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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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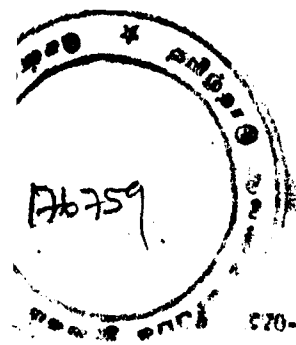
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Special Article.

THE LAW ON STANDING ORDERS IN INDIA.

N.K. Joshi.

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

Introduction.—Until the law on Standing Orders was brought in force there was no uniform practice governing the conditions of service of workers. With the advent of industrialisation and large scale factories coming into being, the fore-sighted employers adopted an unwritten Code of the terms and conditions of employment. Such Code was neither precise nor exhaustive, but existed to suit the convenience of the employers. The Government nor the employees' organisations were used to be consulted before the conditions of employment were drawn up. In such a state of affairs, employment conditions differed from unit to unit and also sometime from person to person. The terms and conditions of service for skilled highly skilled and technical personnels, were chiefly on individual considerations. The set of rules in prevalence were more or less in conventional pattern than on definite norms and standards setting out the manner and the conditions of service.

Historical Background.—1.2. The demand for statutory service conditions was first made by the Bombay Cotton Textile Workers sometime in 1927-28. The Bombay Industrial Disputes Act, 1933, for the first time, provided for standing orders and also brought in the Governmental machinery for the formulation thereof. In other parts of the country, large scale industrial employers adopted stray set of rules to govern day-to-day relations between them and their employees. Indian Jute Mills Association, Calcutta, Tata Iron and Steel Co., Jamshedpur and Ordinance Factories had their own set of rules to govern employer-employee relationship. There was enough flexibility in these rules. Moreover, such rules of service were subject to frequent changes and modifications, suiting the employer's own conveniences.

1.3: With the growing awareness in the working classes the demand for rules of employment was forced to the forefront. The Central and the Provincial Governments were also approached to

realise the need for such rules of employment for the labour. The Bombay Government appointed the Textile Labour Enquiry Committee (1940) which commented upon this aspect, in the following words :—

“ There is no fear which haunts an industrial worker more constantly than the fear of losing his job, as there is nothing which he prizes more than economic security. The fear of being summarily dismissed for even a slight breach of rules or discipline or for interesting himself in trade union activities disturbs his mind. It is notorious fact that dismissals of workers have been the originating cause of not a few industrial disputes and strikes. The provision of effective safeguards against unjust and wrong dismissal is, therefore, as much in the interest of the industry, as of the workers ”.

1.4. Conditions of employment in several industries were governed by personal contracts settled between the employer and the employee at the time of employment. Sometimes, such contracts were reduced in writing, but generally they were governed by oral terms and conditions on an *ad hoc* basis.

The Origin.—1.5. The matter was first brought before the Indian Labour Conference in 1943 and was further discussed in its sessions which, followed in 1944 and 1945. The Central Government appointed a Labour Investigation Committee to enquire into the matter and to advise the Government with appropriate suggestions. The committee in their report, pointed out :—

“ An industrial worker has the right to know the terms and conditions under which he is employed and the rules of discipline, which he is expected to follow. Broadly speaking, in Indian industry the rules of services are not definitely set out and like all unwritten laws, where they exist they have been very elastic to suit the conveniences of employers. No doubt, several large scale industrial establishments have adopted standing orders and rules to govern the day-to-day relations between the employers and the workers, but such standing orders or rules are merely one-sided. Neither workers' organisations nor Government are generally consulted before these orders are drawn up and more often than not, they have given the employers the upper hand in respect of all disputable points.”

1.6. The Bihar Labour Enquiry Committee also observed in this regard as follows :—

“ It is not sufficient to bring to the notice of the workers conditions on which they are employed. It is neither desirable nor practicable to limit the operation of the

democratic principles to Government and keep industry for ever in old and decaying forms of authority. It is necessary to associate the workers with the making of these rules”.

2.1. The statement of objects and reasons for introducing Investigation Committee report and the deliberations before the 5th Indian Labour Conference (September 1943) and the 6th Indian Labour Conference (October 1944) and again in 1945, introduced a bill to remove the long standing lacuna in the Indian Labour Legislation and passed the Industrial Employment (Standing Orders) Act, 1946.

The Object and purpose of the Act.—2.1. The statement of objects and reasons for introducing the Bill on this subject states that the purpose of the Act is to require employers in industrial establishments formally to define conditions of employment under them. The preamble to the Act further states that employers in Industrial establishments shall define with sufficient precision the conditions of employment under them and shall make such conditions known to the workmen employed by them.

2.2. The Act applies to every industrial establishment, wherein 100 or more workmen are employed or were employed on any day of the preceding twelve months. “ With that object, the Act has made provisions for the making of standing orders which, after they are certified by the competent authority under the Act, constitute the statutory terms of employment in industrial establishments”.

2.3. The conditions of employment form the major base of employer-employee relationship. “ The standing orders have a sanctity and importance of their own. It is idle to say that they are mere parts of a contract or private agreement between labour and management. They have got certain statutory implications under the Standing Orders Act”. There is very limited scope in such standing orders of one party victimising the other. The Industrial Employment (Standing Orders) Act, 1946 has the primary object of requiring employers in industrial establishments formally to define the conditions of employment under them. The standing orders must be made by employers.

2.4. The Industrial Employment (Standing Orders) Act, 1946 has evolved an alternate statutory method of bringing into existence terms of employment and conditions of service in establishments of particular size. Though the standing orders are not the result of bilateral contract the characteristics of bilateral contract are not altogether absent because the management, who are the authors, and the workmen have a say in the matter and can take steps before duly constituted authorities to alter them.

Application of the Act.

2.5. The Act applies to all industrial establishments whether in public or private sector except those which are governed by :—

“(1) Fundamental and Supplementary Rules, (2) Civil Services (Classifications, Control and Appeal) Rules, (3) Civil Services (Temporary Services) Rules, (4) Revised Leave Rules, (5) Civil Service Regulations, (6) Civilians in Defence Services (Classifications, Control and Appeal) Rules (7) the Indian Railway Establishment Code or (8) any other rules or regulations that may be notified in this behalf by the appropriate Government in the official gazette.”

2.6. The Act applies to establishments employing hundred or more than hundred workmen, but some of the States like West Bengal and Maharashtra have extended application of the Act to establishments employing fifty or more workmen. The Government of Uttar Pradesh has directed that the Act shall apply to all industrial establishments in the State, employing less than hundred workmen in which employers voluntarily apply for certification of standing orders, in accordance with the Act.

2.7 The Act has also been made applicable to newspapers establishments, employing twenty or more employees under the Working Journalists (Conditions of Service and Miscellaneous Provisions) Act, 1955. And in pursuance of section 37 (1) of the Bidi Cigar Workers (Conditions of Employment) Act, 1966, it has further been made applicable to bidi establishments, which employ fifty or more workers.

*The Scheme of the Act.—Coverage—*3.1. Industrial establishment under the Act has been defined to mean an industrial establishment covering as per clause (ii) of section 2 of the Payment of Wages Act, 1936 or as per clause (m) of section 2 of the Factories Act, 1948 or a Railway, as per Indian Railways Act, 1890 or establishment of a person who, for the purpose of fulfilling a contract with the owner of any industrial establishment, employs workmen.

3.2. The Industrial establishment under clause (ii) of section 2 of the Payment of Wages Act, 1936 includes the following :

(a) tramway service, or motor transport service engaged in carrying passengers or goods or both, by road for hire or reward.
(b) air transport service other than such service belonging to or exclusively employed in the military, naval or air force of the Union or the Civil Aviation Department of the Government of India;

(c) dock, wharf or jetty;

(d) inland vessel mechanically propelled;

(e) mine, quarry or oilfield;

(f) plantation;

(g) workshop or other establishment in which articles are produced adapted or manufactured with a view to their use, transport or sale;

(h) establishment in which any work relating to the construction, development or maintenance of buildings, roads, bridges or canals, or relating to operations connected with navigation, irrigation or the supply of water, or relating to the generation, transmission and distribution of electricity or any other form of power is being carried on.

3.3. Thus, all factories, mines, plantations, railways and docks which employ 100 or more workers are governed by the Industrial Employment (Standing Orders) Act, 1946.

3.4. The Madras Government has further enlarged the scope of the Act by extending its application on all factories under the Factories Act.

3.5. *Obligations under Law.*—Every employer covered under the Act is required to submit draft standing orders (in five copies) to the Certifying Officer, within six months of the application of this Act, accompanied by a statement giving prescribed particulars of the workmen employed in the industrial establishment including the name of the trade union, if any, to which they belong. It is enjoined upon the employer to make in such draft a provision for every matter set out in the schedule, which may be applicable to the industrial establishment and where Model Standing Orders have been prescribed, such draft shall be, so far as it practicable, in conformity, with such Model. A group of employers in similar industrial establishments have been given power to submit a joint draft of standing orders under the Act.

3.6. The matters to be provided in the draft of the standing orders under the Act are the following :—

(1) Classification of workmen, e.g. whether permanent, temporary, apprentices probationers or badlies;

(2) manner of intimating to workmen, periods and hours of work, holidays, pay-days and wage rates;

(3) shift working;

(4) attendance and late coming;

(5) conditions of procedure in applying for, and the authority which may grant leave and holidays;

(6) requirement to enter premises by certain gates and liability to search;

(7) closing and reopening of sections of the industrial establishment and temporary stoppages of work and the rights and liabilities of the employer and the workmen arising therefrom;

(8) termination of employment and the notice thereof to be given by employer and workmen;

(9) suspension or dismissal for misconduct and acts or omissions which constitute misconduct;

(10) means of redress for workmen against unfair treatment or wrongful exaction by the employers or his agents or servants; and

(11) any other matter which may be prescribed.

3.7. The appropriate Government has been given powers under clause (a) of sub-section (2) of section 15 of the Act to prescribe additional matters to be included in the Schedule, subject to the condition, however, that before any rules are made under clause (a) representatives of both employers and workmen shall be consulted by the appropriate Government.

3.8. The term "appropriate Government" has been defined under clause (b) of section 2 of the Act, which means in respect of industrial establishments under the control of the Central Government or a Railway Administration or a Major Port, Minor or Oil Field, the Central Government and in all other cases, the State Government. The jurisdiction, therefore, for certification of draft standing orders submitted by the employer under section 3 of the Act lies both to the competent authority, i.e., Certifying Officer in respect of the Central Sphere and State Sphere either a Regional Labour Commissioner or Labour Commissioner, respectively or any other officer appointed by the appropriate Government by notification in official gazette to perform all or any of the functions of a Certifying Officer under the Act.

3.9. The appropriate Government has been given powers to make rules under sub-section (1) of section 15 of the Act, to carry out the purpose of the Act. The Central and the State Governments have framed rules in pursuance of section 15 (1) of the Act and have also prescribed Model Standing Orders to enable the employers to submit the draft for every matter set out in the schedule, which may be applicable to their industrial establishments, in conformity with such model.

3.10. *Powers and Functions and Procedure before the Certifying Officer.*—Section 11 prescribed the powers of Certifying Officer and Appellate Authority and lays down that such Officers and Authority shall have all the powers of a Civil Court for the purpose

of receiving evidence administering oaths, enforcing the attendance of witnesses and compelling the discovery and production of documents, and shall be deemed to be a Civil Court within the meaning of sections 480 and 482 of the Code of Criminal Procedure, 1898 (5 of 1898).

3.11. Sections 3, 4 and 5 of the Act deal with the manner and conditions for certification of the Standing Orders and lay down that the standing orders shall be certifiable under the Act, if (a) provision is made therein for all or any of the matters set out in the Schedule, which are applicable to the industrial establishment and (b) the Standing Orders are otherwise in conformity with the provision of the Act.

3.12. It further lays down that it shall be the function of the Certifying Officer or Appellate Authority to adjudicate upon the fairness or reasonableness of the provisions of any standing orders. The employer is required to make provision in the draft to be submitted by him under section 3 for every matter set out in the Schedule, so far as is practicable in conformity with the Model Standing Orders. The Certifying Officer on receipt of the draft shall forward a copy thereof to the trade union(s), if any, of the workmen or where there is no such trade union to the workmen together with a notice in the prescribed form requiring objections, if any which the workmen may desire to make to the draft Standing Orders, to be submitted within 15 days from the receipt of such notice. After giving the employer and the trade union or to such representatives of the workmen, as may be prescribed, an opportunity of being heard, the Certifying Officer shall decide whether or not any modification or addition to the draft submitted by the employer is necessary to render the draft Standing Orders certifiable under the Act and shall make an order in writing accordingly and thereupon the Certifying Officer shall certify the draft standing orders after making any modification therein, which his order under sub-section (2) may require and shall within 7 days thereafter send copies of the Certified standing orders, authenticated in the manner prescribed and of his order under sub-section (2) to the employer and to the trade union or other prescribed representatives of the workmen.

3.13. *Date of Operation or Standing Orders.*—The Standing orders shall unless an appeal is preferred under section 6 come into operation on the expiry of 30 days from the date on which authenticated copies thereof are sent under sub-section (3) of section 5 or where an appeal is preferred on the expiry of 7 days from the date on which copies of the order of the Appellate Authority are sent under sub-section (2) of section 6. A provision of appeal has been made under section 6 of the Act, whereby any person aggrieved by the order of Certifying Officer under sub-section (2) of section 5 may, within 30 days from

the date on which the copies are sent under sub-section (3) of that Section, appeal to the Appellate Authority and the Authority, whose decision shall be final, shall by order in writing confirm the standing orders either in the form certified by the Certifying Officer or after amending such standing orders by making modifications thereof or additions thereto as it thinks necessary to render the standing orders certifiable under the Act. The Law requires that Certifying Officer shall maintain a register in which all standing orders finally certified by him shall be filed and may furnish a copy thereof to any person applying therefor, on payment of the prescribed fee. Further, the text of the standing orders as finally certified under the Act has to be prominently posted by the employer in English and in the language understood by the majority of his workmen, on special boards to be maintained for the purpose, at or near the entrance through which the majority of the workmen enter the industrial establishment and in all departments thereof where the workmen are employed.

3.11. *Duration and Modification of Standing Orders.*—After the Standing Orders have been finally certified, no amendment shall be permitted to be made by the Certifying Officer until the expiry of six months, from the date on which the Standing Orders or the last modification thereof came into operation. But agreement between the employer and the workmen is permitted within the period of six months from the date of final certification of the Standing Orders or modifications thereof and such agreement shall have the same force of Law, as is in the case of certified Standing Orders. By the Amendment Act No. 36 of 1963, the law now permits an employer of workmen to apply to the Certifying Officer to have the Standing Orders modified, after the expiry of six months from the date on which the standing orders or the last modification thereof came into operation and the same procedure, which has been prescribed under Section 3 of the Act, while submitting the draft Standing Orders of certification shall be followed *mutatis mutandis* for purpose of certification of these modifications. The amending law has indirectly conceded the right in favour of the workmen to propose modifications in the certified standing orders, which hitherto was only reserved for the employer. This is a sign of the spread of the concept of industrial democracy, giving vent to a free-play and recognising the fact of equal status and bargaining and participation by the two wings of the industry, in the formulation of the conditions of employment which regulate the day-to-day relationship between the employer and its employees.

3.15. *Temporary Application of Model Standing Orders.*—By the Amending Act of 1963, the Model Standing Orders have been made applicable to industrial establishments to which the Act is deemed to be applicable and which have failed to get the standing

orders certified during the period from whence the Act becomes applicable to them till the period the standing orders are finally certified and adopted in the industrial establishment. This is no doubt a step forward in giving amelioration to the working class in the matter of securing conditions of employment, which were denied to them merely because the employers failed to get the standing orders certified under the Act, although it was obligatory on them, on account of the applicability of the Act and allowed his workmen to be employed and to continue in employment according to his own sweet will and solely at his own mercy. This positive provision of law by temporary application of Model Standing Orders to establishments who failed to have standing orders certified under the Act, will go a long way in providing appropriate relief to the workmen, for whom the law intends to provide security of employment and better employer-employee relationship.

3-16. Section 13 of the Act wherein penalties and procedure has been provided, has also been made more rigorous, if the employer fails to submit draft standing orders as required by section 3 or who modifies a standing order otherwise than in accordance with section 10, is subject to punishment with fine, which may extend to Rs. 5,000 and in the case of a continuing offence with a further fine, which may extend to Rs. 200 for every day after the first, during which the offence continues.

3-17. In a nut shell, the entire scheme of the Act contemplates the framing of draft standing orders by industrial establishments, which are covered by the provisions of the Act for suitable adoption. And further, the draft standing orders should define with sufficient precision the conditions of employment and also to make the said conditions known to the workmen employed by them.

Competency of Certifying Officer and the Appellate Authority.

3-18. The question regarding the competency of the Certifying Officer and the Appellate Authority under the Act to make modifications in the draft standing orders, has been a controversial issue and subject of constant judicial interpretations. The Supreme Court in A.C.C. Ltd., case observed as follows in this regard "It is competent to the Authority under the Act to make modifications in the draft standing orders submitted by the employers, so as to bring them in conformity with the model standing orders, as far as practicable".

3-19. The words "as far as practicable" leave a certain amount of flexibility and cannot be construed to be very rigid in approach. The conformity, therefore, does not mean complete identity with the Model Standing Orders. The draft standing orders submitted by the employer have to make provision of

every matter set out in the schedule, which is applicable to the industrial establishment and secondly, such draft standing orders are otherwise in conformity with the provisions of the Act. The Model Standing Orders are no more than a model. It therefore, means that the Model Standing Orders furnish the pattern which the draft should try to resemble or initiate. It cannot mean that draft should copy the model verbatim.

3-20. "A dispute as to modification or revision of standing orders, which are in force, is an industrial dispute, which it is competent to refer to a Tribunal for adjudication under the Industrial Disputes Act, 1947. Sections 7 and 10 of the Industrial Employment (Standing Orders) Act, 1946 would not operate as bar to such references". A dispute, therefore, can be raised regarding the modification or revision of standing orders and such a dispute would be referable under the provisions of the Industrial Disputes Act, before the Industrial Tribunal.

3-21. Certified standing orders operate as conditions of service and are binding on the parties. Hence, action taken appropriately in accordance with the standing orders cannot be interfered with, on general considerations of equity and fair-play. "Termination of service of a workman, which is in accordance with the standing order is valid, even when it is affected by a simple notice of discharge, without stating any reason, provided the action taken is bonafide and is not either a punitive measure or a case of victimisation. On the other hand", "the Tribunal has the power to interfere with an order of discharge simpliciter made on the basis of a standing order, when the action is not bonafide and is either a punitive measure or one amounting to victimisation".

3-22. The certified Standing Orders are thus statutory conditions of service, which bind both the parties. They have an overriding effect even on the substantive provisions of law. A standing order covering lay-off overrides. Section 2 (kkk) of the Industrial Disputes Act, 1947, if the lay-off declared violates the relevant standing order. It is invalidated in law even though it may be covered by the definition of the Section 2 (kkk).

3-23. Similar view was taken by the Allahabad High Court. The services of an employee of Banaras Electric Supply Company, Varanasi, were terminated as per the terms of contract of service between the employee and the Company. The Labour Court on a reference made to it held that the termination was wrong and unjustifiable. While deciding the writ filed by the Company, the High Court held that in the case of conflict between the contract of services entered into between the employee and the Company and the standing orders of the Company, the standing orders

would prevail over the terms of contract. As far as terms of service of an employee are concerned, the standing order shall override any other contract of employment.

3-24. The Rajasthan High Court went a step further and stated that, the fact that there is no mention of transfer does not mean that the order of transfer is not authorised. However, provision to that effect in standing order would make transfer easier.

3-25. Remaining absent or over-staying on leave sanctioned or subsequently extended shall result in loss of lien of an appointment.

3-26. Such provision will ensure legal separation without following the normal course required for termination of services.

4.1. *Retirement of employees.*—There is, however, a moot point, which has been the subject-matter of judicial interpretation and on which opinions are still at variance. This relates to the age of retirement on account of reaching superannuation. The Model Standing Orders specifically do not provide for retirement of employees. It is said that even the matters included under the schedule do not provide for the age of retirement. Clause VIII under the schedule merely prescribes for "termination of employment and the notice thereof to be given by the employer and workmen". Whether "termination of employment" can be construed to include within its ambit the retirement of employees on account of reaching the age of superannuation, is a matter which is still open to interpretation by judicial authorities. There is, however, a section of people who think that termination of employment is a wider term and may be construed to include even retirement on account of reaching the age of superannuation". The Law Courts, however, have not given any clear categorical or positive mandate whether this term can be regarded to include retirement of employees.

4-2. In a number of judgments of the Supreme Court, it has been held that an employee whose appointment was prior to the framing of standing orders, cannot be bound by its terms. Such an employee can raise an industrial dispute and it is open to the Tribunal and the Court to decide the dispute as to the age of superannuation and fix the same as warranted by the facts of the case. The question of retirement is intimately connected with the question of the age on which to retire a person and the corresponding benefits to be given in the event of retirement. Since the termination of employment may also mean discharge simpliciter, it does not and cannot be considered to take into account these two vital factors, i.e., the age of retirement and the benefits

of retirement which are so well connected with the very question of retirement. Hence, termination of employment as such, cannot be construed to mean and include the retirement of employees on account of reaching the age of superannuation. But, this is no doubt a vital question, which cannot and should not be brushed aside so lightly, as in the absence of a definite age of retirement the litigation on this ground is increasing day by day and the scope and future opportunities for employment to young employment seekers are being blocked due to this lacuna in the schedule under the Industrial Employment (Standing Orders) Act, 1946, which prescribes matters for which standing orders have to be framed and got certified by the employer. If it is possible by mutual agreement, so much the good, otherwise insertion in the schedule by recourse to law seems essential.

4-3. *Two sets of Standing Orders.*—The Supreme Court in “Salem-Erode Electricity Distribution Company” case has observed as follows:—

“If we examine the scheme of the relevant provisions of the Act in the light of the matters specified in the schedule, in respect of which standing orders are required to be made, it appears that two sets of standing orders cannot be made under the Act. One has merely to examine these clauses one by one to be satisfied that there is no scope for having two separate standing orders in respect of any one of them. Take the case of classification of workman. It is not conceivable that there can be two separate standing orders in this matter. What we have said about classification is equally true about each one of the other said clauses; and so the conclusion appears to be irresistible that the object of the Act is to certify standing orders in respect of the matters covered by the schedule; and having regard to these matters, standing orders so certified would be uniform and would apply to all workmen alike who are employed in the establishment.

4-4. Although the decision of the Supreme Court tries to set at rest the controversy regarding two sets of standing orders for the same kind of employment; it however, remains to be examined whether in the case of an employer, who operates the mines and also incidental thereto runs a factory and employs workmen in two different establishments and where the jurisdiction for certification of standing orders also lies with two different Governments, i.e., in the case of mine, with the Central authority, and in the case of works with the State authority, can two sets of standing orders be not legally permitted to be adopted for such industrial establishments, having a common employer. Similarly,

in an establishment employing besides the skilled unskilled manual operatives, there are clerical watch and ward, supervisory and technical personnel also working therein one set of standing orders for these various categories cannot be expected to be prepared by the employer, specifically in respect of the clerical, watch and ward, supervisory and technical services, whose conditions of service and terms of employment are different from the operatives engaged purely on skilled/unskilled manual jobs. The Supreme Court judgment perhaps conceives of similar employments, where conditions of employment may be identical and exceptions to general rules always go to make a departure from the set conditions or conventions.

Conclusions.—The ultimate analysis of the study of the object, scheme, purpose and scope of the Act is that the employer is required to frame standing orders for his employees with sufficient precision and to make the same known to them. It, therefore, presupposes that the standing orders, which are conditions of employment, would provide for matters set out under the schedule of the Act, in a manner which does not render them vague or ambiguous, since conditions of employment should be precise, understandable and unambiguous. The association of workers in the framing of standing orders and permitting them to suggest modifications in the certified standing orders introduces an element of democracy in the industrial sphere and recognise the fact of equality of status and freedom of bargaining in this sphere, where employer-employee relationship directly comes into play almost every day.

(By courtesy : Indian Labour Journal, June 1970.)

Industrial Safety.

I. In a sugar factory, a contract worker while painting a gentry crane bridge in the cane yard fell down from a height of 32 feet and sustained severe head injury. He lost his life on the same day.

Cause.—The safety belt was not worn while working at such height.

Remedial measures.—The management was advised to see that the safety belts available with them are worn by the contract workers while working at heights more than 10 feet and to be strict in not allowing the workers to do such work if they refuse to wear the safety belts.

II. In a leather company, a machine operator was crushed to death while working in a setting out machine. This machine consists of two rubber rollers at the bottom and one ebonite roller and one knife roller at the top. The skin to be processed is kept usually on the bottom roller and then lifted and pressed along with the skin against the blades of the top rollers by operating the foot pedal. This foot pedal is pressed once for lifting up the bottom rollers and when pressed for second time, the bottom roller will fall back.

While processing the skin, one of the skins slipped and fell on the frame below the rollers. To remove the skin which had fallen on the other side of the machine the deceased worker lifted the front bottom roller by depressing the foot pedal and was leaning inside the machine to reach the skin. While so doing, he inadvertently depressed the foot pedal. This had brought back the roller down with a bang on his back. He died on the spot due to the impact and weight of the rollers.

Remedial measures.—(1) The operator should not have removed the skin that had fallen down without stopping the machine by bending himself forward when it was in motion. He should have gone to the other side of the machine and picked up the skin. The machine also must have been switched off.

(2) The foot pedal shall be shrouded to prevent the operators pressing it inadvertently.

III. In a Cotton Spinning Factory premises, a tractor driven trailer loaded with thirteen cotton bales in unstable equilibrium while taking a sharp turn at a fairly high speed, got disengaged from the tractor and toppled. Due to this, five workers, who were travelling in the trailer astride the cotton bales, were thrown

off and sustained severe injuries. Two cotton bales each weighing 250 kgs. fell on a worker and he was crushed to death on the spot.

Remedial measures.—(1) The attachment of the trailer with the tractor shall be foolproof. The present hook arrangement shall be modified so that the link ring shall on no account come out of its clutches causing disengagement of the trailer with the tractor.

(2) The driver should be instructed to drive safely.

(3) On no account the workers shall be permitted to travel in the tractor or in the trailer.

(4) The trailer wheels also shall have the same mechanical brake arrangements as used in the tractor.

தொழிலாளர் பற்றிய செய்திகள்

1970-ம் ஆண்டு அக்டோபர் மாதத்திய தொழிலுறவு—
நூற்பாலைகள்.

1970-ம் ஆண்டு அக்டோபர் மாதத்தில் தமிழ்நாட்டில் 17 நூற்பாலைகளில் வேலை நிறுத்தமும், கதவடைப்பும் ஏற்பட்டன. இதில் இரு நூற்பாலையின் வேலை நிறுத்தமும் கதவடைப்பும் சென்ற மாத இறுதியில் இருந்து தொடர்ந்து வருகின்றன. வேலை நிறுத்தம் அல்லது கதவடைப்பு காரணமாக பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 5,882 ஆகும். இழக்கப்பட்ட மனித நாள் எண்ணிக்கை 48,512 ஆகும்.

இதர தொழில் நிறுவனங்கள்.

1970-ம் ஆண்டு அக்டோபர் மாதத்தில் தமிழ்நாட்டிலுள்ள 47 இதர தொழில் நிறுவனங்களில் வேலை நிறுத்தம் அல்லது கதவடைப்பு ஏற்பட்டது. இதில் இரு தொழில் நிறுவனங்களின் வேலை நிறுத்தம் அல்லது கதவடைப்பு சென்ற மாத இறுதியில் இருந்து தொடர்ந்து வருகிறது. வேலை நிறுத்தம் அல்லது கதவடைப்பு காரணமாக பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 7,807 ஆகும். இழக்கப்பட்ட மனித நாள் எண்ணிக்கை 61,215 ஆகும்.

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

மத்திய அரசு ஆதிக்கத்தில் உள்ளவை.

சென்னைலுள்ள முதல் வட்ட மத்திய தொழிலாளர் துறை உதவி ஆணையர், சென்னை மெசர்ஸ் மாடர்ன் டிரான்ஸ்போர்ட் நிர்வாகத்தினருக்கும், சென்னை ஹார்பர் தொழிலாளர் சங்கத்திற்கும் இடையே ஏற்பட்ட தொழிற் தகராறில் ஒப்பந்தம் செய்து வைத்தார்.

சென்னை இரண்டாவது வட்ட மத்திய தொழிலாளர் துறை உதவி ஆணையர், சென்னை ரூபி ஜெனரல் இன்ஷூரன்ஸ் கம்பெனி லிமிடெட், மாணேஜருக்கும் ரூபி ஜெனரல் இன்ஷூரன்ஸ் எம்ப்ளாயீஸ் யூனியனுக்கும் இடையே ஏற்பட்ட தொழிற் தகராறுகளில் ஒப்பந்தம் செய்து வைத்தார்.

சென்னை பிராந்திய தொழிலாளர் துறை மத்திய ஆணையர் கீழ்க்கண்ட இரு தொழிற் தகராறுகளில் ஒப்பந்தம் செய்து வைத்தார்:—

(1) சென்னை ஹோம்வார்டு பிரைவேட் கான்பரன்ஸ் நிர்வாகத்தினருக்கும், சென்னை போர்ட் அண்டு டாக் ஓர்க்கர்ஸ் கங்கிரசுக்கும் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) இடையே ஏற்பட்ட தொழிற் தகராறு.

(2) சென்னை கார்டன் வுட்ராப் நிர்வாகத்தினருக்கும், சென்னை ஹார்பர் ஓர்க்கர்ஸ் யூனியனுக்கும் (அகில இந்திய தொழிற் சங்க காங்கிரஸ்) இடையே ஏற்பட்ட தொழிற் தகராறு.

தொழிற் தகராறுகளில் ஏற்பட்ட தோல்வி.

சென்னை பாங்க் ஆப் பரோடாவிற்கும், பாங்க் ஆப் பரோடா தொழிலாளர் சங்கத்திற்கும் (அகில இந்திய பாங்க் தொழிலாளர் சங்கம்) இடையே ஏற்பட்ட தொழிற் தகராறில் பிராந்திய தொழிலாளர் துறை ஆணையர் செய்த சமரச முயற்சி தோல்வி அடைந்ததென அரசுக்கு அறிக்கை அனுப்பப்பட்டுள்ளது.

சென்னை இரண்டாவது வட்ட மத்திய தொழிலாளர் துறை உதவி ஆணையர், சென்னை டெலிகிராப் ஸ்டோர்ஸுக்கும், தபால்-தந்தி மஸ்தூர் சங்கம், தொழிற்சாலை தொழிலாளர் சங்கத்தின் (தபால்-தந்தி), சென்னை இளை (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) இவற்றிற்கும் இடையே ஏற்பட்ட தொழிற் தகராறில் செய்த சமரச முயற்சி தோல்வி அடைந்தது.

தொழிற் தகராறு விபரங்கள்.

1	1970-ம் ஆண்டு அக்டோபர் மாதம் 1-ந்தேதி அன்று நிறுவையாயிருந்த தொழிற் தகராறுகளின் எண்ணிக்கை.	34
2	1970-ம் ஆண்டு அக்டோபர் மாதத்தில் பெற்ற தொழிற் தகராறுகளின் எண்ணிக்கை.	17
3	1970-ம் ஆண்டு அக்டோபர் மாதத்தில் தீர்த்து வைக்கப்பட்ட தொழிற் தகராறுகளின் எண்ணிக்கை.	31
4	1970-ம் ஆண்டு அக்டோபர் மாதம் 31-ம் தேதி அன்று நிறுவையாயிருந்த தொழிற் தகராறுகளின் எண்ணிக்கை.	20
5	அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்களின் எண்ணிக்கை.	7
6	உருவாகிய அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்களின் எண்ணிக்கை.	3
7	உருவாகிய வேலை நிறுத்தங்களின் எண்ணிக்கை.	3
8	கதவடைப்புகளின் எண்ணிக்கை.	இல்லை.
9	தொழிற் துறை நிலையான சான்றிதழ்களின் எண்ணிக்கை.	இல்லை.

தமிழ்நாடு அரசு ஆதிக்கத்தில் உள்ளவை.

1970-ம் ஆண்டு அக்டோபர் மாதத்தில் தொழிலாளர் துறை சமரச அலுவலர்கள் 959 தொழிற் தகராறுகளை விசாரித்து முடிவு செய்தனர். இதில் 173 மனுக்கள் சம்பந்தமாக, 1947-ம் ஆண்டு சென்னை தொழிற் தகராறுகள் சட்டம், பிரிவு 12-(3)-ன் கீழ் ஒப்பந்தம் ஏற்பட்டவையாகும்.

1970-ம் ஆண்டு அக்டோபர் மாதத்தில் தமிழ்நாடு அரசினால் 43 தொழிற் தகராறுகள் சென்னை தொழில் வழக்கு தீர்ப்பு மன்றத்திற்கும், சென்னை மதுரை மற்றும் கோயம்பத்தூரிலுள்ள தொழில் கோர்ட்டுகளுக்கும் தீர்ப்புக்காக அனுப்பிவைக்கப்பட்டன. தொழில் வழக்கு தீர்ப்பு மன்றமும், தொழில் கோர்ட்டுகளும் வழங்கிய 32 தீர்ப்புகள் தமிழ்நாடு அரசுதமிழ் பிரசுரிக்கப்பட்டுள்ளன.

வேலை வாய்ப்பு நல வசதி.

விவரங்கள் கிடைக்கப்பெறவில்லை.

தொழிலாளர் கல்வித் திட்டம்.

1970-ம் ஆண்டு நவம்பர் மாதத்தில் தொழிலாளர் கல்வித் திட்டத்தின் கீழ் சென்னை, மதுரையிலுள்ள தொழிலாளர் கல்வி நிலையங்களின் நடவடிக்கைகள்.

தொழிலாளர் கல்வி நிலையம்.

சென்னை. மதுரை.

	(1)	(2)
1 பயிற்சி பெற்ற தொழிலாளர்—ஆசிரியர்களின் எண்ணிக்கை.	18	..
2 பயிற்சியில் உள்ள தொழிலாளர்—ஆசிரியர்களின் எண்ணிக்கை.	28	..
3 பயிற்சி பெற்ற தொழிலாளர்களின் எண்ணிக்கை.	455	509
4 பயிற்சியில் உள்ள தொழிலாளர்களின் எண்ணிக்கை.	1,800	..
5 ஊடகப்பெற்றுவரும் பகுதிநிலை வகுப்புகளின் எண்ணிக்கை.	72	..

Current notes.**RECOMMENDATIONS OF THE SECOND CENTRAL WAGE BOARD FOR SUGAR INDUSTRY.**

Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi-1, the 7th July 1970.

Resolution.

No. WB 7(3)/70.—By their Resolution No. WB 7(2)/65, dated the 16th November 1965 the Government of India set up a Second Wage Board for the Sugar Industry to consider the question of a further revision of the Wage structure in the industry. The Board was required to keep in view the following while making its recommendations :—

(i) the recommendations of the First Wage Board for the Sugar Industry, constituted by the Government of India by their Resolution No. WB 7(2)/57, dated the 26th December 1957 and Government decisions thereon as published in Resolution No. WB 7(30)/60, dated the 23rd February 1961;

(ii) the principles of fair wages as set forth in the Report of the Committee on Fair Wages;

(iii) the needs of the industry in a developing economy including the need for maintaining and promoting exports;

(iv) special features of the sugar industry;

(v) the requirements of social justice;

(vi) the need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill; and

(vii) the desirability of extending the system of payment by results.

2. The composition of the Wage Board was as follows at the time of submission of its final report :—

Chairman.

Shri K. Bhimasankaram.

Independant Members.

Shri R. S. Panj hazari, M.P.

Prof. R. Balakrishna.

Members representing employers.

Shri V. V. Ramana.

Shri R. P. Nevatia.

Members representing workers.

Shri Kashi Nath Pandey, M.P.

Shri Bhaj Kishore Shastri.

3. The Wage Board made recommendations for grant of interim relief. They were accepted by the Government and notified for implementation.

4. The Board's final report was submitted to the Government on the 18th February 1970. A summary of the recommendations is appended.

5. A tripartite meeting was convened at New Delhi on the 29th April 1970 to discuss the final recommendations of the Wage Board. After careful consideration of the Board's report and the discussions at the meeting held on the 29th April 1970, Government have decided that the majority recommendations of the Wage Board on matters covered by its terms of reference be accepted and that the concerned employers be requested to implement them expeditiously.

6. Government have taken note of the recommendation in paragraph 364 (17) (ii) of the Wage Board's report, that a tripartite committee be set up at the Central level to issue clarifications on points connected with the implementation of the Wage Board's recommendation. Government however, do not consider it necessary to set up such a machinery, particularly in view of the arrangement recommended in paragraph 364 (17) (i) of the Board's report.

7. Government has also taken note of the demand for payment of suitable retaining allowance to unskilled workers during the off-season. Government are of the view that a satisfactory settlement of this issue would serve the interests of social justice and would be conducive to the smooth implementation of the Wage Board's recommendations which have to remain in operation for a period of five years from 1st November 1969. Government accordingly commend to both parties, employers and workers the holding of talks between them, either directly or under the auspices of State Governments, with a view to evolving mutually

acceptable principles for payment of retaining allowance to unskilled seasonal workers, taking into account varying local conditions.

8. The Government of India wish to express their appreciation of the manner in which the Board has dealt with matters entrusted to it.

Summary of recommendations.

1. The recommendations of this Board should apply to the vacuum pan sugar factories and not to the khandsari and gur refineries and allied industries such as manufacture of portable spirit, power alcohol and confectionery and sugarcane farms.

[Paragraphs 13 and 16]

2. All employees in the sugar industry falling within the definition of "Workman" as contained in the provisions of the Industrial Disputes Act, 1947 should be covered by the recommendations of this Board. Employees such as Labour Welfare Officer and medical educational staff should also be governed by the recommendations of this Board.

[Paragraph 20]

3. (i) If a workman is transferred from the sugar factory to any other allied industry, then he should receive the same wages as obtaining in the sugar factory or that in the allied industry, whichever is higher.

[Paragraph 21 (i)]

(ii) If a workman is employed to work partly in the allied industry including the sugarcane farms owned by the sugar factory and partly in the sugar factory, he should receive the same wages as obtaining in the allied industry or in the sugar factory, whichever is higher.

[Paragraph 21 (ii)]

(iii) All persons employed by a sugar factory for work in its residential colony should also be included in the definition of workman for the purpose of the recommendations of this Board.

[Paragraph 21 (iii)]

4. The recommendations of this Board should apply to workmen engaged by a contractor of a factory for work connected with—

(a) manufacturing process as defined in section 2 (k) of the Factories Act 1948; or

(b) cleaning any part of the machinery or premises used for manufacturing process; or

(c) any other kind of work incidental to, or connected with the manufacturing process or subject of manufacturing process including handling, loading or unloading of raw material stores and finished product within the premises of the factory; or

(d) repair and maintenance of machinery, building or other capital assets of the sugar factory.

[Paragraphs 22 and 23]

5. The contract labour employed outside the factory premises and in harvesting and/or transporting of sugarcane are not covered by the recommendations of this Board.

[Paragraph 24]

6. The Board unanimously made interim recommendations with regard to the age of retirement of workers, extension of the maximum of the scales of pay having annual increments for a span of seven years or less and payment of variable dearness allowance (effective from 1st July 1967) on the basis of the average of the All-India Consumer Price Index Numbers for Working Class (Base: 1949—100) during the preceding 12 months from July to June instead of the earlier practice of paying it on the same basis from 1st October every year.

[Paragraphs 131 to 133.]

7. A Nomenclature Standardisation Sub-Committee was appointed by this Board to review and to bring the standard nomenclatures of the different categories of employees, their grades, their principal duties, etc., up to date (paragraph 168). The Board has generally agreed with the recommendations made by this Sub-Committee. The revised scheme containing the standard nomenclatures, their grades, their principal duties and qualifications is furnished in Appendices V-A and V-B (paragraph 169). The important recommendations pertaining to the different categories of employees are as follows:—

(i) In lieu of the existing 8 grades for the Operative, viz., Unskilled, Semi-skilled B, Semi-Skilled A, Skilled C, Skilled B, Skilled A, Highly-skilled B and Highly-skilled A, there will be 6 grades, viz. Unskilled, Semi-skilled, Skilled C, Skilled B, Skilled A and Highly skilled. The ~~unskilled~~ incumbents in the Semi-skilled B and A Grades will be ~~raised~~ into the Semi-skilled grade, unless otherwise indicated. The ~~existing~~ incumbents in the Highly-skilled B grade will be fitted into the Highly-skilled grade, unless otherwise indicated and those in the Highly-skilled A grade will continue to remain in the same grade with the ~~scale~~ of pay revised now, unless

(ii) In all regions excepting Maharashtra at present, there are 7 clerical grades, viz., Clerical Grades VI, V, IV, III, II-B, II-A and I. In Maharashtra region there is no clerical grade VI. The Board recommends abolition of grade VI, classification of grade II-B as Grade II and of grade II-A as Grade I. All employees who are at present in the clerical grade I shall be placed in the supervisory B grade.

(iii) At present there are 4 grades for supervisory employees, viz., D, C, B and A. The Board recommends abolition of the supervisory D grade and also recommends two different wage-scales for the supervisory A grade. All categories of supervisory employees will be fitted into these grades.

(iv) The Board recommends upgradation of over 50 occupations.

(v) The Board recommends grades, duties, etc., for Labour Welfare Officers and Medical Officers.

(vi) Some designations listed by the First Wage Board have not been in common use. Such of these designations have been recommended for abolition vide Appendix C. The existing incumbents in such designations will however continue to their present grades with the wage scales as now prescribed, unless otherwise stated.

(vii) The Board has included some new designations in the scheme and also specified their grades and duties.

(viii) The Board has prescribed the minimum qualification experience for some categories of employees.

(ix) The First Wage Board has not prescribed duties for some categories of employees. Now this Board has prescribed the same for them also.

(x) The duties prescribed for each category of employees are only principal duties and they are not exhaustive of their functions and duties.

[Paragraph 170.]

(x) The factories should, as far as possible recruit in future persons having qualifications and experience now prescribed by this Board. As far as the employees in the Cane Department, Administrative and General Department are concerned, the Board recommends that, unless otherwise indicated, if an employee not having the qualification now prescribed is required to perform the duties prescribed for the qualified employee, he should be entitled to the grade fixed for the qualified employee.

[Paragraph 171.]

8. For the purpose of standardisation of muster the Board recommends the following procedure :—

(i) At the State level, there should be a Tripartite machinery consisting of the representatives of the Labour employers and the State Government which should lay down the broad principles that should govern the standardisation of the muster rolls.

(ii) At the Factory level, there should be a Bipartite Committee. By taking into account the broad principles enunciated by the Tripartite Machinery stated above and the lay-out of the plant and the local conditions, this Committee should try to fix the muster rolls. In case there is difference of opinion at the bipartite level, it should be referred to the Tripartite machinery for settlement.

[Paragraph 172.]

9. For the purpose of wage revision, this Board has decided to adopt the same number of regions as determined by the First Wage Board but with some re-arrangement of States in the different regions as follows :—

(i) Northern Region : Consisting of the States of Punjab, Haryana, Uttar Pradesh, Bihar, West Bengal, Assam and Orissa.

(ii) Central Region : Consisting of the States of Rajasthan and Madhya Pradesh.

(iii) Southern Region : Consisting of the States of Gujarat, Tamil Nadu, Pondicherry, Kerala, Andhra Pradesh and Mysore.

(iv) Maharashtra Region : Consisting of the State of Maharashtra only.

[Paragraph 228.]

10. The Board recommends to the Government to consider the question of treating the States of Kerala and Andhra Pradesh independent of other States in fixing the prices of levy sugar.

[Paragraph 229.]

11. The first Wage Board prescribed that ordinarily the worker should cross the efficiency bar in his wage-scale as a normal routine and that only in case of proved inefficiency could the increment be stopped in which event his case should be reviewed by the management every year. This recommendation should continue to apply. This Board further recommends that if the increment at the efficiency bar is stopped, the reasons therefore should be communicated in writing to the employee concerned.

[Paragraph 261.]

12. The seasonal workmen in the Supervisory, Clerical Highly-skilled and Skilled grades should continue to get retaining allowance at 50 per cent of their monthly basic pay and dearness allowance and the seasonal workmen in the semi-skilled grade should get retaining allowance at 25 per cent of their monthly basic pay and dearness allowance as under the recommendations of the First Wage Board. The unskilled workmen employed on seasonal basis are not entitled to get any retaining allowance.

[Paragraph 292 and 297.]

13. If a seasonal workmen getting retaining allowance is to retire during the off-season, he should be entitled to the retaining allowance till the date of his retirement during that off-season.

[Paragraph 298.]

14. No Assistant Engineer should be employed on a seasonal basis.

[Paragraph 299.]

15. (1) The amount of rent payable by an employee who had been allotted a house before 1st November 1960 should be the money value of the free housing; which was added to his pay for placing him in the wage structure recommended by the First Wage Board (vide paragraph 315 (2) of its report) and the subsequent increase in the rent if any made on account of increase in his total wages should be withdrawn from 1st November, 1969 and the amount originally taken for fitment should only be recovered from the wages payable to him for the month of November 1969 and onwards.

[Paragraph 313 (i).]

(ii) The employee who was allotted a house on or after 1st November 1960 but before 1st November, 1969 should pay the rent which was charged at the time of the allotment of a house to him. That is, any subsequent increase in his rent due to increase in his total wages should be withdrawn from 1st November 1969 and the rent charged originally at the time of the allotment of the house should only be recovered from the wages payable to him for the month of November, 1969 and onwards.

[Paragraph 313 (ii).]

(iii) An employee who may be allotted a house on or after 1st November 1969 should pay the rent as per the revised schedule of house rent given in table 8.2 of this report. The rent charged at the time of allotment of the house to him should not be increased due to the subsequent increase in his total wages.

[Paragraph 313 (iii).]

(iv) If an employee is allotted a better type of house than the one originally allotted to him, then the rent for the latter house will be revised as per the schedule of rent given in table 8.2. The rent charged at the time of allotment of such a house to him should not be increased on account of subsequent increase in his total wages.

[Paragraph 313 (iv).]

(v) If an employee does not choose to occupy the house allotted to him no rent should be deducted from his wage. If any employee had refused the allotment of a house on or before 31st October 1969 but is still paying the rent he should not pay the rent with effect from 1st November 1969.

[Paragraph 313 (v).]

(vi) The amounts of rent received for the month of November 1969 and onwards should be used for repairs and maintenance of the houses and the amount left over after attending to repairs and maintenance should be used for construction of new houses. This should be under the management of a Committee consisting of an equal number of representatives of the employer and the employees to be constituted in each factory.

[Paragraph 313 (vi).]

16. Every factory should supply firewood to its workers for their domestic use on "no profit no loss" basis, if there is a demand for the same from them. For this purpose, the Committee to be set up in the factory in connection with the management of the house rent should also ensure the supply of firewood on this basis.

17. Certain improvements have been made in the gratuity scheme evolved by the First Wage Board. The entire scheme as revised by this Board is given under paragraph 347. The significant improvements recommended are as follows:

(i) The scheme has been made applicable to all employees in respect of whom this Board has fixed or revised the Wage structure or recommended revision of the wage structure by the Management.

(ii) For the period of service rendered from 1st November 1960 onwards the employees are entitled to gratuity on the basis of their revised basic pay.

(iii) The age of superannuation has been raised from 58 years to 60 years.

(vi) In the case of death while in employment irrespective of the length of service, or on attainment of the age of superannuation, or on retirement or registration due to continued

ill-health, the gratuity payable in respect of a seasonal workmen should be calculated on the basis of ten days' pay for every season of service as against seven days' pay recommended by the First Wage Board. Similar increases have been recommended in respect of seasonal workmen in the case of their resignation or termination of their services depending upon the length of their services in the factory.

(v) The Board recommends that the management would obtain from every employee the name(s) of his nominee (s) who is/are entitled to receive the gratuity in the event of his death before the amount is paid.

(vi) The Board recommends that the management should disburse the gratuity amount within a month from the date when it becomes due.

(vii) The Board recommends the following wage-scales and graduated dearness allowance in all the regions.

[Page 364 (2).]

2. WAGE SCALES AND GRADUATED DEARNESS ALLOWANCE.

The Wage scales and Graduated dearness allowance *shall be as follows:—

Category.	Wage scales in		Graduated dearness allowance in			
	Central, Northern and Southern regions.	Maharashtra region.	Central.	Northern.	Southern.	Maharashtra.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Operatives—						
Unskilled	110-1-119-2-129	110-1-119-2-129	6	16	21	30
Semi Skilled	118-2-136-3-151	123-3-30-154-50-4-50-177	8	18	23	33
Skilled C	125-3-152-4-172	130-4-166-5-191	10	20	25	38
Skilled B	140-4-160-EB-5-205.	145-5-170-EB-5-205.	15	25	30	43
Skilled A	160-5-190-EB-7-253	170-7-205-EB-7-268.	21	31	36	49
Highly skilled	205-8-245-EB-12-353.	205-10-655-EB-12-363.	28	38	43	54
B. Clerks—						
Grade V	127-3-154-4-174		10	20	25	43
Grade IV	137-4-157-EB-5-202.		16	26	31	49
Grade III	160-6-190-EB-7-253		21	31	36	54
Grade II	185-7-220-EB-8-292.		31	41	46	64
Grade I	255-8-295-EB-12-403.		36	46	51	69
C. Supervisory—						
Grade C	255-15-390-20-400		36	46	51	74
Grade B	305-20-405-25-630		41	51	56	79
Grade A-II	355-25-530-30-650		41	51	56	79
Grade A-I	375-35-550-50-1,000		41	51	56	79

*The classification and grades of employees are furnished in Appendices V-A, V-B and V-C of this report.

19. The Labour Welfare Officer should get the wage-scale and dearness allowance as prescribed by the respective State Governments subject to the condition that no Officer should get less than the wage-scale and the graduated and variable dearness allowance admissible to the Supervisory B Grade.

[Paragraph 364 (5).]

20. The Medical Officer should be allowed either to opt for the wage-scale, dearness allowance (both graduated and variable) now prescribed by this Board or for his existing emoluments.

[Paragraph 364 (6).]

21. In regard to the revision of the wage-scales, etc., of some of the designations such as Assistant Sales Manager, Sales Manager, Purchase Officer, Assistant Works Manager, Transport Superintendent and Assistant Transport Superintendent, it is recommended that the factories concerned should revise their wage-scales, graduated dearness allowance and variable dearness allowance, having regard to their qualifications, experience and duties and also to the grades, wage-scales, etc., now recommended by this Board for the other comparable categories of employees in the industry.

[Paragraph 364 (8).]

22. As far as other categories of workers such as horticulture overseer, tennis marker, cooper, cameraman and tally section in charge are concerned, it is recommended that the factories concerned should revise their wage-scales, graduated dearness allowance and variable dearness allowance, having regard to their qualifications, experience and duties and also to the grades, wage-scales, etc., now recommended by this Board for the other comparable categories of workers in the Industry. If any dispute arises in this regard, efforts should be made to get it settled through the Tripartite Machinery, failing which resort may be had to the appropriate machinery under the Industrial Disputes Act.

[Paragraph 364 (8).]

23. The basic pay and other allowances of the teaching staff should be revised and their total emoluments should not be less than those in force for similar categories of employees in the service of the Government of the State where the factory is situated subject to the condition that no one should receive less than the minimum of the wage-scale, graduated and variable dearness Allowance now prescribed for the clerical Grade V.

[Paragraph 364 (8).]

24. In all regions the variable dearness allowance should be given by linking it with the New Series of All-India Average Consumer Price Index Numbers for Industrial workers (Base: 1960=100).

[Paragraph 364 (4).]

25. The variable dearness allowance should be paid for the points over 150 to 176 from 1st November 1969 at the following rates:—

(a) for operative up to skilled B and for Clerks drawing revised basic pay up to Rs. 150 per month, the rate should be 83 paise per point;

(b) for all other employees, the rate should be 95 paise per point.

The total amount of variable dearness allowance payable from 1st November 1969 works out to Rs. 21.58 per month for categories of employees under item (a) and to Rs. 24.70 per month for categories of employees under item (b) above.

[Paragraph 364 (4).]

26. The subsequent adjustment in the variable dearness allowance should be made for a rise over or a fall below 176 points provided the rise or the fall is by 5 or more points. Once there has been a rise or a fall by 5 or more points, adjustment should be made for every point of rise or fall at the rates specified under item 25 above. Once an adjustment has been made, future adjustment should similarly be made for a further rise or fall by 5 or more points.

[Paragraph 364 (4).]

27. From 1st July 1970 onwards, the adjustment in the variable dearness allowance should be made once a year and should be effective from 1st July of that year on the basis of the average monthly Index numbers calculated over the preceding twelve months period from 1st July to 30th June.

[Paragraph 364 (4).]

28. While calculating the average monthly Index number for the twelve months' period, the fraction of 0.50 or above should be rounded off to the next higher figure and the fraction of less than 0.50 should be ignored.

[Paragraph 364 (4).]

29. No deduction in the graduated dearness allowance should be made for any fall below 150 points of the Index (Base: 1960=100) unless the fall exceeds 10 points.

[Paragraph 364 (4).]

30. The First Wage Board recommended payment of a special weightage of Rs. 5 per mensem over and above the wage-scale to Pallader/Hamal in all regions and of Rs. 5 per mensem to Peon, Watchman, Laboratory Boy, Sweeper, Cleaner and Guest House Attendant in Maharashtra region. According to this Board's recommendation, the Laboratory Boy, having been upgraded from Unskilled grade to Semi-skilled grade, will cease to get the weightage. All other categories mentioned above excepting Pallader/Hamal will continue to get the weightage of Rs. 5 per mensem and the Pallader/Hamal in all regions will get a weightage of Rs. 15 per mensem. The Guest House Attendant in other regions will also get a weightage of Rs. 5 per mensem. Besides, in all regions, the Centrifugal Mazdoors, other than the Centrifugal Operators engaged in high speed automatic Centrifugals will get a weightage of Rs. 5 per mensem.

[Paragraph 364 (10).]

31. No employee should be placed below the minimum in the revised wage-scale of the grade to which he is entitled.

[Paragraph 364 (3).]

32. For the purpose of fitment, the following procedure shall be adopted. There shall be added a sum of Rs. 50 to the monthly basic pay, payable for November 1969 as per the recommendations of the First Wage Board and the interim recommendations of this Board of every employee in the following categories, viz., (a) operatives up to skilled 'B' Grade; and (b) Clerical employees whose monthly basic pay is up to Rs. 100 and there shall be added a sum of Rs. 55 to the monthly basic pay, payable for November 1969, as per the recommendations of the First Wage Board and the interim recommendations of this Board, of every employee in the other categories, viz., (a) Operatives in skilled A grade and higher grades; (b) Clerical employee whose monthly basic pay is over Rs. 100 except in the case of Compounder, Nurse and Midwife; and (c) Supervisory employees except the case of Labour Welfare Officer and Medical Officer. The total amount so arrived at in each case shall be the basis for fixing the revised monthly basic pay from 1st November 1969 in the revised wage-scale of the grade to which the employee becomes entitled. If this total amount falls below the minimum of the revised wage-scale, the revised basic pay shall be fixed at the minimum. If it coincides with any stage in the revised wage-scale, the revised basic pay shall be fixed at that stage. If it falls between two stages in the revised wage-scale, the revised basic pay shall be fixed at the higher stage.

[Paragraph 364 (3).]

33. The revision of the wage structure of all the employees as per the procedure of fitment laid down is subject to the condition that every one should get an increase, over his total wages

payable for the month of November 1969 as per the recommendations of the First Wage Board and the interim recommendations of this Board, of not less than Rs. 21.53 in the following regions, viz., Central, Northern and Southern and Rs. 24.53 in the Maharashtra Region. However if an employee gets an increase of more than the amount stipulated above in the process of fitment consequent upon the change in his grade, scale of pay, rate of annual increment, etc., such an increase should be allowed to him. The employees in the States of Gujarat and Orissa will also get increase higher than the minimum increase specified above as Gujarat is now included in the Southern region and Orissa in the Northern region. This recommendation is also subject to the condition that no one should cross the maximum of the Wage scale to which he belongs.

[Paragraph 364 (9).]

34. When a reliever of a lower category relieve workmen in a higher category, he should during the period of such service, receive pay and other allowances at the rates not lower than the lowest received by a workman in the higher category. This should also apply to relievers employed for the purpose of allowing weekly holidays. For the purpose of payment of retaining allowance to such workers, the average of the total wages paid during periods of service in crushing season should also be taken into account.

[Paragraph 364 (11).]

35. If a workman other than a relieving workman is allotted duties in two different grades alternatively and regularly, than he should be given the designation and wage-scale of the higher of the two grades. However he should not refuse to perform the duties prescribed for the lower grade.

[Paragraph 364 (12).]

36. If there is any change in the status of job as between the season and the off-season, the grade and the wage-scale of the better of the jobs performed by the workman should be considered for fitment in the revised wage-scale, subject to the condition that he is not entitled to this benefit if he has not performed the duty in a higher grade at least in one full season or in one full off season.

[Paragraph 364 (13).]

37. The Board discourages the practice of continuing the employment of an employee beyond the age of superannuation or re-employment after retirement on terms less favourable than those on which they were previously in service. If for any reason, any such employee is continued in employment, he should get the same terms of service as before. Such employees whose

services were continued or who were re-employed in the same posts on or before the 31st October 1969 and are still continuing in service should also be entitled to the benefit of this recommendation with effect from 1st November 1969.

[Paragraph 364 (15).]

38. If a vacancy arises by dismissal, death or superannuation of a workman or by any other cause, and if the management does not propose to fill up that vacancy, the question whether the vacancy should be filled up or not should be settled by negotiations between the management and the trade union(s) in the factory. In case it is not so settled, resort may be had to the usual machinery available for resolving the dispute under the Industrial Disputes Act, 1947 or any other State Statute applicable to the region for resolving the Industrial disputes.

[Paragraph 364 (16).]

39. All disputes relating to the implementation of the recommendations of this Board, which are not settled through bipartite negotiations should be referred to a Tripartite Machinery to be set up by the Government of the State Concerned.

[Paragraph 364 (17).]

40. This Board also recommends that at the centre, a Tripartite Committee should be set up. It should function at least for a year after the acceptance of our report by the Government. This Committee should meet from time to time and issue clarifications on any points raised in regard to the implementation of the recommendations of this Board.

[Paragraph 364 (17).]

41. Such recommendations of the First Wage Board as are not varied by this Board should continue to apply.

[Paragraph 364 (18).]

42. These recommendations should not have the effect of reducing or denying any existing emoluments or benefits or amenities to which the employees are entitled.

[Paragraph 364 (18).]

43. If a factory has on or after 1st November 1960 under any Settlement with its employees or the union(s) given any general increase in Wages, interim or otherwise, other than those arising from interim recommendations of this Board, such increase in wages should be adjusted against the rise in wages now recommended by this Board.

44. These recommendations should remain in force for a period of 5 years with effect from the 1st November 1969.

45. These recommendations should be treated as an integral whole and implemented accordingly.

Salient Features.

SALIENT FEATURES OF ANNUAL REPORT OF THE WORKING OF THE PLANTATIONS LABOUR ACT, 1952 FOR THE YEAR 1968.

The Plantation Labour Act, 1951 applies to all Coffee, Tea, Rubber Cinchona and Cardamom Plantations of 10.117 hectares (25 acres or more in acre) and on which 30 or more persons are employed or were employed on any day of the preceeding 12 months. The Act regulated the working conditions of workers in plantations and provides for the provision of drinking water, adequate medical facilities, housing accommodation, recreation and educational facilities, etc., to the workers.

Three hundred and four plantations, covering 89,492.23 hectares and employing 72,386 workers, came under the scope of the Act during the year 1968. The provisions of the Act are enforced by the Commissioner of Labour who is assisted by the Chief Inspector of Plantations, Madras and five Inspectors of Plantations. All these plantations were inspected by the Plantation Inspectors during the year.

PROVISION OF HEALTH AND MEDICAL FACILITIES.

The managements of all plantations covered by the Plantations Labour Act, 1951 have provided drinking water facilities to their workers, either by providing taps or wells. Till the end of the year 1968, the Government approved 258 medical schemes.

HOUSING ACCOMMODATION.

Planters provided 30,022 houses (new constructions and renovations) conforming to the prescribed standards, upto the end of the year under report. Planters have yet to provide 3,668 houses for the resident workers.

During the year under report, plans relating to the construction of labour quarters were received from 12 planters and approved by the Chief Inspector of Plantations.

LEAVE WITH WAGES.

During the year under report 32,825 men, 39,682 women, 1,328 adolescents and 222 children were granted leave with wages. Of these 1,120 men, 506 women, 26 adolescents and 23 children were granted leave amounting to 30 days and more.

SICKNESS AND MATERNITY BENEFITS.

During the year under report 4,994 workers were paid sickness allowance amounting to Rs. 65,509.32.

RETURNS.

Eighty-four per cent of the planters have submitted annual returns in time during the year under report.

March of Events.**MARCH OF EVENTS FOR THE MONTH OF
DECEMBER 1970.****1. Bill introduced Pension scheme for industrial labour.**

The Central Government introduced a Bill in the Lok Sabha to fulfil Prime Minister's budget pledge to evolve a pension scheme for the low-paid and industrial workers.

The Bill, which was introduced by the Hon'ble Minister of State for Labour, Thiru Bhagwat Sha Azad, proposes amendment of the Coal Mines Provident Fund and Bonus Schemes Act of 1948 and the Employees' Provident Funds Act of 1952 to incorporate the family pension scheme.

The scheme outlined in the Bill envisages creation of a family pension fund by diverting a portion of the contributions of employers and employees to the provident fund to which the Government would add its own contribution. The fund would be used for providing family pension at prescribed scales to survivors of employees who might die while in service before superannuation. Besides the pension a compulsory life insurance benefit of Rs. 1,000 would also be payable to the survivors. In the case of retirement, a lump sum payment up to a maximum of Rs. 4,000 would be made to the employee depending upon the length of service.

The proposed family pension scheme would be administered by the Board of Trustees, Coal Mines Provident Fund, in respect of members of the Coal Mines Provident Fund, and by the Central Board of Trustees Employees' Provident Fund, in respect of employees of other establishments covered under the Provident Fund Act. The cost of administration in each case would be borne by the Central Government.

The terms and conditions for the grant of family pension would generally be the same as those applicable to the Central Government employees. The benefits payable under the scheme would be in addition to the payments due to the employees from the provident fund.

The Bill indicates that the total liability of the Central Government including its contribution and cost of administration of the scheme would be of the order of Rs. 14.61 crores annually at present.

2. Plea to link bonus with production.

Members expressed divergent views in the Rajya Sabha on whether the bonus payable to workers should be linked with production.

They were speaking on a motion that the non-official Bill seeking to increase the minimum bonus payable under the Payment of Bonus Act, 1965 and to apply the Act to all public sector establishments should be referred to a select committee.

Under the Payment of Bonus Act the minimum bonus payable is four per cent of the salary or wage earned by the employee during the accounting year or Rs. 40, whichever is higher.

3. Payment of bonus to Neyveli Lignite Corporation Employees.

The ad hoc payment of one per cent paid to the employees of the Neyveli Lignite Corporation in addition to the minimum bonus of four per cent for the year 1969-70 will be treated as an exgratia payment. It will not be recovered from the employees.

This decision was arrived at following the discussion the Hon'ble Minister for Labour, Thiru N. V. Natarajan had with the Honourable Union Minister for Petroleum and Chemicals, Dr. Triguna Sen in New Delhi.

Thiruvallargal N. Subramanian, Secretary to the Government of India, G. Kamalaratnam, Commissioner of Labour, Tamil Nadu Government and J. G. Kumaramangalam, Chairman, N.L.C. also participated in the discussion.

4. E.S.I. payments, sick mills may be exempted.

The Parliamentary Consultative Committee of the Department of Labour and Employment is reported to have accepted the suggestion of a member that the sick mills should be exempted from payment of employers' and employees' contributions to the Employees' State Insurance Corporation for one year with immediate effect.

It was also agreed that the arrears of such contributions would be recovered in instalments.

The Honourable Union Minister of State for Labour and Rehabilitation, Thiru Bhagwat Jha Azad, presided.

The question of extending the employees' State Insurance scheme to non-factory workers who constitute the bulk of the working force in the country, was also discussed. The members were apprised of the recommendations of the review committee of the Employees' State Insurance Scheme (which had been accepted in principle by the Government that the coverage of workers in factories, as defined in the Factories Act, 1948, should be completed before it was extended to non-factory workers.

5. *Anti-strike Bill in U.K.*

The British Parliament approved a historic law to curb the power of trade unions. The Conservative Government's anti-strike bill—which is expected to become law by next summer—restricts wildcat strikes by making labour contracts enforceable in court, with fines for unions that break them. It provides secret strike ballots, a 60-day cooling-off period in major strikes, the streamlining of bargaining, a ban on union closed shops and protection of workers against unfair dismissal.

6. *Exhibition on productivity.*

The State Committee to draw up the programme for observance of the Asian Productivity Year which met at Madras decided to conduct exhibitions and arrange radio talks relating to productivity.

The Committee also decided to conduct elocution and essay competitions for students and workers highlighting the theme of the Assian Productivity Year—"Quality-Reliability".

The Honourable Minister for Labour, Thiru N. V. Natarajan who presided said, that the amount placed at the disposal of the Committee by the Government could be supplemented by industries for the observance of the APY in a fitting manner.

7. *Employment panel set up.*

The appointment of an Employment Commission was formally announced in Parliament by the Honourable Minister of State for Labour, Thiru Bhagwat Jha Azad. Thiru V. Bhagati, Assam Congress leader, will be its chairman.

According to the Minister, the Commission will assess the extent of unemployment and under employment, taking into account the recommendations made by the Committee of Experts on Unemployment Estimates set up by the Planning Commission under the chairmanship of Prof. M. I. Dantewala.

The Commission will also recommend the directions in which the programmes included in the Fourth Plan could be made more employment-oriented in their implementation, with due regard to their timely execution, economy and productivity and to the requirements of rapid economic development.

The Commission will suggest strategies for employment generation, both short-term and long-term, including technical, financial and fiscal measures.

8. *Contract Labour Act.*

The Contract Labour Regulation Act, 1970 will be enforced shortly with the finalisation of rules thereunder. The provisions will apply among others to contract labour employed in construction work relating to building and roads and contract labour in coal mines.

9. *Aid for Estate Workers Housing Scheme Raised.*

The Central subsidy in respect of subsidised housing scheme for plantation workers has been raised from 25 to 37-1/2 per cent of the approved cost of a house, according to a decision taken by the Ministry of Works, Housing and Urban Development.

The Ministry has also provided a sum of Rs. 2 crores during the Fourth Plan for this scheme from the Central sector.

The State Governments concerned (Assam, Kerala, Mysore, Tamil Nadu, West Bengal and the Union Territory of Tripura) have been asked to intimate their requirements of funds.

The scheme would continue to be implemented through the agency of State Governments and Union Territories, which would scrutinise and sanction the housing projects formulated by the planters and housing co-operatives of eligible workers.

The scheme, introduced in 1956, provides for the grant of financial assistance to planters to the extent of 75 per cent of the approved cost of houses (25 per cent subsidy and 50 per cent loan) for the construction of rent free houses for their workers. The balance of 25 per cent is to be contributed by the planters.

10. *Idikki Dispute Settled.*

The Kerala Labour Minister, Thiru Baby John, announced that a three-year agreement had been reached on the demands of workers in the Canadian-aided Idikki Hydro-Electric Project now under construction. Workers would get an additional benefit of Rs. 1.5 crores during the three year period.

11. *Apprenticeship Scheme : Call to Industrialists.*

The Honourable Union Minister for Labour, Thiru D. Sanjiyaya asked industrialists to co-operative with the Government in expanding the apprenticeship training programme.

Inaugurating a meeting of the Central Apprenticeship Council at New Delhi the Minister wanted separate training departments to be set up in industrial units.

The actual size and scope of the work of the training department, he said, would vary with the size of the industrial unit. The training programme, he said, should be dovetailed into the production programmes in such a way that it would be possible for the training man to exploit every opportunity to teach the necessary minimum skills to the apprentices under him.

The stipends of all Central apprenticeship trainees are to be increased by Rs. 20 per month according to a decision of the General Purposes Committee of the Central Apprenticeship Council held at New Delhi. The Chairman of the Committee, Thiru Ishwar Chandra, Director-General of Employment and Training, referred to the slow progress of the apprenticeship training programme and urged the State Governments to redouble their efforts to increase the number of apprentices.

12. *Safety Awards for Dock Workers.*

The Honourable Minister for Labour, Thiru N. V. Natarajan advised workers not to resort to strike but to resolve disputes through negotiations. Participating in the validictory function of the Dock Safety Week celebrations at Madras Harbour he said that a single trade union above party politics in any insitution and unity among workers alone could benefit the labour. The Minister distributed safety awards to about 125 dock workers and other port workers.

13. *Directorship for Workers in Public Sector Units.*

The Union Government has accepted in principle that representatives of workers should be included in the boards of directors of public sector enterprises, it is officially learnt.

Government has also decided that the representatives of the workers on the board should be one actually working in the enterprise. Such representation, however will apply only in the case of industrial units and not in the case of financial and commercial undertakings.

Awards and Agreements.

MEMORANDUM OF SETTLEMENT UNDER SECTION 12 (3) OF THE INDUSTRIAL DISPUTES ACT, 1947.

PRESENT.

Thiru C. R. Viswanathan, B.A., LL.B., D.S.W., Deputy Commissioner of Labour, Coimbatore.

Names of parties to the settlement.—Management and workers of textile mills mentioned in the annexures to this settlement.

Representing Employers :—

(1) Thiru R. Doraiswamy, Chairman, The Southern India Mill owners' Association, Coimbatore.

(2) Thiru K. Venkatesalu, Vice-Chairman, The Southern India Mill owners' Association, Coimbatore.

(3) Thiru K. Sundaram, M.P., Lakshmi Mills Company Limited, Coimbatore.

(4) Thiru P. Murugesan, Essorpe Mills Private Limited., Coimbatore.

(5) Thiru R. Ethirajulu, Coimbatore Cotton Mills Ltd., Coimbatore.

(6) Thiru A. R. Guruswamy, Selvaraja Mills Private Ltd., Coimbatore.

(7) Thiru T. Rangaswamy, Secretary, The Southern India Mill owners' Association, Coimbatore.

Representing workers :—

(1) Thiru P. L. Subbian, General Secretary (INTUC) National Textile Workers' Union, Ramanathapuram, Coimbatore-18.

(2) Thiru C. N. Ranganathan, Secretary (INTUC) National Textile Workers' Union, Ramanathapuram, Coimbatore-18.

(3) Thiru A. Subramaniam, Secretary, Coimbatore District Textile Workers Union (HMS) Singanallur, Coimbatore-5.

(4) Thiru G. Ramaswamy, Secretary, Textile Employees' Association (HMs) 6/212, Trichy Road, Singanallur, Coimbatore-5.

(5) Thiru K. M. Natarajan, Secretary, Coimbatore District Textile Jobbers Union, INTUC Buildings, Ramanathapuram, Coimbatore-18.

(6) Thiru C. A. Mariappan, Secretary, Coimbatore District Dravida Panchalai Thozhilalar Munnetra Sangam, 14/47 Theppakulam Street, Coimbatore.

(7) Thiru Kattur Gopal, General Secretary, Kovai Mavatta Panchalai Nirvaha Uzhiyargal Munnetra Sangam No. 14/47, Teppakulam Street, Coimbatore-1.

(8) Thiru S. Ananthanarayanan, Swathanthra Trade Union, No. 6/454, Puliakulam Road, Coimbatore.

(9) Thiru S. Krishnan, Secretary, Swathanthra Trade Union, No. 6/454, Puliakulam Road, Coimbatore.

Short Recital of the Case.—The Negotiating Committee of the Association met the representatives of the workers' Organisations and discussed the quantum of bonus payable for the year 1969 (1969-70) and 1970 (1970-71) to the workers of textile mills mentioned in the annexures hereto. On the basis of the SIMA Formula agreed upon in the preceding years which is not spelt out here, the bonus payable for 1969 (1969-70) was determined after scrutiny of the worksheets as computed under the formula in the preceding years. In the meantime, the Deputy Commissioner of Labour, Coimbatore initiated conciliation proceedings of the same issue. Parties resumed the discussions to-day before the Deputy Commissioner of Labour and a settlement was reached on the following terms.

1. *Terms of Settlement.*—It is agreed that the mills listed in annexure 'A' hereto whose liability on the basis of the aforesaid computation is found to be above 8-1/3 per cent shall pay in full and final settlement of bonus for the year 1969 (1969-70) the sum equal to the percentage of the annual earnings of their employees as indicated in the annexure against their respective names subject to the ceiling of 20 per cent.

2. It is agreed that the mills listed in annexure 'B' hereto whose liability for bonus on the basis of the aforesaid computation ranges from 4 per cent to 8-1/3 per cent of workers earnings for the year 1969 shall pay their workmen the bonus as found due and shall in addition pay an advance amount equal to the difference between their respective bonus liability and 8-1/3 per cent for the year. In respect of advance paid in excess of the bonus liability the parties shall strive to reach a settlement before 15th August 1971 and failing such a settlement the said sum in excess of bonus liability shall be recovered in 12 monthly instalments commencing from September, 1971 wages onwards.

3. It is agreed that the mills listed in annexure 'C' whose liability on the basis of the aforesaid computation is only 4 per cent or below shall pay to their workmen in full and final settlement of their claim for bonus for the year 1969 (1969-70) 4 per cent of the total earnings of their workmen in the year.

4. It is agreed that likewise for the year 1970 (1970-71) bonus shall be payable on the same terms and conditions as agreed to herein, viz :—

(1) Mills with a liability of over 8-1/3 per cent shall pay according to their liability computed on the basis of the formula per cent under the formula shall pay to the extent of their

(2) Mills with a liability ranging from 4 per cent to 8-1/3 per cent under the formula shall pay to the extent of their liability in full and final settlement of bonus for the year and shall in addition pay an advance amount equal to the difference between their respective bonus liability and 8-1/3 per cent. In respect of advance paid in excess of the bonus liability the parties shall strive to reach a settlement before 15th August 1972 and failing such a settlement the said sum in excess of bonus liability shall be recovered in 12 monthly instalments commencing from September 1972 wages onwards.

(3) Mills whose liability under the aforesaid formula is only 4 per cent and below and who are not in a position to pay the advance of 8-1/3 per cent of earnings to their workmen due to incapacity or other financial considerations, shall be exempted from such payment but shall pay only the minimum 4 per cent representing their liability.

5. It is agreed that the term "total earnings" shall have the same meaning as "salary" or "wages" in Section 2 (21) of the Payment of Bonus Act, 1965 except in respect of Jobbers the production bonus part of whose wages is not merged in their basic wages. For such workers, "total earnings" shall also include the production bonus part of their wages.

6. This settlement shall be deemed to be settlement under section 34 (3) of the Payment of Bonus Act, 1965 in respect of bonus payable to workmen for the years 1969 (or accounting year 1969-70) and 1970 (or accounting year 1970-71).

7. It is agreed that the quantum fixed in respect of the mills is subject to "set on" and "set off" contemplated in the Payment of Bonus Act, 1965.

8. It is agreed that the computation adopted for determining the quantum for the mills in respect of the years shall not be quoted as a precedent nor shall any claims be based thereon in respect of future years.

9. The amounts payable under clauses 1, 2 and 3 above shall be disbursed on or before 22nd October 1970.

BONUS FOR 1969.

ANNEXURE A.

	PER CENT.
1. Asher Textiles, Limited	11.9
2. Chandra Textiles, Limited	12.5
3. Coimbatore Cotton Mills	10.3
4. Essorpe Mills, Limited	20.0
5. Gopalakrishna Mills, Limited	20.0
6. Karthikeya Spinning and Weaving Mills	9.6
7. Lakshmi Mills Company, Limited	17.2
8. Vijayeswari Textiles	17.2
9. Narasimha Mills, Limited	12.8
10. Premier Mills, Limited	20.0
11. Ramakrishna Mills, Limited	10.8
12. Ranilakshmi Ginning, Spinning and Weaving Mills	18.1
13. Venkatesa Mills, Limited	16.6
14. Palani Andavar Mills	17.0
15. Kwaliti Spinning Mills	20.0
16. Rajalakshmi Mills	10.0
17. D. P. F. Textiles (P), Limited	10.0

ANNEXURE B.

	PER CENT.
1. Anandakumar Mills, Limited	8.1
2. Sri Balasubramania Mills	8.0
3. Pioneer Mills, Limited	5.4
4. Dhanalakshmi Mills, Limited	5.4
5. Sri Karunambikai Mills	4.0
6. G. R. & Co., Ganga Textiles	4.0
7. Gnanambikai Mills	4.0
8. Sri Hari Mills, Limited	4.0
9. Sri Kannapiran Mills	4.0
10. Kothari Textiles, Limited	4.0
11. Kumaran Mills, Limited	7.5
12. Lotus Mills, Limited	4.0
13. Pioneer Textiles, Limited	6.1
14. Prakash Mills	4.0
15. Radhakrishna Mills	4.0

ANNEXURE B—cont.

	PER CENT.
16. Ramnarayan Mills	4.0
17. Raveendra Mills	4.0
18. Sri Sakthi Textile	4.0
19. Sarguna Textiles, Limited	4.0
20. Selvaraj Mills	4.0
21. Sivananda Mills	4.0
22. Sujani Textiles	6.0
23. Suryaprabha Mills, Limited	8.0
24. Tirupur Textiles, Limited	4.0
25. Sri Varadaraja Textiles	7.9
26. Vasanta Mills	4.0
27. Vijayalakshmi Mills	4.0
28. Kasthuri Mills	4.0
29. Lakshminarayana Textiles	4.0
30. United Bleachers, Limited	4.0
31. Southern Textiles, Limited	4.0

* Kothari Textiles balance sheet is only for 8 months and hence the mill agree to pay 12-1/2 per cent of the earning of the workers for the 8 months. Six per cent will be treated as bonus. The balance of 6 1/2 per cent will be recoverable in the same manner as in other mills. This should not be treated as a precedent for future years.

ANNEXURE C.

	PER CENT.
1. Ambal Mills, Limited	...
2. Janadhana Mills	...
3. Gobald Textile s Limited	...

Current Labour Literature.

FOR THE MONTH OF DECEMBER 1970.

(1) Kirkland (Lane) Labour Seeks National Unity (*American Labour*; December 1970; pp. 18—19).

(2) How to achieve the standardisation of wage structure (*Capital*; Vol. CIXV; No. 4143; 17th December 1970; p. 1051).

(3) Mehar (M. R.), Making Trade Unions aware of their responsibilities (*Capital*; Suppl. Vol. CIXV; No. 4144; 31st December 1970; pp. 143—146).

(4) Industry lags in technical competence (*Commerce*; Vol. 121; No. 3111; 19th December 1970; p. 1272).

(5) Dayal (Iswar), Focus on Labour I: Labour Protest in India; response and attitude (*Economic Times*; 1st December 1970; p. 5. Focus on Labour II: Creating climate for consent (*Economic Times*; 2nd December 1970; pp. 5—6).

(6) Mehar (M.R.), What Ails E.S.I. Scheme? (*Economic Times*; 20th December 1970 pp 9—8).

(7) Economics Unrest in Public Sector (*Economic Times*; 30th December 1970; p. 9).

Notifications.**AMENDMENTS TO MADRAS TRADE UNIONS REGULATIONS.**

(G.O. Ms. No. 1169, Labour, 13th August 1970.)

S.R.O. No. A. 909 of 1970.

In exercise of the powers conferred by section 29 of the Trade Unions Act, 1926 (Central Act XVI of 1926), the Governor of Tamil Nadu hereby makes the following amendments to the Madras Trade Unions Regulations, 1927, the same having been previously published as required by sub-section (1) of section 30 of the said Act :—

Amendments.

In the said regulations,—

(1) in clause (1) of regulation 1, for the expression “ Madras ”, the expression “ Tamil Nadu ” shall be substituted ;

(2) in clause (e) of regulation 2 for the expression “ Madras ”, the expression “ Tamil Nadu ” shall be substituted.

AMENDMENT TO NOTIFICATION.**APPOINTMENT OF DEPUTY COMMISSIONERS OF LABOUR AS ADDITIONAL REGISTRAR OF TRADE UNIONS UNDER TRADE UNIONS ACT.**

(G.O. Ms. No. 914, Labour, 21st November 1969.)

II-1 No. 5247 of 1970.

In exercise of the powers conferred by sub-section (2) of section 3 of the Trade Unions Act, 1926 (Central Act XIV of 1926), the Governor of Tamil Nadu hereby makes the following amendment to the Industries, Labour and Co-operation Department Notification II-1 No. 2355 of 1965, dated the 13th May 1965, published at page 1025 of Part II-Section 1 of *Fort St. George Gazette*, dated the 2nd June 1965 :—

Amendment.

In the preamble to the said notification, the words “ except the question of deciding the validity of the election of office-bearers of the trade Unions ” shall be omitted.

(Published in Part II-Section 1 of the *Tamil Nadu Government Gazette*)
(Published in Part II-Section 1 of *Tamil Nadu Government Gazette*)

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

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

Industrial number and name of the establishment.	Date of settlement.	Details of disputes.	Terms of settlement.
(1)	(2)	(3)	(4)
1 Tablets Private Limited, Madras-21.	10th October 1970.	Discharge of the Secretary of the Union and seven other workers.	The management agreed to take back 72 temporary workmen who were discharged. 20 workmen previously discharged before 1st September 1970 who were on strike will be taken into service on 13th October 1970. The management agree to pay a sum of Rs 2,500 on or before 13th October 1970 towards the claim for overtime wages by the workmen who have gone on strike which amount will be entrusted to the office-bearers of the union, who in turn will distribute it among the workmen who are on strike. The union agreed to pursue other outstanding matters such as the demand made by them and other individual cases separately. Regarding transfer from one unit or one department to another, the status quo will be maintained and it also agreed that no action will be taken against striking workers.
2 Plastometal Madras-3.	7th October 1970.	Over a charter of demands ..	The management agreed not to take disciplinary action against the workers consequent to the strike. The workers will not be entitled to wages for the period of strike. The casual leave which is to the credit of the workers will be adjusted towards the period of strike. The management agreed to grant an increased rates of dearness allowance which is about Rs. 6 from 1st May 1970, Rs. 8 from 1st

Serial number and name of the establishment.	Date of settlement.	Details in dispute.	Terms of settlement.
	(1)	(2)	(4)
2 Plastometal Manufacturers, Madras-3— <i>cont.</i>	7th October 1970 — <i>cont.</i>	Over a charter of demands— <i>cont.</i>	November 1971 and Rs 10 from 1st November 1972 to all the permanent workers who were having a total salary of less than 150 per mensem. The arrears arising out of this will be paid on or before 21st October 1970. All the permanent workers who are drawing above Rs. 151 per mensem will be given an increase of Rs. 10 in the dearness allowance with effect from 1st November 1972. Although the old scales of pay will continue to be in force during the currency of this settlement those who reached the maximum of the scale will continue to get the usual increments during the operation of this settlement. The management agreed to pay 20 paise per day as tea allowance and this will be disbursed at the end of every week and also to pay 50 paise to workers as night shift allowance for the shift beyond 11.30 p.m. and 37 paise for the second shift. The workers will be entitled for 9 days National and Festival holidays per year as per the Act and they will be supplied with 2 sets of dress during December. The management agreed to grant 4 per cent of the total earnings of the workers as advance towards bonus for the accounting year Deepavali, 1969 to Deepavali 1970 as per the payment of Bonus Act. The amount will be paid to the workers on or before 23rd October 1970. The union and the workers agreed to co-operate with the management to give normal production and
3 Messrs Lamps and Sona, Madras-6.	5th October 1970.	Issue of non-employment	also agreed not to raise any demands involving financial commitment on the management during the currency of this settlement. In view of this, this union agreed to drop all other demands, including the demand for gratuity. It is agreed that the management will pay a sum of Rs. 300 (rupees 150 for having paid to the police court towards fine and Rs. 180 to Thiru N. Vaidyalingham) in full and final settlement of all claims including his claims made in C.P. No. 5/3/70 before the Labour Court, Madras. This amount will be paid before 15th October 1970. It is further agreed that Thiru Vaidyalingham will be offered fresh employment with effect from 12th October 1970 as driver.
4 India Type Foundry, Madras-7.	Do.	Issue of non-employment of Thiru T. N. Jayaraman.	The management agreed to pay a sum of Rs. 1,750 to Thiru T. R. Jayaraman in full and final settlement of all his claims including his claim for reinstatement but excluding his claim for gratuity, earned wages, leave wages proportionate bonus, if any due. This amount will be paid on or before 30th November 1970 and other level dues, will be paid on or before 27th October 1970. After payment of all the amounts either party will have no claim what so ever against each other.
5 Md. Tagi, Md. Nagu, Madras-21.	7th October 1970.	A charter of demands	It is agreed that the settlement under section 12 (3) of the Industrial Disputes Act entered into between the parties on 3rd February 1970 will continue to bind on the parties for the duration and period of the said settlement. It is also agreed that the clause of the settlement will be extended

Serial number and name of the establishment.	Date of settlement.	Details of disputes.	Terms of settlement.
(1)	(2)	(3)	(4)
6 Messrs. Bramhappa Tavanappa- navar Private Limited, Madras-21.	14th October 1970.	For the revision of wages, fixation of Dearness Allowance, fixation of night shift allowance and confirmation of workers, etc.	for a further period of 4 years. It is further agreed that the annual increase of Rs. 7 per mensem to each of the employees will be granted from the month of April 1971 and similar increase will be given in the month of April of the succeeding 3 years. The National and festival holidays will be given as per the provisions of National and Festival Holidays Act. The management agreed to pay one month salary as exgratia payment each year in view of the provisions of the Payment of Bonus Act, 1965. This payment will be made about 10 days before festival falling in respective years. It is agreed by the parties that in view of the advance already made 3/4 of the months wages will be adjusted and the balance of half month's wages will be paid 10 days before Deepavali of 1970. It is further agreed that the workmen will complete the daily scrap clearance work at the Metal Box Factory without leaving any material at the close of each working day at the above factory. It is further agreed that in case the workers misbehaviour amongst themselves or against the management and any other act which may cause financial loss or loss of business to the firm. If any employee found guilty his services will be terminated forthwith.

to classify the confirmed workers as un-skilled, semi-skilled and skilled and the annual increment will be fixed as 15 paise and 25 paise, respectively and the next annual increment will fall due on 16th October 1971. The management agreed to pay a night shift allowance of 60 paise per day for workers who work on night shifts between 11 p.m. and 7 a.m. and also to pay Deepavali advance a months wages for the workers.

The management agreed to pay a sum of Rs. 475 as compensation, arrears of salary, leave with wages, etc., to Thiru P. Arjunan in full and final settlement of all his claims including his claims for reinstatement. This amount will be paid on or before 2nd November 1970.

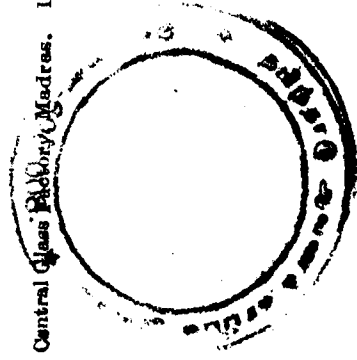
It is agreed that the management will pay 1 1/2 months total wages as bonus to each of the workman for the accounting year 1969-70 in full and final settlement of their bonus claim for the said year. The money will be paid on or before 24th October 1970. Those who have put in more than 30 days of service alone will be eligible to the bonus.

It is agreed that the management will give 32 days wages to all the workman as Bonus for 1969-70 in full and final settlement of the claim of the workman for 1969-70 and a similar quantum for the accounting year 1970-71. This will be paid 5 days before Deepavali. Workers who have worked less than 240 days of service will be paid proportionately

7 Kannan Bus Service, Kanchee-
puram. 19th October 1970. Non-employment of Thiru P. Arjunan.

8 The Masseys, Madras-13 17th October 1970. Issue of Bonus for the accounting year 1969-70.

9 Central Glass Factory, Madras. 19th October 1970. Issue of Bonus for the accounting year 1969-70.



<i>Serial number and name of the establishment.</i>	<i>Date of settlement.</i>	<i>Details of dispute.</i>	<i>Terms of settlement.</i>
(1)	(2)	(3)	(4)
10 India Type Foundry, Madras-7.	19th October 1970	Issue of non-employment of Thiru Y. Chidambaram.	It is agreed that the management will pay 24 months wages to Thiru Y. Chidambaram as compensation in full and final settlement of all the claims of Thiru Y. Chidambaram including the claim for reinstatement but excluding his claim for actual earned wages, leave wages and Bonus if any due. The amount will be paid on or before 15th November 1970.
11 Hesarimulji Madras-1.	21st October 1970.	Issue of non-employment ..	It is agreed that the management will pay a sum of Rs. 800 to Thiru C. Brahmlah in full and final settlement of all his claims including his claims for reinstatement. Money will be paid immediately.
12 Singaravelu Chettier Madras-3.	23rd October 1970.	Demands listed in their letter dated 24th April 1970.	It is agreed that the management will give an ad hoc increase of Rs. 7 per mensem to each of the workmen with effect from 1st April 1970. The arrears of increase in wages will be paid on or before 31st December 1970.
13 New Rama Bhavan, Madras-1.	24th October 1970.	Issue of Bonus for the year 1969-70.	It is agreed that the management will pay bonus to a selected workman at the rates of Rs. 120, Rs. 90, Rs. 95, Rs. 70 and Rs. 75. Money will be paid on or before 27th October 1970.
14 Sogsons Chemical Company, Madras-81.	26th October 1970.	Issue of non-employment ..	It is agreed that the management will pay a sum of Rs. 120 to Thiru S. Sreenivasan in full and final settlement of all his claim including his claim for reinstatement but excluding his claim for earned wages for 27 days. Money will be paid on or before 5th November 1970.
15 Sri Krishna Bhavan, Madras-1.	26th October 1970.	Issue of Bonus for the year 1969-70.	It is agreed that the management will pay 32 days wages to each of the workmen as bonus for the accounting year 1969-70 in full and final settlement of their bonus claims for that year. Money will be paid on or before 28th October 1970.
16 Broadway Cafe, Madras-1.	26th October 1970	Issue of Bonus for the year 1969-70.	The Management agrees to pay 12 per cent of the earnings of the workmen during the year 1969-70 as bonus and 15 per cent of the earnings of the workers during the year 1970-71 as bonus in full and final settlement of their bonus claims for the respective years. This bonus amount will be paid in two equal instalments one week before Deepavali and the second instalment one week before Pongal falling in 1971-72. The first instalment will be paid on 27th October 1970.
17 M/s Vaman Madras-3.	Brothers, 8th October 1970	Issue of non-employment ..	The Management agrees to pay and the worker Thiru K. S. Jauardanan agrees to receive a sum of Rs. 900 in full and final settlement of all his claims including his claim for reinstatement, bonus etc. The amount shall be paid on or before 20th October 1970.
18 Sathuram Thiagarajan Company, Madras.	and 16th October 1970	Non-employment ..	The Management agrees to pay and the worker Thiru K. Sundaram agrees to receive a sum of Rs. 350 in full and final settlement of all his claims including his claim for reinstatement. The Amount shall be paid on or before 24th October 1970.
19 Indian Oxygen Madras-1.	Limited, 16th October 1970	Issue of bonus for the year 1969-70 by their letter, dated 14th September 1970, addressed to the Management.	The Management agrees to pay 6-1/3 of the total wages of each of the workmen as bonus to each of the workmen for the year 1969-70 in full and final settlement of their claims for bonus for 1969-70. The amount will be paid to the workmen on or before 18th October 1970.

<i>Serial number and name of the establishment</i>	<i>Date of settlement.</i>	<i>Points in dispute.</i>	<i>Terms of settlement.</i>
	(1)	(2)	(3)
20 Garden Woodroffe and Company, Madras.	8th October 1970.	Non-employment of a worker name Thiru L. R. Balan.	Both the parties agreed to refer the issue that the non-employment of Thiru R. Balan is justified if not to what relief he is entitled to the informal arbitration by Thiru K. A. Ramamoorthy, Deputy Commissioner of Labour, Madras and agreed to abide by his decision as final binding on both the parties.
21 Ellone Engineering Company, Madras-44.	6th October 1970.	Issue of non-employment ..	The Management agrees to pay and the worker Thiru G. Ganayaram agrees to receive a sum of Rs. 7 percent in full and final settlement of all his claims including his claim for reinstatement. The amount shall be paid on or before 14th October 1970 and after payment either party will have no claim whatsoever against each other.
22 Surajmab Contractors of Food-grains and Central Storage.	6th October 1970.	A charter of demands ..	In modification of the terms of settlement, dated 8th April 1969, the management agreed to grant an increase of 8 paise per rupee in the existing rate as per the settlement, dated 3rd April 1969 with effect from 1st October 1970. All the other existing benefit will continue.
23 Wellington Talkies, Madras-5.	23rd October 1970.	The payment of gratuity to Thirus mathi Pitchammal.	It is agreed that the management, will pay to Thirunathi Pitchammal a sum of Rs. 100 on compassionate grounds in full and final settlement of all her claims including her claim for gratuity. The amount shall be paid on or before 27th October 1970.
24 Milk White Dry Cleaning, Madras.	22nd October 1970.	Non-employment ..	The Management agrees to pay and the worker Thiru K. Palayam agrees to receive a sum of Rs. 240 in full and final settlement of all his claims including his claim for reinstatement. The amount shall be paid on or before 26th October 1970 and after payment either party will have no claim whatsoever against each other.

25 Madras Standard Engineering Works, Madras. 6th October 1970. Issue of non-employment ..

The Management agrees to pay a sum of Rs. 300 being the amount due to Thiruvalargal G. Deenan, P. Ethiraj, S. Sahul Hameed, M. Arumegham, K. Doraivelu, S. Ahamed, I. Balraj, V. Devaraj and S. Babu in full and final settlement of all their claims including their claim for earned wages, if any due. The amount will be paid to Thiru T. N. Varadarajulu on or before 15th November 1970, who will disburse the amount the individual workers and pass on individual receipt to the management. In view of the above the workers agreed to withdraw the G. P. Nos. 810 and 811/70 pending before the Labour Court, Madras as not pressed. After payment of above amount either party will have no claim whatsoever against each other.

26 Johnson and Philips Limited, Madras. 13th October 1970. Non-employment ..

The Management agreed to pay a sum of Rs. 380 to Thiru V. Natarajan who agreed to receive the same in full and final settlement of all his claims including his claim for reinstatement. The money will be paid forthwith by the Management.

27 Parryson Chit Fund Company, Madras. 23rd October 1970. Non-employment ..

Both the parties agreed to refer the following issue to the informal arbitration of the Commissioner of Labour, Madras or his nominee other than Labour Officer-I to IV Madras. Both parties agree that the decision of the arbitrator shall be binding on both parties. The issue is whether the non-employment of Thiru M. R. Thengaraj is justified; if not, to what relief he is entitled. To compute the relief, if any awarded in terms of money if it could be so computed.

Serial number and name of the establishment.	Date of agreement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)]	(4)
28 Deepak Industries, Madras.	21st October 1970.	The payment of Bonus for the year 1969-70.	The Management agrees to pay on or before 24th October 1970, to each of the workmen, bonus for the year 1969-70 equivalent to 52 days wages for each worker.
29 Kodiveri Ginning Factory, Coimbatore.	12th October 1970.	Non-employment	The Management agrees to pay and the worker agrees to receive a sum of Rs. 1,000 in full and final settlement of all his claims against the management including the claim for reinstatement. The amount will be paid on 12th October 1970.
30 South India Clearing and Forwarding Agency, Mettupalayam.	3rd October 1970.	Certain grievances	Both the Management and the petitioner agree to refer the dispute to the informal arbitration of the Commissioner of Labour, Madras, of his nominee. The award of the arbitrator will be final and binding on the parties.
31 Sharmuga Foundry, Coim.	27th October 1970.	Issue of Bonus for the year 1969-70.	It is a record that the Management will pay 14 per cent of the total wages earned during the year 1969-70 as Bonus for the period ended 31st October 1970. The payment will be made on 27th October 1970.
32 M/s. Subbiah Foundry, Coimbatore.	28th October 1970.	Demand for Bonus for the year 1969-70.	All the workers who are in the service of the establishment will be paid an advance of 17 per cent of their total earnings during the year towards bonus. The question of Bonus will be taken up again before the Labour Officer and a final settlement reached on the issue. The advance now paid will be adjusted towards the bonus that may be settled later and balance if any paid. Any amount that may be found to be excess paid over and above the bonus will be recovered. Payment of advance as above will be paid on 28th October 1970.

33 Messrs. Ganapathy Engineering Manufacturers Private, Limited, Coimbatore. 28th October 1970. Issue of Bonus for the year 1969-70. The workers shall be paid Bonus for 1969-70 at 11 per cent of the total wages earned by them during the above period in full and final settlement of their claim. The payment will be made in the rate of 69 of the wages earned to be paid on 28th October 1970 and the balance 5-1/2 to be paid on or before 13th April 1971. Those who are not eligible for bonus shall be paid an advance of Rs. 35 each to be recovered next year.

34 Messrs. Southern Engineering Industries, Coimbatore. 28th October 1970. Demand of Bonus for the years ended 31st March 1970.

35 Messrs. Coimbatore Industries, Coimbatore. 27th October 1970. Issue of the Bonus for the year 1969-70. It is agreed that the Management will pay the workers 14 per cent of the total wages earned during the year 1969-70 as bonus for the period ended 31st March 1970. This is in full and final settlement of the bonus claim of the workers for 1969-70. Payment of bonus as above shall be made on 27th October 1970.

36 Lakshmi Mills Ginning Factory, Coimbatore. 28th October 1970. Issue of Bonus for the year 1969-70. It is agreed that the bonus for the year 1969-70 for all workers working in Lakshmi Mills Ginning Factory, Coimbatore, shall be Rs. 25 for Kappa Pickers, Rs. 30 for Gin Feeders and cotton carriers and Rs. 35 for Kalasie, and seed removers. The bonus amounts shall be paid to all workers who have actually worked for 76 days and more during the year 1969-70. In respect of the workers who have worked for lesser number of days than 76 proportionate bonus will be paid on the basis of full bonus for 115 days.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of Settlement.
(1)	(2)	(3)	(4)
36 Lakshmi Mills Ginning Factory, Coimbatore— <i>cont.</i>	28th October 1970 — <i>cont.</i>	Issue of Bonus for the year 1969-70 — <i>cont.</i>	This amounts are in full and final settlement of all the bonus claims of the union. The amounts shall be paid before 28th October 1970. Though the available surplus do not warrant the management agreed to pay and workers will receive in full and final settlement of their claims of bonus in respect of the year ended 30th June 1970, a sum equivalent to 17 per cent of the total earned wages or 42.5 per cent of the basic wages whichever is higher. It is hereby agreed that the bonus agreed hereunder shall not be precedence for any claim for bonus in future years. It is also clearly understood that such amount as is paid in excess of the bonus actually due under the Bonus Act shall be adjusted against the allocable surplus in the next year and any such excess not adjusted shall be carried forward for adjustment in the next year.
37 Sitalakshmi Mills Limited, Madurai.	6th October 1970	Demand for the payment of higher bonus than that legally payable to the workers.	It is agreed that the management will pay 21 per cent of the total wages earned during the year 1969-70 as bonus for the year ended 30th September 1970. The management agreed to pay and the workers agreed to receive 20 per cent of the total wages earned by the workers during the year 1969-70 as bonus for the year ended 31st March 1970. Payment of bonus as above will be made on or before 23rd October 1970. This is in full and final settlement of the bonus claims of the workers for the year 1969-70.
38 Engineering and Industrial Foundry Company, Coimbatore.	23rd January 1970	Issue of the Bonus for the year 1969-70.	
39 Messrs Bharat Foundry, Coimbatore.	21st October 1970	Demand for Bonus to the workers for the year ended 31st March 1970.	

40 Messrs Balesubramania Foundry, Coimbatore. 20th October 1970 Demand for Bonus for the year 1969-70.

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41 Anjaneya Motor Transporta (Private), Limited, Erode. 6th October 1970 Non-employment of a driver

42 Sri Hari Foundry, Coimbatore. 19th October 1970 .. Refusal of work to certain workers.

All workers who were in the service of the establishment during the year 1969-70 will be paid 20 per cent bonus for their total earned wages plus Rs. 17.50 as ex-gratia payment. Workers who have not completed one year of service during that period will be paid proportionate bonus. This is in full and final settlement of the Bonus claims of the workers for the year ended 31st August 1970. Payment of bonus as above will be made on or before 22nd October 1970. It is specifically understood that the basis of calculation of bonus agreed to this year shall not constitute a precedent for the future.

The Management agreed to pay and the worker agreed to receive a sum of Rs. 80 on full and final settlement of the workers claims against the management including his claim in reinstatement. The amount of Rs. 800 will be paid to the workers on or before 10th October 1970.

As the management have decided to close down the establishment a selected workers shall be paid amounts of Rs. 600, 200, 400, 225, 175, 120, 60, 55, 50, 40, 35, 30, 70 respectively as compensation and all other dues legally due to them till this date. These amounts are in full and final settlement of all claims including reinstatement and employment in the company on account of closure. It is agreed that no other amounts is due to the workers from the management. The management agreed to give priority in providing employment opportunities to the workers governed by this agreement in case Thiru P. K. Govindarajulu himself or Sri Hari Foundry again commence work in this premises. The amount shall be paid on or before 19th October 1970.

Serial number and name of the establishment. **Date of agreement.** **Points in dispute** **Terms of settlement.**

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| (1) | (2) | (3) | (4) |
| 43 Madura Mills Company Limited, Madurai. | 6th October 1970 | Revision of work assignment and the demand for increase in wages to sample carriers employed in some department of Mills. | The Management revised the quantum of work assignment, complement and duties of sample carriers. It revised the basic wages of the individuals falls in two annual scales. Under this condition two jerseys will be supplied to sample carriers of every alternate year. They will also be supplied each cotton pants every year, etc. |
| 44 Sree Meenakshi Mills, Limited, Madurai. | 21st October 1970 | Category wages for watchmen. | Thiru Krishnaswamy will be given an increase of Re. 1 in his present wage with effect from 1st September 1970 and he will draw category wages from 1st June 1971. Thiru Maruthai will be given an increase of Re 1 in his present wage and Thiruvalar-gal Sreenivasan, Venadas and Alagarsamy also will be given an increase of 50 paise in their present wage with effect from 1st October 1970. |
| 45 Krishna Lunch Home, Dindigul. | 21st January 1970 | Payment of Bonus for 1969-70. | The management agreed to pay a sum equivalent to 2 months wages as bonus for 1969-70. Out of this 1½ months wages will be paid on or before 25th October 1970 and the balance will be paid on or before 31st December 1970. For workers with less than one year of service, the bonus will be paid proportionately before 25 10-1970. |
| 46 The Management of Kabinoor Engineering Private Limited, D2, Ambattur Industrial Estate, Madras-58. | 27th October 1970 | A charter of demands over the issue of wage increase, uniforms etc. | The management agree to grant a wage increase of 35 paise per day with effect from 1st October 1970, to all the workers who have put in more than 8 months of service. The following four workmen, viz. Thiru Marshall Chandran, Sundaram and Kesavaram will be granted increase in wages with |

effect from 1st January 1971. The next increase of 30 paise per day in wages will fall due with effect from 1st September 1971. The workmen will not be eligible for any further increase in wages during the period of this agreement. The workers will be made permanent on their completion of one year of continuous service. The workers will be granted 9 days of National and Festival Holidays as per the National and Festival Holidays Act. The management as a gesture of good will, will pay Rs. 30 to each of the workman, who have put more than 4 months of service, as gratia for the accounting year 1969-70 in lieu of their claim for bonus for the said year. The amount will be disbursed to the workmen forthwith. The Union agrees to drop all the other demands raised by them in their letter, dated 22nd September 1970 addressed to the Management. This settlement will be in force for a period upto 31st October 1972 and during the currency of which the Union agrees not to raise any demand involving financial commitment to the management.

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| 47 The Management of Freezing Products, Private Limited. | 20th October 1970 | An Industrial dispute arose on the workmen through their union demanding bonus for 1969-70. | The management agree to pay each of their workmen 4 per cent of each of their total earnings during the year 1969-70 as bonus. The workmen who are on the rolls during 1969-70 will be paid on additional quantum of 4½ per cent of their total earnings in 1969-70. Total annual earning shall not include overtime wages or any other special allowance. The amount due as bonus after the two terms will be disbursed on or before 23rd October 70. It is agreed that this settlement relating to bonus is and shall be under Section 34(3) of the payment of Bonus Act, 1965. It is agreed that all other pending demands shall stand dropped. |
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Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
48 The Management of Ruby Rubber Works Limited, Thuvattiyur, Madras.	28th October 1970 ..	The Management of Ruby Rubber Works (Madras), Limited declared a lockout with effect from 2nd September 1970.	The management agree to lift the lockout with effect from 24th October 1970 and all the workers will be taken back to work on or before 26th October 1970 and the workmen will not be entitled for any wages for the period of lockout. The workmen will be paid 50 per cent of the arrears of wages on 26th October 1970. The remaining wages will be disbursed within 7 days after the first payment. The Management agree to retain the 76 workmen as required strength for the foam section. The 12 workmen whose names are given in the annexure will be paid retrenchment compensation as per section 25 of the Industrial Disputes Act of 1947. The Workmen employed in the cycle tyre and tube section will also be paid retrenchment compensation as per section 25F of Industrial Disputes Act of 1947. The management agree to pay 7 per cent of the total earnings of each workman for the year 1969 as bonus and the same will be disbursed during the first week of December 1970. The retrenched workmen in the cycle tyre and tube section will be re-employed if the factory is re-opened. The six workmen whose names are mentioned in the annexure who are suspended by the management will be taken back to work. The watchman Thiru Radhakrishnan who was dismissed by the management will also be taken back with continuity of service.
49 The Management of Brakes India Limited, Padi, Madras-50.	26th October 1970 ..	Over the issue of Non-employment.	The management agree to pay and the worker Thiru V. S. Mani agree to receive a sum of Rs. 600 as ex-gratia in full and final settlement of all his claims including his claim for reinstatement. The amount will be paid on or before 1st November 1970 after deducting the dues after which neither party will have any further claims what so ever against each other.
50 The Management of Omega Insulated Cable Company (India) Limited, Ambattur, Madras-58.	26th October 1970 ..	A demand for payment of advance against bonus for the year 1970.	The Union expresses its regret for the Strike between 19th October 1970 and 26th October 1970. The Workmen will resume normal work with effect from 27th October 1970. The actual number of days on which the workmen went on strike will be debited to the privilege leave account if they have privilege leave to their credit and if any of them does not have leave to their credit the period will be debited to the earned leave to be credited as on 1st January 1971. The management agree to pay each of the workmen 14 days wages by way of advance and the same will be adjusted against bonus if any payable under the Payment of Bonus Act of 1965 for the year 1970. It is agreed that after closing of the accounting year and when the accounts are ready the parties will commence negotiations on the issue of bonus for the year 1970 and if as a result of the negotiations the parties fail to reach an agreement, they will agree to refer the matter for adjudication under Section 10 (2) of the Industrial Disputes Act, 1947. The advance amount will be paid to the workmen on 27th October 1970.
51 The Management of Chrome Leather Company (Private), Limited, Chrompet, Madras-44.	31st October 1970 ..	Non-employment	The management agreed to reinstate the worker Thiru V. Ramaswami with continuity of service and without back wages. The worker will report for duty on 2nd November 1970.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
52 The Management Kaber 23rd October 1970. Printing Works, Madras-5.		Demanding 3 months wages as bonus for the accounting year 1969-70.	The management agreed to pay in respect of the accounting year 1969-70 to each workman bonus equivalent to $\frac{3}{4}$ per cent of the total earnings of each workman during the said accounting year. This settlement is under Section 34 (3) of the Payment of Bonus Act, 1965. This is in full and final settlement of the payment of Bonus for the said accounting year. The Union agrees to the above term. The management agrees to pay each workman a sum of Rs. 25 as advance on or before 28th October 1970 in view of the ensuing Deepavali Festival. This advance will be recovered when the bonus payable under term 1 is paid to the workman.
53 The Management of M/s. 24th October 1970. Rashtreeya and Company, Govindappansikken Street, Madras-1.		On the issue of bonus as well as general demands.	Effective from 1st October 1970 every workman shall be entitled to an adhoc increase of Rs. 15 per mensem in his emoluments and thereafter shall drawn an annual increase of Rs. 4 per mensem and the next increment will fall due on 1st April 1971. It is hereby agreed between the parties that the workmen will be paid bonus for the year 1969-70, 1970-71 and 1971-72 at the rate of 16 per cent of their earned wages during the relevant accounting year. Bonus will be paid at the time of closing of accounting namely Deepavali of each Other. This settlement should be deemed to be a settlement under section 34 (3) of the Payment of bonus Act, 1965. This settlement shall be in force for a period of 3 years and during the currency of the settlement the
54 The Management of Bhuvanase- 26th October 1970. wari Theatre, Madras.		Over the issue of bonus for the accounting year 1969-70.	workmen shall not make any claim or raise any dispute which would involve additional financial commitment to the employer. It is agreed that the management will pay $\frac{1}{2}$ months consolidated wages as bonus to each of the workmen for the accounting years 1969-70 and 1970-71. It is further agreed that the management will pay two months consolidated wages as bonus for the accounting years 1971-72 and 1972-73, respectively. Those who have completed 240 days of service will be eligible for the full quantum of bonus and those who have worked less than a year will be paid proportionately. The bonus amount for the year 1969-70, will be paid on 26th October 1970. The bonus for the remaining years 1970-71, 1971-72 and 1972-73, will be paid one week before Deepavali of the respective years. This settlement is in accordance with section 34 (3) of the Payment of Bonus Act, 1965.
55 Sri Rama Machinery Corporation (Private), Limited, Madras-19.	5th October 1970.	Issue for adjudication and prohibited the strike.	The management will pay Rs. 25 per month in addition to the present emoluments to each worker from 1st April 1970. The arrears under clause I, would be paid within seven days from the date of this settlement. The next increment will be from 1st January 1972 and the quantum of the same would be decided by Shri Sheba Kant Dass whose decision would be binding on the both the parties to the settlement. There will be no payment of wages for the period of strike. The management will not take any proceedings against any of the striking workers and any proceedings if already started would be withdrawn. The workers who have been dismissed or terminated will be taken back

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1) 56 Sri Rama Engineering Corporation (Private) Limited, Madras-19—cont.	(2) (3)	(4) (5)	(6)
56 The Management of Vijaya Kumar Cotton Press, Coimbatore.	.....	Over the issue of bonus for the year 1969-70.	It is agreed that each of the male workers shall be paid Rs. 20 and each of the female workers Rs. 15 as advance of bonus for 1969-70. Both the parties agree that the question of determination of the quantum of bonus payable shall be decided in due course. If the final quantum of bonus is in excess of the above amounts the difference will be paid to the workers and if the final quantum falls short of the above mentioned advance the difference will be recovered from the workers' wages. The workers shall be paid a sum of Rs. 5 as advance of pay and this sum will be recovered in two equal instalments from the wages payable in November and December 1970.
57 The Management of S.M.M.S. Motor Service, Dharsapuram.	.....	Dispute over certain demands.	The management will give an adhoc increase of Rs. 40 to each worker with effect from 1st October 1970. Every worker will be granted annual increments as per the recommendations of the Central Wage Board for Motor Transport Industry with effect from 1st April 1971. It is agreed that those workers who have put in 240 days of service in a year will be deemed to be permanent workers. The management agree to pay a each worker 23 per cent of the annual basic wages as bonus for the year 1969-70. The drivers and conductors both will be paid 0-03 Paise per rupee in the collections made on the day. This will effect from 20th October 1970. The management agree to supply pencils to the conductors. Demand No. 12. will be discussed in January 1971. The Union agrees to withdraw the strike notice immediately and not to press the other demands.
58 The Management of Andavar Engineering Works, Avanashi.	.....	Dispute over the payment of bonus for the year 1969-70.	Both the Union agree to receive and the management agree to pay 10 per cent of the wages actually earned by each worker during the year in question as bonus for the year 1969-70. The above amount is in full settlement of the bonus claim for the year concerned. The bonus shall be paid before 28th October 1970.
59 The Management of Pandya and Sons, Coimbatore-2. (2) Mehta and Company Coimbatore. (3) P. Magesh and Company, Coimbatore-12.	19th October 1970.	Dispute with regard to the bonus for the 1969 Deepavali to 1970 Deepavali.	It is agreed that the management shall pay the workers working under them a bonus of 20 Paise per day. The women workers also be entitled to the bonus at the said rate of 20 Paise per day. All the workers who have worked for a minimum of 30 days will be eligible for the same. The amounts shall be paid on or before 22nd October 1970.
60 The Management of Pureshottam Murejee, Coimbatore-11	23rd October 1970.	Dispute with regard to the bonus for the 1969 Deepavali to 1970 Deepavali.	It is agreed that the management shall pay the workers working under them a bonus of 20 Paise per day. The women workers also be entitled to the bonus at the said rate of 20 Paise per day. All the workers who have worked for a minimum of 30 days will be eligible for the same. The amounts shall be paid on or before 24th October 1970.

Serial number and name of the establishment.	Date of settlement.	Details of disputes.	Terms of settlement.
(1)	(2)	(3)	(4)
61 The Management of Shree Sathyanarayana Company, Ponnurangam Road, R. S. Puram, Coimbatore-2.	20th October 1970.	Dispute with regard to the bonus for the 1969 Deepavali to 1970 Deepavali.	It is agreed that the management shall pay the workers working under them a bonus of 20 Paise per day. The women workers also be entitled to the bonus at the said rate of 20 Paise per day. All the workers who have worked for a minimum of 30 days will be eligible for the same. The amount shall be paid on or before 24th October 1970.
62 The Management of Hindustan Lever, Limited, Mount Road, Madras-2.	20th October 1970.	Dispute over the issue of closure of their establishment located at Willington Island Cochin.	It is agreed that the management of Hindustan Lever Limited, will pay a sum of Rs. 1,000 each to Thiruvallargal P. T. Joseph, P. E. Devasay and K. L. Anthony. The Union will not raise any dispute in respect of the five other workers. The amount shall be paid on or before 30th November 1970. In view of the above settlement the Union agrees not to press the demand of resultant increase in work load in the Madras office.
63 The Management of Genapathy Engineering Manufacturers, Private, Limited, Coimbatore.	....	Industrial dispute about the non-employment of Thiru A. P. Govindarajan.	The worker shall be paid a sum of Rs. 2,250. The amount mentioned above does not include the bonus payable to him for the years 1969-70 and 1970-71 and the wages for the period of rest leave unavailable of by the worker. The amount shall be paid separately. The sum of Rs. 2,250 and the rest leave wages shall be paid on or before 7th November 1970. The worker agrees to the above.
64 The Management of Chrome Leather Company Private Limited, Madras-44.	1st October 1970.	An Industrial dispute arose over the suspension of 3 workers for their conduct in the strike.	The Union agrees to resume to work with effect from 3rd October 1970. The concerned workmen along with Union officials have given an assurance to the Labour Officer expressing regret for their conduct. The management agrees to rescind the suspension of the workmen. There will be no wages for the period of strike. The Union assures co-operation for maintaining industrial peace and productivity.
65 The Management of Freedom Press, T. H. Road, Madras-21.	27th October 1970.	Dispute over the issue of bonus for 1968-69 and 1969-70.	It is agreed that the management will pay 8-1/3 per cent of the total earnings of the workmen as bonus. 4-1/3 per cent of bonus will be paid on 18th October 1970 and the remaining 4 per cent of bonus will be paid within a month. The above bonus amount will be paid to the persons who are on the roll of the company as on today. The settlement has been arrived at as per section 34 (3) of the Payment of Bonus Act. The Union agrees to drop the demand for bonus for the year 1968-69.
66 The management of Noor and Sons, Textiles, Importers and Exporters, Tirunelveli Road, Madras-44.	6th October 1970.	Dispute over a charter of demands of the workmen.	The management agree to grant an increase of Rs. 12 to the workmen with effect from 1st May 1970. The worker will be given an increase of Rs. 4 with effect from 1st May 1971 and another increase of Rs. 4 with effect from 1st May 1972. The arrears will be paid to the workmen on or before 22nd October 1970. This settlement will be in force for a period of three years from 1st May 1970.

Serial number and name of the establishment.	Date of settlement.	Details of disputes.	Terms of settlement.
	(1)	(2)	(3)
67 The Management of Mysindia Tiles and Engineering Company, Madras.	27th October 1970.	Dispute over the issue of bonus for the year 1969-70.	It is agreed that the management will give 45 days basic wages of workmen as Bonus. This settlement is in accordance with Section 34 (3) of the Payment of Bonus Act, 1965. The bonus amount will be paid on 28th October 1970. The workmen call off strike from the afternoon of 27th October 1970. The workmen will make good the loss of production by working overtime in the subsequent week. In view of that the workmen will be eligible for wages for the strike period.
68 The Management of the Premier Industries, Madurai.	15th October 1970.	Dispute regarding non-employment.	It is agreed that the management will pay Rs. 700. On payment of amount the worker will not have any other claim including the right of reinstatement against the management. Out of Rs. 700, Rs. 200 will be paid on 20th October 1970 and balance of Rs. 500 will be paid on 20th November 1970.
69 The Management of Sree Meenakshi Mills, Madurai.	14th October 1970.	Dispute regarding payment of bonus.	It is agreed that the permanent workers category Badli workers will be paid Rs. 60 and Rs. 30 respectively as Deepavali advance. Other than Category Badli excepting casual workers will be paid on the basis of Rs. 30 subject to a minimum of Rs. 15. Workers employed in Peravai Unit the above advance will be adjusted against final payment of bonus. In respect of Madurai Unit the arrears payable in respect of second wage Board will be adjusted against the above advance, if the arrears fall short of the above mentioned advance
70 The Management of Madura Mills Company Ltd., Madurai.	18th October 1970.	Strike.	the difference will be made good. The above advance will be disbursed on or before 24th October 1970.
71 The Management of Rajeswari Mill, Madurai.	13th October 1970.	Payment of bonus for the year 1969-70.	It is agreed that workers will resume work from 13th October 1970. The issues relating to work load and wages will be discussed before the Labour Officer-I, Madurai. The issues relating to wage cut and service cut and the claim of the Unions for compensation for consequential lay off will also be discussed.
72 The Management of Usha Cotton Mill, Madurai.	13th October 1970.	Payment of bonus advance in view of ensuing "Deepavali".	It is agreed that 8 per cent of the total earning of each worker will be paid as bonus for the financial year 1969-70. The amount will be disbursed on or before 22nd October 1970.
73 Sri Venkateswara Rice and Oil Mill.	22nd October 1970.	Demand for bonus for 1969-70.	It is agreed that the workers who are eligible for bonus will be paid an advance of Rs. 30 and this will be adjusted against final payment of bonus. In view of the above the workers will also be paid wage advance of Rs. 15 recoverable in easy instalments. The amounts will be paid on or before 18th October 1970.
74 T. K. V. S. Vidyaspoonadhary sons, Madurai.	22nd October 1970.	Payment of bonus for the year 1969-70.	The management agreed to pay a sum equivalent to one month wages plus Rs. 16 to the workers as bonus for the year 1969-70. The amount of bonus due to them will be disbursed on or before 21st October 1970.
			The management agreed to pay 12 per cent of the total earnings of the 8 workers during the year concerned as bonus for the year 1969-70. The amount of bonus due to the workers will be disbursed to them on or before 26th October 1970.

<i>Serial number and name of the establishment.</i>	<i>Date of settlement.</i>	<i>Details of disputes.</i>	<i>Terms of settlement.</i>
(1)	(2)	(3)	(4)
75. Chandravilas Company, Dindigul.	Tobacco 23rd October 1970.	Payment of bonus for the year 1969-70.	The management agreed to pay a sum of Rs. 195 to each workmen employed in out piece Section as bonus for the year 1969-70.
76 Moorthi Lodge, Shunmugavilas Hotel, Monoranjitha Vilas Hotel (2), Ottanchathiram.	24th October 1970.	Payment of bonus for the year 1969-70.	The management agreed to pay a sum equivalent to 1½ months actual wages as bonus for the year 1969-70. The amount of bonus due to the workers will be disbursed on or before 26th October 1970.
77 Aruna Iron Safe Works, Dindigul.	16th October 1970.	Demand for payment of bonus for the year 1969-70.	The management agreed to pay 9½ per cent of total earnings the workmen during the accounting year 1969-70, as bonus for the said year. The amount of bonus due to the workmen will be disbursed to them on or before 21st October 1970.
78 Sri Ramakrishna Press, Madurai.	13th October 1970.	Demand for payment of bonus for the year 1969-70.	The management agreed to pay 15 per cent of the total earnings of the worker in the year concerned as bonus for the year 1969-70. The amount of bonus due to the workers will be disbursed to them on or before 32nd October 1970. It is further agreed by the parties that the workers shall be paid the same quantum of bonus shall be paid for the year 1970-71 also.
79 Sri Muniandhivilas Hotel, Madurai.	6th October 1970	Demand for payment of bonus for the year 1969-70.	The management agreed to pay a sum equivalent to 1½ months wages as bonus for the year 1969-70. The amount of bonus due to the workers will be disbursed on or before 19th October 1970.
80 The Madurai Southern Railway Staff Co-operative Stores Limited.	6th October 1970	Non-employment of one worker	Both the parties to the dispute agreed to refer the issue of non-employment of Thiru M. A. Subramanian for infirmal arbitration by Thiru R. Chelladurai, Labour Officer-II, Madurai, and abide by his decision thereof.
81 Star Industries, Madurai	31st October 1970	Do	It is agreed that Thiru Appadurai will be paid Rs. 75 in full and final settlement of all his claims including his claim in O.P. No. 388/70 pending before Labour Court, Madurai. amount shall be paid on or before 3rd November 1970.
82 Carlton Hotel, Kodaikanal	24th October 1970	Do.	The management agreed to pay and the worker P. Sundararaj agreed to receive a sum of Rs. 176 in full and final settlement of all his claims against the management including his claim for re-employment, arrears of wages, leave wages, bonus, etc. The amount will be paid to the worker on 26th October 1970.
83 Verma Photo Mount Manu- factory Company, Madurai.	26th October 1970	Demands for the payment of bonus for the year 1969-70.	The management agreed to pay a sum equivalent to 2½ months wages at the current rule plus Rs. 5 to each workmen as bonus for the year 1969-70. The amount of bonus due to the workers will be disbursed on or before 27th October 1970.
84 University Press, Madurai	20th October 1970	Non-employment of one worker	The management agreed to pay a sum of Rs. 100 to the worker K. Durairaj in full and final settlement of all his claims against the management including his claim for re-employment, arrears of wages, leave wages, bonus etc. The amount will be paid to the worker on or before 24th October 1970.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
85 The Pandian Press, Madurai ..	(1) 15th October 1970.	(2) Payment of bonus for the accounting year ending 31st March 1970.	(3) The management agreed to pay 4 per cent of the total earnings of the workmen during the year ending 31st March 1970 as advance against bonus for the accounting year. The management further agreed to pay another 4 per cent of the total earnings of the workmen during the year concerned an advance which will be recovered in 3 equal instalments commencing from the wages payable for November 1970. The issue of quantum of bonus payable for the accounting year ending 31st March 1970, will be disbursed in the due course.
86 Chandra Vilas Tobacco Company, Dindigul.	23rd October 1970.	Demand for increase in wages, dearness allowance, payment of bonus for the year 1969-70.	(4) The management agreed to grant an increase of Rs. 10 in basic wages and a further increase of Rs. 10 over the existing dearness allowance with effect from 19th October 1970. The management further agreed to pay a sum equivalent to 3½ months basic wages as bonus for the year 1969-70. It also agreed to pay 3½ months basic wages as bonus for the future years namely 1970-71 and 1971-72. It is agreed by the parties that the settlement under clause 1 and the bonus under clause 2 of this settlement shall be in force and binding.
87 Ravi Vilas Hotel, Dindigul ..	16th October 1970.	Payment of bonus for the year 1969-70.	The management agreed to give a sum of Rs. 105, Rs. 97.50, Rs. 90, Rs. 75, Rs. 65 and Rs. 38.50 as bonus for selected workers for the year 1969-70. The amount of bonus due to the workers will be paid to them on or before 20th October 1970.
88 South India Glass and Earned Works Limited, Salem.	21st October 1970	Payment of bonus for the calendar year 1969.	The management agreed to pay and the workers agreed to receive a full and final satisfaction of their claim for bonus for the year ending 31st December 1969. 12½ per cent of their total wages earned during the year. The payment will be made as per provisions of the Bonus Act. The bonus will be paid immediately.
89 Thirupathi Venkatchalapathi Lorry Service.	26th October 1970	Payment of bonus for the year 1969-70.	The management agreed to pay and the workers agreed to receive a sum of Rs. 100 to drivers and Rs. 75 to cleaners as bonus for the year 1969-70 in full and final settlement. The payment due shall be made on or before 15th November 1970.
90 Saraswathi Saw Mille, Tirupathur.	3rd October 1970	Non-employment of seven workers.	The parties agreed to refer the dispute of non-employment of seven workers to the informal arbitration of the Commissioner of Labour, Madras or his nominee. The decision of the Commissioner of Labour or his nominee, will be final and binding on both the parties.
91 M. B. D. Motor Service, Arcot	5th October 1970	Non-employment of one worker	The management agreed to pay and the worker agreed to receive a sum of Rs. 700 in full and final settlement of all the claims of the worker including his claim for reinstatement. The amount will be paid by the management to the worker on or before 5th November 1970.
92 Crown Talkies, Vellore	17th October 1970	Workmen's non-employment	The management agreed to pay and the worker agreed to receive a sum of Rs. 135 in full and final settlement of all the claims of the worker including his claim for reinstatement. The amount will be paid on or before 19th October 1970.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
93 Apsara Theatre, Vellore	21st October 1970	Non-employment of the worker	The management agreed to pay a sum of Rs. 75 to the worker and worker also agrees to receive the said sum in full and final settlement of all his claims including his claim for re-instatement. The amount will be paid on or before 22nd October 1970.
94 Anjum and Company, Tannery, Vaniyampadi.	22nd October 1970	Do.	The management agreed to pay Rs. 200 to the worker and the worker also agreed to receive the said sum in full and final settlement of all his claims including his claim for reinstatement. The amount will be paid to the worker on or before 26th October 1970.
95 The National Fireworks Factory, Sivakasi Town.	24th October 1970	Non-employment of one worker	The management has agreed to take back the worker for work without back wages but with continuity of service.
96 Teavakkal Power Press, Vaniambodi.	22nd October 1970	Do.	The management agreed to pay a sum of Rs. 100 to the worker and the worker also agrees to receive the said sum in full and final settlement of all his claims including his claim for re-instatement. The amount will be paid to the worker on or before 24th October 1970 by the management.
97 Ilango Tea Stall	14th October 1970	Non-employment of the worker	The management agreed to pay a sum of Rs. 250 to the worker V. Marimuthu in full and final settlement of all his claims against the management till this date on or before 24th January 1970. The management further agreed to re-entertain the worker in the services as Master at the rate of Rs. 195 per month with effect from 1st December 1970.
98 Popular Automobiles, Tiruchirappalli.	14th January 1970	Non-employment of one worker	The management agreed to pay Rs. 250 to the person in full and final settlement of all his claims inclusive the claim for reinstatement, bonus, leave wages, overtime wages, etc., inclusive of earned wages for the month of October, 1969. The sum of Rs. 250 and earned wages shall be paid to the concerned person on or before 17th October 1970.
99 Ashagu Pillai Lorry Service, Thuvankurichi.	15th October 1970	Do.	The management agreed to pay Rs. 100 to Thiru S. Vellaiswami in full and final settlement of all his claims inclusive of the claim for reinstatement. This sum is inclusive of the arrears of wages and difference of wages for the period of employment. The amount shall be paid forthwith.
100 Sri Chakrapany Vilas Bags Manufacturers, Tiruchirappalli.	Do.	Do.	The management agreed to pay Rs. 210 to the concerned worker in full and final settlement of all his claims inclusive the claim for reinstatement, arrears of wages, etc. This sum shall be paid in two equal instalments. The 1st instalment of Rs. 105 shall be paid on 21st October 1970 and the second instalment of Rs. 105 shall be paid on or before 10th November 1970.
101 Balaji Hotel, Tiruchirappalli.	16th October 1970	Do.	The management agreed to pay Rs. 600 to Thiru N. Raja Pillai in full and final settlement of all his claims inclusive the claim for reinstatement arrears of wages, bonus, etc., etc. This sum shall be paid in two instalments, first instalment Rs. 200 shall be paid on 23rd October 1970 and the balance of Rs. 400 shall be paid as second instalment on 2nd November 1970.

Serial number and name of the establishment.	Date of Settlement.	Points in dispute.	Terms of settlement.
	(1)	(2)	(3)
102 P. V. B. Transports, Mana- madurai.	21st October 1970	Non-employment of workers ..	(4) The management agreed to pay a sum of Rs. 375, 150, 180, respectively to the concerned workers in full and final settlement of all their claims including reinstatement arrears of wages and leave wages and bonus, etc. An amount of Rs 200 which is due to the employer from the workers will be paid by the workers to the employer at Rs. 15 per mensem commencing from 15th December 1970. The amount will be paid by the employer on or before 15th November 1970.
103 Thasar Press, Nagercoil	27th October 1970	Denial of Employment of one worker by the management.	The management persisting that their action of dismissal of the employee was justified refused to reinstate him in service and agreed to pay a total compensation of Rs. 250 in lieu of all the claims of the petitioner including his claims for reinstatement in service. The representative of workers agreed to the above terms excepting his arrears of wages which shall be paid to him separately and the sum was disbursed to the concerned worker on 27th October 1970 itself.
104 Messrs. Salvarani Transports (P) Ltd., Namakkal.	13th October 1970	Demand for bonus for the year 1969-70 and implementation of the recommendations of the Central Wage Board for Motor Transport Industry.	The management agreed to pay bonus at the rate of 22 per cent as paid in the previous years and the workman agreed to receive the same for the year 1969-70. It agreed to disburse the bonus to the workers concerned on or before 17th December 1970. Both parties agreed to talk about the implementation of Wage Board Recommendations with the help of the level adviser of the Company.
105 The Salem Co-operative Spin- ning Mills, Ltd., Salem.	6th October 1970	Payment of bonus for the year 1969-70.	The management agreed to pay and the workers agreed to receive an advance of Rs. 75 for each worker. The amount shall be paid on or before 15th October 1970. The parties agreed to make applications of the Industrial Dispute Act. Regarding the issue whether the workers are entitled to the payment of bonus for the year 1969-70 and if the quantum of bonus payable exceeds Rs. 75 the management should pay the balance. If it is less than Rs. 75 the balance shall be recovered from the worker.
106 Ramajayam Namakkal.	Transports, 4th October 1970	Implementation of the recommendations of the Central Wage Board for Transport Industry.	The management of Ramajayam Transports will pay an ad hoc payment of Rs. 25 per worker from 1st January 1970 onwards and the workers will receive the same. The arrears of payments from January to October, 1970 will be paid by the management to the workers on or before 20th November 1970.
107 P. K. Dasappa Chettiar and Company, Salem.	23rd October 1970	Payment of bonus for the year 1969-70 and increase in wages.	The management agreed to pay to each of their workmen 1½ months wages in full satisfaction of his claim for bonus for the year 1969-70. The wage increase will be in force for a period of 3 years with effect from 1st December 1970.
108 R. C. Rangaaswamy Chettiar and Bros., Salem.	Do.	Do.	The management agreed to pay to each of their workmen and one month wage in full satisfaction of his claim for bonus for the year 1969-70. The wage increase will be in force for a period of 3 years with effect from 1st December 1970.
109 S. Balaswamy Chetty and Sons, Salem.	Do.	Do.	The management agreed to pay one month wage in full satisfaction of his claim for bonus for the year 1969-70. The wage increase will be in force for a period of 3 years with effect from 1st December 1970.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
110 Lakshmi Paper Industries, Salem.	21st October 1970	Payment of bonus for the year 1970-71.	Without prejudice to their contention of their non-liability to pay bonus at the infancy stage the management agreed to pay and in full and final satisfaction of their claim for bonus for the year 1970-71, 15/8 months wages as bonus. The payment of bonus will be made according to the provisions of the payment of Bonus Act and the bonus will be paid immediately.
111 O. K. Dasappa Chettiar Sons, R. Krishnaswamy Dying Factory, Salem.	23rd October 1970	Payment of bonus for the year 1969-70 and increase in wages.	The management agreed to pay 1 1/2 months wages in full satisfaction of the claim for bonus for the year 1969-70. The increase in wages will be in force for a period of 3 years with effect from 1st December 1970.
112 O. S. Subramania Chettiar and Bros., Salem.	Do.	Do.	.. The management agreed to pay each of their workmen 1 1/2 months wage for bonus for the year 1969-70. The increase in wages will be in force for a period of 3 years with effect from 1st December 1970.
113 P. S. S. Damannanna Chettiar and Sons, Salem.	25th October 1970	Do.	.. The management agreed to pay 1 1/2 months wages in full for bonus for the year 1969-70. The wage increase will be in force for a period of 3 years with effect from 1st December 1970.
114 Sree Karpegambal Mills Ltd., Rajapalayam.	12th October 1970	Payment of bonus for the year 1969-70.	As a token of good will the management agreed to pay in full their demand for bonus for the year 1969-70. 6.5 per cent of the total earnings of the workers during the year 1969-70. The bonus shall be paid in accordance with the provisions
115 Sansudeen Bakery, Madurai.	19th October 1970	Non-employment of workers.	.. of the Payment of Bonus Act with a minimum of Rs. 40. The payment due will be made on or before 20th October 1970.
116 Hotel Aganthu, Sri Venivilas Hotel, Jeyalakshmi Bhavan Hotel and Ganesh Vilas Hotel.	16th October 1970	Payment of Bonus for the year 1970	.. The management agreed to pay a sum of Rs. 200 in full and final settlement of all their claims against the management. This will be paid in two instalments of Rs. 100 on or before 24th October or before 2nd November 1970.
117 Vincent and Company, Dindigul.	21st October 1970	Charter of demands regarding bonus for 1969-70 gratuity scheme.	It is agreed by the parties that the workers with less than 1 year service will be paid 2 months wages, workers with 1 year service and above but less than 2 years 2 months wages plus Rs. 3 and workers with 2 years of service and above 2 months wages plus Rs. 5 shall be paid for the year 1970. This amount of Bonus due to the workmen will be disbursed to them on or before 21st October 1970.
118 K.A.M. Noorjahan and Co., Tenneri, Dindigul.	6th October 1970	Non-employment of workers.	The management agreed to pay a sum equivalent to 2 months basic wages plus Rs. 12 as bonus for 1969-70. This amount will be disbursed to the workers on or before 24th October 1970. The management agreed to pay gratuity of 15 days basic wages and this is payable to those workers who have completed 5 years service in case of retirement registration, etc., etc.
			It is agreed that all the workers affected by the closure will be paid compensation and other legal dues. Those who not worked for 240 days will be paid ex gratia amount of Rs. 40. The money due to the workers will be disbursed by the management on or before 18th October 1970.

Serial number and name of the establishment.	Date of settlement.	Points of dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
119 Virudhunagar Textiles Mills Ltd, Virudhunagar.	13th October 1970	A notice put up by the Management on 4th October 1970 imposing wage cut and service cut.	All the eligible workers who reported for work in the morning of 4th October 1970 shall be paid pay off compensation. The management agreed not give effect to their notice, dated 4th October 1970.
120 The Janakiram Mills Ltd. Spinning Mills. Rajapalayam.	14th October 1970	Payment of Bonus for the year 1969-70.	The management agreed to pay the bonus for the year 1969-70. It will be equivalent to 5 per cent of the total earned wages during the year. The bonus due shall be disbursed on or before 2nd October 1970.
121 V.S.P. Transport Company Limited, Karaikudi.	22nd October 1970	Non-payment of bonus for the year 1969-70.	The management agreed to pay 2 months total earned wages as bonus for the year 1969-70. It agreed to grant an annual increment of Rs. 6 to the workers with effect from 1st October 1970 and the disciplinary action taken against the drivers may be with drawn. The conductors may be provided with employment from 25th October 1970.
122 Messrs. G. K. Devarajulu and Company, Coimbatore.	27th October 1970	Payment of bonus for the year 1969-70.	The management agreed to pay a certain amount of bonus for the workers. The workers should work for a specific number of days and those have worked for lesser number will be paid only proportionate bonus. The bonus amount shall be paid on or before 28th October 1970.
123 Sree Rajendra Mills Ltd., 22nd October 1970 Salem.	Do.	..	The parties agreed to pay the bonus to the workers in accordance with the formula adopted by the Southern India Mill Owners Association, Coimbatore. As the liability of the Mill is below 4 per cent the management shall pay to the workers a bonus of 4 per cent of the total earnings of the work

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- men. The management agreed to pay an advance of 4-1/3 per cent of the total earnings of the year to the workmen which shall be recovered in 12 monthly instalments.
- The workers of the company will be paid arrears of wages from 1st August 1969 to 30th September 1970 being the difference between the wages drawn and the wages recommended by the Wage Board the bonus will be paid at 4 per cent of the wages for the period 1st April 1969 to 30th September 1970. The amount is payable on or before 17th October 1970.
- The management agreed to implement the recommendations of the Second Wage Board on certain lines. The gratuity shall be increased by 25 per cent with effect from 1st January 1969. The parties agreed to hold negotiations and when there is need for further rationalisation.
- The management agreed to grant an increase of Rs. 10 per mensem. E.D.I. Scheme will be introduced as and when the company expands. It is agreed that the Provident Fund Scheme will be introduced and will be granted leave facilities.
- The management agreed to pay an amount equal to 15.5 per cent of the annual total earnings as bonus. It is also agreed that if the bonus eligible to any worker falls short of Rs. 30 such workers will be paid Rs. 30. Workers who have joined after 1st April 1970 will be paid as advance for the subsequent year 1970-71. The amount will be paid on or before the 24th January 1970.
- 124 Popular Automobiles (P) Ltd., 14th October 1970. Implementation of pay scales as recommended by the Wage Board.
- 125 Sree Meenakshi Mills Limited, 19th October 1970. Implementation of the recommendation of the Second Wage Board.
- 126 Kapadia Prints and Industries, Madras. Allied 8th October 1970. Charter of demands
- 127 Messrs Velumani Engineering Industry. 23rd October 1970. Demand for bonus

<i>Serial number and name of the establishment.</i>	<i>Date of settlement.</i>	<i>Details in dispute.</i>	<i>Terms of settlement.</i>
(1)	(2)	(3)	(4)
128 Messrs Govardhan Engineering Industries, Coimbatore.	24th October 1970.	Payment of bonus for 1969-70	.. All those workers worked during the period April 1969 to March 1970 will be paid 4 per cent of their total earned wages for the year 1969-70 as bonus. Along with the bonus they will be paid an advance of 4 per cent and an advance of 5 per cent at the time of Pongal festival. This will be paid on or before 24th October 1970. The workers who are not covered by the clause will be paid an ex gratia from March 1971.
129 Sri Renuka Foundry, Coimbatore.	31st October 1970.	Do.	.. It is agreed that the 16.5 per cent of total earning of each worker in the year shall be paid as bonus for the year 1969-70. Out of this 16 per cent of the earning shall be paid on 24th October 1970 and the balance of 0.5 per cent shall be paid along with October, wages on 7th November 1970.
130 Messrs Texume Industries, Coimbatore.	20th October 1970.	Do.	.. The management agreed to pay on amount equal to 20 per cent of the annual total earnings of each worker as bonus. Temporary workers shall be paid bonus equal to 20 per cent of the total earnings. It is also agreed that if the bonus eligible to any worker falls short of Rs. 40 such workers will now be paid Rs. 40 and the workers who have joined after 1st April 1970 will be paid as advance for the year 1970-71. This amount will be made on or before the 23rd October 1970.
131 Messrs. Balasubramania Foundry, Coimbatore.	20th October 1970	Demand for revised Wages, Dearness Allowance, etc.	It is agreed that the interim relief paid to workers shall be merged with basic wages. All workers who have joined in 1969 and afterwards shall be given a wage raise of 18 paise daily. Those who have joined before shall be given a wage raise of 18 paise daily. Those who have joined before shall be given a service weightage of one paise increase in their daily wages per year of service, plus 18 paise raise in their daily wages. All workers will be eligible to Dearness Allowance. The period of apprenticeship shall continue to be 3 1/2 years and after completing of apprenticeship shall be fit in their appropriate grades. All workers who have put in more than 6 months service as on date will be paid Rs. 10 as an ex gratia payment. The management agreed to grant an increase of Rs. 7 per month. It also agreed to pay a sum equivalent to 3/4 month a wages at the revised rate plus Rs. 10 as bonus. On the issue of wage increase both parties agreed to file a joint memorandum of settlement before the Labour Court, Madurai. The management agreed to pay 4 months basic wages as bonus. Out of this 3 months basic wages will be paid immediately on or before 28th October 1970 and the balance of one month basic wages will be paid on or before 10th January 1971. The management agreed to pay a sum of Rs. 2,500 to 17 workers.
132 The management of Usha Printers, Madurai.	13th October 1970	.. Demand for payment of bonus for the year 1969-70.	
133 The management of Shri Balaji Transport, Madurai.	27th October 1970	.. Charter of demands regarding wage increase in batia payment of bonus for the year 1969-70.	
134 The management of the New College House, Madurai.	7th October 1970	.. Non-employment ..	
135 The management of the Bojara Textile Mills, Limited.	23rd October 1970	.. Payment of bonus for the financial year ending 30th September 1970.	The management agreed that the worker will be paid a bonus of 12 per cent of their total wages or 50 per cent of the earned basic wages.

Serial number and name of the establishment.	Date of settlement.	Details of disputes.	Terms of settlement.
	(1)	(2)	(4)
136 The management of Messrs. Dhaneswuthapani Foundary (Private) Limited, Coimbatore.	24th October 1970.	Demand 1969-70.	The management agreed to pay an amount equal to 20 per cent of the annual total earnings of each worker as bonus. The management agree to pay a sum of Rs. 12-50 as ex-gratia bonus to each worker who has put in 12 months service. The apprentices and temporary workers also shall be paid bonus equal to 20 per cent of the total earnings to each worker.
137 The management of Mount Engineering Works, Nandambakkam, Madras-16.	8th October 1970.	Charter of demands.	The management agreed to grant an increase of Rs. 15 to all permanent workmen. It also agreed to grant 10 paise as tea allowance to each worker. The parties agree that this settlement shall be current and operative for a period of three years from this date.
138 The management of Chemplast Employees Union.	..	Three demands.	The Union agrees that the bonus for the year 1969-70 will be as per the payment of Bonus Act, 1965. The management agrees to pay the Festival Advance for Deepavali 1970. This advance will be recovered in eight consecutive equal monthly instalments. The management agrees to pay half the salary on 27th October 1970. The remaining half will be paid on 7th November 1970.
139 The management of K. Venkataraman Chetty and Company, Salem-8.	23rd October 1970.	Payment of Bonus 1969-70 and increase in wages.	The management agree to pay to each of their workmen 14 months wages. The wage increase will be in force for a period of three years with effect from 1st December 1970.
140 The management of V. K. R. Ramalingam Chetty and Brothers, Salem-8.	29th October 1970.	..	..
141 The management of Inter-pack Industries and their workmen.	21st October 1970.	Payment of Bonus 1970-71.	The management agree to pay the bonus for the year 1970-71. 1 5/8 wages as bonus. The payment of bonus will be made according to the provisions of the Payment of Bonus Act. Irrespective of the financial results of the year 1970-71.
142 The management of D.H.H. Nagaraj Chetty, Salem-6.	23rd October 1970.	Payment of bonus for the year 1969-70.	The management agree to pay to each worker 14 months wages. The wage increase will be in force for a period of 3 years.
143 The management of Dasa-prakash Bottling Company, Madras-29.	21st October 1970.	Non-employment	It is agreed that the management will pay the sum after deducting the amount owned by them to the management.
144 The management of the Sri-villiputhur Co-operative Spinning Mills, Limited.	..	Fixation of wages for Fly frame fitter-cum-jobber R. Srinivasan.	The management have agreed to give a special pay of Rs. 28-59 from 15th June 1970. He should continue to look after the Drawing and simplex frames in the existing unit and High speed drawings, simplex frames, Lap Formen and Combers in the Expansion Act. The settlement will be in force for a period of 5 years.
145 The management of Amara-vathi Sri Venkatesa Paper Mills, Limited, Palani.	16th October 1970.	Payment of bonus for Deepavali 1970.	The management agreed to pay 4 per cent of total earnings of the workmen or Rs. 40 each. The management agreed to pay Rs. 30 to each of the workmen as advance and it will be disbursed on or before 22nd October 1970.
146 The management of the Salem-Erode Electricity city Distribution Company, Limited.	17th October 1970.	Bonus for the year 1969-70.	Permanent employees of the company will be paid a bonus equivalent to 3 months basic salary. Monthly rated temporary employees will be paid a bonus of 3 months basic salary. Daily rated casual mazdoors will be paid a bonus at 4 per cent of their gross annual income.

Serial number and name of the establishment.	Date of settlement.	Details of disputes.	Terms of Settlement.
	(1)	(2)	(3)
147 The management of A.P.T. Private Limited, Tiruchireppalli-8.	28th October 1970.	Non-employment	(4) The management agrees to reinstate Thiruvargal G. Kader Basha and R. Srinivasan with continuity and it also agree to pay one month wage to Thiru G. Kader Basha and 2 months wages to R. Srinivasan.
148 The management of P. Mitulal Lala and Sons, Madras-24.	16th October 1970.	Charter of demands	The management agree to pay 25 per cent of the total wages of each of the workmen as bonus. The management further agree to give 20 paise as allowance for each working day. The workers will continue to be daily rated workers but will be paid their wages monthly.
149 The management of Madras Penal Factory, Madras-21.	24th October 1970.	Bonus advance for the year 1970-71.	It is agreed that the management will pay a sum equivalent to 4 per cent of the total earnings of the workers. The management will pay a wage advance of 15 days total wages to each workmen recoverable in 5 equal monthly instalments. It is agreed that the Union will co-operate with the management ensuring maximum production.
150 India Type Foundry, Madras.	19th October 1970.	Demands listed in their letter, dated 18th January 1970.	It is agreed that the management will pay an additional one per cent of total earnings of the workmen for the accounting year 1968-69 of the bonus claims of the workmen for the accounting year 1968-69. It is further agreed that 12 per cent of the total earnings of 10 workmen will be paid as bonus for the accounting year 1969-70. It is agreed that Thiru K. Beeman and S. Sreenivasan will be made permanent and Thiru Nagarathinam and Subramaniam will be paid an ad hoc increase at the rate of Rs. 9 per mensem based on their attendance.

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151 Roberts Moleen and Company, Limited, Madras. 8th October 1970. Non-implementation of the Labour Court. It is agreed by the parties that they will be paid an ad hoc increase of Rs. 35 per mensem and above the total monthly emoluments with effect from 1-1-1970. It is further agreed that Thiruvargal M. Ganapathy and J. A. Thomas will not be entitled to any annual increase for the year 1970 but they will be eligible to annual increments for future years. The arrears arising will be paid on or before 30-10-1970.

152 Vadapalani Refractory, Works, Madras-26. 17th October 1970.. Over a charter of demands .. The management agreed to introduce revised basic scale of wages. It also agreed to pay a Dearness Allowance at Rs. 75 per month from 1st August 1970 at Rs. 80 per month from 1st August 1971 and at Rs. 85 per month from 1st August 1972. It is agreed that the workers will be eligible for 9 days casual leave with wages per year and 10 days National and Festival Holidays with wages. The arrears will be paid on or before 30th October 1970.

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153 Kanyakumari District Co-operative Supply and Marketing Society Limited, Nagercoil. 30th October 1970.. Validity of retrenchment and non-employment of some workers. The management were willing to pay compensation to the workers who were continuously employed and who were entitled to get retrenchment compensation. It also agreed to pay their security deposit with interest due deduction the amount due to the society.

154 The management of Sarada Studios, Madras-26. 8th October 1970 .. On the scale of wages, dearness allowances, etc. The management agrees to pay the conveyance allowance for all the employees Rs. 12-50 per month. It also agrees that workers who have worked for more than 240 days in 12 months will be confirmed. It agrees to give for all workers 1 1/2 months wages as bonus. Gratuity will be paid to the workers as per the Sarada studio settlement.

<i>Serial number and name of the establishment.</i>	<i>Date of agreement.</i>	<i>Points in dispute.</i>	<i>Terms of settlement.</i>
	(1)	(2)	(4)
155 The management of Kannamma Transport, Bhavani.	16th October 1970..	Certain demands ..	.. The management agrees to grant an increase of Rs. 30 to each worker. The management will pay Rs. 200 to each of the drivers Rs. 175 to each of the conductors and each every other worker will get an increase of Rs. 25 as bonus.
156 The management of Paper Products Limited, Madras-42.	30th October 1970..	General demands for increase of wages and other service benefits.	The management agrees to pay Rs. 15 per mensem as an increase in the salaries. The annual increments will be given in future only twice a year. It agrees to pay to the workmen bonus equivalent to 12 per cent of the total earnings.
157 The management of Anguvilas M. V. Muthiah Pillai Firm.	27th October 1970..	Charter of demands	.. The worker agreed to increase the production 4,000 to 4,500 packets. The management agreed to pay 4 months total wages as the bonus for 3 years.
158 The management of Sowdambigai Motor Services, Dharampuram.	19th October 1970..	Charter of demands	.. It is agreed that the wages to the various categories of workmen shall be as per the Wage Board Recommendations. The annual increments will be granted to the workers according to the scales prescribed by the Wage Board.
159 Kasthuri Engineers Limited, 21st November 1970. Coimbatore.	21st November 1970.	Payment of Bonus for the year 1969-70.	It is agreed that 10 per cent of the total earnings shall be paid to each workman as agreed to in the negotiation on 11th October 1970. It is also agreed that an ex gratia payment of 1 per cent of the total earnings of each workman for the year shall be paid to each workman. The amount will be paid on 28th January 1970.
160 Engineering Equipment Enterprise, Coimbatore.	27th October 1970..	Payment of Bonus for the year 1969-70.	It is agreed that 20 per cent of the total earnings of each workman of the year 1969-70 shall be paid as Bonus. Out of this 12 per cent of the total earnings of each worker for the year shall be paid to each worker on 28th October 1970. The balance of 8 per cent of the total earnings shall be paid before the Pongal Festival in January 1971.

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- 161 Excel Industries, Coimbatore. 27th October 1970.. Payment of bonus for the year 1969-70. It is agreed that 7 per cent of the total earnings of each worker in the year 1969-70 with a flat sum of Rs. 10 each as ex-gratia shall be paid to the workers. Out of this sum 4 per cent of the total earnings of each worker shall be paid on 28th October 1970. The balance of 3 per cent of the earnings of each worker plus Rs. 10 shall be paid at least 3 days before Pongal.
- 162 The South India Co-operative Spinning Mills Limited, Pottai. 6th October 1970.. Suspension of 3 workers .. Both the parties have agreed to refer the issue whether the suspension of these 3 workers is justified and if not to what relief they are entitled for informal arbitration by the Deputy Commissioner of Labour, Madurai and to accept his decision as final.
- 163 Tirumalai Mills, Tirunelveli. 6th October 1970.. Payment of bonus of the year 1969-70. The management agreed to pay the minimum bonus as per the provisions of the Payment of Wages Act, 1965, to the worker on or before 21st October 1970. The quantum of bonus will be decided after Deepavali.
- 164 Pandian Automobiles (Private) Limited, Palayamcottai. 6th October 1970.. Non-employment of one worker.. The management has agreed to pay a sum of Rs. 3,500 to Thiru V. S. Ramaswamy Mudaliar. The Tirunelveli District Munsif Court has issued an attachment order for a sum of Rs. 3,000 against Thiru V. S. Ramaswamy Mudaliar. The management will therefore keep the amount of Rs. 3,000 in their custody as per the directions of the Court. The balance amount of Rs. 500 will be paid to Thiru V. S. Ramaswamy Mudaliar on 7th October 1970.
- 165 Pandyan Automobiles (Private) Limited, Palayamcottai. 7th October 1970.. Non-employment of one worker.. Thiru M. Velu will give an apology letter to the Management. The management will reinstate the worker with continuity of service but without any claim for back wages. The period of non-employment will be treated as leave with out wages. The worker will report for duty on 12th October 1970.

Terms of settlement.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	(4)
(1)	(2)	(3)	
166 Nagumony Sastha and Brothers, Tirunelveli.	16th October 1970.	Issue of bonus for the year 1969-70.	The management agreed to pay one month's wages as advance to all the workers. This amount will be paid immediately.
167 Pioneer Motor Service, Tirunelveli.	16th October 1970.	Payment of bonus and supply of chappals.	The management will pay one month's wages as advance against bonus to all the workers. The quantum of bonus will be decided separately. The issue of supply of chappals to stand agents will be taken up for discussion later.
168 Loyal Textile Mills Limited, Kovilpatti.	16th October 1970.	Payment of bonus for the accounting year ended 30th June 1970 before Deepavali.	The management agreed to pay a sum equivalent to 2 per cent of the salary or wage earned during the accounting year ended with 30th June 1970 as ex-gratia in addition to the minimum bonus of 4 per cent of the salary of wage earned during the year. It is mutually agreed that the employees may either receive a total of 6 per cent on their total earnings or 15 per cent on their basic earnings whichever is higher. The employees shall sign individual receipts in addition to the Register kept under the rules for the purpose.
169 Tirunelveli-Tuticorin Electric Supply Company, Limited, Tirunelveli.	19th October 1970.	Payment of bonus for the year 1969-70.	According to the calculation as per P.B.A. There is no available surplus. However, the management agreed to pay three months basic wage on 31st October 1970 to each employee as bonus. The casual and temporary workers will get 4 per cent of their total earnings for the year 1969-70.
170 Balaramanavaruna Limited, Shencottah.	27th October 1970.	Payment of bonus for Deepavali.	The management agreed to pay a sum of Rs. 65 to each worker as advance for Deepavali. This advance will be paid to the workers on 28th October 1970, which is recoverable from the wages of the workers for the month of October 1970.

171 Nallai Cotton Mills, Sankar- 30th October 1970. Denial of the management statement. The management agreed to lift the lock-out with effect from the first shift on 31st October 1970. The management reserves the right to take disciplinary action against the workers involved in the alleged strike on 24th October 1970.

172 Chitram and Company (Private) Limited, Madras-13. 27th October 1970. Issue of bonus and on certain other demands listed in the union's letter. The management agreed to pay bonus for the accounting year at a rate of 10½ per cent, 12½ per cent and 12½ per cent respectively. The management agreed to confirm 20 workers each year. The non-regular workmen under the contractors will be paid an ex-gratia amount at a rate of Rs. 50, Rs. 55 and Rs. 55 respectively for the accounting years. Workmen with more than 30 days service but less than 6 months service will be paid Rs. 40 for the accounting years. In turn the workmen agreed to increase the present quantum of production and co-operate with the management in all other respects.

173 Richardson and Limited, Madras. 21st October 1970. Payment of increased emoluments. It is agreed, a sum of Rs. 21 be added at the minimum intermediate stages and maximum of each of the existing scales for monthly rated permanent staff. In case of subordinate staff it is agreed that the existing scales of pay be amended and fitment made in the amended scale of pay after adding Rs. 21 to the existing basic salaries of each worker. The existing gratuity scheme will continue except that the amendment to sub-rule 3 of rule 8. No employee shall be entitled to more than Rs. 25. ½ months basic salary or Rs. 10,200 as gratuity whichever is less.

Serial number and name of the establishment.	Date of settlement.	Points in dispute.	Terms of settlement.
(1)	(2)	(3)	(4)
174 National Carbon Company ..	8th October 1970.	Demand for revision of basic wages, Dearness Allowance and other conditions of service of the drivers.	The basic scale of pay for the drivers was revised. It is agreed that the basic pay of drivers shall be fixed by fixing his basic pay and the same shall be fixed and the drivers will be given one ad hoc increment in the revised scale. The drivers will be paid Dearness allowance at the rate of 75 per cent of the dearness allowance paid to the members of the monthly rated staff on the first Rs. 100 of the pay plus an ad hoc amount of Rs. 37 per mensem. The basic scale of pay for watchmen was revised and they will be paid an allowance of Rupee 1 per shift for working shift. The company agreed to pay an ad hoc ex-gratia amount of Rs. 75 per head. The workmen agreed not to resort to any illegal strike, go slow work to rule, etc., etc. and they assured their sincere co-operation in the maintenance of discipline.
175 Precision Products, Madras ..	28th October 1970.	Charter of demands ..	The management granted recognition to the Union and it agreed to pay bonus to the workers. The management agreed to give special leave with wages of 3 days in a year to each workman. Management has agreed to a flat increase of Rs. 20 in the consolidated salary of the workers covered by this agreement. The union undertakes to show substantial increase in production.
176 Messrs Navatia Limited, Madras.	(Private) 14th October 1970.	Fixation of wages into monthly rate.	The mandroors at the company's godown who will be fixed on a consolidated wage of Rs. 85 per month. The work in the godown being of a purely manual nature physical

fitness is the most important factor in the continued employment of workmen. The hours of work will be specified by the company from time to time. In respect of leave the employees will be governed by the provisions of Tamil Nadu Shops and Establishment Act. The number of paid holidays will be as provided for under the National and Festival Holidays Act. The Provident Fund will be introduced for the workers on completion of 240 working days and the payment of annual bonus to these employees will be regulated according to the Payment of Bonus Act. In return the employees agreed to maintain good discipline during hours of work.

177 Simec Motors Limited, Tiru- chirappalli.	18th October 1970.	Payment of bonus ..	The management and the union agreed that they will apply in the prescribed manner under section 10(2) of the Industrial Disputes Act, 1947, for an adjudication by Industrial Tribunal on the dispute that has been between the parties. Pending final decision on the dispute the management agreed to pay an advance to all permanent workmen of one month's emolument consisting of basic wages, dearness allowance production allowance and other allowance of Rs. 7.50 as loan to be recovered from the wage payable for the respective months.
178 Tansi Tool and Engineering Works, Madurai-7.	19th October 1970.	Demand for suitable pay scales and dearness allowance, house-rent allowance etc., etc.	The management agreed to revise pay scales, dearness allowance, house-rent allowance, etc. Each worker will receive an increase in his wages effective from 1st April 1970.

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

Serial number and name of the concern.	Date of agreement.	Number of workers involved.	Issues.
(1)	(2)	(3)	(4)
1 Binny Limited, Madras.	28th September 1970	..	..
2 Binny Limited, Madras.	24th September 1970	..	..
3 Century Flour Mills, Madras.	19th September 1970	..	..
4 Binny Limited, Madras.	23rd September 1970	..	..
5 Unicorn Private Limited, Madras.	16th September 1970	..	..
6 Shaik Mohamed Rawther Agencies, Madras-1.	30th September 1970	..	..
7 Grant Smithy Works, Madras.	10th October 1970	..	..
8 A. R. and Bros., Madras.	Nil.	..	..
9 Binny Limited, Madras.	17th October 1970	..	..
10 Uma Talkies, Madras.	12th September 1970	11	Increase in wages.
11 Vulcan-Laval Limited, Madras-6.	1st October 1970	6	Change in working hours.
12 English Electric Company, Madras.	..	6	Bonus for 1969-70
13 Remington Rand of India Limited, Madras-2.	1st October 1970	..	Do.
14 Triplex Dry Cleaners, Madras-1.	12th October 1970	24	Do.
15 Union Services Private Limited, Madras.	16th October 1970	36	Revision of wages as per the Wage Board Recommendations.
16 Union Services Private Limited, Madras.	16th October 1970	12	Do.
17 Madras Cement Tiles and Concrete Products Company, Private Limited, Madras-14.	24th October 1970	6	Bonus at 4 per cent for 1969-70.
18 Unicorn Private Limited, Madras-2.	24th October 1970	120	Change of factory working day from 5 to 6 days a week.
19 Lucas T.V.S. Limited, Madras-50.	12th October 1970	..	..
20 Agarwal Brothers, Steel Rolling Mills, Madras-19.	..	..	Bonus for 1969-70.
21 Indira Cotton Mills Limited, Madras-44.	19th October 1970	..	Do.
22 General Electric Company India Limited, Madras-26.	13th October 1970	..	General Demands.

(1)	(2)	(3)	(4)
23 Aditya Agro Industries, Private Limited, Madras-20.	23rd October 1970	..	Bonus for 1969-70.
24 V. R. Sambasiva Iyer and Sons, Madras-19.	21st October 1970	..	Do.
25 Sistla Industries, Madras-19.	22nd October 1970	..	Do.
26 Madurantakam Co-operative Sugar Mills, Padalam.	25th October 1970	..	Do.
27 Brakes India Limited, Madras-50.	19th October 1970	..	Do.
28 India Carburettors, Madras-19.	22nd October 1970	..	Do.
29 Gomathi Engineering Enterprises, Madras-19.	22nd October 1970	..	Do.
30 Industrial Ancillary Services, Madras-19.	22nd October 1970	..	Do.
31 Southern Engineering Company, Madras-19.	22nd October 1970	..	Do.
32 Estate Engineering Company (Madras) Private Limited, Madras-58.	9th October 1970	..	Closure of factory.
33 Modern Stores, Madras-5.	30th September 1970	..	Wage increase and dearness allowance increase.
34 Veenus Combines, Madras-26.	28th October 1970	..	Special increase in wages, ex-gratia and increase in wages.
35 Erode Service, Coimbatore.	7th October 1970	45	Implementation of Wage Board Recommendations and bonus for 1969-70.
36 Dhandayuthapani Roadways Private Limited, Gobichettipalayam.	6th October 1970	16	Certain demands.
37 Marikar Engineers Limited, Coimbatore.	9th September 1970	..	Bonus for 1969-70.
38 Gobi Service, Coimbatore.	7th October 1970	35	Do.
39 Mettupalayam - Coonoor Service Private Limited, Mettupalayam.	26th October 1970	40	Do.
40 Vijayakumar Mills, Palani.	15th October 1970	..	Do.
41 Sree Meenakshi Mills Limited, Madurai.	5th October 1970	..	Wage increase for daily co-ops.
42 Bojaraja Textile Mills Limited, Theni.	24th October 1970	..	Change of designation and wage revision.

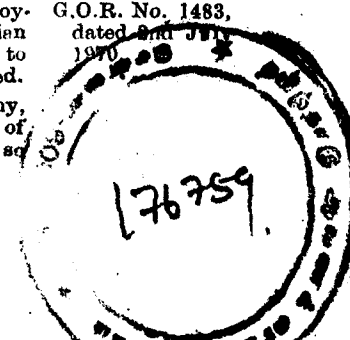
(1)	(2)	(3)	(4)
43 Rajaratna Mills (Private), Limited, Palani.	20th October 1970	..	Bonus for 1970.
44 Sree Meenakshi Mills Limited, Paravai.	23rd October 1970	..	Wage increase for certain workers.
45 Sree Meenakshi Mills Limited, Madurai.	23rd October 1970	..	Basic wage increase for maistries.
46 Srinath Powerloom Factory, Madurai.	19th October 1970	..	Bonus for 1970.
47 Madurai Sugars Limited, Madurai.	12th October 1970	450	Bonus for the year ending 31st July 1970.
48 Charly and Company, Usilampatti.	22nd October 1970	28	Bonus for 1970.
49 Anandha Bhavan Briyani Hotel, Madurai.	20th October 1970	34	Bonus for 1969-70.
50 Ramakrishna Hotel, Palani.	23rd October 1970	7	Do.
51 Metal Powder Company, Limited, Maravankulam.	19th October 1970	94	General demands and bonus for 1969-70.
52 Batta Shoe Stores, Madurai.	25th October 1970	..	General demands.
53 Krishna Bhavan Hotel, Ottanchatram.	24th October 1970	7	Bonus for 1969-70.
54 Gowri House Metal Works, Rajapalayam.	1st October 1970	122	Payment of bonus for 1969-70.
55 Sree Nithyakalyani Textiles, Tiruvadanai.	10th October 1970	..	Payment of bonus for 1969-70.
56 The Somasundara Mills, Muthanenthal.	10th October 1970	..	Do.
57 Ramaraju Surgical Cotton, Rajapalayam.	10th October 1970	33	Do.
58 Kaleeswara Mills, Kalaiyareoil.	5th October 1970	..	Bonus of 1969-70.
59 Sudarsanam Spinning Mills, Rajapalayam.	18th October 1970	189	Implementation of recommendations of Second Wage Board.
60 Sudarsanam Spinning Mills, Rajapalayam.	18th October 1970	290	Payment of bonus.
61 Jayaram Mills, Rajapalayam.	25th October 1970	123	Do.
62 Sri Bharathi Cotton Mills, Rajapalayam.	17th October 1970	225	Do.
63 Tea Estates India Private Limited, Coonoor.	8th October 1970	..	Do.
64 The Neelamalai Tea and Coffee Estates Limited, Coonoor.	20th October 1970	..	Do.
65 Pulliccar Mills, Tiruchengode.	5th October 1970	..	Do.

(1)	(2)	(3)	(4)
66 Madras Aluminium Company, Mettur.	8th October 1970	..	Payment of Gratuity.
67 Mettur Chemicals, Mettur.	6th October 1970	..	Payment of bonus.
68 Rainbow Transports, Sakem.	2nd October 1970	..	Revision of wages.
69 Salem Co-operative Spinning Mills, Salem.	20th October 1970	-	Increase in wages.
70 Literary Press, Salem.	26th October 1970	..	Payment of bonus.
71 India Cements, Sankari.	25th October 1970	..	Do.
72 Jawahar Mills, Salem ..	25th October 1970	..	Do.
73 Rolex Drycleaners, Trichy.	15th October 1970	..	Reinstatement of retrenched workers.
74 Bharath Heavy Electricals Limited, Trichy.	13th October 1970	.	Bonus for 1969-70.
75 Bharath Heavy Electricals Limited, Trichy.	13th October 1970	..	Do.
76 Sri Sabari Mills, Tsichy.	17th October 1970	..	Do.
77 Cauvery Spinning and Weaving Mills Limited, Cauvery-nagar.	20th October 1970	..	Do.
78 Thiakosar Mills, Manapparai.	20th October 1970	..	Do.
79 Tiruchirapalli Mills Limited, Ramjinagar.	22nd October 1970	..	Revision of wages.
80 S. Beedi Factory, Gudiyatham.	27th September 1970	..	Supply of beedi leaves. Deduction of work, etc. in Ambur Branch.
81 Southern Cements Arkonam.	2nd July 1970	..	Certain demands relating to the general conditions of workmen.
82 Southern Cements Arkonam.	2nd July 1970	...	Bonus for 1969.
83 Thirumagal Mills Limited, Gudiyatham.	19th October 1970	..	Do.
84 Rajeswari Mills Limited, Gudiyatham.	23rd October 1970	..	Do.
85 Workmen of Nagammal Cotton Mills.	17th October 1970	..	Bonus for 1969-70.
86 Lakshmi Vilas Bank Limited, Karur.	9th October 1970	..	Bonus for 1969-70 and reinstatement of retrenched workmen.

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

Serial number and name of the concern in which dispute has arisen.	Issues.	G.O. No. and date of reference of the Labour Department.
(1)	(2)	(3)
INDUSTRIAL TRIBUNAL, MADRAS.		
1 K. C. P. Limited, Madras.	1. Whether the demand for revision of wages and dearness allowance is justified, and if so, to determine— (a) the revised rates of wages and dearness allowance; (b) the extent to which dearness allowance should be merged with wages; (c) the date from which the revision of wages and dearness allowance should take effect. 2. Whether the demand for payment of washing allowance is justified, if so, to fix the rate.	G.O. R. No. 1473, dated 1st July 1970.
2 Oxford University Press, Madras.	Whether the demand for bonus for the year 1968 is justified, if so, to fix the quantum.	G.O. R. No. 1475, dated 2nd July 1970.
3 Bharath Heavy Electricals Limited, Tiruchi.	Whether the demand for treating the draughtsmen as non-industrial employees is justified, for the purpose of leave, if not to what relief they are entitled.	G.O. R. No. 1481, dated 2nd July 1970.
4 Lakshmi Saraswathi Motor Transport Company, Vellore.	Whether the demand for the introduction of gratuity scheme is justified, and so to formulate a gratuity scheme. Whether the demand for the implementation of the interim recommendations of the Wage Board for Motor Transport Industry is justified, and if so, to what relief the workers are entitled. Whether the demand for conversion of all the daily paid workers into monthly paid workers is justified, if so, to fix the monthly rates of wages.	G.O. R. No. 1524, dated 3rd July 1970.

(1)	(2)	(3)
INDUSTRIAL TRIBUNAL, MADRAS—cont.		
5 Madura Mills Company Limited, Ambasamudram.	To fix the work assignments and wages in the winding department of steam mill.	G.O.R. No. 1544, dated 6th July 1970.
6 E. I. D. Parry Limited, Nellikuppam.	To fix the quantum of bonus payable for 1968-69.	G.O. R. No. 1552, dated 3rd July 1970.
7 Do.	Whether the demand for revision of wages and dearness allowance is justified, and if so, to what relief they would be entitled.	G.O. R. No. 1643, dated 22nd July 1970.
8 The Deccan Sugar and Abkhari Company Limited, Pugalur.	To determine the categories for whom foot-wear and rain-coat are to be supplied and the scale on which such supply is to be made.	G.O. R. No. 1690, dated 28th July 1970.
9 B. and C. Mills, Madras.	The demands mentioned in the annexure.	G.O.R. No. 703, dated 28th July 1970.
10 Nellai Cotton Mills, Sankar-nagar.	Whether the demand for implementation of the Second Wage Board recommendations is justified, and to what relief the workmen would be entitled.	G.O.R. No. 1913, dated 21st August 1970.
11 Associated Transports (Madras) Private Limited, Madras.	Five demands mentioned in the annexure.	G.O. R. No. 1085, dated 18th September 1970.
LABOUR COURT, MADRAS.		
12 Raghava Veera Sons, Madras.	Whether the non-employment of Thiru M. Kannan 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. 1454, dated 1st July 1970.
13 Kaveri Colour Press, Kumbakonam.	Whether the non-employment of Thiru K. Natesan is justified; and if not 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. 1476, dated 2nd July 1970.
14 Dhanapal Oil Mills, Pattukottai.	Whether the non-employment of Thiru R. Chinnian 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. 1483, dated 2nd July 1970.



(1)	(2)	(3)
LABOUR COURT, MADRAS—cont.		
15 Nagapattinam Taluk Co-operative Marketing Society, Tiruvarur.	Whether the non-employment of Thiru R. Arunachalam is justified; and if not to what relief he is entitled.	G.O.R. No. 1485, dated 2nd July 1970.
16 Wheels India Limited, Padi, Madras.	Whether the non-employment of Thiru P. C. Dhanasingh 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. 1485, dated 2nd July 1970.
17 Wheels India Limited, Padi, Madras.	Whether the non-employment of Thiru P. C. Dhanasingh 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. 1528, dated 3rd July 1970.
18 Devar and Company, Maravadi, Kumbakonam.	Whether the non-employment of Thiru A. Adaikala-swami 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. 1531, dated 4th July 1970.
19 Chingleput District Co-operative Supply and Marketing Society Limited, Kancheeperam.	Whether the non-employment of Thiru K. Ramakrishnan 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. 1545, dated 6th July 1970.
20 Hindustan Pistons (Private) Limited, Madras.	Whether the demand of the workmen for additional bonus for the accounting year 1968-69 is justified; and if so fix the quantum.	G.O.R. No. 1551, dated 7th February 1970.
21 Rayala Corporation	Whether thereon employment (arising out of retrenchment) of Thirumathi Savithirammal and 9 other workers is justified; if not to what relief they are entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G.O.R. No. 1564, dated 9th July 1970.

(1)	(2)	(3)
LABOUR COURT, MADRAS—cont.		
22 Madras Co-operative Milk Supply Union Limited, Ayanavaram.	Whether the non-employment of Thiru V. Govinda Pillai 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. 1565, dated 9th July 1970.
23 Azhabu Printers, Chidambaram.	Whether the non-employment of Thiru R. Sundaresan 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. 1588, dated 14th July 1970.
24 Wilson and Company (Private) Limited, Madras.	Whether the demand for revision of basic scales of pay is justified; if so to revise the wage scales and fix the increment in the scales so fixed and four other demands mentioned in the annexure.	G.O.R. No. 1588, dated 14th July 1970.
25 Lalluram and Company, Madras-19.	To fix the quantum of bonus for 1967, 1968, 1969.	G.O.R. No. 1609, dated 14th July 1970.
26 Thomson and Company (Private) Limited, Madras.	Whether the non-employment of Thiruvalargal Selvaraj and four others 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. 1616, dated 18th July 1970.
27 Plaza Talkies, Madras	Whether the non-employment of Thiruvalargal Kanniappan and P. K. Chandran 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. 1617, dated 18th July 1970.
28 Dhanapal Oil Mills, Pattukottai.	Whether the non-employment of Thiru P. Peer Mohamed 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. 1619, dated 18th July 1970.
29 N.T. Patel and Company, Madras.	Whether the non-employment of Thiru K. Parthasarathy 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. 1675, dated 27th July 1970.

(1)	(2)	(3)
LABOUR COURT, MADRAS—cont.		
30 Indo-German Agencies, Madras.	Whether the non-employment of Thiru M. John 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. 1683, dated 28th July 1970.
31 Indian National	Whether the non-employment of Thiru R. S. Mani 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. 1682, dated 28th July 1970.
32 Vikram Studios, Madras.	Three demands mentioned in the annexure.	G.O.R. No. 1684, dated 28th July 1970.
33 Corporation of Madras ..	Whether the non-employment of Thiru K. Natesan, Fireman 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. 1686, dated 28th July 1970.
34 Thanavur District Co-operative Spinning Mills Limited, Manalmedu.	Whether the non-employment of Thiru S. Madhavan and 6 others is justified; and if not to what relief each of them is entitled. To compute the relief, if any, awarded in terms of money if it can be so computed.	G.O.R. No. 1754, dated ..
35 Venkateswara Oil Mills, Madras.	Whether the non-employment of Thiru K. Munuswamy Chettiar 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. 1799, dated 6th August 1970.
36 Arantangi Co-operative Marketing Society Limited, Arantangi.	Whether the non-employment of S. Sheriff 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. 1879, dated 17th August 1970.
37 Ashok Leyland Limited, Ennore.	Whether the non-employment of Thiru S. Guruswamy 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. 1888, dated 17th August 1970.

(1)	(2)	(3)
LABOUR COURT, MADRAS—cont.		
38 Lucas T.V.S. Limited, Madras-50.	Whether the non-employment of Thiru N. Ananthakrishnan 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. 1883, dated 17th August 1970.
39 E.I.D. Parry, Limited, Madras.	Whether the non-employment of Thiru L. Devanaj 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. 1886, dated 19th August 1970.
40 Alankar Departmental Stores, Madras.	Whether the non-employment of Thiru S. B. Mani 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. 1898, dated 18th August 1970.
41 A.G. Haji Abdul Rahim ..	Whether the non-employment of Thiruvalluvar Thangavelu and two others 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. 1899, dated 19th August 1970.
42 Bhuvanagiri Theatre ..	Whether the demand for introduction of a gratuity scheme is justified, if so to formulate a scheme.	G.O.R. No. 1958, dated 29th August 1970.
43 Select Talkies, Madras ..	Whether the non-employment of a worker 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. 1959, dated 29th August 1970.
LABOUR COURT, COIMBATORE.		
44 Leigh Bazaar Merchants' Association, Limited, Salem.	Whether the non-employment of Thiru K. Kalappa Chettiar 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. 1492, dated 2nd July 1970.

(1)	(2)	(3)
LABOUR COURT, COIMBATORE—cont.		
45 Raju Brothers, Komarapalayam.	Whether the non-employment of Thiru Muthu 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. 1498, dated 2nd July 1970.
46 Kamadhenu Textiles Company, Coimbatore.	Whether the non-employment of Thiru V. B. Balrajan 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. 1499, dated 2nd July 1970.
47 Clysdale Estate, Coonoor..	Whether the non-employment of Thiru Appukkttan by the employer Thiru Devaraj 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. 1558, dated 9th July 1970.
48 Sri Sakthi Engineering Works, Peelamedu.	Whether the non-employment of Thiruvallargal Devaraju and two others is justified and if not to what relief they are entitled. To compute the relief, if any awarded in terms of money, if it can be so computed.	G.O.R. No. 1614, dated 18th July 1970.
49 K. L. S. Private Limited, Pollachi.	Whether the non-employment of Thiru P. Subramaniam and three others is justified; if not to what relief each is entitled to. To compute the relief, if any awarded in terms of money, if it can be so computed.	G.O. R No. 1635, dated 21st July 1970.
50 The Coimbatore district Milk Supply Union, Coimbatore.	Whether the non-employment of Thiru K. Mani 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. 1646, dated 23rd July 1970.

(1)	(2)	(3)
LABOUR COURT, COIMBATORE—cont.		
51 Attur Co-operative Land Mortgage Bank, Limited, Attur.	Whether the non-employment of Thiru S. Velayutham 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. 1707, dated 28th July 1970.
52 R. S. R. Transport (Private), Limited, Udumalpet.	Whether the non-employment of Thiru V. Balakrishnan 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. 1710, dated 28th July 1970.
53 Stanes Amalgamated Estates, Limited, Coimbatore.	Whether the non-employment of Dr. Isaac Samuel by the management 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. 1771, dated 3rd August 1970.
54 Madras Machine Tool Manufacturers Limited, Coimbatore.	Whether the non-employment of Thiru Vellinguri 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. 1820, dated 10th August 1970.
55 Mayfield Estate, Nellakottai Post.	Whether the non-employment of Thiru K. Saidali (C. No. 1231) 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. 1839, dated 11th August 1970.
LABOUR COURT, MADURAI.		
56 A. K. P. R. Lorry Service, Madurai.	Whether the non-employment of Thiru V. Ramasamy is justified, if not to what relief he would be entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G.O. R. No. 1680, dated 2nd July 1970.
57 N. Parvathi Ammal Rice Mill, Laigudi.	Whether the non-employment of Thiru S. Subramania Nattar 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. 1822, dated 4th July 1970.

(1)	(2)	(3)
LABOUR COURT, MADURAI- cont.		
58 Loordhu Madha Saw Mill, Madurai,	Whether the non-employment of Thiru N. Madhurai Veera Pillai is justified, if not to what relief he would be entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G.O. R. No. 1569, dated 7th July 1970.
59 Ananda Press, Tiruchirappalli	Whether the non-employment of Thiru G. Arulswamy 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. 1575, dated 10th July 1970.
60 Gomathy Mills, Virava-nallur.	Whether the non-employment of Thiru P. Rengaswamy Asuri 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. 1597, dated 14th July 1970.
61 Kanyakumari District Co-operative Supply and Marketing Society, Limited, Nagercoil.	Whether the non-employment of Thiru P. Balasundaram 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. 1615, dated 18th July 1970.
62 Do.	Whether the non-employment of Thirumathi V. Mary Gerald Fernandes is justified, if not to what relief he is entitled to. To compute the relief, if any awarded in terms of money if it can be so computed.	G.O. R. No. 1645, dated 23rd July 1970.
63 Pudukkottai Central Co-operative Supply and Marketing Society, Limited, Pudukkottai.	Whether the non-employment of Thiruvallargal M. Somasundaram and three others is justified, and if not to what relief they are entitled. To compute the relief, if any awarded in terms of money if it can be so computed.	G.O. R. No. 1651, dated 23rd July 1970.
64 Kothari Sugars and Chemicals, Limited, Kattur.	Whether the suspension of Thiru P. Ramanan for the period from 24th April to 5th May 1969 is justified, if not to what relief he is entitled.	G.O. R. No. 1652, dated 23rd July 1970.

(1)	(2)	(3)
LABOUR COURT, MADURAI- cont.		
65 Marina Plantations, Kaliai.	Whether the non-employment of Thiru C. Arulappan and eight others is justified; if not to what relief they are entitled.	G.O. R. No. 1657, dated 24th July 1970.
66 Vairamani Oil Mills, Virudhunagar.	Whether the non-employment of Thiru S. Rajakkani 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. 1688, dated 28th July 1970.
67 Sree Sivakami Mills, Thenur.	Whether the demand for fixation of complement of wiremen in the Electrical department and their work-load and wages is justified; if so, to fix the complement work-load and wages.	G.O. R. No. 1689, dated 28th July 1970.
68 Wahith Motor Service, Madurai.	Whether the non-employment of Thiru C. Palanichamy (Driver) is justified; if not, to what relief he would be entitled. To compute the relief, if any, awarded in terms of money, if it can be so computed.	G.O. R. No. 1695, dated 28th July 1970.
69 P. K. M. Estate, Kaliai.	Whether the non-employment of Thiru Achankunju 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. 1767, dated 3rd August 1970.
70 Sivam Match Work, Kovilpatti.	Whether the non-employment of Thiru S. 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. 1798, dated 6th August 1970.
71 Sakthivelar Lorry Service, Rajapalayam.	Whether the non-employment of Thiru C. Kandiah Moopannar 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. 1800, dated 6th August 1970.
72 Vedasseri Handloom Weavers' Co-operative Society, Nagercoil.	Whether the non-employment of Thiru N. Thanumalayan 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. 1838, dated 11th August 1970.

(1)	(2)	(3)
LABOUR COURT, MADURAI—cont.		
73 The Coral Mills Workers' Co-operative Stores Limited, Tuticorin.	Whether the non-employment of Thiru A. Paulraj is justified; if not, to what relief he is entitled.	G.O. R. No. 1891, dated 18th August 1970.
	To compute the relief, if any awarded in terms of money, if it can be so computed.	
74 Sri Baiasubramaniam Motor Service, Kovilpatti.	Whether the demand to make the two workmen permanent is justified; and to what relief they are entitled.	G.O. R. No. 1914, dated 21st August 1970.

4. STATEMENT SHOWING THE LIST OF AWARDS OF THE INDUSTRIAL TRIBUNALS, MADRAS AND LABOUR COURTS, PUBLISHED IN THE SUPPLEMENT TO PART II—SECTION 1 OF THE TAMIL NADU GOVERNMENT GAZETTE DURING THE MONTH OF OCTOBER 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 Lucas Indian Service (Private) Limited, Madras.	8/7th October 1970	.. G.O. R. No. 2164, Labour, dated 22nd September 1970.
2 Lucas Electrical Tractors Service (Private) Limited, Madras-1.	10/7th October 1970	.. G.O. R. No. 2212, Labour, dated 23rd October 1970.
3 Radio and Electricals Limited, Madras-19.	12/21st October 1970	.. G.O. R. No. 2215, Labour, dated 28th September 1970.
4 Kanthuri and Sons Limited, Madras.	Do.	.. G.O. R. No. 2314, Labour, dated 7th October 1970.
LABOUR COURT, COIMBATORE.		
5 Valparai Estate, Valparai.	1/7th October 1970	.. G.O. R. No. 2124, Labour, dated 13th September 1970.
6 Anamalais Engineering, Coimbatore.	2/7th October 1970	.. G.O. R. No. 2131, Labour, dated 19th September 1970.
7 Udipi Cloth Mart, Udumalpet.	3/7th October 1970	.. G.O. R. No. 2133, Labour, dated 19th September 1970.
8 Ayigoundenpalayam Weavers' Co-operative Production and Sales Society Limited, Ayigoundenpalayam.	1/28th October 1970	.. G.O. R. No. 2341, Labour, dated 12th October 1970.
9 V. R. T. Transports, Coimbatore.	Do.	.. G.O. R. No. 2345, Labour, dated 12th October 1970.
10 Ramakrishna Transport (Private) Limited, Coimbatore.	6/25th October 1970	.. G.O. R. No. 2346, Labour, dated 12th October 1970.
11 Simon Electrical Works, Coimbatore.	8/28th October 1970	.. G.O. R. No. 2351, Labour, dated 13th October 1970.

(1)	(2)	(3)
LABOUR COURT, COIMBATORE—cont.		
12 Vellonie Estate, Valparai ..	10/28th October 1970	.. G.O. R. No. 2375, Labour, dated 15th October 1970.
13 Salem District Co-operative Supply and Marketing Society Limited, Pallapatty, Salem.	16/28th October 1970	.. G.O. R. No. 2376, Labour, dated 15th October 1970.
LABOUR COURT, MADRAS.		
14 Raghava Veera and Sons, Madras.	21st October 1970	.. G.O. R. No. 2228, Labour, dated 29th September 1970.
15 Sunrise Chemicals, Madras.	Do.	.. G.O. R. No. 2229, Labour, dated 29th September 1970.
16 Sri Vinayaka Steel Rolling Mills, Madras.	Do.	.. G.O. R. No. 2230, Labour, dated 29th September 1970.
17 Vikram Studios, Madras ..	Do.	.. G.O. R. No. 2237, Labour, dated 30th September 1970.
LABOUR COURT, MADURAI.		
18 Sri Krishna Industries, Madurai.	21st October 1970	.. G.O. R. No. 2217, Labour, dated 28th September 1970.
19 Tiruchy Distilleries and Chemical Limited, Tiruchirappalli.	Do.	.. G.O. R. No. 2218, Labour, dated 28th September 1970.
20 Thangam Sweet Stall, Madurai.	Do.	.. G.O. R. No. 2219, Labour, dated 28th September 1970.
21 M. V. S. K. Shanmugavel Cordomom Planter, Tuticorin.	Do.	.. G.O. R. No. 2288, Labour, dated 5th October 1970.
22 K. Vijayavel, Tuticorin ..	Do.	.. G.O. R. No. 2289, Labour, dated 5th October 1970.
23 M. V. S. K. Shanmugavel Cordomom Planter, Tuticorin.	Do.	.. G.O. R. No. 2290, Labour, dated 5th October 1970.

(1)	(2)	(3)
ADDITIONAL LABOUR COURT, MADRAS.		
24 Neyveli Lignite Corporation, Neyveli.	4/7th October 1970	.. G.O. R. No. 2160, Labour, dated 22nd September 1970.
25 Nelson Type Foundry, Madras.	6/7th October 1970	.. G.O. R. No. 2170, Labour, dated 23rd September 1970.
26 Ennore Foundries, Limited, Ennore.	5/21st October 1970	.. G.O. R. No. 2287, Labour, dated 5th October 1970.
27 Pattners, Madras ..	8/21st October 1970	.. G.O. R. No. 2216, Labour, dated 28th September 1970.
28 Reliance Electricals, Madras.	Do.	.. G.O. R. No. 2231, Labour, dated 29th September 1970.
29 Muller and Phipps (India) Private, Limited, Madras.	5/21st October 1970	.. G.O. R. No. 2238, Labour, dated 30th September 1970.
30 Hotel Oceanic, Madras ..	20/28th October 1970	.. G.O. R. No. 2400, Labour, dated 17th October 1970.
31 Gunamani Industries, Madras.	21/28th October 1970	.. G.O. R. No. 2401, Labour, dated 17th October 1970.
32 E.I.D. Parry, Limited, Ranipet.	22/28th October 1970	.. G.O. R. No. 2402, Labour, dated 17th October 1970.

THE INDUSTRIAL COURT REPORTER

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

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

**TARDEO, BOMBAY-34—WB
(INDIA)**

வரிசை எண்ணும் தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.	தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும், விலாசமும்.	வேலை நிறுத்தம் அல்லது கத வடைப்பு.	தகராறு ஏற்பட்ட காரணம்.	வேலை நிறுத்தம்.		வேலை நிறுத்தம்.		மாத இறுதிவரை யுள்ள கால அளவு.	சாதாரணமாக நிதியம்
				ஏற்கனவே ஏற்பட்டது.	அமுலுக்குக் கொண்டு வராததால்.	ஆரம்பம்.	முடிவு		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1 23/231 நூற்பாலை.	திருப்பூர் பஞ்ச நூற்பு மற்றும் நெசவாலை, திருப்பூர்.	வேலை நிறுத்தமும், கதவடைப்பு.	காரணம் தெரியவில்லை.	..	..	10-8-70	தொடரு வேலை நிறுத்தம். கிறது.	24	336
2 ஷே ..	வில்லி ஸ்பின்னிங் மில்ஸ், கொமாரபாளையம்.	வேலை நிறுத்தம்.	ஒரு தொழிலாளியை தற்காலிக வேலை நீக்கம் செய்தது பற்றி.	..	..	24-8-70	1-10-70	1	45
3 பொறியல் 37(எ).	மவுண்ட் மெக்கானிகல் சென்னை.	உள்ளிருப்பு வேலை நிறுத்தம்.	பலதரப்பட்ட கோரிக்கைகள்.	..	..	17-9-70	30-10-70	23	75
4 சர்க்கரை ஆலை ..	காவேரி சர்க்கரை ஆலை, பேட்டை வாய்த்தலை.	வேலை நிறுத்தம்.	4 இயந்திரங்களை புகுத்தியதால் 10 தொழிலாளர்களை மாற்றியது பற்றி.	..	..	24-9-70	6-10-70	4	751
5 எஃகுத் தொழில்.	இந்தியன் ஸ்டீல் ரோலிங் மில்ஸ் லிமிடெட், நாகப்பட்டினம்.	கதவடைப்பு.	67 இரவு நேர வேலை செய்ய மறுப்பு மற்றும் சம்பள பிடித்தம்.	..	..	13-10-70	22-10-70	9	556
6 பேப்பர் & போர்டு தயாரிப்பு 27(சி).	திரு. பாலராஜ் பேப்பர் அண்டு ஸ்ட்ராபோர்டு மில்ஸ் பிரைவேட் லிமிடெட், சோழவந்தான்.	வேலை நிறுத்தம்.	ஒரு தொழிலாளியின் வேலையில்லாமை.	..	..	26-10-70	தொடரு கிறது.	5	34
7 நூற்பாலைகள் ..	மதுரை மில்ஸ் கம்பெனி லிமிடெட், மதுரை.	ஷே	ப்ளோ ரூம் பிரிவில் ஊதிய உயர்வு.	..	..	11-10-70	13-10-70	2	8,700
8 வாணிபம் ..	மெட்ராஸ் பென்சில் பேக்டரி, சென்னை.	ஷே	1969-70-க்கான போனஸ்.	..	..	21-10-70	24-10-70	4	174
9 பொறியியல் ..	எஸ்ஸார் இஞ்சினியரிங் சென்னை.	ஷே	ஷே	..	..	23-10-70	23-10-70	1	61
10 மரவேலை ..	மாடர்ன் வுட் ஒர்க்ஸ், சென்னை.	வேலை நிறுத்தத்தைத் தொடர்ந்து கதவடைப்பு.	ஷே	..	..	24-10-70	தொடரு கிறது.	6	44
11 வாணிபம் ..	சிதரம் அண்டு கம்பெனி லிமிடெட், சென்னை.	வேலை நிறுத்தம்.	ஷே	..	..	26-10-70	27-10-70	2	14

1 நிறுத்தம் மற்றும் கதவடைப்பினால் ஏற்பட்ட வேலை நிறுத்தங்கள் பற்றிய அட்டவணை.

பாதிக்கப்பட்ட வேலையாட்களின் அதிக அளவு எண்ணிக்கை.		நடப்பு திங்களில் வேலை செய்த நாட்கள் இழப்பு.	மொத்தம்.	மாத இறுதிவரை ஏற்பட்ட மனித நாள் இழப்பு.	இழக்கப்பட்ட கூலி நடப்பு மாதத்தில்.	இழக்கப்பட்ட கூலி மாத இறுதி வரை.	இழக்கப்பட்ட உற்பத்திப் பொருள்களின் மதிப்பு.		முடிவு.	முடிவின் முறை.	எந்த மத்திய தொழிலாளர்கள் மற்றும் தொழிலதிபர்களின் சங்கத்துடன் இணைக்கப்பட்டது. விதிகளை மீறிய தன்மை.	(22)	(23)	
நேர் முகமாக.	மறை முகமாக.						நடப்பு மாதத்தில்.	மாத இறுதி வரை.						
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)				
336	..	8,064	8,064	..	விவரங்கள் கிடைக்கப்பெறவில்லை.				தொடருகிறது	..	..	..	..	
45	..	45	45	..	..				வேலை துவக்கப்பட்டது	..	..	இந்திய தேசிய நூற்பாலை தொழிலாளர் சங்கம்.	..	
75	..	1,725	1,725	..	..				..	சென்னை தொழிலாளர் துறை அலுவலரால் ஒப்பந்தம் செய்யப்பட்டது.	(1)	..		
60	..	240	240	..	ரூ. 26,782.32	ரூ. 26,782.32	ரூ. 6,50,147.70	ரூ. 6,50,147.70	..	தொழிலாளர் துறை ஆணையர் முன்னிலையில் ஏற்பட்ட ஒப்பந்தம் காரணமாக வேலை நிறுத்தம், திரும்பப்பெறப்பட்டது.	(2)	..		
482	84	5,094	5,094	..	34,000	34,000	4,50,000	4,50,000	..	சென்னை முதல் வட்ட தொழிலாளர் துறை உதவி ஆணையர், தொ.து. சட்டம் பிரிவு 12 (3)-ன் கீழ் ஏற்பட்ட ஒப்பந்தம் காரணமாக வேலை நிறுத்தம் திரும்பப் பெறப்பட்டது.	..	..		
35	..	175	175	175	360	360	5,000	5,000	தொடருகிறது	..	..	மதுரை இரண்டாவது வட்ட தொழிலாளர் துறை அலுவலர் முன் ஏற்பட்ட ஒப்பந்தத்தினால் 8-11-70 அன்று வேலை நிறுத்தம் நீக்கப்பட்டது.	..	
500	500	2,000	2,000	2,000	8,000	8,000	1,07,000	1,07,000	..	தொழிற் தகராறு சட்டம் பிரிவு 12 (3)-ன் கீழ் மதுரை முதல் வட்ட தொழிலாளர் துறை அலுவலர் முன் ஏற்பட்ட ஒப்பந்தம்.	(3)	நோட்டீசு இல்லாமல் வேலை நிறுத்தம்.		
176	..	764	764	764	நிர்வாகத் தினரிடமிருந்து விவரங்கள் கிடைக்கப் பெறவில்லை.				ஒரு பகுதி வெற்றி	..	..	24-10-70 அன்று தொழிலாளர் துறை அலுவலர் முன் ஒப்பந்தம் ஏற்பட்டது.	(4)	..
67	..	67	67	67	..				..	நேரடியு் பேச்சு வார்த்தை மூலம் ஒப்பந்தம் ஏற்பட்டது.	(5)	..		
46	..	240	240	..	..				தொடருகிறது	..	..	..	(6)	..
150	..	300	300	300	..				ஒரு பகுதி வெற்றி	..	..	27-10-70 அன்று தொழிலாளர் துறை அலுவலர் முன் தொழிற் தகராறு சட்டம் பிரிவு 12 (3)-ன் கீழ் ஒப்பந்தம் ஏற்பட்டது.	(7)	..

பிரிவு 'ஆ', 'இ', மற்றும் 'ஈ'

—இல்லை—

- சங்கம், 2 மத்திய இந்திய தொழிற் சங்கம்.
- பேட்டை 3 எம்ப்ளாயர்ஸ் பெட்ரேஷன் ஆப் இந்தியா, பம்பாய்.
- பேட்டை 4 மெட்ரூஸ் பென்சில் பேக்டரி தொழிலாளர் சங்கம், சென்னை.
- சங்கம், 5 சென்னை மாநில பெர்து தொழிற்சாலை மற்றும் வாணிபத் தொழிலாளர் சங்கம், சென்னை.
- சங்கம், 7 சித்ரம் அண்ட் கம்பெனி பொறியியல் தொழிலாளர் சங்கம், சென்னை.

(1)	(2)	(3)	(4)	வேலை நிறுத்தம்.		(6)	வேலை நிறுத்தம்.	
				ஏற்கெனவே ஏற்பட்டது.	அமலுக்குக் கொண்டு வராததால்.		ஆரம்பம்.	முடிவு.
31	மற்றவை .. கனகசபை தையல் நூல் கதவடைப்பு.	தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும், விலாசமும்.	வேலை நிறுத்தம் அல்லது கதவடைப்பு.	தகராறு ஏற்பட்ட காரணம்.	தீபாவளிக்கு போனஸ்	24-10-70	25-10-70	
32	.. கிவபுரி சுருட்டு கம்பெனி, சிதம்பரம்.	..	..	..	..	26-10-70	30-10-70	
33	பொறியியல் 37/2. மெயில்ஸ் அண்டு சன்ஸ், கோயமுத்தூர்.	வேலை நிறுத்தமும், கதவடைப்பு.	25 தொழிலாளர்களை ஆ. குறைப்பு செய்தது.	..	..	13-10-70	தொடரு வேலை நிறுத்தம் கிறது.	17-10-70
34	.. கணபதி இஞ்சினியரிங் மனுபாக் சார்ஸ், கோயமுத்தூர்.	..	1969-70-க்கான போனஸ்.	..	..	24-10-70	28-10-70	
35	.. எக்ஸெல் இண்டஸ்ட்ரீஸ், கோயமுத்தூர்.	..	..	..	..	23-10-70	31-10-70	
36	.. சுப்பையா பவுண்டரி, கோயமுத்தூர்.	வேலை நிறுத்தம்.	..	..	..	27-10-70	28-10-70	
37	.. மெட்ராஸ் மெஷின் டீல்ஸ், மனுபாக் சரிங் லிமிடெட், கோயமுத்தூர்.	..	..	..	..	24-10-70	28-10-70	
38	.. சிவானந்தா இஞ்சினியரிங் வர்க்ஸ், கோயமுத்தூர்.	..	..	..	..	23-10-70	24-10-70	
39	.. இந்துஸ்தான் எக்விட்மெண்ட்ஸ் மனிபாக் சர்ஸ் (பிரைவேட்) லிமிடெட், கோயமுத்தூர்.	..	..	..	..	27-10-70	28-10-70	
40	.. எஸ்டெக்ஸ் இஞ்சினியரிங் கார்ப் பொரேஷன், கோயமுத்தூர்.	..	..	..	..	26-10-70	தொடரு கிறது.	
41	.. பி.எஸ்.ஜி. இண்டஸ்ட்ரீயல் இன்ஸ்டிடியூட், கோயமுத்தூர்.	..	..	..	..	27-10-70	தொடரு கிறது.	
42	.. கஸ்தூரி இஞ்சினியரிங், கோயமுத்தூர்.	..	..	..	..	23-10-70	31-10-70	
43	தோட்டம் மற்றவை. .. ஹைபரஸ்ட் எஸ்டேட், மூடிஸ்.	..	..	..	..	25-10-70	27-10-70	
44	.. லோயர் ஷெய்க்கால் மூடிஸ் எஸ்டேட்.	..	..	..	..	26-10-70	தொடரு கிறது.	
45	பொறியியல் 37/2. என்.வி. இண்டஸ்ட்ரீஸ், சூலூர்.	..	1969-70-க்கான போனஸ்.	..	..	26-10-70	தொடரு கிறது.	
46	.. வெங்கடேஸ்வரா இன்ஜினியரிங், கோயமுத்தூர்.	வேலை நிறுத்தமும், கதவடைப்பு.	..	..	..	26-10-70	தொடரு கிறது.	
47	.. ராமு பவுண்டரி, கோயமுத்தூர்.	..	..	..	..	28-10-70	..	
48	.. டெக்ஸ்டைல் மெஷினரி டெவலப் மெண்ட், கோயமுத்தூர்.	வேலை நிறுத்தம்.	..	..	..	28-10-70	..	
49	.. நிர்மலா இண்டஸ்ட்ரீஸ், கோயமுத்தூர்.	..	..	..	..	13-10-70	30-10-70	
50	.. கோயமுத்தூர் இண்டஸ்ட்ரீஸ், கோயமுத்தூர்.	..	..	..	..	23-10-70	27-10-70	

வேலை நிறுத்தங்கள் பற்றிய அட்டவணை—தொடர்ச்சி.

மாநில இறுதி வரை ஏற்பட்ட மனித நாள் இழப்பு.	இழக்கப்பட்ட கூலி நடப்பு மாதத்தில்.	இழக்கப்பட்ட கூலி மாத இறுதி வரை.	இழக்கப்பட்ட உற்பத்திப் பொருள்களின் மதிப்பு.		முடிவு.	முடிவின் முறை.	எந்த மத்திய தொழிலாளர்கள் மற்றும் தொழிலதிபர்கள் சங்கத்துடன் இணைக்கப்பட்டது.	ஒழுங்கு விதிகளை மீறிய தன்மை.
(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)
22	நிர்வாகத்தினால் விவரங்கள் அளிக்கப்படவில்லை.		தொழிற் தகராறு சட்டம் பிரிவு 12 (3)-ன் கீழ் ஒப்பந்தம் ஏற்பட்டது.		..	..	(21)	..
80	..		..		..	..	(22)	..
1,744	9,265	9,265	1,95,000	1,95,000	தொடருகிறது.	..	(23)	..
936	7,648	7,648	66,200	66,200	இரு தரத்தாருக்கும் ஒப்பந்தம் ஏற்பட்டது.	தொழிலாளர் துறை அலுவலரின் மத்ய ஸ்தத்தம் காரணமாக தொழிலாளர் வேலை துவக்கினர்.	(24)	..
497	2,863	2,863	37,675	37,675	தொழிலாளர் தாங்களாகவே வேலை துவக்கினர்.	..	(25)	..
360	2,104	2,104	30,000	30,000	..	..	(26)	..
660	1,850	1,850	80,000	80,000	..	..	(27)	..
116	614	614	6,000	6,000	..	..	(27)	..
335	2,600	2,600	20,000	20,000	தொடருகிறது.	..	(28)	..
480	1,520	1,520	33,333	33,333	..	..	(28)	..
8,811	30,239	30,239	50,000	1,50,000	தொழிலாளர்கள் தாங்களாகவே வேலை துவக்கினர்.	..	(29)	..
70	484	484	600	600	..	..	(30)	..
1,680	2,015	2,015	6,000	6,000	தொடருகிறது.	..	(31)	..
170	2,259	2,259	3,000	3,000	..	..	(32)	..
76	725	725	20,000	20,000	..	..	(33)	..
78	466	466	1,000	1,000	..	..	(34)	..
42	341	341	4,800	4,800	..	..	(35)	..
416	800	800	20,000	20,000	தொழிலாளர்கள் தாங்களாகவே வேலை துவக்கினர்.	..	(36)	..
176	110	110	7,000	7,000	..	..	(37)	..
84	220	220	2,500	2,500	தொழிற் தகராறு சட்டம் பிரிவு 12 (3)-ன் கீழ் ஒப்பந்தம் ஏற்பட்டது.	..	(37)	..

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

	பகுதல்.					
	தமிழகம்	தமிழகம்	தமிழகம்	தமிழகம்	தமிழகம்	தமிழகம்
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	தமிழகம்	தமிழகம்	தமிழகம்	தமிழகம்	தமிழகம்	தமிழகம்
1 கணைகள் பரிசீலிப்புப் பிரச்சினைகள் திருநெல்வேலி.	..	..	..	..	..	..
2 முருகன் ஆயில் அண்ட் ஓரல் மில், மேலப்படி யூர்.	..	..	..	..	..	..
3 அரசன் ஜின்னின் பாக்டரி, நாகவாய்.	..	..	..	..	..	..
4 பொன்னப்பா மாடச் இண்டஸ்ட்ரிஸ், கோவில்பட்டி.	..	..	..	..	..	..
5 பி. எஸ். பொன்னுதாசை பாண்டியன் சென்னை கோடவுன், தூத்துக்குடி.	..	..	..	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
6 மெட்ரூஸ் ஷட் கிராஃப்ட்ஸ் லிட்., சென்னை-60.	..	..	23-10-1970	..	பொருளாதார திட்டப் பாடு.	..
7 மவுண்ட் மெக்கானிகல் வரிக்ஸ் (பி) லிட்., சென்னை-24.	..	..	30-9-1970	..	சிக்கனமில்லாத வேலை.	..
8 ஸ்ரீ வாகுதேவா இண்டஸ்ட்ரீஸ், பெரியநாயக்கன் பாரிசாயம்.	..	..	7-6-1965	..	..	..
9 அவனாசி ஸ்ரீரம்பு ஆலை, அவனாசி.	..	..	20-9-1967	..	..	..
10 ஸ்ரீ பலமலை ரங்கநாதர் மில்ஸ், பெரியநாயக்கன் பாரிசாயம்.	..	..	16-10-1967	..	..	..
11 சாதிகா மில்ஸ், கோயமுத்தூர்-15.	..	..	14-2-1968	..	..	..
12 பங்கஜா மில்ஸ், கோயமுத்தூர்-18.	..	..	12-4-1968	..	..	..
13 கோயமுத்தூர் முருகன் மில்ஸ், கோயமுத்தூர்-11.	..	..	30-10-1970	திருப்பவும் திறக்கப்பட்டது.	..	..

14 ஆர். என். ரத்னம், 182-ஏ, மாதவரம் ஹைரோடு, சென்னை-60.

15 சன்லாம்பு இண்டஸ்ட்ரீஸ், 26/27, ஜோனஸ் தெரு, சென்னை.

16 பாரத் மில்ஸ், பொன்னாச்சி.

17 ஹம்சா எலக்ட்ரிக் அண்ட் இஞ்சினியரிங் கார்ப்பொரேஷன், 8/B/94, மேட்டு பாரிசாயம் ரோடு, கோயமுத்தூர்-11.

18 காளி செல்வன் அண்ட் பிரதர்ஸ், 8/9, கே.ஆர்.பி. லே அவுட், ஆலங்காடு ரோடு, சிங்கநல்லூர், கோயமுத்தூர்.

19 சஸ்சக்ஸ் டி பேக்டரி ..

20 ஷே

.. 31-3-1969

தமிழ்சாலை
மில் திருட்டு
சம்பந்த
மாக.

தமிழ்சாலை
வேறு
இடத்திற்கு
மாற்றப்பட்ட
திலிருந்து
மூடப்பட்டது.

20/209 (ஏ) .. 19-10-1970 31-10-1970 வியாபாரம் நடக்கவில்லை.

36/360 (சி) 19 15-7-1970 .. வியாபாரத்தில் சரிவின் காரணமாக ஏற்பட்ட பொருளாதார சிக்கல்.

23/231 (ஏ) 17 23-10-1970 .. தொழிலாளர் தீவிர காரணமாக நிறுத்த மாக மூடப்பட்டது.

20/209 (சி) 17 13-10-1969 17-10-1970 தேயிலை கிடைக்காமை.

20/209 (சி) 17 19-10-1970 மூன்று மாதங்களுக்கே குப்பிறகு. ஷே

(1)	(2)	(3)	(4)	(5)	(6)	(7)
21	இந்தியன் ஸ்டீல் ரோலிங் மில்ஸ் லிட்., நாக்புரம் பட்டினம்.	566	13-10-1970	23-10-1970	பொருளாதார கஷ்டம்.	..
22	ஷா					
23	ஷா	..	13-10-1970	23-10-1970	..	..
24	டால்கியா மாக்ஸ்கைட் காப்பெரேஷன் லிட்., சேலம்-5.	33/339 (மீ)	..	3-10-1970	10-10-1970	..
25	மாடானி பிரைம் டானரி, பேர்னாம்பேட்டை.	29/291	20	5-9-1970	..	மார்க்கெட் நிலவரம்.
26	எம். ஏ. அப்துல் ரஹீம் அண்டு கம்பெனி, மொகமது இப்ராஹிம் அண்டு கம்பெனி	29/291	20	1-10-1970	..	பதனப் படுத்தப்படாத தோல். மார்க்கெட் டிற்கு வராதம்.
27	ஆர். ஏ. நிஸ்ஸார் பாஷா அண்டு கம்பெனி, டானரி, குடிபாத்தம்.	..	30	நிரந்தரம்.	..	வியாபார விளைவுகளை காரணமாக.
28	ரோஷன் பிரைம் டேனரி, வாணியம்பாடி.	..	15	30-9-1970	..	தோல் பதப்படுத்தும் தொழிலுக்கு ஏற்றதாக கட்டிடம் இல்லை.
29	எம். ஏ. அதல்லா அண்டு கம்பெனி, டேனரி, கதிவாடி ரோடு, மேல் விஷாரம்.	..	28	31-8-1970	..	பதப்படுத்தப்படாத தோல் சரியாக கிடைக்காதது. மற்றும் வியாபாரத்தில் சரிவு.
30	சேட் மெகமது சாயிஸ்லா அண்ட் கம்பெனி, டேனரி, திருவலம்.	..	22	6-10-1970	..	பதப்படுத்தப்படாத தோல் சரியாக கிடைக்காதது.
31	எச்.எச்.ஆர். சாகேப் டேனரி, ராணிபேட்டை.	..	19	28-4-1970	..	ஷே

7. 1970-ம் ஆண்டு அக்டோபர் மாதத்தினை தமிழக தொழிலாளர் துறை அலுவலரால் பெறப்பட்ட, லட்சாரிக்கப்பட்ட, தீர்த்து வைக்கப்பட்ட புகார்கள் பற்றிய விவரம்.

(1)	பெறப்பட்ட புகார் மனுக்களின் எண்ணிக்கை.										தொழிலாளர் துறை அலுவலர்கள்.	
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
கோயம்புத்தூர்-I	279	7	5	11	..	..	36	..	59	88	250	மேலேயுள்ளவை
கோயம்புத்தூர்-II	68	2	11	2	..	..	14	..	29	29	68	மேலேயுள்ளவை
சூலூர்	297	10	6	15	..	..	18	..	49	162	184	மேலேயுள்ளவை
சென்னை-I	135	..	14	..	21	..	19	..	54	37	152	மேலேயுள்ளவை
சென்னை-II	89	10	11	8	..	..	7	..	47	29	107	மேலேயுள்ளவை
சென்னை-III	106	5	10	35	..	..	18	..	68	63	111	மேலேயுள்ளவை
மதுரை-I	102	5	4	17	..	..	16	..	42	77	67	மேலேயுள்ளவை
மதுரை-II	145	1	24	38	1	..	2	..	66	87	124	மேலேயுள்ளவை
நாகர்கோவில்	66	1	1	8	..	..	1	..	11	15	62	மேலேயுள்ளவை
வேலூர்	94	5	11	5	1	5	4	..	31	70	55	மேலேயுள்ளவை

சேலம்	..	98	..	..	..	21	..	..	23	..	44	42	100
திருச்சிராப்பள்ளி	..	61	1	5	5	4	..	..	9	..	19	24	56
திருநெல்வேலி	..	156	2	10	10	18	2	..	5	..	37	68	125
கோயம்புத்தூர் 4-வது வட்டம்	..	153	7	11	11	13	..	4	10	..	45	27	171
சாமநாதபுரம் (மதுரை)	..	127	7	5	5	9	..	..	7	..	28	37	180
கடலூர்	..	76	..	3	3	3	..	..	..	..	6	13	69
தஞ்சாவூர்	..	120	10	6	6	8	..	..	..	..	24	25	119
மொத்தம்	..	2,336	80	144	144	237	26	9	211	..	723	959	2,055

8. தமிழக தொழில் துறை நிலையானச் சட்டம், 1946.

1970-ம் ஆண்டு அக்டோபர் மாதத்தில் தொழில் துறை நிலையானச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்ட விவரங்கள்:—

1	1970-ம் ஆண்டு அக்டோபர் மாதம் 1-ம் தேதி வரை நிலையானச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை.	1,678
2	1970-ம் ஆண்டு அக்டோபர் மாதத்தில் நிலையானச் சட்டத்தின்கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை.	1
3	மொத்தம்	1,679
4	1970-ம் ஆண்டு அக்டோபர் மாதத்தில் ஏற்கனவே சான்று அளிக்கப்பட்டவைகளில் திருத்தம்.	இல்லை.

9. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

1970-ம் ஆண்டு அக்டோபர் மாதத்தில் அறிவிக்கப்பட்ட விபத்துக்களும், அளிக்கப்பட்ட நஷ்ட சட்டுத் தொகை பற்றிய விவரங்கள்:—

	தொழிலதிபர்களால் தெரிவிக்கப்பட்ட விபத்துகளின் எண்ணிக்கை.	நஷ்ட சட்டுத் தொகை.
1	மரணம்	11
2	நிரந்தரமாக ஊனம் அடைந்தவர்கள்.	..
3	தற்காலிகமாக ஊனம் அடைந்தவர்கள்.	110
	மொத்தம்	121
		1,14,548-00

10. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

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

வழக்கின் விவரம்.	ஏற்கனவே முடிவாக மல் உள்ளவை.	பெற்றவை மொத்தம்.	தீர்வு கண்டவை.	மீதம்.
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1 பிரிவு 10-ன் கீழ் விண்ணப்பம்—

(அ) இறந்தவர்கள் குறித்து	82	18	100	13	87
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(ஆ) ஊனமுற்றவர்கள்—

(1) நிரந்தரம்	120	15	135	21	114
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(2) தற்காலிகம்	2	..	..	..	2
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2 பிரிவு 8 (1)-ன் படி பணம் பாது காக்கப்படுபவை—

(அ) இறந்தவர்கள் குறித்து	87	15	102	11	91
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(ஆ) சட்டப்படி ஊனமுற்றவர்கள் எனத் தீர்மானிக்கப்பட்டவர்கள்.

3 பிரிவு 8(2)-ன் படி பணம் பாது காக்கப்படுபவை.	10	..	10	1	9
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4. ஒப்பந்தங்கள் பற்றிய குறிப்பு—

(1) நிரந்தர ஊனமுற்றவர்கள்	37	32	69	22	47
(2) தற்காலிகமாக ஊனமுற்றவர்கள்.	2	11	13	3	10

5 பிரிவு 31-ன் கீழ் பணப் பிடித்தம்.	21	1	22	..	22
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6 பிரிவு 12 (2)-ன் கீழ் உத்தரவாத விண்ணப்பங்கள்.	7	..	7	1	6
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மொத்தம்	368	92	460	72	388
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11. கூலி கொடுப்புச் சட்டத்தின் கீழ் உள்ள வழக்குகள்.

1-10-1970-வரை முடிவாகாமல் உள்ளவை	286
நடப்பு மாதத்தில் பெற்றவை	39
நடப்பு மாதத்தில் முடிவு பெற்றவை	49
31-10-1970 முடிவாகாமல் உள்ளவை	276

சென்னை கடைநிறுவனச் சட்டம், 1947.

12. (அ) 1970-ம் ஆண்டு அக்டோபர் மாதத்தில் பிரிவு 41-ன் கீழ் பெற்ற முடிவு செய்த விண்ணப்பங்களின் எண்ணிக்கை—

1-10-1970 வரை முடிவாகாமல் உள்ளவை	152
நடப்பு மாதத்தில் பெற்றவை	34
நடப்பு மாதத்தில் முடிவுற்றவை	34
31-10-1970 வரை முடிவாகாமல் உள்ளவை	152

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

1-10-1970 வரை முடிவாகாமல் உள்ளவை	2
நடப்பு மாதத்தில் பெற்றவை	..
நடப்பு மாதத்தில் முடிவுற்றவை	..
31-10-1970 வரை முடிவாகாமல் உள்ளவை	2

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

1-10-1970 வரை முடிவாகாமல் உள்ளவை	69
நடப்பு மாதத்தில் பெற்றவை	13
நடப்பு மாதத்தில் முடிவுற்றவை	11
31-10-1970 வரை முடிவாகாமல் உள்ளவை	71

13. (அ) 1970-ம் ஆண்டு அக்டோபர் மாதத்தில் தொழிற் சங்க சட்டத்தின்கீழ் பதிவு செய்யப்பட்ட தொழிற்சங்கங்களின் விவரம்.

வரிசை எண். (1)	பதிவு எண். (2)	பதிவு செய்த நாள். (3)	தொழில். (4)	தொழிற்சங்கத்தின் பெயரும், முகவரியும். (5)	குறிப்புகள். (6)
1	88/திருநெல்வேலி	21-10-1970	716 (பி) போர்ட் டிரைட் தூற்பாலை	தூத்துக்குடி துறைமுகத் திட்ட தொழிற்சங்கம், தூத்துக்குடி.	சங்கம் ஒழுங்கு விதிமுறைகளை உறுதிப்படுத்தியது.
2	80/சேலம்	26-10-1970	தூற்பாலை	மேட்டூர் பர்ட்செக்ஸ் டெக்ஸ்டைல்ஸ் எம்ப்ளாய்ஸ் யூனியன், சேலம் காமப்ப, மேட்டூர் டாம்-2.	தொழிலகத்தில் ஒழுங்கு விதிமுறைகள் உறுதிப்படுத்தப்பட்டது.
3	121/கோவை	12-10-1970	..	தமிழ்நாடு டெக்ஸ்டைல் மில்ஸ் எலக்ட்ரீஷியன்ஸ் டிரேட் யூனியன்ஸ், 5/2, திருச்சி ரோடு, கோயமுத்தூர்-18.	..
4	123/கோவை	26-10-1970	கைத்தறி	சென்னிமலை சென் கோ-ஆப்டெக்ஸ் தொழிலாளர் சங்கம், கொளத்துப் பாளையம், பெருந்துறை, ஈரோடு.	..
5	124/..	26-10-1970	கால்நடை பராமரிப்பு	தமிழக கால்நடை பராமரிப்பு ஊழியர்கள் சங்கம், கோயமுத்தூர்-9.	..
6	125/..	26-10-1970	பொது மராமத்து இலாகா	பொது மராமத்து இலாகா தொழிலாளர் சங்கம், ஷோலையார் நகர், பொள்ளாச்சி.	..
7	14/செங்கல்பட்டு	15-10-1970	சைக்கிள்	டி. ஜி. சைக்கிள்ஸ் கிப்பந்திகள் லூவடி, சென்னை-54.	..
8	115/..	..	நெறல்த	தேசிய யானைக்கால் தடுப்பு இலாகா தொழிலாளர் சங்கம், செங்கல்பட்டு-2.	..

13. (அ). 1970-ம் ஆண்டு ஆக்டோபர் மாதத்தில் தொழிற்சங்க சட்டத்தின் கீழ் பதிவு செய்யப்பட்ட தொழிற்சங்கங்களின் விவரம்—தொடர்ச்சி.

வரிசை எண்.	பதிவு எண்.	பதிவு செய்த நாள்.	தொழில்.	தொழிற்சங்கத்தின் பெயரும், முகவரிடும்.	குறிப்புகள்.
(1)	(2)	(3)	(4)	(5)	(6)
9	116/செங்கல்பு	..	15-10-1970	மோட்டார் போக்கு வரத்து	தமிழ்நாடு அரசு போக்குவரத்து தொழி லாளர் தனிப்பட்டவர் சங்கம், மாத வரம், சென்னை-60. தொழிலகத்தில் ஒழுங்கு வித முறைகள் உறு திப்படுத்தப்பட்டது.
10	117/	..	..	..	..
11	118/	..	..	..	..
12	119/	..	..	..	..
13	10/தர்மபுரி	..	17-10-1970	மின்சாரம்	..
14	293/சென்னை	..	..	..	..
15	294/	..	30-10-1970	பொறியியல்	..
16	295/	..	..	..	..

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

இல்லை.

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

1	3053	26-10-1970	713 மோட்டார் போக்குவரத்து	புதுக்கோட்டை மோட்டார் டிரான்ஸ்போர்ட் சேவையுடைய தொழிலாளர் சங்கம், புதுக்கோட்டை.	..
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13 (ஈ). நடப்பு மாதத்தில் பதிவு நீக்கம் செய்யப்பட்ட தொழிற்சங்கங்களின் விவரம்.

இல்லை.

சுருக்கம்.

1.	1-10-70 வரை பதிவு செய்யப்பட்ட மொத்த தொழிற்சங்கங்கள்	..	..	..	1,876
2.	நடப்பு மாதத்தில் பதிவு செய்யப்பட்ட மொத்த தொழிற்சங்கங்கள்	..	..	..	17
	மொத்தம்	..	..	..	1,893
3.	நடப்பு மாதத்தில் இணைக்கப்பட்ட தொழிற்சங்கங்கள்	..	..	..	இல்லை
4.	நடப்பு மாதத்தில் கலைக்கப்பட்ட தொழிற்சங்கங்கள்	..	..	..	1
5.	நடப்பு மாதத்தில் பதிவு நீக்கப்பட்ட மொத்த தொழிற்சங்கங்கள்	..	..	..	இல்லை
6.	1-11-70 வரை பதிவு செய்யப்பட்ட மொத்த தொழிற்சங்கங்கள்	..	..	..	1,892

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

வரிசை எண்ணும்,
விவரங்களும்.

(1)

	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1 ஆய்வு செய்த நிறுவனங்களின் எண்ணிக்கை ..	738	2,474	223	27,145	2,821	196	991	8,393
2 சட்ட விதிவின் மீறிய நிறுவனங்களின் எண்ணிக்கை ..	1,475	715	111	3,145	818	14	231	1,973
3 எச்சரிக்கை செய்யப்பட்ட நிறுவனங்களின் எண்ணிக்கை ..	84	40	2	237	141	1	36	77
4 வழக்கு தொடரப்பட்டவர்களின் எண்ணிக்கை ..	138	21	..	141	89	1	8	31
5 தண்டனை அளிக்கப்பட்டவர்களின் எண்ணிக்கை ..	44	17	..	103	50	1	13	17
அபராதம் விதிக்கப்பட்ட தொகை (ரூபாய்) ..	287	1,230	..	1,693	1,515	20	298	160

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

மாவட்டம்.	ஆரம்பத்திலு.			பதிவு செய்தவை.			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	107	172	3	..	..	3	1	..	275	106	172
2. தென் ஆற்காடு ..	126	6	38	1	..	..	..	..	..	127	6	38
3. செங்கற்பட்டு ..	544	14	53	9	..	..	1	..	..	552	14	53
4. கோயமுத்தூர் ..	1,267	10	68	1	..	..	..	..	..	1,268	10	68
5. கன்னியாகுமரி ..	82	20	19	1	..	..	..	..	..	83	20	19
6. சென்னை ..	869	29	91	..	..	..	4	1	..	885	28	91
7. மதுரை ..	496	25	41	1	..	..	1	2	..	496	23	41
8. நீலகிரி ..	129	..	1	..	..	..	..	..	..	129	..	1
9. இராமநாதபுரம் ..	284	67	141	1	..	..	..	..	..	284	67	141
10. சேலம் ..	804	3	139	3	..	..	..	..	..	807	3	139
11. தஞ்சாவூர் ..	345	10	172	1	..	..	..	..	..	346	10	172
12. திருச்சிராப்பள்ளி ..	314	6	163	..	..	..	..	..	..	314	6	163
13. திருநெல்வேலி ..	369	97	165	1	..	..	2	3	..	368	94	165
14. தர்மபுரி ..	32	..	7	1	..	..	..	..	..	33	..	7
மொத்தம் ..	5,936	394	1,270	23	..	..	11	7	..	5,947	387	1,270

குறிப்பு.—அ. பிரிவு 2-எம் (i)

ஆ. பிரிவு 2-எம் (ii)

இ. பிரிவு 85-ல் அறிவிக்கப்பட்ட தொழிற்சாலைகள்.

15 (ஆ) 1970-ம் ஆண்டு அக்டோபர் மாதத்திற்குரிய தொடக்கங்களின் எண்ணிக்கைப் பட்டியல்.

வரிசை எண்ணும் தொடக்கங்களின் வகைகளும்.	இம்மாத ஆரம்பத்தில்.			இம்மாதத்தில் புதியதாக பதியப் பெற்றவை.			இம்மாதத்தில் நீக்கப் பெற்றவை.			இம்மாத இறுதியில்.		
	அ.	ஆ.	இ.	அ.	ஆ.	இ.	அ.	ஆ.	இ.	அ.	ஆ.	இ.
1 காப்பி ..	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2 தேயிலை ..	139	22,821-86	9,784	..	..	..	..	..	..	139	22,821-86	9,784
3 ரப்பர் ..	135	67,801-73	71,966	..	..	..	2	140	129	133	67,661-73	71,837
4 சிஸ்கோலு ..	21	9,755-82	2,136	..	..	..	1	240	57	20	9,515-82	2,079
5 எலக்காய் ..	2	9,406-00	1,253	..	..	..	..	..	..	2	9,406-00	1,253
	13	9,406-00	596	1	110-70	31	..	..	..	14	9,516-70	627
மொத்தம் ..	310	1,19,191-61	85,735	1	110-70	31	3	380	186	308	1,18,922-11	85,580

குறிப்பு—அ. தொடக்கங்களின் எண்ணிக்கை.
ஆ. தொடக்கங்களின் பரப்பளவு (அகலத்தில்).
இ. வேலையாளர்களின் எண்ணிக்கை.

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

தொழில் இலக்கம்.	தொழிலின் பெயர்.	விபத்துக்களின் எண்ணிக்கை.	
		இறந்த வர்கள்.	மற்ற வர்கள்.
(1)	(2)	(3)	(4)
01	விவசாயம் சம்பந்தமான சாதனங்கள் ..	..	..
20	உணவு, பானங்களைத் தவிர	2	50
21	பானங்கள்	..	2
22	புகையிலை	..	1
23	துணி மற்றும் ஆடைகள்	..	595
24	காலணிகள்	..	1
25	மரம், மற்றும் கார்க், மேஜை, நாற்காலி போன்ற மரச் சாமான்கள்.	..	3
26	மரச் சாமான்கள்	..	3
27	காகிதமும், காகிதத்தினால் செய்யும் பொருள்களும்.	..	27
28	அச்சுத் தொழில், வெளியிடுதல் மற்றும் அதன் சம்பந்தமான.	..	28
29	தோல் மற்றும் தோலில் செய்யும் பொருட்கள் (காலணி தவிர).	..	15
30	ரப்பர் மற்றும் ரப்பரால் செய்யப்படும் பொருட்கள்.	1	23
31	இரசாயனப் பொருட்கள் ..	1	147
32	கரி மற்றும் பெட்ரோலியமும் அதன் சம்பந்தமான பொருட்களும்.	..	3
33	உலோகமல்லாத தரதுப் பொருட்கள் (அதன் சம்பந்தமான பொருள் தவிர).	..	43
34	அடிப்படை உலோகத் தொழில் ..	..	164
35	உலோகப் பொருட்கள் (இயந்திரம் மற்றும் போக்குவரவு சாதனம் தவிர).	..	74
36	இயந்திரம் (மின்சார இயந்திரம் தவிர) ..	..	449
37	மின்சார இயந்திரம், கருவிகள் மற்றும் அது சம்பந்தமான பொருட்கள்.	..	115
38	போக்குவரத்து சாதனங்கள் ..	..	414
39	பலதரப்பட்ட தொழில்கள் ..	..	60
51	மின்சாரம் மற்றும் நீராவி ..	..	12
52	தண்ணீர் மற்றும் சுகாதாரப் பணி ..	..	..
83	தனிப்பட்ட பணிகள் (லாண்டரி, சராய் காய்ச்சுதல், சுத்தப்படுத்துதல்).	..	..
84	பொழுதுபோக்கு பணிகள் (சினிமா ஸ்டுடியோ).	..	3
மொத்தம் ..		4	2,332

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

தொழிலின் பெயர்.	பெரியவர்கள்.			இளைஞர்கள்.			சிறியவர்கள்.		
	ஆண். பெண்.			ஆண். பெண்.			ஆண். பெண்.		
	அ. ஆ.	அ. ஆ.	அ. ஆ.	அ. ஆ.	அ. ஆ.	அ. ஆ.	அ. ஆ.	அ. ஆ.	அ. ஆ.
பருத்தி இயந்திரம்—									
1 ஆரம்பம் மற்றும் பிளோ ரும் இயந்திரம்.	.. 10	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
2 கார்ட் ரும் இயந்திரம்.	.. 43	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
3 டிராயிங் ப்ரேம்ஸ்.	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
4 ஸ்பீட் ப்ரேம்ஸ்.	.. 2	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
5 நூற்கும் இயந்திரம்.	.. 198	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
6 நெய்யும் இயந்திரம்.	.. 39	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
7 முடிக்கும் இயந்திரம்.	.. 10	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
8 பிளையிங் ஷட் டில்ஸ்.	.. 11	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
9 இதர இயந்திரங்கள்.	61	.. 3	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
10 இதர இயந்திர சம்பந்தப்படாத விபத்துக்கள்.	.. 211	.. 5	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
மொத்தம் ..	.. 585	.. 8	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..

சணல் இயந்திரம்—இல்லை.

குறிப்பு.—அ. இறந்தவர்கள்.

ஆ. விபத்தால் இறக்காதவர்கள்.

17. EXEMPTION FROM THE PROVISIONS OF THE ACTS AND RULES INDICATED BELOW WAS GRANTED TO THE FOLLOWING FACTORIES AND ESTABLISHMENTS DURING THE MONTH OF OCTOBER 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 Indian Oil Corporation Limited, Madras.	Sections 25 of the Act.	Permanently ..	G.O. Ms. No. 869, Labour, dated 27th June 1970.
2 All establishments of certain Banks in Tamil Nadu.	All provisions except 31, 41, 43, 50 and 51 of Minimum Wages Act, 1948.	One year ..	G.O. Ms. No. 977, Labour, dated 9th July 1970.

MINIMUM WAGES ACT.

1 Hospital and Medical staff, domestic servants, etc.	Section 13 and 14 of the Act.	Up to and inclusive of 26th December 1970.	G.O. No. 524 of 70, dated 17th June 1970.
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19. THE CONSUMER PRICE INDEX NUMBERS APPLICABLE TO EMPLOYEES IN EMPLOYMENTS SCHEDULED UNDER THE MINIMUM WAGES ACT, 1948 (CENTRAL ACT XI OF 1948) IN MADRAS CITY AND DIFFERENT MUFASSAL URBAN CENTRES FOR THE MONTH OF OCTOBER 1970 AS ASCERTAINED AND DECLARED BY THE DIRECTOR OF STATISTICS UNDER SECTION 2 (d) OF THAT ACT.

(BASE: 1960=100.)

MADRAS CITY.

Group.	Weight proportional to the total expenditure.	Group index number.
(1)	(2)	(3)
I.A. Food	60.2	174.5
I.B. Tobacco, Pan, Supari and Intoxicants	2.4	173.3
II. Fuel and Lighting	6.2	210.7
III. Housing	8.3	174.9
IV. Clothing, Bedding and Foot-wear	8.6	141.7
V. Miscellaneous	16.3	168.2
Total	100.0	173.86

Consumer price index number .. 174.

MUFASSAL URBAN CENTRES.

Centre.	(Base: 1960=100.)	(Base: 1939=100.)
(1)	(2)	(3)
Coimbatore	160	811
Madurai	184	841
Cuddalore	184	867
Tiruchirappalli	185	823
.. .. .	196	967

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

(Base : 1949=100.)

Year/Month.	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	238
1969	213	220

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

(Base : 1960=100.)

1969—Average	175	190
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
July	186	203
August	187	204
September	188	207
October	189	207

20. (a) EMPLOYEES' STATE INSURANCE—PRESS REPORT.

The Employees' State Insurance Scheme is applied to 34 centres in Tamil Nadu Region and provide protection to 352,000 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 October 1970, 62,473 sickness benefit claims were received and an amount of Rs. 9,38,802.70 was paid to the workers as sickness benefit involving absenteeism of 2,35,915 days and an amount of Rs. 73,253.55 was paid towards extended sickness benefit for 19,014 days.

In respect of employment injury cases, 2,782 accidents were reported for which temporary disablement benefit was paid to the tune of Rs. 1,39,645.00. In addition to this 478 persons drew permanent disablement benefit in the shape of periodical payments and lumpsum compensation for injuries sustained by them during the course of employment. The total amount paid was Rs. 1,61,462.18. There are 324 cases of dependants of the deceased insured persons who claimed and were paid the Dependants' Benefit amounting to Rs. 18,780.95. Two hundred and eighty-nine insured women claimed maternity benefit and were paid Rs. 52,824.05.

In addition to the above funeral benefit was paid in 56 cases amounting to Rs. 5,600 in respect of deceased insured persons.

Prosecution was launched against five insured persons for making wrong declaration and thus obtaining cash benefits. They were found guilty and fined Rs. 50, Rs. 260, Rs. 100, Rs. 100 and Rs. 25 respectively by the Court.

Legal action was taken for non-payment of Employer's Special Contribution under section 73-D of the E.S.I. Act, 1948 in respect of one case and a sum of Rs. 9.50 towards interest was recovered.

Legal action was also taken for non-payment of Employees' Contribution under section 75 (2) of the Employees' State Insurance Act, 1948, in respect of 14 cases and a sum of Rs. 13,235.28 was recovered.

Prosecution was also launched against 23 employers for non-submission of Contribution Cards/SC-2 returns and non-payment of Employer's Special Contribution Employees' Contribution and they were all found guilty and fined Rs. 730 in the case of 20 employers and let off with admonition in the remaining 3 cases by the Court.

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

Serial number and particulars.	October 1970.	September 1970.	October 1969.	Average in 1969.
(1)	(2)	(3)	(4)	(5)
1 Total number of attendance.	3,87,047	3,93,937	3,84,234	3,82,080
New	90,844	90,520	78,900	78,919
Old	2,96,203	3,03,417	3,05,334	3,03,161
2 Number of medical certificates issued.	1,14,964	1,15,144	1,09,166	1,10,849
3 Number of domiciliary visits made.	798	631	641	614
4 Number of injections administered.	1,73,117	1,77,021	1,82,326	1,64,958
5 Number of X-Ray examinations.	1,103	882	1,459	1,313
6 Number of Laboratory examinations.	5,849	7,313	5,879	6,039
7 Number of Specialist Investigations.	6,571	6,332	5,726	5,835
8 Number of persons admitted to hospitals.	1,191	1,773	2,601	2,083
9 Bed days occupied during the month.	9,448	11,210	8,798	12,171

[illegible]

Special Employment Office for Physically Handicapped, Madras.

October 1970	..	44	15	937	..	4
September 1970	..	25	17	936	16	3
October 1969	..	32	6	790	6	6

