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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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CONTENTS

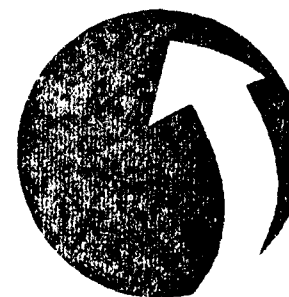
SPECIAL ARTICLE

Industrial Strikes

INDUSTRIAL SAFETY

தொழிலாளர் பற்றிய செய்திகள்

17



APY '70

SYMBOL OF
ASIAN PRODUCTIVITY YEAR
1970

445-4

February 1970

50

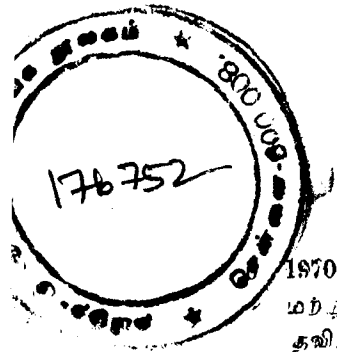
- 4 Statement showing the list of awards of the Industrial Tribunal, Madras and Labour Courts, published in the Supplements to Part II—Section 1 of the Port St. George Gazette during the month of February 1970.

51

- 5 1970-ம் ஆண்டு பிப்ரவரி மாதத்திய சென்னை நிறுத்தப் பற்றிய கருவரை பிவிஞ்சு ஏற்பட்ட சென்னை நிறுத்தங்கள் பற்றிய அபி வினை

54

445-5—A



(ii)

Contents—cont

1970-ம் ஆண்டு பிப்ரவரி மாதத்தில், கதவடைப்பு மற்றும் வேலை நிறுத்தத்தின் காரணத்தைத் தவிர, இதர சந்தர்ப்பங்களினால் தமிழ் நாட்டிலுள்ள மூடப்பட்ட தொழிற்சாலை மற்றும் ஆலைகள் பற்றிய விவரம் ..	72
7 1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் தமிழ் நாடு தொழிலாளர் துறை அலுவலரால் பெறப்பட்ட வீசாமிக்கப்பட்ட, தீர்த்துவைக்கப்பட்ட புகார்கள் பற்றிய விவரம் ..	74
8 தமிழ் நாடு தொழில்துறை நிலையாணைச் சட்டம், 1946, 1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் தொழில்துறை நிலையாணைச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்ட விவரங்கள் ..	75
9 வேலையாள இழப்பீட்டுச் சட்டம், 1923. 1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் அறிவிக்கப்பட்ட விபத்துகள், அளிக்கப்பட்ட நஷ்ட ஈட்டுத் தொகை பற்றிய விவரங்கள் ..	75
10 வேலையாள இழப்பீட்டுச் சட்டம், 1923. 1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் வேலையாள இழப்பீட்டுச் சட்டத்தின்கீழ் தாக்கல் செய்யப்பட்ட வழக்குகள், அதன் முடிவுகள் பற்றிய விவரம் ..	76
11 கூலி கொடுப்புச் சட்டத்தின்கீழ் உள்ள வழக்குகள் ..	77
12 1970ம் ஆண்டு பிப்ரவரி மாதத்தில் சென்னை கடை நிறுவனச் சட்டம் மற்றும் உணவு விடுதிகள் சட்டத்தின்கீழ் பெற்று முடிவு செய்த விண்ணப்பங்களின் எண்ணிக்கை ..	77
13 1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் தொழிற்சங்க சட்டத்தின் கீழ் பதிவு செய்யப்பட்ட தொழிற்சங்கங்களின் விவரம் ..	78
14 1970-ம் ஆண்டு பிப்ரவரி மாதத்திய தொழிலாளர் துறை சட்டங்கள் அமுலாக்குதல் பற்றிய புள்ளி விவரங்கள் ..	90
15-(அ) 1970-ம் ஆண்டு பிப்ரவரி மாதத்திய தொழிற்சாலைகளின் எண்ணிக்கை விவரம் ..	91
15-(ஆ) 1970-ம் ஆண்டு பிப்ரவரி மாதத்திற்குரிய கோட்டங்களின் எண்ணிக்கைப் பட்டியல் ..	92

(iii)

Contents—cont

16-(அ) 1970-ம் ஆண்டு பிப்ரவரி மாதத்திய விபத்துக்கள் பற்றிய விவரம் ..	93
16-(ஆ) 1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் பருத்தி மற்றும் சணல் ஆலைகளில் ஏற்பட்ட விபத்துகள் விவரம் ..	94
17 Exemption granted to the factories and establishments from the provisions of the Acts and Rules indicated during the month of February 1970 ..	95
18 1970-ம் ஆண்டு பிப்ரவரி மாதத்திற்கான பஞ்சு, நூல் ஆகியவைகளின் தொகுத்த விலைப்பட்டியல் ..	95
19 Cost of Living Index Numbers applicable to employees in employments scheduled under the Minimum Wages Act, 1948 (Central Act XI of 1948) in Madras City and different mofussil and urban centres for the month of February 1970 as ascertained and declared by the Director of Statistics under Section 2 (d) of the Act ..	96
19-(a) and (b) Consumers Price Index numbers ..	96
20-(a) Monthly Press Report on E.S.I. Scheme for the month of February 1970 ..	97
20-(b) E.S.I. Scheme Medical benefits for the month of February 1970 ..	97
21 Employment Exchange Statistics for the month of February 1970 ..	98

176752
X: 100-12-4
N 70-12-4

THE TAMIL NADU LABOUR GAZETTE

VOL. XII

APRIL 1970

No. 4

SPECIAL ARTICLES

INDUSTRIAL STRIKES.

N. K. JOSHI *

Industrial jurisdrudence is that body of legal rules and conventions which deals with the employer-employee relationship in the context of modern industrial development. With the growth of industrialization and evolution of trade unions as a collective force, the entire pattern of industrial relations has undergone a drastic change. The trade unions as an emerging bargaining-force represent the organised work-people, and wield the coercive sanction by means of concerted action against the employer. In this perspective, strikes assume a very vital role in the scheme and arrangements of industrial law, which deals with the processing and simplification of industrial disputes. Although strike by itself is not an industrial dispute, it is no doubt an evidence of industrial dispute. The weapon of strike is regarded as one of the powerful levers, urging for some sort of patch-work or in the ultimate analysis, a step, provided for reaching an agreement on matters which otherwise could not have been resolved in a normal routine manner.

2. "The strike is itself a part of the bargaining power of each side and forces each to face squarely the need it has for the other's contribution. As the strike progresses, the workers' savings disappear; the union treasury dwindles, and management faces mounting losses. Demands are tempered, offers are extended, and compromises previously unthinkable become acceptable. The very economic pressure of strike is the catalyst, which makes agreement possible. Even when no strike occurs, it plays its part in the bargaining process, for the very prospect of the hardship which the strike will bring, provides a prod to compromise. Collective bargaining is a process of reaching agreement and strikes are an integral and frequently necessary part of that process".¹

* The author is Labour Commissioner, Rajasthan, Jaipur.

¹ Mathews in his book "Labour Relations and Law".

MEANING AND CONCEPT.

3. "Strikes in the broad sense (collective stoppages of work undertaken in order to bring pressure to bear on those, who depend on the sale or use of products of that work) are almost as old as work itself"¹ under the Munitions of War Act, 1915 (Great Britain), the expression "strike" meant "the cessation of work by a body of persons employed acting in combination, or a concerted refusal, or a refusal under a common understanding, of any number of persons employed to continue to work for an employer in consequence of a dispute, done as a means of compelling their employer or any person or a body of persons employed (or to aid other workmen in compelling their employer or any person or body of persons employed) to accept or not to accept terms or conditions of or affecting employment". This general definition was however widened under the Trade Disputes Act, 1927 (Great Britain) 'Strike' under the Industrial Disputes Act, 1947 means, 'a cessation of work by a body of persons employed in any industry acting in combination or a concerted refusal under a common understanding of any number of persons, who are or have been so employed, to continue to work or to accept employment.'

4. The essential characteristic of strike is that it should be intended by a body of workmen as a weapon to persuade or to coerce the management to accept the demands they have made upon it and which it has refused. Strike is a weapon in the hands of workmen. It is a weapon of pressure and is used as a means of securing the fulfilment of demands. The presence of demands is a sine qua non in the case of strike.

Three things are essential for the accomplishment of a strike. The first is the cessation or discontinuance of work or failing to resume and return to work by workmen after such a discontinuance, which means a 'concept of stoppage of work or employment'. The next is the element of combination and the last is the intent to compel the employer to agree to the terms of employment or to comply with demands made by the employees.

5. The definition of strikes is exhaustive. It makes clear that the refusal to work or to continue to work or to accept employment, when such refusal takes place in combination, may constitute, a strike, provided that the workmen are employed in an industry. "It is implicit in the definition of strike that it must be in defiance of the authority of the employees"².

¹ K.G.J.C. Knowles in his book "Strikes".

² Standard Vacuum Oil Company, Madras v. Gunaseelam M. G. 1954 II LLJ-556.

6. "However, the right to go on strike is not included in the right conferred, on the citizens under Article 19 (1) (c) of the Constitution to form associations and union."¹

7. A study of strikes overlaps into the fields of economics and sociology (not to speak of politics, psychology and the rest).

It is a study of the industrial morale and therefore the productive efforts of particular groups of workmen.

8. "The legal prohibition of strikes is, indeed a notorious failure; it is a confession of disciplinary importance and in practice amounts to little more than fixing the war guilt on the worker; quic quid delirant rages, plectuntur Achivi"² "Strikes are merely symptoms of more fundamental mal-adjustments injustices and economic disturbances; treating symptoms rarely reaches the roots of the disease. Suppressing strikes will not cure social unrest; but will probably increase it. Strikes are always regrettable; but not always reprehensible. Until the social millennium is attained, they will continue to occur and will sometimes be necessary both as a direct defence against injustice and oppression and as the only way of compelling the public to give its attention to hidden evils in industrial relations".³

9. "Strikes are only one manifestation of industrial unrest. A diminution in the severity of strikes may, in itself, be a poor measure of the success of industrial peace-making. In industry, as not in politics a cold war may sometimes be more damaging than a hot one. Even if man could be successfully inhibited from taking strike action, but lost confidence in their Trade Unions, and resorted to can canny and absenteeism on a big scale, the price would be greater than the benefit bought"² "A strike must still no less than in the past, be regarded as an exercise of social freedom, and a too ready appeal to economic necessity or political expediency; in order to limit social freedom may produce greater economic (and political) evils than strikes".³

10. The entire scheme of the 'Industrial Disputes Act, 1947' imposes suitable checks and balances on the right of workmen to resort to striking as a measure for exercising pressure on the employer to concede to the workmen's demands.

¹ Vasudevan V. S. D. Mital 1963. II LLJ 264.

² Knowles in introduction to his book "Strikes".

³ C. W. Doten in his book "Waste in Industry" (Washington 1921).

⁴ Ibid.

FORMS OF STRIKES.

11. There are different forms of strike techniques. The most popular form of a strike is "the act of quitting work by a body of workmen, for the purpose of coercing the employer to accept the demands that they have made upon him and which the employer has refused". Then, there is a 'stay-in-strike', a 'pen-down strike' or a 'toolsdown strike', where the workers remain at their work-places, but decline to work. Sometimes, one day's stoppage or temporary stoppage of work is also staged, merely for vindicting a protest. This too takes the form of a 'strike'.

12. The method of 'going-slow' in actual working is not like an ordinary strike, which has been recognised as a lawful weapon. In go-slow, the workmen do not refuse work, but merely do not work at the normal pace. The work does not stop at any time, but there is only a slow down of work. One peculiarly effective form of go-slow is "work to rule" recently being resorted to by workmen in the country, whereby workmen slow-down their work, by invoking time consuming rules, that are usually ignored. Although there are no qualifying words to the phrase "cessation of work" and "refusal to work", but any action on the part of the employees would constitute a strike, provided the three ingredients are present; viz. (i) concert and combination or common understanding, (ii) stoppage of work or employment, and (iii) demand.

13. When we look upon the Indian scene, in the later part of nineteenth century and in the beginning of the twentieth century 'strikes' in the words of K.G.J.C. Knowles in his book 'Strikes' as a blind revolt against laissez-faire, were conspiracies against the laws of God as well as of men'.

But attitudes to strikes have undergone change due to changes in the Governmental policies, economic prosperity and the establishment of stronger trade unions. 'The worker is beginning now to strike for unprecedented ends—against the system, against the fundamental conditions of labour, to strike for no definite ends at all, perplexingly and disconcertingly. The old fashioned strike was a method of bargaining, clumsy and violent perhaps, but bargaining still; the new fashioned strike is far less of a haggle, far more of a display of temper'.

14. 'The right to strike is part of the wider right of workers to have a share in determining the conditions of their work. The right to strike is bound up with the conception of employment as a civil contract between equals'.

¹ The Labour Unrest by H. G. Wells (1913).

Industrial Relations Hand Book (144) Great Britain.

15. Employers and workmen may be, in the eyes of law, equal parties to a civil contract, but they are never equal parties in fact. The workmen, under contract, is bound to serve his employer; the employer is entitled to order the workman about. The relation between them is thus essentially unequal. The workman can do nothing to change the terms of employment without the employer's consent. The employer who wishes to change them needs only to give an order, which the workman is expected to obey. The employer, therefore, never needs to break his contract by locking out his workmen without notice. He issues an order, and they have either to obey it or go on strike in breach of contract, and thus put themselves legally in the wrong. It is easy for employers to talk about the "sanctity" of the contracts, because they are seldom under any inducement to break them. But the workmen have sometimes to choose between breaking their contracts and breaking faith with their fellow workers, in such a way as to allow the employer to worsen the conditions of employment. Under such conditions the workmen cannot be expected to keep their contracts; indeed, they would be wrong to do so, if it is in their power to resist.

16. "The strike has been far more 'necessary' for the worker than the lockout for the employer. Employers usually are in a strong enough position not to need to resort to a lockout. Most lockouts are, in fact, reactions to strikes or to the threat to strikes".

It cannot be said that all strikes are often premeditated and carefully planned; nor they are always dictated by considerations of strategy. Sometime, they may be more or less spontaneous outbreaks against injustice. "Every strike is a small revolution and a dress rehearsal for the big one".

17. The most familiar form of strike is that in which a number of workers wholly withdraw their labour until their demands are met with or their strength is exhausted, 'Sit-down' 'Stay-in', 'Stay-down' or even 'lie-down' strikes were common in Great Britain in the early stages. In U.S.A. 'sit-down' strike or 'quickies' as they call it, was a form pursued in olden days. Token strikes, protests, lightning strikes and demonstration are symptomatic both in India and Great Britain but in Great Britain different forms of strikes have been pursued at different times. The notable examples are 'runningsore strike' e.g., where transport workers refuse

¹ 'British Trade Unionism Today' (1939) by Prof. Cole.

² Knowels (Ibid) page 5.

³ Industrial Workers of World Labour Defender (December 15th 1918).

to run the last bus on the schedule for a period, perhaps of months, pending the settlement; the 'bumper strike' i.e., strikers to be supported by the contributions of those still in work, etc. In Great Britain many techniques of industrial struggle other than the proper strikes have been pursued as by-forms of industrial warfare. Sabotage, boycotts, fair-lists and back-lists union labels, ca'canny and other restrictive practices, have all been followed at different times, to bring pressure to bear on employers. Syndicalists believed in direct action' and thought it as a substitute or an accompaniment of strike. It endeared itself to romantic imaginations;

"Sabotage, thisdark, invisible, terrible Damocles' sword that hangs over the head of the master class, will replace all the confiscated weapons and ammunitions of the army of the toilers . . . There can be no injunction against it. No policeman's club. No rifle. No prison bars. It cannot be starved into submission. It cannot be discharged. It cannot be black listed. It is present everewhere, like the airship that soars high above the clouds in the dead of night beyond the reach of the cannon and the search-light', and drops the deadliest bombs into the enemy's encampment".

18. Syndicalists distinguished three forms of sabotage; 'active-sabotage', involving the temporary disablement of machinery or damage of goods; 'open-method sabotage', involving the exposure of fraudulent commercial practices and lastly 'obstructionism' or 'passive-sabotage'.

19. Ca' canny methods variously called 'go-slow', 'slow-gear-strike' 'lazy-strike', 'folded-arms-strike' and so on, have been used in different ways and for different ends in Great Britain. "Ca'canny has often been not so much an independent method of labour struggle as a smouldering introduction to the full blaze of a strike. Ca'canny may also be undertaken as 'fighting retreat' from an unsuccessful strike".²

20. The conditions available and the techniques adopted on the Indian scene have not been much different than available in the early stages of industrial revolutions and its aftermath in Great Britain. Different methods and techniques have been practised by different groups of trade unionists at different times, suiting chiefly their own methods and requirements in juxtaposition to the type of conditions existent on the industrial scene. In India, "hunger strike" and now quote a unique technique styled as "Gherao" have lately entered in the armoury of trade unions for waging their

¹ 'Knowles'—pages 13-14.

² 'Knowles'—page 19.

struggle against the employers. These forms of labour warfare, are however, not recognised as the legitimate weapons for the manifestation of labour grievances as valid methods of protest.

21. The Indian industrial scene has been much subjected to the rigours of industrial law, on account of having compulsory adjudication" as a means for settling industrial warfare. The body of case law pronounced by the Courts of Law and advocated and practised in the country has provided the remedy for curing many industrial complex ills on the basis of the judicial pronouncements, which in turn has set in motion the machinery of settlement of disputes either as created by law or as provided voluntarily by the disputant parties.

22. Although, the awards and decisions by Industrial Courts/Tribunals and Courts of Justice have provided enough guidelines for the disputants and the Government, to resolve as far as practicable disputes on the basis of such considerations, nevertheless much will depend upon the questions of fact and law and sometimes the mixed questions of fact and law, and every situation therefore will merit consideration on the basis of facts presented and interpreted by law. The study of law and court decision, therefore, has a direct impact on the conduct of parties to dispute and has its own repercussions, so far as the Industrial scene is concerned.

DURATION OF STRIKE.

23. The Indian Courts have held that the duration of the 'cessation of work' is irrelevant in ascertaining whether such cessation amounts to a strike or not. "Where there is concert or combination of the workers in stopping and refusing to resume work, it amounts to a strike".¹ The short duration of strike cannot expulcate the participants, from the consequences of illegal strike'.²

24. In the "Buckingham and Carnatic Company, Limited case"³ the Supreme Court held that "concentrated stoppage of work" or "refusal to work" by a body of workmen, who have given notice to the employer in an establishment, which is a public utility service, amounts to an illegal strike. A sudden concerted stoppage of work by the workmen in a public utility service, without any notice, was also regarded to be an illegal strike, irrespective of the duration within which the strike continued.

¹ State of Bihar v. Deodar Jha, 1958 Pt. 51; Raja Bhadur Motilal Poona Mills v. Tukaram Piraji Musale 1956 S.C.R. 1939.

² Lakshmi Devi Sugar Mills Limited v. Pt. Ram Sarup, 1956 S.C.R. 916.

³ A.I.R. 1953 S.C.—47.

25. Strikes in public utility services during pendency of conciliation proceedings, have also been declared as illegal strikes. Under Section 22 (1) (d) of the Industrial Disputes Act, 1947, strike in a public utility service during the pendency of conciliation proceedings and before the expiry of seven days after its conclusion, under law amounts to an illegal strike.

26. The Supreme Court in the course of its judgment has recognised the 'pen-down' or 'tools-down' or 'sit-down' strike as strike and if they have been carried on in contravention of sections 22 or 23 of the Industrial Disputes Act, it amounted to as illegal strike". A concerted tools-down by the workmen in a public utility service was regarded as an illegal strike, although the duration of the strike was short.¹ "A pen-down or sit-down by a body of workmen, accompanied by a refusal to vacate when called upon to do so, was equally regarded as an illegal strike"²

27. But participation in peaceful pen-down strike has not been considered as trespass either civil or criminal by Indian Law Courts. The entry of workmen in the premises of their seats in spite of warning, has not been held to be criminal or civil trespass within the meaning of section 441 of the Indian Penal Code, so long as the relationship of master and servant continued. The two essential ingredients required to be established, before an action can be proved as criminal trespass are; (i) the entry in the premises of the establishment must be proved unlawful or continuance in the premises becomes unlawful and (ii) that such entry was with the intent to annoy or insult or abuse the authority of the superior officers of the establishment.

28. When a strike declared by the workmen is an illegal strike, if the employer so thinks fit, the usual consequences of an illegal strike must follow. The Supreme Court, while deciding a case under Section 97 (1) (c) of the Bombay Industrial Relations Act, 1946 held, "a strike declared for the only reasons that the employer has made a change in the working conditions is an illegal strike and the question whether the change itself is legal or illegal is immaterial and maintained that dismissal could be as one of the punishment for participation in an illegal strike".³

¹ Laxmi Devi Sugar Mills Limited v. Ram Sarup A.I.R. 1957 S.C.—82.

² Punjab National Bank Limited v. Their Workmen A.I.R. 1960 S.C.—160.

³ Raja Bhadur Moti Lal Poona Mills v. Jukesam Piraji Mussale A.I.R. 1957 S.C.—73.

29. "In determining the punishment for an illegal strike", the Supreme Court held, "it must first be decided whether the strikes were peaceful and passive or violent or defiant of prohibitory orders. The extreme punishment of dismissal is too severe for peaceful strikers, and it should not be imposed upon those, against whom the charge of taking part in violent activities or of defiance of prohibitory orders issued by the authorities is not proved. In the absence of such a proof, all strikers must be treated as peaceful strikers" 22.

JUSTIFIABILITY OR OTHERWISE OF A STRIKE, WHETHER LEGAL OR ILLEGAL.

30. "Collective bargaining for securing improvement on matters like basic pay, dearness allowance, bonus, provident fund and gratuity, leave and holidays is the primary object of a trade union and when demands like these are put forward and thereafter a strike is resorted to, in an attempt to induce the company to agree to the demands or atleast to open negotiations, the strike must prima facie be considered justified" 23. "Justifiability of strike should be reviewed from the stand-point of fairness and reasonableness of the demands made by the workmen and not merely from the stand point of their exhausting all other legitimate means open to them for getting the demands fulfilled" 24. The justifiability or otherwise of a strike should not exclusively depend upon the subsequent success or otherwise of the demands in an adjudication, which follows. The question should depend on whether the demands are made bona fide for the betterment of conditions of service of the workmen or whether they are made with any ulterior purposes" 25.

31. "It is difficult to see how any thing which is illegal can be said to be justified. Provocation may mitigate or may extenuate, but it practically never justifies contravention of the law. A strike which is illegal cannot be justified under any circumstances. Even if the workers did not indulge in any violence during the illegal strike, that fact would not make an illegal strike a justified one" 26.

22 Indian General Navigation and Railway Company Limited v. Their Workmen AIR 1960 SC 219.

23 Swadeeb Industries Limited v. Its Workmen AIR 1960 SC—1258.

24 National Transport and General Company Limited v. Their Workmen WEX FJR—411.

25 Western India Match Company Limited v. Wimco Mazdoor Union, 1957 LAC—322.

26 Sridharam Motor Service, Attur v. I. T. Madras and Another VII—XV. F.J.R. 270 (M).

PRINCIPLES AS TO WORKMEN'S CLAIM TO WAGES OR COMPENSATION FOR THE PERIOD OF A STRIKE.

32. The claim to wages or compensation for the period of strike depends upon the nature of strike and the character of striking workmen. The workmen may have the right to do work and withhold it at their pleasure. They are equally free to choose their own time to launch a strike, but this right has nothing to do with the right to get wages or compensation during the period of strike. One has no legitimate connection with the other. The strike being a deliberate act on the part of the workmen, they must be prepared to take all its consequences.

33. "In order to sustain a claim for strike wages, it is not sufficient to prove that the object of the strike was either legal or justifiable but it should be further shown that the strike was peaceful and that there was no use of force or violence during the strike period" 27. In this case, the court held that the workmen were not entitled to any compensation or wages for the strike period, as the strikers used violence and force and perpetrated acts of sabotage.

34. In 'Chandramalai' Estate case 28 the Supreme Court held that "the workmen have no right to wages for the period of a strike, when the strike, though not illegal is unjustified. Ordinarily, upon failure of a conciliation proceeding, the workmen must wait for a reasonable time to enable the Government to make a reference of the dispute for adjudication. If instead, they straightaway go on strike, the strike is unjustified and they have no right to wages for the strike period".

35. Different views, however, have been expressed by Supreme Court, in different cases depending upon the kind of situation presented and the claim for wages found admissible or inadmissible, according to the nature and character strike by workmen.

STRIKE AND CONTINUITY OF SERVICE.

36. The Supreme Court in "Express Newspaper case" 29 categorically held that "the employer cannot treat the workmen as having left the service, merely because of their absence from duty during a strike. If he wishes to take action against them, he must hold a regular enquiry before doing so".

27 P.W.S. Motors Limited, Trichur V. Their Workmen, Vol. XII F.J.R.—192.

28 Chandramalai Estate Ernakulam V. Its Workmen, AIR 1960 SC—902.

29 Express Newspaper (Private) Limited V. Michael AIR 1963 SC—1141.

37. Once an employee is in the service of a company, the employee would continue to be in service until he is dismissed or discharged. "Taking part in an illegal strike amounts to misconduct on the part of an employee and for misconduct an employee invites an order of dismissal; but unless an employee is dismissed from service, it is difficult to see how there can be no continuity of service, so far as an employee is concerned" 30.

CONCLUSIONS.

38. The judicial chronology of decisions according to the nature, character and justifiability of strikes in this country provides a window to peep on every situation of strike that occurs and to make aware the party/parties responsible for the perpetration of such kind of situation, about the extent of their liability for the alleged act of commission and omission; nevertheless, strikes are hardly regulated by judicial decisions and legal interpretations and they are more based upon the strategy than upon the reasonableness, desirability and the justifiability thereof. The spate of strikes in spite of court-decisions have always been on the increase. This can be substantiated from the All India figures given below:—

Year.		Number of work stoppages.	Number of workers involved.	Number of man days lost.
(1)		(2)	(3)	(4)
1959	..	1,331	693,616	5,633,148
1960	..	1,583	986,268	6,536,517
1961	..	1,257	511,860	4,918,755
1962	..	1,491	705,059	6,120,576
1963	..	1,471	563,121	3,268,524
1964	..	2,151	1,002,955	7,724,694
1965	..	1,835	991,158	6,409,992
1966	..	2,556	1,410,056	13,846,829
1967	..	2,815	1,490,346	17,147,951
1968 (P)	..	2,477	1,252,261	13,853,741

(P) = PROVISIONAL.

39. The incidence and frequency of strikes, recording on the higher side is a positive evidence of either the frustration or the over-zealousness on the part of the trade unions, using strike as a means for achieving their own ends. Most strikes are based on political considerations than on purely economic reasons. In this country, the composition of trade unions is wedded to the composition of the political parties. Such unions have emerged either on account of economic necessity or political objectivity. The four Central Labour

30 Jai Ram Sonu Saogate V. New India Rayon Mills Company Limited 1959.

Organisations, recognised by the Central Government for purposes of consultation, negotiation and discussions are the organs of the principal political parties (excepting the last one, which does not claim to belong to any political faction but shows its inclinations and leanings towards the Communist Party of India). The following are the four principal labour organisations, working under the principal political parties in the country:—

<i>Name of the Central Labour organisation.</i>		<i>Name of the principal Party to which attached.</i>	
(1)		(2)	
1	INTUC. ..	All India Congress Committee.	
2	AITUC ..	Communist Party of India.	
3	HMS ..	Socialist Party of India.	
4	UTUC ..	..	

40. Besides the above four Labour Organisations working on all-India pattern, quite a large number of other labour organisations either belonging to political factions or functioning as independent bodies, have also come into being recently and have been making efforts to be recognised on All India basis. Recognition to some of them on State level basis has been granted by a few States.

41. In the face of such mushroom growth and multiplicity of Trade Unionism, the movement in the country for the emancipation of labour and for furthering the interest and cause of labour class has been suffering a good deal and much harm is being done than good to the working classes.

42. Spontaneous strikes and strikes for the sake of strikes only, have also become so common-place in the country that almost all employments whether industrial, commercial, mining, agriculture, etc., are plagued by this chronic disease and the after-effects of strikes have caused large-scale unemployment, resulted in loss of production, heavy mandays lost and have given ultimately a jolt to the national economy and the national prosperity.

43. The country is also subjected to the economic stresses and strains, both from within and without, on account of the fiscal policies of the Government, the position of foreign exchanges, loans and advances and the boarding and profiteering tendencies of business houses and the vicious circle created on account of these extraneous factors. The tendency of hoarding, profiteering and even black-marketing has been rather alarming and has almost broken the back of the consumer. The consumer as a whole and the working classes as part of the large consumer class are the worst sufferers. Real wages have been eroded by continuous price-spiral.

Inflationary tendencies and the depression, which has recently made its impact felt on the Indian economy, have precipitated further frustration in the working classes, almost to an abnormal extent. Often the employer's actions, behaviours, attitudes, psychology and trends have also attributed to the occurrence of sporadic strikes. 'Gherao', a labour-technique recently adopted (chiefly evidenced in West Bengal) and investigation of the causes of Gherao, have brought to the fore-front evidences of the character, where employer's apathy in implementing settlements, agreements and awards and also non-implementation of the unanimous Wage Board recommendations, have led to the eruption of this tendency to 'Gherao' and unhesitatingly by resort to direct actions, which the Laws of the Land, otherwise do not permit and which can be castigated as slur on the civilization and morality of this country's good name.

44. Although strike has been regarded as the birth-right of the working classes and the long-drawn struggle in the labour-management field waged by the working classes for their economic uplift and amelioration have been chiefly, through the weapon of strike and this weapon has also brought to them the desired results in the form of protective laws, reformed social order and fundamental guarantees for economic equalities, the working classes still feel insecure on account of the economic system, which permits co-existence of the capitalist and the socialist form of institutions, to go side by side.

45. It is no doubt a recognised fact that strike is the last weapon in the armoury of working classes, it does not give workers the licentious right to use this weapon in any form and manner according to their own means and requirements and also in defiance of the civil law of the society. The economic set-up and the standards of morality also require that this weapon should be used, indeed as the last and the final weapon, when all constitutional and legal means have been fully explored and exhausted. The prosperity of country depends upon its economic recovery and economic development and the working classes, being an integral part of the economic process can undoubtedly play a constructive role in the shaping of the future economic well-being of the country, in co-operation and co-ordination with its policies and programmes, which are aimed at improving the lot of the society as a whole and also the betterment of the working classes, who are no less an important factor of the entire economic process.

(Source : By courtesy Indian Labour Journal. November 1969.)

INDUSTRIAL SAFETY.

ABSENCE OF ELECTRICAL LOCK-OUT SYSTEM COSTS
A LIFE.

In an engineering industry manufacturing transmission towers the mechanical and electrical maintenance jobs of any machine were carried out simultaneously as far as possible.

On a general maintenance day a group of mechanical maintenance men were working on two E.O.T. cranes of two adjoining bays.

A fitter and a mazdoor were tightening the bolts of one of these two crane-gantries. An electrician was also working on the electrical transmission wires and parts of the same Electrical Over-head Travelling crane. He checked the indicator lamps and replaced the fused lamps.

He then got down to the ground floor, replaced the fuse and after giving a shout switched the power 'on'.

The cable got emergised and the mazdoor tightening the bolts fell down through a height of 22 feet as he received an electrical shock and succumbed to the injuries. The fitter also received the shock but he was rescued by another fitter who was working in the adjoining bay crane.

The electrical lock-out system should be adopted so that no risk is involved for any worker by the carelessness of any other worker.

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

A NEW EMPLOYEE LOST HIS LIFE.

It was the custom of a chemical factory to get a lorry load of common salt at a time for the use in process and unload the bags on to the platform and take it from there for use in the process.

One day the salt was to be unloaded and a new employee was engaged to unload the material. The employee stood near the lorry within the sweep of the pin of the tail plank and opened it, in order to unload the salt bags.

The door opened with a great force and the steel pin hit him on the head and he was trapped between the platform and the plank.

The man died instantaneously.

The man was new to the job and was not given any instructions. In order to avoid such accidents whenever a new man is put on any job, proper and adequate instructions should be given in advance.

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

KILLED IN ROD MILL—DUE TO DEFECTIVE PERMIT
TO WORK SYSTEM.

A line of rod mills was installed in the ore handling plant of a steel works. Each rod mill consisted of a heavy steel cylinder, about 6' in diameter and 12' long, lined with thick steel plates. The ore fed to the mill was crushed by the action of 60 steel rods, each 12' long and 3" in diameter, which were carried round freely as the cylinder revolved. The total weight of rods in each mill was about 7-1/2 tons. The material was fed by a rotary feed table from a feed hopper, and was discharged from the mill through an opening guarded by a removable sleeve fitted with a mesh guard.

The action of the rods within the mill was such that the heavy steel plates lining the cylinder required to be renewed frequently. A fitter and his mate had been instructed by the shift engineer to replace some of these plates. After the men had looked at the job, they decided that they would need help to remove the sleeve at the discharge end of the mill and that the drive to the mill would have to be isolated from the electricity supply before they could start work on it. The fitter went back to the shift engineer's office and, following the usual works procedure, made a telephone call to the shift electrician to request electrical isolation of the mill. The permit-to-work 'system' in this particular factory for this type of plant was as follows. When it was necessary for the shifts fitter to work on a piece of plant he dialled a special number on the works automatic telephone system. This rang through to the shift electrician's shop, and the shift electrician would take the message and confirm that he would (a) isolate the section of plant and (b) hang a danger board with the name of the person for whom isolation had been made on the switch in the substation. A record of his action was made on a log sheet in his shop, which was kept not only for recording isolations made but also breakdowns. The fitter would receive only a verbal permit-to-work.

This was clearly a very poor 'system', and it was made more hazardous as the practice had grown up of men other than the shift electrician accepting telephone calls requesting isolation of pieces of plant and passing the message on verbally when they saw him.

In this case the telephone call was accepted by someone other than the shift electrician. The message was not, apparently, passed on with the result that the call was not entered in the log, nor was the plant isolated.

The fitter could not, in any case isolate the plant himself as, to prevent misuse of the switching arrangements by unskilled operators the local isolating switches were 'locked on', and the padlock key was held by the foreman-electrician. Isolation for maintenance work had, therefore, to be done at the substation.

After the sleeve at the discharge end of the rod mill had been removed by the fitter with assistance from other men, the fitter and his mate were left to carry on with the work of renewing the lining plates of the mill. The fitter entered the body of the mill and removed several liner plates.

His mate was outside assisting him, when suddenly, the mill started to revolve. The mate shouted at once to the operator, whom he had not previously seen, to stop the mill. The mill was immediately brought to rest, having only made one revolution. The mass of heavy steel rods inside the mill had however, inflicted fatal crushing injuries on the fitter.

The permit-to-work system was so weak, and liable to abuse, that it was likely to encourage accidents rather than to prevent them. Following the accident, an effective permit-to-work system has been introduced in the factory.

(Accident No. 78 HMSO London, January, 1969.)

தொழிலாளர் பற்றிய செய்திகள் 1970-ம் ஆண்டு பிப்ரவரி மாதத் தொழிலுறவு. நூற்பாலைகள்.

1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் தமிழ் நாட்டில் உள்ள 8 நூற்பாலைகளில் வேலை நிறுத்தமும் கதவடைப்பு ஏற்பட்டன. இதில் ஒரு நூற்பாலையின் வேலை நிறுத்தமும் கதவடைப்பும் சென்ற மாத இறுதியிலிருந்து தொடர்ந்து வருகின்றது. இந்த வேலை நிறுத்தம் மற்றும் கதவடைப்பு காரணமாக பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 2154 ஆகும். இதன் காரணமாக இழக்கப்பட்ட மனித நாள் எண்ணிக்கை 3158 (2 நூற்பாலைகளின் இழக்கப்பட்ட மனித நாள் எண்ணிக்கை தவிர) ஆகும்.

இதர தொழில் நிறுவனங்கள்.

இந்த மாதத்தில் 16 இதர தொழில் நிறுவனங்களில் வேலை நிறுவனங்களில் வேலை நிறுத்தமும் கதவடைப்பும் ஏற்பட்டன. இதில் 9 தொழில் நிறுவனங்கள் வேலை நிறுத்தமும் கதவடைப்பும் சென்ற மாத இறுதியிலிருந்து தொடர்ந்து வருகின்றன. இந்த வேலை நிறுத்தம் மற்றும் கதவடைப்பு காரணமாக பாதிக்கப்பட்ட தொழிலாளர்கள் எண்ணிக்கை 1802 ஆகும். இவை காரணமாக இழக்கப்பட்ட மனித நாள் எண்ணிக்கை 14596 (6 தொழில் நிறுவனங்களில் இழக்கப்பட்ட மனித நாள் தவிர) ஆகும்.

வேலை நிறுத்தம் மற்றும் கதவடைப்பு பற்றிய விவரங்கள் புள்ளி விவர அட்டவணை 5ல் அளிக்கப்பட்டுள்ளது.

மத்திய அரசு ஆதிக்கத்தில் உள்ளவை.

பிராந்திய மத்திய தொழிலாளர் துறை ஆணையாளர், சென்னை மினரல்ஸ் அண்டு மெட்டல்ஸ் டிபார்ட்மென்ட் கார்ப்பரேஷன் ஆப் இந்தியா லிமிடெட் நிர்வாகத்தினருக்கும் சென்னை போர்ட் அண்டு டாக் ஒர்க்ஸ் காங்கிரசிக்கும் இடையே ஏற்பட்ட தொழில் தகராறில் ஓர் ஒப்பந்தம் செய்து வைத்தார்.

சென்னை மத்திய தொழிலாளர் துறை 2வது வட்ட உதவி ஆணையர் கீழ்க்கண்ட தொழில் தகராறுகளில் ஒப்பந்தம் செய்து வைத்தார்:—

1. மேட்டூர் கெமிகல்ஸ் அண்டு இண்டஸ்ட்ரியல் கார்ப்பரேஷன் லிமிடெட் நிர்வாகத்தினருக்கும் புதுப்பனியம்பட்டி லேம் ஸ்டோன் மைன்ஸ் கெமிகல்ஸ் லேபர் யூனியனுக்கும் இடையே ஏற்பட்ட தொழில் தகராறு:—

2. திருச்சிராப்பள்ளி ஆர்ட்னன்ஸ் பேக்கரி நிர்வாகத்தினருக்கும் அதன் தொழிலாளர் சங்கத்திற்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

3. சென்னை மெசர்ஸ் சி. எம். கே. விஸ்வநாதன் ரீட்டயர்ச்சிக்கும் தமிழ்நாடு போர்ட் அன்ட் டாக் ஒர்க்ஸ் வெல்ஃபோர் அசோசியேஷன்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

4. மதுக்கரை மெசர்ஸ் அசோசியேட்டட் சிமென்டுக் கம்பெனி லிமிடெட் நிர்வாகத்தினருக்கும் மதுக்கரை கோயம்புத்தூர் சிமென்ட் தொழிலாளர் சங்கத்திற்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

கீழ்க்கண்ட தெரழிந்தகராறுகளில் செய்யப்பட்ட சமரச முயற்சி தோல்வி அடைந்தது.

சென்னை பிராந்திய மத்திய தொழிலாளர் துறை ஆணையர் சென்னை மதுக்கரை கெனரா பேங்கின் கார்ப்பரேஷன் லிமிடெட்டிற்கும் பம்பாய் கனரா பேங்கின் கார்ப்பரேஷன் சங்கத்திற்கும் தொழிலாளர் சங்கத்திற்கும் இடையே ஏற்பட்ட தொழில் தகராறில் செய்த சமரச முயற்சி தோல்வி அடைந்தது.

சென்னை மத்திய தொழிலாளர் துறை முதல் வட்ட உதவி ஆணையர் கீழ்க்கண்ட தொழில் தகராறுகளில் செய்த சமரச முயற்சி தோல்வி அடைந்தது:—

1. சென்னை கேமன் இன்டியா லிமிடெட் நிர்வாகத்தினருக்கும், சென்னை ஹார்பர் ஒர்க்கர்ஸ் யூனியனுக்கும் (அகில இந்திய தொழிற் சங்க கூங்கிரஸ்) இடையே ஏற்பட்ட தொழிற் தகராறு.

2. சென்னை செளத் இண்டியா இன்ஷூரன்ஸ் கம்பெனி லிமிடெட் மற்றும் செளத் இண்டியா இன்ஷூரன்ஸ் எம்ளாய்ஸ் அசோசியேஷனுக்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

சென்னை மத்திய தொழிலாளர்துறை 2வது வட்ட உதவி ஆணை சென்னை ஸ்டேட் பாங்க் ஆப் இந்தியா நிர்வாகத்தினருக்கும் முன்னைய பேங்க் வாட்சுமென் திரு அப்துல் காதருக்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

1 1-2-70 அன்று நிலுவையாயுள்ள தொழிற் தகராறுகளின் எண்ணிக்கை	35
2 இந்த மாதத்தில் தரப்பட்ட தொழிற் தகராறுகளின் எண்ணிக்கை	25
3 முடிக்கப்பட்ட தொழிற் தகராறுகளின் எண்ணிக்கை	26
4 28-2-70 அன்று நிலுவையாயுள்ள தொழிற் தகராறுகளின் எண்ணிக்கை	34
5 அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்களின் எண்ணிக்கை ..	4
6 உருவாகிய அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்களின் எண்ணிக்கை.	..
7 வேலை நிறுத்தங்களின் எண்ணிக்கை	6
8 கதவடைப்புகளின் எண்ணிக்கை	..
9 வழங்கப்பட்ட தொழில்துறை நிலையாணைச்சான்றிதழ்கள் எண்ணிக்கை.	..

தமிழ்நாடு அரசு ஆதிக்கத்தில் உள்ளவை.

1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் தொழிலாளர் துறை சமரச அலுவலர்கள் 508 புகார் மனுக்களை விசாரித்து முடிவு செய்தனர். இதில் 70 மனுக்கள் சம்மந்தமாக 1947-ம் ஆண்டு தொழிற் தகராறுகள் சட்டம் பிரிவு 12 (3)-ல் கீழ் ஒப்பந்தம் ஏற்பட்டது.

1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் 20 தொழிற் தகராறுகள் தமிழ்நாடு அரசினால் சென்னை தொழில் வழக்கு தீர்ப்பு மன்றத்திற்கும், தொழில் நீதி மன்றங்களுக்கும் அனுப்பிவைக்கப்பட்டன. சென்னை தொழில் வழக்கு தீர்ப்பு மன்றமும் தொழில் நீதி மன்றங்களும் வழங்கிய 48 தீர்ப்புகள் தமிழ்நாடு அரசுதமிழ் பிரசுரிக்கப்பட்டன.

1970 பிப்ரவரி தமிழ் நாட்டில் வேலை வாய்ப்பு நலவசதி.

தமிழ் நாட்டில் உள்ள வேலை வாய்ப்பு அலுவலகங்களால் 25,121 மனுதார்களைப் பதிவு செய்யப்பட்டது 3,155 பதிவாளர்களை வேலையில் அமர்த்தப்பட்டனர். முந்திய மாதத்துடன் ஒப்பிடும் போது பதிவு செய்தலும் வேலையில் அமர்த்துதலும் முறையே 6 சதவீதம் மற்றும் 1.7 சதவீதம்

குறைந்திருந்தன. வேலையளிப்பவர்களால் வேலை வாய்ப்பு அலுவலகங்களுக்கு அறிவிக்கப்பட்ட காலி ஸ்தானங்களின் எண்ணிக்கை 4,373 ஆகும். இது முந்திய மாதத்துடன் ஒப்பிடும்போது 10.6 சதவீதம் அதிகரித்திருக்கிறது.

இனி சொல்லப்படும் தொழில்களுக்கு ஆட்கள் குறைவாக இருந்தனர் என்று அறிவிக்கப்பட்டது.

இராம மருத்துவ அதிகாரி, மகப்பேறு உதவியாளர், மருந்து கலந்து கொடுப்பவர், தமிழ் பண்டிதர் (தரம் இரண்டு) (ஷெட்யூல்ட் காஸ்ட்) (ஷெட்யூல்ட் டிரைப்) பட்டம்பெற்ற உதவியாளர் (கணிதம் விஞ்ஞானம் சரித்திரம்) மலையாள ஆசிரியர், சினிமா ஆப்பரேட்டர், பணிமனை முதலாளி (அனுபவம் உள்ளவர்) டார்க்கரும் உதவியாளர், டிரில்லர் மற்றும் புளூ பிரிண்ட் ஆப்பரேட்டர்.

சென்னையிலுள்ள தொழில் நிர்வாக வேலைவாய்ப்பு அலுவலர் 317 பதிவாளர்களைப் பதிவு செய்து 101 பதிவாளர்களை வேலையில் அமர்த்தினார். மாத இறுதியில் 2039 மனுதார்கள் பதிவேடுகளில் இருந்தனர்.

சென்னை மதுரை மற்றும் அண்ணாமலைப் பல்கலைக் கழகங்களிலுள்ள வேலை வாய்ப்பு தகவல் நிலையங்கள் 70 மனுதார்களைப் பதிவு செய்து 28 பதிவாளர்களை வேலையில் அமர்த்தினர். மாத இறுதியில் 906 பதிவாளர்கள் பதிவேடுகளில் இருந்தனர்.

சென்னையிலுள்ள அங்கவீனர்களுக்கான பிரத்யேக வேலை வாய்ப்பு அலுவலகம், 48 மனுதார்களை (5 குருடு, 12 செவிடு மற்றும் 31 அங்கவீனர்கள்) பதிவு செய்து, 11 பதிவாளர்களை 1 செவிடு, 10 அங்கவீனர்கள் வேலையில் அமர்த்தியது. மாத இறுதியில் பதிவேடுகளில் இருந்த பதிவாளர்களின் எண்ணிக்கை 763 (குருடு 152, செவிடு 63 மற்றும் அங்கவீனர்கள் 548) ஆகும்.

வேலை வாய்ப்பு அலுவலகங்களோடு இணைக்கப்பட்டுள்ள உத்தியோக வழிகாட்டிப் பகுதிகள் 8876 மனுதார்களுக்குக் கூட்டாக வழிகாட்டி 6 இளைஞர்களுக்கு தனித்து வழிகாட்டின. தனித்து வழிகாட்டப்பட்ட 3 பதிவாளர்களை வேலையில் அமர்த்தின. இந்த மாதத்தில் தனித்து தகவல் தெரிவிக்கப்பட்ட நபர்களின் எண்ணிக்கை 1,081 ஆகும்.

தொழிலாளர் வருங்கால வைப்பு திட்டம்.

விவரங்கள் கிடைக்கப் பெறவில்லை.

தொழிலாளர் கல்வித் திட்டம்

1970ம் ஆண்டு மார்ச் மாதத்தில் கோயமுத்தூர் பிராந்திய தொழிலாளர் கல்வி நிலையத்தில் பயிற்சி அளிக்கப்பட்ட தொழிலாளர் ஆசிரியர்களின் எண்ணிக்கை 320. பயிற்சி பெற்ற தொழிலாளர்களின் எண்ணிக்கை 1,162, மற்றும் பயிற்சி அளிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 9009 ஆகும். மார்ச் மாதத்தில் நடைபெற்றுக் கொண்டிருக்கும் பகுதி நிலை வகுப்புகளின் எண்ணிக்கை 46 ஆகும்.

CURRENT NOTES.

SECOND MEETING OF THE LABOUR MINISTERS
(SOUTHERN ZONE), MADRAS, 10TH APRIL 1970.*Opening Speech by the Union Minister of Labour and
Rehabilitation.*

The meeting we are holding today was originally convened for the 3rd May 1969 but, unfortunately, it had to be adjourned owing to the sudden and untimely demise of Dr. Zakir Hussain.

2. I am happy that we have been able to reconvene the Meeting now. It is a pleasure for me to welcome the Labour Ministers of the various States who have come here and in particular I am happy that the Chief Minister of Tamil Nadu is with us and will address us. On behalf of all of you, I would like to convey our gratitude to the Government of Tamil Nadu for playing host to this Meeting and making our stay here, short though it is, pleasant and comfortable.

3. I believe that meetings of this kind enable us to reach a closer understanding of the problems that confront us on a regional basis and also give us the opportunity for more detailed discussions and for appreciating each other's point of view. At these Zonal gatherings we are not so much concerned with questions of broad policy, which are more appropriately discussed at the Labour Ministers' Conference at the national level, as with the practical issues arising in a Zone in the actual implementation and enforcement of our policies and laws. The Papers which have been circulated to you show that we have made further progress in the matter of the enforcement of the Beedi and Cigar Workers (Conditions of Employment) Act, 1966. Mysore, which had a separate Act of its own earlier, has fallen in line and has since brought into force the Central Act. The present position regarding the enforcement of the Act appears to be fairly satisfactory. It is, however, unfortunate that because of the large number of writ petitions pending before the various High Courts challenging the validity of this Act, the State Governments have not been able to make greater progress. It hardly needs emphasising that the days of *laissez-faire* are gone and injustice to a large number of unorganised workers should not be tolerated in the name of freedom of trade.

4. At the last meeting it was agreed that the Labour Ministers of Kerala and Mysore would discuss between themselves any difficulties which might arise in the enforcement of the Central Act in the two States. I am sure the discussions would have taken place and led to some concrete results. It was also agreed that when a State received an application for

a licence from an enterprise which had been working previously in a neighbouring State, it would be scrutinised closely and unless there was adequate justification for the shifting of the enterprise to a new location, a fresh licence would not be granted. Such scrutiny would, I believe, have resulted in halting the migration of industry across State borders.

5. A further suggestion that has now been put forward is that there should be appropriate consultation at the State level to resolve all difficulties concerning the enforcement of the Beedi and Cigar Workers' Act as also the removal of disparities in the minimum wages prevailing between different States and Zones. Apart from the question of removal of disparities there is also the need for revision of minimum rates of wages where these had been fixed at low levels. The Minimum Wages Act requires that the rates fixed under the Act should be reviewed at intervals not exceeding five years. Five years is the outside limit and in present conditions, review at an earlier stage seems to be necessary. Such reviews would also provide an opportunity to the State Governments to bring down the disparities in the prevailing rates of wages. Maharashtra, for instance, refers to the difficulty created by lower wage rates fixed by Mysore. The latter, in turn, complains of the low rates in Andhra. We should be able to do something to get over these difficulties. Even though complete uniformity in the adjoining and neighbouring States may not be possible or feasible, informal consultations, as suggested by the Andhra Pradesh Labour Minister at the meeting of the Southern Zonal Council held in January 1970, may be helpful in this direction.

6. We have placed before you, a paper regarding housing, water-supply and medical facilities for workers in iron ore and mica mines. Though the Memorandum is for information only, the recommendations of the Committee for the development of Proto-type Schemes in the Iron Ore Mines, referred to therein, may well be adopted to meet the needs of mica miners also. We have already written to, among others, the Labour Ministers of Mysore, Andhra Pradesh, Maharashtra and Goa, who are mainly concerned with these mines in question. I hope serious consideration would be given to the speeding up of action in the three priority areas.

7. Another important item which requires our attention is the working of the Employees' State Insurance Scheme. An exhaustive Paper on the subject has been circulated to you from which you would see that the Employees' State Insurance Corporation has recently had to face a number of difficult problems. You no doubt know that a tripartite Committee under the Chairmanship of my predecessor, Shri J. L. Hathi, had studied these problems and made some important

recommendations in respect of cash benefits and medical benefits. The findings of the Committee are summarised in the relevant Memorandum. While it is far from our intention to reduce the quality or quantum of benefits available to the workers, we have perforce to think out seriously measures for effecting economy—some methods have been spelled out in the last paragraph of the Memorandum—in expenditure and in making the workers realise that it is in their own interest to ensure that the facilities available under the Employees' State Insurance Act are not abused.

8. Another issue of serious concern relates to the Employees' Provident Funds Scheme. The data given in the relevant Memorandum reveal that the basic problem is that of recovery of the mounting dues from the employers. It is somewhat disconcerting that more than 50 per cent of the arrears are due from establishments in the Southern Zone. I need scarcely say that State Governments have got a special responsibility in helping us to recover these arrears from the employers. Two suggestions have been made in this connection. The first is that the State Governments may take prompt steps to sanction prosecution and recovery proceedings and execute the recovery process speedily. Secondly, wherever State Governments extend facilities of payment by instalments or grant temporary exemption from payment to certain establishments, particularly sick units, appropriate steps should be taken to see that the financial interests of the Fund are fully safeguarded. The employers should either furnish guarantees or otherwise ensure that in all cases current contributions are invariably paid. Specific schemes may also be drawn up to liquidate past arrears and the terms of such arrangements should be strictly adhered to. I am confident that we can count on the co-operation of the State Labour Ministers in meeting some of the difficulties faced in the operation of this Scheme.

9. I suggest we now proceed to the detailed consideration of the items on the agenda. I would thank you once again for responding to our invitation and joining us here today.

SPEECH OF THE HONOURABLE CHIEF MINISTER. OF TAMIL NADU.

Honourable Thiru Sanjivayya, Honourable Chief Minister of Pondicherry, Honourable Labour Ministers of the States and Officers of the Central and State Governments.

I have great pleasure in inaugurating this meeting of the Southern Zonal Committee of State Labour Ministers and in welcoming the Union Minister for Labour who has been kind enough to accept our invitation to hold this meeting in Madras.

It is labour which produces National wealth. Labour has been truly described as the back-bone of the Nation. Years ago, our departed leader Perarignar Anna, who had a deep and abiding interest in the Trade Union movement, laid down the objective that only by developing a strong Trade Union movement can labour be protected from exploitation by the employers. We, on whose shoulders his mantle has fallen, are doing our best to follow the path which he has shown us.

Recognizing the fact, that the growth of industry and the welfare of Labour are inseparable, we have enshrined the Labour policy of our Government in the motto "May Industry flourish and Labour prosper".

While on the one hand, we spare no effort for Industrial Development, we are also taking all necessary steps to ensure that labour gets a fair wage and its legitimate share out of the profits earned by the industry.

We believe, however, that resort to violence in labour-management relations is not only uncivilized but also harmful to the growth of the Trade Union movement. The success which has rewarded our efforts could be seen from the fact that the number of strikes, lockouts and mandays lost during 1969 were far less than those for many of the past several years.

Everywhere, we find leaders to guide the destinies of labour. But, they should not seek to make capital out of the emotions of labour and become parasites on the labour. It is sad enough, that labour should be exploited by a few hard hearted employers; let them not be exploited by crafty leaders. One can understand a leader fighting for a difficult cause and making the triumphant claim that he atleast rallied labour into a fighting force; it shows bravery, wisdom, honesty of purpose and character. Some labour leaders, even after knowing that they will be getting the benefit, still put up a show of fighting with the managements, only with a view to take credit for the benefits, and in the process make a scape-goat of the labour. Labour must be on its guard against such exploitation also. In fleeing from the devil of employers they should not fall into the deep-sea of unscrupulous labour leaders. Labour needs good leadership and a good organization, for its guidance. It should not fall into the hands of knaves pretending to be labour leaders.

சிறுநூரும் வரப்பெடுத்த வயலும்
ஆறுதேக்கிய நல் வாய்க்காலும் வகைப்படுத்தி
நெற்சேர உழுதுமுது பயன்விளைக்கும்
நிறையுழைப்புத் தோள்கள் எல்லாம் எவரின் தோள்கள்...
பொற்றுக்களைக் கடல் முத்தை
மணிக் குலத்தைப் போய் எடுக்க
அடக்கிய மூச்சு எவரின் மூச்சு?

In these words the poet Bharathi Dasan sings of the glories of labour, the shoulders of the tiller, who raises the golden harvest, and the exploits of the deep-sea diver, who makes the ocean, part with its treasures of coral and pearl.

Perarignar Anna always had a soft corner for the Trade Union movement which has given a constructive shape to the ideas of the poet. We who have stepped into his shoes are equally anxious to protect the legitimate rights of labour.

While we respect the rights of labour we are equally conscious of our duty to maintain peace and production.

Legitimate Demands
Just and Fair decisions

This is the way in which labour, management and Government should work together. The State cannot be a passive spectator of inroads into the well-being of labour nor will it tolerate disturbance of industrial peace. Only through industrial peace and prosperity can both the toiling labourer and the jobless wanderer benefit. By ruining the industry, labour cannot hope to progress, nor can we allow employers to build their fortunes upon the foundation of an exploited working class.

Several Labour Welfare Schemes have been taken up and are being implemented, by some of the State Government who have set up a separate Fund for this purpose. I am all praise for the progress made in this direction by such State as Maharashtra, but we do not wish to lag behind any longer. We have decided to constitute a State Labour Welfare Fund during the current year. Apart from the contributions which employers and labour would be making towards this Fund, the Government have decided to make a contribution of Rs. 5 lakhs as its share. I am confident that this Conference will be in favour of similar schemes being taken up in all the States in our country.

Another scheme which we have taken up in the interest of Labour Welfare is the industrial nutrition programme. This is a joint venture of the Government of Tamil Nadu and the CARE organisation, for the supply of cooked high protein food to the children and the women members of the families of industrial labour. We are happy that we have been the first to introduce the scheme in this country. The scheme was inaugurated about six months ago and is already benefiting over 12,000 persons in factories and plantations. If other public organisation would come forward to display similar interest in the welfare of labour it would be a very welcome development indeed.

"May Day" is a red letter day for labour all over the world. It is a day on which labour celebrates, its triumphant struggle for its basic rights. It was the dream of Arignar Anna that labour should enjoy it as a paid holiday. His dream has come true today with the passing of necessary legislation in this State, making it a paid holiday for industrial and commercial labour. It is gratifying to know that this has been welcomed by all parties regardless of political differences. I would be very happy if labour in all States could be enabled to enjoy the May Day as a paid holiday.

I see from your agenda that the Employees State Insurance Scheme is one of the subjects to be discussed by you. It is true that Tamil Nadu has made considerable progress in the implementation of the Scheme. But as you all know the financial assistance extended to us in this regard is being curtailed in many ways as though it was a wrong on our part to have made such progress. There can be no two opinions in regard to the point that all States should make progress, but is it necessary that the States which have made some progress should not progress any further? I would make an earnest appeal that the financial assistance hitherto extended to us should not be curtailed and we should be supported in our endeavour to continue our progress in the implementation of this welfare scheme. I am confident that this Conference will endorse my appeal.

The Employees State Insurance Scheme is now being implemented under the control of the Government of India. There is a Regional Advisory Board at the State level. But in the absence of any direct responsibility on the part of the State Government for administering this Scheme, many difficulties crop up in its actual implementation. It would be desirable to decentralise the administration of the Scheme and empower State Governments to exercise greater responsibilities in implementing the Scheme.

Labour is a subject on the concurrent list under the Constitution of India. The settlement of disputes in industries in the Central Sphere, is outside the purview of the State Government. For example, there are thousands of workmen employed in the Madras Port. Industrial disputes arise in the Port from time to time. Although the responsibility for maintaining Law and Order in the Port, rests with the State Government, it does not have the responsibility of settling the industrial disputes in the Port. The same situation obtains, in respect of the labour employed in Banks, Mines, Railways, etc. I believe that if the responsibility of settling the industrial disputes in such undertakings in the Central

sphere, is gradually made over to the State Governments, it would be possible to settle disputes with greater expedition and satisfaction.

It is only in a few large industrial undertakings that there exist a gratuity scheme for the benefit of the workmen who retire after years of service. It is my earnest desire that the benefit of such a scheme should be extended to the workmen in all industrial establishments. I understand legislation to that effect has been brought forward in Kerala. I warmly welcome this move. However I believe that instead of States bringing forward separate legislation in this regard, it would be appropriate if legislation at the All-India level is taken up on such a vital subject.

If the various factors giving rise to industrial disputes are analysed, it would be seen that dismissal or discharge of workmen is the single important reason for industrial disputes. Issues relating to dismissals develop into industrial disputes and some times end up in strikes or lockout. If a separate forum is available for examining the propriety of such dismissals, it would help to avert many major disputes.

Moreover Labour Courts and Tribunals confine themselves to finding out whether or not the domestic enquiry has been held in accordance with the principles of natural justice. The Law, as it stands today, does not permit them to go into the quantum of punishment awarded. With a view to remove this lacuna and also to secure speedy relief for the workmen, it is desirable that a suitable machinery is set up for the purpose.

In conclusion, I wish to express my confidence and desire, that the views put forward and the conclusions reached at this conference would make a significant contribution to the growth of industry and the promotion of the welfare of labour in our country.

WELCOME SPEECH BY THE MINISTER FOR LABOUR, GOVERNMENT OF TAMIL NADU.

*Honourable Thiru Sanjivayya, Honourable Chief Minister,
Honourable Chief Minister of Pondicherry, Honourable
Ministers of States and Officers of the Central and State
Governments.*

I have great pleasure in welcoming you to this historic City of Madras and to this Meeting of the Southern Zonal Committee of State Labour Ministers. As you know the last meeting convened in May 1969 had to be abandoned in

poignant circumstances when the sad news of the demise of our late President, Dr. Zakir Hussain reached us. I am indeed grateful to the Union Labour Minister for having kindly agreed to convene this meeting once again in Madras. I am also grateful to the Chief Minister of Pondicherry and my colleagues from other States who have been able to come in spite of their manifold responsibilities and demands on their time.

It is in the fitness of things that this meeting should be held in Madras because the subject which is to engage our primary attention is the one relating to the welfare of workmen in the Beedi and Cigar Industries. And Tamil Nadu is not only an important centre of beedi industry in the country with over 1,500 factories but has been a pioneer in the field of legislation for the welfare of beedi workers. As my honourable friends are aware, the Madras Beedi Industrial Premises (Conditions of Work and Regulation of Employment) Act was passed as early as in 1958 and later this became the basis for the Central Legislation in 1966. In the early stages, there were difficulties in fully implementing the provisions of this State Act as there was a general feeling in the Industry that the beedi establishments in one State or a few States alone should not be made to conform to the Statutory regulations regarding conditions of work, welfare of workers, etc. We had some difficulties in including the trade mark owners in the definition of 'employer' and the provisions in that regard were struck down by the High Court. However, the difficulties of those early days are no longer there and we have now legislation on an All-India basis covering the entire country.

But we have again to face certain obstacles in implementing this welfare legislation. As many as 85 employers in the beedi industry in this State and if my information is correct, many employers in other States also, have filed Writ Petitions in the High Courts and obtained interim orders staying the implementation of the Beedi and Cigar Workers (Conditions of Employment) Act. While granting stay in one case, the Madras High Court has granted a general stay thereby rendering it impossible for implementing the provisions of the Act and Rules even in respect of Establishments which are not parties to the Writ Petitions. The Tamil Nadu Government are anxious to get the writ petitions disposed of quickly by moving the High Courts concerned, so that the benefits of the legislation can be made available to the large work force in this industry. As the Act is a Central one, the Union Government have been cited as the First Respondent. We are confident that the Union Government will take all necessary steps expeditiously in co-ordination with the State Governments to enable them to go ahead with the implementation of the provisions of this welfare legislation.

Another problem facing us in this field is one relating to disparity among the minimum wages fixed for the workmen in the beedi industry in the various States. While it cannot be denied that much higher rates of wages than those notified under the Minimum Wages Act prevail in several parts of this State, yet the disparity in the minimum rates of wages fixed under the Act does give rise to certain problems, particularly in the border areas where there is the temptation for employers to migrate from a higher wage region to a lower wage region. Such a tendency can be checked only by ensuring that there is a reasonable similarity in the Minimum Wages in border areas, as already decided in the Conference held at Trivandrum in 1968. This meeting will be useful to review the progress made in this direction.

Though there are several other problems that beset us, I would like to stress on one or two of them relating to the implementation of the Employees' State Insurance Scheme in the various centres of the State of Tamil Nadu on an uniform basis, which is engaging the attention of not only this Government, but also the labour population.

As far as the State of Tamil Nadu is concerned, we have so far extended the benefits of the Employees' State Insurance Scheme to all important industrial centres in this State, except those in the districts of South Arcot, Dharmapuri and the Nilgiris. About 13 lakhs of beneficiaries consisting of 3,46,000 family units and 10,200 insured persons stand covered by this Scheme. Full medical care including hospitalisation facilities have been provided only in two centres, namely, Madras City and Koilpatti and in other places, hospitalisation facilities have not been provided to the family members of the insured workers.

We are anxious to extend the benefits of the scheme and bring more areas and more workers and their families under the coverage of this Social Welfare measure. However, this object could not be achieved in view of the ceiling on medical benefit expenditure imposed by the Employees' State Insurance Corporation. As a result of the recommendation of the Committee which reviewed the financial position of the Employees' State Insurance Corporation, the Corporation has fixed the overall ceiling for shareable expenditure on medical benefits at Rs. 50 per annum per employee and has informed that any excess expenditure should be entirely borne by the State Governments. This would mean that at the current level of expenditure, this Government will have to shoulder an additional burden of nearly Rs. 70 lakhs per annum, on this account. With the commissioning of the Employees' State Insurance Hospital at Coimbatore and Madurai for which the

buildings are ready for occupation, this additional expenditure will go up further by about Rs. 36.00 lakhs per annum. I am sure that the other States also will be facing a similar situation.

We have informed the Employees' State Insurance Corporation that it would be very difficult to adopt this ceiling without seriously reducing the existing standard of medical benefit. Further, there will be no scope at all for any expansion of the scheme in this State. It is easy for the Employees' State Insurance Corporation to call upon the States to take action on these lines but you can very well imagine what will be the reaction of the labour population to any such move. I am afraid that the States will have to face a serious situation if the Employees' State Insurance Corporation is bent upon imposing this decision on the States. I would therefore request all of you to give serious consideration to this problem so that we may present a workable solution to the Government of India.

On behalf of the Government of Tamil Nadu, I have ventured to place before you two subjects of general interest to labour all over the country. One relates to the enactment of legislation for formulating a gratuity scheme for all industrial and commercial employees and the other for enabling discharged and dismissed workmen to appeal to a statutory authority against such discharge or dismissal and empowering that authority not only to go into the question of the propriety of the domestic enquiry but also the quantum of punishment.

I have great pleasure in welcoming you all to this meeting and to this State and hope your stay here will be pleasant and our deliberations fruitful.

MARCH OF EVENTS.

April 1970.

1. Industrial Relations Panel—Centre trying for Consensus.—The Standing Labour Committee, scheduled to meet at Delhi towards the end of July will discuss the ideas of setting up of an Industrial Relations Commission said the Honourable Union Minister for Labour, Thiru D. Sanjivayya.

Thiru D. Sanjivayya, who arrived from Delhi to attend the State Labour Ministers' Conference, said the Centre was trying to bring about a consensus on the setting up of the Commission and the best way would be to place the idea before the Standing Labour Committee which was the tripartite forum consisting of State Government representatives, trade union leaders and employers' representatives, at the All-India level.

He said that the Centre had not yet thought on the lines of an All-India holiday on May Day. (Only in Tamil Nadu and in Kerala, May Day is a notified holiday).

2. The President's call to avoid adjudication in Labour Disputes.—The President, Thiru V. V. Giri, suggested a three-year moratorium on all adjudications.

The President who was inaugurating the 37th Annual Session of the All-India Organisation of Employees' said that it was far better to leave the management and trade unions to settle their differences and disputes among themselves than referring the issues to a third party for settlement.

He also reiterated his suggestion of "one union in one industry" as a remedy for multiplicity of trade unions which created a lot of difficulties.

3. The second conference of Labour Ministers' of the Southern Zone urged that steps should be taken for early disposal of the large number of writ petitions pending before various High Courts affecting the implementation of the Beedi and Cigar Workers (Conditions of Employment) Act, 1966. It wanted progressive reduction of disparities in the minimum rates of wages in Beedi industries, especially in adjoining districts across the borders of different States.

The conference welcomed the suggestion made by the Tamil Nadu Chief Minister in his inaugural address for Central legislation on gratuity.

4. E.S.I. Corporation's Economy Steps to be re-examined.—The Honourable Union Minister for Labour, Thiru D. Sanjivayya gave an assurance that the situation arising

out of recent economy measures announced by the Employees' State Insurance Corporation due to difficult financial position, would be thoroughly re-examined.

He was opening the newly constructed E.S.I. dispensary and staff quarters built at a cost of Rs. 7 lakhs at Triplicane.

The Honourable Chief Minister, Thiru M. Karunanidhi, who presided, regretted that several schemes, including an E.S.I. hospital at an estimated cost of Rs. 2 crores in South Madras another in Udumalpet and a T.B. hospital in Kancheepuram had been shelved.

The Honourable Minister for Education, declared open the newly constructed E.S.I. dispensary and staff quarters at a cost of Rs. 6.17 lakhs at Choolai.

The Honourable Minister for Labour, Thiru K. Vezhavan dedicated the E.S.I. dispensary building at Choolai to the International Labour Organisation.

Dr. K. P. Sarathy, Director of Health Services and Family Planning, Tamil Nadu earlier welcomed the gathering.

5. Industrial Harmony—Role of Personnel Managers Stressed.—Thiru M. M. Rajendran, Commissioner of Labour said there was greater need for labour and management to appreciate each other's problems. He did not think workers' participation in management could really succeed.

Speaking as the Chief Guest at a dinner organised by the Indian Institute of Personnel Management, Madras Branch, Thiru Rajendran, speaking on "industrial relations in Tamil Nadu", stressed the importance of Personnel Management in industry. Tamil Nadu, he claimed, was enjoying a satisfactory climate of industrial relations. The number of man-days lost due to labour unrest had substantially come down during last year.

He called upon Personnel Managers to promote better relationship between management and employees, and in workers' education scheme.

Thiru R. Ramanujam, Chairman of the Indian Institute of Personnel Management, welcomed the participants. Thiru K. Easwaran, Chairman, Indian Engineering Association who presided, said that in the field of management personnel managers' role was the most difficult one.

There was a lively discussion following Thiru Rajendran's address and Thiru N. R. Srinivasan, T.V.S. Group Adviser, summed up, Thiru P. S. Sundaram, Secretary, proposed a vote of thanks.

6. *Settlement of Labour Disputes.*—The advantages and the disadvantages of having an Industrial Relations Commission on the national and States level for the settlement of labour disputes were discussed at a seminar held at Madras.

The seminar on the recommendations by the National Commission on Labour was held under the auspices of the Madras Management Association and the Indian Institute of Management. One of the major recommendations of the commission was the formation of Industrial Relations Commissions.

Thiru N. S. Bhat, Chairman of the Employers' Federation of Southern India, who presided, said the Government's involvement in industrial disputes, sometimes led to decisions based on political bias.

Thiru R. N. Basu, Regional Labour Commissioner (Centre), Madras, said he was personally convinced that the setting up of the Commission would minimise the institutional rigidity in industrial relations.

Thiru S. C. C. Anthony Pillai, a member of the study group on Industrial Relations, Southern Region, said the Commission would put an end to State's interference in industrial disputes. Compulsory adjudication had created many problems, he added.

Thiru K. Easwaran, Chairman of the Indian Engineering Association (Southern Region) proposed a vote of thanks.

During the second session, Thiru K. Gurumurthy, Labour leader, raised doubts whether the proposed Commission would be really independent.

Thiru G. Kamalaratnam, Special Deputy Commissioner of Labour, who presided said India was not ready for the collective bargaining principle. This had been given a fair trial in Tamil Nadu, and it had failed. Conciliation machinery, should be in Government's hands he added.

Thiru G. Ramanujam, who presided, over the third session, which discussed the topic of union recognition said that statutory recognition of trade unions had worked well.

Thiru Easwaran said the 'verification' method would be a better method of recognising trade unions than the secret ballot method. He said he had doubts whether the proposed Commission would be able to hold the field for long.

Thiru P. A. Mariyappan, Executive Secretary of the Madras Productivity Council, proposed a vote of thanks.

7. *Management-Labour Partnership—Government Proposal soon, Parliament told.*—The Honourable Union Minister for Labour, Thiru D. Sanjivayya told the Lok Sabha that his Ministry would soon place a proposal for encouraging co-partnership between workers and the management before the Indian Labour Conference and the Standing Labour Committee for consideration.

Thiru Sanjivayya said this scheme had been tried with considerable success by a firm near Jullundur.

He maintained that the labour situation in the country had been generally good. Dealing with the recommendations of the National Labour Commission, Thiru Sanjivayya expressed the hope that the Standing Labour Committee, which was meeting in July, would be able to come to agreed conclusions on the commission's important recommendations like determination of the representative character of unions and on other matters concerning the trade union movement.

As regards the transfer of administration of labour laws from the State to the Central sphere, he said the Labour Commission had expressed its views on this in clear terms. The Standing Labour Committee would consider this also at its meeting.

He said the family pension and commercial scheme would cover about 4.1 million workers who contribute 8 per cent to the provident fund.

Thiru Sanjivayya referred to the coal miners' gratuity scheme, and said the Government proposed to increase the employers' contribution from 8 per cent to 10 per cent. He regretted that the minimum wages fixed in some of the States were really "heart-breaking".

8. *Central Committee on Unemployment Proposed.*—A high power committee will be appointed to report on the entire gamut of the unemployment problem, the Honourable Union Minister for Labour, Thiru D. Sanjivayya, announced. He was addressing an informal meeting of pressmen. The terms of reference for the committee were being finalised. The Committee, broadly would advise the Government on measures to tackle the problem.

The Union Labour Minister said that the Government would examine the question of increasing the minimum bonus payment for four per cent provided under the Bonus Act. There was no proposal to increase the minimum bonus now, "we will examine the question whether it is possible to increase the minimum" he added. He said when the Bonus Act came into force, 40,00,000 workers were expected to be benefited.

Awards and Agreements.

PROCEEDINGS OF THE COMMISSIONER OF LABOUR,
MADRAS-5.

Present :

Thiru M. M. RAJENDRAN, I.A.S.

Subject.—Labour—Disputes in Tanneries in Tamil Nadu except in North Arcot district—Revision of wages and gratuity schemes—Informal Arbitration—Decision.

Reference.—Memorandum of Settlement under section 12 (3) of the Industrial Disputes Act, dated 23rd August 1969 reached before the Commissioner of Labour, Madras.

Decision.—In a dispute that arose between the workmen and the Managements of Tanneries in Dindigul, Tiruchirappalli, Erode, Pallavaram, Madhavaram, Madras and Salem, a settlement was signed on 23rd August 1969 under section 12 (3) of the Industrial Disputes Act before the Commissioner of Labour agreeing to refer the following issues for informal arbitration by the Commissioner of Labour and to abide by his decision.

(i) Whether the demand for revision of wages of the various categories of workmen is justified and if so, to fix the revised rates and the date from which they should take effect.

(ii) Whether the demand for a Gratuity Scheme is justified and if so to formulate a Scheme.

2. The parties to the dispute were called upon to file the statements of their case. Accordingly, the unions filed the statements containing their wage claims and the Managements their counters. The parties were also given opportunities to present their case in person before me on 9th and 23rd January 1970.

3. On behalf of the workers, it was submitted at the time of hearing that since the signing of the settlement, the recommendations of the Wage Board for Leather and Leather Goods Industry have become available and that this might become the guide lines for the Arbitrator in giving the Award. He also argued that though the wage rates in different tanneries in the State differ from one another it was better that it was kept at a uniform level and that this uniformity should be on the basis of 15 per cent increase as recommended by the Wage Board on the highest prevailing wage level so that on the one hand there will be uniformity in the wage level and

that in the other all the tannery workers would get an increase of not less than 15 per cent over the existing wage level.

4. The demands of the workers may be summarised as follows:—

Wages.

Knifeman—

For 1st Unit—Rs. 2.91 plus 15 per cent—Rs. 3.35.

For 2nd Unit—Rs. 1.05.

Sallman—Rs. 3.03 plus 15 per cent—Rs. 3.48.

Mudipongal (women workers)—Rs. 2.75 plus 15 per cent—Rs. 3.16.

Lime Pit man—Rs. 0.18 per unit.

Machine man 1st Category—Rs. 4.50 per day.

Machine man 2nd Category—Rs. 4.00 per day.

Helper—Rs. 3.50 per day.

Maistry and clerks—Rs. 125 per month.

Watchman—Rs. 115 per month.

As regards increment and fitment the workers in their subsequent statement, dated 10th January 1970 demanded the same increments as recommended by the Wage Board and asked for fitment on the basis of one increment for every 5 years of services without ceiling. The unions also demanded Dearness Allowance at a fixed rate of Rs. 20 per month and variable Dearness Allowance at 0.05 paise per day for every 5 points rise in All India Cost of Living Index. They have also asked for casual leave for 5 days with pay, in a year and a gratuity scheme for all tanneries of more than 5 years standing at the rate of one month's wages for every year of service for such of those workmen who have completed 5 years of service.

5. The Managements in their counter statements have contended that the demands by the Unions were wholly unjustified the trade which is mainly depending on export for survival cannot afford any increase in view of the fall in demand in foreign countries and the tanneries were not in a position to afford any thing more than the present wage level which itself was quite adequate. Regarding the Gratuity scheme the Managements submitted that no ombus decision was possible on this demand as the question of framing a Gratuity Scheme would depend upon the financial position of each of the units and without going through the details relating to their financial position in detail a scheme for Gratuity cannot be formulated.

At the time of the hearing, the Managements further submitted that the demands made by the Unions for increments and fitment, casual leave and dearness allowance did not form part of the settlement and in any case was not mentioned by the unions themselves in their original statement filed by them before the Arbitrator and hence they should not raise them at a late stage.

6. In this connection it would be relevant to refer to the important recommendations of the Central Wage Board for Leather and Leather Goods Industry. These recommendations have been made unanimously by all the members of the Wage Board.

The recommendations are as follows:—

(i) All workers whether they are time-rated, piece-rated daily rated or monthly rated, shall be given an increase of 15 per cent over the existing wages as on 1st April 1969. The existing wages means consolidated wages including consolidated allowance brought up to 1st April 1969 or the piece rates for the first unit fixed under Minimum Wages Act and includes any payment made under an Award or an agreement and the interim relief already given by the Wage Board.

(ii) The increase of 15 per cent shall be on the rate for first unit of work keeping the work loads for piece rates at the existing level.

(iii) No worker shall receive less than Rs. 78 per month.

(iv) Rates of increment for piece rated workers shall be Re. 0.06 per day or Rs. 1.56 per month the scale of wage having a spin of 10 years and for others varying from Re. 0.04 per day to Re. 0.10 per day, depending on skill.

(v) Workers on permanent rolls shall receive one increment in the recommended rates for every 5 completed years of service subject to a maximum of two increments after being brought to the minimum of the Grade.

(vi) Dearness Allowance shall be paid at the rate of Re. 0.05 per day for every 5 points increase over 178 of All India price index.

7. The various demands by the Unions are examined below and decision given as follows:—

Wages—Knifemen.—The demand made is Rs. 3.35 for the first unit on the basis of an existing wage of Rs. 2.91 per unit. The Management contended that the rate of Rs. 2.91 per unit was being paid only in one unit in Tiruchirappalli and

that all the other units paid at rates ranging between Rs. 2.66 and Rs. 2.84. The Unions themselves in the course of the hearing admitted that the other tannery units paid less than Rs. 2.91 and this was also confirmed by the subsequent statements filed by the Unions. Taking the existing wage level into account and providing for a reasonable increase, I fix the wage as Rs. 3.20 for the first unit. Some of the workers in Tiruchirappalli tanneries might feel that they will stand to lose the advantage which they have already got. It is seen that though they are paid a little high for the first unit, the wage paid for the second unit is comparatively lower.

As regards the second and subsequent units of work done by the knife men the Unions contended that it should be at the rate of Rs. 1.05 per unit, that several units have already implemented this and it would not be equitable to curtail the existing facility. The contention of the managements is that they would be agreeable to pay only Re. 0.84 per unit as they were already paying much higher than that was fixed under the Minimum Wages Act for the first unit and that therefore they should not be compelled to pay more. It is true that the Wage Board does not suggest an increase in the second units, but I find that already some of the units have agreed to pay Rs. 1.05 per unit. Moreover the minimum wage notification also has fixed the rate for the second unit as Rs. 1.05. I therefore decide that the rate fixed for the second unit shall be uniformly fixed as Re. 1.05. This incidentally will more than offset the loss in advantage the workers in Tiruchirappalli tanneries will suffer by the uniformity in wage level rate fixed now.

Sallmen or Tubmen.—This category of workmen now are receiving wages at a rate varying from Rs. 2.73 to 3.03 per day. For this category of workers, I consider a daily rate of Rs. 3.40 is reasonable and award accordingly.

Lime pits.—The workers claim that the rate now paid per unit varies from Re. 0.13 to Re. 0.16 and they have demanded Re. 0.18 per unit. The management have contended that many of them pay only at the rate of Rs. 0.12 or Re. 0.13 per pit. Taking into account the need for uniformity and justification for a reasonable rise in the present level of wages, I consider Re. 0.16 per pit will be reasonable and decide accordingly.

Women workers.—According to the Unions, the present rates vary from Rs. 2.26 per day to Rs. 2.75 per day and they have asked for 15 per cent increase on Rs. 2.75. According to the managements, these rates vary from Rs. 2.53 to Rs. 2.67. The rates for the women workers may

be arrived at on the basis of 15 per cent increase on a daily rate of Rs. 2.70 and this works out to Rs. 3.11 per day and I fix the rate at Rs. 3.11 per day.

Machine-man.—According to the Unions, the existing rates vary from Rs. 3.18 to Rs. 3.54 and in Erode tanneries alone the wages go up to Rs. 4.00. In Madhavaram, the monthly rates of wages comes to about Rs. 108. The demand of the Unions is Rs. 4.00 and Rs. 4.50 per day. The managements have submitted the details of their existing wage levels and this varies from Rs. 3.08 in Dindigul to Rs. 3.18 in Madhavaram and Tiruchirappalli and Rs. 3.33 in Salem and some places in Tiruchirappalli. Though the average wages paid may be only about Rs. 3.25, taking into consideration, the fact that for the sake of uniformity no undue disadvantage should be allowed on the better paid workers, I fix the rate as Rs. 3.90 per day.

Helpers.—The workers have demanded on an ad hoc basis, Rs. 3.50 per day for this category of workmen. The management have given the existing wages as Rs. 2.73 per day. Providing for a reasonable increase of 15 per cent over the existing wage level their wages may be fixed as Rs. 3.15 per day.

Maistries and Clerks.—The Unions have stated that these categories of workmen are paid on a monthly basis ranging from Rs. 98 to Rs. 120. The managements have stated that this category of men are being paid only Rs. 97 per month with slight difference between one tannery and another. The wage Board has suggested various scales for clerical and supervisors. I consider that taking the size of the tanneries and the circumstances prevailing in this State, a scale of Rs. 100—5—150 will meet the purpose and the pay of the existing incumbents regulated according to the formula for service weightage mentioned elsewhere in this Award.

Watchmen.—The Unions have stated that the watchmen are now paid on a monthly basis ranging from Rs. 75 to Rs. 90 per mensem and they have demanded Rs. 115 per mensem. The managements have stated that in some tanneries, they are paid on a monthly basis at Rs. 92 per mensem while in others they are paid on daily basis and in Madhavaram it is said to be as low as Rs. 2 per day. After taking all the factors into consideration, I fix the monthly wages of the watchmen as Rs. 105.

Increments, fitment and service weightage.—The contention of the managements that increment was not a specific issue referred for arbitration does not have much force inasmuch as the issue includes demand for revision of wages

which is of a general nature. It is no doubt true that in the first statement of claims filed by the Unions there was no mention about increments, but on the very first hearing before the Arbitrator, the Unions submitted that they would like to go into all aspects of the wage revision and submit detailed proposals. Moreover, any scheme for revision of wages will not be complete if it does not provide for a certain amount of increase in emoluments consequent to experience and skill attained by the workers in course of time. Accordingly I consider that the demand for increments is relevant to the issue referred for arbitration.

The rates of increments suggested by the Wage Board are Rs. 0.06 per day for all piece rated workers and for others ranging from Rs. 0.04 per day to Rs. 0.10 per day depending upon various grades of skill. I fix the rate of annual increment for all categories of workers except clerical and supervisory staff for whom I have suggested separate scales as Rs. 0.06 per day or Rs. 1.56 per month, and the scale of wages for all categories shall be for a span of 10 years.

I also propose to give service weightage to such of those workers, who have completed more than 5 years of service. All the workers shall receive one increment in the grades applicable to them for every 5 completed years of service subject to a maximum of 2 increments after being brought to the minimum of the grade if the existing wage is lower than the minimum or to a stage in the recommended scale equivalent to or immediately higher than his existing wages.

Dearness Allowance.—While the Unions have demanded a fixed Dearness Allowance of Rs. 20 per mensem and variable Dearness Allowance as recommended by the Wage Board, the managements have contended that the grant of Dearness Allowance was not included as a subject matter of reference to the Arbitrator in the settlement, that there was no justification for a separate Dearness Allowance as the wage itself include a substantial element of Dearness Allowance. Dearness Allowance forms part of the wages of the workmen and it will therefore be relevant to consider it in this Award. The Wage Board has recommended Dearness Allowance only for increase over All India Price Index 178 at the rate of Rs. 0.05 per day for every 5 points. While the contention of the management is true to the extent that there is an element of Dearness Allowance in the wage fixed, this element covers only Dearness Allowance upto a certain limit and will not adequately neutralise the increase in cost of living if it goes higher than the present level. The criterion followed by the Wage Board, viz., allowing an increase of Re. 0.05 per day for every 5 points rise over 178 of All India Price Index is reasonable and fair and I award Dearness

Allowance to all employees accordingly. There is no justification for a separate fixed Dearness Allowance of Rs. 20 per mensem.

Casual Leave.—The Unions have stated that they are agreeable to the implementation of the casual leave facilities at 5 days per year with pay. Apparently they refer to the recommendation of the Wage Board that in addition to the leave facilities provided under the Factories Act, permanent workers should be eligible for casual leave with pay for 5 days. Grant of casual leave is not covered by the reference to this Arbitrator and cannot be considered to come within the ambit of wage revision and therefore I am not passing any award on this issue but I would like to commend to the management this very salutary recommendations of the Wage Board for their consideration and I hope that they will come forward to implement this recommendation at an early date.

Issue No. (ii).

Gratuity.—The Unions reiterated the demand for a Gratuity Scheme for all units which have been in existence for more than 5 years. The Wage Board has recommended that the employers and employees of each unit should come together, discuss and evolve a gratuity scheme commensurate with the financial position of the unit. While I am sympathetic to the demand of the workers that a Gratuity Scheme should be formulated in tanneries which have been in existence for some time, I must also admit that before taking up the formulation of a Gratuity scheme, it is necessary to go into the financial condition of each unit. Moreover, the kind of Gratuity Scheme that may be formulated will also to a great extent depend upon the affluence of the unit and its capacity to pay. I have not had an opportunity to go into the financial position of the various units that were represented by the several Tanners Associations which appeared before me. It would, therefore be presumptuous on my part to attempt a formulation of a Gratuity Scheme at this stage. I am therefore not passing any award on the second issue "Whether the demand for a Gratuity Scheme is justified". But as suggested by the Wage Board, the managements and Unions might directly discuss and evolve suitable gratuity schemes for the units. I would, however, and that in case of failure in the discussions, it is open to the Unions in Tanneries which have been in existence for more than five years to approach me with a specific request for formulating a Gratuity Scheme after a period of six months from the date of the Award by which time the new wage scales would have been implemented and a clearer picture will be available on the financial position of the Tanneries.

8. All the scales of wages fixed by me shall be applicable uniformly in all the tanneries covered by this Arbitration.

9. All the revised wages and scales of pay shall be made applicable with retrospective effect from 1st July 1969 and will be in force for a period of 5 years. The arrears of wage payable to the workmen shall be paid in two equal instalments the first instalment payable before 10th April 1970 and the second instalment before 10th May 1970.

10. Any doubts arising in the course of implementing this award shall be referred to me for decision.

11. Any existing privileges not covered by this decision shall continue to be enjoyed by the workers. No workman shall be paid wages less than what he is now being paid as a result of this award and to that extent protection shall be given for the existing emoluments.

12. I pass an Award on the two issues referred to me for arbitration on the terms mentioned above.

Dated at Madras this 11th day of March, 1970.

Commissioner of Labour.

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CURRENT LABOUR LITERATURE.

April, 1970.

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1970; page 820).

Notifications.

— Nil —

1. STATEMENT SHOWING THE DETAILS OF AGREEMENTS BROUGHT ABOUT BY THE CONCLUSION OFFICERS UNDER
SECTION 12 (3) OF THE I.D. ACT FOR THE MONTH OF FEBRUARY 1970.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
1 Madura, Mills Company Limited, Madurai.	2nd February 1970..	Certain Demands.	Both the Parties have agreed as per the terms of settlement.
2 Rukunani Mills, Limited, Silaiman.	2nd February 1970..	Implementation of the 2nd Wage Board Recommendation. ..	The management has agreed to pay the D. A. and Annual Increment Arrears of wages on the recommendation of the Wage Board.
3 Shevaroy Private, Limited, Yercaud, Salem district.	25th February 1970..	Strike with effect from 18th February 1970. ..	Both the management and Union agreed to the terms of settlement.
4 Coimbatore Cotton Mills, Limited, Coimbatore-26.	2nd February 1970..	Transfer of a worker from one section to another.	Both the parties agreed to refer the issue for the informal arbitration to Labour Officer-I, Coimbatore.
5 Jeyalakshmi Mills, Limited, Coimbatore-5.	3rd February 1970..	Promotion of one worker.	The management has agreed to promote the worker as permanent Assistant Fitter.
6 Lakshmi Mills, Papanasalempalayam.	3rd February 1970..	Certain demands.	The management has agreed to pay the wages and overtime wages as per their terms of settlement.
7 B.L.S. Motor Service, Coimbatore-18.	23rd February 1970..	Change of Management..	The management has agreed to take back the 50 workers into service and pay the arrears of wages etc. and also agreed as per the other items of the terms of agreement.
8 Lakshmi Machine Works, Limited, Perianaikuppalayam.	12th February 1970..	Implementation of Central Wage Board recommendations.	The management and the workers agreed to their terms of settlement.
9 Tool Room and Forge Shop, Podanur P. O., Coimbatore.	18th February 1970..	Discharge of a worker. ..	The management has agreed to take back the worker into service provided the worker takes an apology.

<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)
10 Nirmala Engineering Works, Coimbatore-2.	21st February 1970..	Discharge of a worker	.. The management has agreed to pay a equal to one month pay to the worker as compensation in full and final settlement of all his claims.
1 South India Flour Mills Private Limited, Madras-13.	2nd February 1970..	Non-employment..	.. The management has agreed to pay Rs. 300 to the said worker in full and final settlement of all his claims.
12 M. D. Tagir, M. D. Nagir, Madras-21.	3rd February 1970..	Increase in D. A.; Bonus, leave facilities etc.	.. The management has agreed to pay 3/4 revised monthly wages as advance to their workers.
13 Union Timber, Madras-7.	6th February 1970..	Payment of Bonus for 1967-68.	.. The management has agreed to pay ad-hoc amount of Rs. 125 to the said workers as Bonus.
14 Roxy Theatre, Purasavakkam, Madras-7.	7th February 1970..	Demand of Basic pay, annual Increment, D.A.; gratuity, etc.	.. The management has agreed as per the terms of settlement.
15 Messrs Sandoz Limited, Egmore, Madras-8.	9th February 1970..	Non-employment.	.. The management has agreed to pay a sum of Rs. 800 to the said worker as compensation in full and final settlement of all his claims.
16 Beehive Foundry, Madras-1.	11th February 1970..	Do.	.. The management has agreed to pay a sum of Rs. 1,200 to the said worker in full and final settlement of all his claims.
17 Akbar Ally Alli Bhooy, Madras-3.	19th February 1970..	Do.	.. The management has agreed to pay a sum of Rs. 80 to the said worker in full and final settlement of all his claims.
18 Gordon Woodroff & Company, (Madras) (Private) Limited, Madras.	19th February 1970..	Charter of demands.	.. The management has agreed and the Union too for their terms settlement,
19 P. Venkateshalem Condiments, Madras-1.	20th February 1970..	Non-employment.	.. The management has agreed to pay a sum of Rs. 675 to the said worker in full and final settlement of all his claims.
20 Sanjaya Textiles, Madras-1.	24th February 1970..	Non-employment.	.. The management has agreed to pay a sum of Rs. 215 to the said worker in full and final settlement of all his claims.
21 Hital Engineering Works, Madras-14.	6th February 1970..	Non-employment.	.. The management has agreed to pay sum of Rs. 725 to the said worker in full and final settlement of all his claims.
22 Blaze and Central Limited, Madras-2.	7th February 1970..	Non-employment.	.. The management has agreed to pay a sum of Rs. 495 to the said worker in full and final settlement of all his claims.
23 Addison and Company Limited, Madras-3.	11th February 1970..	Non-employment	.. The management has agreed to pay a sum of Rs. 1,400 to the said worker in full and final settlement of all his claims.
24 Perinba Vilas, Madras-17.	13th February 1970..	Non-employment	.. The Management has agreed to pay to each of the workmen an amount in full and final settlement of all their claims.
25 Jaya Road Lines Tourist Car Operator, Madras-35.	14th February 1970..	Non-employment	.. The management has agreed to pay a sum of Rs. 275 to the said worker in full and final settlement of all his claims.
26 Triplex Dry Cleaners, Madras-2.	19th February 1970..	Non-employment	.. The Management has agreed to pay a sum of Rs. 175 to the said worker in full and final settlement of all his claims.
27 Spencer & Company Limited, Madras-9.	20th February 1970..	Charter of demands	.. Both the parties agree to the terms of agreements.
28 Southern Condvila, Madras-32.	27th February 1970..	Non-employment	.. Both the parties agree to the terms of agreements.
29 Soundarya Mills, Madras-15.	28th February 1970..	Do.	.. The management has agreed to pay a sum of Rs. 450 to the said worker in full and final settlement of all his claims.
30 Messrs. Coromandel Steel Limited, Madras.	9th February 1970..	Charter of demands.	.. Both the parties agree to the terms of settlement.
31 Freezing Products (Private) Limited, Madras-26.	9th February 1970..	Bonus for 1968-69	.. The management has agreed to pay Bonus to the workers for the year 1968-69.
32 India Concrete Limited, Madras-16.	14th February 1970..	Charter of demands.	.. The management and Union have agreed as per the terms settlement.
33 Carven Saw Mills, Guindy, Madras-31.	14th February 1970..	Non-employment.	.. The management has agreed to pay to each of their workers a specified amount in full and final settlement of all their claims.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
34 K.C.P. Limited, (Central Workshop) Tiruvottiyur, Madras-19.	14th February 1970..	Non-employment	.. The management has agreed to pay a sum of Rs. 750 to the said worker in full and final settlement of all his claims.
35 Bala Industries, Padi, Madras-50	19th February 1970..	Do.	.. The management has agreed to pay a sum of Rs. 375 to the said worker in full and final settlement of all his claims.
36 N. Kuppuswamy Contractor, Madras-43.	19th February 1970..	Winding up of the contract.	The management has agreed to pay a sum equal to 15 days wages to the said worker in full and final settlement of all his claims.
37 T. R. Singaram Chettiar & Sons, Tiruvallure.	20th February 1970..	Non-employment	.. The management has agreed to the terms of agreement.
38 Sri Venkateswara Timber Depot, Madras-54.	26th February 1970..	Non-employment.	.. The management has agreed to pay a sum of Rs. 170 to the said worker in full and final settlement of all his claims.
39 Sree Lakshmi Cotton, Madurai, Madurai-2.	4th February 1970..	Revision of Wages, etc.	.. The management and Union have agreed to the terms of settlement.
40 Thiagaraja Mills, Kappalur.	9th February 1970..	Certain demands.	.. The management and the Union have agreed to the terms of settlement.
41 Madura Mills Company Limited, Madurai.	16th February 1970..	Revision of Wages, etc.	.. The management and the Union have agreed to the terms of settlement.
42 Sree Meenakshi Mills Limited, Madurai.	16th February 1970..	Enhancement of wages for sweeper and Pump attenders.	The management has agreed to revise the wages of sweeper and the Pump attender.
43 Sri Meenakshi Mills, Paravai.	16th February 1970..	Under—Ticket.	.. The management has agreed to the terms of agreement.
44 Sree Meenakshi Milli, Paravai.	16th February 1970..	Category wages.	.. The management has agreed to the terms of agreement.
45 Sree Meenakshi Mills, Paravai.	19th February 1970..	Strike.	.. The management has agreed to the as per the terms of agreement.

46 S. M. V. Md Ismail and Bros, Madurai-1.	2nd February 1970..	Non-employment.	.. The management has agreed to pay a sum of Rs. 200 to the said worker in full and final settlement of all his claims.
47 Southern and Rajasani Transport (Private) Limited, Madurai-1.	4th February 1970..	Non-employment.	.. The management has agreed to pay a compensation to the worker in full and final settlement of all their claims.
48 Khaliq Automobilia Madurai.	4th February 1970..	Non-employment.	.. The management has agreed to pay a sum of Rs. 600 to the said worker in full and final settlement of all his claims.
49 Dindigul Co-operative Wholesale Stores Limited, Dindigul.	6th February 1970..	Non-employment.	.. The management has agreed to pay a sum of Rs. 450 to the said worker in full and final settlement of all his claims.
50 Dhanalakshmi Bros, Cement Tiles Works.	6th February 1970..	Stoppage of work.	.. The management has agreed to the terms of settlement.
51 Dindigul Municipality, Dindigul.	6th February 1970..	Charter of demands.	.. The management has agreed to the terms of settlement.
52 R. Sundaresandian & Co, Madurai.	11th February 1970..	Non-employment.	.. The management has agreed to reinstate the same worker back into service.
53 Balan & Co., Madurai.	20th February 1970..	Increase in Wages, Bonus, etc.	The management has agreed to the terms of settlement.
54 Kolakumalai Tea Estate, Kolakudi.	21st February 1970..	Increase in Wages, Bonus, etc.	The management has agreed to the terms of settlement.
55 High Way Estate, Division.	21st February 1970..	Suspension of a worker	.. The management has agreed that period of suspension shall be reduced from 30 days to 10 days. A sum equivalent to 30 days wages shall be paid back to the worker concerned.
56 K. V. R. Transport, Madurai.	24th February 1970..	Annual increment	.. The management has agreed that a sum of Rs. 2 will be paid as annual increment with effect from 1st January 1969.
57 Krishna Photo Mount Service, Madurai.	24th February 1970..	Non-employment	.. The management has agreed to pay a sum of Rs. 250 to the said worker in full and final settlement of all his claims.
58 Chackay Easuria, Company, Madurai.	27th February 1970..	Increase of Wages.	.. The management has agreed to increase the wages of the workers from April 1970.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
59 Vellimalai Estate, Thuckalai P.O.	2nd February 1970..	Dismissal of the worker...	The management has agreed to pay a sum of Rs. 1,750 to the said worker in full and final settlement of all his claims.
60 Vasantha Estate, Kalil.	9th February 1970..	Lock out.	The management has agreed to the terms of settlement.
61 Lakshmana Plastic Works, Tanjore.	19th February 1970..	Non-employment.	The management has agreed to pay a sum of compensation to the said workers in full and final settlement of all their claims.
62 Alagappa Cotton Mills, Rajapalayam.	4th February 1970..	Revision of Wages.	The management has agreed to pay 50 per cent to the workers an increase in wages.
63 Kaleswari Fire Works.	4th February 1970..	Non-employment.	The management has agreed to pay a sum of Rs. 75 to the said workers in full and final settlement of all his claims.
64 Pope The king Match Factory, Kalagumalai.	11th February 1970..	Non-employment.	The management has agreed to pay a sum of Rs. 243 to the said worker in full and final settlement of all his claims.
65 South Indian Co-operative Textile.	11th February 1970..	Change of the designation of workers.	The management has agreed to the terms of agreement.
66 Balaramavarma Textiles Limited, Shengottah.	16th February 1970..	Non-employment.	The management has agreed to pay a sum of Rs. 100 to the said worker in full and final settlement of all his claims.
67 Srivilliputhur Co-operative Spinning Mills Limited, Srivilliputhur.	2nd February 1970..	Revision of wages.	The management has agreed to the terms of settlement.
68 Sahara Transport, Salem.	13th February 1970..	Strike.	The management has agreed to reinstate the worker with effect from 15th February 1970.
69 India Cement Limited, Sankari.	16th February 1970..	Certain Demands.	The management has agreed to the terms of settlement.
70 Raja Hotel, Komsapalayam.	23rd February 1970..	Non-employment.	The management has agreed to take back the workers who are retrenched from service.

2. PARTICULARS OF VOLUNTARY AND COLLECTIVE AGREEMENTS UNDER SECTION 18 (1) OF THE INDUSTRIAL DISPUTES ACT 1947, BETWEEN EMPLOYERS AND EMPLOYEES DURING THE MONTH OF FEBRUARY, 1970.

Serial number and name of the concern.	Date of agreement.	Number of workers involved.	Issues.
(1)	(2)	(3)	(4)
1 Grieves Uotton and Company, Limited, Madras.	12th February 1970.	..	..
2 Nathella Sampath Chetty and Company, Madras.	14th February 1970.	..	..
3 The East Asiatic Company, (India) (Private), Limited, Madras.	21st February 1970.	..	..
4 Binny Limited, Madras	17th February 1970.	..	..
5 Gordon Woodroffe Agencies (Private), Limited, Madras.	25th February 1970.	..	..
6 Wimco, Madras-19 and their workmen.	4th February 1970.	..	..
7 Madras Rubber Factory, Madras-19 and their workmen.	21st February 1970.	..	..
8 Jawahar Mills, Chettinadu. vs. East Ramnad District National Textile workers Union.	19th January 1970.	About 52.	..
9 Rajaratna Mills, Palani vs. M.T.W. Union.	13th February 1970.	One ..	..
10 Sree Ayyanar Spg and Weaving Mills, Malleuginaru. vs. Desai Panahalai Thoshilalar Munnetra Sangam.	16th February 1970.	About 300.	..
11 Madurai Mills Company Limited, Madurai. vs. N.T.W. Union, Madurai Mill workers Union, D.P.T.M. Sangam, M.D. United, T.W. Union, Madurai Labour Union, Madurai N. Labour Union and M.D. Mill workers Union.	23rd February 1970.	About 6 ..	..
12 The Kalyana Staff Union of South India, Coimbatore and the management of Singara Estate, Coimbatore.	25th February 1970.	..	Payment of gratuity.
13 Karpas Mills, Karpas.	22nd February 1970.	..	..
14 Salem Silk Handloom Co-operative Production and Sales Society, Salem.	29th February 1970.	..	..

2. 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 F. S. G. G. DURING THE MONTH OF FEBRUARY 1970.

Nil.

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4. STATEMENT SHOWING THE LIST OF AWARDS OF THE INDUSTRIAL TRIBUNALS, MADRAS AND LABOUR COURTS PUBLISHED IN THE SUPPLEMENT TO PART II-SECTION 1 OF THE PORT ST. GEORGE GAZETTE DURING THE MONTH OF FEBRUARY 1970.

Serial number and name of the establishment.	Page number and date of the Gazette.	G.O. Number and date.
(1)	(2)	(3)
LABOUR COURT, MADRAS.		
1 Nataraja Theatre, Madras.	1, 25th February 1970	G.O. Rt. No. 62, Labour, dated 17th January 1970.
2 Abdul Sallai Taxi Operator Madras	2, 25th February 1970	G.O. Rt. No. 63, Labour, dated 17th January 1970.
3 Sri Genesar Oil & Flour Mills Sinagapermai Koil	3, 25th February 1970	G.O. Rt. No. 64, Labour, dated 17th January, 1970.
4 New India Trading Company, Madras	5, 25th February 1970	G.O. Rt. No. 65, Labour, dated 17th January 1970.
5 Storanachés (Private), Limited, Madras	1, 25th February 1970	G.O. Rt. No. 234, Labour, dated 7th February 1970.
6 V. Ramasamy Sastrulu & Sons, Madras	2, 25th February 1970	G.O. Rt. No. 237, Labour, dated 7th February 1970.
7 Nataraja Dhoolu, Madras	3, 25th February 1970	G.O. Rt. No. 239, Labour, dated 7th February 1970.
8 Gowri Products, Madras	3, 25th February 1970	G.O. Rt. No. 240, Labour, dated 7th February 1970.
9 Agri Horticultural Society Limited, Madras	5, 25th February 1970	G.O. Rt. No. 257, Labour, dated 10th February 1970.
10 Bangalore Emporium, Madras.	5, 25th February 1970	G.O. Rt. No. 258, Labour, dated 10th February 1970.
11 Speed Lever Beedi Company Tirunelveli.	8, 25th February 1970	G.O. Rt. No. 267, Labour, dated 10th February 1970.
12 Wheels India Limited, Madras	11, 25th February 1970	G.O. Rt. No. 269, Labour, dated 10th February 1970.
13 K.S.R. Transport & Man- gillai Sowcar, Tiruvellore	12, 25th February 1970	G.O. Rt. No. 272, Labour, dated 11th February 1970.
14 Maya Industries, Madras.	14, 25th February 1970	G.O. Rt. No. 273, Labour, dated 11th February 1970.
LABOUR COURT, COIMBATORE.		
15 Geja Mudi Estate Mudis	6, 4th February 1970	G.O. Rt. No. 103, Labour, dated 22nd January 1970.
16 Chandra Prabha Pictures, Coimbatore	1, 18th February 1970	G.O. Rt. No. 78, Labour, dated 19th January 1970.

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Serial number and name of the establishment.	Page number and date of the Gazette.	G.O. number and date.
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LABOUR COURT COIMBATORE—cont.

17 Nilgiri Bus Transport Company (Private), Ooty.	2, 18th February 1970	G.O. Rt. No. 79, Labour, dated 18th January 1970.
18 V. Rajamanickam Pillay Transport (Private) Limited, Tiruchengode.	13, 18th February 1970	G.O. Rt. No. 81, Labour, dated 18th January 1970.
19 Thulasiram Highways Transport, Madukarai	6, 18th February 1970	G.O. Rt. No. 82, Labour, dated 18th January 1970.
20 Radha Theatre (Private) Limited Coimbatore.	7, 18th February 1970	G.O. Rt. No. 98, Labour, dated 21st January 1970.
21 C. Nagappa Contractor Fertilizer & Chemicals of Travancore Limited, Coimbatore-18.	11, 18th February 1970	G.O. Rt. No. 116, Labour, dated 23rd January 1970.
22 Bhavani Co-operative Marketing Society Limited, Bhavani	12, 18th February 1970	G.O. Rt. No. 117, Labour, dated 23rd January 1970.
23 Tamil Nadu Transports, Coimbatore (Private) Limited, Coimbatore.	14, 18th February 1970	G.O. Rt. No. 118, Labour, dated 23rd January 1970.
24 Ideal Lodge, Coimbatore.	16, 18th February 1970	G.O. Rt. No. 119, Labour, dated 23rd January 1970.
25 Valparai Estates, Valparai.	19, 18th February 1970	G.O. Rt. No. 208, Labour, dated 4th February 1970.
26 Coimbatore Motor Transport Co-operative Society for Ex-Servicemen Limited Coimbatore.	22 18th February 1970	G.O. Rt. No. 210, Labour, dated 4th February 1970.

ADDITIONAL LABOUR COURT, MADRAS.

27 Madras Apparels (India) Cooperation, Madras-14.	18 18th February 1970	G.O. Rt. No. 164, Labour, dated 29th January 1970.
28 Nari Press Limited, Madras-18.	2), 18th February 1970	G.O. Rt. No. 165, Labour, dated 29th January 1970.
29 S. R. Headquarters Offices Employees Co-operative Stores Canteen Limited, Madras.	21, 18th February 1970	G.O. Rt. No. 166, Labour, dated 29th January 1970.
30 E. I. D. Parry Limited, Madras.	23, 18th February 1970	G.O. Rt. No. 171, Labour, dated 29th January 1970.
31 Lotus Lampware Industries Madras-1.	25, 18th February 1970	G.O. Rt. No. 173, Labour, dated 29th January 1970.
32 P. Moorthy Naicker Transport, Contractor, Madras-21.	26, 18th February 1970	G.O. Rt. No. 2178, Labour, dated 10th January, 1970.

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

ADDL. LABOUR COURT, MADRAS

33 Gaiety Theatre, Madras-2	16, 25th February 1970	G.O. Rt. No. 285, Labour, dated 7th February 1970.
34 Standard Drug & Chemical Company, Madras.	17, 25th February 1970	G.O. Rt. No. 286, Labour, dated 7th February 1970.
35 Globe Minor Industries, Madras	19, 25th February 1970	G.O. Rt. No. 238, Labour, dated 11th February 1970.
36 P. Natesan & Company, Madras.	21, 25th February 1970	G.O. Rt. No. 274, Labour, dated 11th February 1970.
37 Madras Circle Postal Co-operative Bank Limited, Madras.	22, 25th February 1970	G.O. Rt. No. 275, Labour, dated 11th February 1970.

LABOUR COURT, MADURAI.

38 Unnamalai Transport, Tuticorin.	1, 18th February 1970	G.O. Rt. No. 78, Labour, dated 19th January 1970.
39 Sree Narayanaswami Match Factory, Tirunelveli.	2, 18th February 1970	G.O. Rt. No. 175, Labour, dated 19th January 1970.
40 Murugan Saw Mills.	4, 18th February 1970	G.O. Rt. No. 176, Labour, dated 30th January 1970.
41 Messrs. Golden Press, Madurai.	5, 18th February 1970	G.O. Rt. No. 186, Labour, dated 30th January 1970.
42 Pudukottai Marungapuri Transport, Pudukottai.	7, 18th February 1970	G.O. Rt. No. 187, Labour, dated 30th January 1970.
43 Madura Mills Workers Co-operative Stores, Limited, Madurai.	7, 18th February 1970	G.O. Rt. No. 188, Labour, dated 30th January 1970.
44 Somasundaram Mills, Mulhanenthai.	11, 18th February 1970	G.O. Rt. No. 189, Labour, dated 30th January 1970.
45 Sugar & Chemicals Limited, Pettavaithalai.	18, 18th February 1970	G.O. Rt. No. 96, Labour, dated 30th January 1970.

INDUSTRIAL TRIBUNAL, MADRAS.

46 Spencer & Company Limited, Madras.	21, 18th February 1970	G.O. Rt. No. 234, Labour, dated 4th February 1970.
47 Amco Engineering Corporation, Guindy.	24, 18th February 1970	G.O. Rt. No. 285, Labour, dated 6th February 1970.
48 T. I. Group Staff Union.	25, 25th February 1970	G.O. Rt. No. 225, Labour, dated 9th February 1970.

1970-ம் ஆண்டு பிப்ரவரி மாதத்திய வேலை நிறுத்தம் மற்றும்

வரிசை எண்ணும் தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.	தொழிற்சாலை மற்றும் நிறுவனத்தின் நிறுவனத்தின் விலாசமும்.	வேலை நிறுத்தம் அல்லது கதவடைப்பு.
(1)	(2)	(3)
1 26	மாடர்ன் எலென்வீஸ், சென்னை-32 ..	வேலை நிறுத்தமும் கதவடைப்பும்.
2 209	ஸ்ரீலலிதா லஞ்ச் ஹோம், சென்னை ..	ஷே
3 37	ரேடியோ எலக்ட்ரிகல்ஸ் லிட., சென்னை-19.	வேலை நிறுத்தம்.
4 23 (231)	ஸ்ரீராமலிங்கா சூடாம்பிகை மில்ஸ் லிட., திருப்பூர்.	வேலை நிறுத்தமும் கதவடைப்பும்.
5 36	ஹிந்துஸ்தான் பிஸ்டன்ஸ் (பி) லிட., சென்னை.	வேலை நிறுத்தம்.
6 81	வெங்கடேஸ்வரா ஆக்ரோ கெமிகல்ஸ் அண்ட் மினரல்ஸ், சென்னை.	ஷே
7 39 (மற்றவை)	சாயலா கார்ப்பொரேஷன் (பி) லிட., சென்னை.	ஷே
8 37 (ஏ)	ராஜா பவுண்டரி, கோயமுத்தூர்-18 ..	ஷே
9 37 (ஏ)	சென்னை மெஷின் டீல் மனுபாக்சர் லிட., கோயமுத்தூர்-5.	ஷே
10 38	பி.என்.எஸ். பஸ் சர்வீஸ், பொள்ளாச்சி.	ஷே
11 38	ஸ்டான்டர்டு மோட்டார் புராடக்ட்ஸ், பெருங்குளத்தூர்.	ஷே
12 25	காஞ்சிபுரம் டை பாக்கரி ஆப் தமிழ்நாடு ஹாண்ட்லும் வர்க்கர்ஸ் கோ-ஆபரேடிவ் சொசைடி, காஞ்சிபுரம்.	உள்ளிருப்பு வேலை நிறுத்தம்.
13 23	ஸ்ரீமீனாக்ஷி மில்ஸ் லிட., மதுரை ..	வேலை நிறுத்தம்.
14 23	சுவாலிடி ஸ்பின்னிங் மில்ஸ், பொள்ளாச்சி.	உள்ளிருப்பு வேலை நிறுத்தம்.

கதவடைப்பினால் ஏற்பட்ட வேலை நிறுத்தங்கள் பற்றிய அட்டவணை.

தகராறு ஏற்பட்ட காரணம்.	வேலை நிறுத்தம்.		வேலை நிறுத்தம்.	
	ஏற்கனவே ஏற்பட்டது.	அமுலுக்குக் கொண்டு வராததால்.	ஆரம்பம்.	முடிவு.
(4)	(5)	(6)	(7)	(8)
போனஸ் கோரிக்கை	..	..	வெ. 3-11-1969	தொடரு கிறது.
..	..	..	க. 26-11-1969	தொடரு கிறது.
ஷே	..	..	25-11-1969	மூடப்பட்டது
கிராக்கிப்படி விகிதத்தை உயர்த்தக் கோரி.	..	..	18-12-1969	..
போனஸும் சம்பளமும் அளிக்கப்படாமை.	..	..	வெ. 31-10-1969	..
..	..	..	க. 2-11-1969	தொடருகிறது
ஒரு தொழிலாளி பழி வாங்கப்படுவதை எதிர்த்து.	..	..	16-12-1969	27-2-1970
வேலையில்லாமை	..	..	19-1-1970	5-2-1970
ஒரு தொழிலாளி பழி வாங்கப்படுவதை எதிர்த்து.	..	..	5-1-1970	2-2-1970
ஆட்குறைப்பு	..	..	8-1-1970	17-2-1970
சம்பள உயர்வு மற்றும் சில கோரிக்கைகள்.	..	..	27-1-1970	தொடரு கிறது.
சில கோரிக்கைகள்	..	..	28-1-1970	ஷே
..	..	..	12-2-1970	22-2-1970
சங்கத்தலைவர் மேலும் காரியதரிசி மேலும் ஒழுங்கு நடவடிக்கை எடுக்கப்பட்டதை எதிர்த்து	..	..	24-2-1970	1-3-1970
சம்பள மாற்றம்	..	..	..	..
..	..	..	18-2-1970	19-2-1970
கார்டிங் பிரிவில் அதிக வேலைப்பளு புகுத்தப் பட்டதை எதிர்த்து	..	..	17-2-1970	26-2-1970
சில கோரிக்கைகள்	..	..	..	..

(1)	(2)	(3)
15 23	கோபால்டு டெக்ஸ்டைல்ஸ், திருப்பூர் ..	உள்ளிருப்பு வேலை நிறுத்தம்.
16 23	சரவணபவா டெக்ஸ்டைல்ஸ், திருப்பூர் ..	ஷே
17 23	கங்கா டெக்ஸ்டைல்ஸ், கோயமுத்தூர்-28.	ஷே
18 23	கிருஷ்ணவேணி டெக்ஸ்டைல்ஸ், கோயமுத்தூர்-5.	ஷே
19 23	சிவானந்தா மில்ஸ், கோயமுத்தூர்-6.	ஷே
20 38	செல்வராணி டிரான்ஸ்போர்ட், நாமக்கல்.	வேலை நிறுத்தம்.
21 20	ஷேவ்ராய் பிளான்டேஷன்ஸ் லிட், ஏற்காடு.	ஷே
22 23	பின்னி லிட், சென்னை	ஷே
23 22	முருக விலாஸ் சுருட்டு கம்பெனி, நாகப்பட்டினம்.	ஷே
24 22	மான் தலை மார்க் சுருட்டு கம்பெனி, நாகப்பட்டினம்.	ஷே

(4)	(5)	(6)	(7)	(8)
....	--	--	10-2-1970	17-2-1970
--	--	--	16-2-1970	25-2-1970
ஒரு தொழிலாளியை ஆட் குறைப்பு செய்ததை எதிர்த்து	--	--	20-2-1970	24-2-1970
தொழிலாளி ஒருவர் மேல் ஒழுங்கு நடவடிக்கை எடுக்கப்பட்டதை ..	..	..	21-2-1970	தொடருகிறது.
எதிர்த்து.				ஷே
....	..	..	27-2-1970	27-2-1970
ஆட்குறைப்பு ..	--	--	6-2-1970	13-2-1970
புது காண்ட்ராக்டர்களை நியமிக்கப்பட்டதை பற்றி.	..	..	18-2-1970	25-2-1970
பஞ்ச ஆபரேடர்களை நியமித்தல்.	--	--	19-2-1970	23-2-1970
சம்பள உயர்வு	..	..	30-1-1970	தொடருகிறது.
ஷே	..	..	..	..

வரிசை எண்ணும் தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.		தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும் விலாசமும்.		மாத இறுதி சாதாரண வரையுள்ள பணிபுரியும் கால வேலை அளவு.	யாட்கள்.
(1)	(2)	(9)	(10)		
1 26	மாடர்ன் ஏஜென்ஸீஸ், சென்னை-32	118	25		
2 209	ஸ்ரீ லலிதா லஞ்ச் ஹோம், சென்னை ..	58	35		
3 37	ரேடியோ எலக்ட்ரிகல்ஸ் லிட்., சென்னை-19.	38	45		
4 23 (231)	ஸ்ரீராமலிங்கா சூடாம்பிகை மில்ஸ் லிட்., திருப்பூர்.	..	935		
5 36	ஹிந்துஸ்தான் பிஸ்டன்ஸ் (பி) லிட்., சென்னை.	74	32		
6 31	வெங்கடேஸ்வரர் ஆக்ரோ ..கெமிகல்ஸ் அண்ட் மினரல்ஸ், சென்னை.	18	29		
7 39 (மற்றவை).	ராயலா கார்ப்பொரேஷன் (பி) லிட்., சென்னை.	28	290		
8 37 (ஏ)	ராஜா பவுண்டரி, கோயமுத்தூர்-18	16	25		
9 37 (ஏ)	சென்னை மெஷின் லே மனுபாக்சர் லிட்., கோயமுத்தூர்-5.	29	360		
10 38	பி.என்.எஸ். பஸ் சர்வீஸ், பொள்ளாச்சி.	6	40		
11 38	ஸ்டான்டர்டு மோட்டார் புராடக்ட்ஸ், பெருங்குளத்தூர்.	16	800		
12 23	காஞ்சிபுரம் டை பாக்டரி ஆப் தமிழ்நாடு ஹாண்ட்லாம் வர்க்கர்ஸ் கோ-ஆபரே டிவ் சொசைடி, காஞ்சிபுரம்.	6	..		
13 23	ஸ்ரீமீனாஷி மில்ஸ் லிட்., மதுரை ..	2	1,155		
14 23	சுவாலிடி ஸ்பின்னிங் மில்ஸ், பொள்ளாச்சி.	9	545		
15 23	கோபல்ட்டு டெக்ஸ்டைல், திருப்பூர்	6	191		
16 23	சரவணபவா டெக்ஸ்டைல்ஸ், திருப்பூர்.	8	34		
17 23	கங்கா டெக்ஸ்டைல்ஸ், கோயமுத்தூர்-28	7	224		
18 23	கிருஷ்ணவேணி டெக்ஸ்டைல்ஸ், கோய முத்தூர்-5.	6	176		

பாதிக்கப்பட்ட வேலையாட்களின் அதிக அளவு எண்ணிக்கை.		நடப்பு திங்களில் வேலை செய்த நாட்கள் இழப்பு	மொத்தம்.	மாத இறுதிவரை ஏற்பட்ட மனிதநாள் இழப்பு.
நேர்முகமாக.	மறைமுகமாக.	(13)	(14)	(15)
(11)	(12)			
25	..	700	700	..
35	..	..	..	..
14	12	..	..	..
935	..	..	..	..
28	..	728	728	728
29	..	145	145	145
160	..	160	160	..
24	..	400	400	400
360	இல்லை.	8,640	8,640	8,640
20	20	240	240	..
..	..	..	..	..
29	460	445	445	445
189	..	..	..	..
88	..	528	528	528
145	47	1,344	1,344	1,344
130	9	834	834	834

60

(1)	(2)	(9)	(10)
19 23	சிவானந்தா மில்ஸ், கோயமுத்தூர்-6.	1	788
20 38	செல்வராணி டிரான்ஸ்போர்ட், நாமக்கல்.	8	50
21 20	ஷேவ்ராய் பிளான்டேஷன்ஸ் லிட்., ஏற்காடு.	8	93
22 23	பின்னி லிட்., சென்னை	5	971
23 22	முருக விலாஸ் சுருட்டு கம்பெனி, நாகப்பட்டினம்.	23	..
24 22	மான்தலை மார்க் சுருட்டு கம்பெனி, நாகப்பட்டினம்.	..	..

61

(11)	(12)	(13)	(14)	(15)
7	9	7	7	7
50	—	350	350	350
54	—	378	378	378
971	—	4,855	4,855	விவரங்கள் அளிக்கப்படவில்லை.
விவரங்கள் அளிக்கப்படவில்லை.				
ஷே				

வரிசை எண்ணும் தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.	தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும் விலாசமும்.	இலக்கப்பட்ட நடப்பு மாதத்தில்.
(1)	(2)	(16)
1 26	மாடர்ன் எஜென்வீஸ், சென்னை-32 ..	..
2 209	ஸ்ரீலலிதா லஞ்ச் ஹோம், சென்னை ..	விவரங்கள் அளிக்கப்படவில்லை.
3 37	ரேடியோ எலக்ட்ரிகல்ஸ் லிட்., சென்னை-19.	ஷே
4 23 (231) ..	ஸ்ரீராமலிங்கா சூடாம்பிகை மில்ஸ் லிட்., திருப்பூர்.	ஷே
5 36	ஹிந்துஸ்தான் பிஸ்டன்ஸ் (பி) லிட்., சென்னை.	விவரங்கள் கிடைக்கப்பெறவில்லை.
6 31	வெங்கடேஸ்வரா ஆக்ரோ கெமிகல்ஸ் அண்ட் மினரல்ஸ், சென்னை.	ஷே
7 39 (மற்றவை).	ராயலா கார்ப்பொரேஷன் (பி) லிட்., சென்னை.	..
8 37 (ஏ) --	ராஜா பவுண்டரி, கோயமுத்தூர்-18 ..	1,300
9 37 (ஏ) --	சென்னை மெஷின் டீல் மனுபாக்சர் லிட்., கோயமுத்தூர்-5.	2,00,000
10 38 -- --	பி.என்.எஸ். பஸ் சர்வீஸ், பொள்ளாச்சி.	விவரங்கள் அளிக்கப்படவில்லை.
11 38 -- ..	ஸ்டாண்டர்டு மேடாடார் புராடக்ட்ஸ், பெருங்குளத்தூர்.	ஷே
12 23 -- ..	காஞ்சிபுரம் டை பாக்டரி ஆப் தமிழ்நாடு ஹாண்ட்லாம் வர்க்கர்ஸ் கோ ஆபரேட்டிவ் சொஸைடி, காஞ்சிபுரம்.	ஷே
13 23 -- ..	ஸ்ரீமீனாக்ஷி மில்ஸ் லிட்., மதுரை ..	3,337
14 23 -- ..	குவாலிடி ஸ்ப்பின்னிங் மில்ஸ், பொள்ளாச்சி.	விவரங்கள் எதிர்பார்க்கப்படுகின்றது.
15 23 -- ..	கோபால் டெக்ஸ்டைல், திருப்பூர் ..	4,740
16 23	சரவணபவா டெக்ஸ்டைல்ஸ், திருப்பூர்.	விவரங்கள் எதிர்பார்க்கப்படுகிறது.

கூலி.	இழக்கப்பட்ட உற்பத்திப் பொருள்களின் மதிப்பு.	
மாத இறுதிவரை.	நடப்பு மாதத்தில்.	மாத இறுதிவரை.
(17)	(18)	(19)
3,928	....	21,200
விவரங்கள் அளிக்கப்படவில்லை.		
	ரூ	
	ரூ	
விவரங்கள் கிடைக்கப்பெறவில்லை.		
1,635	38,217.25	இல்லை.
1,300	3,000	22,000
3,50,000	இல்லை.	இல்லை.
விவரங்கள் அளிக்கப்படவில்லை.		
	ரூ	
3,337	55,000	55,000
விவரங்கள் எதிர்பார்க்கப்படுகின்றது.		
4,740	55,000	8,400
விவரங்கள் எதிர்பார்க்கப்படுகிறது.		

64

(1)	(2)	(16)
17 23	கங்கா டெக்ஸ்டைல்ஸ், கோயமுத்தூர்-28.	11,962.50
18 23	கிருஷ்ணவேணி டெக்ஸ்டைல்ஸ், கோயமுத்தூர்-5.	17.153
19 23	சிவானந்தா மில்ஸ், கோயமுத்தூர்-6 ..	55
20 38	செல்வராணி டிரான்ஸ்போர்ட், நாமக்கல்.	விவரங்கள் அளிக்கப்படவில்லை.
21 20	ஷேவ்ராய் பிளான்டேஷன்ஸ் லிட்., ஏற்காடு.	ரூ
22 23	பின்னி லிட், சென்னை	ரூ
23 22	முருக விலாஸ் சுருட்டு கம்பெனி, நாகப்பட்டினம்.	ரூ
24 22	மான்தலை மார்க் சுருட்டு கம்பெனி, நாகப்பட்டினம்.	ரூ

65

(17)	(18)	(19)
11,962.50	29,044	29,044
17,153	விவரங்கள் எதிர்பார்க்கப்படுகிறது.	
55	4,655	4,655
விவரங்கள் அளிக்கப்படவில்லை.		
	ரூ	
	ரூ	
	ரூ	
	ரூ	

வரிசை எண்ணும் தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.			தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும் விலாசமும்.			முடிவு.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1 26	..	..	மாடர்ன் எலென்வீஸ், சென்னை-32	..	பிரிவு 12(4)ன் கீழ் அரசுக்கு அறிக்கை அனுப்பப் பட்டுள்ளது.	
2 209	..	..	ஸ்ரீலலிதா லஞ்ச் ஹோம், சென்னை	..	மூடப்பட்டது.	
3 37	..	..	ரேடியோ எலக்ட்ரிகல்ஸ், சென்னை-19.	லிட், அரசு ஆணை எண் 199, தேதி 2-2-1970-ல் அரசு வேலை நிறுத்தத்தை தடை செய்துள்ளது.		
4 23 (231)	..	..	ஸ்ரீராமலிங்கா சூடாம்பிகை மில்ஸ் திருப்பூர்.	லிட், வேலை நிறுத்தம் தொடருகிறது.		
36	..	..	ஹிந்துஸ்தான் பிஸ்டன்ஸ் (பி) சென்னை.	லிட், அரசு வேலை நிறுத்தத்தை தடை செய்த பிறகு வேலை நிறுத்த வாபஸ் பெறப் பட்டது.		
6 31	..	..	வெங்கடேஸ்வரா ஆக்ரோ கெமிகல்ஸ், அண்ட் மினரல்ஸ், சென்னை.	பிரிவு 12(3)ன் கீழ் சென்னை தொ.து. துணை ஆணையர் முன் ஓர் ஒப்பந்தம் ஏற்பட்டது.		
7 39 (மற்றவை).	..	..	ராயலா கார்ப்பரேஷன் சென்னை	(பி) லிட், தொழிலாளர் துறை உதவி ஆணையர் முன்னிலையில் ஒப்பந்தம் ஏற்பட்டதைத் தொடர்ந்து வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.		
8 87 (அ)	..	..	ராஜா பவுண்டரி, கோயமுத்தூர்-18	..	17-2-1970 அன்று வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.	

முடிவின் முறை.			எந்த மத்திய தொழிலாளர்கள் மற்றும் தொழிலதிபர்களின் சங்கத்துடன் இணைக்கப்பட்டது.			ஒழுங்கு விதிகளை மீதன்மை.
(21)	(22)	(23)	(24)	(25)	(26)	(27)
தொடருகிறது.	இண்டஸ்ட்ரியல் எஸ்டேட்ஸ் அண்ட் ஜெனரல் வர்க்கர்ஸ் யூனியன் (அ.இ. தொ.ச.கா.)	....	....	....	....	....
....						
....						
பிரிவு 12(4)ன் கீழ் அரசுக்கு அறிக்கை அனுப்பி வைக்கப்பட்டுள்ளது.	....	....	....	....	....	....
வேலை நிறுத்தம் வாபஸ் பெறப்பட்டது.	சென்னை கமர்ஷியல் அண்டு ஜெனரல் வர்க்கர்ஸ் யூனியன், சென்னை-7 (அ.இ.தொ. ச.கா.)	....	....	....	....	....
....						
வேலை நிறுத்தம் வாபஸ் பெறப்பட்டது.	(அ)	....	....	....	....	....
18-2-1970 அன்று வேலை துவக்கப்பட்டது.	(ஆ)	....	....	....	....	....

(1)	(2)	(20)
9 37 (ஏ)	.. சென்னை மெஷின் டீல் மானுபாக்சர் லிமிடெட் கோயமுத்தூர்-5.	கதவடைப்பு தொடருகிறது.
10 38 ..	.. பி.என்.எஸ். பஸ் சர்வீஸ், பொள்ளாச்சி.	தொடருகிறது.
11 38 ..	.. ஸ்டான்டர்டு மோட்டார் புரடக்ட்ஸ், பெருங்குளத்தூர்.	தொ.து. ஆணையர் முன்னிலையில் ஓர் ஒப்பந்தம் ஏற்பட்டது.
12 23 ..	.. காஞ்சிபுரம் டை பாக்டரி ஆப் தமிழ்நாடு ஹாண்ட்லும் வர்க்கர்ஸ் கோ-ஆபரேட்டிவ் சொசைடி, காஞ்சிபுரம்.	1-3-1970 அன்று தொழிலாளர்கள் வேலை துவக்கி னார்கள்
13 23 ..	.. ஸ்ரீமீனாஷி மில்ஸ் லிமிடெட், மதுரை	19-2-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப்பட்டது.
14 23 ..	.. குவாலிடி ஸ்பின்னிங் மில்ஸ், பொள்ளாச்சி....	26-2-1970 அன்று தொழிலாளர்கள் வேலை துவக்கினார்கள்.
15 23 ..	.. கோபால்டு டெக்ஸ்டைல்ஸ், திருப்பூர்	17-2-1970 அன்று வேலை துவக்கப்பட்டது.
16 23 ..	.. சரவணபவா டெக்ஸ்டைல்ஸ், திருப்பூர்.	விவரங்கள்
17 23 ..	.. கங்கா டெக்ஸ்டைல்ஸ், கோயமுத்தூர்-28	1-3-1970 முதல் கதவடைப்பு நீக்கப்பட்டது.
18 23 ..	.. கிருஷ்ணவேணி டெக்ஸ்டைல்ஸ், கோயமுத்தூர்-5.	8-3-1970 அன்று கதவடைப்பு நீக்கப்பட்டது.
19 23 ..	.. சிவானந்தா மில்ஸ், கோயமுத்தூர்-6.	தொழிலாளர்கள் தாங்களாகவே வேலை துவங்கினார்கள்.
20 38 ..	.. செல்வராணி டிரான்ஸ்போர்ட், நாமக்கல்	13-2-1970 அன்று வேலை நிறுத்தம் வாபஸ் பெறப்பட்டது.

(21)	(22)	(23)
....	(இ)	....
....	விவரங்கள் அளிக்கப்படவில்லை.	....
....	(ஈ)	....
....		
மதுரை முதல் வட்ட தொ.து. அலுவலரால் மத்தியஸ்தம்.	தமிழ்நாடு மில் வர்க்கர்ஸ் அசோஷியேஷன், மதுரை (அ.இ.தொ.ச. கா.)	நோட்டீஸ் இல்லாமல் வேலை நிறுத்தம்.
....	(உ)	....
....		
....	எதிர்பார்க்கப்படுகிறது.	....
....	(ஊ)	....
....	(எ)	....
27-2-1970 அன்று வேலை நிறுத்தம் வாபஸ் பெறப்பட்டது.	(ஏ)	....
....	(ஐ)	....

		(1)	(2)	(20)
21	20	..	..	ஷேவ்ராய் பிளான்டேஷன்ஸ் லிட், 25-2-1970 அன்று ஏற்காடு. வேலை நிறுத்தம் வாபஸ் பெறப் பட்டது.
22	23	..	..	பின்னி லிமிடெட், சென்னை தொ.து. ஆணைய ரின் தலையீட்டின் பேரில் வேலை நிறுத்தம் வாபஸ் பெறப்பட்டது.
23	22	..	..	முருக விலாஸ் சுருட்டு கம்பெனி, நிச்சயமில்லாமல். நாகப்பட்டினம்.
24	21	.	..	மான்தலை மார்க் சுருட்டு கம்பெனி, விவரங்கள் நாகப்பட்டினம்.

(21)	(22)	(23)
....	(9)	....
....	....	நோட்டீசு ஒன்றும் அளிக்கப்படவில்லை.
வேலை நிறுத்தம் தொட ருகிறது.	(9)	....
அளிக்கப்படவில்லை.		

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

(1)	(2)	(3)	(4)	(5)	(6)	(7)
வரிசை எண்ணும், நிறுவனத்தின் பெயரும், இருப்பிடமும்.	தொழிலாளர் எண்ணிக்கை	தொழிலாளர் எண்ணிக்கை	தொழிலாளர் எண்ணிக்கை	தொழிலாளர் எண்ணிக்கை	தொழிலாளர் எண்ணிக்கை	தொழிலாளர் எண்ணிக்கை
1 பேரின்ப வினாஸ், சென்னை-17	..	28	15- 1-1970	..	தெரியவில்லை.	..
2 ஸ்டாண்டர்டு மோட்டர்ஸ் புரெஸ் டீசல் ஆப் இந்தியா லிட்., பெருங்கனத்தூர், சென்னை-45.	..	800	12- 2-1970	..	சங்கத்தின் தலைவர் மேலும், செயலாளர் மேலும் ஒழுங்கு நடவடிக்கை எடுத்ததை எதிர்த்தது.	..
3 கரஞ்சிபுரம் டை பேக்டரி ஆப் தமிழ்நாடு ஹண்ட்லும் விவர்ஸ் கோ-ஆபரேடிவ் சொஸைடி லிட்.	..	..	24- 2-1970	1- 3-1970	சம்மன் மாற்றம்.	..
4 மீனாட்சி மில்ஸ் லிட்., பரவை.	..	50	18- 2-1970	19- 2-1970	கார்டிங் பிரிவில் அதிகப் படி வேலைப்பளு புகுத்தப்பட்டதை எதிர்த்தது.	..

5 பி.என்.பி. வால்பாறை பிரிவு, ஷோர்பேய் நகர்.	..	2	11- 2-1970	..	..	..
6 சென்னை-5.	..	1	19- 2-1970	..	..	..
7 சென்னை-5.	..	1	20- 2-1970	..	..	..
8 சென்னை-5.	..	2	23- 2-1970	..	..	..
9 எம்.பி.எஸ். பிளாஸ்டிக் லிட்., கிடி சரீவில், கோவூர்.	..	1	25- 2-1970	..	..	..
10 எம்.பி.எஸ். பிளாஸ்டிக் லிட்., மெட்ராபேய்.	..	15	18- 2-1970	..	..	..
11 சென்னை-5 அண்டு நட்டல் பூலிட்., ஈரோடு.	..	31	..	..	பொருளாதார சூழ்நிலை காரணமாக.	..
12 அரசு கிளிகாடு பிளாஸ்டிக் டெஷ்கிஸ், அரேபியா.	..	5	..	..	வேலைசெய்ய முடியாமல் மருத்துவ சான்றிதழ் மருத்துவ அதிகாரி யால் அளிக்கப்பட்டது.	..
13 சென்னை-5.	..	1	14- 2-1970	..	பைண்டிங் வேலையில் இறக்கம் காணப்பட்ட தால்.	..
14 கபீர் பிரிண்டிங் வர்க்ஸ், சென்னை-5.	..	16	10- 2-1970	..	விபரப்பரத்தில் இறக்கம் காரணமாக.	..
15 ஷாஸாஸ் அண்டு கம்பெனி பொதிப்பகம்.	..	1	29- 1-1970	..	..	..
16 மணிமுத்தாறு திட்டம், கள்ளக்குறிச்சி.	..	2	20- 2-1970	..	..	..
17 பாரி கன்ஸ்ட்ரக்ஷன் லிட்., நெல்லிக்கோட்டம்.	..	90	16- 2-1970	..	..	..
18 பாரி அண்டு கம்பெனி. க.ஆர். பைண்ட்.	..	1	16- 2-1970	..	..	..

10. வேலையாள இழப்பீட்டுச் சட்டம், 1923—

1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் வேலையாள இழப்பீட்டுச் சட்டத்தின் கீழ் தாக்கல் செய்யப்பட்ட வழக்குகள், அதன் முடிவுகள் பற்றிய விவரம்:—

வழக்கின் விவரம்.	ஏற்க னவே முடிவாகா மல் உள்ளவை.	பெற்ற வைகளின் எண் னிக்கை.	மொத்தம்.	தீர்வு கண்டவை.	மீதம்.
(1)	(2)	(3)	(4)	(5)	(6)
1 பிரிவு 10-ன் கீழ் விண்ணப்பம்—					
(அ) இறந்தவர்கள் குறித்து ..	102	8	110	15	95
(ஆ) ஊனமுற்றவர்கள்—					
(1) தீரந்தரம்	116	26	142	19	123
(2) தற்காலிகம்	3	1	4	..	4
2 பிரிவு 8 (1)-ன் படி பணம் பாதுகாக்கப் படுபவை—					
(அ) இறந்தவர்கள் குறித்து ..	82	17	99	19	80
(ஆ) சட்டப்படி ஊனமுற்றவர்கள் எனத் தீர்மானிக்கப்பட்டவர்கள்.	3	..	3	3	..
3 பிரிவு 8(2)-ன் படி பணம் பாது காக்கப்படுபவை.	11	1	12	2	10
4 ஒப்பந்தங்கள் பற்றிய குறிப்பு—					
(1) தீரந்தர ஊனமுற்றவர்கள் ..	69	60	129	70	59
(2) தற்காலிகமாக ஊனமுற்றவர்கள்.	12	2	14	9	5
5 பிரிவு 31-ன் கீழ் பணப் பிடித்தம் ..	20	2	22	2	20
6 பிரிவு 12 (2)-ன் கீழ் உத்தரவாத விண்ணப்பங்கள்.	13	..	13	..	13
மொத்தம் ..	431	117	548	139	409

கூலி கொடுப்புச் சட்டத்தின் கீழ் உள்ள வழக்குகள்—

1—2—70 வரை முடிவாகாமல் உள்ளவை	356
நடப்பு மாதத்தில் பெற்றவை	28
நடப்பு மாதத்தில் முடிவு பெற்றவை	57
28—2—70 அன்று முடிவாகாமல் உள்ளவை	327

சென்னை கடை நிறுவனச் சட்டம் 1947.

12 (அ). 1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் பிரிவு 41-ன் கீழ் பெற்ற முடிவு செய்த விண்ணப்பங் களின் எண்ணிக்கை:—

1—12—1970 வரை முடிவாகாமல் உள்ளவை ..	202
நடப்பு மாதத்தில் பெற்றவை	17
நடப்பு மாதத்தில் முடிவுற்றவை	35
28—2—1970 வரை முடிவாகாமல் உள்ளவை	184

12 (ஆ). பிரிவு 51-ன் கீழ் பெற்ற விண்ணப்பங்கள்.—

1—2—1970 வரை முடிவாகாமல் உள்ளவை	11
நடப்பு மாதத்தில் பெற்றவை	1
நடப்பு மாதத்தில் முடிவுற்றவை	..
28—2—1970 வரை முடிவாகாமல் உள்ளவை	12

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

1—2—1970 வரை முடிவாகாமல் உள்ளவை	48
நடப்பு மாதத்தில் பெற்றவை	18
நடப்பு மாதத்தில் முடிவுற்றவை	14
28—2—70 வரை முடிவாகாமல் உள்ளவை	52

13. (அ) 1970-ம் ஆண்டு பிப்ரவரி மாதத்தில் தொழிற்சங்க சட்டத்தின்படி பதிவு செய்யப்பட்ட தொழிற் சங்கங்களின் விவரம்

வரிசை எண்.	பதிவு எண்.	பதிவு செய்த நாள்.	தொழில்.	தொழிற் சங்கத்தின் பெயரும் முகவரியும்.	குறிப்புகள்.
(1)	(2)	(3)	(4)	(5)	(6)
1	105/கோவை	9-2-1970	ரயில்வே	.. சதர்ன் ரயில்வே லேபர் யூனியன், கோயமுத்தூர்-11.	தொழிலில் ஒழுங்கு விதி முறைகளை உறுதிப்படுத்தியது.
2	106/கோவை	16-2-1970	சுகாதாரப்பணி	.. கோயமுத்தூர் மாவட்ட முனிசிபல் சானட்டரி சர்வீசஸ் ஸ்டாஃப் யூனியன், கோயமுத்தூர்-11.	ஷே
3	107/கோவை	16-2-1970	கூட்டுறவு சொசைடி	.. அண்ணா கூட்டுறவு தொழிலாளர் சங்கம், நீலகிரி மாரக்கெட்டிங் சொசைடி லிமிடெட், 18/81, எஸ். எஸ். புரம், மேட்டுபாளையம்.	ஷே
4	21/நீலகிரி	13-2-1970	மின்சாரம்	.. எலக்ட்ரிசிட்டி அண்ட் ஜெனரல் எம்ப்ளாயீஸ் முன்னேற்ற சங்கம், குன்னூர்-2.	ஷே
5	72/சேலம்	13-2-1970	பாஸ் பண்ணை	.. சேலம் மாவட்ட பால்காரர்கள் சங்கம், அம்மாபேட்டை, சேலம்-3.	ஷே
6	88/திருச்சி	13-2-1970	220 டிகையிலை மனு பாக்சரால் (பி) சிகார்	.. திருச்சி சிகார் வர்க்கால் யூனியன், திருச்சி.	சங்கம் ஒழுங்கு விதி முறைகளை உறுதிப்படுத்தியது.
7	62/திருநெல்வேலி	13-2-1970	242 & 244 மற்றவை	.. நேஷனல் யூனியன் ஆப் டிம்பர் டிபார்ட்மென்ட், தூத்துக்குடி.	ஷே

78

3	55/இராமநாதபுரம்	13-2-1970	231 பஞ்சாலை	.. ஸ்ரீ அபயனார் மில்ஸ், திராவிட பஞ்சாலை தொழிலாளர் ரூன் நேற்ற சங்கம், மல்லன்குளம்.	ஷே
4	52/தஞ்சாவூர்	22-2-1970	341 ஃபெர்ரஸ் (இரும்பும் எஃகும)	.. ஸ்ரீராம் இஞ்சினீயரிங் இன்டஸ்ட்ரீஸ் ஸ்டாஃப் அண்ட் வர்க்கால் யூனியன், கும்பகோணம்.	ஷே
5	79/மதுரை	6-2-1970	231 பஞ்சாலை	.. மதுரை மாவட்ட கூட்டுறவு நூற்பாலை மேஸ்திரி, ஃபிட்டர்ஸ் யூனியன், மேலூர்.	ஷே
6	55/வட ஆற்காடு	14-2-1970	முனிகியாலிடி	.. ஆற்காடு நகராட்சி தொழிலாளர் சங்கம், 1, குட்டகரை தெரு, ஆற்காடு.	ஷே
7	56/ஷே	14-2-1970	அச்சகம்	.. வட ஆற்காடு மாவட்ட கூட்டுறவு அச்சுத் தொழில் தொழிலாளர் சங்கம், வேலூர்.	ஷே
8	57/ஷே	14-2-1970	டாக்ஸி	.. வேலூர் டாக்ஸி டிரைவர்கள் சங்கம், 11/2, ஹீலி கோடவுன் தெரு, வேலூர்.	ஷே
9	23/தென் ஆற்காடு	3-2-1970	உரம்	.. பிரீமியர் ஃபெர்டிஸ்சர்ஸ் எம்ப்ளாயீஸ் யூனியன், 114, சேர்ணகர் தெரு, கடலூர்.	ஷே
10	255/சென்னை	12-2-1970	ரிக்ஷா இழுப்பவர்கள்	.. சென்னை நகர ரிக்ஷா தொழிலாளர் சங்கம், 40/2, மவுண்ட்ரோடு, சென்னை-6.	ஷே
11	256/சென்னை	12-2-1970	மின்சாரம்	.. இன்ஸ்ட்ருமென்ட் மெக்கானிக்ஸ் அசோசியேஷன், 109, வெள்ளாள தெரு, சென்னை-7.	ஷே

79

(1)	(2)	(3)	(4)	(5)	(6)
17	240/ சென்னை	12-2-1970	பலவகை	தமிழ்நாடு இண்டஸ்ட்ரியல் எம்ப்ளா யீஸ் யூனியன், 18-1A, பச்சகல் வீராசாமி தெரு, சென்னை-23. உறுதிபடுத்தியது.	சங்கம் ஒழுங்கு விதி முறைகளை உறுதிபடுத்தியது.
18	241/ சென்னை	12-2-1970	சென்னை	நவபாரத் தொழிலாளர் சங்கம், 70, கொக்கரைன் பேசின் ரோடு, சென்னை-21.	சென்னை
19	242/ சென்னை	12-2-1970	பொறியியல்	சென்னை பொறியியல் தொழிலாளர் சங்கம், 1/73, பிராட்வே, சென்னை-1.	சென்னை
20	243/ சென்னை	12-2-1970	காலணி.	காலணி தொழிலாளர் சங்கம், 70, கொக்கரைன் பேசின் ரோடு, சென்னை-21.	சென்னை
21	244/ சென்னை	21-2-1970	மேட்டரி.	லாகாஸ் எம்ப்ளாயீஸ் யூனியன், 1, செளராஷ்ட்ரா நகர் 2வது தெரு, சூலைமேடு, சென்னை 24.	சென்னை

80

13 (அ) நபப்பு மாதத்தில் இணைக்கப்பட்ட தொழிற் சங்கங்களின் விவரம்—
இல்லை.

13 (இ) நபப்பு மாதத்தில் உலைக்கப்பட்ட தொழிற் சங்கங்களின் விவரம்—
இல்லை.

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

வரிசை எண்.	பதிவு நீக்கம் செய்த நாள்.	தொழில்.	தொழிற்சங்கத்தின் பெயரும், முகவரியும்.	குறிப்புகள்.
(1)	(2)	(3)	(4)	(5)
1	3400	7-2-1970	இரசாயனம்.	இந்தோ-கலில் சிந்தடிக்க ஜெம் சங்கம் ஒழுங்கு விதி அண்டு ஜெனரல் வர்க்கர்ஸ் முறைகளை உறுதி படுத்தியது.
2	1708	9-2-1970	போக்குவரத்து.	லாரி வர்க்கர்ஸ் யூனியன், நெல்லித் துறை ரோடு, மேட்டுபாளையம்.
3	2240	16-2-1970	இரசாயனம்.	கோயமுத்தூர் மாவட்ட ஃபெர்டிலை சர் வர்க்கர்ஸ் யூனியன், 15/46, கெண் யூர் ரோடு, மேட்டு பாளையம்.
4	3395	14-2-1970	பஞ்சாலை.	கோயமுத்தூர் மாவட்ட என்.ஜி. ஆர். டெக்ஸ்டைல் வர்க்கர்ஸ் யூனியன், 2/7, திருநீலகண்ட புரம், திருப்பூர்.
5	47/ கோவை	14-2-1970	அச்சு.	கோயமுத்தூர் மாவட்ட பிரின்ஸ்டன் அண்டு ஜெனரல் வர்க்கர்ஸ் யூனியன், 28/2, காவேரி தெரு. கே.என்.பி. புரம், திருப்பூர்.
6	15/கோயமுத்தூர்	16-2-1970	பொறியியல் தொழில்.	சென்னை மஃகாண சிறுதொழில் கார்ப்பொரேஷன் தொழிலாளர் சங்கம், 16, சென்னிமலை ரோடு, ஈரோடு.

81

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

வரிசை எண்	பதிவு எண்ணும.	பதிவு நீக்கம் செய்யத் தள்ள.	தொழில்.	தொழிற்சங்கத்தின் பெயருட் முசுவரியும்.	குறிப்புகள்.
(1)	(2)	(3)	(4)	(5)	(6)
7	2630	14-2-1970	கடைகள்	கைத்தறி ஜவுளி வர்த்தக குமாஸ்தாக்கள் சங்கம், 14/22, லிங்கப்ப செட்டி தெரு, கோயமுத்தூர்.	சங்கம் ஒழுங்கு விதி முறைகளை உறுதிபடுத்தியது.
8	36/கோவை	16-2-1970	அணை கட்டுதல்	தினக்கூலி தொழிலாளர் முன்னேற்ற சங்கம், ஷோலையார்நகர்.	செ
9	1704	14-2-1970	பேருந்து வண்டி போக்குவரத்து.	தாராபுரம் நேஷனல் மோட்டார் தொழிலாளர் சங்கம், 152, சோளக்கடை தெரு, தாராபுரம்.	செ
10	1962	16-2-1970	அச்சு	கோவை அச்சு தொழிலாளர் சங்கம், 20/135, ஒப்பார தெரு, கோயமுத்தூர்.	செ
11	74/கோவை	செ	ரப்பர் தயாரிப்பு.	ரப்பர் அண்ட் இஞ்சினியரிங் தொழிலாளர் சங்கம், வேலாண்டி பாளையம், கோயமுத்தூர்.	செ
12	61/கோவை	14-2-1970	கட்டுறவு சொசைடி.	திருப்பூர் கட்டுறவு எம்ப்ளாய்ஸ் யூனியன், 77/4, அன்னை காமாட்சி இல்லம், பத்மாவதி புரம், திருப்பூர்.	செ
13	38/கோவை	16-2-1970	பொறியியல்	கோயமுத்தூர் மாவட்ட இஞ்சினியரிங் ஸ்டாப் அண்ட் மேல்தி ரீஸ் யூனியன், 45, வெள்ளா னூர் ரோடு, கோயமுத்தூர்.	செ

14	69/கோவை	14-2-1970	பெக்ஸ்டைல்	செய்லிங் ஷிப் அசோசியேஷன் ஃபார் ஸ்டாப், மேற்பார்வை; கோய முத்தூர் மாவட்ட கட்டுறவு நூற்பாளையம், தாராபுரம்.	செ
15	6/கோவை	16-2-1970	மரம் மற்றும் நாகாலி.	கோயமுத்தூர் மாவட்ட சா மில் அண்ட் ஜெனரல் வர்க்கர்ஸ் யூனியன், கோயமுத்தூர்.	செ
16	9/நீலகிரி	14-2-1970	வெடி மருந்து உற்பத்தி.	நேஷனல் எம்ப்ளாய்ஸ் யூனியன், 58-3, பேச்சலர் குவார்டர்ஸ், அரவன்காடு, நீலகிரி.	செ
17	15/நீலகிரி	செ	சுகாதாரப்பணிகள்.	ஊட்டி முனிசிபல் வர்க்கர்ஸ் யூனியன், மெயின்பஜார், உதக மண்டலம்.	செ
18	3918	செ	செ	நேஷனல் முனிசிபல் அண்ட் ஜெனரல் வர்க்கர்ஸ் யூனியன், கோர்ட் ரோடு காலனி, குமாரசாமிபட்டி, சேலம்-7.	செ
19	3899	செ	பார்பர் ஷாப்	நாமக்கல் மருத்துவர் சங்கம், மேற்காள்வை மோஹன் சலூன், ரங்கன் சன்னதி தெரு, நாமக்கல்.	செ
20	39/சேலம்	16-2-1970	கயிறு	சேலம் மாவட்ட கயிறு தொழிலாளர் சங்கம், 139, தாரமங்கலம் ரோடு, பழைய ஆரமங்கலம், சேலம்-5.	செ
21	48/சேலம்	16-2-1970	இரசாயனம்	மேட்டூர் கெடிகலில் டாகுகாவலர் சங்கம், மேட்டூர் அணை, ரயில்வே ஸ்டேஷன்.	செ
22	3896	14-2-1970	மெட்டல் இண்டஸ்ட்ரி	சேலம் மாவட்ட பிரஸ் வெல்ஸ்லஸ் வர்க்கர்ஸ் யூனியன், கிளைப்பட்டி, ஆத்தூர் தாலூகா, சேலம்.	செ

(1)	(2)	(3)	(4)	(5)
23 14/ராமநாதபுரம்	 6- 2-1970	231 பஞ்சாலைகள்	ஸ்ரீ அய்யனார் ஸ்பின்னிங் அண்ட் லீவிங் மில் ஸ்டாப் யூனியன், லிருத்தகார்	சங்கம் ஒழுங்கு விதி முறைகளை உறுதி படுத்தியது.
24 40/மதுரை	 6- 2-1970	பிரிவு 9	பழனி தாலுகா உட்கட்டல் தொழிலாளர் சங்கம், பழனி.	ஷே
25 2513	 6- 2-1970	842-843 ரெஸ்டா ரன்ட்ஸ், கேப்ஸ் ஹோட்டல்ஸ் முதலியவை	தண்ணீர் ஹோட்டல் தொழிலாளர் சங்கம், திண்டிவனம்.	தொழிலாளர் ஒழுங்கு விதி முறைகளை உறுதி படுத்தியது.
26 23/தஞ்சாவூர்	 2- 2-1970	36 மனு பாக்சர் ஆப் மெஷினரி 360 (ஏ)	சென்னை ஸ்மால் ஸ்கேல் இண்டஸ்ட்ரீஸ் கோஆபரேடிவ் ஒர்க்கர்ஸ் யூனியன், தஞ்சாவூர்.	ஷே
27 35/	 2- 2-1970	714 (பி) ரோடு போக்கு வரத்து	தஞ்சாவூர் மாவட்ட மத்திய கிடங்கு மூட்டை தூக்கும் தொழிலாளர் முன் நேற்ற சங்கம், மன்னார்குடி.	ஷே
28 3914	 2- 2-1970	பிரிவு 7 ரயில் வேல்	தென் பிராந்திய ரயில்வே, கிளாஸ் IV யூனியன், தஞ்சாவூர்.	ஷே
29 15/ராமநாதபுரம்	 2- 2-1969	231 பஞ்சாலை	காளிஸ் வரர் மீட்டர் நேஷனல் ஒர்க்கர்ஸ் யூனியன், காளியூர்கோயில்.	ஷே
30 3412	 6- 2-1970	ஹெலி கெடிகல்ஸ்	கெடிகல் ஒர்க்கர்ஸ் புரோகிரஸிவ் யூனி யன், சாஹுபுரம், திருநெல்வேலி.	ஷே

31 3224	 2- 2-1970	பிரிவு 2-3 உற்பத்தி	நியூ பாசத் கன்ஃபெக்ஷனரி எம்ப்ளா யீஸ் யூனியன் (தொழிலாளர்கள் மற்ற மும் சிப்பந்திகள்), சீர்காழி.	ஷே
32 1647	 "	711 ரயில் வேல்	தென் பிராந்திய ரயில்வே மென்ஸ் யூனியன், பொன்மலை, திருச்சி.	ஷே
33 3364	 "	பிரிவு 4 கட்டுதல் 400 (ஏ) கட்டிடம்	திருமலப்பாடி ஃபிரிகா பில்டிங் ஒர்க்கர்ஸ் யூனியன், புல்லம்மாடி, திருச்சி.	ஷே
34 26/ராமநாதபுரம்	 "	522 சுகாதார மரும	முனிசிபல் ஒர்க்கர்ஸ் யூனியன், காரைக் குடி.	ஷே
35 8	 "	231 பஞ்சாலை	அய்யப்பன் டெக்ஸ்டைல்ஸ் ஒர்க்கர்ஸ் யூனியன், ராமநாதபுரம்.	ஷே
36 11	 "	202 (பி) பல வகை	ராமநாதபுரம் கட்டுறவு பால் வழங்கும் சொசைடி எம்ப்ளாயீஸ் யூனியன், ராமநாதபுரம்.	ஷே
37 33/ராமநாதபுரம்	 "	231 பஞ்சாலை	மல்லன் கிணறு 8 அய்யனார் நூற்பு மற்றும் நெசவாலை தொழிலாளர் நல சங்கம், மல்லன் கிணறு.	ஷே
38 36/திருநெல்வேலி	 "	231 பஞ்சாலை	ஹார்வி மில் தொழிலாளர் சங்கம் (2 சோனா புபார்ட்மெண்ட்), தூத்துக் குடி.	ஷே
39 3669	 "	பிரிவு 4 கட்டுதல் 400 (ஏ)	கட்டட தொழிலாளர் சங்கம், பாளையம் கோட்டை.	ஷே
40 16/தஞ்சாவூர்	 "	522 சுகாதாரப் பணிகள்	புதுக்கோட்டை தாலுகா நகரசுகத்தி தொழிலாளர் சங்கம், அபிராம் பட்டினம்.	ஷே

(1)	(2)	(3)	(4)	(5)
41 17/தஞ்சாவூர்	.. 2- 2-1970	620 (ஏ) பாங்குகள்	தஞ்சாவூர் மாவட்ட பாங்கு எம்ப்ளாய்ஸ் யூனியன், சும்ப்கோணம்.	
42 2567	 6- 2-1970	713 மேட்டார் போக்கு வரத்து	ரவீம் டிரான்ஸ்போர்ட் ஓர்க்கர்ஸ் யூனியன், பெரியகுளம்	
43 17/மதுரை	 "	மெட்டல் பிரிட்லிங்	மதுரை ஸ்டான்டர்ட் இன்டஸ்ட்ரீஸ் ஓர்க்கர்ஸ் யூனியன், மதுரை	
44 51/மதுரை	 "	521 தண்ணீர் வழங்குதல்	ஃபிட்டர் அன்ட் பிளம்பர் அசோசியேஷன், மதுரை	
45 2968	 2- 2-1970	பிரிவு 4 கட்டுதல் 400 (பி) தெருஞ்சாலை	அரசு நெடுஞ்சாலை பட்டரைத் தொழிலாளர் சங்கம், புதுக்கோட்டை	
46 33 தஞ்சாவூர்	 "	820 சமூக மற்றும் வியாபார பணிகள்	சும்ப்கோணம் கூட்டுறவு பால் வழங்கும் சோசைட்டி எம்ப்ளாய்ஸ் யூனியன், சும்ப்கோணம்	
47 61 திருச்சிராப்பள்ளி	 "	846-849 மற்ற தனிப்பட்ட பணிகள்	கொல்லப்பட்டறை தொழிலாளர் சங்கம், இல்லூபூர், திருச்சிராப்பள்ளி.	

48 28 திருச்சிராப்பள்ளி	 2- 2-1970	239 (ஏ) மற்றவை	கரூர் தாலுகா கைத்தறி நெசவாளர் சங்கம், கரூர்	
49 8 திருநெல்வேலி	 "	845 பார்பர் மற்றும் அலங்கார கடை	சுவர தொழிலாளர் சங்கம், கீழ்ப்பாபூர், தென்காசி	
50 38 திருச்சிராப்பள்ளி	 "	பிரிவு 9	மணப்பாறை வட்டம், கொல்லப்பட்டறை தொழிலாளர் சங்கம், மணப்பாறை	
51 3683	 "	பிரிவு 9	பொது தொழிலாளர் சங்கம், மணப்பாறை	
52 3178	 "	822 மருத்துவம், பொது சுகாதாரப் பணிகள்	பழனி முனிசிபல் இனிஷியல் ஓர்க்கர்ஸ் யூனியன், பழனி	
53 44 மதுரை	 6- 2-1970	350 மெட்டல் புரடக்ட்ஸ்	சாத்தூர் நிப தொழிலாளர்கள் சங்கம், சாத்தூர்	
54 22 சாமநாதபுரம்	 2- 2-1970	பிரிவு 9	கரூர் பனியன் ஓர்க்கர்ஸ் யூனியன், கரூர்.	
55 58 திருச்சிராப்பள்ளி	 "	842-843 ரெஸ்டா ரன்ட்ஸ், கேபல், மற்றும் ஹோட்டல்ஸ்	பழனி தாலுகா ஹோட்டல் மற்றும் பொது தொழிலாளர் சங்கம், பழனி.	
56 43 மதுரை	 6- 2-1970	முதலியன		

(1)	(2)	(3)	(4)	(5)
57 3318	 2- 2-1970	பிரிவு 9	திருச்சி மாவட்ட ஐக்கிய வர்த்தக தொழிலாளர் சங்கம், திருச்சி.	
58 2805	 "	பிரிவு 4 கட்டுதல்	திருச்சி நகர கட்டிட தொழிலாளர் சங்கம், திருச்சி.	
59 3633	 "	பிரிவு 9	திராவிட கைத்தறி நெசவு தொழிலாளர் முன்னேற்ற சங்கம், சங்கரன் கோயில்	
60 9/ராமநாதபுரம்	 "	231 பஞ்சலே	சோமசுந்தரம் மில்ஸ் நேஷனல் ஒர்க் கர்ஸ் யூனியன், புத்தானத்தல்	
61 3749	 "	பிரிவு 9	நெல்லை மாவட்ட பொது தொழிலாளர் முன்னேற்ற சங்கம், திருநெல்வேலி	
62 12/திருநெல்வேலி	 "	832 தியேட்டர் சினிமா கள் மற்றும் அதன் சம்பந்த மான பணி கள்	தியேட்டர் அலுவலர் சங்கம், தூத்துக்குடி	
63 3061	 "	334 கிமெண்ட்	கிமெண்ட் ஓர்க்கர்ஸ் யூனியன், டால்பியா புரம்.	
64 3046	 "	231 பஞ்சலே	பேட்டை நூற்பாலை தொழிலாளர் சங்கம், திருநெல்வேலி	
65 2974	 "	பிரிவு 9	பொது தொழிலாளர் சங்கம், தூத்துக்குடி	

66 16 திருநெல்வேலி	 2- 2-1970	319 பல்வகை	சாயத் தொழிலாளர் முன்னேற்ற சங்கம் கீழப்பிலியூர், திருநெல்வேலி மாவட்டம்.	
67 21 ராமநாதபுரம்	 2- 2-1970	220 புகை மலை	தங்கபுரம் புகையிலைத் தொழிலாளர் சங்கம், காரைக்குடி.	
68 67 திருச்சி	 2- 2-1970	தயாரிப்பு பிரிவு 9	எடப்பளையர்ஸ் கில்டு, திருச்சி.	
69 3392	 23- 2-1970	341 ஃபெர் ரல் (இரும்பு மற்றும் எஃகு)	பாண்டியன் ஆட்போ மொபைல்ஸ் தொழிலாளர் சங்கம், மதுரை.	
70 4 தஞ்சாவூர்	 2- 2-1970	பிரிவு 9 ..	கும்பகோணம் தாலுகா நேஷனல் பாத்திர தொழிலாளர் சங்கம், கும்பகோணம்.	
71 29 ராமநாதபுரம்	 23- 2-1970	"	அழகப்பன் கரேஜ் கடைநிலை ஊழியர் மற்றும் மீனியல்ஸ் யூனியன், காரைக்குடி.	
72 65 திருச்சி	 2- 2-1970	713 கோட்டார் புரான்ஸ் போர்ட்.	திருச்சி ஸ்ரீரங்கம் டிரான்ஸ்போர்ட் தொழிலாளர்கள் யூனியன், திருச்சி.	

14. 1970-ம் ஆண்டு பிப்ரவரி மாதத்திய தொழிலாளர் துறை கட்டடங்கள் அட்டவாக்குதல் பற்றிய புள்ளி விவரங்கள்.

வரிசை எண்ணும், விவரங்களும்.	1961 'மார்ச்' ஆண்டிலிருந்து கண்காணிப்பு மாதங்களுக்கான மொத்தம்								
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1 ஆரம்ப செயல் திறனாளிகளின் எண்ணிக்கை...	986	4,244	29,637	3,369	339	1,093	5,003		
2 சட்ட, விதிகளை மீறிய திறனாளிகளின் எண்ணிக்கை.	2,406	780	3,396	736	15	272	964		
3 எச்சரிக்கை செய்யப்பட்ட திறனாளிகளின் எண்ணிக்கை.	74	15	211	83	1	13	41		
4 வழக்கு தொடரப்பட்டவர்களின் எண்ணிக்கை.	87	14	82	60	..	5	17		
5 தண்டனை அளிக்கப்பட்டவர்களின் எண்ணிக்கை.	99	9	72	60	..	2	12		
6 அபராதம் விதிக்கப்பட்ட தொகை	ரூ. 2,025	ரூ. 165	ரூ. 1,667	ரூ. 1,224	..	ரூ. 40	ரூ. 195		

90

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

மாவட்டம்.	ஆரம்பத்திலு.			பதிவு செய்தவை.			நீக்கம்.			மொத்தம்.		
	அ.	இ.	கூ.	அ.	இ.	கூ.	அ.	இ.	கூ.	அ.	இ.	கூ.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1 வட ஆற்காடு ..	270	113	170	..	..	..	..	..	..	270	113	170
2 தென் ஆற்காடு ..	135	5	38	..	..	..	1	..	..	124	5	38
3 செங்கற்பட்ட ..	518	15	53	2	..	..	3	..	..	517	15	53
4 கோமுகத்தூர் ..	1,353	11	63	4	..	..	4	..	..	1,258	11	68
5 கன்னியாகுமரி ..	83	14	19	..	..	..	..	..	..	83	14	19
6 கன்னியாகுமரி ..	863	29	90	3	..	..	2	..	..	864	29	90
7 மதுரை ..	436	28	41	2	..	..	1	..	..	438	27	41
8 நீலகிரி ..	132	..	1	..	..	..	1	..	..	131	..	1
9 இராமநாதபுரம் ..	284	72	137	..	..	..	..	..	..	284	72	137
10 கரைய ..	779	3	139	..	..	..	..	..	..	779	3	139
11 தஞ்சாவூர் ..	325	10	172	..	..	..	..	..	..	325	10	172
12 திருச்சிராப்பள்ளி ..	312	8	163	..	..	..	..	..	..	310	8	163
13 திருநெல்வேலி ..	353	97	164	1	1	..	..	..	..	353	98	164
14 தர்மபுரி ..	20	..	7	..	..	..	..	..	..	29	..	7
மொத்தம் ..	5,817	405	1,362	12	1	..	12	..	..	5,815	405	1,362

91

குறிப்பு :—அ. பிரிவு 2-எச் (1), இ. பிரிவு 2-எச் (11), கூ. பிரிவு 85-ஆ அறிவிக்கப்பட்ட தொழிற்சாலைகள்.

16 (அ). 1970-ம் ஆண்டு பிப்ரவரி மாதத்திய விபத்துகள் பற்றிய விவரம்.

தொழில் இலக்கம்.	தொழிலின் பெயர்.	விபத்துக்களின் எண்ணிக்கை.	
		இறந்தவர்கள்.	மற்றவர்கள்.
(1)	(2)	(3)	(4)
01	விவசாயம் சம்பந்தமான சாதனங்கள்.	..	..
20	உணவு, பானங்களைத் தவிர	..	70
21	பானங்கள்	..	1
22	புகையிலை	..	3
23	துணி மற்றும் ஆடைகள்	..	539
24	காலணிகள்	..	5
25	மரம், மற்றும் கார்ப், மேஜை, நாற் காலி போன்ற மரச் சாமான்கள்.	..	1
26	மரச் சாமான்கள்	..	5
27	காகிதமும், காகிதத்தினால் செய்யும் பொருள்களும்.	..	25
28	அச்சத் தொழில், வெளியிடுதல் மற்றும் அதன் சம்பந்தமான.	..	27
29	தோல் மற்றும் தோலில் செய்யும் பொருட்கள் (காலணி தவிர).	..	20
30	ரப்பர் மற்றும் ரப்பரால் செய்யப் படும் பொருட்கள்.	..	29
31	இரசாயனப் பொருட்கள்	..	120
32	கரி மற்றும் பெட்ரோலியமும் அதன் சம்பந்தமான பொருட்களும்.	..	1
33	உலோகமல்லாத தாதுப் பொருட்கள் (அதன் சம்பந்தமான பொருள் தவிர).	..	41
34	அடிப்படை உலோகத் தொழில்	..	178
35	உலோகப் பொருட்கள் (இயந்திரம் மற்றும் போக்குவரவு சாதனம் தவிர).	1	90
36	இயந்திரம் (மின்சார இயந்திரம் தவிர).	..	339
37	மின்சார இயந்திரம், கருவிகள் மற்றும் அது சம்பந்தமான பொருட்கள்.	..	156
38	போக்குவரத்து சாதனங்கள்	..	497
39	பலதரப்பட்ட தொழில்கள்	1	57
51	மின்சாரம் மற்றும் நீராவி	1	2
52	தண்ணீர் மற்றும் சுகாதாரப் பணி	..	..
83	தனிப்பட்ட பணிகள் (லாண்டரி, சாயம் காய்ச்சுதல், சுத்தப் படுத்துதல்).	..	5
84	பொழுதுபோக்கு பணிகள் (சினிமா ஸ்டூடியோ).	..	11
மொத்தம்		3	2,222

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

வரிசை எண்.	தோட்டங்களின் பெயர்கள்	இம்மாத ஆரம்பத்தில்.			இம்மாதத்தில் புதியதாக பெற்றவை.			இம்மாதத்தில் நீக்கப் பெற்றவை.			இம்மாத இறுதியில்.		
		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	காப்பி	..	136	22,666-96	9,630	1	30-00	31	..	..	137	22,696-86	9,661
2	தேயிலை	..	142	67,840-23	71,826	..	..	..	..	..	142	67,840-73	71,826
3	ரப்பர்	..	22	9,813-57	2,154	..	..	..	..	..	22	9,812-57	2,154
4	சின்னோலு	..	3	9,406-00	1,253	..	..	..	..	..	3	9,406-00	1,253
5	எலக்காய்	..	7	3,386-86	404	4	505-00	163	..	..	11	3,891-86	567
மொத்தம்		..	309	13,112-02	85,267	5	535-00	194	..	..	314	1,13,648-02	85,461

குறிப்பு— (அ) தோட்டங்களின் எண்ணிக்கை.

(ஆ) தோட்டங்களின் பரப்பளவு (ஹெக்டரில்).

(இ) வேலையாட்களின் எண்ணிக்கை.

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

தொழிலின் பெயர்.	பெரியவர்கள்.		இளைஞர்கள்.		சிறியவர்கள்.	
	ஆண்.	பெண்.	ஆண்.	பெண்.	ஆண்.	பெண்.
	அ. ஆ.	அ. ஆ.	அ. ஆ.	அ. ஆ.	அ. ஆ.	அ. ஆ.

பருத்தி இயந்திரம்—

1. ஆரம்பம் மற்றும் பிளா ரூம் இயந்திரம்.	..	8	..	..	..	..	..	..	..	..
2. கார்ட் ரூம் இயந்திரம்.	..	21	..	..	..	..	..	..	..	..
3. ட்ராயிங் ப்ரேம்ஸ்.	..	2	..	..	..	..	..	..	..	..
4. ஸ்பீட் ப்ரேம்ஸ்...	..	8	..	..	..	..	..	..	..	..
5. நூற்கும் இயந்திரம்.	..	162	..	..	..	..	..	..	..	..
6. நெய்யும் இயந்திரம்.	..	6	..	..	..	..	..	..	..	..
7. முடிக்கும் இயந்திரம்.	..	..	..	..	..	..	..	..	..	..
8. பிளையிங் ஷட்டிஸ்.	..	12	..	1	..	..	..	..	..	..
9. இதர இயந்திரங்கள்.	..	36	..	2	..	..	..	..	..	..
10. இதர இயந்திர சம்பந்தப்படாத விபத்துகள்.	..	274	..	5	..	..	..	..	..	..
மொத்தம்	..	529	..	8	..	..	..	..	..	..

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 FEBRUARY 1970.

Serial number.	Name of the establishment.	Section from which exempted.	Duration of the exemption.	Authority.
(1)	(2)	(3)	(4)	(5)

Nil.

18. 1970-ம் ஆண்டு பிப்ரவரி மாத பஞ்சு, நூல் ஆகியவற்றின் தொகுத்த விலைப்பட்டியல்

பஞ்சு.		100 கிலோ கட்டு.
அமெரிக்கன்		ரூ. 685/750
கம்பாடியா		ரூ. 540/560
கருங்கண்ணி		ரூ. 490/520
நூல்.		45 கிலோ கட்டு எடையுள்ள பண்டில்.
		ரூ.பை.
10-ம் நம்பர்		26 00
20 "		33 00
40 "		45 00
60 "	(இந்தியன் கோம்பு)	65 00
80 "	(எகிப்தியன் கார்ட்டு)	93 00
100 "		112 00

19. STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS IN MADRAS CITY (GROUP-WISE) FOR THE MONTH OF FEBRUARY 1970.

Group.	Weight proportional to the total expenditure.	Group index number.
(1)	(2)	(3)
I-A. Food	60.2	168.6
I-B. Tobacco, Pan, Supari and intoxicants.	2.4	160.3
II. Fuel and lighting.. .. .	6.2	176.9
III. Housing	8.3	171.6
IV. Clothing, Bedding and Footwear ..	6.6	136.9
V. Miscellaneous	16.3	160.8
Total ..	100.00	

Consumer price index number 166.

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

(Base : 1949 = 100.)

Year.	General Index.	Food 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	222
1968	215	228

19. (b) 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	171	185
July	179	196
August	179	197
September	179	196
October	178	195
November	177	193
December	177	191

20 (a) PRESS REPORT.

The Employees' State Insurance Scheme is applied to 34 centres in Tamil Nadu Region and provides protection to 3,39,500 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 Cash Benefits.

During the month of February 1970, 66,667 Sickness Benefit claims were received and an amount of Rs. 10,00,888.69 was paid to the workers as Sickness Benefit involving abstention of 2,68,175 days.

In respect of Employment Injury cases, 2,795 accidents were reported for which Temporary Disablement Benefit was paid to the tune of Rs. 1,19,147.29. In addition to this 321 persons drew 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. 68,927.44. There are 279 cases of dependants of the deceased insured persons, who claimed and were paid the Dependants' Benefit amounting to Rs. 10,391.12. Five hundred and eleven insured women claimed Maternity Benefit and were paid Rs. 49,857.30.

In addition to the above, Funeral Benefit was paid in 49 cases amounting to Rs. 4,900.00 in respect of deceased insured persons.

During the month, legal action was taken against 2 employers in 10 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:—

- (1) employer for 4 cases convicted and admonished.
- (2) employer for 6 cases fined for Rs. 475.

Action was also taken against two insured persons for making wrong declaration and thus obtaining Cash Benefits. They were fined for Rs. 287 by the Court.

Legal action was taken for non-payment of Employer's Special Contribution under Section 73-D for 5 cases and a sum of Rs. 5,703.00 was recovered.

Legal action was also taken for non-payment of Employees' Contribution under Section 45-B for 9 cases of the Act and a sum of Rs. 11,022.12 was recovered.

20 (b) E. MEDICAL BENEFIT.

Serial number and particulars.	February 1969.	January 1969.	February 1968.	Average in 1969.
(1)	(2)	(3)	(4)	(5)
Total number of attendance ..	3,58,644	3,81,890	3,42,801	3,82,080
New	75,189	82,886	73,606	78,919
Old	2,83,455	2,99,004	2,69,195	3,03,161
Number of Medical Certificates issued.	1,10,885	1,10,608	1,00,466	1,10,849
Number of Domiciliary visits made.	973	755	188	614
Number of Injections administered.	1,62,116	1,73,423	1,30,242	1,64,958
Number of X-Ray Examinations.	882	1,531	1,490	1,313
Number of Laboratory Examinations.	6,874	5,249	5,505	6,039
Number of Specialist Investigations.	6,578	6,244	5,256	5,825
Number of persons admitted to Hospitals.	1,531	1,649	2,082	2,083
Bed days occupied during the month.	8,661	11,876	14,779	13,171

21. Employment Exchange Statistics for the month of February, 1970.

Serial number and districts	Number of applicants.			Number of employers using the employment exchanges during the month.	Number of vacancies notified during the month.
	Registered during the month.	Placed in employment during the month.	Remained on live register at the end of the month.		
(1)	(2)	(3)	(4)	(5)	(6)
1 North Arcot ..	1,466	231	19,018	61	361
2 South Arcot ..	1,596	183	23,251	73	213
3 Chingleput ..	1,775	171	20,246	72	246
4 Coimbatore ..	2,271	356	22,834	168	556
5 Dharmapuri ..	530	62	7,317	44	102
6 Kanyakumari ..	995	38	21,683	32	41
7 Madras ..	5,571	652	64,368	227	692
8 Madurai ..	2,394	373	27,485	83	275
9 The Nilgiris ..	538	45	8,432	41	116
10 Ramanathapuram ..	1,166	219	15,285	76	221
11 Salem ..	1,746	150	57,251	72	245
12 Thanjavur ..	1,906	275	22,158	123	685
13 Tiruchirappalli ..	1,792	231	25,939	85	307
14 Tirunelveli ..	1,375	169	19,378	73	270
Total for February 1970..	25,121	3,155	3,54,645	1,230	4,373
Total for January 1970.	26,736	3,210	3,59,887	1,258	3,951
Total for February 1969..	21,497	3,482	2,76,853	1,201	4,263
Average for 1969 ..	33,617	3,564	3,09,215	1,274	4,956

THE ABOVE FIGURES EXCLUDED STATISTICS RELATING TO WORK PERFORMED IN RESPECT OF PHYSICALLY HANDICAPPED APPLICANTS WHICH IS GIVEN BELOW.—

Special Employment for Physically Handicapped, Madras—

February 1970. ..	48	11	763	9	1
January 1970. —	46	12	807	9	16
February 1969. —	37	11	604	11	—



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