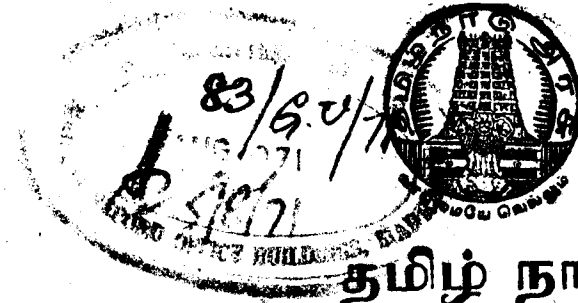




**தமிழ் நாடு
தொழிலாளர் துறை அரசிதழ்**

TAMIL NADU LABOUR GAZETTE

12-வது தொகுதி இலக்கம் 10
Vol. XII No. 10

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OCTOBER 1970

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Government of Tamil Nadu

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TAMIL NADU LABOUR GAZETTE

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

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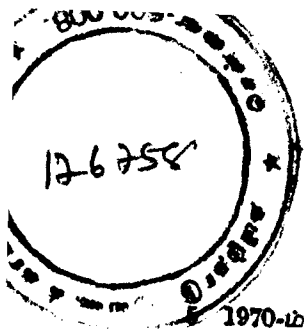
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THE TAMIL NADU LABOUR GAZETTE

VOL. XII.

OCTOBER 1970.

No. 10

SPECIAL ARTICLES

HAZARDS IN CHEMICAL INDUSTRIES.

BY

Thiru C. T. SREENIVASAN, B.E.,

Chief Inspector of Factories, Tamil Nadu.

Chemical Works has been defined in the Factories Act as any works or that part of works in which the manufacture or recovery of hazardous chemicals are carried on or used including the various processes carrying on extraction of metal or ore, etc. Under the Factories Act, all accidents by which a worker is disabled from work for more than 48 hours after the accident are to be reported to the Inspector of Factories. The number of such accidents reported from the Chemical Factories are :—

Year.	Number of Accidents.		
	Fatal.	Non-fatal.	Total.
(1)	(2)	(3)	(4)
1967	3	1,025	1,028
1968	4	1, 27	1,131
1969	6	1,451	1,457
1970	1	636	637

Though the number of Chemical Factories is 1.25 per cent of the total number of factories registered under the Factories Act and the number of workers employed in them is only 1.79 per cent of the total number of workers employed in all the factories in this State, the chemical factories alone have reported 5.72 per cent of the total number of accidents reported in this State in the year 1969. The pattern of accidents in the Chemical Industries also follows the same pattern as in the other industries. A large number of accidents are reported in handling, use of hand tools, struck by falling bodies, falling from a height, stepping or striking against objects.

The accidents peculiar to chemical factories reported are by burns, explosions, splashing of acids and suffocation by escape of gases and vapours. While doing the maintenance work workers

have received burns by splashing of acids. Vapours of solvents falling on the clothes of workers have resulted in fires ending in fatalities. In one of the factories Turpentine was being polymerised to yield reflux in an experimental plant in a still installed in the open without control valves and adequate cooling arrangement by circulation of cooled water and without any thermostatic control. During the experiment, the still burst and splashed boiling turpentine resulting in the death of a few workers.

In 4th century B.C. Hippocrates has recorded adverse effects on miners due to dust. Pliny the Elder in the first century A. D. refers to use of bladders by refiners over their faces to avoid effects of dust. It is only from the 15th century that significant progress has been recorded regarding effects of occupational exposures and their medical history. Ramazzini the father of occupational medicine in 1700 published the first book that could be considered a complete treatise in occupational diseases. It is mainly one for the control of occupational diseases. K. B. Lehmann conducted experiments on the toxic effects of gases for control of industrial atmosphere.

A country's prosperity is judged by the industries it possesses. A large number of chemical industries are being started in Tamil Nadu also.

Every chemical industry presents its special problems on control and each chemical used in each industries poses its own special problems to the health of the workers and those living in the surrounding areas. The pollutants from these industries pose grave problems on health and control. All these problems to the health of the worker can be presented or reduced to the barest minimum controlling:—

- (1) Physical factors, viz., temperature, heat, noise, light, radiation.
- (2) Chemical factors, viz., toxic gases, fumes dust, etc.
- (3) Engineering revision in combination with medical control.

PHYSICAL AGENTS.

Temperature, Humidity and radiant heat:—In a tropical country, processes which generate heat cause work rooms to be unduly heated. Workers exposed to these extreme conditions suffer from physiological and psychological strain and suffer from heat disorders. This can be reduced by control of heat escaping into the environment from hot process and bodies.

Noise an unwanted sound affects hearing mechanism, communication and behaviour of man. The problem posed by it is steadily increasing. It reduces efficiency at work and increase the

likelihood of accidents. Prolonged exposure causes deafness. Sound at high frequencies causes deafness. The effect of noise is not easily understood now as it is not treated as a disease for which compensation is payable in some foreign countries. But recognising its adverse effect on the health of the workers it is suggested that some thought may be bestowed on this and that its ill effects be reduced by good engineering design, substitution by less noisy processes, isolation, enclosure of noisy source, by providing acoustic baffles, walls and ceilings, by providing ear protectors and rotating personnel.

Human behaviour, performance and achievement are the end results of seeing. Good illumination by optimum balanced lighting without glare should be provided to ensure that workers could see easily, accurately, quickly, comfortably and safely without any physiological and psychological effects.

Workers exposed to radioactive substances used in painting dials, radioactive generating machines and radioactive materials suffer from cancer and other diseases. The types of radiation are X-ray, Gamma Rays, beta particles and neutrons. Hazards can be reduced by distance, shielding and time exposed.

The resultant of the various agents are:—

Effect. (1)	Inefficiency. (2)	Fatigue. (3)	Disease. (4)
Poor lighting ..	Limited perception and diminished safety.	Limited performance	?
Noise ..	Poor communication and diminished safety.	Annoyance ..	Occupational deafness.
Vibration ..	Impairment of perception and effector mechanism.	Increased muscular tonus and metabolism.	M. Raynaud ? Skeletal atrophy ?
Heat ..	Limited circulation and metabolism.	Exhaustion Dehydration.	Renal and cardiovascularis ?
Radioactive radiation.	..	..	Hematological disorders.
Dust ..	..	..	Pneumoconiosis.
Toxic agents ..	..	..	Intoxication.

CHEMICAL AGENTS.

The chemicals used or produced in an industrial operation generally disseminate into the air. These are gases and vapours, dust, fumes, mists and smokes. Then enter the human body, by inhalation, absorption and ingestion. Inhalation is by far the most important route of intake. These get into the respiratory system in the process of breathing and some find their way to the lungs.

These contaminants are capable of producing injury and disease when they are deposited and accumulate in sufficient amounts in the lungs or after transfer to more sensitive sites deeper within the body from the lungs. Phenol, creosol, microbenzyl, organic phosphate insecticides, etc., are absorbed through the skin by way of the air spaces in the hair follicles to the gland and the gland cells. Absorption through resins of the epiderm is more rapid. Hydrogen cyanide passes through the unbroken skin if enough is present in the air. Ingestion results from contaminated food, beverages or from putting fingers and other contaminated objects into the mouth.

In each industry, workers contact various peculiar diseases. Workers employed in Fertilizers, are exposed to Pneumoconiosis, Fluorosis and Hematological disorders. In the Pesticide industries workers are affected mainly by the affliction to Enzyme cholinesterase and other respiratory diseases. Workers employed in paint and pigments manufacturing industries are exposed to Dermatitis. Workers employed in industries manufacturing chromates are exposed to Nasal perforation. Manufacture and use of solvents such as carbon tetrachloride cause Hepato-Renal damage; carbon-di-sulphide affects peripheral and central nervous system. Workers in Rubber Industries where antioxidants made from Alpha and Beta Naphthalamines and Phenyl Beta Naphthamylene used in synthetic rubber suffer from occupational cancer of the bladder.

Each organic chemical used in industry brings about its own potential hazards to health. Arsenic used in manufacture of pesticides, weed killers, colouring of glass and pigments, dyes in lacquers, calico printing, etc., causes Irritation Dermatitis, ulceration and cancer of the skin, conjunctivitis Nasal septum, lung cancer, etc. Mercury used in repairing of meters, as amalgam, Pharmaceuticals and explosives, causes excessive salivation, bleeding, inflated gums, tremor, depression, insomnia, delusions, and permanent damage to brain. Chromium causes dermatitis, perforation of nasal septum and cancer of the lung. Manganese used in Dry cell batteries manufacture, glass, ceramics, paints, dyes and potassium permanganate causes Pneumonitis metal fume fever and Parkinson's disease of the brain. Zinc causes brassfounders' ague, brass chills, resembling acute attack of influenza. All epoxy resins cause Dermatitis. Benzidine causes cancer of the bladder. Carbon monoxide, Hydrogen sulphide and Hydrogen cyanide exert specific chemical actions on the blood and tissues causing asphyxia by combining with iron in cell inhibiting cell respiration. Irritant gases like sulphur-di-oxide, ammonia, nitrogen dioxide, chlorine, phosgene, hydrofluoric acid cause acute suffocative pulmonary oedema. Methyl Bromide causes central nervous disorders. Arsene causes acute Haemolysis,

A man who is ill can never produce efficiently. Production is directly related to the health of the workers. Hence it is imperative that the worker while at work should be taken care of against industrial and occupational diseases he might contact in the course of his employment.

He should not be exposed to the risk beyond the maximum permissible limit of concentration of dust, gases, vapour, etc. In the schedule attached to, I have given the threshold limit values recommended by the American Conference of Government Industrial Hygienist. These values should be used as the guides in the control of health hazards and should not be regarded as the fine lines between safe and dangerous concentration. They represent conditions under which it is believed that nearly all workers may be repeatedly exposed day after day without adverse effect.

The Chemical Factories in Tamil Nadu are mainly for agricultural purposes manufacturing Fertilisers and Pesticides. Other Chemical Industries manufacture caustic soda, photo films, plastics, alcohol, paints, pigments, trichloroethylene, roofing compounds, lubricants, printing inks, bleaching powder, rayon, dichromates, etc. refinery has started functioning recently. Complex Petro Chemical Industries are likely to be started in a short time. The process of manufacture and the effluents discharged from these industries are likely to pollute the air, water and ground causing industrial diseases to the workers working within the factory and the public living around the factory.

Some, but not all trades, lead to external markings or signs of workers that may serve to identify either the trade or diseases associated with the trade. Workers exposed to manganese suffer from manganese poisoning and present expressionless mask like face, unable to purse their lips, with gait which is apparently not quite controlled and indulge in fits of unprovoked laughter or crying. The glass blowers have circular holes in their teeth and have difficulty in breathing with feeble inhalations and prolonged laboured expiration (Emphysema). Workers exposed to mercury suffer from Erethismus with frozen and facial expression resembling statues.

Victims of carbon monoxide poison present a cherry red complexion. Most occupational dermatoses, and callosities are far from characteristic of any one or few trades and not revealing. All occupational diseases do not present obvious outward evidence of their existence. Some children may present stigmata of degeneration when one or other of the parents has suffered from such afflictions as lead, radium or phosphorus poisoning. These and other materials constitute race poisoning, and may contribute to degeneration of off-spring. Several of the chemicals used in the

industries have affected slowly and steadily various parts of the human body. In some cases damages caused to the organs are irreversible. Workers exposed to the hazards of the chemicals will have their health being impaired day after day steadily and sick workers cannot be expected to put in their best.

ENGINEERING CONTROL.

1. *Automation*.—When the hazards cannot be eliminated, then by Automation, the number of workers exposed to these hazards can be considerably reduced. By this, only manual work is given up and the workers necessary to check up machines, replenish raw-materials, if exhausted, are employed on the process. This also improves the work performance and a few workers only will have to be provided with personal protective equipment. If at the earliest stage of disining itself this is thought of it will be easy to incorporate automation easily. If this is thought of at a later stage, the cost of incorporation will be very high.

2. *Hermetisation*.—By this process, the process and machines are sealed and the gases and vapours stay inside the sealed enclosure and they will not permeate into work-rooms causing health hazards. In modern plants this is resorted to. In one of the plants manufacturing chrome compounds, due to the vapours escaping into the atmosphere, a large number of cases of nasal perforations had been reported. As the plant had become obsolete, the management install a modern new hermetically sealed plant and by this for the past 20 years no case of nasal perforation has been reported.

3. *Elimination and Substitution*.—(Mostly material): When substances used in the manufacturing process are found to be highly toxic and harmful to human beings this could be replaced by less toxic materials. By such a change, the quantity and quality of production should not be affected. Wherever Benzol has been used as a solvent, it is now being replaced by toulene or xylene which are less toxic and less harmful to human beings. In Ceramic Industries, instead of using Oxides of Lead which by ingestion can be more harmful is replaced by lead silicate. In painting industries, lead, which is harmful, has been replaced by compounds of Zinc or Titanium. In hat industries, Mercury has caused mercurial poisoning and mercury has been replaced by compounds of Molybdenum. The history of advances in Technological process is largely one of step-wise solution of problems which develop in series-new ones being created by the very solution of earlier difficulties. The new problems resulting from advances in one particular direction, while solving one problem, should not create more harmful hazards.

4. *Change of Technological Process*.—If dangerous gases or vapours are emitted, the process should be changed to decrease the velocity of gases to reduce emission. This might slow down production but considering the cost of high incidence of industrial diseases this can be thought of. The process could also be carried out in vacuum. In potteries, applications of a little water would reduce dust concentration from 75 m. parts per c. ft. to 5 or 10 m. parts per c. ft. Wherever Carbondisulphide escapes into the atmosphere with the Oxygen of the air forms an explosive mixture and the offset of this can be reduced, by judicious introduction of Nitrogen.

5. *Enclosures*.—Enclosing hazardous process which would result in fires and explosion from places where other process will minimise the persons injured and also reduce noise which causes fatigue resulting in accidents and sometimes mental aberrations is also resorted to.

6. *Segregation*.—Segregation must be done with reference to time and location. If possible, the work which is likely to produce noise affecting the other workers or when the process is likely to effect the health of the workers, this may be carried on in separate and distinct places and if this cannot be done, this must be done in the night shift or some other time when only a few workers are likely to be working so that a large number of workers would not be exposed to the hazards.

7. *Ventilation*.—Very frequently engineering control requires control of unfavourable thermal environments and atmosphere polluted with toxic and other dangerous substances. Ventilation control, being costly, should be resorted to when all other methods and combination of methods have proved of no avail. The other methods necessary are local and general ventilation. Local methods would be by arresting contamination at source and special skill is required for this as hermetisation should be positive and effective to ensure against leakages. The general conditions would include providing of special types of hood and controlling air movement to see that the hazard does not spread and the exhausted gases and fumes do not recontaminate the work rooms.

8. *Air Pollution*.—The air pollution should be avoided by sedimentation, centrifugal forces, air washing, filtration and Electrostatic precipitator. Only large particles can be removed by sedimentation. Only particles that could be separated from air by process can be removed by centrifugal forces (cyclone separators). Particles of gases and vapours which are soluble in air or water can be washed with air or water. Cleaning of particles can be done with cloth, but efficiency is decreased as the filter gets checked and air resistance is increased. Very often, finer particles of dust

escaped outside, causing inconvenience. In smaller particles of less than 5 microns the effective means of collection of such dust would be by means of Electrostatic Precipitators.

9. *Maintenance and House-keeping.*—Though this is mentioned as the last one in the Engineering control, it is of paramount importance that the maintenance of plant and equipments should be of a very high order. Maintenance should include against escape of gases and vapour to such an extent not to form explosive mixture or affect the health of the workers. When plant are new special care regarding maintenance would not be necessary, but as the plant ages it would be greatly necessary to ensure against the harmful chemicals escaping into the atmosphere and causing discomfort and affecting the health of the workers. House-keeping is part and parcel of maintenance.

10. *Personal Protective Equipment Devices.*—If by all known engineering methods, hazards, cannot be controlled and at such times when hazards are likely to be in excess of the maximum permissible limits prescribed, then only use of personal protective equipments should be resorted to. Personal protective equipments are unfortable to be worn or used for all the 8 hours a worker is required to be at his place of work. They do not reduce or eliminate the hazards. It is to be used in emergencies only. Personal protective equipments and devices include goggles, protective clothing, respirators, preventive creams and lotions. These should be provided to fit the operators' physical features and suitable for the jobs on which they are employed. The cannister respirators needed for special chemicals should be provided. All the personal protective equipment should be maintained in a clean condition at all times.

SCHEDULE OF RECOMMENDED MAXIMUM CONCENTRATIONS OF ATMOSPHERIC CONTAMINANTS FOR OCCUPATIONAL EXPOSURES.

Substance. (1)	p.p.m.* (2)	mg./c.c.m.† (3)
Acetic acid	10	25
Acetone	1 000	2 400
Ammonia	50	35
Ammonium Sulphamate (Ammato)	..	15
Aniline	5	19
Arsenic	..	0.05
Arsine	0.05	0.02
Benzene (benzol)	25	80
Benzidine	..	A1**
Beryllium	..	0.002
Bromine	0.01	0.07
Butylamine	5	15
Carbon dioxide	5,000	9,000
Carbon disulphide	20	60

(1)	(2)	(3)
Carbon monoxide	100	110
Carbon tetrachloride	10	65
Chlordane (1, 2, 4, 5, 6, 7, 8, 8-octachloro-3,4,4,7,7a-tetrahydro-4,7-methanoindene).	..	0.5
Chlorine	1	3
Chlorine dioxide	0.1	0.3
Chlorine trifluoride	0.1	0.4
Chromic acid and chromates (as CrO ₃)	..	0.1
Cresol (all isomers)	5	22
Cyanide (as CN)	..	5
Cyclohexane	400	1,400
DDT (2, 2-bis p-chloro-phenyl)-1, 1, 1-trichloroethane)	..	1
Dieldrin (1, 2, 3, 4, 10, 10-hexachloro-6, 7-epoxy-1, 4, 4-a, 5, 6, 7, 8, 8a-octahydro-1, 4, 5, 8-dimethanonaphthalene)	..	0.25
Diethylamine	25	75
Dinitrobenzene	..	1
Dinitrotoluene	..	1.5
Ethyl acetate	25	100
Ethylamine	25	45
Ethyl alcohol (ethanol)	1,000	1,900
Ethbenzene	200	870
Ethyl chloride	1,000	2,800
2-Ethoxyethanol (Cellosolve)	200	740
2-Ethoxyethylacetate (Cellosolve Acetate)	100	540
Fluoride (as F)	..	2.5
Fluorine	0.1	0.2
Formaldehyde	5	6
Gasoline	500	2,000
Hexane (n-hexane)	500	1,800
Hydrogen chloride	5	7
Hydrogen cyanide	10	11
Hydrogen fluoride	3	2
Hydrogen peroxide, 90 per cent	1	1.4
Hydrogen Sulphide	20	30
Hydroquinone	..	2
Iodine	0.1	1
Lead	..	0.2
Lead arsenate	..	0.15
Malathion (O-O-dimethyl dithio phosphate of diethyl mercaptosuccinate)	..	15
Manganese	..	5
Mercury (organic compounds)	..	0.1
Methyl alcohol (methanol)	200	260
Methyl chloride	100	210
Methylchloroform (1, 1, 1-trichloroethane)	250	1,900
Methylene chloride (dichloromethane)	500	1,750

(1)	(2)	(3)
Monomethyl aniline	2	9
Naphtha (coaltar)	200	800
Naphtha (Petroleum)	500	2,000
Beta-Naphthylamine	..	A1
Nicotine	..	0.5
Nitric Acid	10	25
Nitrobenzene	1	5
Nitrogen dioxide	5	9
Octane	500	2,350
Parathion (O, O, diethyl-O-P-Nitrophenyl thiophosphate.)	..	0.1
Phenol	5	10
Phosgene (carbonyl chloride)	1	4
Phosphene	0.3	0.4
Phosphoric acid	..	1
Sodium fluoroacetate (1080)	..	0.05
Sulphur dioxide	5	12
Sulphuric acid	..	1
Toluene (toluol)	200	750
Trichloroethylene	100	520
1, 2, 3-Trichloropropane	50	300
Turpentine	100	550
Xylene (xylol)	200	870
Zinc oxide fume	..	5

*Parts of vapour or gas per million parts of air by volume at 25°C and 760 mm Hg Pressure.

† approximate milligrams of the substance per cubic metre of air.

**A-1. Benzidine; beta-Naphthylamine Because of high incidence of bladder tumours in man, any exposure, including skin, is extremely hazardous.

INDUSTRIAL SAFETY.

Rob Roy Factory, Kotagiri, is covered by Section 2-m (i) of the Factories Act. On 24th July 1970 at 10 a.m. a worker of this tea factory had fallen from the roofing straight on the cement floor down below at a height of 14 feet while cleaning the deposited tea fluff on the perspex sheet sky light over a tea drier machine. He succumbed to his injuries next day in the hospital.

Cause.—The perspex sheet (8 feet by 8 feet) fitted in the roofing gave way due to his self weight.

REMEDIAL MEASURES.

(1) The dust from the tea drier should be disposed of through a closed metal tube, extending above the roof so that spreading of dust on the roof is prevented.

(2) The lighting inside the work room must be improved by artificial lighting.

(3) Sky-light should be fixed securely to the roofing on all its four sides.

2. The Tuticorin Spinning Mills Limited, Tuticorin, is covered by Section 2m (i) of the Factories Act. A yarn carrier in the 'C' Mill department of the above factory met in a fatal accident while he was unloading cotton borahs from a lorry which was not his duty.

Twenty-nine cotton borahs each weighing 100 kgs. were placed by four rows in the lorry. The height of the top row of the cotton borah was about 16 feet from the ground. When the lorry driver tried to loose the coir which was placed over the borahs in order to unload them, one borah which was on the top slipped and fell on the neck of the deceased. He succumbed to his injuries next day in the hospital.

REMEDIAL MEASURES.

The loading and unloading of borahs should be done under strict supervision.

தொழிலாளர் பற்றிய செய்திகள்.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்திய தொழிலாளர்—
நூற்பாலைகள்.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் தமிழ்நாட்டில் 14 நூற்பாலைகளில் வேலை நிறுத்தம் அல்லது கதவடைப்பு ஏற்பட்டிருந்தது. அதில் ஒரு நூற்பாலையின் வேலை நிறுத்தமும் கதவடைப்பும் சென்ற மாத இறுதியில் இருந்து தொடர்ந்து வந்ததாகும். இந்த வேலை நிறுத்தம் அல்லது கதவடைப்பு காரணமாக பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 1,560 ஆகும். இழக்கப்பட்ட மனித நாட்களின் எண்ணிக்கை 14,600 ஆகும்.

இதர தொழில் நிறுவனங்கள்.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் தமிழ்நாட்டிலுள்ள 12 இதர தொழில் நிறுவனங்களில் வேலை நிறுத்தம் ஏற்பட்டிருந்தது. இதில் 7 தொழில் நிறுவனங்களின் வேலை நிறுத்தம் அல்லது கதவடைப்பு சென்ற மாத இறுதியில் இருந்து தொடர்ந்து வந்ததாகும். இந்த வேலை நிறுத்தம் அல்லது கதவடைப்பு காரணமாக பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 1,911 ஆகும். இழக்கப்பட்ட மனித நாள் எண்ணிக்கை 14,001 ஆகும்.

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

மத்திய அரசு ஆதிக்கத்தில் உள்ளவை.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில், சென்னை இரண்டாவது வட்ட (மத்திய) உதவித் தொழிலாளர் துறை ஆணையர் கீழ்க்கண்ட மூன்று தொழிற் தகராறுகளில் ஒப்பந்தம் செய்துவைத்தார் :—

(1) சேலம் பரீன் அண்டு கம்பெனி நிர்வாகத்தினருக்கும் அதன் தொழிலாளர் சார்பாக கலந்தகொண்ட சேலம் மாவட்ட மாக்னசைட் லேபர் யூனியனுக்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

(2) மதுக்கரை, மெசர்ஸ் அசோசியேட் சிமன்ட் கம்பெனி லிமிடெட் நிர்வாகத்தினருக்கும், கோயமுத்தூர் சிமன்ட் ஓர்க்கர்ஸ் யூனியனுக்கு இடையே ஏற்பட்ட தொழிற் தகராறு.

(3) மதுக்கரை சிமன்ட் ஓர்க்கரின் மேனேஜருக்கும் மதுக்கரை சிமன்ட் ஓர்க்கர்ஸ் யூனியனுக்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

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

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

1. மெசர்ஸ் பின்னி அன்ட் கம்பெனி லிமிடெட் நிர்வாகத்தினருக்கும் சென்னை துறைமுகத் தொழிலாளர் சங்க (அகில இந்திய தொழிற் சங்க காங்கிரஸ்) திற்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

2. சென்னை புட் கார்ப்பரேஷன் ஆப் இந்தியாவிற்கும் சென்னை போர்ட் அன்ட் டாக் ஓர்க்கர்ஸ் புராக்ரெசிவ் யூனியனுக்கும் (தனியானது) இடையே ஏற்பட்ட தொழிற் தகராறு.

3. சென்னை போர்ட் டிரஸ்ட் சேரமெனுக்கும், சென்னை போர்ட் யூனிடெட் லேபர் யூனியனுக்கும் (அகில இந்திய தொழிற் சங்க காங்கிரஸ்) இடையே ஏற்பட்ட தொழிற் தகராறு.

சென்னை இரண்டாவது வட்ட தொழிலாளர் துறை மத்திய உதவி ஆணையர் மேட்டுப்பாளையம் இந்தியன் பாங்கிற்கும் திரு சுப்பிரமணியம் (நீக்கப்பட்ட ஷராப்) என்பவருக்கும் இடையே ஏற்பட்ட தொழிற் தகராறில் செய்த சமரச முயற்சி தோல்வி அடைந்தது.

தொழிற் தகராறுகள் பற்றிய விபரம்.—

1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 1-ந் தேதி அன்று 45 நிறுவனையிருந்த தொழிற் தகராறுகளின் எண்ணிக்கை.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் பெறப்பட்ட தொழிற் தகராறுகளின் எண்ணிக்கை. 27

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் தீர்த்து வைக்கப்பட்ட தொழிற் தகராறுகளின் எண்ணிக்கை. 33

1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 30-ம் தேதி அன்று 39 நிறுவனையிருந்த தொழிற் தகராறுகளின் எண்ணிக்கை.

அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்களின் எண்ணிக்கை 11 உருவாகிய அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்களின் இல்லை. எண்ணிக்கை.

வேலை நிறுத்தங்களின் எண்ணிக்கை இல்லை.

கதவடைப்புக்களின் எண்ணிக்கை 1

வழங்கப்பட்ட நிலையானச் சான்றிதழ்களின் எண்ணிக்கை இல்லை.

தமிழ்நாடு அரசு ஆதிக்கத்தில் உள்ளவை.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் தொழிலாளர் துறை சமரச அலுவலர்கள் 624 தொழிற் தகராறுகளை விசாரித்து முடிவு செய்தனர். இதில் 87 மனுக்கள் சம்பந்தமாக சென்னை தொழிற் தகராறுகள் சட்டம் பிரிவு 12 (3)-ன் கீழ் ஒப்பந்தம் ஏற்பட்டுள்ளது.

இந்த மாதத்தில் தமிழ்நாடு அரசினால் 29 தொழிற் தகராறுகள் தொழில் வழக்கு தீர்ப்பு மன்றத்திற்கும் தொழில் கோர்ட்டுக்கும் தீர்ப்புக்காக அனுப்பிவைக்கப்பட்டன. தொழில் வழக்கு தீர்ப்பு மன்றமும் தொழில் கோர்ட்டுமும் வழங்கிய 46 தீர்ப்புகள் தமிழ்நாடு அரசுதரில் பிரசுரிக்கப்பட்டுள்ளன.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் தமிழ்நாட்டிலுள்ள வேலை வாய்ப்பு அலுவலகங்களில் பதிவு செய்யப்பட்ட மனுதாரர்களின் எண்ணிக்கை 35,835 மற்றும் வேலையில் அமர்த்தப்பட்டோரின் எண்ணிக்கை 3,945 ஆகும். இது ஜூன் மாதத்துடன் ஒப்பிடும்போது பதிவு செய்தலும் வேலையில் அமர்த்துதலும் முறையே 8.7 சதவீதம் குறைந்தும் 1.1 சதவீதம் அதிகரித்தும் இருந்தன. வேலையளிப்பவர்களால் வேலை வாய்ப்பு அலுவலகங்களுக்கு அறிவிக்கப்பட்ட காலி ஸ்தானங்களின் எண்ணிக்கை 4,435 ஆகும். முன் மாதத்தைவிட 7.3 சதவீதம் இது குறைவாகும்.

இனி சொல்லப்படும் தொழில்களுக்கு ஆட்கள் குறைவாக இருந்தனர் என்று அறிவிக்கப்பட்டது.

மருத்துவ அதிகாரி, மகப்பேறு உதவியாளர், மருந்து கலந்த கொடுப்பவர் பட்டம் பெற்ற உதவி ஆசிரியர்கள் (கணக்கு மற்றும் விஞ்ஞானம்) தமிழ், தெலுங்கு மற்றும் மலையாளம் பண்டிதர்கள், உருது ஆசிரியர்கள்

(இன்றிலே முதலிலே ஆண மற்றும் பெண்) கண்ட ஆசிரியர், உற்பயிற்சி ஆசிரியர், சுருக்கமுத்தாளர் ஆராய்ச்சிசாலை தொழில் நுணுக்க பயிற்சி யாளர், பவர் டிரிலர் (Power Driller), இன்ஸ்ட்ருமென்ட் மெக்கானிக் (Instrument Mechanic) மூன்று வருட அனுபவம் உள்ள மெக்கானிக் மற்றும் சாலை சமன்படுத்தும் இயந்திர ஓட்டி.

சென்னையிலுள்ள தொழில் நிர்வாகத்துறை வேலை வழிகாட்டி அலுவலகம் 452 மனுதார்களைப் பதிவு செய்து 49 பதிவாளர்களை வேலையில் அமர்த்தியது.

சென்னை, அண்ணாமலை மற்றும் மதுரை பல்கலைக் கழகங்களிலுள்ள வேலை வழிகாட்டிப் பகுதிகள் ஆகஸ்ட் மாதத்தில் 92 மனுதார்களைப் பதிவு செய்து 14 பதிவாளர்களை வேலையில் அமர்த்தின.

சென்னையிலுள்ள அங்கவழிநீர்களுக்கான பிரத்யேக வேலை வாய்ப்பு அலுவலகம் 63 மனுதார்களை (2 குடர், 8 செவிடர் மற்றும் 43 அங்கவழிநீர் கள்) பதிவு செய்து 16 அங்கவழிநீர்கள் வேலைக்கமர்த்தியது.

வேலை வாய்ப்பு அலுவலகங்களோடு இணைக்கப்பட்டுள்ள உத்தியோக வழிகாட்டிப் பகுதிகள் 15,071 மனுதார்களுக்கு கூட்டாக வழிகாட்டி 45 இளைஞர்களுக்கு தனித்து வழிகாட்டின. தனித்து வழிகாட்டப்பட்ட 21 பதி வாளர்கள் வேலையில் அமர்த்தப்பட்டனர். தனித்து தகவல் தெரிவிக்கப் பட்ட நபர்களின் எண்ணிக்கை 1,718 ஆகும்.

தொழிலாளர் கல்வித் திட்டம்.

சென்னை, மதுரை, கோயமுத்தூர் தொழிலாளர் கல்வி நிலையங்களில் தொழிலாளர்களின் கல்வித் திட்டத்தின் கீழ் 1970 செப்டம்பர் மாதத்தில் பயிற்சி அளிக்கப்பட்டவர்களின் விவரம் வருமாறு:—

தொழிலாளர் கல்வி நிலையம்
சென்னை. மதுரை. கோவை.

	(1)	(2)	(3)
1 பயிற்சி அளிக்கப்பட்ட தொழிலாளர் ஆசிரியர் எண்ணிக்கை.	21	..	331
2 பயிற்சியில் இருந்த தொழிலாளர் ஆசிரியர்களின் எண்ணிக்கை.	47	..	10
3 பயிற்சி அளிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை.	42,725	724	10,589
4 பயிற்சியில் இருந்த தொழிலாளர்களின் எண்ணிக்கை.	2,110	..	1,276
5 நடைபெற்ற பகுதிநிலை வகுப்பு களின் எண்ணிக்கை.	85	..	61

CURRENT NOTES.

SITRA'S ELEVENTH HUMAN RELATIONS CONFERENCE.

SITRA's Eleventh Conference on Human Relations in Industry was held at Coimbatore on August 2 & 3, 1970. About five hundred and seventy delegates representing two hundred organisations attended the Conference. Besides representatives from member mills and trade unions, representatives from Central and State Governments, Universities, Educational Institutions and Professional bodies attended the Conference.

Dr. V. K. R. V. Rao, Education Minister, Government of India, inaugurated the Conference. During the course of the inaugural address, Dr. Rao commended the good work done by SITRA in the field of research. Stressing the importance of good human relations, he outlined how the human being is the most difficult phenomenon to control, by his unpredictability and complicated nature.

SYMPOSIUM ON AUTOMATION.

Shri K. Sreenivasan, Director, SITRA was the Moderator for the Session on Automation.

Shri S. S. Rangnekar, Searle (India) Ltd., presented the management point of view on automation. He mentioned that at the beginning of 1970 there were about 110 computers in India—30 per cent of these were scientific computers used in academic institutions and 70 per cent were commercial computers.

Compared to our rate of industrialisation, the introduction of computers had been negligible. Further, except for the three oil companies, there had been no case of reduction in staff strength after the installation of computers.

In spite of its vast potential, the use of computers in India is bound to be a very limited scale in the foreseeable future. This is not due to the opposition of trade unions or lack of trained staff to run the computers but due to the fact that computers are used in India today for routine data processing work. However, when once the importance of computer as a tool in solving managerial problems is realised and increasing use is made of computers by managers in taking management decisions, then only the question of widespread use of computers arises.

Shri S. C. C. Anthoni Pillai, President, Madras Labour Union presented labour point of view on automation. As regards resistance to automation, he observed, "the resistance arises

only when there is displacement of labour. And, that will arise any where in the world. Even in the most advanced industrial societies this displacement of labour is bound to occur.

It is the lack of imagination on the part of management which causes all this resistance on the part of labour. On the other hand, if there is some specific law that will protect the worker, that it will be incumbent on the part of management to ensure that he is provided with alternative employment, then the resistance will not be there."

He continued, "There is also fear among the labour that the gains arising out of introduction of automation will not be shared with them." Pointing out the problems of introducing innovation in traditional industries, he said, "In the traditional industries, when automation of any kind of equipment is being installed, which will cause large-scale displacement, the question of regulating the change is absolutely essential".

EXECUTIVE SELECTION PRACTICES.

Shri S. S. Rangnekar, Searle (India) Ltd., presided over the session on Executive Selection Practices.

Shri C. G. Viswanathan, Personnel Manager, Crompton Greaves Ltd., presented in an interesting manner the Selection practices followed in the private sector. After stressing the need of selecting the right type of executives, he outlined the various stages in the selection procedure. Concluding his speech, he said that proper selection and placement would satisfy the management with efficient production and satisfy the executives that they are rightly placed in accordance with the best interest of the organisation.

A detailed account of executive selection practices in the public sector was presented by Shri M. K. K. Nayar, Managing Director, FACT. Tracing the early stages in selection practices, he observed that the method of selection had been the same as the one followed for selection of officers to senior positions in Government. He enumerated certain inhibitory factors in attracting professional managers to the public sector. He concluded by stating, "The public sector has to go a long way in establishing sound practices in executive selection. Barring a few enterprises, that have adopted modern methods and reaping the benefits thereof, the large majority is lagging behind. Qualified specialists, with adequate experience have to be inducted to deal with personnel functions. The process has begun".

Wing Commander M. B. Krishnamurthy, Defence Services Staff College, Wellington, in his speech on "Selection Procedures—Officers for the Armed Forces" presented an account of the system adopted to make the assessments as objective as possible. He mentioned that leadership was the measure and degree of an individual's ability to influence and be influenced by a group in the implementation of a common task. If one can control under experimental conditions the stresses to which a small group is subjected, one may hope to provide its members both with opportunities for action and leadership. From the conditions that limit these opportunities and their adjustments to these limiting conditions, one may draw tentative estimates of their effectiveness in the group.

An experimental group, a "micro—Community" is used as a testing ground at the Selection Board. Candidates are observed for their leadership and not aptitude. Leadership level is evaluated from the 'group—effectiveness' of an individual. The aim is to discover potential leadership while still trainable.

The fourth paper presented in this session was on "SITRA's Selection Procedures" by Shri V. Rudraswamy, Senior Scientific Officer, SITRA. In addition to a description of the selection procedure, some of the major aspects dealt with in the paper were scope of assistance, agreement in rating between members of the selection committee and agreement in rating within member when the same candidate is interviewed at two different points in time and analysis of interview situation. The paper suggested some precautions necessary to make accurate assessment of the suitability of candidates and measures to overcome the deficiency in the selection procedure.

INDUSTRY AND SOCIAL RESPONSIBILITY

Mr. H. T. Clifton, Manager, Madura Mills Co. Ltd., presided over the Session on "Industry and Social Responsibility". Shri N. S. Bhat, Director, Binny Ltd., presented the Study Group Report on "Social Responsibility of Management". The Report observes that management has a growing responsibility to look after the interests of the consumer and the community. Some of the ways by which this can be achieved are : (i) It has to be sensitive to and strive for social approval of its purpose and achievements ; (ii) It has to contribute its share to the maintenance of the health by avoiding pollution and eliminating slums ; (iii) There has to be some sacrifice from the shareholders by voluntary limitation of dividends so that more money can be earmarked for welfare schemes ; (iv) It has to stabilise its price level and adopt all the codes for Fair Trade Practices ; (v) It has to co-operate with the Government by paying its taxes readily and conforming to State regulations ; (vi) It has to accept and recognise the role of trade union in industrial relations and encourage workers' participation in

management; and (vii) it has to help and encourage formation of consumers associations and adopt their views and suggestions to the extent possible.

"Social Responsibilities of Trade Unions" was the subject matter of the address by Shri G. Ramanujam, General Secretary, Indian National Trade Union Congress. He said, "Social responsibility is one of the several responsibilities a trade union has or at any date ought to have, besides its responsibility to its members, its responsibility to the industry and its responsibility to the society at large". Referring to the principle of Trusteeship propounded by Gandhiji he said "If every individual in society will function as a trustee of every other individual in society, there will hardly be any need for clash of any kind". He continued to add, "Labour is but a section of the community and trade unions should so design their policies and programmes that the part does not come in conflict with the whole. They must realise that in every industrial dispute, it is not only capital and labour that are affected, but society is also affected".

"Social Responsibility of Consumers" was the theme of the talk given by Shri K. Sreenivasan, Director, SITRA. An individual in our society has a number of roles to play including that of a consumer. Economic decisions of consumers shape the pattern of industrial growth in any free economy. Our consumers have so far been a docile and an uncomplaining lot. This attitude should be changed for the better. What are the responsibilities of a consumer? He should refrain from hoarding goods which are in short supply and buy only what he needs. He should be discretionary in choosing quality goods. Strong consumer associations should be formed to protect the interests of the consumers. Rapid economic and social progress depends on the creation of a new 'Swadeshi' spirit in our Society. Consumers should choose to buy 'Swadeshi' products and avoid purchasing foreign goods. Fostering the Swadeshi habit is the primary responsibility of the consumer for without him no industry can survive.

Dr. P. V. Veeraghavan, SITRA, presented a research report on the "Unemployed in Society". The study was based on a survey conducted among unemployed workers from the closed textile mills in Coimbatore. Some of the aspects covered were impact of unemployment on the social and economic life of workers, psychological impact on the worker's social status and family and attitude towards management, union, Government and society. Other aspects covered were immediate and long term reaction of workers to unemployment, search for substitute job and adjustment, changes in standards of living, reaction of family members towards unemployment, outlook for the future, etc.

HEALTH AND THE INDUSTRY.

Dr. N. Ve'appan, Managing Director, Sri Ramnarayan Mills Ltd., Coimbatore, was the Chairman of the Session on "Health and the Industry".

The first speaker Dr. G. Lakshmipathi, Consulting Physician, Coimbatore presented a Study Group Report on "Health and the Industrial Worker".

The Report highlighted the importance of health among industrial workers and suggested measures for improving their health conditions. Some of the suggestions included: establishment of cadre of Medical Inspectorate of Factories to visit industrial units and suggest measures for minimising as health hazards; introduction of an Occupational Health Service as a part of the Employees State Insurance Scheme to conduct research on occupational diseases and suggest preventive and remedial measures; a comprehensive health education scheme to be drawn-up and implemented to educate the industrial workers regarding the nature and prevention of occupational diseases; introduction of pre-employment medical examination with a view to place workers on jobs that are most suitable for them; and lastly, vocational rehabilitation of workers who have recovered from serious illnesses and accidents.

Dr. M. N. Gupta, Director, Occupational Health Research Institute, Ahmedabad also presented a Report on "Health and the Textile Worker".

In his talk on "Physiological Stresses and Productivity", Dr. S. S. Ramaswamy, Director, Central Labour Institute states that in the industrial environment factors like heat, noise and intensity of illumination influence productivity. Experimental data reviewed shows that above the thermal level where the workers start 'feeling hot' (85°F) productivity will go down by 2 per cent for every 1° F rise in the atmospheric temperature. Similarly, even under the normal noise level (96 Db) prevailing in weaving sheds, and 8 per cent fall in production has been recorded if the weavers do not use ear plugs. Role of other factors like nutritional status and fitness of workers, rational phasing of rest pauses during work shift and provision of adequate and proper illumination in the work places in improving the productivity was also discussed.

MARCH OF EVENTS

FOR THE MONTH OF OCTOBER 1970.

1. *Labour prefers Arbitration to Adjudication.*—Voluntary arbitration rather than compulsory adjudication was preferred by leaders of labour as a means of reducing industrial strife and ushering in industrial peace in the country.

Speaking on the concluding day of the seminar on industrial relations, organised by the All-India Manufacturers' Organisation at Bombay, Thiru S. R. Vasavada, M.P., President of the Indian National Trade Union Congress said that if justice was meted out to labour there would be no lack of co-operation from the workers' side. Industrial peace would be better served by such co-operation.

He also suggested that industrialists should give labour the status it wanted, by which he stressed the right to disagree. He emphasised that he favoured voluntary arbitration to reduce industrial strife.

Thiru Kulkarni, President of the All-India Port and Dock Workers' Federation, advocated collective bargaining without Government or political interference as a means of building up healthy industrial relations.

Speakers from the employees' side, drawn from the industrial managerial cadre in the private sector, emphasised the need for building strong trade unions in each factory, thus encouraging co-operation between management and labour and increasing productivity.

Thiru S. K. Somaiya, Chairman of the Maharashtra State Board of the AIMO said production and productivity should first increase and only then would workers benefit by a real increase in wages.

2. *Bill on family pension and insurance scheme soon.*—The Hon'ble Union Minister of Labour and Rehabilitation Thiru D. Sanjivayya, told the Regional Provident Fund Commissioners that the proposed scheme of family pension-cum-life assurance had been processed, and there was every hope that it would be introduced before the close of the current financial year.

The recommendation of the National Commission on Labour to extend the Provident Fund Act to smaller establishments employing ten or more persons and enhancing the rates of contribution from 6½ per cent to 8 per cent and 8 to 10 per cent was also receiving the Government's attention, he added while inaugurating the sixth conference of Regional Provident Fund Commissioners at New Delhi.

Thiru Sanjivayya expressed concern at the mounting arrears of Provident Fund contributions which stood at over Rs. 15 crores. Since the position in the textile and engineering industries, to which the bulk of the arrears related, was showing improvement, he hoped the defaulting establishments would become financially viable and the arrears brought down.

The Minister referred to the functioning of the exempted funds about which, he said, there had been some complaints. Since the exempted funds covered nearly 40 per cent of the funds subscribers, it was the normal responsibility of the Regional Commissioners to ensure that the subscribers of these funds also received benefits comparable to those available to the members of the statutory funds.

Referring to compliance with the provisions of the Act by the public sector undertakings, he said that although they operated Provident Fund Schemes with similar benefits, there was some laxity on their part in the matter of formal compliance with the provisions of the Act. If the matter was taken up with the authorities and the Government departments concerned there was no reason why these undertakings should not be prevailed upon to fall in line with the complying establishments.

The Minister referred to various measures taken to liberalise the working of the Employees' Provident Fund, such as the investment of the Fund accumulations in State Government securities, securities guaranteed by the Central and State Governments, and time deposits of Post Offices, as a result of which the interest rate of the employees' accumulation had been increased to 5.7 per cent in 1970-71. He also mentioned the constitution of the special reserve fund which guaranteed to workers their share of the contribution recovered but not remitted to the funds and raising of the minimum payment to dependents of the deceased from Rs. 500 to Rs. 750. The conditions, on which advances were paid to subscribers to tide over temporary but acute difficulties, had also been liberalised, he added.

The Minister reminded the Regional Commissioners that the fundamental objective of the Provident Fund Organisation was to render quicker, better and more satisfactory service to the members, who were mostly illiterate and uneducated and therefore solely depended on the organisation for such important matters as the accuracy of accounts, prompt payment of advances and quick settlement of final payment claims.

3. *U.K. Move to Curb Labour Unions.*—The British Government announced plans to curb strikes and restrict powers of labour unions. The blueprint will be incorporated in legislation to be handed to Parliament later this fall. The main proposals

are union-management agreements in the future would be legally binding, unless the parties agree otherwise, secret ballots would be mandatory in case of serious labour disputes; a cooling off period of six days would be mandatory before major strikes and a new court would be established to deal with industrial law offenders.

4. *Bonus Pact in Coimbatore Mills.*—The Negotiating Committee of the Southern India Mill Owners' Association concluded an agreement with trade unions for payment of bonus to textile workers for 1969 and 1970.

The two-year agreement, which covers 43,000 workers in 53 textile mills affiliated to the Association, will cost the mills Rs. 1.12 crores this year, against 52 lakhs disbursed last year as bonus to workers.

Thiru R. Doraiswamy, Chairman, Southern India Mill Owners' Association, told pressmen that the Association had gone all out to meet the demands of the workers' representatives and reach a settlement. He said the Association in response to the request of the trade union leaders, had deviated from some of the past practices of computing bonus and come forward to give one per cent extra bonus over that calculated as per the SIMA formula for mills having more than 8-1/3 per cent bonus liability.

The bonus was to be disbursed to workers on or before October 22.

5. *Bonus for Neyveli staff.*—Workers of the Neyveli Lignite Corporation will receive an additional payment of one per cent of their earnings over and above the four per cent already announced by the management as bonus for 1969-70.

This follows the talks held at Madras by the Hon'ble Labour Minister, Thiru N. V. Natarajan at the instance of the Hon'ble Chief Minister, Thiru M. Karunanidhi.

The question as to how this extra one per cent should be treated would be decided later.

A sum of Rs. 25 lakhs was to be disbursed to about 17,000 workers of the Corporation on October, 20 under the above arrangement.

6. *Recovery Cells for Employees' Provident Fund.*—The 48th meeting of the Central Board of the Trustees of the Employees Provident Fund decided to set up special recovery cells at the district level in the offices of Collectors, wherever arrears of contribution to the provident fund were heavy.

The meeting, which was presided over by the Secretary of the Union Labour and Employment Ministry, Thiru P. M. Nayak reviewed the working of the staff reserve fund for payment of

employees' share of contributions deducted from the wages but not remitted to the Fund and the grant of non-refundable advances to the members for medical treatment and hospitalisation and decided to continue these benefits as at present.

7. *Uniforms for Port Labour in Madras.*—An agreement on supply of uniforms to workers of the Madras port has been signed at New Delhi between the representatives of the Madras Dock Labour Board and the Madras Stevedores' Association on the one hand and the Madras Port and Dock Workers' Congress affiliated to the INTUC.

The terms of the agreement provide for the supply of three sets of uniforms per year to the signallers, winchmen, tundals and tally clerks by the employers. The mazdoors in the reserve pool will also be supplied with three sets.

8. *Participation by labour in State Units.*—The Union Government is considering two schemes, one to nominate workers representatives to the board of managements of public undertakings and another to enable workers to hold shares in them according to the Hon'ble Union Minister of Labour and Rehabilitation, Thiru D. Sanjivayya.

Thiru Sanjivayya is reported to have announced this at the two day meeting of the Consultative Committee of the members of Parliament, attached to the Department of Labour and Employment held at Hyderabad.

The schemes would help to improve both industrial relations and productivity, he said.

9. *Steel wage boost.*—Nearly, two lakh workers in the iron and steel industry all over the country will get an increase of Rs. 67 per month in their wages under an agreement finalised by representatives of the industry and workers at New Delhi.

The increase is inclusive of the interim relief of Rs. 35 given to the workers from November first, 1969.

Under the agreement, every worker in the industry will get a minimum wage of Rs. 240 per month.

The agreement will take effect from September 1 and will be in force for four years.

The Hon'ble Union Minister of Labour and Employment, Thiru D. Sanjivayya, who was present when the agreement was signed said that the Bipartite wage negotiation at the industry level was a unique experiment. It would cut down the time of

nearly five to six years that was generally taken by the wage boards to fix wages. He said that it had also ensured better labour-management understanding. He also pointed out that the united approach shown by all the trade unions during these negotiations also gave new hopes of stability in industrial relations.

Thiru Sanjivayya also said that the steel industry being a key sector of the economy there was need to improve the labour situation which had not been too happy in the past. He assured that the Labour Ministry would continue to help maintain industrial peace, particularly in key industries like steel.

THE INDUSTRIAL COURT REPORTER

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

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AWARDS AND AGREEMENTS.

IN THE HIGH COURT OF JUDICATURE AT MADRAS.

(Writ Petition No. 2941 of 1968, dated 16th February 1970).

PRESENT :

Mr. JUSTICE ALAGIRISWAMI

Between

Anglo-American Direct Tea Trading Company Limited
(represented by Pachamalai Estate, Valparai)

and

Labour Court, Coimbatore and others.

Dismissal—Dismissal for misconduct—Adjudication of dispute—Women workers in an estate found guilty of wilful insubordination and assault on superiors and of acts subversive of discipline and hence dismissed from service—Subsequent acquittal of the women workers in a criminal proceeding of the assault on superiors—Such acquittal as a result of benefit of doubt and not on merits—Labour court directing reinstatement of the women workers on the ground that they were acquitted by Criminal Court—Award of the labour court quashed as unsustainable—Dismissal of an industrial employee having been found guilty of more than one charge—Each of the charges is serious enough to justify dismissal—The fact that one of such charges is legally unsustainable, held could not affect the validity of the order of dismissal—Scope of disciplinary power of the employer in regard to his employee who is convicted or acquitted of a criminal charge, considered and explained—Subsequent acquittal of the employee in criminal proceedings, held, could not affect the validity of the order of dismissal passed by the employer as a result of the employee having been found guilty at a domestic enquiry properly held :

In the instant writ petition the validity of the award of the labour court directing reinstatement of a certain woman worker in a tea estate was challenged. The women workers were found guilty at the domestic enquiry of wilful insubordination and acts subversive of discipline including assault on a superior. The said women workers were however acquitted by a criminal court. Subsequently by giving them benefit of doubt, the labour court directed their reinstatement on the ground that in the face of acquittal by the criminal court, the order of dismissal passed by the Management could not be justified. Allowing the writ petition, held that the charge of wilful insubordination and the act subversive of discipline had nothing to do with criminal complaint. Each of the said charges which was passed was sufficient to sustain the order of dismissal.

Where a disciplinary proceeding had been held against certain workers and there was no defect in the enquiry, an order of dismissal passed earlier can be justified on the basis of subsequent acquittal of the workers in a criminal court. The position of law in this respect could be summed up as follows :—

“ If a domestic tribunal has concluded its enquiry and come to a conclusion even before the criminal court has passed the judgment the domestic tribunal's conclusion is not vitiated by the fact that, on the same facts, the criminal court has subsequently acquitted the worker either on a technical ground or on merits. Similarly, if after a conviction by the criminal court, there is a finding of the domestic tribunal holding the employee guilty on evidence which is independently assessed by it, the fact that subsequently on appeal the worker was acquitted does not mean that the domestic tribunal's conclusion is in any way vitiated. But if the criminal court's judgment either of a trial court or of an appellate court is earlier than the domestic tribunal's enquiry, the domestic tribunal is bound to take the judgment of the original court into consideration. If after taking the judgment into consideration the domestic tribunal takes a different view, the labour court cannot interfere if it is found that principles of natural justice have been complied with and there is evidence which could support the finding of the domestic tribunal. But if the domestic tribunal does not apply its mind to the judgment of the criminal court, it may show mala fides and therefore its order may be liable to be struck down.

For petitioner—Sri M. S. Krishnan for King and Patridge.

For respondents—Sri K. Ramachandaran.

ORDER.

The petitioner is the management of Pachamalai estate, Valparai. It held a domestic enquiry against seven of its female workers and one male worker in respect of an incident that took place on 6th August 1966 in its tea gardens. The women workers were reported to have refused to pluck in the rows allotted to them and to have abused and assaulted the assistant manager and assistant conductor. It is not necessary to refer to the case of the male worker because he was prosecuted in a criminal court and convicted and his dismissal by the domestic tribunal has also been upheld by the labour court and there is no writ petition on his behalf in the court. The charges against the women workers were :—

- (1) under standing order 23 (1), “ wilful insubordination, disobedience, whether alone or in combination with others of any lawful and reasonable orders of a superior ”.
- (2) under standing order 23 (11), “ riotous and disorderly behaviour ”, and

(3) under standing order 23 (12), "and act subversive of discipline".

After holding an enquiry these women were dismissed by order dated 12th September 1966. The labour court has found that no principles of natural justice were violated in the enquiry held against these seven women workers. There was also a criminal prosecution against them in Calendar Case No. 4487 of 1966 before the Sub-Magistrate of Pollachi. The seven women were given the benefit of doubt and acquitted. This was on 6th March 1967. The labour court has held that in the face of acquittal by the criminal court of these seven women workers, the orders of dismissal passed by the management cannot be sustained. This writ petition is against that order.

2. I am satisfied that the labour court has fallen into an error. The prosecution against these seven women was on the basis that they abused the north division workers ordered by P.W. 1 before the criminal court to pluck tea leaves and do not allow them to do so, that when they were asked by P.W. 1 to go and attend to their work, they did not obey him, but abused him and surrounded him and P.W. 2, that all the women started to attack P.W. 1, that one of the women beat P.W. 1 with a stick and damaged his sweater and shirt and that they chased both P.Ws. 1 and 2. The criminal court gave them the benefit of doubt and acquitted them. The finding in the domestic enquiry was that all the seven women were guilty of the charges of wilful insubordination of lawful and reasonable order of the superiors and riotous and disorderly behaviour and acts subversive of discipline, in that they refused to pluck in the rows allotted to them and abused and assaulted the assistant manager. Now it would be noticed that the charge against them of wilful insubordination of lawful and reasonable order of the superiors had nothing to do with the criminal complaint, nor the charge of acts subversive of discipline. The abuse heaped by them on P.Ws. 1 and 2 cannot be the subject-matter of charge in criminal court; only the assault could be and if we leave out the allegation regarding assault, it should be held that charges 1 and 3 have been proved and charge 2 to some extent. They are enough to justify the dismissal in this case.

3. But, that apart, I think that where a disciplinary proceeding has been held against certain workers and there is no defect in the enquiry, an order of dismissal passed earlier cannot be set aside on the basis of a subsequent acquittal of these workers by a criminal court. No arguments are necessary to show that where such acquittal is purely on a technical ground, like lack of sanction, the order passed by the domestic tribunal would not in any way be vitiated. But where the subsequent acquittal by the criminal court is as the result of giving the workers the benefit of doubt could it be said still that the domestic tribunal's finding and the

In Writ Petition No. 263 of 1969, workmen of Ruby Rubber Works v. Ruby Rubber works and another, Ismail, J., has taken the view that they are not liable to be set aside. His reasoning is :—

"As far as the second contention is concerned, the learned counsel for the petitioner himself admitted that the workmen concerned were acquitted after giving them the benefit of doubt on the ground that the charge against them was not proved beyond reasonable doubt. That finding of the court is with reference to the basic judicial principles of criminal justice that the burden is on the prosecution to prove the guilt beyond any reasonable doubt, and if there is any doubt, the accused is entitled to the benefit of the same, and this principle has no application to disciplinary proceedings that may be taken by a master against a servant. If the workmen had been acquitted on being found that the charge made against them was false and they were innocent, the position will be different. While the innocence of the workmen was not established, and they were acquitted solely on the basis of benefit of doubt having been given to them, it cannot be contended that the enquiry conducted by the management in relation to the same conduct is barred by that conclusion of the criminal court. Consequently, in my opinion, there is no substance in this contention either".

4. However where in the disciplinary proceeding the tribunal has come to a conclusion earlier than the criminal court, I do not think that the finding of the domestic tribunal and the punishment inflicted by it could be set aside merely on the ground that subsequently a criminal court has acquitted the concerned employee in a criminal prosecution even if it be on merits.

5. In Delhi Cloth and General Mills v. Kushai Bhan (1960 1 L.L.J. 520), the concerned worker had been acquitted by the criminal Court on 8th April 1958 on the ground that the case against him was not free from doubt. The copy of the judgment of the criminal Court was produced before the labour tribunal and it refused to approve the order of dismissal, when it was approached under Section 33A. The company thereupon applied for special leave and appealed to the Supreme Court. The main contention before the Supreme Court was that the company was not bound to wait for the result of the criminal trial and that it would, and did, hold a fair enquiry against the respondent and if the respondent refused to participate in it and left the place where the enquiry was being held, the company could do no more than to complete it and come to such conclusion as was possible on the evidence before it. The Supreme Court said :—

"It is true that very often employers stay enquiries pending the decision of the criminal trial Courts and that is fair; but we cannot say that principles of natural justice

require that an employer must wait for the decision at least of the criminal trial Court before taking action against an employee. In *Bimal Kanta Mukherjee v. Newman's Printing Works* (1956-I L.L.J. 453), this was the view taken by the Labour Appellate Tribunal. We may, however, add that if the case is of a grave nature or involves questions of fact or law, which are not sure, it would be advisable for the employer to await the decision of the trial Court, so that the defence of the employee in the criminal case may not be prejudiced".

This decision shows that the fact that the criminal Court acquitted the concerned employee after the domestic proceedings were completed does not mean that the order of the tribunal on the basis that the employee was guilty of the departmental delinquency complained of is liable to be set aside.

6. In *Tata Oil Mills Company, Limited v. its workmen* (by *Tata Oil Mills Workers' Union, Ernakulam*), and another (1964-II L.L.J. 113), the Supreme Court held that to say that domestic enquiries may be stayed pending criminal trial is very different from saying that if an employer proceeds with the domestic enquiry in spite of the fact that the criminal trial is pending, the enquiry for that reason alone is vitiated and the conclusion reached in such an enquiry is either bad in law or mala fide. In that case the Supreme Court held that the domestic enquiry was properly held and fairly conducted and the conclusions of fact reached by the enquiry officer were based on evidence which he accepted as true and that being so, it was not open to the industrial tribunal to reconsider the same questions of fact and come to the contrary conclusions.

7. In *J.K. Cotton Spinning and Weaving Company, Limited v. its workmen* (1965-II L.L.J. 153), the employee was dismissed, having been found guilty of the charge of theft levelled against him. The enquiry was conducted after the concerned workman was convicted of the offence of theft by a criminal Court. The concerned workman refused to participate in the domestic enquiry and it was conducted *ex parte* and the enquiry officer, after considering the evidence on record before him, found the concerned workman guilty of the charge levelled against him. He did not rely on the conviction of the worker by the criminal Court for coming to the conclusion against the concerned workman. Subsequently the worker was acquitted in appeal. The industrial tribunal considering the evidence on record and the evidence adduced before it came to the conclusion that the charge was not made out. No defect in the domestic enquiry was found. The industrial tribunal held that the domestic enquiry was based on the conviction of the workman by the criminal Court which was set aside in appeal and hence no value could be attached to the finding arrived at the

enquiry. The award was confirmed by the Labour Appellate Tribunal. The Supreme Court held that there was nothing in the report of the enquiry officer to show that he was influenced by the conviction of the workman by the criminal Court and upheld the dismissal.

8. It is, therefore, obvious that the fact that the worker was, after the domestic enquiry, acquitted by a criminal Court or even by criminal appellate Court would not in any way vitiate the finding arrived at by a domestic tribunal earlier on proper evidence and without violating any of the principles of natural justice. I do not think that the decision of *Ramachandra Ayyar, J.* (as he then was), in *Radhakrishna Mills, Limited v. Labour Court, Coimbatore*, and another (1960 II L.L.J. 678) can help the respondents. In that case the worker was convicted by a criminal Court. In the domestic enquiry the conclusion reached was that the charge levelled against the worker was also proved. Subsequently the worker was acquitted in appeal by the criminal Court. The management thereafter dismissed the workman from service for misconduct. The facts are not similar here. There the petition of the management was dismissed on the ground that the decision of the original court was not even considered by the management.

9. I may also refer to the decision of a Bench of this Court in *Writ Appeal No. 175 of 1965* (*Superintendent of Post Offices, Chingleput, and another v. Sheik Kasim*) which was a case relating to a Government servant. There the question whether on the same facts the domestic tribunal could come to a conclusion contrary to that arrived at by the criminal Court was not directly considered. But the Bench pointed out that an analysis of the facts showed that the charge before the criminal Court was different from the charge in the domestic enquiry. That is the case here also.

10. To sum up, the position of law may be stated thus:—

"If a domestic tribunal has concluded its enquiry and come to a conclusion even before the criminal Court has passed the judgment, the domestic tribunal's conclusion is not vitiated by the fact that, on the same facts, the criminal Court has subsequently acquitted the worker either on a technical ground or on merits. Similarly, if after a conviction by the criminal Court, there is a finding of the domestic tribunal holding the employee guilty on evidence which is independently assessed by it, the fact that subsequently on appeal the worker was acquitted does not mean that the domestic tribunal's conclusion is in any way vitiated. But if the criminal Court's judgment, either of a trial Court or of an appellate Court, is earlier

than the domestic tribunal's enquiry, the domestic tribunal is bound to take the judgment of the original Court into consideration. If after taking the judgment into consideration the domestic tribunal takes a different view, the labour Court cannot interfere if it is found that principles of natural justice have been complied with and there is evidence which could support the finding of the domestic tribunal. But, if the domestic tribunal does not apply its mind to the judgement of the criminal Court it may show *mala fides* and therefore its order may be liable to be struck down.

Applying these principles, I find that the award of the labour Court in this case cannot be supported and it is accordingly quashed. The petition is allowed. There will be no order as to costs.

NOTIFICATIONS.

N11

STATISTICAL SUPPLEMENT

STATEMENT SHOWING SETTLEMENT ARRIVED AT UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTES ACT, 1947 DURING THE MONTH OF AUGUST 1970.

Serial number and name of the establishment.	Date of agreement.	Details in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
1 Trappur Co-operative wholesale Stores Limited, Tiruppur.	20th August 1970	Non-employment	..
2 Meers. Sakthi Pipes Limited, Elavoor	5th August 1969	Charter of demands	..
3 Bombay Dry Cleaners, Erode.	5th August 1970	Non-employment	..
4 Engineer Equipment Enterprises, Ganapathy Post, Coimbatore District.	5th August 1970	Payment of increment	..
5 Hindustan Equipment Manufacturers, Kriehnerayapuram, Ganapathy post, Coimbatore.	30th August 1970	Non-employment	..
6 Management of T. K. Thanika Nader and Brothers, Madras-21.	4th August 1970	Do.	..
7 V. A. G. Transport, Carding Contractor, Madras-13.	7th August 1970	Do.	..
8 Reliable Hardware Syndicate Periana Maistry Street, Madras-21.	7th August 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.

The management agreed as per the terms of the settlement.

The management has agreed to pay Rs. 150 to each of the said workers as compensation in full and final settlement of all their claims.

The management has agreed to pay an ad hoc increment of Rs. 13 to all workers with retrospective effect from the month of March 1970.

The management has agreed to pay a sum of Rs. 1,550 to the said worker in full and final settlement of all his claims.

The management has agreed to pay a sum of Rs. 425 to the said worker as compensation in full and final settlement of all his claims.

The management has agreed to pay a sum of Rs. 19,766 to the said 23 workers as compensation in full and final settlement of all their claims.

The management has agreed to re-instate the said worker with continuity of service and with back wages.

(1)	(2)	(3)	(4)
9 Messrs. Camsons, Madras-1.	11th August 1970	Charter of demands	Both the management and the union have agreed as per the terms of settlement.
10 Messrs. Balakrishna Industrial Works, Madras-13.	14th August 1970	Do.	The Management has agreed to increase the present basic wages of the workmen by Rs. 10 p.m. and an increase of Rs. 5 in dearness allowance with effect from 1st May 1970.
11 Aruna Printers, Madras-12.	21st August 1970	Non-employment	The management has agreed to pay a sum of Rs. 280 as compensation in full and final settlement of all his claims.
12 Messrs. Sree Venkateswara Minerals (Private) Limited, Madras-1.	21st August 1970	Charter of demands	Both the management and the union have agreed as per terms of settlement.
13 Metha Sweet Stall, Madras-3.	25th August 1970	Non-employment	The management has agreed to pay Rs. 125 to the said worker as compensation in full and final settlement of all his claims.
14 Mysore Insecticides Limited, Madras-1.	25th August 1970	Fixation of scales of wages and revision of gratuity scheme.	Both the management and the union have agreed to refer the issue to the informal arbitration of Thiru K. Sengodan, B.A., D.S.W., Assistant Commissioner of Labour-I, Madras, and to abide by his decision as final and binding on them.
15 Management of Maya Textiles, Madras-3.	26th August 1970	Non-employment	The management has agreed to pay a sum of Rs. 100 to the said worker as compensation in full and final settlement of all his claims.
16 South Eastern Roadways, Madras-1.	27th August 1970	Charter of demands	Both the management and the union have agreed as per the terms of settlement.
17 Beehive Foundry, Engineering Works, Madras-1.	31st August 1970	Do.	Both the management and the union have agreed as per the terms of settlement.
18 Universal Biscuits Factory, Madras-5.	4th August 1970	Non-employment	The management agreed to pay a sum of Rs. 250 to the said worker as compensation in full and final settlement of all his claims.
19 R. N. Printers, Madras-32.	5th August 1970	Charter of demands	The management and the union have agreed as per the terms of settlement.
20 Ramanath Press, Madras-24.	5th August 1970	Do.	The management and the union have agreed as per the terms of settlement.
21 Meera Ashok Textiles, Madras-17.	5th August 1970	Non-employment	The management has agreed to reinstate the said worker with continuity of service but without back wages.
22 Hudi Pracher Press, Madras-17.	14th August 1970	Revision of basic wages and increase in dearness allowance.	The management has agreed to revise the basic scales of wages and also the dearness allowance.
23 Messrs. N. K. Ahamed Timber Merchants, Madras-6.	27th August 1970	Non-employment	The management has agreed to pay Rs. 100 to the said worker as compensation with full and final settlement of all his claims.
24 Messrs. General Machinery and Spares Corporation, Madras-32.	28th August 1970	General demands	The management has agreed to raise the wages of permanent workers by Rs. 15 p.m. with effect from 1st August 1970.
25 Bharathi Vijayan Press, Madras-5.	29th August 1970	Revision of wages and increase in dearness allowance.	The management has agreed to revise the existing scales of wages with effect from 1st July 1970.
26 Transformer and Swithgear Limited, Madras-20.	29th August 1970	Non-employment	The management has agreed to pay Rs. 1,400 to the said worker as compensation in full and final settlement of all her claims.
27 Sethorn Automatic Industries Private Limited, Madras-32.	31st August 1970	Do.	The management has agreed to pay Rs. 150 to the said worker as compensation in full and final settlement of all his claims.
28 Contributors United Peoples Transport (Private) Limited, Coimbatore.	5th August 1970	Certain demands	The management has agreed to provide two sets of dresses and 2 sets of chappals in a year to all the workers who have put in 219 days of service under the management.
29 Gobi Services, Coimbatore.	24th August 1970	Non-employment	The management has agreed to pay a sum of Rs. 1,100 to the said worker as compensation in full and final settlement of all claims.
30 (Sathyanagalam Transport Private) Limited, Madras	29th August 1970	Do.	The management has agreed to pay a sum of Rs. 414 to the said worker as compensation in full and final settlement of all his claims.

(1)

(2)

(3)

(4)

31	Madura Roadways (Private) Limited, Madurai.	3rd August 1970	Non-employment		The management has agreed to pay a sum of Rs. 329 to the said workers as compensation in full and final settlement of all his claims.
32	S. Jeyarajan and Sons, Madurai.	4th August 1970	Do.		The management has agreed to pay a sum of Rs. 600 to the said workers as compensation in full and final settlement of all his claims.
33	Southern Railway Employees Consumer Co-operative Stores, Dinidigul.	5th August 1970	Do.		The management agreed to pay a sum of Rs. 303 to the said worker as compensation in full and final settlement of all his claims.
34	Rajamani Auto Service, Madurai.	10th August 1970	Do.		The management has agreed to pay a sum of Rs. 1,350 to the 4 workers as compensation in full and final settlement of all his claims.
35	Madurai Iron Works, Madurai.	13th August 1970	Demand for bonus for 1969-70		The management has agreed to pay 15 per cent of the total earned wages as bonus to all their workers in full and final settlement of their claims for bonus for the year 1969-70.
36	Sree Dhanalakshmi Iron Works, Madurai.	13th August 1970	Bonus for 1969-70		The management agreed to pay 15 per cent of the total earned wages as bonus to all their workers in full and final settlement of their claims for bonus for the year 1969-70.
37	Hotel Dhanalakshmi, Madurai.	13th August 1970	Non-employment		The management has agreed to pay a sum of Rs. 75 to the said worker as compensation in full and final settlement of all his claims.
38	V. K. Swamy Confectioners and Biscuits Manufacturers, Uthamanthi.	14th August 1970	Do.		The management agreed to pay a sum of Rs. 375 to the said worker as compensation in full and final settlement of all his claims.

39	V. K. Swamy Confectioners and Biscuits Manufacturers, Uthamanthi.	14th August 1970	Do.		The management has agreed to pay a sum of Rs. 135 to the said worker as compensation in full and final settlement of all his claims.
40	Visvajalakshmi Tea Stall, Kanchi.	20th August 1970	Do.		The management has agreed to pay a sum of Rs. 1,000 to the said 9 workers as compensation in full and final settlement of all their claims.
41	M. P. S. Lorry Service, Madurai.	24th August 1970	Do.		The management has agreed to re-instate the said workers with effect from 1st September 1970 with continuity of service but without any back wages.
42	Canvey Oil and Rice Mills, Tiruchy.	26th August 1970	Do.		The management has agreed to pay a sum of Rs. 60 as compensation to the said worker in full and final settlement of all his claims.
43	Sri Alan Ram Company, Madras-6.	3rd August 1970	Do.		The management has agreed to pay a sum of Rs. 150 to the said worker as compensation in full and final settlement of all his claims.
44	Woodland Service Station, Madras-14.	17th August 1970	Do.		The management has agreed to pay a sum of Rs. 100 to the said worker as compensation in full and final settlement of all his claims.
45	Associated Transport Madras Private, Limited, Madras-2.	24th August 1970	Do.		The management has agreed to pay a sum of Rs. 684-40 P. to the said worker as compensation in full and final settlement of all his claims.
46	Salem Electromech Corporation, Salem-4.	5th August 1970	Do.		The management has agreed to re-instate the workmen with effect from 10th August 1970 without back wages but with continuity of service.
47	Sri Ramudu Bus Service, Salem.	5th August 1970	Do.		The worker has agreed to go back for work with effect from 7th August 1970 without back wages but with continuity of service.

(1)	(2)	(3)	(4)
48 Jawahar Mills Limited, Salem.	25th August 1970	Dismissal of a worker	 The management has agreed to provide alternate employment to the said worker in the Carding Department with continuity of service.
49 India Cement Limited, Sankari.	31st August 1970	Certain demands	 Both the management and the union have agreed as in the terms of settlement.
50 Management of Madurai Mills, Company Limited, Madurai.	7th August 1970	Revision of wages	 The management has agreed to revise the wages and scales of pay in full and final settlement of the demand for revision of wages.
51 Madura Mills Limited, Madurai.	13th August 1970	Charter of demands	 Both the management and the union have agreed as per the terms of settlement.
52 Madurai Mills Company, Limited, Madurai.	20th August 1970	Do.	 Both the management and the union have agreed as per the terms of settlement.
53 Madurai Mills, Company, Limited, Madurai.	20th August 1970	Demands for increase of wages.	 The management has agreed to increase and revise the wage scales.
54 Balakrishna Mills (Private) Limited, Madurai.	20th August 1970	Closure of Mills	 The management has agreed to pay compensation to the workmen. Leave wages, if any, due to the worker will be paid separately along with the amount of compensation which shall be paid to the worker on or before 10th September 1970.
55 Sree Meenakshi Mills Limited, Madurai.	24th August 1970	Increase of wages	 The management has agreed to increase Rs. 1 with effect from 16th August 1970.
56 Seethalakshmi Mills Limited, Madurai-6.	24th August 1970	Charter of demands	 The management and the union have agreed as per terms of settlement.
57 Sree Meenakshi Mills Limited, Panavai.	26th August 1970	Suspension of a worker	 The management has agreed to adjust the period of suspension of the worker to the extent of earned leave at their credit and to treat the remaining portion, if any, as suspension.
58 Sree Meenakshi Mills Limited, Panavai.	26th August 1970	Non-employment	 The management has agreed to re-instate the 2 workers with 50 per cent of their past service and 50 per cent of their present service. Now cut may be reviewed by the management after 6 months.
59 Edesa Group Estates, Kula-sakaram P.O.	10th August 1970	Charter of demands	 Both the management and the union have agreed as per terms of settlement.
60 Ganesethy Engineering Manufactures Private, Limited, Coimbatore-6.	10th August 1970	Non-employment	 The management has agreed to pay a sum of Rs. 150 as compensation to the said worker in full and final settlement of all his claims including re-instatement.
61 Sivarama I Steels Limited, Madurai-8.	1st August 1970	Implementation of the recommendations of the Chairman and Independent member Central Wage Board.	Both agreed that the company will be placed under Group B. (Basing shall be over a period of 41 years from 1st July 1970. Both the parties agreed as per the terms of settlement.
62 May Fair Leather Manufacturers (Private) Limited, Madurai-43.	4th August 1970	Non-employment	 The management has agreed to pay a sum of Rs. 225 as compensation to the said worker in full and final settlement of all his claims.
63 Mohana Light Casting Company, Madurai-19.	4th August 1970	Non-employment.	 The management has agreed to pay a sum of Re. 270 as compensation to the said worker in full and final settlement of all his claims.
64 Southern Switchgear Limited, Madurai-43.	7th August 1970	Charter of demands	 Both the parties agreed as per the terms of settlement.
65 Metal Cast Service, Madurai-48.	10th August 1970	Charter of demands	 Both the parties agreed as per the terms of settlement.
66 Hanuman Foundry, Madurai-41.	11th August 1970	Non-employment	 The management has agreed to pay a sum of Rs. 125 as compensation to the said worker in full and final settlement of all his claims.
67 Goldline Cine Studio, Madurai-25.	12th August 1970	Closure	 The management has agreed to re-open the Studio with effect from 14th August 1970. The workers will be paid 50 per cent wages due to them for the month of June 1970 on 14th August 1970.

68 Industrial Madras-32.	Electricals.	12th August 1970 ..	Closure of the establish- ment.	The management has agreed to pay notice pay and compensation as per section 25-F of the L.D. Act to all workers.
69 Rajdo Rubber and Madras-58.	Plastics,	12th August 1970 ..	Charter of demands	Both the management and Union agreed as per the terms of settlement.
70 Nellore Company Limited, Madras- 1.	Engineering	12th August 1970 ..	Charter of demands	Both the management and Union agreed as per the terms settlement.
71 Lotis Machines (Private) Limited, Madras-58.	(Private)	12th August 1979 ..	Bonus for 1969-70	The management has agreed to pay 5 per cent of the total earnings of the workers for the year July 1969 to June 70 as bonus.
72 Steadfast (Private) Limited, Madras- 58.	Enterprises	14th August 1970 ..	Several demands, and re- trenchment of one worker	The management has agreed to pay a sum of Rs. 100 to the said workman in full and final settlement of all his claims.
73 Selvi Auto Industries, Madras-43.	Industries,	17th August 1970 ..	Non-employment	The management has agreed to pay a sum of Rs. 200 to the said worker as compensation in full and final settlement of all his claims.
74 Standard Machine Tools, Madras-58.	Tools,	18th August 1970 ..	Charter of demands	Both the management and Union has agreed as per the terms of settlement.
75 Messers. Associated Engi- neering Enterprises, Madras-58.	Engi- neering	18th August 1970 ..	Charter of demands	Both the management and Union has agreed as per the terms of settlement.
76 Messers. Freezing Products (Private) Limited, Madras- 28.	Products	22nd August 1970 ..	Charter of demands	Both the management and the Union have agreed as per the terms of settlement.
77 Chemical Corporation Chingleput District.	Construction	24th August 1970 ..	Retrenchment of workers.	The management have agreed to pay compensation to all the workers in full and final settlement of all their claims, including retrenchment compensation.
78 Messers. Madras Chrome Tannery, Madras-49.	Chrome	25th August 1970 ..	Implementation of the wage board recommen- dation.	The management has agreed to pay a sum of Rs. 45 to each of 6 workers, as implementation of awards.

79 Messers. Hargo Industries, Madras-1.	Industries,	26th August 1970 ..	Non-employment	The management has agreed to pay a sum of Rs. 100 to the said worker as compensation in full and final settlement of all his claims.
80 Messers. Rockwell Elect- ronics India Limited, Ambattur, Madras-58.	Elect- ronics	31st August 1970 ..	Non-employment	The management has agreed to take back the worker into service.
81 Theodorin Spinning Mills.	Spinning	4th August 1970 ..	Non-employment	The management has agreed to pay a sum of 595 to the said worker as compensation in full and final settlement of all claims.
82 Madure Mills Company Limited, Ambesamudram.	Mills	19th August 1970 ..	Promotion to workers	The management has agreed to post four of the workers, whose names will be furnished by the Union, in day shift work only.
83 Madure Mills Company Limited, Ambesamudram.	Mills	20th August 1970 ..	Promotion to worker.	The Union has therefore not pressed the case of other workers. Promotion to Thiru Sundaram Pandaram T. No. 4662.
84 Tirunelveli-Tutocorin Electric Supply Company Limited, Tirunelveli.	Electric	25th August 1970 ..	Certain demands	The management has agreed to promote Thiru Sundaram Pandaram as doubler as a special case counting his previous service as doubling doffer along with his last continuous service as doubling doffer. This will not be cited as a precedent in future cases.
85 Ball Products Company, Palayamkottai.	Products	29th August 1970 ..	Certain demands	Do.
86 Ramnath Press, Tirunelveli.	Press	29th August 1970 ..	Non-employment	The management has agreed to give a minimum in- crease of Rs. 32 including weightage and fitment in the total emoluments as on 31st March 1969.
87 Sri Raghavan Transport, Palayamkottai.	Transport	29th August 1970 ..	Non-employment	Both the parties have agreed to refer "Whether the non-employment of Thiru P. Rajalingam is justi- fied, and if not to what relief he is entitled." (Issue) for the informal arbitration by the Deputy Commissioner of Labour, Madurai, and to accept his decision as final and binding.
				The management has agreed to pay Rs. 100 to the said worker as compensation in full and final settlement of all his claims.
				The management has agreed to pay Rs. 350 to the said worker as compensation in full and final settlement of all his claims.

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

Serial number and name of the concern.	Date of agreement.	Number of workers involved.	Issues.
(1)	(2)	(3)	(4)
1 Best and Company Private Limited, Madras.	9th August 1976 ..	..	..
2 Tamil Nadu Electricity Board, Madras.	29th July 1970 and 30th July 1970.	..	..
3 Binny Limited, Madras ..	12th August 1970 ..	..	..
4 Do. ..	10th August 1970 ..	..	..
5 New Premier Cafe, Madras-3.	1st June 1970 ..	..	..
6 Binny Limited, Madras ..	20th August 1970 ..	..	..
7 National Carbon Company, Madras.	3rd August 1970 ..	Demand for three 8 hours working shift.	Copy of settlement has been sent by the parties directly.
8 E.I.D. Parry Limited, Madras-57.	22nd August 1970.	Payment of all inclusive wages to casual workers.	Do.
9 Ram Theatre, Madras ..	..	General demands ..	..
10 Hotel Oceanic, Madras ..	14th August 1970 ..	Do. ..	..
11 Ramalinga Choodambigai Mills, Thiruppur.	9th July 1970 ..	Regarding pay and working of Jobbers Maistries and Oilers.	..
12 Kallewarar Mills Limited, Coimbatore.	11th August 1970.	Arrears of Wages for 6 chargemen Regarding.	..
13 Kothari Mills, Singanallur.	26th June 1970 ..	Regarding increased wages and workload.	..
14 Tamil Nadu Electricity Board, Madras and the Electricity Workers Federation.	29th July 1970 and 30th July 1970.	Regarding revisions of scales of Pay, Dearness Allowance and House Rent Allowance.	..
15 Ramakrishna Transports Private Limited, Coimbatore and the workers themselves.	6th August 1970 ..	Regarding the implementation of final recommendations of the Wage Board for Road Transport Industry.	..
16 Sri Sivakami Mills Limited, Thenur. Vs. National Textile workers Union.	24th July 1970 ..	Revision of wages for canteen workers.	..

(1)	(2)	(3)	(4)
17 Madura Mills Company Limited, Madurai. Vs. Madurai Textile Workers Union, Madurai District Mill Workers Union, Maistries and Fitters Union and Dravida Panchalai Thozhilalar Munnetra Sangam.	29th July 1970 ..	Revision of wages maistry and fitters.	..
18 Madras Mills Company Limited Madurai, Madurai District Mill Workers Union and Madurai Textile workers Union.	10th August 1970 ..	I.W.M. Preparatory Department increase in production.	..
19 Sree Visalakshi Mill, Vilankuati, Vs. National Textile Workers Union, Madurai.	20th August 1970 ..	Bonus for 1969-70.	..
20 Madura Mills Company Limited, Madurai, Vs. Testing Mill Engineering Workers Union	21st August 1970 ..	Permanency of casual labourers.	..
21 M. B. S. Transports, Madurai, Vs. Chinna Thevar, Worker.	2nd August 1970 ..	One Bonus demand for 1969-70.	..

3. STATEMENT SHOWING THE INDUSTRIAL DISPUTES REFERRED FOR ADJUDICATION TO THE INDUSTRIAL TRIBUNAL AND LABOUR COURTS PUBLISHED IN PART II SECTION 1 OF THE TAMIL NADU GOVERNMENT GAZETTE, DURING THE MONTH OF JULY 1970.

Serial number and name of the concern which dispute has arisen	Issues.	G.O. number and date of the Labour department.
(1)	(2)	(3)
INDUSTRIAL TRIBUNAL, MADRAS—cont.		
1 Thirumathi K. Rajammal Cardamom Planter, Tuticorin-2.	Whether the non-employment of Thiru Thangapan is justified; and if not, to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G.O. R. No. 1164, dated 29th May 1970.
2 Mettur Chemical and Industrial Corporation, Mettur Dam, R.S.	Whether the action of the Management in overlooking Thiruvalargal D. Manickam and T. P. Loganathan in the matter of promotion is justified and to what relief they are entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G.O. Ms. No. 1396, dated 28th June 1970.
3 Madras Pencil Factory, Madras.	Whether the demand for revision and classification of wage scales is justified if so formulate a scheme; and the other demands mentioned in the annexure are justified; if not, to what relief the workers are entitled.	G.O. R. No. 1431, dated 27th June 1970.
4 Sree Lakshmi Cotton Mills, Andarkottaram.	Whether the non-employment of all the workmen of the management is justified, if not to what relief they are entitled.	G.O. R. No. 1445, dated 30th June 1970.
5 Thirumalai Mills, Tirunelveli	To fix the quantum of bonus for the year 1968-69.	G.O. R. No. 1434, dated 30th June 1970.
6 Plantation in Kannikatti and Valayar, Papanasam Project.	Whether the demand for revision of wages is justified, if so to fix the revised rates of wages. Whether the demand for casual leave festival holidays and medical leave is justified and if so to fix the quantum under each category To fix the quantum of bonus for the years 1967 and 1968.	G.O. R. No. 1163, dated 29th May 1970.

(1)	(2)	(3)
LABOUR COURT, COIMBATORE.		
7 Tamilnadu Transport, Coimbatore (Private) Limited, Coimbatore.	Whether the non-employment of five persons mentioned in the annexure is justified if not to what relief they are entitled. Whether the demand for payment of bonus for the year 1968-69 is justified, if so to fix the quantum of the bonus.	G.O. R. No. 1288, dated 12th June 1970.
8 Excel Industries, Coimbatore.	Whether the non-employment of Thiruvalargal P. Subramaniam and M. Kandasamy is justified, if not to what relief they are entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. R. No. 1291, dated 12th June 1970.
9 Vijayalakshmi Service, Salem.	Whether the non-employment of Thiru S. R. Raju is justified, and if not to what relief he is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. R. No. 1490, dated 2nd July 1970.
10 P. N. S. Bus Service, Pollachi.	Whether the non-employment of Thiru Selvaraj is justified, if not to what relief, he is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. R. No. 1495, dated 2nd July 1970.
11 Injiparai Estate, Valparai	Whether the demand that Thiru Sundar Singh and three others should be continued as Supervisors is justified and to what relief they are entitled.	G.O. R. No. 1497, dated 2nd July 1970.
12 Revathi Machinery Traders, Podanur.	Whether the non-employment of Thiru R. Rajendran is justified if not to what relief he is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. R. No. 1500, dated 2nd July 1970.

(1)	(2)	(3)
LABOUR COURT, COIMBATORE—cont.		
13 Wentworth Estate, Cherambadi post.	Whether the non-employment of Thiruvalargal Marimuthu, Chinnappa by the Management is justified if not to what relief they are entitled.	G.O. R. No. 1288, dated 12th June 1970.
14 Injiparai Estate, Valparai.	Whether the non-employment of Thiru Palani-swamy (No. 1528) is justified if not to what relief he is entitled. To compute the relief if any awarded in terms of money if it can be so computed.	G.O. R. No. 1287, dated 12th June 1970.
15 Hindustan Equipment Manufacturers, Coimbatore.	Whether the demand for payment of 20 per cent total wages as bonus for the year 1968-69 is justified and to what relief the workers are entitled.	G.O. R. No. 1292, dated 12th June 1970.
16 Messrs A. B. M. Service, Dharapuram.	Whether the non-employment of Thiru R. Seethapathi is justified if not to what relief he is entitled. To compute the relief if any, awarded in terms of money if it can be so computed.	G.O. R. No. 1494, dated 2nd July 1970.
17 Sri Krishna Motor Service Limited, Jeyankendam.	Whether the non-employment of Thiru P. Ayyasamy, controller is justified and if not to what relief he is entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	Fort St. George Gazette, dated 4th June 1970.
18 Ananda Talkies, Thirumangalam, Madurai District.	Whether the demand for increase in wages is justified, if so to fix the quantum of increase.	Fort St. George Gazette, dated 4th June 1970.
19 Rajapushpam Ginning Factory, Kalugumalai.	Whether the non-employment of Thiru K. Mariappan is justified if not to what relief he is entitled. To compute the relief if any, awarded in terms of money if it can be so computed.	G.O. R. No. 1315, dated 4th June 1970.

(1)	(2)	(3)
LABOUR COURT, COIMBATORE—cont.		
20 Kulpirai Co-operative Land Mortgage Bank Limited, Kulpirai.	Whether the non-employment of Thi u M. Manickam is justified, and if not to what relief he is entitled. To compute the relief if any, awarded in terms of money, if it can be so computed.	G.O. R. No. 1484, dated 2nd July 1970.
21 The Shencottah Electric Supply Agency, Shencottah.	Whether the demand for the revision of wages and payment of D.A. are justified and if so to fix the scales of pay and rate of D.A. respectively. To fix the date from which the same should be given effect to. 2. Whether the demand of the ten linemen for the supply of uniforms Gloves, Belroke, Raincoat and Chappal is justified.	G.O. R. No. 1469, dated 1st July 1970.
22 Sri K. Balasubramanian Motor Service, Koilpatti.	1. To fix the quantum of bonus for the years 1963-64, 1964-65, 1965-66, 1966-67 and 1967-68 and 5 other demands mentioned in the annexure.	G.O. R. No. 1526, dated 3rd July 1970.
23 Manjolai Estate, Manjolai Post.	Whether the non-employment of Thiru Madasamy (No. 718) is justified, if not to what relief he is entitled.	G.O. R. No. 1485, dated 30th June 1970.
LABOUR COURT, MADRAS.		
24 Thanjavur District Co-operative Spinning Mills Limited, Manalmedu.	Whether the non-employment of Thiru K. R. Sambandam is justified; and if not, to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G.O. R. No. 1597, dated 12th June 1970.
25 London Stores, Madras.	Whether the non-employment of Thiru R. Sekar is justified; if not, to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G.O. R. No. 1424, dated 20th June 1970.

(1)	(2)	(3)
LABOUR COURT, MADRAS—cont.		
26 P. Orr and Sons (P) Limited, Madras.	1. Whether the non-employment of Selvi Benjamin is justified; if not, to what relief she is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed. 2. Whether the non-employment of Thiru Balakrishnan is justified; if not to what relief he is entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G.O. R. No. 1425, dated 26th June 1970.
27 Integral Coach Factory Furnishing Office Canteen, Madras.	Whether the demand for increase in the dearness allowance is justified, so to fix the quantum.	G.O. R. No. 1429, dated 28th June 1970.
28 Perumal and Company, Madras.	Whether the non-employment of Thiru P. Gurusvappa Chetty is justified and if not, to what relief he is entitled. To compute the relief, if any, awarded, in terms of money if it can be so computed.	G.O. R. No. 1452, dated 1st July 1970.

IV. 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 TAMIL NADU GOVERNMENT GAZETTE DURING THE MONTH OF AUGUST 1970.

Serial number and name of the establishment.	Page number and date of the Gazette.	G.O. number and date.
(1)	(2)	(3)
INDUSTRIAL TRIBUNAL, MADRAS.		
1 Sathya Studios (Private) Limited, Madras.	11, 5th August 1970.	G. O. R. No. 1659, Labour, dated 24th July 1970.
2 K.C.P. Limited, Madras.	12, 5th August 1970.	G.O. R. No. 1744, Labour, dated 3rd August 1970.
3 Indrani Standard Metal Company, Limited, Madras.	17, 12th August 1970.	G.O. R. No. 1726, Labour, dated 30th July 1970.
4 Thirumathi K. Rajamall, Cardamom Planter, Tuticorin.	21, 19th August 1970	G.O. R. No. 1731, Labour, dated 30th August 1970.
5 Tan India Wattle Extract Company Limited, Mettupalayam	21, 19th August 1970	G.O. R. No. 1736, Labour, 1st July 1970.
6 Star Construction and Transport Co., Sankari	21, 19th August 1970	G.O. R. No. 1741, Labour, dated 1st August 1970.
7 Remington Rand of India Limited, Madras	23, 19th August 1970	G.O. R. No. 1766, Labour, dated 3rd August 1970.
8 Thiru C. Rajasekaran, Labour Contractor of Madura Mill Company Limited Vikramasingapuram.	26, 26th August 1970	G.O. R. No. 599, Labour, dated 10th July 1970.
9 Neyveli Lignite Corporation, Neyveli.	27, 26th August 1970.	G.O. R. No. 1865, Labour, dated 17th August 1970.

LABOUR COURT, MADRAS.

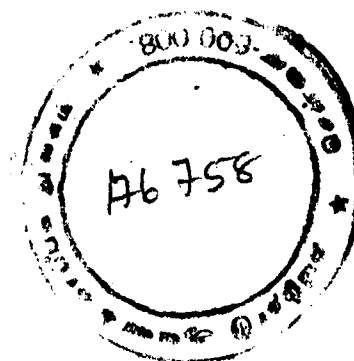
10 Brighton Madras.	Talkies, 14, 12th August 1970,	G.O. R. No. 1725, Labour, dated 30th August 1970.
11 Central Glass Madras.	Factory, 7, 19th August 1970. ..	G.O. R. No. 1787, Labour, dated 4th August 1970.

LABOUR COURT MADURAI.

12 Sudarsan Company, Madurai.	Trading Limited, 6, 19th August 1970 ..	G. O. R. No. 1774, Labour, dated 3rd August 1970.
13 Madura Mills Company Limited, Madurai.	6, 19th August 1970 ..	G.O. R. No. 1775, Labour, dated 3rd August 1970.
14 New Krishna Bhavan Coffee Hotel, Aruppukattai,	13, 26th August 1970 ..	G.O. R. No. 1849, Labour, dated 12th August 1970.

(1)	(2)	(3)
LABOUR COURT MADRAS—cont.		
15 Sri Balakrishna Talkies, Tuticorin.	14, 26th August 1970.	G.O. R. No. 1850. Labour, dated 12th August 1970.
16 Prema Medical and Surgical Home, Hoipatti.	15, 26th August 1970.	G.O. R. No. 1871. Labour, dated 12th August 1970.
LABOUR COURT, COIMBATORE.		
17 Terramia Estate, Kullakamby P.O.	1, 19th August 1970 ..	G.O. R. No. 1737. Labour, dated 1st August 1970.
18 Attikunna Division of Mangorango Estate, Nilgiri.	1, 5th August 1970 ..	G.O. R. No. 781. Labour, dated 13th August 1970.
19 Sivananda Colour Works, Royapuram, Tiruppur.	1, 12th August 1970 ..	G.O. No. 1696, Labour, dated 28th August 1970.
20 Salem Co-operative Marketing Society Limited, Salem.	4, 12th August 1970 ..	G.O. No. 1697, Labour, dated 28th July 1970.
21 Wentworth Estate, Cheraimbadi P.O. Nilgiris.	5, 12th August 1970 ..	G.O. No. 1698, Labour, dated 28th July 1970.
22 Glenmorgan Estate, Glenmorgan I.O.	9, 12th August 1970 ..	G.O. No. 1699, Labour, dated 28th July 1970.
23 Pullicar Mills Limited, Tiruchendur.	10, 12th August 1970 ..	G.O. No. 1700, Labour, dated 28th July 1970.
24 Balasubramania Colour Works, Tiruppur.	11, 12th August 1970 ..	G.O. No. 1701, Labour, dated 28th July 1970.
25 Central Art Press, Madras.	13, 12th August 1970 ..	G.O. No. 1724, Labour, dated 30th July 1970.
26 Terramia Estate, Kullakamby P.O.	14, 12th August 1970 ..	G.O. No. 1733, Labour, dated 31st July 1970.
27 Graigmore Group, Kullakamby P. O. Nilgiris.	2, 19th August 1970 ..	G.O. No. 1738, Labour, dated 1st August 1970.
28 Terramia Estate, Kullakamby P.O.	3, 19th August 1970 ..	G.O. No. 1740, Labour, dated 1st August 1970.
29 Shanmuga Metal Industries, Tiruppur.	4, 19th August 1970 ..	G.O. No. 1742, Labour, dated 1st August 1970.
30 Barath Foundry, Coimbatore.	1, 26th August 1970 ..	G.O. No. 1803, Labour, dated 6th August 1970.
31 Meenakshi Industries, Coimbatore.	7, 26th August 1970 ..	G.O. No. 1811, Labour, dated 7th August 1970.
32 V. R. T. Transport, Coimbatore.	16, 26th August 1970 ..	G.O. No. 1857, Labour, dated 14th August 1970.
33 Ramakrishna Transport (Private) Limited, Coimbatore.	17, 26th August 1970 ..	G.O. No. 1858, Labour, dated 14th August 1970.
34 Vellonie Estate, Valparai.	18, 26th August 1970 ..	G.O. No. 1859, Labour, dated 14th August 1970.

(1)	(2)	(3)
ADDITIONAL LABOUR COURT, MADRAS.		
35 Southern Bottlers (Private) Limited, Madras.	4, 5th August 1970 ..	G.O. No. 1640, Labour, dated 22nd July 1970.
36 South India Carbonic Gas Industries Limited, Madras.	5, 5th August 1970 ..	G.O. No. 1641, Labour, dated 22nd July 1970.
37 Krishnaveni Theatres, Madras.	7, 5th August 1970 ..	G.O. No. 1642, Labour, dated 22nd July 1970.
38 Eswaran and Sons (Switch Gear) Limited, Madras.	10, 5th August 1970 ..	G.O. No. 1660, Labour, dated 24th July 1970.
39 Central Art Press, Madras.	15, 12th August 1970 ..	G.O. No. 1727, Labour, dated 30th July 1970.
40 S. Ponnuswamy Nadar and sons, Madras.	16, 12th August 1970 ..	G.O. No. 1728, Labour, dated 30th July 1970.
41 Ennore Foundries Limited, Madras.	7, 19th August 1970 ..	G.O. No. 1776, Labour, dated 3rd August 1970.
42 Ennore Foundries Limited, Madras.	11, 19th August 1970 ..	G.O. No. 1777, Labour, dated 3rd August 1970.
43 Castrol Limited, Madras.	19, 19th August 1970 ..	G.O. No. 1786, Labour, dated 4th August 1970.
44 Kallakurichi Co-operative Sugar Mills Limited, Moongilthuraipatti	19, 26th August 1973 ..	G.O. No. 1661, Labour, dated 24th July 1970.
45 Apsara Talkies, Vellore.	22, 26th August 1970 ..	G.O. No. 1667, Labour, dated 25th July 1970.
46 M. R. Electronics Components Limited, Madras.	24, 26th August 1970 ..	G.O. No. 629, Labour, dated 16th July 1970.



ANDHRA PRADESH LABOUR BULLETIN

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

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

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சங்கத்துடன் இணக்கப்பட்டது. விதிகளை மீறிய
தன்மை.

(22)

(23)

தேசிய பஞ்சாலை தொழிலாளர் சங்கம் (இ.தே.தொ.ச. கா.) (1)

ரீசா தொழிலாளர் சங்கம் சென்னை-32 (அ.இ.தொ.ச. கா.)

அம்பத்தூர் இண்டஸ்ட்ரியல் எஸ்டேட் மற்றும் பொது தொழிலாளர் சங்கம், சென்னை (அ.இ.தொ.ச. கா.)

(2)

1,1 றுத்தம்,
குணைத்
ற ஆணை
ட ஒப்பந்
வாபஸ்

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

வரிசை எண்ணும், திருவனத்தின் பெயரும், இருப்பிடமும்,	தொழில்,	பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை.	மூர்தல். ஆரம்பம்.	முடிவு.	காரணம்.	தொழிலாளர் களுக்கு அளித்த நஷ்ட ஈட்டுத் தொகை.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1 மெஸ்ஸர்ஸ் ஜான்சன் அண்ட் பிலிப்ஸ் லிமிடெட், 3, தற்புத்திலா ரோடு, தியாக ராய் நகர், சென்னை-17.	..	7	31- 7-1970	..	..	சட்டப்படி, பாதிக்கப்பட்ட 7 தொழிலாளர் களுக்கு நஷ்ட ஈடு அளிக்கப்பட்டது.
2 ரிவெட் வெட்டு ஸ்ட்ரக் சரஸ், சென்னை-20.	..	7	31- 8-1970	..	..	ஷே
3 ரென் பென்னட் அண்ட் கம் பெனி, 2, ஜெனடல் பேட் பர்ஸ் ரோடு, சென்னை-2.	..	11	1- 8-1970	..	..	நடவடிக்கை எடுக்கப் பட்டுவருகிறது.
4 கல்லயார் டி பீப்குரி, கல்ல யார்.	..	40	31- 8-1970	..	இயந்திரங்கள் பழுது பார்க் கப்படுவதால்.	..
5 மதுரை சுகர்ஸ் லிமிடெட், பாண்டிச்சேரி.	..	250	12- 8-1970	..	கரும்பு கிடைக் காணம்,	..
6 தேசிய கூட்டுறவு சர்க்கரை ஆலை, அலங்காரநல்லூர்.	..	439	15- 8-1970	..	ஷே	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
7 சி. கே. எம். அர்துல் ரஹீம் அண்டு கம்பெனி.	..	31	10- 7-1970	..	சந்தை விலை குறைந்து விட்டதால்.	..
8 திரு. ஆரூரான் சுக்ரஸ் லிட்., வடபரதி மங்கலம்.	..	479	1970, டிசம்பர் மாத கடைசிவாரம் வரையில்.	..	கரும்பு நகக்கும் பருவ காலம் முடிவடைந்து விட்டதால்.	..
9 சேலம் கூட்டுறவு சர்க்கரை ஆலை லிட்., மேலாறனூர்.	..	469	17- 7-1970 9- 8-1970	..	கரும்பு கிடைக்காமை.	..
10 டரலியா மாக்கனசைட் கார்ப்பொரேஷன், சேலம்.	..	159	31- 7-1970	..	..	..

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

(1)	(2)	பெறப்பட்ட புகார் மனுக்களின் எண்ணிக்கை.									
		*ரஷிகர்பா ருஷிகரூக	*லலயாடு	*லலயாடு	*பாடுயலுடு	*பாடுயாடு	*பாடுயாடு	*பாடுயாடு	*பாடுயாடு	*பாடுயாடு	*பாடுயாடு
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
கோயமுத்தூர் I	372	12	6	16	..	2	29	..	65	79	358
கோயமுத்தூர் II	77	..	..	1	..	..	6	..	7	10	74
கோயமுத்தூர் III	136	6	18	18	..	..	17	..	59	69	126
குன்னூர்	203	16	15	14	..	..	39	..	84	57	230
சென்னை I	132	..	2	..	17	..	13	..	32	25	139
சென்னை II	56	2	2	19	6	..	8	..	37	21	72
சென்னை III	85	4	4	21	1	..	15	..	45	51	79
மதுரை I	76	9	..	1	..	..	17	..	27	18	85
மதுரை II	138	3	14	21	1	..	5	..	44	53	129
கோயமுத்தூர் IV	72	5	..	39	..	3	23	..	70	9	133
சென்னை IV	65	..	2	5	..	..	..	..	40	36	89

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
சேலம்	90	6	3	..	..	..	19	..	28	48	70
வேலூர்	85	2	..	26	..	..	12	..	40	36	89
திருச்சிராப்பள்ளி	43	2	..	15	..	2	..	4	23	8	58
ராமநாதபுரம்	105	2	..	5	..	..	8	..	15	15	105
திருநெல்வேலி	209	10	1	15	2	..	9	..	37	59	187
நாகர்கோவில்	65	..	..	5	..	..	2	..	7	10	62
கடலூர்	71	1	..	15	1	..	..	..	17	43	45
தஞ்சாவூர்	76	..	..	..	20	..	..	..	20	..	96
மொத்தம்	2,156	80	67	236	48	7	222	4	66+	624	2,196

8. தமிழக தொழில் துறை நிலையானச் சட்டம், 1946.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் தொழில் துறை நிலையானச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்ட விவரங்கள்.

1	1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 1-ம் தேதி வரை நிலையானச் சட்டத்தின் கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை	..	..	..	1,669
2	1970ம் ஆண்டு ஆகஸ்ட் மாதத்தில் நிலையானச் சட்டத்தின் கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை.	..	..	..	6
3	மொத்தம்	..	..	..	1,675
4	1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் ஏற் கனவே சான்று அளிக்கப்பட்டவைகளில் திருத்தம்	..	..	..	1

9. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் அறிவிக்கப்பட்ட விபத்துக்களும், அளிக்கப்பட்ட நஷ்ட ஈட்டுத் தொகை பற்றிய விவரங்களும்.

	தொழிலதிபர்களால் தெரிவிக்கப்பட்ட விபத்துக்களின் எண்ணிக்கை.	நஷ்ட ஈட்டுத் தொகை ரூ.
1 மரணம்	21	2,01,892.37
2 நிபந்தரமாக ஊனம் அடைந்தவர்கள்	..	158.00
3 தற்காலிகமாக ஊனம் அடைந்தவர்கள்	85	..
மொத்தம்..	106	2,02,050.37

10. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் வேலையாள் இழப்பீட்டுச் சட்டத்தின் கீழ் தாக்கல் செய்யப்பட்ட வழக்குகள், அதன் முடிவுகள் பற்றிய விவரம் :

வழக்கின் விவரம்.	ஏற்கெனவே முடிவாகாமல் உள்ளவை.	பெற்றவைகளின் எண்ணிக்கை.	மொத்தம்.	தீர்வு கண்டவை.	மீதம்.
(1)	(2)	(3)	(4)	(5)	(6)
1 பிரிவு 10-ன் கீழ் விண்ணப்பம் :—					
அ. இறந்தவர்கள் குறித்து..	95	11	106	11	95
ஆ. ஊனமுற்றவர்கள்— ..					
(1) நிரந்தரம் ..	122	19	141	17	124
(2) தற்காலிகம் ..	3	..	3	..	3
2 பிரிவு 8 (1)-ன் படி பணம் பாதுகாக்கப்படுபவை :—					
அ. இறந்தவர்கள் குறித்து..	82	23	105	21	84
ஆ சட்டப்படி ஊனமுற்றவர்கள் எனத் தீர்மானிக்கப்பட்டவர்கள் ..	..	..	..	..	..
3 பிரிவு 8 (2)-ன் படி பணம் பாதுகாக்கப்படுபவை ..	9	1	10	1	9
4 கப்பந்தங்கள் பற்றிய குறிப்பு : (1) நிரந்தர ஊனமுற்றவர்கள் ..	53	26	79	29	50
(2) தற்காலிகமாக ஊனமுற்றவர்கள் ..	3	3	6	3	3
5 பிரிவு 31-ன் கீழ் பணப் பிடித்தம்	22	..	22	1	21
6 பிரிவு 12 (2)-ன் கீழ் உத்தரவாத விண்ணப்பங்கள் ..	7	..	7	..	7
மொத்தம் ..	396	83	479	83	396

11. கூலி கொடுப்புச் சட்டத்தின் கீழ் உள்ள வழக்குகள் :

1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	279
நடப்பு மாதத்தில் பெற்றவை	42
நடப்பு மாதத்தில் முடிவு பெற்றவை	36
1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 31-ம் தேதி வரை முடிவாகாமல் உள்ளவை	285

சென்னை கடை நிறுவனச் சட்டம், 1947.

12. (அ) 1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் பிரிவு 41 மற்றும் 51-ன் கீழ் பெற்ற முடிவு செய்த விண்ணப்பங்களின் எண்ணிக்கை :

1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	168
நடப்பு மாதத்தில் பெற்றவை	27
நடப்பு மாதத்தில் முடிவுற்றவை	23
1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 31-ம் தேதி வரை முடிவாகாமல் உள்ளவை	167

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

1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	3
நடப்பு மாதத்தில் பெற்றவை	..
நடப்பு மாதத்தில் முடிவுற்றவை	..
1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 31-ம் தேதி வரை முடிவாகாமல் உள்ளவை	3

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

1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	68
நடப்பு மாதத்தில் பெற்றவை	7
நடப்பு மாதத்தில் முடிவுற்றவை	9
1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 31-ம் தேதி வரை முடிவாகாமல் உள்ளவை	66

13. (அ) 1970-ம் ஆண்டு ஆகஸ்டு மாதத்தில் தொழிற்சங்க சட்டத்தின்கீழ் பதிவு செய்யப்பட்ட தொழிற்சங்கங்களின் விவரம்.

வரிசை எண்ணும் பதிவு எண்ணும்.	பதிவு செய்த நாள்.	(2)	(3)	தொழிற் சங்கத்தின் பெயரும் முகவரியும்.	(4)	குறிப்புகள்.	(5)
1 39/ தென் ஆற்காடு	..	3-8-1970	நிலக்கரி சுரங்கம்.	நெய்வேலி லிமிடெட் கார்ப்பொரேஷன் ஓட்டுநர் சங்கம், பி 122, பார்க்கின்புரோடு, பிளாக் 25, நெய்வேலி-3.	சங்கம் ஒழுங்கு முறைகளை உறுதிப்படுத்தியது.	விதி	
2 40/ வே	..	12-8-1970	வே	நெய்வேலி சுரங்க கூட்டு தொழிலாளர் சங்கம், டி 8, சர்ச் ரோடு, பிளாக் 25, நெய்வேலி-1.	வே	வே	
3 110/ செங்கல்பட்டு	..	3-8-1970	பஞ்சாலை	இந்திரா பஞ்சாலை தொழிலாளர் சங்கம்.	வே	வே	
4 111/ வே	..	12-8-1970	டேனரி	செங்கல்பட்டு மாவட்ட ஆ.இ.தே. ச.கா. தொல் பதனிடும் தொழிலாளர் சங்கம், 25, சாவடி, பல்லாவரம், சென்னை-43.	வே	வே	
5 112/ வே	..	25-8-1970	பொறியியல்	டான்கி லேலும் ஷாப் தொழிலாளர் சங்கம், 14, தெற்கு வானியர் தெரு, கொரட்டூர், சென்னை-50.	வே	வே	
6 9/ தர்மபுரி	..	25-8-1970	மின்சாரம்	தர்மபுரி மின்சார பங்கீடு தொழிலாளர் சங்கம், நாட்டம்மையூர், தர்மபுரி.	வே	வே	

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7 281/ சென்னை	..	3-8-1970	சினிமா	சினிமா எண்டை இயக்குநர் சங்கம், 47-சி, ஆற்காடு ரோடு, சென்னை-26.	வே	வே
8 282/ வே	..	3-8-1970	பொறியியல்	சிம்ஸன் கூட்டு நிர்வாக ஊழியர் மற்றும் தாசில்தார் முன் நேற்ற சங்கம் (மெஸ்ஸஸ் இந்தியா பிஸ்டன்ஸ் லிட்., லீன்), தேனம்பேட்டை, சென்னை-18.	சங்கம் ஒழுங்கு முறைகளை உறுதிப்படுத்தியது.	விதி
9 283/ வே	..	14-8-1970	பலவகை	மெக்னீஸ் அண்ட் பேரி தொழிலாளர் சங்கம், 12, செங்கல்வராய முதலித் தெரு, திருவல் லிக்கேணி, சென்னை-5.	வே	வே
10 284/ வே	..	25-8-1970	வானியம்	எம் யூனார் சாகிரியா சேட் சிப்பந் திகள் சங்கம், 7, சின்னத்தம்பி தெரு, சென்னை-1.	வே	வே
11 285/ வே	..	25-8-1970	மோட்டார் போக்குவரத்து.	தமிழ்நாடு அரசு போக்குவரத்து தொழிலாளர் நல சங்கம், 21, சுப்பா நாயுடு தெரு, சென்னை-7.	வே	வே
12 286/ வே	..	27-8-1970	வெளிப்புகள்	சுதேசமித்திரன் தொழிலாளர் முன்னேற்ற சங்கம், 41, ப்ரீனி வாசுபுரம் இரண்டாவது தெரு, ராயப்பேட்டை, சென்னை-14.	வே	வே
13 116/ கோயமுத்தூர்	..	10-8-1970	பொறியியல்	கோவை மாவட்ட பொறியியல் பொது தொழிலாளர் சங்கம், 10/62, ரங்ககோனூர் தெரு, கோயமுத்தூர்-9.	வே	வே
14 101/ மதுரை	..	3-8-1970	பிரிவு 9	திராவிட தொழிலாளர் முன்னேற்ற சங்கம், மதுரை.	வே	வே

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(1)	(2)	(3)	(4)	(5)
15 81/ திருநெல்வேலி	4-8-1970 பிரிவு 5	..	திருநெல்வேலி மின்சார பங்கீட்டுத் தொழிலாளர் சங்கம், திருநெல்வேலி.	ஷே
16 257/ ..	4-8-1970 716 (பி)	..	தூத்துக்குடி போர்ட் டிரஸ்ட் தொழிலாளர் சங்கம், தூத்துக்குடி.	ஷே
17 22/ கன்யாகுமரி	4-8-1970 231, பஞ்ச-லே, நூற்பலே.	..	குமரி ஜில்லா டிஸ்சாலை தொழிலாளர் சங்கம், நாகர்கோவில்.	ஷே
13. (ஆ) நடப்பு மாதத்தில் இணைக்கப்பட்ட தொழிற் சங்கங்களின் விவரம்.	இல்லை.	..	..	..
13. (இ) நடப்பு மாதத்தில் கலைக்கப்பட்ட தொழிற் சங்கங்களின் விவரம்.	இல்லை.	..	..	..
13. (ஈ) நடப்பு மாதத்தில் பதிவு நீக்கம் செய்யப்பட்ட தொழிற் சங்கங்களின் விவரம்.	இல்லை.	..	..	..
சுருக்கம்.				
1 1970-ம் ஆண்டு ஆகஸ்ட் மாதம் 1-ம் தேதி வரை பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள்.	..	..	..	1,829
2 நடப்பு மாதத்தில் பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள்	..	..	..	17
3 நடப்பு மாதத்தில் இணைக்கப்பட்ட தொழிற் சங்கங்கள்	..	..	..	1,846
4 நடப்பு மாதத்தில் கலைக்கப்பட்ட தொழிற் சங்கங்கள்	..	..	..	இல்லை.
5 நடப்பு மாதத்தில் பதிவு நீக்கப்பட்ட மொத்த தொழிற் சங்கங்கள்	..	..	..	இல்லை.
6 1970-ம் வருடம் ஆகஸ்ட் மாதம் 31-ம் தேதி வரை பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள்.	..	..	..	1,846

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

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1. ஆய்வு செய்த நிறுவனங்களின் எண்ணிக்கை	828	2,377	209	26,831	2,565	812	1,403	7,981
2. சட்ட விதிகளை மீறிய நிறுவனங்களின் எண்ணிக்கை	1,996	894	104	3,156	810	31	194	2,062
3. எச்சரிக்கை செய்யப்பட்ட நிறுவனங்களின் எண்ணிக்கை	94	24	4	272	112	..	3	76
4. வழக்கு தொடரப்பட்டவைகளின் எண்ணிக்கை	87	33	..	107	99	..	6	11
5. தண்டனை அளிக்கப்பட்டவைகளின் எண்ணிக்கை	133	36	..	64	66	..	40	22
6. அபராதம் விதிக்கப்பட்ட தொகை	.. ரூ. 2,830	ரூ. 691	105 ரூ. 1,264	ரூ. 1,203	..	..	ரூ. 561	ரூ. 265

15. (அ) 1970 ம் ஆண்டு ஆகஸ்ட் மாதத்திய தெரழிற்சாலைகளின் எண்ணிக்கை விவரம்.

மாவட்டம்.	மூலப்பத்தில்.			பதிவு செய்யுதலு.			நீக்கம்.			மொத்தம்.		
	அ.	ஆ.	இ.	அ.	ஆ.	இ.	அ.	ஆ.	இ.	அ.	ஆ.	இ.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1 வட ஆற்காடு ..	275	108	172	..	..	..	..	..	..	275	108	17
2 தென் ஆற்காடு ..	126	6	38	..	..	..	..	..	..	126	6	38
3 செங்கற்பட்ட ..	536	14	53	..	..	..	..	..	..	536	14	53
4 கோயமுத்தூர் ..	1,266	10	68	1	..	..	1	..	..	1,266	10	68
5 கன்னியாகுமரி ..	82	17	19	1	..	..	1	..	..	82	17	19
6 சென்னை ..	869	29	90	..	..	..	3	..	..	868	39	90
7 மதுரை ..	493	25	41	1	..	..	..	..	..	494	25	41
8 நீலகிரி ..	129	..	1	..	..	..	..	..	..	129	..	1
9 இராமநாதபுரம் ..	285	70	137	..	..	3	1	2	..	284	68	140
10 சேலம் ..	796	3	139	3	..	..	3	..	..	797	3	139
11 தஞ்சாவூர் ..	344	10	172	..	..	..	1	..	..	343	10	172
12 திருச்சிராப்பள்ளி ..	315	6	163	1	..	..	2	..	..	314	6	163
13 திருநெல்வேலி ..	365	96	184	2	..	1	1	2	..	368	94	165
14 தாயூர் ..	31	..	7	..	..	..	..	..	..	31	..	7
மொத்தம் ..	5,913	394	1,364	9	..	4	12	4	..	5,909	390	1,368

குறிப்பு: -அ. நிரிய 2-வம் (1). ஆ. நிரிய 2-வம் (11). இ. நிரிய 2-வம் அறிவிக்கப்பட்ட தொழிற்சாலைகள்.

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

வரிசை எண்.	தோட்டங்களின் வகைகள்.	இம்மாத ஆரம்பத்தில்.			இம்மாதத்தில் புதியதாகப் 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 ..	..	137	22,696-86	9,661	..	..	..	..	..	*	137	22,696-86	9,661
2 தேயிலை ..	..	137	67,751-73	71,996	..	..	..	1	..	..	136	67,751-73	71,996
3 ரப்பர் ..	..	31	9,755-82	2,136	..	..	..	..	..	..	21	9,755-82	2,136
4 தின்கொலு ..	..	2	9,406-00	1,253	..	..	..	..	..	..	2	9,406-00	1,253
5 எலுக்காய் ..	..	11	3,891-86	567	3	130	61	1	130	32	13	9,406-00	596
மொத்தம் ..	..	308	1,13,502-27	85,613	3	130	61	2	130	32	309	1,19,016-41	..

* இந்த தோட்டம் வெலோனி தோட்டத்துடன் சேர்ந்தவிட்டதால் இதன் பரப்பளவு மற்றும் வேலையாளர்கள் குறிக்கப்படவில்லை. மேலும் அவைகளில் மாற்றம் ஏதுமில்லை.

குறிப்பு:-

(அ) தோட்டங்களின் எண்ணிக்கை.

(ஆ) தோட்டங்களின் பரப்பளவு (நெக்கடரிங்).

(இ) வேலையாளர்களின் எண்ணிக்கை.

16 (அ). 1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் பருத்தி மற்றும்
பற்றிய விவரம்.

தொழில் இலக்கம்.	தொழிலின் பெயர்.	விபத்துக்களின் எண்ணிக்கை. இறந்தவர்கள். மற்றவர்கள்.	
(1)	(2)	(3)	(4)
01	விவசாயம் சம்பந்தமான சாதனங்கள்.	..	..
20	உணவு, பானங்களைத் தவிர ..	2	54
21	பானங்கள்	..	6
22	புகையிலை	..	..
23	துணி மற்றும் ஆடைகள்	1	688
24	காலணிகள்	..	..
25	மரம், மற்றும் கார்ப், மேஜை, நாற் காலி போன்ற மரச் சாமான்கள்.	..	2
26	மரச் சாமான்கள்	..	7
27	காகிதமும், காகிதத்தினால் செய்யும் பொருள்களும்.	..	38
28	அச்சுத் தொழில், வெளியிடுதல் மற்றும் அதன் சம்பந்தமான.	..	22
29	தோல் மற்றும் தோலில் செய்யும் பொருட்கள் (காலணி தவிர).	..	13
30	ரப்பர் மற்றும் ரப்பரால் செய்யப் படும் பொருட்கள்.	..	31
31	இசையனப் பொருட்கள்	1	159
32	கரி மற்றும் பெட்ரோலியமும் அதன் சம்பந்தமான பொருட்களும்.	..	1
33	உலோகமல்லாத தாதுப் பொருட் கள் (அதன் சம்பந்தமான பொருள் தவிர).	..	59
34	அடிப்படை உலோகத் தொழில் ..	..	250
35	உலோகப் பொருட்கள் (இயந்திரம் மற்றும் போக்குவரவு சாதனம் தவிர).	..	93
36	இயந்திரம் (மின்சார இயந்திரம் தவிர).	..	525
37	மின்சார இயந்திரம், கருவிகள் மற்றும் அது சம்பந்தமான பொருட்கள்.	..	171
38	போக்குவரத்து சாதனங்கள் ..	1	496
39	பலதரப்பட்ட தொழில்கள்	..	41
51	மின்சாரம் மற்றும் நீராவி	..	5
52	தண்ணீர் மற்றும் சுகாதாரப் பணி ..	..	17
53	தனிப்பட்ட பணிகள் (லாண்ட்ரி, சாயம் காய்ச்சுதல், சுத்தப் படுத்துதல்).	..	..
84	பொழுதுபோக்கு பணிகள் (சினிமா ஸ்டூடியோ).	..	4
	மொத்தம் ..	5	2,685

16. (ஆ) 1970-ம் ஆண்டு ஆகஸ்ட் மாதத்தில் பருத்தி மற்றும்
சுண்டில்களில் ஏற்பட்ட விபத்துகள் விவரம்.

தொழிலின் பெயர்.	பெரியவர்கள். ஆண். பெண். அ. ஆ.	இளைஞர்கள். ஆண். பெண். அ. ஆ.	சிறியவர்கள். ஆண். பெண். அ. ஆ.
பருத்தி இயந்திரம்—			
1. ஆரம்பம் .. 15	..	..	..
மற்றும் ப்ளோ ரூம் இயந்திரம்.			
2. கார்ட் ரூம் .. 45	..	..	..
இயந்திரம்.			
3. டிராயிங் .. 5	..	..	..
ப்ரேமஸ்.			
4. ஸ்பீட் ப்ரேமஸ்... 3	..	..	..
5. நூற்கும் .. 264 .. 1	..	..	..
இயந்திரம்.			
6. நெய்யும் .. 29	..	..	..
இயந்திரம்.			
7. முடிக்கும் .. 4	..	..	..
இயந்திரம்.			
8. ப்ளேயிங் .. 23	..	..	..
ஷட்டில்ஸ்.			
9. இதர இயந் .. 37 .. 1	..	..	..
திரங்கள்.			
10. இதர இயந்திர 1,253 .. 6	..	..	..
சம்பந்தப்படாத விபத்துகள்.			
மொத்தம் .. 1,678 .. 8	..	..	..

சுண்டில் 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 AUGUST 1970

Serial number and name of the establishment.	Section from which exempted.	Duration of the exemption.	Authority.
(1)	(2)	(3)	(4)
TAMIL NADU SHOPS AND ESTABLISHMENTS ACT, 1947.			
1 Regional Sales Offices of the Neyveli Lignite Corporation Limited, situated at Madras, Madurai, Coimbatore and Salem.	All provisions of the Act except Sections 31, 41, 43, 50 and 51.	One year on the date of publication.	G.O.Ms.No.1102, Labour, dated 29th July 1970.
2 Hindustan Aeronautics Limited. (Bangalore Division) at Madras.	Section 25 of the said Act subject to certain conditions.	Permanent.	G.O.Ms.No. 1021 Labour, dated 21st July 1970.
3 Employees of Jesuit Charitable Institutions, Ootacamund.	All the provisions of the Act.	Do.	II-I 4376/1970, dated 7th August 1970.

18. 1970-ம் ஆண்டு ஆகஸ்ட் மாதத்திய பஞ்சு, நூல் ஆகிய வற்றின் உதராகுத்த விலைப்படியல்

விவரங்கள் கிடைக்கப் பெறவில்லை.

19. STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS IN MADRAS CITY AND DIFFERENT MUFFASAL URBAN CENTRES AS DECLARED BY THE DIRECTOR STATISTICS DURING THE MONTH OF AUGUST 1970

Centre.	Index Number.	Derived index No. on base 1935-36 = 100.
(1)	(2)	(3)
(Base 1960 = 100.)		
Madras city	170	809
(Base year ended June 1936 = 100)		
Cuddalore	858	
Tiruchirappalli	802	
Madurai	779	
Coimbatore	815	
(Base August 1939 = 100)		
Nagercoil	945	

19. (a) INTERIM SERIES OF ALL-INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS 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
1969	213	220

19. (b) NEW SERIES OF ALL-INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS.

(Base: 1960 = 100.)

1969—		
Average	175	190
June	178	195
July	179	196
August	179	197
September	179	196
October	178	195
November	177	193
December	177	191
1970—		
January	177	192
February	177	192
March	179	194
April	181	196
May	183	199
June	185	203

20 (a) E.S.I. PRESS REPORT FOR THE MONTH OF AUGUST 1970.

The Employees' State Insurance Scheme is applied to 84 centres in Tamil Nadu Region and provide protection to 352000 industrial workers in the event of Employment Injury, Sickness and Maternity, by providing payment of Cash Benefits and Medical care. There are 64 offices of the Corporation for the purpose of disbursement of Cash Benefits.

During the month of August, 1970, 35283 Sickness Benefit fresh claims were received and an amount of Rupees 3,87,772.00 was paid to the workers as Sickness Benefit involving abstention of 268268 days and an amount of Rupees 73,582.45 was paid towards Extended Sickness Benefit for 19540 days.

In respect of Employment Injury cases, 3314 accidents were reported for which Temporary Disablement Benefit was paid to the tune of Rs. 1,47,286.16. In addition to this 407 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 of paid was Rs. 71,437.96. There are 326 cases of dependants of the deceased insured persons who claimed and were paid the Dependants' Benefit amounting to Rs. 13,164.21. Three hundred and two insured women claimed Maternity Benefit and were paid Rs. 58,523.40.

In addition to the above, Funeral Benefit was paid in 77 cases amounting to Rs. 7,700.00 in respect of deceased insured persons.

Prosecution was launched against two insured persons for making wrong declaration and thus obtaining Cash Benefits. They were found guilty and fined Rs. 25 and Rs 30 respectively by the Court.

Legal action was taken for non-payment of Employers' Special Contribution under Section 73—D and a sum Rupees 1,167.00 with interest Rs. 128.52 was recovered in respect of two cases.

Prosecution was launched against 25 employers for non-submission of SC 2 returns and non-payment of Employer's Special Contribution/Employees' Contribution and they were all found guilty and fined by the Court.

boards to fix wages. He said that it had also ensured better peace, particularly in key industries like steel.

20. (b) E. S. I. MEDICAL BENEFIT

Serial number and particulars.	August, 1970.	July 1970.	August 1969.	Average in 1969.
(1)	(2)	(3)	(4)	(5)
1 Total number of attendance ..	4,10,180	4,11,372	3,73,302	3,82,080
New	92,338	93,999	73,612	78,919
Old	3,17,842	3,17,373	2,99,690	3,03,161
2 Number of Medical Certificates issued.	1,12,975	1,24,863	1,03,458	1,10,849

(1)	(2)	(3)	(4)	(5)
3 Number of Domicillary visits made.	867	672	215	814
4 Number of Injections administered.	1,86,337	1,84,987	1,86,050	1,84,958
5 Number of X-Ray Examinations.	1,385	1,416	1,628	1,213
6 Number of Laboratory Examinations.	7,104	5,264	7,216	6,039
7 Number of Specialist Investigations.	6,522	6,660	6,486	5,835
8 Number of persons admitted to Hospitals.	1,805	1,807	1,790	2,083
9 Bed days occupied during the month.	11,011	10,984	11,357	12,171

21. EMPLOYMENT EXCHANGE STATISTICS FOR THE MONTH OF AUGUST 1970.

Serial number and district.	Number of applicants.			Number of employers using the Emp. loy-ment offices during the month.	Number of vacancies notified during the month.
	Registered during the month.	Placed during the month.	Remained on Live Register at the end of the month.		
(1)	(2)	(3)	(4)	(5)	(6)
1 Arcot North	2,479	214	22,766	64	257
2 Arcot South	2,163	253	28,873	114	256
3 Chingleput	2,592	227	24,749	68	196
4 Coimbatore	3,290	395	32,993	166	727
5 Dharmapuri	921	184	10,809	48	158
6 Kanyakumari	1, 24	142	24,013	39	160
7 Madras	7,302	661	70,881	266	684
8 Madurai	3,484	311	31,737	115	357
9 The Nilgiris	677	138	10,454	42	144
10 Ramanathapuram ..	1,758	175	16,884	91	198
11 Salem	2,468	282	57,806	81	240
12 Thanjavur	2,591	405	28,402	105	380
13 Tiruchirappalli ..	2,756	375	33,868	108	471
14 Tirunelveli	1,828	200	20,938	82	208
Total for August 1970	3,835	3,965	4,15,173	1,389	4,436
Total for July 1970 ..	39,268	3,921	4,05,745	1,454	4,789
Total for August 1969	30,810	4,037	3,28,073	1,403	5,244
Average for 1969 ..	33,617	3,564	3,09,215	1,274	4,956

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

Special Employment Office for Physically Handicapped, Madras.

August 1970 ..	63	16	945	19	..
July 1970 ..	65	15	902	25	2
August 1969 ..	42	11	753	25	4

PAYMENT OF BONUS ACT:

The Commissioner of Labour, has granted extension of time under the proviso to Section 19 of the Act to the following establishments during the month of October 1970:—

Serial number.	Name of establishment.	Extension of period upto.
(1)	(2)	(3)
1	Lotus Mills Ltd, Sundarapuram, Coimbatore.	15th October 1970
2	Tirupur Textiles Private Limited, Tiruppur.	15th October 1970
3	The Tirunelveli Co-operative Printing Works Ltd., Tirunelveli.	15th October 1970
4	Kadri Mills (CBE) Ltd., Oddar Palayam.	15th October 1970
5	Saroja Mills Ltd., Singanallur, Coimbatore-5.	15th October 1970

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