infirmity.
- 4.1.3. Superannuation; and
- 4.1.4. Retirement after 30 years of qualifying service;
- 4.1.5. Gratuity will not be admissible to an employee dismissed or discharged on grounds of grave misconduct such as fraud, violence, misappropriation sabotage or moral turpitude or who resign from service before the completion of 12 years of qualifying service".

4.2. Except in the case of death, gratuity will be admissible only after 5 years of qualifying service.

4.3. In the case of resignation for the specific purpose of accepting another appointment at the instance of the Company, the Company may at its discretion, treat such resignation as in the case of superannuation for the purpose of eligibility for gratuity.

Rule-5:

Amount of Gratuity.—The amount of gratuity will be equal to half the monthly rate of emoluments for each complete qualifying year of service, subject to a maximum whichever is less.

5.1. In the case of death, the amount of gratuity will be as calculated under Rule-5 above or as indicated below of 15 times the emoluments or Rs. 24,000 whichever is less.

5.1.1	During the first year of services.	Two months' emoluments.	Reduced by the amount of Company's contribution together with interest thereon standing to the credit in the contributory Provident Fund account of the employee. The Company's contribution will also include the amount of gratuity admissible under Rule 2 (v) of the Workmen's Contributory Provident Fund Rules.
5.1.2	After one year but before 5 years' service.	Six months' emoluments.	
5.1.3	After completion of 5 years service.	Twelve months' emoluments.	

5.1.4. "The rate of contribution to the Provident Fund by the Company will be reduced from 8 1/3 per cent to 8 per cent of the emoluments from the date of introduction of the Gratuity Scheme."

Rule-6:

Reduction of Gratuity.—The Company or the Controlling Officer may, at its/his discretion in any particular case withhold or reduce the gratuity for good and sufficient reasons. Such withholding or reduction of the gratuity shall not be done by any officer other than the authority competent to dismiss, remove or terminate the employee concerned.

Rule-7:

Effect of Reduced Pay on Gratuity.—When an employee is retained in service on reduced pay and reduction in pay is for reasons other than his/her own fault or is re-appointed at reduced pay on the abolition of his/her service, if any, has been condoned, the gratuity admissible under Rule-5 above may be calculated in respect

of each period of service based on the "emoluments" actually drawn at the end of respective periods if that is more favourable to the employee.

Rule-8:

Nomination.—Every employee shall make a nomination conferring on one or more persons of his/her family, the right to receive the gratuity in the event of his/her death while in service or after quitting service but before payment of the gratuity is made, indicating the shares payable to each member. In the case of an employee having no family, the nomination may be made in favour of a person or persons or a body of persons corporate or incorporate.

8.1. In the event of there being no nomination, the gratuity on death may be paid in the manner indicated below:

8.1.1. If there are one or more surviving members of the family as in Rule 2.3.1. to 2.3.4 above, it may be paid to all such members in equal shares.

8.1.2. If there are no such surviving members of the family, but there are one or more surviving widowed daughters and/or one or more surviving members of the family as in Rule-2.3.3. to 2.3.10 the gratuity may be paid to all such members, in equal shares.

8.1.3. The nomination shall be made in the form given in Appendix-I. Where a nomination made is cancelled and a re-nomination is made, it shall be in the form in Appendix-II.

8.1.4. Any nomination made under these rules shall be lodged by the employee with the officer nominated by the Company for this purpose and the nomination shall be valid only from the date on which the nomination is properly so lodged.

Rule-9:

Breaks and Efficiencies in Service.—A break in the service of an employee not condoned under the provisions of this rule will entail forfeiture of his/her service before the break for the purpose of calculating the gratuity admissible under these rules.

9.1. The Company may condone any break in the service of an employee for the purpose of these rules.

Rule-10:

Recoveries due to the Company.—Gratuity shall be subject to deductions on account of any amount due by the employee to the Company.

Rule-11:

Gratuity will be in addition to the benefits of Provident Fund but not in addition to any other non-statutory compensation scheme including the Voluntary Retirement Scheme unless the Company otherwise decides.

Rule-12:

Interpretation.—In these rules if any question arises as to the interpretation, the decision of the Company shall be final.

Rule-13:

Modification, Cancellation or Amendment.—The Company reserves to itself the right to modify, cancel or amend any or all of these Rules or orders issued thereunder and to give effect thereto from any date which it may deem fit.

APPENDIX-I

NEVELI LIGNITE CORPORATION LIMITED, NEYVELI.

Nomination for Gratuity

I hereby nominate the person/persons mentioned below, who is a/who are members of my family.

I having no family, hereby nominate the person/persons mentioned below and confer on him/her/them, the right to receive any gratuity that may be sanctioned by the Company in the event of my death while in services and the right to receive on my death any gratuity, which having become admissible to me on retirement may remain unpaid at my death.

Name and addresses of nominee/nominees.	Relationship with employee.	Age.	Amount of share of gratuity payable to each.	Contingencies on happening of which the nomination shall become invalid.	Name, address and relationship of the person or persons, if any to whom the right conferred on nominee shall pass in the event of the nominee pre-deceasing the employee or the nominee during after the death of the employee but before receiving payment of the gratuity.	Amount of share of gratuity payable to each.
(1)	(2)	(3)	(4)	(5)	(6)	(7)

N.R.—The employee shall draw lines across the blank space below the last entry to prevent the insertion of any name after he has signed.

Dated this
at

day of

Witnesses to signature

1.

2.

Note 1. Fourth column should be filled in so as to cover the whole amount of gratuity.

Note 2. The amount/share of gratuity shown in last column should cover the whole amount/share payable to the original nominees.

Nomination by.....

Signature of Head of Office/Unit

Designation.....

Office/Unit.....

Dated

Designation

APPENDIX II

NEYVELI LIGNITE CORPORATION LIMITED, NEYVELI.

Renomination for Gratuity

I hereby nominate the person/persons mentioned below, who is a/who are members of my family.

I having no family, hereby nominate the person/persons mentioned below and confer on him/her/them, the right to receive any gratuity that may be sanctioned by the Company in the event of my death while in services and the right to receive on my death any gratuity, which having become admissible to me on retirement may remain unpaid at my death.

(1) Name and addresses of nominee/nominees.	(2) Relationship with employee.	(3) Age.	(4) Amount of share [of gratuity payable to each.	(5) Contingencies on happening of which the nomination shall become invalid.	(6) Name, address and relationship of the person or persons, if any, to whom the right conferred on nominee shall pass in the event of the nominee pre-deceasing the employee or the nominee during after the death of the employee but before receiving payment of the gratuity.	(7) Amount of share of gratuity payable to each.

This nomination supersedes the nominations made by me earlier on.....which stands cancelled.

N.B.--The employee shall draw lines across the blank space below the last entry to prevent the insertion of any name after he has signed.

Dated this
at

day of

1969

Witnesses to signature

1.

2.

Signature of employee

Note.—(1) Fourth column should be filled in so as to cover the whole amount of gratuity.

(2) The amount/share of gratuity shown in last column should cover the whole amount/share payable to the original nominees.

Nomination by.....

Signature of Head of Office/Unit

Designation.....

Office/Unit.....

Dated.....

Designation.....

ANNEXURE-II

MODEL GRATUITY SCHEME OF GOVERNMENT OF INDIA

Gratuity will be granted for good, efficient and faithful service to whole time employees of the Company and shall exclude the following:—

- (i) Casual and non-regular employees;
- (ii) Government servants and other employed on deputation terms;
- (iii) Employees on contract basis;
- (iv) Apprentices and trainees;
- (v) Re-employed persons.

(2) It shall be granted in the following circumstances—

- (a) Discharge on abolition of post.
- (b) Permanent incapacity due to bodily or mental infirmity.
- (c) Superannuation.
- (d) Retirement after 30 years' qualifying service. Provided

that—

(i) Gratuity will not be admissible to an employee who resigns from service (Voluntary retirement after 30 years' qualifying service would not constitute resignation or whose services are terminated for misconduct, insolvency or inefficiency).

(ii) Except in the case of death, gratuity will be admissible only after 5 years' qualifying service.

3. Qualifying service will mean all service rendered in the undertaking after completion of 18 years of age, except periods of service rendered as Apprentice and extraordinary leave without leave salary.

4. (a) Gratuity will be equal to 15 days' emoluments for each completed year of service subject to a maximum of 15 times the emoluments or Rs. 24,000 whichever be less.

(b) In the case of death, the amount of gratuity will be as calculated under (a) above or as worked out below, whichever be more :—

a. During the first year of service.	2 months emoluments.	} Reduced by the amount of undertakings contribution together with interest thereon standing to the credit in the Contributory Provident Fund Account of the employee. The undertaking's contribution will also include the amount of gratuity admissible under Rule 2 (6) of the Workmen's Contributory Provident Fund Rules.
b. After one year but before 5 years service.	6 months emoluments.	
c. After completion of five years service.	12 months emoluments.	

Emoluments for the purpose of this Scheme shall mean the average of pay (which term includes special pay, dearness pay, leave salary, subsistence grant and wages in the case of non-salaried employees) drawn during 36 months' proceeding the date of quitting service and shall be subject to a maximum of Rs. 1,800 per month.

5. Every employee shall make a nomination conferring on one or more persons of his family the right to receive the gratuity in the event of his death while in service or after quitting service but before payment of the gratuity is made, indicating

the shares payable to each member. In the case of an employee having no family, the nomination may be made in favour of a person or persons, or a body of persons, corporate or incorporate.

In the event of there being no nomination, the gratuity on death may be paid in the manner indicated below :—

(a) If there are one or more surviving members of the family as in (i) to (iv) below, it may be paid to all such members other than any such member who is a widowed daughter, in equal shares;

(b) If there are no such surviving members of the family, but there are one or more surviving widowed daughters and/or one or more surviving members of the family as in (v) to (ix) below, the gratuity may be paid to all such members, in equal shares.

Family shall include the following :—

- (i) Wife in the case of a male employee;
- (ii) Husband in the case of a female employee;
- (iii) Sons
- (iv) Unmarried and widowed daughters. } including Step Children and adopted Children,
- (v) Brothers below the age of 18 years and unmarried and widowed sisters. } including step brothers and step sisters,
- (vi) Father;
- (vii) Mother;
- (viii) Married daughters; and
- (ix) Children of a pre-deceased son

ANNEXURE III.

Vide Annexure—XXXI under Fertilizer Wage Board Recommendation

Basic terms and conditions of Gratuity Scheme.

(Gratuity Scheme as in force in Fertilizer Corporation of India.)

Gratuity will be granted for good, efficient and faithful service to whole time employees of the Company and shall exclude the following :—

- (i) Casual and non-regular employees;
- (ii) Government servants and other employed on deputation terms;

- (iii) Employees on contract basis;
- (iv) Apprentices and trainees; and
- (v) Re-employed persons.

2. It shall be granted in the following circumstances:—

- (a) Discharge on abolition of post.
- (b) Permanent incapacity due to bodily or mental infirmity.
- (c) Superannuation.
- (d) Retirement after 30 years' qualifying service provided that:—

(i) Gratuity will not be admissible to an employee who resigns from service (Voluntary retirement after 30 years' qualifying service would not constitute resignation) or whose services are terminated for misconduct, insolvency or inefficiency.

(ii) Except in the case of death, gratuity will be admissible only after 5 years' qualifying service.

3. Qualifying service will mean all service rendered in the undertaking after completion of 18 years of age, except periods of service rendered as Apprentice and extraordinary leave without leave salary.

4. (a) Gratuity will be equal to 15 days' emoluments for each complete years of service subject to a maximum of 15 times the emoluments or Rs. 24,000 whichever is less.

(b) In the case of death, the amount of gratuity will be as calculated under (a) above or as worked out below, whichever be more:—

a. During the first year of service.	2 months emoluments.	} Reduced by the amount of undertaking's contribution together with interest thereon standing to the credit in the contributory Provident Fund Account of the employees. The Undertaking's contribution will also include the amount of gratuity admissible under the rule 2 (b) of the Workmen's Contributory Provident Fund Rules.
b. After one year but before 5 years service.	6 months emoluments.	
c. After completion of 5 years service.	12 months emoluments.	

ANNEXURE C.

FRINGE BENEFITS

(a) *House Rent Allowance*.—The employees drawing a basic pay of less than Rs. 500 stationed in Neyveli, who are not provided with any residential accommodation, by the Corporation will be paid a House Rent Allowance at a flat rate of Rs. 10 per mensem. The House Rent Allowance will not be admissible to employee staying with their dependants in the residential accommodation provided by the Corporation to the occupant/

allottee. Those who have been provided clubbed or sharing accommodation or hostel accommodation will be treated as having been provided with accommodation for this purpose. The employees who have been allotted sites by the Corporation for putting up residential hutments are, however, eligible the allowance, subject to the individuals paying the existing ground-rent fixed for such sites.

(b) *Mine Allowance*.—All the employees of and below the rank of Junior Plant Managers working in the Mines will be paid a special allowance called 'Mine Allowance' at the rate of Rs. 11 per mensem. The payment of this allowance will be restricted proportionately with reference to the number of days worked by the employees, in case where the employee concerned has not worked on all the working days in any month. The Sub-Surface Allowance paid to the employees in the Mines and the Dust Allowance continued to be paid as Personal Allowance to some workmen in the Mines will be discontinued.

(c) *Risk Allowance (Dust, Chemical or other)*.—The employees in the following Units will be paid a special allowance of Rs. 6 per mensem:—

- 1 Thermal Station (Operation and Maintenance only).
- 2 Fertilizer Unit including Process Steam.
- 3 B & C Unit.
- 4 Clay Washing Plant.
- 5 Central Workshop.
- 6 Auto Yard.
- 7 F. M. Yard.
- 8 Base Repair Shop.
- 9 Stores.
- 10 Medical.
- 11 Printing Press.

The payment of this allowance will be restricted proportionately with reference to the number of days worked by the employee, in case where the employee concerned has not worked on all the working days in the month. The Dust Allowance continued to be paid as Personal Allowance to some workmen in the Thermal Station will be discontinued. The dispute pending before the Industrial Tribunal, Madras, in regard to payment of Dust Allowance for the Coal and Ash Handling Mazdoors and Maistries in the Thermal Station will also be deemed as withdrawn.

(d) *Special Allowance for Typists, Stenographers, Pharmacists (For Clerical Duty only) and Graduates.*—An Allowance of Rs. 6 per mensem will be paid to the Typists, Stenographers, Pharmacists doing clerical work in addition to their normal duties and Graduates in categories of Lower Division Clerks and Upper Division Clerks. This allowance will be restricted proportionately with reference to the number of days worked, in case if any employee does not work for the full number of working days in a month.

(e) *Commercial Bus Allowance.*—The present rate of Commercial Bus Allowance will be raised from 75 paise to Rupee One and Paise 25 per day.

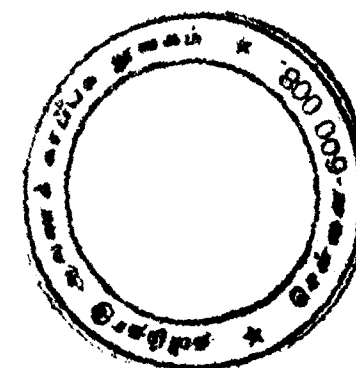
NOTE.—The Special Allowance mentioned under item (b) to (e) above will be admissible only to those who are whole-time employees in the Units concerned. Persons who are required to work in these Units occasionally shall not be entitled to the allowance. No employee shall be eligible to more than one of the allowances enumerated at (b) to (e) above at any point of time.

(f) *Washing Allowance.*—The existing rates of Washing Allowance of Rs. 2 and 3 per month now being paid to those who are supplied with White Uniforms will be raised to Rs. 4 and 5 respectively.

CURRENT LABOUR LITERATURE

March 1970

1. B. A. Hathikhanavala
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(*Capital*; dated 5-3-1970; pages 339-401).
2. Kariyawasan (U)
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(*Ceylon Labour Gazette*; Vol. 21; No. 3; March 1970).
3. Sahoo (S.C.)
Workers' Education in India;
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4. Mapara (G)
Labour Influence and Social Policies;
(*Indian Worker*; Vol. XVIII; No. 25; pages 6, 13;
dated 23-3-1970).
5. C. B. Gupta
Technical Training with an Employment Bias;
(*Labour Bulletin*; Vol. XXI No. 3; March 1970; pages
1-3).



NOTIFICATIONS.

Fixation of minimum rates of wages for employment in construction or maintenance of roads, etc.,
under Minimum Wages Act.

[Fort St. George, 4th September 1969.

II-I No. 194 of 1970.

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 19th May 1969, is republished:—

S. O.—In exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Central Government, after considering the advice of the Committee constituted under clause (a) of sub-section (1) of section of the said Act; hereby fixes as specified in the entries in column (2) of the schedule annexed hereto; the minimum rates of wages payable to the categories of employees employed in employments in (i) construction or maintenance of roads or in building operations; (ii) stone breaking and stone crushing; (iii) maintenance of buildings; and (iv) construction and maintenance of runways, as are specified in the corresponding entries in column I of the said schedule and directs that this notification shall come into force on the 19th May 1969.

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SCHEDULE.

Category of work.	All inclusive minimum rates of wages per day.									
	Area. A.		Area. B-1.		Area. B-2.		Area. C.		Area. D.	
	Rs.	P.	Rs.	P.	Rs.	P.	Rs.	P.	Rs.	P.
(1)							(2)			

Unskilled.

- (1) Bajri Spreader, (2) Beldar (Adult Male/Man; Adult Female/Woman); Adolescent/Boys above 12 years; Girls; Child, (3) Beater Woman, (4) Bellowman, (5) Chain Man, (6) Boat Man, (7) Bucket Man, (8) Carrier (Stone) (9) Carrier (Water), (10) Cart Man, (11) Caretaker (Bridge) (12) Cleaner (Crane Track; Cinder for Ash pit), (13) Chowkidar, (14) Concrete (Hand Mixer), (15) Daffadar, (16) Driver (Bullock; Camel; Donkey; Mule), (17)

Flag Man, (18) Flagman (Balast Train), (19) Gate Man, (20) Gangman (21) Gang Man (Permanent Way) (22) Handle Man (23) Jumber Man (24) Kamin (Female work); (25) Khalesi; (26) Khalesi Man/Male; Woman/Female; Boys Girls; I/II; Bridge; Electrical; Marine; Moplah Shore; Store; Steam Road Roller; (Survey), (27) Labourer (Garden), (28) Lamp Man (29) Mali, (30) Mazdoor, (31) Mazdoor (Adult Male/Man; Adult Female/Woman) (32) Mazdoor (Adolescent/Boys above 12 years age Girls; Child; Lorry; Trained), (33) Peon, (34) Peon, (35) Searcher; (36) Signal Man (37) Strikers, (38) Stricker Moplah (Gang), (39) Sweeper, (40) Totti Boy, (41) Tile Turner, (42) Trolley Man, (43) Valve Controller, (44) Valveman, (45) Watchman, (46) Waterman, (47) White Washer, (48) Wooden Man, (49) Wooden Woman, (50) Worrymen, (51) Coalman, (52) Condenses Attendants, (53) Grass Cutter, (54) Muckers Jamadars (55) Slingers, (56) Shunter, (57) Any other categories by whatever name called which are of an unskilled nature.

Semiskilled/Unskilled Supervisory:—

- (1) Belechawala, (2) Bhisti (with Mushak), (4) Boatman (Head), (5) Breaker, (6) Breaker (Rock; Rock Stone; Stone Metal; Stone, (7) Cane weaver, (8) Chain Man (Head), (9) Charpoy Stringer, (10) Checker, (11) Chowkidar (Head), (12) Cracker, (13) Daftri, (14) Dollyman, (15) Driller, (16) Driller (Hole; Rock), (17) Driver (Skin), (18) Excavator, (19) Farreman, (20) Fireman, (21) Fireman Brick kiln; steam Road Roller, (22) Gate Keeper (23) Gharami (Thatcher), (24) Glass Man, (25) Greaser, (26) Greaser, cum Fireman, (27) Grinder, (28) Hammerman, (29) Helper, (Artisan), (30) Helper (Sawyer), (31) Jamadar, (32) Keyman, (33) Khalesi (Head Survey; Riveters-Moplah Gang; Supervisor); (34) Labourer (Rockcutting), (35) Lascar, (36) Mali (Head), (37) Mate (38) Mate (Blacksmith; Road; Carpenter; Engine Driver and/or Feeder; Fitter; Gang; Khalesi; Mazdoor; Mason; Permanent Way; Pump Driver; Turner) Mazdoor (Heavy weight; charge (39) man; Mistry; Head), (40) Muccadam, (41) Night Guard, (42) Oil Man, (43) Quarry Man, (44) Quarry Operator, (45) Runner, (Post Dak), (46) Storeman, (47) Stocker, (48) Stocker and Boilerman, (49) Thatcher, (50) Thoomba Man (Spade Worker), (51) Tindals, (52) Trolley man (Head; Motor), (53) Fitter, (Asstt. Semi-skilled), (54) Janedar, (Semi-skilled), (55) Mata (Store), (56) Pump Attendant, (57) Bearer, (58) Brakesmen, (59) Crowbar Man, (60) Cook, (61) Dandee (62) Fareh, (63) Hackaw Man, (64) Helper (Loco/Grane/Truck), (65) Kasab (66) Khalesi (Structural), (67) Laboratory Boy, (68) Manjee (Boatman), (69) Masalchi, (70) P. M. Mates, (71) Point-

53

*All inclusive minimum rates of wages
per day.*

Area. A.	Area. B-1.	Area. B-2.	Area. C.	Area. D.
(2)				
RS. P.	RS. P.	RS. P.	RS. P.	RS. P.

7 00 6 40 5 80 5 20 4 80

Category of work.

(1)

man, (72) Seacumny, (73) Topaz, (74) Topkar (Big Stone Breaker), (75) Trolley Jamadar, (76) Windman (77) any other categories by whatever name called which are of a Semi-skilled nature.

Skilled.

(1) Assistant Mistry, (2) Armature Winder, Grade II and III, (3) Bhandari, (4) Blacksmith, (5) Blacksmith (Selection Grade); Grade II; III; Class II and III; Head, (6) Boilerman, (7) Boilerman (Grade II and III; (8) Boiler Foreman Grade II, (9) Bhandari, (10) Brick Layer, (11) Brick layer (Selection Grade Class II), (12) Blaster, (13) Carpenter (14) Carpenter (Selection Grade; Grade II and III; Class I and III Assistant; B.I.M. Road), (15) Cabinet Maker, (16) Canerman, (17) Celestex Cutter, (18) Chargeman Class II; and Class III, (19) Carpenter (Ordinary), (20) Checker (Junior), (21) Chick Maker, (22) Chick Man, (23) Concrete (Mixture Mixer), (24) Concrete Mixer Operator, (25) Goble, (26) Core Maker, (27) Driver, (28) Driver (Motor; Vehicle; Motor Vehicle Selection Grade; Motor Lorry; Diesel Engine Grade II; Grade II; Lorry; Lorry Grade II; Diesel Engine; Diesel Engine Grade II; Mixer Mechanical; Road Roller I.C. and Cement Mixer, etc., Road Roller; 29) Road Roller Driver, Grade II, (30) Driver (Engine Static; Stone Crusher; Tractor/Bull Dozer; Steam Road Roller; Water Pump Mechanical; Assistant Road Roller; Mechanical; Steam Crane; Tractor with Bull Dozer Mechanical Transport; Engine; Static and Road Roller; Boiler Attendant; Enging), (31) Operator (Stone Crasher Mechanical), (32) Distemper, (33) Electrician, (34) Electrician (Grade II, Class II; Class III; (35) Fitter, (36) Fitter (Selection Grade; Grade II; III; Class II; III; Assistant; Pipe; Pipe Class II; Pipe Line; Bending Bars for Reinforce-ment-cum-Mechanic; Mechanic; and Plumber), (37) Ghari, (Head), (38) Glayier, (39) Hole Driller for Hasting, (40) Joiner, (41) Joiner (Cable; Grade II), (42) Line Man (Grade II; III; HT/LT), (43) Mason, (44) Mason (Selection Grade; Grade II and III; Class II and III Class B; Maistry; Stone;

stone class II; Brick work; shone work Bricklayer; Tile Flooring B.T.M.; Mucedam; Head; Stone cutting; Ordinary, (45) Mechanist, (46) Mechanic, (47) Mechanic (Class II; Air-conditioning; Radio), (48) Mason, (Gharani), (49) Grade II, Roller Grade II; Assistant; Radio), (48) Mason, (Gharani), (49) Maistry, (50) Maistry (Grade II; Air-conditioning Grade II; P. Way; Survey Santras; Works), (51) Mason Class A., (52) Moulder (53) Moulder (Brick; Tile), (54) Painter (55) Painter (Selection Grade; Grade II and III; Class II, Assistant; Lotter; and Polisher; Polisher; Rough), (56) Plasterer, (57) Plasterer (Mason Grade II), (58) Plumber, (59) Plumber (Selection Grade; Class II; Assistant; Senior; Junior; Maistry Grade II), (60) Plumbing Maistry, (61) Plumber-cum-fitter, (62) Polisher, (63) Polisher (Flour), (64) Pump Driver, (65) Pump Driver (Selection Grade; Grade II and III; Class II), (66) Pump (Enging Driver), (67) P. E. Driver, (68) Pump Man, (69) Pump Man (Assistant), (70) Pumber, (71) Polisher (with spray), Grade II, (72) Ratan Man, (73) Rivet Cutter (Assistant), (74) Rivetter, (75) Rivetter (Cutter), (76) Road Inspector Grade II, (77) Railway Plate Layer, (78) Road Binder, (79) Sawyer, (80) Sawyer (Selection Grade; Class II, (81) Serang, (82) Serane Pile Driving Pantooms with Boiler, (83) Snapsman, (84) Shift-in-charge, (85) Sprayman, (86) Sprayman (Roads), (87) Stone Cutter (88) Stone Cutter (Selection Grade; Grade II; Class II), (89) Stone Chisler, (90) Stone chisler (Class II), (91) Stone Blaster, (92) Sub Overseer (Unqualified), (93) Surveyors, (94) Surveyors (Assistant), (95) Tailor, (96) Tailor (Upholstry), (97) Tar Sprayer, (98) Tar Man, (99) Line Man, (100) Tiler (Class II; Wall; Floor; Roof), (101) Tiler (Selection Grade), (102) Tin Smith, (103) Tin Smith (Selection Grade; Grade II and III; Class II), (104) Tinker, (105) Trailers, (106) Turner, (107) Upholsterer, (108) Upholsterer (Grade II and III), (109) Painter Spray Class II, (110) Wood Cutter, (111) Wood Cutter, (Selection Grade), (112) Wood Cutter Class II, (113) Work Sircar, (114) Welder (115) Welder Gas, (116) Welder (Class I; Bridge Work), (117) Well Sinker, (118) White Washer, (119) White Washer (Selection Grade; Class II, (120) Wireman (121) Wireman (Grade II and III; Class I; Mechanic; Electrical), (122) White Washing and Colour Washing Man, (123) Operator Pneumatic Tools, (124) Operator (Fitter), (125) Boreman, (126) Borer, (127) Chipper, (128) Chipper-cum-Grinder, (129) Cook (Head), (130) Driller (Well Boring), (131) Driver (Loco/Truck), (132) Electrician (Assistant), (133) Mechanic (Tube-Well), (134) Maistry (Steel; tube-well; Telephone), (135) Meter Reader, (136) Meteorological Observer, (137) Navghoni, (138) Operator (Batching Plant; Cinema Project; Clamp Shell; Compressor; Crane;

7 00 6 40 5 80 5 20 4 80

(c) *Area D.* shall comprise of all places not included in Area A, B.1, B.2 and C.

2. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
- (b) Semi-skilled work is one which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee, and includes unskilled supervisory work.
- (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.
3. The minimum rates of wages are applicable to employees engaged by contractors also.
4. The minimum rates of wages shall consist of an all-inclusive rates, and include also the wages for weekly day of rest.
5. The minimum rates of wages for young persons below 18 years of age and for disabled persons shall be 70 per cent of the rates payable to adult worker of the appropriate category.

(G.O. Ms. No. 464, Lab. 11th August 1969.)

Independent Members.—

- Employers Representatives.**—

- Employees' Representatives.**—

6. Thiru S. Pakkirisami Pillai, President, Madras Timber Depot. Workers' Union, Madras-12. (Nominee of Madras Timber Depot. Workers Union, Madras).
7. Thiru S. Ramalingam, Secretary, Shop and General Workers Union, Pollachi. (Nominee of Shop & General Workers Union, Pollachi).

8. Thiru V. Meenatchinathan, President, The General Workers Union, Kilapuliyur, Tenkasi, Tirunelveli District.

The Inspector of Labour, Coimbatore will be the Secretary of the Committee.

Fixation of minimum rates of wages for employment in laundries and washing clothes excluding woollen and silk under Minimum Wages Act.

(G.O. Ms. No. 895, Lab. 17th November 1969.)

In exercise of the powers conferred by clause (a) of sub-Act XI of 1948), the Governor of Tamil Nadu, after considering section (2) of section 5 of the Minimum Wages Act, 1948 (Central) the advice of the Committee appointed under clause (a) of subsection (1) of section 5, hereby fixes the minimum rates of wages to certain classes of work in respect of the employment in laundries and washing clothes excluding the employment in washing woollen and silk clothes and employment in laundries and washing of clothes on contract basis, as specified in the Schedule below :—

THE SCHEDULE.

Employment in laundries and washing clothes excluding the employment in washing woollen and silk clothes and employment in laundries and washing clothes on contract basis.

<i>Classes of work.</i>	<i>Rates of wages.</i>
(1)	(2)
1. Washing clothes in laundries covered by the Factories Act or Employees' State Insurance Scheme and/or Employees' Provident Fund Scheme.	Rs. 3.50 per day for 8 Hours duty.
2. Ironing clothes in laundries covered by the Factories Act or Employees' State Insurance Scheme and/or Employees' Provident Fund Scheme.	Rs. 4.50 per day for 8 hours duty.
3. Washing clothes in laundries other than those mentioned in item 1,	Rs. 4.00 per day for 8 hours duty.
4. Ironing clothes in laundries other than those mentioned in item 2.	Rs. 5.00 per day for 8 hours duty.

ANDHRA PRADESH LABOUR BULLETIN

Issued by the Commissioner of Labour, Government of Andhra Pradesh, Hyderabad.

The "Andhra Pradesh Labour Bulletin", issued monthly is a journal containing among other things, articles on subjects of labour interest from eminent persons in the field of labour, review of industrial relations in the State, labour laws embodying the latest amendments, notifications of the Government relating to labour enactments, glimpses from the important decisions of Supreme Court and various High Courts, review of consumer price index numbers for working class and also statistical information on industrial disputes, agreements, awards, trade unions and work stoppages, etc.

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India.

STATISTICAL SUPPLEMENT

1 STATEMENT SHOWING THE DETAILS OF AGREEMENTS BROUGHT ABOUT BY THE CONCILIATION OFFICERS UNDER SECTION 13 (3) OF THE INDUSTRIAL DISPUTES ACT FOR THE MONTH OF JANUARY 1970.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.	
			(1)	(2)
1 E. K. Mohamed Ibrahim Sahib and Sons, Tannery, Erode. E. K. Hajee Mohammed Meera Sahib and Sons, Tannery, Erode. K. K. S. Abdul Samath Tannery, Erode. E. K. M. Hajin Abdul Jaleel Sahib and Sons Tannery, Erode. E. K. M. Ahmed Hachha Sahib Tannery, Erode. K. M. Meera Sahib Tannery, Erode. E. K. Leather Manufactory Company, Tannery, Erode. S. E. G. Mohammed Ali Tannery, Erode.	12th January 1970.	Bonus for the year 1969 ..	(3)	(4) The management agreed to pay a sum Rs. 120 as bonus for each of the four years commencing from 1969 and ending 1972.
2 Global Motor Services (Private), Limited, Mettupalayam.	21st January 1970.	Bonus for the year 1968-69.		The management has agreed to pay the bonus for 1968-69 at the rate of 27½ per cent of the total wages earned by the workers.
3 City and Moffisil Transport, Coimbatore, Coimbatore district.	21st January 1970.	Bonus and certain demands.		The management has agreed to pay the bonus of 20 per cent of the total wages earned by the workers.
4 Ramakrishna Industrial (Private), Limited, Ginning Factory, Coimbatore.	27th January 1970.	Bonus for the year 1968-69.		The management has agreed to pay the bonus to the workers and the amount will be disbursed to the workers on or before 10th February 1970.
5 India Refrigeration Industries (Private), Limited, Singanailur P.O., Coimbatore-5	21st January 1970.	Revision of wages ..	..	The case has been referred for adjudication.
6 Govardhana Engineering Industries, Ukkadam South, Coimbatore.	5th January 1970.	Dismissal of the workers ..	..	In lieu of the demand for re-instatement the management has agreed to pay a lump-sum of Rs. 550 to the worker.
7 Vellamalai Estate, Valparai P.O. ..	19th January 1970.	Suspension of a worker ..	..	The management has agreed to commit the 30 days suspension of 15 days. The wages for 15 days calculated at the rate of existed at the term of suspension will be paid within 30 days from the date of agreement.
8 Ganapathy Engineering Manufacturing (Private), Limited, Coimbatore-6.	19th January 1970.	Non-employment of two workers.	..	The management has agreed to reinstate one worker and pay a lump-sum compensation of Rs. 400 another worker.
9 K. D. H. P. Company Limited, A. A. D. T. T. Company, A. T. E. Company, A. T. E. Company Limited, Estate and Department in Valparai.	24th January 1970.	Bonus for the year 1967-68.		The management has agreed to pay Bonus for the workers.
10 Tool Room Shop Erode, Tamil Nadu Small Industries Corporation Limited, Madras.	31st January 1970.	Voluntary Resignation ..	..	The management has agreed to pay compensation calculated at the rate of 15 days average wages for each year of service and; etc.
11 Messrs Enay Tailors, Madras-3 ..	2nd January 1970.	Non-employment ..	..	The management has agreed to pay Rs. 900 to the said worker in full and final settlement of all his claims including his claims for reinstatement.
12 Madar Finance Corporation, Madras-1.	3rd January 1970.	Non-employment ..	..	The management has agreed to pay Rs. 250 for the said worker in full and final settlement of all his claim including his claim for reinstatement.

<i>Serial number and name of the establishment.</i>	<i>Date of settlement.</i>	<i>Points in dispute.</i>	<i>Terms of settlement.</i>
(1)	(2)	(3)	(4)
13 Syed Sons, Taj Mahal and Kalasam Beedies, Madras-21.	6th January 1970.	Non-employment of two workers.	The management agrees to pay Rs. 850 per cent (rupees eight hundred and fifty only) to Thiru Abdul Kader (Jani) and Rs. 450 (rupees four-hundred and fifty only) to Thiru A. Ganapathy Achari and the above two workers agree to receive the amount in full and final settlement of all their claims including their claim for reinstatement.
14 Messrs General Rubber and Latex Industries, Madras-21.	7th January 1970.	Non-employment of a worker.	The management has agreed to pay Rs. 45 to Thiru P. R. Gajendran in full and final settlement of all his claims including his claim for reinstatement.
15 Buckingham and Carnatic Mill, Madras.	7th January 1970.	Raised any Industrial Dispute regarding Mattur Pongal and Tetugu New years' Day.	It is agreed that the 15th January and the 7th April 1970 will be holidays without wages for the entire milles and that the production and wages lost on the said dates will be made up by working on 16th January 1970 and 5th April 1970 and that therefore Sunday the 18th January 1970 and Sunday the 5th April 1970 will be normal days of work on normal rates or wages with the said 15th January and the 7th April as the substituted holidays.
16 Messrs Brahmappa Tavanappa (Mysore) Private, Limited, Madras-21.	12th January 1970.	Over the charter of demands.	The management has agreed to pay to the staff members.
17 Joshi's Soap and Chemicals Works, and J. B. Silicate Industry, Madras-3.	12th January 1970.	Increase of wages	The management has agreed to pay the necessary wages to the workers.
18 Nee of Ranga Vilas, Madras-1 ..	12th January 1970.	Closure of the Establishment.	The management has agreed to pay one month notice pay and retrenchment compensation.
19 Coostain Blackover International Gredging Company Limited, 6th Floor, Madras-1.	12th January 1970.	Non-employment	The management has agreed to pay Rs. 600 to the said worker in full and final settlement of all his claims.
20 Associated Electricals, Madras ..	16th January 1970.	Non-employment	The management has agreed to pay Rs. 760 to the said worker in full and final settlement of all his claims.
21 Neon Textile Industries, Madras-7.	20th January 1970.	Bonus for 1968-69	The management has paid the bonus for their workers for the year 1968-69.
22 Messrs. Bright Steel Corporation, Madras-1.	21st January 1970.	Non-employment	The management has agreed to pay Rs. 612 to the said worker in full and final settlement of all his claims.
23 Sri Bagavathi Vilas, Madras-3 ..	23rd January 1970.	Bonus and permanency of Certain workers.	The management has agreed to pay a sum of Rs. 6,300 to the Society of the Union who will arrange to disburse the said amount to the workers.
24 National Bhavan, Madras-1 ..	23rd January 1970.	Revision of wages	The management has agreed to pay a sum of Rs. 2,100 to the 8 workers in full and final settlement of all their claims.
25 Varnan Industries and Products, Madras-21.	28th January 1970.	Non-employment	The management has agreed to reinstate the worker with full continuity of Service.
26 Messrs. Deebak-Transport Agencies, Madras-1.	28th January 1970.	Non-employment	The management has agreed to pay a sum of Rs. 1,000 to the said workers in full and final settlement of all his claims.
27 Messrs. Sheffield Scale Company, 38, Broadway, Madras-1.	8th January 1970.	Non-employment	The management has agreed to pay a sum of Rs. 725 to the said worker in full and final settlement.
28 Venus Industries, Madras-32 ..	3rd January 1970.	Non-employment	The management has agreed to pay Rs. 375 to the said work in full and final settlement.
29 Vikrama Engineering Company, Madras-20.	5th January 1970.	Non-employment	The management has agreed to pay Rs. 182.90 to the said worker in full and final settlement.
30 Spencer and Company, Limited. Madras.	5th January 1970.	Bonus for the year 1968-69.	Both the parties agrees to leave the matter for arbitration and section 10A of the Industries Disputes Act.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of Settlement.
(1)	(2)	(3)	(4)
31 Th. Pen Spare Manufacturing Company, Madras-2.	2nd January 1970.	Bonus for the year 1968-69.	The management has agreed to pay 4 per cent annual consolidated wage of the worker.
32 Vijayan Press, Madras-5	8th January 1970.	Bonus for the year 1968-69.	The management has agreed to pay one month's basic wages as bonus for 1968-69. Further the Management has also agreed to pay 7 days basic wages to workmen as exgratia towards bonus for the year 1962-69 in full and final settlement.
33 Vunmiars Manufacturers (Private), Limited, Madras.	9th January 1970.	Non-employment	The management has agreed to pay Rs. 150 to the workers a bonus in full and final settlement.
34 Madras Cement Tiles and Concrete Products Company (Private), Limited, Madras-14.	12th January 1970.	Retrenchment of Sixteen workers.	The management has agreed to pay one month's wages as notice of pay.
35 Lees Mercantile Corporation, Madras-32.	16th January 1970.	Non-employment	The management has agreed to pay a sum of Rs. 95 to the worker in full and final settlement.
36 Otis Elevator Company (India) Limited, Madras-2.	16th January 1970.	Non-employment	The management has agreed to pay Rs. 800 plus further wages for the period of suspension.
37 Mangal Pharmacy, Madras-17	19th January 1970.	Non-employment	The management has agreed to pay Rs. 500 in full and final settlement of all his claims.
38 Madras Cement Tiles and Concrete Products Company, (Private), Limited, Madras-14.	19th January 1970.	Retrenchment of Five workers.	The Management has agreed to pay notice of pay to the said workman.
39 Elite Optical Industries, Madras-32.	23rd January 1970.	Non-employment	The management has agreed to pay Rs. 900 to the worker in full and final settlement of all his claims.
40 Thiru Arooran Sugars Limited, Madras-6.	24th January 1970.	Non-employment	The management has agreed to pay a sum of Rs. 225 to the said worker on full and final settlement him. The Bonus at pro rate will be paid to as and when it is declared and paid to other workers.
41 P. Subramanian Silver Works, Madras-32.	24th January 1970.	Non-employment	The management has agreed to pay a sum of Rs. 625 to the said worker in full and final settlement of all his claims.
42 Supersome Tanneries, Nagalkulam, Madras-44.	3rd January 1970.	Non-employment	The management has agreed to pay a sum of Rs. 75 to the worker in full and final settlement of all his claims.
43 Dhanasekara Oil Mills, 21-22, Geelani Sahib Street, Madras-16.	8th January 1970.	Non-employment	The management has agreed to pay a sum of Rs. 120 to the said worker in full and final settlement of all his claims.
44 India Forgo and Drop Stamping Limited.	6th January 1970.	Bonus for 1968-69	The Management and the Union agreed to the terms of agreement.
45 Foundry and Pattern Equipments, Porur, Madras-16.	7th January 1970.	Non-employment	The management has agreed to pay a sum of Rs. 320 to the worker in full and final settlement of all his claims.
46 Remy Perfumes (Private), Limited, Arcot Road, Madras-26.	7th January 1970.	Payment of Bonus for 1968-69 and 1970-71.	The management has agreed to pay by way of bonus an amount equivalent to four and half month's basic wages a Bonus for the year 1968-69, 1970-71
47 W. S. Insulators of India Limited, Porur, Madras-16.	8th January 1970.	Splitting of the local wages into basic wages and Dearness Allowance.	The management has agreed the five terms of the agreement.
48 Coronozdal Steels Limited, Madras-53.	9th January 1970.	Non-employment	The worker has been reinstated and hence the union withdrawn to representation.
49 Ashok Leyland Limited, Employees Co-operative Canteen, Madras-57.	9th January 1970.	Increases of Wages	The management has agreed to pay par Rs. 15 (fifteen) each of the workmen per month as an adhoc allowance in addition to their existing wages.
50 Tanneries in Madhavaram	12th January 1970.	Payment of Bonus for the half year beginning for July 1968.	The management has agreed to pay 14 per cent of the total earnings as Bonus.
51 Associated Engineering Enterprises, Ambatur, Madras-58.	12th January 1970.	Confirmation, classification of workmen wages, Dearness Allowance, Bonus for 1968-69, free Tea Uniform, etc.	The management has agreed to the basic terms of settlement.

<i>Serial number and name of the establishment.</i>	<i>Date of settlement.</i>	<i>Points in dispute.</i>	<i>Terms of settlement.</i>
(1)	(2)	(3)	(4)
52 Presing Products (Private), Limited, Madras.	16th January 1970.	Non-employment ..	The management has agreed to pay one month wages in lieu of notice compensation at the rate of fifteen days wages.
53 Wrights Saddles of India, Madras-53.	16th January 1970.	Payment of bonus for the year 1968-69.	The management has agreed for the terms of settlement.
54 Facite Asia Limited, Madras-41 ..	17th January 1970.	Service Condition ..	The management has agreed to pay Rs. 10 as special allowances per mensem for work done during the lunch hours.
55 Hydron Private, Limited, Madras-58.	21st January 1970.	Dismissal of a work ..	The management has agreed to reinstate the workmen if a letter of a regret is submitted by the workmen.
56 Rama Krishna Kuluntra, Madras-19.	29th January 1970.	Bonus for the year 1968-69.	The management has agreed to pay 8 per cent 8.5 per cent 9 per cent for the years 1968-69 1969-70, 1970-71.
57 Madura Mill Company, Limited, Madurai.	23rd January 1970.	Transfer of a worker ..	The management and the Union agreed the terms of settlement.
58 Madura Mill Company, Limited, Madurai.	30th January 1970.	Non-employment ..	The management has agreed to take back the worker in employment on a daily wages at Rs. 4 per day.
59 Madura Mill Company, Limited, Madurai.	23rd January 1970.	Arrears of occupational wages.	The management agreed to pay a lump sum of Rs. 200 in full and final settlement of all his arrears occupational wages.
60 Madura Mill Company, Limited, Madurai.	31st January 1970.	Promotion to certain worker.	The management has agreed for the terms of settlement.
61 Sree Nithyakalyani Textiles Limited, Tiruvadanai.	21st January 1970.	Revision of wages Payment of Wage Board increase etc.	The management has agreed as per the terms of settlement.
62 Sree Meenakshi Mills, Madurai ..	21st January 1970.	Work load and wages ..	The management has agreed as per the terms of settlement.
63 Sree Meenakshi Mills, Madurai ..	21st January 1970.	Permanency of a worker ..	The management has agreed to make the worker as a permanent store-keeper for the period of two years. Both the parties accepted.
64 Madurai Devakottai Transport (Private), Limited, Madurai.	6th January 1970.	Non-employment ..	The management has agreed to pay a lump sum of Rs. 975 to the said work in full and final settlement of all his claim.
65 Sri Parasakthi Lorry Service, Madurai.	6th January 1970.	Non-employment ..	The management has agreed to pay Rs. 112 and 68 to the said workers in full and final settlement of all his claims.
66 Paramakudi Bus Transport Private, Limited, Paramakudi.	6th January 1970.	Non-employment ..	The management has agreed to pay Rs. 500 to the said worker in full and final settlement of all his claims.
67 Rajamani Auto Service, Madurai.	7th January 1970.	Increase of wages, supply of uniform, chappals and washing allowance.	The management has agreed to grant the wage increase.
68 Soft Beverages (Private), Limited, Madurai.	17th January 1970.	Non-employment ..	The management has agreed to pay Rs. 186 to the said worker in full and final settlement of all his claims.
69 Andavar Transports, Devakottai ..	19th January 1970.	Non-employment ..	The management has agreed to pay Rs. 550 to the said worker in full and final settlement of all his claims.
70 Vijayarajan Printers, Madurai ..	20th January 1970.	Increase of wages ..	The management has agreed to pay Rs. 1100 for seven worker in full and final settlement of all their claims.
71 S. V. A. Transport, Madurai ..	21st January 1970.	Charter of demands ..	The management has agreed as per the terms of settlement.
72 Meenakshi Roller Flour Mills, Madurai.	21st January 1970.	Non-employment ..	The management has agreed to pay Rs. 100 to Three workers in full and final settlement of all their claims.
73 Sri Muniyandi Vilas Hotel, Madurai.	28th January 1970.	Increase of wages ..	The management has agreed to grant an increase of Rs. 5 to the masters and 4 to the workers from 1st January 1970.

<i>Serial number and name of the establishment.</i>	<i>Date of agreement.</i>	<i>Points in disputes.</i>	<i>Terms of settlement.</i>
(1)	(2)	(3)	(4)
74 Terrana Estate, Kullakamby Post.	16th January 1970.	Suspension of certain workers,	Both the parties agreed to refer the issue to the Labour, Coimbatore for adjudication under section 10 (2) of the Industrial Disputes Act, 1947.
75 Coonoor Tea Estate, Coonoor-4 ..	20th January 1970.	Non-employment of a worker.	Both the parties agreed to refer the issue to the Labour, Coimbatore for adjudication under section 10 (2) of the Industrial Disputes Act, 1947.
76 Coonoor Tea Estate, Coonoor-4 ..	20th January 1970.	Enrolment of bonafide dependant.	Both the parties agreed to refer the issue to the Labour, Coimbatore for adjudication under section 10 (2) of the Industrial Disputes Act, 1947.
77 Noursuch Estate, Coonoor ..	20th January 1970.	Certain agencies ..	Both the management and the Union have agreed as per the terms settlement.
78 Kodanad Estate, Kottagiri Post ..	22nd January 1970.	Certain agencies ..	Both the management and the Union have agreed as per the terms settlement.
79 Medanad Estate, Kottagiri ..	22nd January 1970.	Arrears of wages ..	The management has agreed to pay a sum of Rs. 100 to the said worker in full and final settlement of all his claims. The Union agreed not press claim of the worker for reinstatement.
80 Hardathosai Estate, Kottagiri ..	24th January 1970.	Certain grievances ..	The management and the Union have agreed as per the terms of settlement.
81 R. V. and Garswood Estate, Kuttabetta Post.	27th January 1970.	Fixation of wages and bonus	The management has agreed to increase the wages and fix at Rs. 186 to the worker. The Management has also agreed to pay the bonus.
82 Kilkotagiri Estate ..	30th January 1970.	Revision of wages ..	Both parties agreed to refer the above issue to the Labour Court, Coimbatore by submitting a joint application under section 10 (2) of the Industrial Disputes Act 1947.

83 O' Lands Estate, Kullakamby Post.	30th January 1970.	Increase of wages ..	..	The management has agreed to pay the increase of wages with effect from 1st January 1970 to 30th June 1970 to 1st July 1970 the wages will be increase by additional 22½ paise.
84 Greenland Estate, Kotagiri ..	31st January 1970.	Non-payment of wages	..	The management has agreed to pay wages to all workers as per Industry wide settlement dated 24th June 1969. The Union agreed to the above terms.
85 Basiady Estate, Kotagiri ..	31st January 1970.	Non-payment of wages	..	The management has agreed to pay wages to all workers as per Industry wide settlement, dated 24th June 1969. The Union agreed to the above terms
86 Kannakutty Estate, Kotagiri ..	31st January 1970.	Non-payment of wages	..	The management has agreed to pay wages to all workers as per Industry wide settlement dated 24th June 1969. The Union agreed to the above terms.
87 Devarshola Estate, Belacola Post ..	31st January 1970.	Certain grievances ..	..	Both the parties and the management have agreed the terms of settlement.
88 Ben Gorm, Nilgiri Plantations Company, Tea Estate.	6th January 1970.	Payment of Bonus 1968-69.	for	Both the management and the Union have agreed the terms of settlement.
89 Kamaden and Other Estate, Negercoil.	9th January 1970.	Certain demands ..	..	Both the management and the Union have agreed as per the terms of settlement.
90 Thiru T. Deivasigamani Chetty and M. Subbarayalu Chetty, Salem-9.	2nd January 1970.	Non-employment ..	..	The management has agreed to pay a sum of Rs. 240 in the said workers in full and final settlement of all his claims.
91 The Gensine Auto Mobiles, Salem-1.	3rd January 1970.	Closure of the Establishment.		The management agreed to pay the dues to the workmen as fixed and one months notice pay full wages for February 1969 etc.
92 Messrs. Shevaroy (Private), Limited, Yercaud.	9th January 1970.	Illtreatment of a female worker.		Both the management and the Union have agreed as per the terms of the settlement.
93 The Matru Chemical and Industrial Corporation Limited.	12th January 1970.	Grant of increase of wages..		The management has agreed to pay a special additional payment of 48 paise per day.
94 Mettar Beardsell Limited, Mettur Dam R.S.	14th January 1970.	Re-organisation System of worker.		Both the management and the Union have agreed as per the terms of the settlement.

<i>Serial number and name of the establishment.</i>	<i>Date of agreement.</i>	<i>Points in dispute.</i>	<i>Terms of settlement.</i>
(1)	(2)	(3)	(4)
95 Sevan Company, Salem-2 ..	20th January 1970.	Non-employment ..	The management has agreed to pay a sum of Rs. 375 to the said worker in full and final settlement of all his claims.
96 Shanthi Bavan Sivapattai, Salem.	23rd January 1970.	Non-employment ..	The management has agreed to pay a sum of Rs. 110 in full and final settlement of all his claims.
97 Athur Glass Industries (Private), Limited.	24th January 1970.	Certain demands ..	Both the management and the Union have agreed as per the terms of settlement.
98 Shevarey (Private), Limited, Yercaud.	27th January 1970.	Revision of wages ..	Both the management and the Union have agreed as per the terms of settlement.
99 Salem Municipality ..	31st January 1970.	Non-employment ..	The management has already reinstated the said worker. Both the parties have accepted the above terms.
100 Khader Khan and Sons, S.K. S. Flour Basket Beedi Establishment.	30th January 1970.	Certain demands ..	Both the management and the worker have agreed as per the terms of settlement.
101 Pioneer Industries, Tiruchirappalli.	3rd January 1970.	Non-employment ..	The management has agreed to pay Rs. 250 to the said worker in full and final settlement of all his claims.
102 Dalmia Ceramic Industries, Dalmiapuram.	9th January 1970.	Bonus for 1967-68, 1968-69.	The management and the worker (Union have) agreed as per terms of settlement.
103 Gemini Press, Mayuram. ..	23rd January 1970.	Non-employment ..	The management has agreed to pay Rs. 100 to the said worker in full and final settlement of all his claims.
104 S. D. Lingam Transport ..	24th January 1970.	Non-employment ..	The management has agreed to pay Rs. 404 to the said worker in full and final settlement of all his claims.
105 Ganapathi Motor Service, Tirunelveli.	9th January 1970.	Certain demands ..	Management has agreed as per the terms of settlement.
106 Sree Venkateswara Metal Industries Tirunelveli.	8th January 1970.	Certain demands ..	Management has agreed as per the terms of settlement.
107 National Match Works, Sivakasi.	19th January 1970.	Non-employment ..	The Management has agreed to pay Rs. 50 to the said worker in full and final settlement of all his claims.
108 Mellai Cotton Mills, Thalaiyathu ..	19th January 1970.	Non-payment wages ..	The Management has agreed to pay increase of wages and promotion to certain worker (doffers).
109 Saint Zarra Press, Tuticorin ..	21st January 1970.	Retrenchment ..	The Management has agreed to take back the said worker into service.
110 Bal Amerchess Manufacturers, Palayamcottah.	22nd January 1970.	Retrenchment ..	The Management has agreed to take back the said worker into service.
111 Madras Cement, Thalakkampatti ..	30th January 1970.	Promotion to worker ..	The Management has agreed to promote the driver Paramasivam,
112 All Tanneries in North Arcot District.	6th January 1970.	Payment of annual bonus 1968-69, 1969-70 and 1970-71.	The Management has agreed to pay Bonus for the years 1968-69.
113 V. R. S. Group Transport, Tiruvananthapuram.	9th January 1970.	Several demands ..	Both the parties have agreed as per the terms of settlement.
114 North Arcot District Co-operative Spinning Mills Limited, Ariyur.	10th January 1970.	Implementation of the recommendations of the Second Wage Board for Textile Industry.	Both the parties have agreed as per the terms of settlement.

2. PARTICULARS OF VOLUNTARY AND COLLECTIVE AGREEMENTS UNDER SECTION 18 (1) OF THE INDUSTRIAL DISPUTES ACT BETWEEN EMPLOYERS AND EMPLOYEES DURING THE MONTH OF JANUARY, 1970.

<i>Serial number and name of concern.</i>	<i>Date of agreement.</i>	<i>Number of workers involved.</i>	<i>Issues.</i>
(1)	(2)	(3)	(4)
1 The Coimbatore District Co-operative Central Bank Limited, Coimbatore.	..	..	..
2 Metacast Service and their workers.	3rd January 1970.	..	Bonus for 1968-69.
3 Ashok Leyland Limited, Madras-27 and their workmen.	7th January 1970.	..	Bonus for 1968-69.
4 Shaw Wallace and Company, Limited, Madras and their workmen (Fertiliser and Super Phosphate factory.)	5th January 1970.	..	Demands of the workers such as wages allowances.
5 Shaw Wallace and Company, Limited, Madras and their workmen (Glue Factory and Acid Plant.)	5th January 1970.	..	Demands of the workers such as wages allowances.
6 E.I.D. Parry Limited and their workmen.	13th January 1970.	..	Demands of the workers such as wages allowances.
7 Brakes India Limited and their workmen.	19th January 1970.	..	Revision of wages and allowances.
8 Wheels India Limited and their workmen.	18th January 1970.	..	Revision of wages and allowances.
9 Shaw Wallace and Company, Limited, Glue Factory and Sulphuric Acid Plant, Kaduvetti and their workmen.	16th January 1970.	..	Confirmation of 14 workers.
10 Sundaram Clayton Limited, and their workmen.	19th January 1970.	..	Revision of wages and allowances.
11 Lucas—T.V.S. Limited, and their workmen.	19th January 1970.	..	Revision of wages and allowances.
12 Sree Meenakshi Mills, Madurai.	18th December 1969.	About 34	Revision of wages to canteen, machine cleaning dailies, curtnes, scavengers and sweepers.
13 Messrs Soundaraja Mills, Dindigul.	26th December 1969.	Not furnished.	Fixation of wages as per 2nd Wage Board recommendations.
14 Sethuram Weaving Mills, Madurai.	7th January 1970.	About 15	Revision of wages.
15 Madura Mills Company, Limited, Madurai.	..	..	..

<i>Serial number and name of the concern.</i>	<i>Date of agreement.</i>	<i>Number of workers involved.</i>	<i>Issues.</i>
(1)	(2)	(3)	(4)
16 The Management of Katary and Sutton Estate, Conoor.	17th December 1969.	..	Payment of Bonus.
17 The Management of Gengorm Estate, Hulical Post.	16th January 1970.	..	Payment of Bonus.
18 T. Deivasigamani Shetty, Mundy, Salem.	2nd January 1970.	..	..
19 Genuine Automobiles, Salem.	3rd January 1970.	..	..
20 Shevroy (Private) Limited, Yercaud.	9th January 1970.	..	..
21 Mettur Chemicals Limited, Mettur Dam.	12th January 1970.	..	..
22 Mettur Industries, Mettur Dam.	14th January 1970.	..	..
23 Selvam and Company, Salem.	20th January 1970.	..	..
24 Shanthi Bavan, Salem	23rd January 1970.	..	..
25 Attur Glass Industries, Attur.	24th January 1970.	..	..
26 Shevroy (Private), Limited	27th January 1970.	..	..
27 Khadir Khan, S. K. S. Flower Mark Beedi Company, Salem.	30th January 1970.	..	..
28 Salem Municipality, Salem	30th January 1970.	..	..
29 Tamilnadu Tannery-1, Sempattu, Trichy.	10th January 1970.	..	Payment of Bonus.
30 Southern India Tannery, Sempattu, Trichy.	10th January 1970.	..	Payment of Bonus.
31 Thiagesar Alai, Manapparsai	29th November 1969.	..	Workload and Wages.

3. STATEMENT SHOWING THE LIST OF INDUSTRIAL DISPUTES REFERRED FOR ADJUDICATION TO THE INDUSTRIAL TRIBUNAL, MADRAS AND LABOUR COURTS PUBLISHED IN PART II—SECTION 1 OF THE FORT ST. GEORGE GAZETTE DURING THE MONTH OF JANUARY 1970.

Serial number and name of the concern in which dispute has arisen.	Issues.	G.O. No. and date of reference of the Department of Labour.
(1)	(2)	(3)
INDUSTRIAL TRIBUNAL, MADRAS.		
1 Binny's Engineering works, Meenambakkam, Madras.	Whether non-employment of Thiru M. Hari, is justified; and if not to what relief he is entitled.	G.O. R. No. 952, dated 10th November 1969.
2 Binzy and Company Limited, Madras.	Whether the demand for revision of dearness allowance is justified; if so to fix the revision rate and the date from which it will come into force and the other three demands mentioned in the annexure to the G.O.	G.O. R. No. 1246, dated 13th September 1969.
LABOUR COURT, COIMBATORE.		
3 Injiparai Estate, Valparai.	Whether the non-employment of Thiruvalargal Samuel and Manuel is justified, if not to what relief they are entitled to. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. R. No. 1280, dated 15th November 1969.
4 O. Valley Estate, New Hope; P. O.	Whether the refusal of payment of medical bill of Thirumathi K. V. Bapan by the management is justified and if not to compute the relief to which she may be entitled.	G.O. R. No. 1278, dated 15th November 1969.
5 P. V. R. Industries, Coimbatore.	1. Fixation of scales of wages. 2. Fixation of quantum of bonus for 1967-68. 3. Whether the non-employment of Thiru U. V. Balan Moulder and 15 other 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. Nil, dated 13th November 1969.

Serial number and name of the concern in which dispute has arisen.	Issues.	G.O. number and date of reference of the Department of Labour.
(1)	(2)	(3)
LABOUR COURT, MADRAS		
6 Ananda Vikatan, Madras.	Whether the petitioner Thiru S. S. Gopalakrishnan is entitled to be fixed on higher rate of scales of pay as he was holding the post of Executive editor in the place of late Thiru R. Mahadevan and if so, the rate of scale of pay to be fixed and the amount due by the management to the petitioner.	G.O. R. No. 1270, dated 13th November 1969.
7 Nelson Type Foundry, Madras.	Whether the non-employment of Thiru S. Muthuswamy 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. 1260, dated 12th November 1969.
8 Asian Apparals, Madras.	Whether the non-employment of Thiru P. A. Modhavan 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. 1253, dated 13th November 1969.
9 Arunaprinters, Madras.	Whether the non-employment of Thiru V. Kuppuswamy 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. dated 13th November 1969.
10 Dhanalakshmi Bus Service, Kallakurichi.	Whether the non-employment of Thiru D. Mannasingh is justified; if not to what relief he is entitled. To compute the relief in terms of money, if it could be so computed.	G.O. R. No. 1265, dated 13th November 1969.
11 Srivenkateswara Textiles, Arni.	Whether the non-employment of Thiru G. Gopal is justified; if not to what relief he is entitled. To compute the relief in terms of money if it can be so computed.	G.O. R. No. 1263, dated 13th November 1969.
12 Sreenivas and Company, Madras.	Whether the non-employment of Thiru Abdul Khadar is justified; if not to what relief he is entitled. To compute the relief if any awarded in terms of money	G.O. R. No. 1272, dated 13th November 1969.

<i>Serial number and name of the concern in which dispute has arisen.</i>	<i>Issues.</i>	<i>G.O. number and date of reference of the Department of Labour.</i>
(1)	(2)	(3)
LABOUR COURT MADRAS—cont.		
13 Jeewanlal (1929) Limited, Madras.	Whether the demand for additional bonus for the year 1967 is justified; if so to fix the quantum.	G.O. R. No. 1247, dated 13th November 1969.
14 Vaman Brothers, Madras.	Whether the non-employment of Thiru P. Gopalakrishnan 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. 1251, dated 13th November 1969.
15 Grambhirmal Madanlal, Madras.	Whether the non-employment of Thiru M. Pattabiraman Naidu 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. 652, dated 13th November 1969.
16 The Mail, Madras.	Whether the applicants Thiru A. K. Savirajan, B. M. Jambunathan and M. Seetharaman are entitled, to be fixed in the scales of wages recommended by the Central wage Board for working Journalists and if so the relief to be computed in terms of money.	G.O. R. No. 1206, dated 13th November 1969.
LABOUR COURT—MADURAI.		
17 Indian Forward Company Saw Mill works, Meenakshipuram, Nagercoil.	Whether the non-employment of Thiru C. Cruz Marian and 19 other workers is justified; if not to what relief they are entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. R. No. 1236, dated 12th November 1969.
18 Chandra Printers, Sivakasi.	Whether the non-employment of Thiru K. Thangavel is justified; if not to what relief he is entitled. To compute the relief if any in terms of money if it can be so computed.	G.O. R. No. 1287, dated 15th November 1969.
19 Lion Automobile Service, Tirunelveli.	Whether the non-employment of Thiru S. Velayutham Asari is justified; and if not to what relief he is entitled.	G.O. R. No. 1271, dated 18th November 1969.

<i>Serial number and name of the concern in which dispute has arisen.</i>	<i>Issues.</i>	<i>G.O. number and date of reference of the Department of Labour.</i>
(1)	(2)	(3)
LABOUR COURT, MADURAI—cont.		
19 Lion Automobile Service, Tirunelveli—cont.	To compute the relief if any awarded in terms of money if it can be so computed.	G.O. R. No. 1271, dated 18th November 1969.
20 Madura Mills Company Limited, Madurai.	Whether the demand for payment of Roving Maitries Wages and Commission to Thiru Mookiah Pillai and Thiru Muthu Kamatchi is justified; if not to what relief they are entitled.	G.O. R. No. 1283, dated 15th November 1969.
21 Sree Meenakshi Mills Limited, Madurai.	Whether the demand for supply of two sets of uniforms per year to Mechanical Shop workers is justified.	G.O. R. No. 1286, dated 15th November 1969.
22 Taj Mahal Transport (Private) Limited, Tirunelveli.	Whether the non-employment of Thiru K. Sankaravelayutham 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. 1267, dated 13th November 1969.
23 Seethalakshmi Mills Limited, Tirunagar, Madurai.	Whether the non-employment of Thiru M. Muthukaruppan 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. 1288, dated 15th November 1969.
24 Weaving Mill Parts Manufacturing Company (Private) Limited, Koothiarkundu, Madurai.	Whether the non-employment of Thiru K. George is justified; if not to what relief he would be entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. R. No. 1289, dated 15th November 1969.

4 STATEMENT SHOWING THE LIST OF AWARDS OF THE INDUSTRIAL TRIBUNAL, MADRAS AND LABOUR COURTS, PUBLISHED IN THE SUPPLEMENT TO PART II-SECTION I OF THE *FORT ST. GEORGE GAZETTE* DURING THE MONTH OF JANUARY 1970.

Serial number and name of the establishment.	Page number and date of Gazette.	G.O. number and date.
(1)	(2)	(3)

ADDITIONAL LABOUR COURT, MADRAS.

1 Paramount Group (Private) Limited, Madras.	7/7th January 1970.	G.O. No. 1635, Labour, dated 20th December 1969.
2 Bhatt Brothers, Madras.	10/7th January 1970.	G.O. No. 1636, Labour, dated 20th December 1969.
3 M. M. Rubber and Company (Private) Limited, Madras.	11/7th January 1970.	G.O. No. 1637, Labour, dated 20th December 1969.
4 Bombay Halwa House	19/7th January 1970.	G.O. No. 1640, Labour, dated 20th December 1969.
5 Balakrishna Madras-19.	Talkies, 19/7th January 1970.	G.O. No. 1642, Labour, dated 22nd December 1969.
6 Balakrishna Madras-19.	Talkies, 20/7th January 1970.	G.O. No. 1643, Labour, dated 22nd December 1969.
7 Brahmappa Tavanappa (Mysore) (Private) Limited,	21/7th January 1970.	G.O. No. 1645, Labour, dated 22nd December 1969.
8 Arorchand Madras	Shaimsunder, 2/28th January 1970.	G.O. No. 24, Labour, dated 6th January 1970.
9 T. V. C. Press, Madras.	2/28th January 1970.	G.O. No. 147, Labour, dated 7th January 1970.
10 Mosaic Tile Factory Thimmaravaram, Chingleput district,	5/28th January 1970.	G.O. No. 61, Labour, dated 16th January 1970.

LABOUR COURT, MADURAI.

11 Moni's Press, Karungal, Kanyakumari district.	6/7th January 1970.	G.O. No. 1668, Labour, dated 26th December 1969.
12 South India Co-operative Spinning Mills Limited, Tirunelveli.	1/21st January 1970.	G.O. No. 1677, Labour, dated 27th December 1969.
13 C. S. S. Motor Service, Tenkasi.	2/21th January 1970.	G.O. No. 1678, Labour, dated 27th December 1969.
14 M/s. Andal Workers Co-operative Production and Sales Society Limited, Srivilliputhur.	3/21st January 1970.	G.O. No. 1685, Labour, dated 30th December 1969.
15 Sayi Printers, Tirunelveli	3/21st January 1970.	G.O. No. 1686, Labour, dated 30th December 1969.
16 Sree Meenakshi Sweet Stall, Madurai.	5/21st January 1970.	G.O. No. 1687, Labour, dated 30th December 1969.

Serial number and name of the establishment.	Page number and date of Gazette.	G.O. number and date.
(1)	(2)	(3)

LABOUR COURT, MADRAS.

17 Sri Venkateswara Engineering Works, Palakasi, Tiruchi.	6/21st January 1970.	G.O. R. No. 1688, Labour, dated 30th December 1969.
18 Sri Sakthi Vilas Bus Service, Porayar.	7/21st January 1970.	G.O. No. 1690, Labour, dated 30th December 1969.
19 Coronet Private and Service Company, Madras.	3/7th January 1970.	G.O. No. 1639, Labour, dated 20th December 1969.
20 C. Gopal Nayagar son, Basin Foundry, Madras.	4/7th January 1970.	G.O. No. 1641, Labour, dated 20th December 1969.
21 Sreenivasa Lorry Service, Madras-3.	4/21st January 1970.	G.O. No. 1644, Labour, dated 22nd December 1969.
22 New Officers Laundry, Madras.	5/21st January 1970.	G.O. No. 1646, Labour, dated 22 December 1970.
23 Gorakaran Gokalchand Sons, Madras.	5/21st January 1970.	G.O. No. 1647, Labour, dated 23rd December 1969.
24 Lakshmi Paper and Board Mills, Sholavaram, Madras.	7/21st January 1970.	G.O. No. 1, Labour, dated 2nd January 1970.
25 Presidency Talkies (Private) Limited, Madras.	11/21st January 1970.	G.O. No. 2, Labour, dated 2nd January 1970.
26 Syed Sons, Madras.	1/28th January 1970.	G.O. No. 46, Labour, dated 7th January 1970.

LABOUR COURT, COIMBATORE.

27 Pykara Canteen, Coimbatore.	1/7th January 1970.	G.O. No. 1614, Labour, dated 17th December 1969.
28 Hindusthan Photo Mount Company, Erode.	2/7th January 1970.	G.O. No. 1615, Labour, dated 17th December 1969.
29 Municipal Teachers' Co-operative Stores Limited Coimbatore.	12/21st January 1970.	G.O. No. 4, Labour, dated 2nd January 1970.

5. 1970-ம் ஆண்டு ஜனவரி மாதத்திய வேலை நிறுத்தம் மற்றும்

வரிசை எண்ணும் தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.	தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும் விலாசமும்.	வேலை நிறுத்தம் அல்லது கதவடைப்பு.
(1)	(2)	(3)
1 38	வி. ஆர். டி. டிரான்ஸ்போர்ட் (பி) லிட்., கோயமுத்தூர்.	வேலைநிறுத்தமும் கதவடைப்பும்.
2 31 (319) (எப்).	டாக்ஸ் இந்தியா வாட்டில் எக்ஸ்ட்ராக்ட்ஸ் கம்பெனி லிட்., மேட்டுபாளையம்.	ஷே
3 23 (231) (ஏ) ..	ஸ்ரீ நித்யகல்யாணி டெக்ஸ்டைல்ஸ் லிட்.	வேலைநிறுத்தம்.
4 26	மாடர்ன் ஏஜென்சீஸ், சென்னை-32 ..	வேலைநிறுத்தமும் கதவடைப்பும்.
5 209 (ம) ..	ஸ்ரீ லலிதா லஞ்ச் ஹோம், சென்னை.	ஷே
6 37	ரேடியோ எலக்ட்ரிகல்ஸ் லிட்., சென்னை-19.	வேலைநிறுத்தம்.
7 23 (231) (ஏ) ..	ஸ்ரீ ராமலிங்கா சூடாம்பிகை மில்ஸ் லிட்., திருப்பூர்.	வேலைநிறுத்தம் மற்றும் கதவடைப்பு.
8 36	ஹிந்துஸ்தான் பிஸ்டன்ஸ் (பி) லிட்., சென்னை.	வேலைநிறுத்தம்.
9 209 (மற்றவை).	பகவதி விலாஸ், சென்னை-3	ஷே
10	ஹைட்ரஜன் பிரைவேட் லிட்., அம்பத்தூர்.	உள்ளிருப்பு வேலை நிறுத்தம்.
11 31	வெங்கடேஸ்வரா ஆக்ரோ கெமிகல்ஸ் அண்ட் மினரல்ஸ், சென்னை.	வேலை நிறுத்தம்.
12 39 (மற்றவை).	ராயலா கார்ப்பொரேஷன் (பி), சென்னை.	ஷே
13 33	மெட்ரூஸ் சிமென்ட் டைல்ஸ் அண்ட் கான்கிரீட் புரொடக்ஷன் கம்பெனி (பி) லிட்., சென்னை.	ஷே
14 23 (231) ..	செல்வராஜா மில்ஸ் லிட்., கோயமுத்தூர்-16.	ஷே
15 23 (231) ..	கோயமுத்தூர் மாவட்ட பஞ்சாலை, தாராபுரம்.	ஷே

கதவடைப்பினால் ஏற்பட்ட வேலை நிறுத்தங்கள் பற்றிய அட்டவணை.

தகராறு ஏற்பட்ட காரணம்.	வேலை நிறுத்தம்.		வேலை நிறுத்தம்.	
	ஏற்கெனவே ஏற்பட்டது.	அமுலுக்குக் கொண்டு வராததால்.	ஆரம்பம்.	முடிவு.
(4)	(5)	(6)	(7)	(8)
பலதரப்பட்ட கோரிக்கைகள்.	..	..	(வே) 6-11-69	..
ஷே	..	..	(க) 27-11-69	12-1-70
ஒரு தொழிலாளியை வேலை நீக்கம் செய்தது.	..	..	(வே) 27-11-69	3-12-69
போனஸ் கோரிக்கை	..	..	(வே) 26-11-69	தொடரு கிறது.
ஷே	..	..	(க) 26-11-69	ஷே
உயர்ந்த விகித கிராக்கிப்படி.	..	..	25-11-69	ஷே
போனஸும் சம்பளமும் அளிக்கப்படாமை.	..	..	(வே) 31-10-69	ஷே
..	..	..	(க) 2-11-69	..
ஒரு தொழிலாளி பழி வாங்கப்பட்டதை எதிர்த்து.	..	..	16-12-69	ஷே
ஒரு தொழிலாளியின் மேல் புகார் சம்பந்தமாக.	..	..	(வே) 8-12-69	21-1-70
ஒரு தொழிலாளியை வேலை நீக்கம் செய்ததை எதிர்த்து.	..	..	8-1-70	23-1-70
வேலையில்லாமை	..	..	19-1-70	தொடரு கிறது.
ஒரு தொழிலாளி பழி வாங்கப்பட்டதை எதிர்த்து.	..	..	5-1-70	ஷே
17 தொழிலாளர்களை ஆட் குறைப்பு செய்ததை எதிர்த்து.	..	..	2-1-70	12-1-70
வீலர்கள் அளிக்கப்படவில்லை.	..	..	(வே) 4-1-70	7-1-70
6 தொழிலாளர்களை வேலை நீக்கம் செய்ததை எதிர்த்து.	..	..	(வே) 18-1-70	25-1-70

வரிசை எண்ணும் தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.	தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும் விலாசமும்.	மாத இறுதிவரை யுள்ள கால அளவு.	சாதாரண மாக பணி புரியும் வேலையாட்கள்.	
		(9)	(10)	
1 38	வி. ஆர். டி. டிரான்ஸ்போர்ட் (பி) லிட்., கோயமுத்தூர்.	56	26	
2 31 (319) (எப்).	டாக்ஸ் இந்தியா வாட்டில் எக்ஸ்ட்ராக்ட்ஸ் கம்பெனி லிட்., மேட்டுப்பாளையம்.	41	73	
3 23 (231) ஏ ..	ஸ்ரீ நித்யகல்யாணி டெக்ஸ்டைல்ஸ் லிட்.	7	326	
4 26	மாடர்ன் எஜென்சீஸ், சென்னை-32 ..	76	25	
5 209 (ஏ) ..	ஸ்ரீ லலிதா லஞ்ச் ஹோம், சென்னை ..	58	35	
6 37	ரேடியோ எலக்ட்ரிகல்ஸ் லிட்., சென்னை-19.	38	45	
7 23 (231) ஏ ..	ஸ்ரீ ராமலிங்கா சூடாம்பிகை மில்ஸ் லிட்., திருப்பூர்.	..	935	
8 36	ஹிந்துஸ்தான் பிஸ்டன்ஸ் (பி) லிட்., சென்னை.	39	32	
9 209 (மற்றவை).	பகவதி விலாஸ், சென்னை-3	39	32	
10	ஹைட்ரஜன் பிரைவேட் லிட்., அம்பத் தூர்.	12	40	
11 31	வெங்கடேஸ்வரா ஆக்ரோ கெமிகல்ஸ் அண்ட் மினரல்ஸ், சென்னை.	..	29	
12 39 (மற்றவை).	ராயலா கார்ப்பொரேஷன் (பி), சென்னை.	27	290	
13 33	மெட்ராஸ் சிமென்ட் டைல்ஸ் அண்ட் கான்கிரீட் புரொடக்ஷன் கம்பெனி (பி) லிட்., சென்னை.	70	26	
14 23 (231) ..	செல்வராஜா மில்ஸ் லிட்., கோய முத்தூர்-16.	4	177	
15 23 (231) ..	கோயமுத்தூர் மாவட்ட கூட்டுறவு பஞ்சாலை, தாராபுரம்.	7	410	

பாதிக்கப்பட்ட வேலையாட்களின் அதிக அளவு எண்ணிக்கை.	நடப்பு திங்களில் வேலை செய்த நாட்கள் இழப்பு.	மொத்தம்.	மாத இறுதி வரை ஏற்பட்ட மற்ற நான் இழப்பு.	
நேர்முகமாக.	மறைமுகமாக.	(13)	(14)	(15)
(11)	(12)	(13)	(14)	(15)
				விவரங்கள் எதிர்பார்க்கப்படுகின்றன.
30	43			விவரங்கள் எதிர்பார்க்கப்படுகின்றன.
212		000		
25		000		
35		000		
14	12	000		
935		000		
28		000		
32		000		
40	..	480	480	480
29				விவரங்கள் எதிர்பார்க்கப்படுகின்றன.
140		000		
26		000		
30	..	497	497	497
139				விவரங்கள் எதிர்பார்க்கப்படுகின்றன.

வரிசை எண்ணும் தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.		தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும் விலாசமும்.		இழக்கப்பட்ட கூலி. நடப்பு மாதத்தில்.	
(16)					
1	38	..	..	லி. ஆர். டி. டிரான்ஸ்போர்ட் (பி) லிட்., கோயமுத்தூர்.	விவரங்கள் எதிர் பார்க்கப்படுகின் றன.
2	31 (319)	(எப்).	பாகஸ் இந்தியா வாட்டிங் எக்ஸ்ட்ராக்ட்ஸ் கம்பெனி லிட்., மேட்டுப்பாளையம்.		
3	23 (231)	(எ)	..	ஸ்ரீ நித்யகல்யாணி டெக்ஸ்டைல்ஸ் லிட்.	
4	26	..	..	மாடர்ன் எஜென்சீஸ், சென்னை-32	..
5	209	(எ)	..	ஸ்ரீ லலிதா லஞ்ச் ஹோம், சென்னை	..
6	37	..	..	ரேடியோ எலக்ட்ரிகல்ஸ் லிட்., சென்னை-19.	
7	23 (231)	(எ)	..	ஸ்ரீ ராமலிங்கா சூடாம்பிகை மில்ஸ் லிட்., திருப்பூர்.	
8	36	..	..	ஹிந்தஸ்தான் பிஸ்டன்ஸ் (பி) லிட்., சென்னை.	
9	209	(மற்றவை).	..	பகவதி விலாஸ், சென்னை-3	..
10	..	..	..	ஹைட்ரஜன் பிரைவேட் லிட்., அம்பத்தூர்.	1,300
11	37	..	..	வெங்கடேஸ்வரா ஆக்ரோ கெமிகல்ஸ் அண்ட்மினரல்ஸ், சென்னை.	விவரங்கள் எதிர் பார்க்கப்படுகின் றன.
12	39	(மற்றவை).	..	ராயலா கார்ப்பொரேஷன் (பி) லிட்., சென்னை.	
13	33	..	..	மெட்ரூஸ் கிமென்ட் டைல்ஸ் அண்ட் கான்கிரீட் புரொடக்ஷன் கம்பெனி (பி) லிட்., சென்னை.	
14	23 (231)	..	..	செல்வராஜா மில்ஸ் லிட்., கோய முத்தூர்-18.	3,800
15	23 (231)	..	..	கோயமுத்தூர் மாவட்ட கூட்டுறவு பஞ்சாயத், தாராபுரம்.	விவரங்கள் எதிர் பார்க்கப்படுகின் றன.

<u>இழக்கப்பட்ட கூலி.</u>	<u>இழக்கப்பட்ட உற்பத்திப் பொருள்களின் மதிப்பு.</u>	
மாத இறுதி வரை.	நட்பு மாதத்தில்.	மாத இறுதி வரை.
(17)	(18)	(19)
விவரங்கள் எதிர்பார்க்கப்படுகின்றன.		
விவரங்கள் எதிர்பார்க்கப்படுகின்றன.		
1,300	20,000	20,000
3,800.	4,000	4,000
விவரங்கள் எதிர்பார்க்கப்படுகின்றன.		

வரிசை எண்ணும் தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.	தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும் விலாசமும்.	முடிவு.
		(20)
1 38	லி. ஆர். டி.டி.ரான்ஸ்போர்ட் (பி) லிட்.,	விவரங்கள் எதிர் கோயமுத்தூர். பார்க்கப்படுகின் றன.
2 31 (319) (எப்).	டாகஸ் இந்தியா வாட்டில் எக்ஸ்ட்ராக்ட்ஸ் கம்பெனி லிட்., மேட்டுப்பாளையம்.	12-1-70 அன்று வேலைநிறுத்தம் வாபஸ் பெறப் பட்டது.
3 23 (231) எ ..	ஸ்ரீ நித்யகல்யாணி டெக்ஸ்டைல்ஸ் லிட்.	31-12-69 அன்று வேலைநிறுத்தம் வாபஸ் பெறப் பட்டது.
4 26	மாடர்ன் எஜென்சீஸ், சென்னை-32	தொடருகிறது.
5 209 (எ) ..	ஸ்ரீ லலிதா லஞ்ச் ஹோம், சென்னை	ஷே
6 37	ரேடியோ எலக்ட்ரிகல்ஸ் லிட்., சென்னை-19.	ஷே
7 23 (231) எ ..	ஸ்ரீ ராமலிங்கா சூடாம்பிகை மில்ஸ் லிட்., திருப்பூர்.	ஷே
8 36	ஹிந்துஸ்தான் பிஸ்டன்ஸ் (பி) லிட்., சென்னை.	வேலை நிறுத்தம் தொடருகிறது. இது சம்பந்த மாக சென்னை தனித் துணைத் தொழிலாளர் துறை ஆணையர் முன்னிலையில் பேச்சு வார்த்தை நடைபெறுகிறது
9 209 (மற்றவை). பகவதி விலாஸ், சென்னை-3		21-1-70 அன்று பிரிவு 12 (3)ன் கீழ் ஒப்பந்தம் ஏற்பட்டது.
10	ஹைட்ரஜன் பிரைவேட் லிட்., அம்பத்தூர்.	23-1-70 அன்று வேலை துவக்கப் பட்டது.
11 31	வெங்கடேஸ்வரா ஆக்ரோ கெமிகல்ஸ் அண்ட் மினரல்ஸ், சென்னை.	வேலை நிறுத்தம் தொடருகிறது.

முடிவின் முறை.	எந்த மத்திய தொழிலாளர்கள் மற்றும் தொழிலதிபர்களின் சங்கத்துடன் இணைக்கப்பட்டது.	ஒழுங்கு விதிகளை மீதி தன்மை.
(21)	(22)	(23)
அரசு கதவடைப்பையும் வேலை நிறுத்தத்தையும் அரசு ஆணை எண். 1582 தேதி 12-12-69ல் தடை செய்துள்ளது.		..
....		..
....		..
அரசுக்கு பிரிவு 12 (4)-ன் கீழ் அ.இ. தொ. ச. கா. அறிக்கை அனுப்பப்பட்டுள்ளது.		..
....	(ஆ)	..
....	(இ)	..
....		..
....	மெட்ராஸ் கமர்ஷியல் அண்ட் ஜெனரல் வர்க்கர்ஸ் யூனியன், அ. இ. தொ. ச. கா.	..
....	தொ. து. அலுவலரால் மத்யஸ்த்தம்.	..
....		..
....	(ஈ)	..

(1)	(2)	(3)
16 23 (231)	.. பவானி மில்ஸ், போத்தனூர் வேலைநிறுத்தம்.	
17 23 (231)	.. கதரி மில்ஸ் (கோவை) லிமிடெட், கோயமுத்தூர்-16.	ஷே
18 23 (231)	.. கோயமுத்தூர் காட்டன் மில்ஸ், கோயமுத்தூர்-15.	ஷே
19 23 (231)	.. மதுரை மில்ஸ் கம்பெனி லிமிடெட்., மதுரை.	ஷே
20 23 (231)	.. ஸ்ரீ அய்யனார் ஸ்பின்னிங் அண்ட் லீவிங் மில்ஸ் லிமிடெட், மல்லன்குணர்.	ஷே
21 23 (231)	.. ருக்மிணி மில்ஸ் லிமிடெட், மணலூர், சிலைமான்.	ஷே
22 010 (ஏ)	.. காந்திமதி எஸ்டேட், கலியல், கன்னியாகுமரி.	ஷே
23 31 ..	.. பிரீமியர் பெர்டிஸ்சர் மில்ஸ், கடலூர் ..	ஷே
24 37 (ஏ)	.. ராஜா பவுண்டரி, கோயமுத்தூர்-18 ..	ஷே
25 37 (ஏ)	.. மெட்ராஸ் மெஷின் டீல்ஸ் மனுபாக் சரர்ஸ் லிமிடெட், கோயமுத்தூர்-5.	ஷே
26 38 ..	.. பி. என். எஸ். பஸ் சர்வீஸ், பொன்னாச்சி.	ஷே
27 ..	.. ஹிந்துஸ்தான் போட்டோ பில்ம்ஸ் மனுபாக்சரிங் கம்பனி லிமிடெட், ஊட்டி.	ஷே

(அ) இண்டஸ்ட்ரியல் எஸ்டேட் ஜெனரல் வர்க்கர்ஸ் யூனியன்.

(ஆ) மெட்ராஸ் சிடி ஹோட்டல் வர்க்கர்ஸ் யூனியன்.

(இ) ரேடியோ அண்ட் எலக்ட்ரிகல் வர்க்கர்ஸ் யூனியன்.

(ஈ) பெர்டிஸ்சர் அண்ட் ஜெனரல் வர்க்கர்ஸ் யூனியன்.

(உ) ஃபேசிட் ஏஷியா அண்ட் ராயலா கார்ப்பொரேஷன் எம்ப்ளாயீஸ் யூனியன்.

(ஊ) பெர்டிஸ்சர்ஸ் கெமிகல்ஸ் அண்ட் ஜெனரல் வர்க்கர்ஸ் யூனியன்.

(எ) கோயமுத்தூர் மாவட்ட பஞ்சாலை தொழிலாளர் சங்கம்.

(4)	(5)	(6)	(7)	(8)
டிசம்பர் மாத சம்பளம் அளிக்கப்படாமை.	..	..	13-1-70	18-1-70
விவரங்கள் கிடைக்கப்பெறவில்லை.	..	..	14-1-70	17-1-70
ஒரு இலாக்காவில் இருந்து மற்றொன்றிற்கு ஒரு தொழிலாளியை மாற்றியது பற்றி.	..	..	19-1-70	28-1-70
சில குறைகளை நிவர்த்திக்கக் கோரி.	..	..	8-1-70 (நடுப்பகல்)	9-1-70 (8-30 பி.ப.)
ஐந்து தொழிலாளர்களை தற்காலிக வேலை நிறுத்தம் செய்ததை எதிர்த்து.	..	..	4-1-70 (7-10 மு.ப.) 9-1-70 (3-30 பி.ப.)	5-1-70 (7-10 மு.ப.) 11-1-70 (9-10 மு.ப.)
ரீலிங் இலாக்காவில் பயிற்சியாளர் பதவி சம்பந்தமாக.	..	..	24-1-70 (3-30 பி.ப.)	24-1-70 (10-30 மு.ப.)
தொழிலாளர்களின் வேலை யில்லாமை.	..	..	22-12-69	16-1-70
2 தொழிலாளர்களை வேலை நீக்கம் செய்ததுபற்றி.	..	..	8-1-70	26-1-70
ஆட்குறைப்பு	..	..	8-1-70	தொடருகிறது.
சம்பள உயர்வு மற்றும் சில கோரிக்கைகள்.	..	..	27-1-70	ஷே
சில கோரிக்கைகள்	..	..	26-1-70	ஷே
சம்பள உயர்வு மற்றும் சில கோரிக்கைகள்.	..	..	5-1-70	8-1-70

(ஏ) கோயமுத்தூர் மாவட்ட திராவிட பஞ்சாலை தொழிலாளர் சங்கம்.

(ஐ) கோயமுத்தூர் மாவட்ட திராவிட முன்னேற்ற சங்கம்.

கோயமுத்தூர் மாவட்ட யுனிடெட் காட்டன் மில்ஸ் எம்ப்ளாயீஸ் யூனியன்.

(ஒ) கோவை மாவட்ட திராவிட பஞ்சாலை தொழிலாளர் முன்னேற்ற சங்கம்.

(ஔ) எம்ப்ளாயீஸ் பெட்ரேஷன் ஆப் இந்தியா, பம்பாய்.

(ஒள) கோவை மாவட்ட பொது தொழிலாளர் முன்னேற்ற சங்கம், கோவை.
கோவை மாவட்ட பொது பொறியியல் அண்ட் மெக்கானிகல் எம்ப்ளாயீஸ் சங்கம், கோவை.

(1)	(2)	(9)	(10)
16 23 (231)	.. பவானி மில்ஸ், போத்தனூர்	6	354
17 23 (231)	.. கதரி மில்ஸ் (கோவை) லிமிடெட், கோயமுத்தூர்-16.	4	599
18 23 (231)	.. கோயமுத்தூர் காட்டன் மில்ஸ், கோயமுத்தூர்-15.	10	110
19 23 (231)	.. மதுரை மில்ஸ் கம்பெனி லிமிடெட், மதுரை. ..	1½	8,300
20 23 (231)	.. ஸ்ரீ அய்யனார் ஸ்பின்னிங் அண்ட் வீவிங் மில்ஸ் லிமிடெட், மல்லன்கிணர்.	2½	300
21 23 (231)	.. ருக்மிணி மில்ஸ் லிமிடெட், மணலூர், சிலைமான்.	½	416
22 010 (ஏ)	.. காந்திமதி எஸ்டேட், கலியல், கன்னியாகுமரி.	21	50
23 31 ..	.. பிரீமியர் பெர்டிஸ்சர் மில்ஸ், கடலூர் ..	19	93
24 37 (ஏ)	.. ராஜா பவுண்டரி, கோயமுத்தூர்-18 ..	19	25
25 37 (ஏ)	.. மெட்ராஸ் மெஷின் டீல்ஸ் மனுபாக் சரர்ஸ் லிமிடெட், கோயமுத்தூர்-5.	5	360
26 38 ..	.. பி. என். எஸ். பஸ் சர்வீஸ், பொள்ளாச்சி.	6	40
27 ..	.. ஹிந்துஸ்தான் போர்ட்டோ பில்ம்ஸ் மனுபாக்சரிங் கம்பெனி லிமிடெட், ஊட்டி.	3	64

பிரிவு "ஆ" —இல்லை.

(11)	(12)	(13)	(14)	(15)
142	174	1,112	1,112	1,112
68	239	622	622	622
30	31	406	406	406
160	..	160	160	210
178	..	178	178	445
29	..	29	29	15
50	..	50	50	1,050
93	..	..	..	2,580
24	..	456	456	1,700
360	..	1,440	1,440	4,000
20	20	240	240	240
64	..	192	192	192
				..

பிரிவு "இ" —இல்லை.

(1)	(2)	(15)	(16)
16 23 (231)	.. பவானி மில்ஸ், போத்தனூர்	10,000	
17 23 (231)	.. கதரி மில்ஸ் (கோவை) லிட்., கோயமுத்தூர்-16.	4,976	
18 23 (231)	.. கோயமுத்தூர் காட்டன் மில்ஸ், கோயமுத்தூர்-15.	3,002	
19 23 (231)	.. மதுரை மில்ஸ் கம்பெனி லிட்., மதுரை.	2,295	
20 23 (231)	.. ஸ்ரீ அய்யனார் ஸ்பின்னிங் அண்ட் விவிங் மில்ஸ் லிட்., மல்லன்குளம்.	2,035	
21 23 (231)	.. ருக்மிணி மில்ஸ் லிட்., மணலூர், சிலைமான்.	210	
22 010 (ஒ)	.. காந்திமதி எஸ்டேட், கலியல், விவரங்கள் அளிக் கன்னியாகுமரி.		
23 31 ..	.. பிரீமியர் பெர்டிலைசர் மில்ஸ், கடலூர்.	11,556.40	
24 37 (ஏ)	.. ராஜா பவுண்டரி, கோயமுத்தூர்-18 ..	1,700	
25 37 (ஏ)	.. மெட்ராஸ் மெஷின் ரேஸ் மனு பாக்சரிங் லிட்., கோயமுத்தூர்-5.	4,000	
26 38 ..	.. பி. என். எஸ். பஸ் சர்வீஸ், பொள்ளாச்சி.	3,080	
27	.. ஹிந்துஸ்தான் போட்டோ பில்ம்ஸ் மனுபாக்சரிங் கம்பெனி லிட்., ஊட்டி.	..	

(17)	(18)	(19)
10,000	10,000	60,000
4,976	5,700	5,700
3,002	13,632	13,632
2,295	99,350	99,350
2,035	34,500	34,500
210	4,760	4,760
	விவரங்கள் அளிக்கப்படவில்லை.	
1,15,586.40	9,90,000	9,90,000
28,500	28,500	28,500
60,000	60,000	60,000
3080	விவரங்கள் அளிக்கப்படவில்லை.	
	விவரங்கள் அளிக்கப்படவில்லை.	

(1)	(2)	(20)
12 39 (மற்றவை).	ராயலா கார்ப்பொரேஷன் (பி), லிட் வேலை நிறுத்தம் சென்னை.	தொடருகிறது. இது சம்பந்த மாக தொழில் துறை உதவி ஆணையர் முன் பேச்சு வார்த்தை நடைபெறுகிறது.
13 33	மெட்ராஸ் சிமென்ட்ஸ் டைல்ஸ் அண்ட் கான்கிரீட் புரொடக்ஷன் கம்பெனி, (பி) லிட்., சென்னை.	12-1-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.
14 23 (231)	.. செல்வராஜா மில்ஸ் லிட்., கோய முத்தூர்-16.	7-1-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.
15 23 (231)	.. கோயமுத்தூர் மாவட்ட கூட்டுறவு பஞ்சாலைய, தாராபுரம்.	25-1-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.
16 23 (231)	.. பவானி மில்ஸ், போத்தனூர்	18-1-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.
17 23 (231)	.. கதரி மில்ஸ் (கோவை)லிட்., கோய முத்தூர்-16.	17-1-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.
18 23 (231)	.. கோயமுத்தூர் காட்டன் மில்ஸ், கோய முத்தூர்-15.	28-1-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.
19 23 (231)	.. மதுரை மில்ஸ் கம்பெனி லிட்., மதுரை.	9-1-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.
20 23 (231)	.. ஸ்ரீ அய்யனார் ஸ்பின்னிங் அண்ட் லீவிங் மில்ஸ் லிட்., மஸ்லன்குளம்.	5-1-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.
21 23 (231)	.. ருக்மணி மில்ஸ் லிட்., மணலூர், சிலைமான்.	24-1-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.

(21)	(22)	(23)
....	(உ)	..
தொ. து. அலுவலர்முன் ஒப்பந்தம் எற்பட்டது.	(ஊ)	..
....	(எ)	..
....	(ஏ)	..
....	(ஐ)	..
....	கோயமுத்தூர் மாவட்ட பஞ்சாலைய தொழிலாளர் சங்கம் (இ. ம. ச.).	..
....	(ஓ)	..
மதுரை துணை தொ. து. ஆணை யர் முன் மத்யஸ்த்தம்.	(ஔ)	.. நோட்டீஸ் இல்லா வேலை நிறுத்தம்.
தொழிலாளர்கள் தாங்களாகவே அ. இ. தொ. ச. கா. வேலைதுவங்கினார்கள்.		..
தொழிலாளர்களே வேலை துவங்கி தமிழ்நாடு மில் ஒனர்ஸ் அசோசியேஷன், மதுரை (இ.ம.ச.).		..

(1)	(2)	(3)
22 010 (ஏ)	.. காந்திமதி எஸ்டேட், கலியல், ஒரு பகுதி வெற்றி. கன்யாகுமரி	
23 31	பிரீமியர் பெர்டிலேசர் மில்ஸ், தொழிலாளர்களின் கடலூர். வேலை நிறுத் தத்தை அரசு தடை செய்ததை அடுத்து தொழி லாளர்கள் வேலைக்குத் திரும்பினர்.	
24 37 (ஏ)	.. ராஜா பவுண்டரி, கோயமுத்தூர்-18 .. வேலை நிறுத்தம் தொடருகிறது.	
25 37 (ஏ)	.. மெட்ராஸ் மெஷின் டீல்ஸ் மனு ஷே பாக்சரர்ஸ் லிட்., கோயமுத்தூர்-5.	
26 38	பி. என். எஸ். பஸ் சர்வீஸ், ஷே பொள்ளாச்சி.	
27	.. ஹிந்துஸ்தான் போர்டோ பில்ம்ஸ் 6-1-70 அன்று மனுபாக்சரிங் கம்பெனி லிட்., வேலை நிறுத்தம் ஊட்டி. முடிவு பெற்றது.	

(4)	(5)	(6)
தொ. து. அலுவலரின் மத்யஸ்த்தம்.	அ. அ. தொ. ச. கா.	..
....	விவரங்கள் அளிக்கப்படவில்லை,	..
	(ஒள)	
....	அ. இ. தொ. ச. கா.	..
....		
யூனியனுக்கும் நிர்வாகத்தினருக் கும் இடையே சுமுகமாக ஒப்பந்தம் செய்து வைக்கப்பட்டது.		

6. 1970-ம் ஆண்டு ஜனவரி மாதத்தில் கதவடைப்பு மற்றும் வேலை நிறுத்தத்தின் காரணத்தைத் தவிர, இதர சந்தர்ப்பங்களினால் தமிழகத்திலுள்ள மூடப்பட்ட தொழிற்சாலை மற்றும் ஆலைகள் பற்றிய விவரம்.

வரிசை எண்ணும், நிறுவனத்தின் பெயரும், இருப்பிடமும்.	தொழில், தொழிலாளர் களின் எண்ணிக்கை.	பாதிக்கப்பட்ட தொழிலாளர் களின் எண்ணிக்கை.	மூலதல். ஆரம்பம். முடிவு.	காரணம்.	தொழிலாளர் களுக்கு அளித்த நஷ்ட ஈட்டுத் தொகை.
(1)	(2)	(3)	(4)	(5)	(6)
					(7)
					ஒன்றும் இல்லை.

7. 1970-ம் ஆண்டு ஜனவரி மாதத்தில் தமிழக தொழிலாளர் குறை அலுவலரால் பெறப்பட்ட, விசாரிக்கப்பட்ட தீர்த்துவகைக்கப்பட்ட புகார்கள் பற்றிய விவரம்.

தொழிலாளர் குறை அலுவலர்கள்.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
கோயமுத்தூர் I	280	5	1	7	..	..	..	52	..	65	30	315
கோயமுத்தூர் II	130	8	2	6	..	..	..	16	..	34	25	139
கோயமுத்தூர் III	111	12	2	16	..	..	..	4	..	34	31	114
சுனார்	206	15	12	40	..	..	..	35	..	102	72	236
சென்னை I	239	5	4	..	23	..	..	6	..	38	71	206
சென்னை II	86	10	2	10	2	..	..	14	..	35	46	78
சென்னை III	77	37	6	23	..	..	..	11	..	80	49	108
மதுரை I	81	3	1	12	..	..	..	19	..	36	39	78
மதுரை II	192	4	..	41	..	..	..	..	..	53	47	198
நாகர்கோவில்	71	..	..	9	..	..	..	4	..	13	15	69
வேலூர்	124	..	..	16	..	..	..	10	..	31	44	111
சேலம்	78	..	..	14	..	..	..	18	..	32	52	58
திருச்சிராப்பள்ளி	85	..	..	13	..	..	..	14	..	28	24	89
திருநெல்வேலி	231	8	..	22	..	..	..	19	..	55	27	262
மொத்தம்	112	112	30	229	32	6	230	..	..	639	572	2,061

தொழிலாளர் குறை அலுவலர்கள்.

XL

X:am, NS 110.

NO. 12.3.

8. தமிழக தொழில் துறை நிலையாணைச் சட்டம், 1946.

1970-ம் ஆண்டு ஜனவரி மாதத்தில் தொழில் துறை நிலையாணைச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்ட விவரங்கள் :

1. 1970-ம் ஆண்டு ஜனவரி மாதம் 1-ம் தேதி வரை சட்டத்தின்கீழ் சான்று அளிக்கப்பட்ட விவரங்கள் :	1,645
2. ஜனவரி மாதத்தில் நிலையாணைச் சட்டத்தின் கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை	6
3. மொத்தம்	1,651
4. 1970-ம் ஆண்டு ஜனவரி மாதத்தில் ஏற்கனவே சான்று அளிக்கப்பட்டவைகளில் திருத்தம் ..	1

9. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

1970-ம் ஆண்டு ஜனவரி மாதத்தில் அறிவிக்கப்பட்ட விபத்துக் களும், அளிக்கப்பட்ட நஷ்டஈட்டுத் தொகை பற்றிய விவரங்கள் :

தொழிலதிபர் களால் தெரிவிக்கப் பட்ட விபத்துக் களின் எண் ணிக்கை.		நஷ்டஈட்டுத் தொகை.	
		ரூ.	பை.
1. மரணம்	9	7,000	00
2. நிரந்தரமாக ஊனம் அடைந் தவர்கள்	4	1,848	00
3. தற்காலிகமாக ஊனம் அடைந் தவர்கள்	76	1,28,091	49
மொத்தம்	89	1,36,939	49

10. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

1970-ம் ஆண்டு ஜனவரி மாதத்தில் வேலையாள் இழப்பீட்டுச் சட்டத்தின்கீழ் தாக்கல் செய்யப்பட்ட வழக்குகள், அதன் முடிவுகள் பற்றிய விவரம் :

வழக்கின் விவரம்.	ஏற்கனவே முடிவா காமல் உள்ளவை	பெற்றவைகளின் எண்ணிக்கை.	மொத்தம்.	தீர்வு கண்டவை.	மீதம்.
(1)	(2)	(3)	(4)	(5)	(6)
1 பிரிவு 10-ன் கீழ் விண் ணப்பம் :—					
அ. இறந்தவர்கள் குறித்து..	122	10	132	30	102
ஆ. ஊனமுற்றவர்கள்— ..	118	5	123	7	116
(1) தற்காலிகம் ..	3	..	3	..	3
2 பிரிவு 8 (1)-ன் படி பணம் பாதுகாக்கப்படுபவை :—					
அ. இறந்தவர்கள் குறித்து..	87	10	97	15	82
ஆ. சட்டப்படி ஊனமுற்றவர் கள் எனத் தீர்மானிக் கப்பட்டவர்கள் ..	3	..	3	..	3
3 பிரிவு 8 (2)-ன் படி பணம் பாதுகாக்கப்படுபவை ..	11	1	12	1	11
4 ஒப்பந்தங்கள் பற்றிய குறிப்பு : (1) நிரந்தர ஊனமுற்றவர் கள் ..	91	76	167	98	69
(2) தற்காலிகமாக ஊன முற்றவர்கள் ..	12	5	17	5	12
5 பிரிவு 31-ன் கீழ் பணப் பிடித்தம்	20	1	21	1	20
6 பிரிவு 12 (2)-ன் கீழ் உத்திர வாத விண்ணப்பங்கள் ..	13	..	13	..	13
மொத்தம்	480	108	588	157	431

11. கூலி கொடுப்புச் சட்டத்தின் கீழ் உள்ள வழக்குகள் :

1970-ம் ஆண்டு ஜனவரி மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	368
நடப்பு மாதத்தில் பெற்றவை	33
நடப்பு மாதத்தில் முடிவு பெற்றவை	43
1970-ம் ஆண்டு ஜனவரி மாதம் 31-ம் தேதி வரை முடிவாகாமல் உள்ளவை	356

12. சென்னை கடை நிறுவனச் சட்டம், 1947 :

(அ) 1970-ம் ஆண்டு ஜனவரி மாதத்தில் பிரிவு 41-ன் கீழ் பெற்ற முடிவு செய்த விண்ணப்பங்களின் எண்ணிக்கை :

1970-ம் ஆண்டு ஜனவரி மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	214
நடப்பு மாதத்தில் பெற்றவை	26
நடப்பு மாதத்தில் முடிவுற்றவை	38
1970-ம் ஆண்டு ஜனவரி மாதம் 31-ம் தேதி வரை முடிவாகாமல் உள்ளவை	202

(ஆ) பிரிவு 51-ன் கீழ் பெற்ற விண்ணப்பங்கள் :

1970-ம் ஆண்டு ஜனவரி மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	11
நடப்பு மாதத்தில் பெற்றவை	..
நடப்பு மாதத்தில் முடிவுற்றவை	..
1970-ம் ஆண்டு ஜனவரி மாதம் 31-ம் தேதி வரை முடிவாகாமல் உள்ளவை	11

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

1970-ம் ஆண்டு ஜனவரி மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	61
நடப்பு மாதத்தில் பெற்றவை	7
நடப்பு மாதத்தில் முடிவுற்றவை	19
1970-ம் ஆண்டு ஜனவரி மாதம் 31-ம் தேதி வரை முடிவாகாமல் உள்ளவை	49

13. (அ) 1970-ம் ஆண்டு ஜனவரி மாதத்தில் தொழிற்சங்க சட்டத்தின்கீழ் பதிவு செய்யப்பட்ட தொழிற்சாலைகளின் விவரம்:

வரிசை எண்ணும் பதிவு எண்ணும்.	பதிவு செய்த நாள்.	தொழில்.	தொழிற் சங்கத்தின் பெயரும் முகவரியும்.	குறிப்புகள்.
(1)	(2)	(3)	(4)	(5)
தஞ்சாவூர் மாவட்டம்--				
1 50/ தஞ்சாவூர்	9-1-1970	பிரிவு 9.	தஞ்சை நகர வண்டி தொழி லாளர் சங்கம், தஞ்சாவூர்.	சங்கம் சட்டம் முறையி லே பதித்தியது.
2 51/ தஞ்சாவூர்	9-1-1970	220 புனையிலை தயாரிப்பாளர்	ஸ்ரீ கண்ணன் விலாஸ் புகையிலைத் தொழிலாளர் அசோசியேஷன் முடிக்கண்ட தலிலார், தஞ்சாவூர்.	..
திருநெல்வேலி மாவட்டம்--				
3 60/ திருநெல்வேலி	9-1-1970	பிரிவு 9.	தமிழ்நாடு இன்வெஸ்டிகேஷன் சர்க்கின் வர்க்கர்ஸ் யூனியன், விக்கிரமசிங்கபுரம், திருநெல் வேலி மாவட்டம்.	..
4 61/ திருநெல்வேலி	23-1-1970	713. மோட்டார் போக்குவரத்து (அ) டாக்ஸி.	பாளையம்கோட்டை டாக்ஸி டிரைவர்கள் சங்கம், பாளையம் கோட்டை.	..
திருச்சி மாவட்டம்--				
5 86/ திருச்சி	23-1-1970	334. கிமென்ட்.	செட்டிநாடு கிமென்ட் கார்ப்பொ ரேஷன், தொழிலாளர் சங்கம், புளியூர், திருச்சி.	..

(1)	(2)	(3)	(4)	(5)
6 87/ திருச்சி	 23-1-1970	231 நூற்பு நெசவு மற்றும் முடிக்கும் நூற்பாளிகள்.	.. அரியலூர் வட்ட நெசவாளர் கூட்டுறவு சொசைட்டி எம்ப்ளாய்ஸ் அசோசியேஷன், ஜெயங்கொண்டம், திருச்சி.	சங்கம் சட்டம் விதிமுறைகளை உறுதிப்படுத்தியது.
மதுரை மாவட்டம்—				
7 77/ மதுரை	 10-1-1970	பிரிவு 9. ..	.. தமிழ்நாடு ஸ்டாம்பு வெண்டர்கள் அசோசியேஷன், மதுரை.	ஷே
8 78/ மதுரை	 23-1-1970	341 ஃபெர்ஸஸ் (இரும்பும் எஃகும்) (சி) மெடல் பலண்டிங்.	.. மெட்டல் பவுடர் கம்பெனி எம்ப்ளாய்ஸ் வெல்ஃப்ரே யூனியன், மறவன்குளம், மதுரை.	சங்கம் ஒழுங்கு விதி முறைகளை உறுதிப்படுத்தியது.
9 54/ மதுரை	 9-1-1970	341 ஃபெர்ஸஸ் (இரும்பும் எஃகும்).	.. இரும்பு தொழிலாளர் சங்கம், ராஜபாளையம்.	ஷே

கோயமுத்தூர் மாவட்டம்—

10 104/ கோயமுத்தூர்	 16-1-1970	பிளாஸ்டிக் மற்றும் டைபிங்.	.. யுனிட்டை பிளாஸ்டிக் தொழிலாளர் சங்கம், 12/16, காட்டு ரோடு, மேட்டுபாளையம், கோயமுத்தூர்.	தொழிற்சாலையில் ஒழுங்கு விதி முறைகளை உறுதிப்படுத்தியது.
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சேலம் மாவட்டம்—

11 69/ சேலம்	 16-1-1970	நூற்பாளிகள்.	.. மேட்டூர் அ. இ. தொ. ச. கா. மில் தொழிலாளர் சங்கம், சேலம் காம்ப், மேட்டூர் டாம்-2.	ஷே
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12 70 சேலம்	 25-1-1970	பிளாஸ்டிக் சாமான்கள் தயாரிப்பு.	.. செம்பளாஸ்டிக் எம்ப்ளாய்ஸ் யூனியன், 4-24ஏ, மெயின் தெரு, புதுசாம்பட்டி, மேட்டூர் டாம்-3.	ஷே
13 71/சேலம்	 25-1-1970	சர்க்கரை.	.. சேலம் கூட்டுறவு சர்க்கரை தொழிற்சாலை பாட்டாளிகள் சங்கம், மோஹனூர், நளமக்கல், சேலம்.	ஷே
செங்கல்பட்டு மாவட்டம்—				
14 93/செங்கல்பட்டு	 29-1-1970	பொறியியல்.	.. ஜோன்ஸ் லேபர் யூனியன், 1, கலையாண்டிபுரம், குரோம்பேட்டை, சென்னை-44.	ஷே
15 94/செங்கல்பட்டு	 29-1-1970	பலவகை	.. செங்கல்பட்டு மாவட்ட பொது தொழிலாளர் முன்னேற்ற சங்கம், 853, தி. கேனி நெருஞ்சாலை, சென்னை-19.	ஷே

13. (ஆ) நடப்பு மாதத்தில் இணைக்கப்பட்ட தொழில் சங்கங்களின் விவரம்.

இல்லை.

13. (இ) நடப்பு மாதத்தில் கலைக்கப்பட்ட தொழில் சங்கங்களின் விவரம்.

இல்லை.

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

பதிவு எண். (1)	பதிவு நீக்கம் செய்த நாள். (2)	தொழில். (3)	தொழிற் சங்கத்தின் பெயரும் முகவரியும். (4)	குறிப்பு. (5)
1	53/ மதுரை	23-1-1970.	341 ஃபெர்ரஸ் (இரும்பும் எஃகும்). சுகாதார பணி.	மதுரை மெட்டல் புரடக்ட்ஸ் லேபர் யூனியன், மதுரை.
2	1936	21-1-1970.		திருப்பூர் டவுன் முனிசிபல் வர்க்கர்ஸ் யூனியன், பல்லடம் ரோடு, திருப்பூர்.
3	2629	21-1-1970.	விமான தயாரிப்பும்.	கிலிலியன் எம்ப்ளாய்ஸ் அசோசியேஷன் ஆப் எர்ஃபோஸ் ஸ்டேரோஜென் யூனிட், குலார், காங்கயம்பாளையம், கோயமுத்தூர்.
4	33/ செலம்	28-1-1970.	போக்குவரத்து.	சேலம் மாவட்ட எக்ஸ் சர்வீஸ்ட்மன் மற்றும் விதவைகள் அசோசியேஷன், நெ. 28-பி, கோவிந்த சாமி பிள்ளை தெரு, ஹஸ்தம் பட்டி, சேலம்-7.

கருக்கம்.

1	1970-ம் ஆண்டு ஜனவரி மாதம் 1-ம் தேதி வரை பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள்.	1,758
2	நடப்பு மாதத்தில் பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள்	15
	மொத்தம்	1,773
3	நடப்பு மாதத்தில் இணைக்கப்பட்ட தொழிற் சங்கங்கள்	இல்லை.
4	நடப்பு மாதத்தில் கலைக்கப்பட்ட தொழிற் சங்கங்கள்	இல்லை.
5	நடப்பு மாதத்தில் பதிவு நீக்கப்பட்ட மொத்த தொழிற் சங்கங்கள்	4
6	1969-ம் வருடம் செப்டம்பர் மாதம் 30-ம் தேதி வரை பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள்.	1,769

14. 1970-ம் ஆண்டு ஜனவரி மாதத்திய தொழிலாளர் துறை சட்டங்கள் அமுலாக்குதல் பற்றிய புள்ளி விவரங்கள்.

மாநிலம்	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
ஆந்திரப் பிரதேசம்	1948	சட்டம், 1948	சட்டம், 1936	சென்னை பேரகாஸ்ச் சட்டம், 1934	சென்னை கடை நிறுவனச் சட்டம், 1947	சென்னை மணலு விடு சட்டம், 1958	சென்னை மூலச் சட்டம், 1958	சென்னை கைத்தொழில் சட்டம், 1948	சென்னை கைத்தொழில் சட்டம், 1958
1. ஆய்வு செய்த நிறுவனங்களின் எண்ணிக்கை ..	949	3,326	253	32,230	3,331	284	1,502	5,214	
2. சட்ட விதிகளை மீறிய நிறுவனங்களின் எண்ணிக்கை ..	1,991	748	148	1,912	657	17	243	728	
3. எச்சரிக்கை செய்யப்பட்ட நிறுவனங்களின் எண்ணிக்கை..	57	7	..	203	78	..	5	33	
4. வழக்கு தொடரப்பட்டவைகளின் எண்ணிக்கை ..	65	4	..	33	56	..	7	6	
5. தண்டனை அளிக்கப்பட்டவைகளின் எண்ணிக்கை ..	96	10	..	45	51	..	5	4	
6. அபராதம் விதிக்கப்பட்ட தொகை ரூபாய் .. ரூ. 2,250	ரூ. 105	ரூ. 1,045	..	..	..	..	ரூ. 110	ரூ. 115	

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15. (அ). 1970-ம் ஆண்டு ஜனவரி மாதத்திய தொழிற்சாலைகளின் எண்ணிக்கை விவரம்.

மாவட்டம்.	ஆரம்பத்தில்.			பதிவு செய்தலை.			நீக்கம்.			மொத்தம்.			மொத்தம்
	அ.	ஆ.	இ.	அ.	ஆ.	இ.	அ.	ஆ.	இ.	அ.	ஆ.	இ.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1. வட ஆற்காடு ..	270	113	170	..	..	..	..	..	..	270	113	170	553
2. தென் ஆற்காடு ..	125	5	38	..	..	..	..	..	..	125	5	38	168
3. செங்கற்பட்டு ..	518	15	53	1	..	..	1	..	..	518	15	53	586
4. கோயமுத்தூர் ..	1,258	11	68	..	..	..	..	..	..	1,258	11	68	1,337
5. கன்னியாகுமரி ..	83	14	19	..	..	..	..	..	..	83	14	19	116
6. சென்னை ..	866	29	90	1	..	..	4	..	..	863	29	90	982
7. மதுரை ..	486	28	41	..	..	..	..	..	..	486	28	41	555
8. நீலகிரி ..	132	..	1	..	..	..	..	..	..	132	..	1	133
9. இராமநாதபுரம் ..	284	72	137	..	..	..	..	..	..	284	72	137	492
10. சேலம் ..	779	3	139	..	..	..	..	..	..	779	3	139	1,021
11. தஞ்சாவூர் ..	325	10	172	..	..	..	..	..	..	325	10	172	507
12. திருச்சிராப்பள்ளி ..	312	8	163	..	..	..	..	..	..	312	8	163	483
13. திருநெல்வேலி ..	353	97	164	..	..	..	..	..	..	353	97	164	614
14. தர்மபுரி ..	29	..	7	..	..	..	..	..	..	29	..	7	36
மொத்தம் ..	5,820	405	1,262	2	..	..	5	..	..	5,817	405	1,262	7,484

குறிப்பு.—அ. பிரிவு 2-எம் (1) ஆ. பிரிவு 2-எம் (11) இ. பிரிவு 85-ல் அறிவிக்கப்பட்ட தொழிற்சாலைகள்.

இ. பிரிவு 85-ல் அறிவிக்கப்பட்ட தொழிற்சாலைகள்.

ஆ. பிரிவு 2-எம் (11)

ஆ. பிரிவு 2-எம் (1)

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15. (ஆ). 1970-ம் ஆண்டு ஜனவரி மாதத்திற்குரிய மாதத்திற்குரிய தோட்டங்களின் எண்ணிக்கைப் பட்டியல்.

வரிசை எண்ணும தோட்டங்களின் வகைகளும்.	இம் மாத ஆரம்பத்தில்.			இம் மாதத்தில் புதிய இம் மாதத்தில் நீக்கப் தாகப் புதியப் பெற்றவை.						இம் மாத இறுதியில்.		
	அ. (2)	ஆ. (3)	இ. (4)	ஆ. (5)	ஆ. (6)	இ. (7)	அ. (8)	ஆ. (9)	இ. (10)	அ. (11)	ஆ. (12)	இ. (13)
1 காப்பி	136	22,666.86	9,630	..	..	..	..	..	..	136	22,666.86	9,630
2 தேயிலை	142	67,840.73	71,826	..	..	..	..	..	..	142	67,840.73	71,826
3 ரப்பர்	22	9,812.57	2,154	..	..	..	..	..	..	22	9,812.57	2,154
4 சின்கோலு	2	9,406.00	1,253	..	..	..	..	..	..	2	9,406.00	1,253
5 ஏலக்காய்	7	3,386.86	404	..	..	..	..	..	..	7	3,386.86	404
மொத்தம்	309	113,113.02	85,267	..	..	..	..	..	..	309	1,13,113.02	85,267

குறிப்பு.— அ. தோட்டங்களின் எண்ணிக்கை.

ஆ. தோட்டங்களின் பரப்பளவு (ஹெக்டாரில்).

இ. வேலையாட்களின் எண்ணிக்கை.

16. (அ) 1970-ம் ஆண்டு ஜனவரி மாதத்திய விபத்துக்கள் பற்றிய விவரம்.

விபத்துக்களின் எண்ணிக்கை.

(1)	(2)	தொழிலின் பெயர்.		இறந்த வர்கள்.		மற்ற வர்கள்.	
		தொழிலின் பெயர்.		இறந்த வர்கள்.		மற்ற வர்கள்.	
(1)	(2)	(3)	(4)	(3)	(4)	(3)	(4)
01 விவசாயம் சம்பந்தமான சாதனங்கள் ..	..	..	1	..	..	..	..
20 உணவு, பானங்களைத் தவிர ..	..	..	59	..	..	..	..
21 பானங்கள் ..	..	..	2	..	..	..	..
22 புகையிலை ..	..	..	..	..	..	..	..
23 துணி மற்றும் ஆடைகள் ..	..	..	587	..	..	..	..
24 காலணிகள் ..	..	..	..	..	..	..	..
25 மரம், மற்றும் கார்ப், மேஜை, நாற்காலி போன்ற மரச் சாமான்கள் ..	..	..	3	..	..	..	..
26 மரச் சாமான்கள் ..	..	..	4	..	..	..	..
27 காஃபீனம், காஃபீனத்தினால் செய்யும் பொருள்களும் ..	..	..	21	..	..	..	..
28 அச்சுத் தொழில், வெளியிடுதல் மற்றும் அதன் சம்பந்தமான ..	..	..	14	..	..	..	..
29 தோல் மற்றும் தோலில் செய்யும் பொருட்கள் (காலணி தவிர) ..	..	..	15	..	..	..	..
30 ரப்பர் மற்றும் ரப்பரால் செய்யப்படும் பொருட்கள் ..	..	..	16	..	..	..	..
31 இரசாயனப் பொருட்கள் ..	..	..	123	..	..	..	..
32 கரி மற்றும் பெட்ரோலியமும் அதன் சம்பந்தமான பொருட்களும் ..	..	..	..	..	..	..	..
33 உலோகமல்லாத தாதுப் பொருட்கள் (அதன் சம்பந்தமான பொருள் தவிர) ..	..	..	55	..	..	..	..
34 அடிப்படை உலோகத் தொழில் ..	..	..	154	..	..	..	..
35 உலோகப் பொருட்கள் (இயந்திரம் மற்றும் போக்குவரவு சாதனம் தவிர) ..	..	..	70	..	..	..	..
36 இயந்திரம் (மின்சார இயந்திரம் தவிர) ..	..	..	283	..	..	..	..
37 மின்சார இயந்திரம், கருவிகள் மற்றும் அது சம்பந்தமான பொருட்கள் ..	..	..	9	..	..	..	..
38 போக்குவரத்து சாதனங்கள் ..	..	..	341	..	..	..	..
39 பல்தரப்பட்ட தொழில்கள் ..	..	..	64	..	..	..	..
51 மின்சாரம் மற்றும் நீராவி ..	..	..	7	..	..	..	..
52 தண்ணீர் மற்றும் சுகாதாரப் பணி ..	..	..	..	..	..	..	..
83 தனிப்பட்ட பணிகள் (லாண்டரி, சரயம் காய்ச்சுதல், சுத்தப்படுத்துதல்) ..	..	..	6	..	..	..	..
84 பொழுதுபோக்கு பணிகள் (சினிமா ஸ்டுடியோ) ..	..	..	10	..	..	..	..
மொத்தம் ..	..	..	1,929	..	..	..	..

16. (ஆ) 1970-ம் ஆண்டு ஜனவரி மாதத்தில் பருத்தி மற்றும் சணல் ஆலைகளில் ஏற்பட்ட விபத்துக்கள் விவரம்.

தொழிலின் பெயர்.	பெரியவர்கள்.			குளையர்கள்.			சிறியவர்கள்.		
	ஆண். பெண்.			ஆண். பெண்.			ஆண். பெண்.		
	அ. ஆ. அ. ஆ.			அ. ஆ. அ. ஆ.			அ. ஆ. அ. ஆ.		
	அ.	ஆ.	அ. ஆ.	அ.	ஆ.	அ. ஆ.	அ.	ஆ.	அ. ஆ.
பருத்தி இயந்திரம்—									
* 1 ஆரம்பம் மற்றும் ப்ளோ ரும் இயந்திரம்.	..	7	..	..	..	..	..	..	..
2 கார்ட் ரும் இயந்திரம்.	..	25	..	..	..	..	..	..	..
3 டிராயிங் பிரேம்ஸ்	..	2	..	..	..	..	..	..	..
4 ஸ்பீட் பிரேம்ஸ்	..	1	..	..	..	..	..	..	..
5 நூற்கும் இயந்திரம்.	..	163	..	..	..	..	..	..	..
6 நெய்யும் இயந்திரம்.	..	26	..	1	..	..	..	..	..
7 முடிக்கும் இயந்திரம்.	..	2	..	..	..	..	..	..	..
8 ப்ளேயிங் ஷட் டிஸ்ட்.	..	10	..	..	..	..	..	..	..
9 இதர இயந்திரங்கள்.	..	67	..	2	..	..	..	..	..
10 இதர இயந்திர சம்பந்தப்பட்ட விபத்துக்கள்.	..	274	..	3	..	..	..	..	..
மொத்தம்..	..	577	..	6	..	..	..	..	..

சணல் இயந்திரம்—இல்லை.

குறிப்பு.—அ. இறந்தவர்கள்.

ஆ. விபத்தால் இறக்காதவர்கள்.

17. EXEMPTION FROM THE PROVISIONS OF THE ACTS AND RULES INDICATED BELOW WAS GRANTED TO THE FOLLOWING FACTORIES AND ESTABLISHMENTS DURING THE MONTH OF JANUARY, 1970.

Serial number and name of the establishment.	Section from which exempted.	Duration of the exemption.	Authority.
(1)	(2)	(3)	(4)

Nil.

18. 1970-ம் ஆண்டு ஜனவரி மாத பஞ்சு மற்றும் நூல் ஆகியவற்றின் தொகுத்த விலைப்பட்டியல்.

பஞ்சு.	100 கிலோ கட்டு.
அமெரிக்கன்	ரூ. 675/730
கம்போடியா	ரூ. 540/560
கருங்கண்ணி	ரூ. 490/520
நூல்.	4.5 கிலோ கட்டு
	எடையுள்ள ஒரு பண்டில்.
	ரூ.பை.
10-ம் நெம்பர்	25 75
20-ம் நெம்பர்	32 00
40-ம் நெம்பர்	45 00
60-ம் நெம்பர் (இந்தியன் கோம்பு)	64 00
80-ம் நெம்பர் (எகிப்தியன் கார்ட்டட்)	90 00
100-ம் நெம்பர்	105 00

19. THE COST OF LIVING INDEX NUMBERS* APPLICABLE TO EMPLOYEES IN EMPLOYMENTS SCHEDULED UNDER THE MINIMUM WAGES ACT, 1948 (CENTRAL ACT XI OF 1948), IN MADRAS CITY AND DIFFERENT MOFUSSIL URBAN CENTRES FOR THE MONTH OF JANUARY 1970 AS ASCERTAINED AND DECLARED BY THE DIRECTOR OF STATISTICS UNDER SECTION 2 (d) OF THE ACT.

Serial number and centre.	Food.	Fuel and lighting.	Clothing.	House rent.	Miscellaneous.	Cost of living index.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
(Base Year ended June 1936 = 100.)						
1 Madras City	862.0	899.2	561.9	527.9	669.9	773.8
2 Cuddalore	844	905	518	491	926	791
3 Tiruchirappalli	904	737	623	443	565	772
4 Madurai	860	599	635	438	600	723
5 Coimbatore Centre.	834	764	854	631	454	780
(Base : August 1939 = 100.)						
6 Nagercoil	1032	846	617	445	868	

COMPARATIVE STATEMENT FOR THE COST OF LIVING INDEX NUMBERS FOR THE MONTH OF DECEMBER, 1969 AND JANUARY, 1970.

Serial number and Zone.	Centre.	Cost of living index numbers for the month of		Variation.
		December 1969.	January 1970.	
(1)	(2)	(3)	(4)	(5)
1 Madras City and Chingleput districts.	Madras City.	755.8	773.8	..
2 North Arcot and South Arcot districts.	Cuddalore ..	775	791	+16
3 Tiruchirappalli and Thanjavur districts.	Tiruchirappalli.	706	772	+6
4 Madurai, Ramanathapuram and Tirunelveli districts.	Madurai ..	713	723	+10
5 Coimbatore and Salem districts.	Coimbatore..	773	780	+7
(Base : August 1939 = 100.)				
Kanyakumari district	.. Nagercoil ..	865	868	+3

MADRAS CITY :

The cost of living index number for working classes in Madras City for the month of January, 1970 advanced by eighteen points to 774.

The index for the food group appreciated by twenty-three points to 862 due mainly to higher prices of dhall, meat, chillies tamarind, coconut oil and gingelly oil.

The index for the fuel and lighting group moved up by thirty-one points to 899 due to an increase in the price of firewood and charcoal.

The index for the clothing group appreciated by one point to 562 due to a rise in the prices of shirting cloth and petticoat cloth.

The index for the miscellaneous group registered an increase of fourteen points to 670 due to an increase in the prices of betel leaves and tobacco for chewing.

The index for the house-rent remained unaltered at 528 points.

(*The Cost of Living Index Numbers are now called Consumer Price Index Numbers.)

Group.	Weight proportional to the total expenditure.	Group Index Number.	
		December 1969.	January 1970.
(1)	(2)	(3)	(4)
Food	58.28	838.9	862.0
Fuel and lighting	8.42	868.2	899.2
Clothing	6.10	560.5	561.9
House-rent	14.57	527.9	527.9
Miscellaneous	12.63	655.6	669.9
Total ..	100.00		
Cost of living index number	..	755.8	773.8

CUDDALORE :

The cost of living index number for Cuddalore advanced by sixteen points to 791.

The index for the food group moved up by twenty three points to 844 due mainly to higher prices of dhall, vegetables, chillies, turmeric (kitchen) groundnut oil and gingelly oil.

The index for the miscellaneous group rose by one point to 926 due to a rise in the prices of betel leaves and beedies.

The group index numbers in respect of fuel and lighting clothing and house-rent remained unaltered at 905, 518 and 491 points respectively.

TIRUCHIRAPPALLI:

The cost of living index number for Tiruchirappalli appreciated by six points to 772.

The index for the food group registered an increase of nine points to 904 due mainly to an increase in the prices of coconut, chillies, coconut oil and gingelly oil.

The index for the fuel and lighting group increased by thirteen points to 737 due to a fall in the prices of firewood and kerosene oil.

The indices in respect of clothing, house-rent and miscellaneous groups remained stationary at 823, 443 and 566 points respectively.

MADURAI:

The cost of living index number for Madurai appreciated by one point to 723.

The index for the food group advanced by eighteen points to 860 due mainly to a rise in the prices of vegetables, coconut, chillies, coconut oil and gingelly oil.

The index for the clothing group moved up by one point to 635 due to a rise in the price of dhoties.

The group indices in respect of fuel and lighting, house-rent and miscellaneous remained without change when compared with the previous months level of 599, 438 and 600.

COIMBATORE:

The cost of living index number for Coimbatore registered an increase of seven points to 780.

The index for the food group rose by ten point to 834 due mainly to an increase in the prices of dhall, vegetables coconu, chillies, coconut oil and gingelly oil.

The group indices in respect of fuel and lighting, clothing, house-rent and miscellaneous remained unaltered at 764, 854, 831 and 454 points respectively.

(Base: August 1932 = 100.)

NAGERCOIL:

The cost of living index number for Nagercoil appreciated by three points to 868.

The index for the food group moved up by 3 points to 1032 due to an increase in the prices of chillies and vegetables.

The index for the miscellaneous group advanced by eight points to 445 due to an increase in the price of betel leaves and arecanuts.

The indices in respect of housing and clothing groups remained stationary at the previous month's level of 617 and 846 points respectively.

(* The Cost of Living Index Numbers are now called Consumer Price Index numbers.)

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

Year/Month.				General index.	Fuel index.
(1)				(2)	(3)
1951	..	..	..	105	104
1956	..	..	..	105	105
1961	..	..	..	126	126
1962	..	..	..	130	130
1963	..	..	..	134	135
1964	..	..	..	152	155
1965	..	..	..	166	172
1966	..	..	..	184	190
1967	..	..	..	209	223
1968	..	..	..	215	228

NEW SERIES OF ALL-INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS.

(Base 1960=100.)*

1968—					
December	..	..	..	171	186
1969—					
January	..	..	..	170	184
February	..	..	..	169	182
March	..	..	..	170	183
April	..	..	..	171	185
May	..	..	..	173	187
June	..	..	..	178	195
July	..	..	..	179	196
August	..	..	..	179	197
September	..	..	..	179	196
October	..	..	..	178	195
November	..	..	..	177	195
December	..	..	..	177	191

20 (a). EMPLOYEES STATE INSURANCE SCHEME PRESS REPORT FOR THE MONTH OF JANUARY 1970.

The Employees' State Insurance Scheme is applied to 34 centres in Tamil Nadu Region and provide protection to 3,32,500 industrial workers in the event of Employment Injury, Sickness and Maternity, by providing payment of Cash Benefit and Medical Care. There are 64 offices of the Corporation for the purpose of disbursement of each benefits.

During the month of January 1970, 66,044 sickness benefit claims were received and an amount of Rs. 2,68,103.21 was paid to the workers as sickness benefit involving abstention of 2,61,913 days.

In respect of Employment Injury cases, 2,471 accidents were reported for which Temporary Disablement Benefit was paid to the tune of Rs. 1,22,789-55. In addition to this 351 persons received Permanent Disablement Benefit in the shape of periodical payments and lumpsum compensation for injuries sustained by them during the course of employment. The total amount paid was Rs. 98,817-73. There are 228 cases of dependants of the deceased insured persons who claimed and were paid the Dependents' Benefit amounting to Rs. 10,741-72. Three hundred and seventy-six insured women claimed Maternity Benefit and were paid Rs. 60,680-75.

In addition to the above, Funeral Benefit was paid in 64 cases amounting to Rs. 7,500 in respect of deceased insured persons.

During the month, legal action was taken against 2 employers in 2 cases for various offences, viz., non-submission of contribution cards, delayed submission of contribution cards, delayed payment of contributions, etc., etc., and the Court awarded the following punishment :-

Fined Rs. 50 and Rs. 50 in 2 cases against 2 employers.

Action was also taken against an insured person for making wrong declaration and thus obtaining Cash Benefit. The following judgment was pronounced by the Court :-

Fined Rs. 400 or in default 40 days simple imprisonment.

Legal action was taken for non-payment of Employers' Special Contribution under section 73-D and a sum of Rs. 1,248-35 was recovered.

Legal action was also taken for non-payment of Employers' Special Contribution under section 73-(2) of the Act and a sum of Rs. 3,793-03 was recovered.

20 (b) E. S. I. MEDICAL BENEFIT FOR THE MONTH OF JANUARY 1970.

Serial number and particulars.	January 1970.	December 1969.	January 1969.	Average in 1969.
(1)	(2)	(3)	(4)	(5)
1 Total number of attendances.	3,81,890	3,93,222	3,82,572	3,82,080
New	82,886	83,094	79,141	78,919
Old	2,99,004	3,10,128	3,02,572	3,03,161
2 Number of medical certificates issued.	1,10,608	1,09,325	1,13,561	1,10,849
3 Number of domiciliary visits made.	755	666	455	614
4 Number of injections administered.	1,73,423	1,17,156	1,41,948	1,44,056
5 Number of X-ray examinations.	1,531	1,473	1,308	1,313
6 Number of Laboratory examinations.	5,249	4,892	5,382	5,039
7 Number of Specialist investigations.	6,244	6,357	5,230	5,835
8 Number of persons admitted to hospitals.	1,649	1,932	2,075	2,085
9 Bed days occupied during the month.	11,876	11,619	15,513	12,171

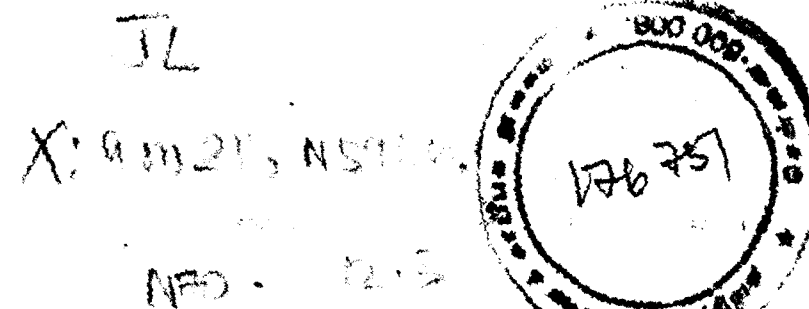
EMPLOYMENT EXCHANGE STATISTICS FOR THE MONTH OF JANUARY 1970.

Serial number and districts.	Number of applicants.			Number of employers using the Employment Offices during the month.	Number of vacancies notified during the month.
	Registered during the month.	Placed in employ-ment during the month.	Remained on Line Register at the end of the month.		
(1)	(2)	(3)	(4)	(5)	(6)
1 North Arcot.	1,284	184	19,741	50	185
2 South Arcot.	1,735	220	23,055	92	281
3 Chingleput.	1,668	231	20,468	106	338
4 Coimbatore	2,668	397	25,973	196	630
5 Dharmapuri.	502	133	7,367	45	118
6 Kanyakumari.	1,050	59	21,748	32	110
7 Madras ..	4,977	688	65,741	268	739
8 Madurai ..	2,473	397	26,645	79	286
9 The Nilgiris.	565	54	8,213	28	80
10 Ramanatha-puram.	1,060	126	15,371	60	145
11 Salem ..	3,777	285	57,446	75	395
12 Thanjavur.	1,788	233	22,098	93	299
13 Tiruchirap-palli.	1,868	198	26,253	74	257
14 Tirunelveli.	1,321	165	19,765	60	188
Total for Janu-ary 1970.	26,736	3,210	3,59,887	1,258	3,951
Total for Decem-ber 1969.	58,535	3,882	3,54,924	1,286	4,882
Total for Janu-ary 1969.	27,026	3,451	2,78,928	1,149	4,418
Average 1969.	33,617	3,564	3,09,215	1,274	4,956

The above figures exclude statistics relating to work performed in respect of physically handicapped applicants which is given below:-

SPECIAL Employment Office for Physically Handicapped :

January 1970 ..	46	12	307	9	10
December 1969 ..	41	11	788	8	..
January 1969 ..	52	7	612	22	8



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