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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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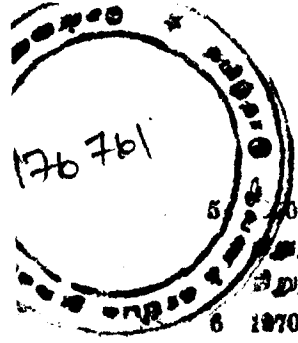
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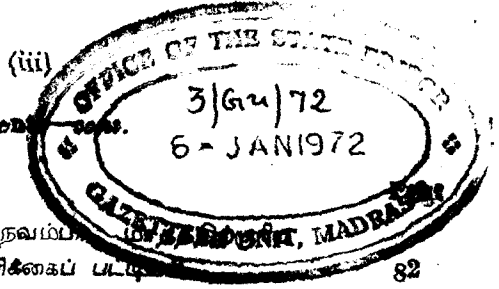
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THE TAMIL NADU LABOUR GAZETTE

VOL. XIII

JANUARY 1971

No. 1

SPECIAL ARTICLE

MINIMUM WAGES.

Shri N. K. Joshi, Labour Commissioner and Deputy Secretary to Government of Rajasthan.

The Minimum Wages Act, 1948 (Act No. XI of 1948) received the assent of the Governor-General on the 15th March 1948. The Statements of Objects and Reasons for the Bill, which was passed in the form of Minimum Wages Act, 1948 underline the justifiability for the introduction of the same in India. "The justification for statutory fixation of minimum wages is obvious. Such provisions which exist in some advanced countries are even necessary in India, where workers' organisations are yet poorly developed and the workers' bargaining power is consequently poor".

The genesis of the Act gives effect to the Recommendation (No. 30) of the I.L.O. concerning the application of minimum wages fixing machinery. This recommendation was adopted by International Labour Conference at its 11th Session in 1928.

Minimum Wages Act, 1948 came into force with effect from 15th March 1948. In the beginning, a period of two years was specified for fixing the minimum rates of wages in case of employments specified in Part I and three years in case of employments specified in Part II of the Schedule to the Act. This period of two years and three years respectively was to commence from the date of the commencement of the Act.

The first amendment to the Act was made in the year 1950 (by Act No. LXI of 1950). The main object in amending the Act was that the Union Government and most of the State Governments, for one reason or the other, were not able to fix minimum rates of wages in respect of the scheduled employments, specified in Part I by the stipulated date and hence, the time-limit was extended up to three years in respect of employments specified under both parts of the Schedule.

Even by that date, none of the State Governments were able to fix minimum rates of wages and hence, second amendment was made in 1951. By this second Amending Act, the time-limit was

extended up to 31st March, 1952, in respect of employments referred to in Part I of the Schedule to the Act and up to 31st December 1952 in case of agriculture. Another change brought about by the Amending Act 1951 was that in respect of employments added to Parts I and II of the Schedule by notification under section 27 of the Act, the minimum rates of wages could be fixed within two years or three years, as the case may be, from the date of notification. While some of the State Governments were still not able to fix minimum rates of wages by this date, i.e., 31st March 1952. Hence the Act was further amended by Act No. XXVI of 1954. The object in further amending the Act was that this Act was also extended to Part B States with effect from 1st of April 1951, in order to remove the legal difficulties and to give some more time to the States for enforcing the provisions of the Act. The time-limit in respect of employments in Part I was extended up to 31st December 1953.

The Act was further amended in the year 1957 (by Act XXX of 1957). This came into force from 17th of September 1957. The time-limit for fixing of minimum wages was extended up to 31st December 1959.

In Great Britain, Statutory Wage Regulations were introduced for fixing minimum rates of wages, specially in the trades and employments, where collective bargaining was not the principal theme of settling industrial disputes. The Trade Boards Act, 1909 and 1918, Coal Mines Minimum Wages Act, 1912; the Agriculture Wages Regulations Act, 1924, 1937 and 1940, the Cotton Manufacturing Industry Temporary Provisions Act, 1934, the Road Haulage Wages Act, 1938, the Catering Wages Act, 1948 and the Wage Councils Act, 1945 and 1959 and the Terms and Conditions of Employment Act, 1959 are examples, whereby minimum rates of wages have been fixed or revised in these trades and employments, for protecting the interest of the working classes on account of their weak bargaining capacity.

The Supreme Court in "*Crown Aluminium v. Their workmen*, AIR 1958, SC-30" candidly observed: "India, as well as in England and other democratic Welfare States, great in road has been made on this view of common law (wage bargaining is a contract between an individual employer and an individual worker) by Labour Welfare Legislation, such as Minimum Wages Act and the Industrial Disputes Act".

With the emergence of the concept of a Welfare State, collective bargaining between trade unions and capital has come into its own and has received statutory recognition: the State is no longer content to play the part of a passive on looker on all industrial disputes. The old principle of the absolute freedom of contract

and the doctrine of Laissez-faire have yielded place to new principles of social welfare and common good. Labour naturally looks upon the constitution of Wage structures as affording "as bulwark against dangers of depression, safeguard against unfair methods of competition between employers and a guarantee of wages necessary for the minimum requirement of employees".

The Supreme Court in "*Bijay Cotton Mills case*" (AIR 1953, SC-33) further observed that it can scarcely be disputed that securing of living wages to labourers, which ensure not only bare physical subsistence but also maintenance of health and decency, is conducive to the general interest of public".

Gajendragadkar J, in *Unichoyi U. vs. State of Kerala* (AIR 1962, SC-12) pertinently observed that "there can be no longer any doubt that in fixing the minimum wage rates contemplated by the Act, the hardship caused to individual employers or their inability to meet the burden has no relevance. We have already seen what the Act purports to prevent exploitation of labour and for that purpose authorises the appropriate Government to take steps to prescribe minimum rates of wages. In an under-developed country, which faces the problem of unemployment on a very large scale, it is not unlikely that labour may offer to work on starvation wages. The policy of the Act is to prevent the employment of such sweated labour in the interests of general public and so in prescribing the minimum wage rates capacity of the employer need not be considered".

In "*Crown Aluminium Works case*" (AIR 1958, SC-30) also. His Lordship categorically observed that "no industry has a right to exist, unless it is able to pay its workmen atleast a bare minimum wage".

The Fair Wages Committee discussed in its report the concept of three types of wages i.e., the living wage, the fair wage and the minimum wage. The principles laid down in the report of the Fair Wages Committee were later on accepted by the Supreme Court, in the case of "*Express Newspapers Limited*—AIR 1958, SC-578".

A 'living wage' has been defined by Justice Higgins of the Australian Commonwealth Court of conciliation in the *Harvester case*. According to Mr. Higgins, living wage is appropriate for the normal needs of the average employee, regarded as a human being living in a civilised community. It must provide not merely for absolute essentials, such as, food, shelter and clothing, but for a condition of frugal comfort estimated by current 'human standard'. It must be 'sufficient to ensure workman for evil days etc., as well as regard for special skill of an artisan if he is one'.

In another case Justice Higgins observed: "treating marriage as the usual fate of adult men, a wage which does not allow of matrimonial condition and the maintenance of about five persons in home, would not be treated as a living wage".

Mr. Philip Snowden observed: "it may not be possible to give a precise or satisfactory definition of a living wage, but it expresses an idea, a conviction, a belief, a demand. The idea of a living wage seems to come from the fountain of justice, which no man has even seen, which no man has ever explained, but which we all know is an instinct divinely implanted in the human heart. A living wage is something for greater than the figures of a wage schedule. It is at the same time a condemnation of unmerited and unnecessary poverty and a demand for some measure of justice".

The 15th Indian Labour Conference (July 1957) adopted the following resolution with regard to minimum wage fixation:

"(1) In calculating the minimum wage, the standard working class family should be taken to consist of three consumption units for one earner. The earnings of women, children, adolescents should be disregarded.

(2) Minimum food requirements should be calculated on basis of net intake of 2,700 calories, as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.

(3) Clothing requirements should be estimated at a per capita consumption of 18 yards per annum, which would give for the average worker's family of four a total of 72 yards.

(4) In respect of housing, the norms should be the minimum rent charged by Government in those areas where houses are provided under the subsidised Industrial Housing Scheme for low income group.

(5) Fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent of the total minimum wage".

The concept of minimum wage as summarised by the Committee on Fair Wages is that "minimum wage must provide not merely for bare subsistence of life, but for the preservation of the efficiency of worker, for this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities".

However, there is a distinction between a bare subsistence of minimum wage and a statutory minimum wage. The Supreme Court in "Crown Aluminium Works Case" (AIR 1958 SC-30) observed as follows:—

"The former is a wage which would be sufficient to cover the bare physical needs of a worker and his family i.e., a rate which has got to be paid to the worker irrespective of the capacity

of the industry to pay. The statutory minimum wage, however, is the minimum, which is prescribed by the statute and it may be higher than the bare subsistence or minimum wage, providing for some measure of education, medical requirements and amenities".

The scope of the minimum rate of wages fixed under the Minimum Wages Act, 1948 can be found out from the definition of the expression "Wages" as given in section 2 (h) of the Act. It means all remuneration, capable of being expressed in terms of money, which would, if the terms of the contract of employment, express or implied were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment and includes house rent allowance.

There is nothing in the definition of 'wages' which supports the assumption that the amount payable must be under the terms of a contract, express or implied. It in turn means all remuneration of other sums, which become payable if the terms of contract are fulfilled. Hence, overtime wages have been considered as wages within the meaning of the definition as given in payment of Wages Act. "*Valajibhai Archarbhai vs. Chimanlal Hemrap Joshi*" (1957 II LLJ-186 and 1958 LLJ-215) *Bal Krishnan Kashinath Khopker (Woollen Mills Kamgar Union) vs. Rangrekar (A.S) and Others.*

For the purpose of Minimum Wages Act, all remunerations paid to workman in respect of his employment or of work done in such employment will form part of his wages, no matter in which form or from what time it is paid, unless, of course it falls within one or other of the exceptions enumerated in the Act. Within this flexibility range, dependent upon the minimum rates of wages fixed, the scope of the Act provides for determination of cases falling within the ambit of the Act.

Reverting to the matter of coverage, besides the ordinary coverage of employments listed under the schedule (either in Part I or in Part II) of the Act, the 'employee' is a pivot on whom the crucial question of coverage sometime hangs. The definition of 'employee' as given in section 2 (i) means any person, who is employed for hire or reward to do any work, skilled or unskilled, manual or clerical, in a scheduled employment in respect of which minimum rates of wages have been fixed, and includes an out-worker to whom any articles or materials are given out by another person to be made up, cleaned, washed, altered, ornamented, finished, repaired, adapted or otherwise processed for sale for the purposes of the trade or business of that other person where the process is to be carried out either in the home of the out-worker or in some other premises not being premises under the control and management of that other person; and also includes an

employee declared to be an employee by the appropriate Government, but does not include any member of the Armed Forces of the Union.

While dealing with the definition of the term 'employee' used in Section 2 (1) of the Act Dixit C.J. and Pandey J. observed (in AIR 1961 M.P. 182) "it was then urged by the learned Government Advocate that the definition of 'employee' in section 2 (i) included 'an out-worker to whom any articles or materials are given out by another person to be made, cleaned, washed, altered, ornamented, finished, repaired, adapted or otherwise processed for sale'—that this inclusive provision showed that an out-worker such as beedi-roller was an employee. This contention must be rejected for the reasons that before an out-worker can be regarded as included in the definition, it must be established that he is a person employed for hire, etc. An out-worker who is not employed is not included in the definition of the word 'employee' given in section 2 (i). The case of part-time worker, however, was treated differently by the Assam High Court which held in (AIR 1960-22) that "a part-time employee, such as a compounder in tea plantation is an employee within section 2 (i) of the Act".

It has, however, been observed in *Grujju Kotraju V. Union of India and Another* (1960 II LLJ—348) that "the definition of the word 'employee' (or workman) in other enactments like the Industrial Disputes Act or Factories Act are not in *par materia* with the definition of the word 'employee' in section 2 (i) of the Minimum Wages Act. Hence if an out-worker prepares goods at his residence and the supplies them to the employer he has, for the purposes of Minimum Wages Act to be treated as an employee".

The extent of scope and coverage of the Act, therefore, much hinges upon the scope and coverage of the definition of the terms 'wages' and "employee". Besides the appropriate Government has also been given powers to add to the schedule any employments in Part I or III thereof in accordance with the provisions of section 27, after giving, by notification in the official Gazette, not less than three months notice of its intention to do so. The Government, therefore, enjoys absolute powers of bringing within the scope of the Act, a further coverage, on account of the State-ments of Objects and Reasons of the Act, i.e., the workers' organizations being poorly developed and the worker's bargaining power being consequently poor. Both the State Governments, and the Central Government have made use of these powers and have included further employments under the Schedule, where they felt that the above principles held good and the total number of employees employed in such employment was not less than one thousand as required by sub-section (I-A) of section 3 of the Act.

In Rajasthan, the State Government has added the following employments under Part I of the Schedule, in exercise of the powers conferred under section 27 of the Act and based upon the criteria evolved in the Statement of Objects and Reasons for promulgating the Act and the principle laid down in sub-section (I-A) of Section 3 of the Act, which lays down that the appropriate Government may refrain from fixing minimum rates of wages in respect of any scheduled employment in which there are in the whole State less than one thousand employees engaged in such employment—

1. Printing Presses.
2. Cotton ginning, pressing and bailing establishments.
3. Wool cleaning & pressing establishments.
4. Salt industry.

Besides possessing the powers to add to the Schedule new employments, the appropriate Government has also been given the powers of granting exemptions and exceptions. Under sub-section (1) of section 26 of the Act, the appropriate Government may, subject to such conditions, if any as it may think fit to impose, direct that the provisions of the Act shall not apply in relation to the wages payable to disabled employees.

Similarly, under sub-section (2) of section 26, the appropriate Government may for special reasons it thinks so fit, by notification in the official Gazette direct that subject to such conditions, and for such period, as it may specify the provisions of this Act or any of them shall not apply to all or any class of employees employed in any scheduled employments or to any locality where there is carried on a scheduled employment.

Again, in accordance with sub-section (2-A) of section 26, the appropriate Government may, if it is of opinion that having regard to the terms and conditions of service applicable to any class of employees in a scheduled employment generally or in a scheduled employment in a local area or to any establishment or a part of any establishment in a scheduled employment, it is not necessary to fix minimum wages in respect of such employees of that class or in respect of employees in such establishment or such part of any establishment as are in receipt of wages exceeding such limit as may be prescribed in this behalf, direct by notification in the official Gazette and subject to such conditions, if any, as it may think fit to impose, that the provisions of this Act or any of them shall not apply in relation to such employees.

Further, sub-section (3) of section 26, prescribes that nothing in this Act shall apply to the wages payable by an employer to member of his family who is living with him and is dependent on him.

The explanation under sub-section (3) of section 26, defines what a member of the family of an employer would mean and states that a member of the employer's family shall be deemed to include his or her spouse or child or parent or brother or sister.

The scope of exemptions and exception again is very wide and depends chiefly upon the exercise of powers by the appropriate Government. The Government in very sparse type of cases, however, makes use of the provisions of section 26. In Rajasthan, the Government twice made use of the provisions of 26 (2) and section 26 (2-A) and that too on account of very special reasons. The first being the case of an establishment of an industry which was taken over under provision of the Industry (Development and Regulations) Act, 1951 and Government of India appointed an Authorised Controller to carry on the management of the same. In the beginning, when this unit of the Industry was taken over by the Government, it was found to be financially not very sound and therefore in order to afford it a breathing space so as to come to a normal place of work, the Government decided to make use of provisions of sub-section (2) of section 26. The case relates to the Edward Mills Company Limited, Beawar, which is a unit of Textile Industry. The then Government of Ajmer had included Textile Industry under Part I of the schedule to the Act by invoking provisions of section 27 of the Act. The Government fixed minimum rates of wages for employees in the Textile Industry which were in vogue, when the establishment was taken over for the purpose of control and administration. Relief to this unit of the industry was necessary atleast for new recruitment.

In the latter case, the Government made use of the powers under sub-section (2-A) of section 26 in the case of Municipalities i.e., local bodies, in their case, it was pointed out to the Government that there are already regular scales of pay prescribed for all categories of employees, employed in the Local bodies. Hence there was no need to have minimum rates of wages, which only acted as duplicacy. The pay scales prescribed for such employees had regular time-scale increments. The Government accordingly decided to suspend operation of the Act for a period of one year in relation to employees of the local bodies for whom minimum rates of wages had been fixed under the provisions of the Act. When it was pointed out to the Government that the weaker municipalities had not adopted the scales of pay prescribed for their employees and with the suspension of the operation of the Minimum Wages Act for a year these municipalities also refused to pay the minimum wages as fixed by Government under the Minimum Wages Act, the conditional exemption under the period of one year was subsequently withdrawn and minimum rates of wages fixed by Government have now become applicable to

such employees side by side the scales of pay fixed for them by the Government, where the scales of pay were higher than the minimum rates of wages, according to the Government notification, fixing such wages under the Act, such higher wages became the minimum wages for such employees.

Barring these two exceptions, which are no more in operation now, the Government of Rajasthan never made use of the powers vested in it under section 26 of the Act.

There is, however, a question, which requires attention and also consideration particularly on the issue of coverage under the Minimum Wages Act and it is that an employment once covered or brought under coverage under section 27 continues to be in the schedule and there is no provision of law whereby it could be decoupled. It has some time been found that in the case of employments originally listed under the schedule to the Act and also in the case of employments subsequently brought under the schedule by invoking powers vested under section 27 of the Act, after a certain stage when the labour organises into trade unions and becomes strong and starts bargaining on a collective basis, whether it is desirable to continue such employment under the schedule of the Act and to go on extending protection to employees covered under such employment by way of fixing and revising minimum rates of wages or there is need to amend the law and decouple such employment from the schedule. In many cases, it has been seen that after the minimum rates of wages were fixed a revised, employees of certain units of the employment, when they became unionised, were not contented with the rates fixed by Government but started putting up demands asking for more and more. In some cases, references have also been made to the adjudication machinery for settlement of such disputes. The wages given under adjudication are always on the higher side than the minimum rates of wages fixed by the Government. Can in such circumstances the employments which enjoy the protection of law, by virtue of inclusion under the schedule of the Act, be not considered to be decoupled or excluded from the schedule, on the ground that the labour organisation is not poorly developed and the workers bargaining power is consequently not poor?

(Source : By Courtesy : Indian Labour Journal, August 1970.)

INDUSTRIAL SAFETY.

DETAILS OF FATAL ACCIDENTS.

In a tyre manufacturing factory, an electrician misused a fork lift truck meant for moving heavy loads and become a victim to it.

To attend to an electrical fault in a skywacker panel situated at a height of 15 feet from the floor level, the deceased has brought a fork-lift truck with the help of an unauthorised driver. He stood on the arms of the fork-lift. He was lifted to a height of 10'. To get the correct position, when the fork was at a height of 10 feet with the deceased worker standing on it, fork-lift truck was reversed. While so doing, it gave a violent jerk and the deceased worker lost his balance as he was not holding any support and he fell down from the truck. He sustained incised head injury and succumbed to it on the same day in the hospital.

REMEDIAL MEASURES.

1. The supervisory personnel and the Shift Engineers were instructed to see that the operators in different sections adopt correct procedures laid down for each operation taking care to see that safe methods are adopted and safety is not overlooked.

2. The management was advised not to misuse the fork-lift truck as in this case.

3. Safety belt should be provided as per rule 61-A.

II. In a tyre factory, while preparing the fabric roll in the high level banner machine to keep it ready for joining a machine operator met in a fatal accident.

The high level banner machine is 20 feet long and 6 feet wide with a driving mechanism to rotate fabric rolls. It has its control switch near joining board (i.e., not at the feeding end), when one roll is almost exhausted and the end is nearing the joining board the deceased brought a new fabric roll. He placed it on the cross bar and tried to unwind it without resorting to inching operation. While so doing, he was dragged by inward nip rollers. He sustained bruising of tissues of occipital region of scalp and died of multiple injuries.

REMEDIAL MEASURES.

1. At no time the feeding shall be done individually.

2. As the machine was running, sectional switches are to be installed in series and only when all the switches are 'ON' the machine could run. The duties of handling the sectional switches shall be predetermined.

3. The gate guards with micro switches and the cable guard with an interlock are also helpful.

III. In a spinning factory, a temporary W.P. Wire extension clipped with bearer wire has been made to an external light and supported at the end through a bamboo pole for about 60'. A horse radish tree, uprooted by a heavy gale has fallen on this W.P. wire extension. The weather proof wire got punctured and was touching the bearer wire.

When a building coolie came in contact with the energised bearer wire, got electrocuted and died instantaneously on the spot.

REMEDIAL MEASURES.

1. The support wires used for taking the weather proof wires should also be earthed.

2. Safe working place should be provided.

தொழிலாளர் பற்றிய செய்திகள்

நூற்பாலைகள்.

1970-ம் ஆண்டு நவம்பர் மாதத்தில் 9 நூற்பாலைகளில் வேலை நிறுத்தமும் கதவடைப்பும் ஏற்பட்டது. இதில் 7 நூற்பாலைகளில் கதவடைப்பும் வேலை நிறுத்தமும் கடந்த மாத இறுதியிலிருந்து தொடர்ந்து வருகின்றன. இந்த வேலை நிறுத்தம், கதவடைப்பு ஆகியவை காரணமாக பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 3,554, இழக்கப்பட்ட மனித நாட்களின் எண்ணிக்கை 2,07,733 ஆகும்.

இதர தொழில் நிறுவனங்கள்.

1970-ம் ஆண்டு நவம்பர் மாதத்தில் 34 இதர தொழில் நிறுவனங்களில் வேலை நிறுத்தமும், கதவடைப்பும் ஏற்பட்டது. இதில் 18 தொழில் நிறுவனங்களில் வேலை நிறுத்தமும், கதவடைப்பும் சென்ற மாத இறுதியிலிருந்து தொடர்ந்து வருகின்றன. இந்த வேலை நிறுத்தம், கதவடைப்பு காரணமாக பாதிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை 8,940 ஆகும். இழக்கப்பட்ட மனித நாட்களின் எண்ணிக்கை 71,232 ஆகும். வேலை நிறுத்தம், கதவடைப்பு பற்றிய விரிவான புள்ளி விவரங்கள் அறிக்கை எண் 5-ல் அளிக்கப்பட்டுள்ளன.

மத்திய அரசு ஆதிக்கத்தில் உள்ளவை.

சென்னை பிராந்திய தொழிலாளர்துறை மத்திய ஆணையர் கீழ்க்கண்ட இரு தொழிற் தகராறுகளில் ஒப்பந்தம் செய்து வைத்துள்ளார்:—

(1) சென்னை மெசர்ஸ் கார்டன் வுட்ராப் அண்டு கம்பெனி நிர்வாகத் தினருக்கும், சென்னை போர்ட் அண்டு டாக் ஒர்க்கர்ஸ் கார்டிரஸ் (இந்திய தேசிய தொழிற் சங்க காங்கிரஸ்) இவர்களுக்குமிடையே ஏற்பட்ட தொழிற் தகராறு.

(2) மெசர்ஸ் "பரன் அ. அ. கம்பெனி லிமிடெட்" சேலம் நிர்வாகத் தினர், மாக்னசைட் ஒர்க்கர்ஸ் யூனியன், மாக்னசைட் நேஷனல் லேபர் யூனியன், இவர்களுக்கிடையே ஏற்பட்ட தொழிற் தகராறு.

சென்னை முதல் வட்ட தொழிலாளர் துறை மத்திய உதவி ஆணையர், சென்னை மெசர்ஸ் நியூ இந்தியா மாரிடைம் எஜன்சீஸ் லிமிடெட் நிர்வாகத் தினர், சென்னை ஹாமிர் ஒர்க்கர்ஸ் யூனியன் (அகில இந்திய தொழிற் சங்க காங்கிரஸ்) ஆகிய இவர்களுக்கிடையே ஏற்பட்ட தொழிற் தகராறில் ஒப்பந்தம் செய்து வைத்தார்.

சென்னை 2-வது வட்ட தொழிலாளர்துறை மத்திய உதவி ஆணையர் கீழ்க்கண்ட இரு தொழிற் தகராறில் ஒப்பந்தம் செய்து வைத்தார்.

(1) சென்னை மெசர்ஸ் கலிடோனியன் இன்ஷூரன்ஸ் கம்பெனி நிர்வாகத்தினருக்கும், சென்னை ஜெனரல் இன்ஷூரன்ஸ் எம்ப்ளாய்ஸ் யூனியனுக்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

(2) சென்னை ஹோம் இன்ஷூரன்ஸ் கம்பெனி (குரூப்) நிர்வாகத்தினருக்கும், ஜெனரல் இன்ஷூரன்ஸ் எம்ப்ளாய்ஸ் தென் பிராந்திய சங்கத் தினருக்கும் இடையே ஏற்பட்ட தொழிற் தகராறு.

தொழிற் தகராறுகள் பற்றிய விவரங்கள்.

1	1-11-1970 அன்று நிறுவையாயுள்ள தொழிற் தகராறுகள்.	20
2	1970-ஆம் ஆண்டு நவம்பர் மாதத்தில் உள்ள தொழிற் தகராறுகள்.	29
3	1970-ஆம் ஆண்டு நவம்பர் மாதத்தில் தீர்த்துவைக்கப் பட்டவை.	25
4	30-11-1970-ஆம் ஆண்டு நிறுவையாயுள்ள தொழிற் தகராறுகள்.	24
5	அச்சுறுத்தப்பட்ட வேலை நிறுத்தங்களின் எண்ணிக்கை.	7
6	உருவாகிய வேலை நிறுத்தங்களின் எண்ணிக்கை ..	3
7	வேலை நிறுத்தங்களின் எண்ணிக்கை	3
8	கதவடைப்புகளின் எண்ணிக்கை	இல்லை.
9	வழங்கப்பட்ட நிலையானச் சான்றிதழ் எண்ணிக்கை ..	1

தமிழ் நாடு அரசு ஆதிக்கத்தில் உள்ளவை.

1970-ம் ஆண்டு நவம்பர் மாதத்தில் தொழிலாளர்துறை சமர அலுவலர்கள் 1,154 தொழிற் தகராறுகளில் விசாரித்து முடிவு செய்தனர். இதில் 91 மனுக்கள் சம்பந்தமாக சென்னை தொழிற் தகராறுகள் சட்டப் பிரிவு 12 (3)ன் கீழ் ஒப்பந்தம் ஏற்பட்டது.

1970-ம் ஆண்டு தமிழ்நாடு அரசினால் 42 தொழிற் தகராறுகள் சென்னை தொழில் வழக்கு மன்றத்திற்கும் தொழில் நீதி மன்றங்களுக்கும் தீர்ப்புக்காக அனுப்பி வைக்கப்பட்டன. தொழில் வழக்குதீர்ப்பு மன்றமும், தொழில் நீதி மன்றமும் வழங்கிய 22 தீர்ப்புகள் தமிழ்நாடு அரசிதழில் பிரசுரிக்கப்பட்டன.

வேலை வாய்ப்பு நல் வசதி

1970-ஆம் ஆண்டு நவம்பர் மாத வேலை-வாய்ப்பு நிலைமை.

1970-ஆம் ஆண்டு நவம்பர் மாதத்தில் தமிழ்நாட்டிலுள்ள வேலை வாய்ப்பு அலுவலகங்களில் 27,337 மனுதாரர்கள் பதிவு செய்யப்பட்டு, 3,606 பதிவாளர்கள் வேலையில் அமர்த்தப்பட்டனர். 1970 அக்டோபர் மாதத்துடன் ஒப்பிடும்போது பதிவு செய்தலும், வேலையில் அமர்த்துதலும் முறையே 12.1 சதவீதமும் 21 சதவீதமும் அதிகரித்திருந்தன. தொழில் அதிபர்களினாலும் அரசு அலுவலகங்களினாலும் வேலை வாய்ப்பு அலுவலகங் களுக்கு அறிவிக்கப்பட்ட காலி ஸ்தானங்களின் எண்ணிக்கை 4,877 ஆகும்.

மருத்துவ அதிகாரி, மருந்து கலந்து கொடுப்பவர், மகப் பேறு உதவி யாளர், சுகாதார மருத்துவர், நடுத்தர உயர் பயிற்சி ஆசிரியர், சுகாதார ஆய்வாளர், ஆசிரியர் பயிற்சி சான்றுடன் சித்திர ஆசிரியர், உருது பயிற்சி மொழி நடுத்தர, உயர் பிரிவு நிலை ஆரம்ப ஆசிரியர், வடமொழி, தெலுங்கு பண்டிதர்கள், கணிதத்தில் பட்டம் பெற்ற உதவி ஆசிரியர், இரண்டு வருட அனுபவத்தடன் மின்சார பணியாளர், ரேடியோ இரபர், ஆராய்ச்சி சலை தொழில் நுணுக்கப் பணியாளர், எலக்ட்ரோ பிளேட்டர், பிளம்பர் (Plumber) முதலிய தொழில்களுக்கு ஆட்கள் தேவைப்பட்டனர்.

சென்னை தொழில் நிர்வாக வேலை வாய்ப்பு அலுவலகம் 308 மனு தாரர்களைப் பதிவு செய்து 37 பதிவாளர்களை வேலையில் அமர்த்தியது.

சென்னை, அண்ணாமலை, மதுரைப் பல்கலைக் கழகங்களிலுள்ள வேலை வழிகாட்டி அலுவலகங்கள் 83 மனுதார்களைப் பதிவு செய்து 6 பதிவாளர்களை வேலையில் அமர்த்தின.

அங்கவழிநடக்கான பிரத்தியேக வேலை வாய்ப்பு அலுவலகம், 3 குருடர்கள், 4 செவிடர்கள், 17 அங்கவழிநடக்க ஆகிய 24 மனுதார்களைப் பதிவு செய்து, 2 குருடர்கள், 10 அங்கவழிநடக்க ஆகிய 12 பதிவாளர்களை வேலையில் அமர்த்தியது.

வேலை வாய்ப்பு அலுவலகங்களோடு இணைக்கப்பட்டுள்ள உத்தியோக வழிகாட்டிப் பகுதிகள் (Vocational units) 9,078 மனுதார்களுக்கு கூட்டாகவும், 58 இனஞர்களுக்கு தனிப்பட்ட முறையிலும் வழிகாட்டி உள்ளன. தனிப்பட்ட முறையில் வழிகாட்டப்பட்டவர்களில் 48 நபர்கள் வேலையில் அமர்த்தப்பட்டனர். தனிப்பட்ட முறையில் தகவல் தெரிவிக்கப்பட்ட மொத்த நபர்களின் எண்ணிக்கை 1,407 ஆகும்.

தொழிலாளர் வருங்கால வைப்பு நிதி திட்டம்

30-9-1970 உடன் முடியும் காலாண்டில் தொழிலாளர் வருங்கால வைப்பு நிதி சட்டத்தின் கீழ் புதிதாக கொண்டு வரப்பட்ட நிறுவனங்கள் 121 ஆகும். இச்சட்டத்தின் கீழ் வரும் தொழிற்சாலைகள், நிறுவனங்களின் மொத்த எண்ணிக்கை 6,372 ஆகும்.

புள்ளி விவரங்கள் கீழே தரப்பட்டுள்ளன.

நடப்பு பங்குகள்	2,50,86,897.48
ஏற்கெனவே உள்ளவை	77,400.00
நிரவாகம், மற்றும் ஆய்வு செலவு	7,37,009.75
பலவகை வரவு	8,967.27

இச்சட்டத்தின் கீழ் உள்ள தொழிலாளர்கள், மற்றும் சந்தாதாரர்களின் எண்ணிக்கை 5,96,563 மற்றும் 5,27,266.

தொழிலாளர் கல்வி திட்டம்.

1970-ம் ஆண்டு மீதமுள்ள மாதத்தில் தொழிலாளர் கல்வி திட்டத்தின் கீழ் சென்னை, மற்றும் கோயம்புத்தூர் கல்வி நிலையங்களின் நடவடிக்கைகள்.

	சென்னை.	கோவை.
(1) பயிற்சி அளிக்கப்பட்ட தொழிலாளர் ஆசிரியர்களின் எண்ணிக்கை.	29	341
(2) பயிற்சியில் உள்ள தொழிலாளர் ஆசிரியர்களின் எண்ணிக்கை.	15	59
(3) பயிற்சி அளிக்கப்பட்ட தொழிலாளர்களின் எண்ணிக்கை.	817	11,815
(4) பயிற்சியில் உள்ள தொழிலாளர்களின் எண்ணிக்கை.	1,180	1,490
(5) நடந்தவரும் பகுதி நிலை வகுப்புகளின் எண்ணிக்கை.	75	69

CURRENT NOTES

CONCLUSIONS AND RECOMMENDATIONS OF THE FIRST CONFERENCE OF LABOUR COMMISSIONERS HELD IN NEW DELHI ON 9TH AND 10TH NOVEMBER 1970.

Item 1—Liasion between C.I.R.M. Officers and State Government Officials—Review of arrangements.

While the existing arrangements for liasion and co-ordination have been generally satisfactory, the contacts between the R.L.Cs. and their counterparts in some States were not adequate, because of the inadequate number of R.L.Cs. It was felt that there should be a separate R.L.C. for each State. Regional conferences of Labour Commissioners once in six months and contacts between the officers of the Central Industrial Relations Machinery and their counterparts in the States at all levels were suggested as a means of further co-operation and co-ordination. It was also felt that while the R.L.Cs. should make courtesy calls on the State Labour Ministers periodically and meet them if and when required to discuss matters, the R.L.Cs. should establish effective and formal contacts with the State Labour Commissioners. Further, in addition to the formal meetings once in three months, they might meet more often if necessary in special circumstances.

Item 2—Industrial relations in public sector.

It would be helpful for the proper handling of industrial relations in public sector if the Labour Directorates are kept in the picture in advance and taken into confidence informally on all important matters. The representatives of management attending conciliation proceedings should be properly briefed and should be authorised to take decisions.

Item 3—Handling of disputes by conciliation officers.

- where they are raised by unrecognised/minority unions.
- In cases of intre-union rivalries.

While recognised/majority unions may only raise disputes of a general nature in formal conciliation, where an unrecognised union has a large following in an important sector of the industry or plant, a dialogue may have to be started with that union in order to settle the dispute. The conciliation officer should be given some discretion in such matters and he should be guided by the test whether refusal to conciliate would precipitate a strike or create a serious situation.

Item 5—Time limits for disposal of disputes.

Imposition of time limits by the Department for the disposal of disputes by conciliation officers has been found useful and should be continued, but it may not always be possible to stick to the time limit and they should be allowed some discretion in the matter. It is desirable that undue delays which continue to occur at subsequent stages should be reduced. These matters were referred to a Committee consisting of Shri Shrawan Kumar, Labour Commissioner, Andhra Pradesh as Chairman and Shri S. N. Saigal, Labour Commissioner, Bihar and Shri M. Kuttappan, Labour Commissioner, Haryana as members for detailed consideration and report.

Item 6—Types of disputes not fit for conciliation.

While generally approving the guidelines indicated by the C.L.C. in his memorandum, the conference referred the subject to the same Committee as was set up to examine item 5 above, for detailed consideration and report.

Item 7—Conciliation officers acting as arbitrators—Review of practice.

There was no reason to discourage the departmental officers from acting as arbitrators in cases where the parties repose trust in them and want them to arbitrate their disputes.

Item 9—Commutation of money or benefits under Section 33 (c) (2) of the Industrial Disputes Act—Difficulties and Suggestions
And

Item 17—Adoption of simple and speedy procedure for recovery of workers dues.

In view of the importance of the subject, a committee consisting of Shri U. N. Shnu, Labour Commissioner, Orissa, as Chairman and Shri M. P. Pandey, Labour Commissioner, Uttar Pradesh and K. Sharan, Regional Labour Commissioner, Asansol as members was constituted to consider the matter in detail and report to the conference.

Item 18—Amendments to the Payment of Bonus Act, 1965.

The suggestions made by the Labour Commissioner, Madhya Pradesh in his memorandum for making certain amendments to the Act were generally endorsed by the Conference.

Item 21—Authorising Inspectors to conduct cases in Courts.

In the interest of effective enforcement of Labour laws and speedy disposal of prosecution cases, the Conference endorsed the suggestion of the Labour Commissioner, Madhya Pradesh that the relevant labour laws should be amended to vest the powers of "Public Prosecutor" in the Inspectors appointed under these laws.

*Item 22—Prosecution of public servants under Labour Laws—
Amendment to section 197 of the Criminal Procedure Code,
1898.*

The suggestion contained in the back-ground memorandum prepared by the Labour Commissioner, Madhya Pradesh that the Government officers deputed to the public sector undertakings should not be covered by the protection afforded by section 197 of the Code of Criminal Procedure in the matter of prosecution for offences under labour laws, was not favoured. The R.L.C., Kanpur will examine the present legal position and submit a report to the conference.

*Item 23—Current statistical activity under the Labour Laws and
other requirements.
and*

*Item 24—Statistical improvement and new programmes pursuant
to the recommendations of N.C.L.*

The statistics of industrial disputes, mandays lost, employment, wages, etc., should be collected promptly and kept up-to-date. For this purpose the State Labour Directorates and the R.L.Cs. Offices should be provided with a statistical cell of their own. The same applies to the filling up of gaps in labour statistics referred to by the National Labour Commission in its report.

March of Events.**FOR THE MONTH OF JANUARY 1971.****1. LABOUR STUDIES INSTITUTE BEING REORGANISED.**

The Indian Institute of Labour Studies is being reorganised to make it an autonomous body.

The scheme has been approved in principle by the Planning Commission.

It is proposed to rename the institute as the National Institute of Labour Studies which will undertake consultancy services in the fields of labour management and administration.

At present the institute is conducting applied or operational research on current labour problems, case studies, refresher courses, seminars and extension lectures.

2. CRASH PLAN TO PROVIDE EMPLOYMENT:

A Rs. 15 crore crash programme to relieve rural unemployment was approved by the Union Cabinet. Under the scheme sponsored by the Ministry of Labour and Employment, one district in each State will be selected and work provided to members of families in which no adult is employed.

An upper limit of 1,000 is contemplated in each district for providing employment opportunity.

A variety of schemes including lift irrigation and construction of schools and other buildings is included in the crash programme.

3. LABOUR LAW ENFORCEMENT SANJIVAYYA CALLS FOR FLEXIBILITY.

The Honourable Union Minister for Labour and Rehabilitation, Thiru D. Sanjivayya has stressed the need for a measure of flexibility and practical approach in enforcing labour laws.

At a special valedictory function for distributing certificates to the trainee officers at the Indian Institute of Labour Studies, the Minister said that apart from possessing sound knowledge of labour laws and techniques of their implementation, they should also have a good dose of human touch and tact without which their work would not be appreciated by the workers and their dependants.

Earlier addressing the 19th course on labour laws and techniques of enforcement conducted by the institute, the Minister said that the activities of the Indian Institute were quite important and useful for policy formulation and improvement of labour administration.

4. WAGONS FACTORY TO RESUME:

The Southern Structural, which had remained closed for over a year, will shortly resume production of wagons and other structural items in its factory at Pattabhiram near Madras. Preliminary arrangements for the re-opening have been made. The thousand and odd workers will be taken back in batches. Full production likely to be reached two months after resumption.

The Board of Management has been reconstituted with majority of Directors being State Government representatives. The State Government is providing loans to the company to cover the immediate needs of working capital.

5. GOLD ORNAMENT MANUFACTURE—MINIMUM WAGE RATES TO BE FIXED.

The Government of Tamil Nadu have constituted a Committee to inquire into and advise the Government in fixing the minimum rates of wages in respect of employment in gold ornament manufactory.

The Committee consists of the Special Deputy Commissioner of Labour, Madras (Chairman), Thiru H. Chidambaram, Assistant Director of Statistics, Madras (Member), Thiru N. Ranganath Gupta of Nathella Sampathu Chetty and Son, Madras and Thiru Harindram Metha, representative of the Tamil Nadu Velli Vyra Nagai Vyaparigal Sammelanam, Madras (employers representatives), Thiru V. Natarajan, President, Viswakarma Thozhilal Sangam, Manjakuppam, Cuddalore and Thiru S. Singaravelu Pathar, General Secretary, Thanjavur district Viswakarma Thozhilal Sangam, Mannargudi, Thanjavur district (Employees representatives). The Gazetted Assistant to the Commissioner of Labour will be the Secretary to the Committee.

6. STEPS FOR RELIEF TO DOCK WORKERS' FAMILIES.

The Honourable Union Deputy Minister for Shipping and Transport, Sardar Iqbal Singh, said at Bombay that the Dock Safety Committee should consider steps to look after the welfare of the families of workers who died in accidents and who got crippled while doing duty. This should be apart from the usual compensation, he said.

Speaking at a function, held as part of the Second Dock Safety Week, the Deputy Minister also released three safe publications.

The Minister said that it was important that the causes of accidents should be carefully analysed. He commended the work of the Dock Safety Committee in reducing the rate of accidents.

7. NEW E.S.I. DISPENSARY OPENED.

A new E.S.I. Dispensary was opened at Minjur (near the City) by the Honourable Minister for Labour, Thiru N. V. Natarajan. This dispensary will cater to the medical needs of about 1,000 industrial workers and their families, totalling about 4,000 beneficiaries. Dr. K. P. Sarathi, Director of Health Services welcomed the gathering. Thiru V. S. Subbiah, Secretary, Labour Department reviewed the progress made under the E.S.I. Scheme in Tamil Nadu. The Honourable Minister for Health, Thiru V. R. Nedunchezian, who presided referred to the rapid progress made under the E.S.I. Scheme in the State which had benefited thousands of workers.

8. HIGHER BATTA FOR BUSMEN.

The Tamil Nadu Government have increased with effect from 15th September 1969, the batta of drivers and conductors of the State Transport Department doing duty on night express buses operating on routes, Madras-Tiruchirappalli and Madras-Salem.

9. FARM PRODUCTIVITY COUNCIL PROPOSED.

The Tamil Nadu Government has proposed to set up an Agricultural Productivity Council shortly, announced the Honourable Chief Minister, Thiru M. Karunanidhi while inaugurating the new building of the TAFE Product Training Centre at "J" Farm in Pudupakkam, about 25 miles from the City.

The Council, he said, would chalk out measures to improve productivity and accelerate progress in agriculture and allied fields.

The Honourable Minister, Thirumathi Satyavani Muthu, presiding over the function, refuted the contention that use of farm machinery would displace agricultural labour.

Welcoming the gathering, Thiru A. Sivasailam, Managing Director, TAFE, said the new building was being inaugurated at a time when TAFE was poised for an expansion of its capacity to over 7,000 tractors a year.

10. BONUS AGREEMENT.

The management and workers of Messrs. Textool Company Limited, Coimbatore, have reached an agreement for payment of bonus for the year 1969-70. The company now managed by a Government sponsored board has declared a bonus of five per cent. Bonus had not been paid for three years.

11. SHARP INCREASE IN LABOUR FORCE LIKELY :

The Labour force in India is expected to register a sharp increase from 190 millions in 1961 to 292 millions in 1981, according to a study made by the International Institute for Population Studies at Bombay.

Dr. S. N. Agarwala, Director of the Institute said that the average annual increase in the working forces was 2.1 per cent whereas the projected increase in the total labour population averaged 2.3 per cent between 1961 and 81.

The study was made for the institute by Dr. K. E. Vaidyanathan, on the basis of the 1961 census enumerations of the economically active population.

The Labour force in this study refers to persons who are reported as working and those who are unemployed but seeking work.

12. RISE IN MAN-DAYS LOST IN 1970 :

The provisional figures for the Central sphere for the period from 1st January to 30th September 1970 show a loss of 2,836,659 man-days as compared to 1,388,000 for the same period in the previous year. Out of this 4,55,674 were in the coal mine industry; 117,981 in mines other than coal; 92,417 in banks; 12,136 in railways and 1,043 in air transport. The major industries affected were ports, banks, life insurance and mines including non-coal mines.

AWARDS AND AGREEMENTS.

IN THE SUPREME COURT OF INDIA.

(Civil Appeals Nos. 2455 and 2540 of 1966 dated 25th November 1968.)

PRESENT :

MR. JUSTICE J. M. SHELAT.

MR. JUSTICE V. BHARGAVA.

Between

The Board of Directors of the South Arcot Electricity Distribution Company Limited

and

N. K. Mohammed Khan, etc.

Industrial Disputes Act 1947, Sections 25 FF, 33-C (2)—Madras Electricity Supply Undertakings (Acquisition) Act and Rules, 1954, Section 15, Rule 17—Undertakings taken over by the Government—Right of the employees to claim retrenchment compensation under Section, 33-C (2) from the company—Scope of power of Labour Court to decide such a right under Section 33 C (2) of eventhough denied by the employees.

A company carrying on the business of distribution of electricity as a licensee under the Government was taken over by the Government in exercise of the powers under the Madras State Electricity Supply Undertakings (Acquisition) Act, 1954.

The employees of the company claimed retrenchment compensation under Section 25 FF and filed application before the Labour Court under Section 33C (2) of the Industrial Disputes Act. The Labour Court computed the amount due and passed an order directing the company to pay the amount. The writ petition and writ appeal filed by the management against the order of the Labour Court was dismissed by the High Court.

In the appeal by the company to the Supreme Court the company, *inter alia*, raised the contention that the right which accrued to the employees under the principal clause of Section 25FF was defeated because of the compliance of the conditions laid down in the proviso and that the Labour Court had no jurisdiction to decide the disputed question whether workers were entitled to retrenchment compensation and that the Labour Court had no jurisdiction to decide whether the liability to pay retrenchment compensation fell on the company of the State of Madras or the Electricity Board.

Negating the contentions raised by the company and dismissing the appeal the Supreme Court held that "there are instances of a number of conditions of service which became less favourable to the workers on their becoming employees of the State Government when the undertaking rested in the Government by transfer from the company. In these circumstances the requirements of the proviso to Section 25FF of the Act are obviously not satisfied and the proviso cannot be invoked by the company for the purpose of defeating the claim made by the workers under the principal clause of that section. Under that principal clause, the workers became entitled to receive retrenchment compensation in accordance with the provisions of Section 25 FF of the Act on the basis of legal fiction envisaged that these rights would accrue to them as if the workers had been retrenched.

The Supreme Court further held :—" It appears to us that the language of the principal clause makes it clear if the right to retrenchment compensation accrues under it, it must be a right to receive that compensation from the previous employer who was the owner up to the date of transfer. It is implicit in the language of that clause.

Dealing with the jurisdiction of the Labour Court under Section 33C (2) held, that the right which had been claimed by the various workers in their applications under Section 33C (2) of the Act, is a right which accrued to them under Section 25FF of the Act and was an existing right at the time when these applications were made. The mere denial of that right by the company could not take away its jurisdiction so that the order made by the Labour Court was competent.

The Labour Court was concerned with the right claimed under the Industrial Disputes Act. Whether by virtue of the provisions or the terms of transfer of the undertaking from the company to the Government or by virtue of the provisions of the Madras Act the company is entitled to claim that this liability should be ultimately met by the State Government was a point which did not affect the right of the workers to claim their compensation from the company and the Labour Court was, therefore, not required to go into this question when dealing with applications under Section 33C (2) of the Act".

Punjab National Bank Limited *vs.* K. L. Kharbanta (1962-Suppl. 2 S.C.R. 977). Central Bank of India *vs.* P S Rajogopalan (1964-3 S.C.R. 140). Bombay Gas Co., Ltd., *vs.* Gopal Bhiva and others (1964-3 S.C.R. 759). Chief Mining Engineer, East India Coal Co., Ltd., *vs.* Rameshwar and others (1965-1 S.C.R. 140). State Bank of Bikaner and Jaipur *vs.* R.L. Khandelval (1963-1 L.L.J. 589)—relied on.

Judgment.

Per Bhargava J.—The appellant, the South Arcot Electricity Distribution Company Limited (hereinafter referred to as "the company"), was carrying on the business of distribution of electricity as a licensee under the Government in South Arcot district in the State of Madras. The Government of Madras, in exercise of the powers conferred on it by the Madras Electricity Supply Undertakings (Acquisition) Act No. 29 of 1954 (hereinafter referred to as "the Madras Act"), took over the appellant undertaking with effect from 1st of June 1957. The company chose to be paid compensation on Basis A, laid down in Section 5 (1) of the Madras Act, with the result that all the property belonging to the company, including the fixed assets, cash, security investments, and the like and all rights, liabilities and obligations as on the date of vesting vested or must be deemed to have vested in the Madras Government. Under Rule 17 of the Madras Electricity undertakings (acquisition) rules, 1954 (hereinafter referred to as "the rules"), framed by the Governor of Madras under the provisions of the Madras Act, all the staff of the company employed immediately before the vesting date were retained by the Government and were continued provisionally for a period of 12 months from the date of vesting on the same terms and conditions of service as were applicable to them under the company immediately before the date of vesting. In respect of future employment of the workmen by the Madras Government, their conditions of service came to be regulated by Section 15 of the Madras Act and the various conditions laid down in Rule 17 of the rules. Subsequently, the employees of the company numbering 352 claimed that they had become entitled to retrenchment compensation under Section 25F, read with Section 25FF of the Industrial Disputes Act No. 14 of 1947 (hereinafter referred to as "the Act") and filed applications for computation of the compensation payable to them under Section 33C (2) of the Act before the Labour Court. All these 352 applications were based on an identical claim and were heard by the Labour Court together. Initially, the company was the sole opposite party in these applications, but, later on, the State of Madras was impleaded as another opposite party. In addition, the Electricity Board of Madras, to which the State of Madras had transferred the undertaking, was also impleaded as an opposite party. The company contested these applications on various grounds, inter alia, pleading that there had been no break in the service of the employees or any change in the conditions of their service to their detriment, so that the employees were not entitled to claim any compensation. Another plea taken was that the applications were not maintainable under Section 33-C (2) of the Act, because the Labour Court was not competent to decide the question whether the workmen were entitled to retrenchment compensation when this claim of

theirs was not accepted by the company. It was, in addition, pleaded that, even if the workmen were entitled to any compensation, the liability to pay that compensation was not that of the company, but of the State of Madras or the Electricity Board in view of the provisions of the Madras Act, under which all the liabilities of company had vested first in the State of Madras and subsequently in the Electricity Board. The Electricity Board also contended that no liability for payment of retrenchment compensation had arisen and that, in any case, there was no obligation on the part of the Board to pay retrenchment compensation. The Board supported the company in the plea that the services of the employees had not been interrupted and that the terms and conditions of service were in no way less favourable after the vesting of the undertaking in the State of Madras or the Electricity Board. It was further pleaded that a dispute had arisen between the company and the Government under section 13 (1) (b) of the Madras Act as to which of the two was liable to pay retrenchment compensation if at all and no relief could be given to the employees by the Labour Court until the said dispute was decided in accordance with the provisions of the Madras Act by arbitration. On these pleadings, three preliminary objections were raised, viz., (1) that the notice wages and retrenchment compensation claimed in the applications were not benefits due to the employees within the meaning of Section 33-C (2) of the Act; (2) that as retrenchment came under Chapter V-A of the Act, it could only be decided by an Industrial Act, it could only be decided by an Industrial Tribunal and not by the Labour Court; and (3) that, having regard to the fact that complicated questions of law and fact as to the liability of the company or the Government or the Board had to be decided, it was not competent for the Labour Court to decide the matter summarily in proceedings under Section 33-C (2) of the Act and that the dispute must be decided by a Civil Court. The Labour Court, by an order, dated 3rd October 1958, overruled these preliminary objections and directed that the applications be listed for being tried on merits. The company, thereupon, filed writ petitions under Article 226 of the Constitution in the High Court of Madras, numbered as 820 and 842 to 847 of 1958 seeking directions of the Court restraining the Labour Court from enquiring into these applications on merits on the ground that the Labour Court had no jurisdiction to entertain the application from the employees. A learned single Judge of the Court dismissed the writ petitions holding that the Labour Court had jurisdiction to decide the applications and that the controversy between the company on the one side, and the Government of Madras and the Electricity Board on the other side, as to the party which had to bear the liability will have to be disposed of in proceedings taken separately from these proceedings under the Act. Aggrieved by this decision, the company preferred Writ Appeal No. 113 of 1958 in the appellate side of the High Court.

In the meantime, the Labour Court took up the applications for decision on merits and, since common questions were involved in all the applications, one of these applications C.P. No. 81 of 1957 was taken up as a test case for disposal by the Labour Court by consent of all parties concerned. The Labour Court, by its order, dated 4th February 1960, held that the workmen concerned were entitled to retrenchment compensation in accordance with Section 25 FF of the Act, computed the amount due, and passed an order directing the company to pay the amount.

The company, thereupon, filed Writ Petition No. 254 of 1960 in the High Court of Madras for quashing this order of the Labour Court. Writ Appeal No. 113 of 1959 and this Writ Petition 254 of 1960 were heard together by a Division Bench of the High Court which decided them by a common judgment and dismissed the writ appeal as well as the writ petitions. The company then sought leave to appeal to this Court under Article 133 of the Constitution. The High Court granted a certificate in respect of its judgment in Writ Petition No. 254 of 1960 while rejecting the application for grant of certificate in respect of the same judgment in so far as it had disposed of Writ Appeal No. 113 of 1959. Civil Appeal No. 2540 of 1966 now before us has been filed by the company in pursuance of that certificate granted by the High Court. The Company further obtained from this Court special leave to appeal against the same judgment in so far as it governed Writ Appeal No. 113 of 1959 and in pursuance of that special leave granted by this Court, Civil Appeal No. 2455 of 1966 has been filed. These appeals have been heard by us together and are now to be disposed of by this common judgment.

Mr. S. V. Gupte, learned counsel appearing for the company raised the following three points in his arguments in these two appeals :

(1) That the Labour Court as well as the High Court were not in holding that the conditions laid down in the provision to Section 25 FF of the Act were not satisfied and in thus accepting the claim of the workmen to compensation under the principal clause of that section.

(2) That the applications under Section 33 C (2) of the Act were not maintainable, because the question whether the workmen were entitled to retrenchment compensation was outside the jurisdiction of the Labour Court which was not competent to decide such a disputed question.

(3) That the High Court was wrong in holding that the question whether the liability to pay the retrenchment compensation fell on the company or the State of Madras or the Electricity Board could not be decided by the Labour Court under Section 33-C (2) of the Act and had to be determined in other appropriate proceedings.

Section 25-FF of the Act is as follows :—

“ Where the ownership or management of an undertaking is transferred whether by agreement or by operation of law, from the employer in relation to the undertaking to a new employer, every workman who has been in continuous service for not less than one year in that undertaking immediately before such transfer shall be entitled to notice and compensation in accordance with the provisions of section 25 F as if the workmen had been retrenched ” :

Provided that nothing in this section shall apply to a workman in any case where there has been a change of employers by reason of the transfer, if—

(a) the service of the workman has not been interrupted by such transfer;

(b) the terms and conditions of service applicable to the workmen after such transfer are not in any way less favourable to the workman than those applicable to him immediately before the transfer; and

(c) the new employer is under the terms of such transfer or otherwise legally liable to pay to the workman, in the event of his retrenchment compensation on the basis that his service has been continuous and has not been interrupted by the transfer.

The principal clause of this section clearly confers a right on every workman, who has been employed continuously for not less than one year in any undertaking, to receive retrenchment compensation in accordance with the provisions of section 25 F of the Act as if the workman had been retrenched whenever the ownership or management of the undertaking is transferred, whether by agreement or by operation of law. Consequently, in the present case, the employees, who presented the applications under section 33-C (2) of the Act, clearly became entitled to receive retrenchment compensation in accordance with section 25-F of the Act when, under the Madras Act, this undertaking stood transferred to the State Government from the company. This would be the legal right vesting in the workmen if the proviso does not apply to their cases, and it accrues irrespective of the fact that the workmen had not actually been retrenched. The right under this principal clause is conferred on the basis of the legal fiction that the workmen are to be deemed to have been retrenched unless their services are continued in accordance with the conditions laid down in the proviso. The only question that falls for determination in respect of the first point raised by Mr. Gupte thus is whether the right which accrued to the workmen under the principal clause was defeated because of the compliance of the conditions laid down in the proviso. The proviso lays down three conditions in clauses (a), (b) and (c) each one of which has to be satisfied before it can be held

the workman. In the present case, there is no doubt that the services of the workman had not been interrupted by the transfer, so that condition (a) was clearly satisfied. It has, however, been found by the High Court that conditions (b) and (c) of the proviso had not been satisfied. In our opinion, it is unnecessary to go into the question whether condition (c) has or has not been satisfied, because it is very clear that condition (b) of the proviso is certainly not satisfied. Under clause (b), the requirement is that the terms and conditions of service applicable to the workman after the transfer must not in any way be less favourable than those applicable to him immediately before the transfer. On examination of the Madras Act and the rules, it is manifest that the terms and conditions of service of the workmen have not remained as favourable under the State Government or the Electricity Board as they were when the workmen were employed by the company. Under clause (1) of section 15 of the Madras Act, the State Government is given the power to terminate the services of any workman after giving him three calendar months' notice in writing or paying him three months' pay in lieu of such notice. It has not been shown to us on behalf of the company that there was any such liability to termination of services of these workmen while they were employed by the company. In the absence of any special conditions of service, the rights of the workmen were to be governed by the provisions of the Act under which the only right of the company to terminate the services of these workmen was by retrenchment after complying with the requirements of section 25 F of the Act. On such termination, each workman was entitled not only to one month's notice or wages for one month in lieu of notice, but was also entitled to receive at the time of retrenchment, compensation which was to be equivalent to 15 days average pay for every completed year of continuous service or any part thereof in excess of six months. It does not appear that, if the Government were to terminate the service of the same workman under section 15 (1) of the Madras Act, the workman would be entitled to the same compensation which he would have received from the company if he had been retrenched in accordance with the provisions of section 25 F of the Act. Thus, clause (1) of section 15 of the Madras Act itself introduces a condition of service which was less favourable to the workmen than the conditions applicable when they were employed by the company. Similarly clause (2) of section 15 of the Madras Act lays down that the workmen, whose services are retained by the Government shall be governed by such rules as the Government may, from time to time, make in regard to them. It is clear that in exercise of this power, the Government can make rules altering the terms and conditions of service of the workmen retained by the Government and this power can be exercised from time to time. There was no such liability of change of conditions of service of the workmen while they were employed under the company. If the company had desired to alter their conditions of service, the company

would have been required to comply with the provisions of either section 9-A of the Act, or section 10 of the Industrial Employment (Standing Orders) Act No. 20 of 1946. Obviously, the right of the Government of Madras as the new employer under section 15 (2) of the Madras Act to change the condition of service of the workmen from time to time in its very nature alters the conditions of service of the workmen to their disadvantage. Rule 17 of the rules further shows that immediately on the vesting of the undertaking in the State Government, the services of the workmen retained by the Government become provisional and the subsequent permanent employment of those workmen in the undertaking is dependent on the conditions laid down in that rule. This liability imposed on the workmen is clearly disadvantageous to those workmen who were in the permanent employ of the company. The same rule also shows that the employees would not be entitled to bonus or other concessions not allowed to the servants of the Government, even if the workmen were entitled to bonus and the concessions from the company. The workmen also became liable to transfer to any other place or post in the Government Electricity Department depending on exigencies of service. These are instances of a number of conditions of service which became less favourable to the workmen on their becoming employees of the State Government when the undertaking vested in that Government by transfer from the company. In these circumstances, the requirements of the proviso to section 25-FF of the Act are obviously not satisfied and that proviso cannot be invoked by the company for the purpose of defeating the claim made by the workmen under the principal clause of that section. Under that principal clause the workmen became entitled to receive retrenchment compensation in accordance with the provisions of section 25-F of the Act on the basis of the legal fiction envisaged that those rights would accrue to them as if the workmen had been retrenched. The Labour Court and the High Court were therefore right in holding that the workmen were entitled to claim retrenchment compensation in accordance with the provisions of section 25-F of the Act because of the right accruing to them under section 25-F of the Act.

In this connection an additional point urged by Mr. Gupte, was that the principal clause of section 25-FF of the Act does not lay down which of the two employers mentioned therein is liable to pay the retrenchment compensation and, consequently, where there is a dispute between the two employers, an application for determination of the benefit under section 25-FF of the Act cannot be competently entertained and decided by a Labour Court. It appears to us that the language of that principal clause makes it perfectly clear that, if the right to retrenchment compensation accrues under it, it must be a right to receive that compensation from the previous employer who was the owner up to the date of transfer. It is implicit in the language of that clause. The clause lays down that

every workman mentioned therein shall be entitled to notice and compensation in accordance with the provisions of section 25-F as if the workman had been retrenched. Obviously in such a case the date of the deemed retrenchment would be the date when the ownership or management of the undertaking stands transferred to the new employer. In the present case, that date would be the 1st of June, 1957 when the undertaking of the company was taken over by the Government of Madras under the Madras Act. If the workmen's services are to be deemed to be retrenched on that very date, it is clear that, for purposes of determining who has retrenched the workmen and who is liable to pay the retrenchment compensation, the workmen could not become the employees of the new employer. The employment under the new employer could only commence from the time when the ownership or the management of the undertaking vested in the State Government; but, simultaneously with this vesting, the workmen had to be deemed to be retrenched from service. That retrenchment could therefore be deemed to have been made only by the previous employer. Further it would be that previous employer who would be competent to give the notice in accordance with the provision of section 25-F of the Act. The notice of retrenchment which has to be deemed to have become effective on the date of vesting of the undertaking in the State Government, could not possibly be given by the State Government. In these circumstances, the conclusion is irresistible that the claim under section 25-FF of the Act to compensation accrues to the workmen against the previous employer under whom he was employed until the date of transfer. In the present case therefore the right to receive compensation clearly accrued under section 25-FF of the Act against the company and there was therefore no difficulty in the Labour Court exercising jurisdiction on that basis.

So far as the second point is concerned, it is fully answered by our decision in *Chief Mining Engineer, East India Coal Company, Limited v. Rameshwar and Others* (1968—1 S.C.R. 140) where it was held:

“It is clear that the right to the benefit which is sought to be computed for must be an existing one, that is to say, already adjudicated upon or provided for and must arise in the course of and in relation to the relationship between an industrial workman and his employer.”

The view was further clarified and affirmed by this Court in *State of Bikaner and Jaipur v. R. L. Khandelwal* (1968 I.L.L.J. 539) where the court took notice of the decisions of this court in the case cited above, and in *Punjab National Bank Limited. v. K. L. Kharbanda* (1962 Supp. 2 S.C.R. 977) Central Bank of

India vs. P. S. Rajagopalan and Others (1968 4-3 S.C.R. 140 and *Bombay Gas Company, Limited, vs. Gopal Bhiva and Others* (1964 3 S.C.R. 709) and held:

“These decisions make it clear that a workman cannot put forward a claim in an application under section 33-C (2) in respect of a matter which is not based on an existing right and which can be appropriately the subject matter of an industrial dispute only requiring reference under section 10 of the Act”.

In the present case, we have already indicated, when dealing with the first point, that the right, which has been claimed by the various workmen in their applications under section 33-C (2) of the Act, is a right which accrued to them under section 25-FF of the Act and was an existing right at the time when these applications were made. The Labour Court clearly had jurisdiction to decide whether such a right did or did not exist when dealing with the application under that provision. The mere denial of that right by the company could not take away its jurisdiction so that the order made by the Labour Court was competent.

The third and the last point raised by Mr. Gupte fails and could not be pressed in view of our decision that the right of the workmen, which has been adjudicated upon by the Labour Court, in the applications under section 33-C (2) of the Act was a right accruing to them against the company under section 25-FF of the Act. The right having initially accrued under this provision of law against the company, the Labour Court was clearly justified in computing the benefit under that right and laying it down that the liability was enforceable against the company. The Labour Court was concerned with the right claimed under the Act. Whether by virtue of the provisions or the terms of transfer of the undertaking from the company to the Government, or by virtue of the provisions of the Madras Act, the company is entitled to claim that their liability should be ultimately met by the State Government was a point which did not affect the right of the workmen to claim their compensation from the company and the Labour Court was, therefore, not required to go into this question when dealing with applications under section 33-C (2) of the Act.

The appeals, consequently, fail and are dismissed with costs payable to workmen only. One hearing fee. The amount of interest which has accrued on the amount deposited in the bank will be proportionately payable with the principal to the employees concerned.

CURRENT LABOUR LITERATURE FOR THE MONTH OF JANUARY, 1971.

- 1 Bala (M. S.), When to award Compensation in Lieu of re-instatement? (*Capital*; Volume CLXVI—4148; p.p. 163—164, dated 28th January 1971).
- 2 Mark (Edward), Workers participation in Planning and Management in Poland; (*Ceylon Labour Gazette*; Volume 22; No. 1. p.p. 3-8; January 1971).
- 3 Mathur (V. S.), Great Scope for Trade Unions and Co-operative, Co-ordination; (*Indian Worker*; Volume XIX; No. 15; p.p. 3, dated 11th January 1971).
- 4 Buch (A. N.), Economic Development and Trade Unions; (*Indian Worker*; Volume XIX. No. 15; p.p. 6-7; dated 11th January 1971).
- 5 Trade Unions and Private Enterprise in Yugoslavia—Courtesy Yugoslavia Trade Union; (*Indian Workers*; Volume XIX; No. 15 ; p.p. 4 and 9 ; dated 11th January 1971).
- 6 Kashikar (S. L.), Dr., National Integration and the Labour (*Workers Education*; p.p. 18-21; January 1971).
7. Mehar (M. R.), Concept and Problems of Labour Welfare; (*Economic Times*; p.p. 5, dated 6th January 1971).
- 8 Butani (D. H.), Productivity Measurement Problems; (*Economic Times*; p.p.5, dated 13th January 1971).
- 9 Halayya (M), Is it desirable to Nationalise Plantations? (*Economic Times*; p.p. 7-6. dated 14th January 1971).
- 10 New Phase in Labour Relations, Hearing on wage rise claims in U.K. (*Economic Times*; page 3. dated 16th January 1971).

NOTIFICATIONS.

EXEMPTION OF BRANCH OFFICE OF INDIAN OIL CORPORATION, MADRAS, FROM PROVISIONS OF CERTAIN SECTION OF TAMIL NADU INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS) ACT.

(G.O. Ms. No. 957, Labour, 7th July 1970.)

II-1 No. 5540 of 1970.

In exercise of the powers conferred by sub-section (2) of section 10 of the Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, 1958 (Tamil Nadu Act XXXIII of 1958), the Governor of Tamil Nadu hereby exempts permanently the Branch Office of the Indian Oil Corporation, 150-A, Mount Road, Madras-2 from the provisions of section 3 of the said Act subject to the conditions that the four National holidays should be granted for Republic Day, May Day, Independence Day and Gandhi Jayanthi respectively in addition to five festival holidays, and that a copy of the list of the holidays shall be sent to the Inspector of Factories concerned and another copy pasted in the conspicuous place in the said establishment.

EMPLOYEES' PROVIDENT FUNDS (AMENDMENT) SCHEME.

(Memo No. 15752 C1/70-1, Labour, 6th August 1970.)

II-1 No. 5543 of 1970.

The following notification of the Government of India Ministry of Labour and Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi the 26th February, 1970 is published :

G.S.R. 396.—In exercise of the powers conferred by section 5 read with sub-section (1) of section 7 of the Employees' Provident Fund Act, 1952 (19 of 1952) the Central Government hereby makes the following scheme further to amend the Employees' Provident Funds Scheme 1952, namely :—

1. This scheme may be called the Employees' Provident Funds (Amendment) Scheme, 1970.

CONSTITUTION OF CENTRAL BOARD OF TRUSTEES UNDER EMPLOYEES' PROVIDENT FUNDS ACT.

Fort St. George, August 29, 1970.

III No. 356 of 1970.

The following notification of the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), dated New Delhi, the 6th July 1970/15th Asadha 1892 is republished :—

S.O. No. 2412.—In exercise of the powers conferred by sub-section (1) of section 5-A of the Employees' Provident Funds Act, 1952 (19 of 1952), the Central Government hereby constitutes with effect from the 6th July 1970, the Central Board of Trustees consisting of the following persons, namely :—

CHAIRMAN.

The Secretary to the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), New Delhi.

MEMBERS.

Officials of the Central Government.

2. The Joint Secretary to the Government of India, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) (In charge Provident Funds), New Delhi.

3. Shri Dharni Dhar, Deputy Secretary and Internal Financial Adviser, Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), New Delhi.

4. The Deputy Secretary to the Government of India, Ministry of Industrial Development, Internal Trade and Company Affairs (Department of Industrial Development), New Delhi.

5. The Deputy Secretary to the Government of India, Ministry of Finance (Department of Expenditure) (Labour and Rehabilitation Branch), New Delhi.

6. Shri B. S. Bhatnagar, Under Secretary to the Government of India, Ministry of Steel and Heavy Engineering, New Delhi.

REPRESENTATIVES OF THE STATE GOVERNMENT.

7. The Secretary to the Government of Bihar, Department of Labour and Employment, Patna.

8. The Deputy Secretary to the Government of Gujarat, Education and Labour Department, Ahmedabad.

9. The Deputy Secretary (Health and Labour) to the Government of Kerala, Health and Labour (G) Department, Trivandrum.

10. The Secretary to the Government of Maharashtra, Industries and Labour Department, Bombay.

11. The Secretary to the Government of Mysore, Food, Civil Supplies and Labour Department, Bangalore.

12. The Secretary to the Government of Tamil Nadu, Labour Department, Madras.

13. The Commissioner of Labour, Government of Uttar Pradesh, Kanpur.

14. The Secretary to the Government of West Bengal, Labour Department, Calcutta.

15. The Joint Secretary to the Government of Andhra Pradesh, Home Department, Hyderabad.

16. The Secretary to the Government of Madhya Pradesh, Labour Department, Bhopal.

17. The Secretary to the Government of Orissa, Labour, Employment and Housing Department, Bhubaneswar.

18. The Labour Commissioner, Delhi Administration, No. 15, Rajpur Road, Delhi.

REPRESENTATIVES OF EMPLOYERS APPOINTED BY THE CENTRAL GOVERNMENT IN CONSULTATION WITH THE ORGANISATIONS OF EMPLOYERS.

19. Shri Surrottam P. Hutheesing, Shaibag, Ahmedabad.

20. Shri S. N. Bose, Director, Bata Shoe and Company (Private), Limited, No. 30, Shakespeare Sarani, Calcutta-17.

21. Shri H. P. Merchant, 'Sakthi Villai' Ground floor, No. 34, Laburanam Road (Gamdevi), Bombay-7.

22. Shri M. V. Arunachalam, Carborandum Universals, Limited, No. 11/12, North Beach Road, Madras-1.

23. Dr. Mohanlal Piramal, Managing Director, Morarjee Goculdhas Spinning and Weaving Company, Limited, Dr. Ambedkar Road, Parel Bombay-12.

24. Shri M. Ghose, Labour Adviser, Bengal Chamber of Commerce and Industry, Royal Exchange, No. 6, Netaji Subash Road, Calcutta-1.

REPRESENTATIVE OF EMPLOYEES APPOINTED BY THE CENTRAL GOVERNMENT IN CONSULTATION WITH THE ORGANISATIONS OF EMPLOYEES.

25. Sri M. C. Narasimhan, President, Karnatak Provincial Committee of All-India Trade Union Congress, No. 2, Mill Corner, Sampaige Road, Bangalore-3.

26. Shri Divakar, Vice-President, M. P. State Committee of All-India Trade Union Congress, No. 29-B, Rajindra Nagar, District Indore (M.P.).

27. Sri Kisan Tulpule, General Secretary, Mill Mazdoor Sabha, No. 39, Patel Terrace, Parel, Bombay-12.

28. Kali Mukarjee, President, Indian National Trade Union Congress, Bengal Branch, No. 177/B, Acharya Jagadish Bose Road, Calcutta-14.

29. Sri N. S. Deshpande, General Secretary, Rashtriya Mill Mazdoor Sangh, Parel, Bombay-12.

30. Sri R. N. Sharma, Vice-President, Colliery Mazdoor Sangh, Polytechnic Road, Dhanbad.

AMENDMENTS TO MADRAS INDUSTRIAL EMPLOYMENT (STANDING ORDERS) RULES.

(G.O. Ms. No. 954, Labour, 7th July 1970.)

S.R.O. No. A. 1062 of 1970.

In exercise of the powers conferred by section 15 of the Industrial Employment (Standing Orders) Act, 1946 (Central Act XX of 1946), read with section 2 (b) of the said Act, the Governor of Tamil Nadu hereby makes the following amendments to the Madras Industrial Employment (Standing Orders) Rules, 1947, as subsequently amended, the same having been previously published as required by sub-section (1) of the said section 15.

AMENDMENTS.

In the said rules, in the Model Standing Order applicable to workmen in Schedule I, in model Standing Order 17—for clause (4) the following clause shall be substituted, namely:—

4. (a) Where disciplinary proceedings against a workman is contemplated or is pending or where criminal proceedings against him in respect of any offence are in progress and the employer is satisfied that it is necessary or desirable to place the workman under suspension, he may, by order in writing suspend him with effect from such date as may be specified in the order.

A statement setting out in detail the reason for such suspension shall be supplied to the workmen within a week from the date of suspension.

(b) A workman, who is placed under suspension and clause (a) shall during the period of such suspension be paid subsistence allowance at the following rates, namely:—

(i) Where the enquiry contemplated or pending departmental, the subsistence allowance shall, for the first nine days from the date of suspension, be equal to one-half of the basic wages, dearness allowance and other compensatory allowances which the workman would have been entitled, if he were on leave with wages. If the departmental enquiry gets prolonged and the workman continues to be under suspension for a period exceeding ninety days, the subsistence allowance shall, for such period, be equal to three-fourths of such basic wages, dearness allowance and other compensatory allowances:

Provided that where such enquiry is prolonged beyond a period of ninety days for reasons directly attributed to the workman the subsistence allowance shall, for the period exceeding nine days, be reduced to one-fourth of such basic wages, dearness allowance and other compensatory allowances.

(ii) Where the enquiry is, by an outside agency or in the case may be where criminal proceedings against the workman are in progress, the subsistence allowance shall, for the first one hundred and eighty days from the date of suspension, be equal to one-half of his basic wages, dearness allowance and other compensatory allowances to which the workman would have been entitled if he were on leave. If such enquiry or criminal proceedings get prolonged and the workman continues to be under suspension for a period exceeding one hundred and eighty days, the subsistence allowance shall, for such period, be equal to three-fourths of such basic wages, dearness allowances and other compensatory allowances:

Provided that where such enquiries or criminal proceedings are prolonged beyond a period of one hundred and eighty days for reasons directly attributable to the workman, the subsistence allowance shall, for the period exceeding one hundred and eighty days, be reduced to one-fourth of such basic wages, dearness allowance and other compensatory allowances.

(c) If on the conclusion of the enquiry, or as the case may be, of the criminal proceedings, the workman has found guilty of the charges framed against him and it is considered, after giving the workman concerned a reasonable opportunity of making representation on the penalty proves that an order of dismissal, suspension or fine or stoppage of annual increments or reduction in rank would meet the ends of justice, the employer shall pass an order accordingly:

Provided that when an order of dismissal under this clause, the workman shall be deemed to have been absent from duty during the period of suspension and shall not be entitled to any remuneration for such period and the subsistence allowance already paid to him shall not be recovered :

Provided further that when an order of suspension is passed under this clause and the period between the date on which the workman was suspended from duty pending the enquiry or investigation or trial and the date on which the final order of suspension was passed exceeds thirty days, the workman shall be deemed to have been suspended only for thirty days or for such shorter period as is specified in the said final order of suspension and for the remaining period he shall be entitled to the same wages as he would have received if he had not been placed under suspension, after deducting the subsistence allowance paid to him for such period :

Provided also that when an order imposing fine or stoppage of annual increment or reduction in rank is passed under this clause, the workman shall be deemed to have been on duty during the period of suspension and shall be entitled to the same wages as he would have received if he had not been placed under suspension, after deducting the subsistence allowance paid to him for such period :

Provided also that in the case of a workman to whom the provisions of clause (2) of Article 311 of the Constitution apply, the provisions of that Article shall be complied with.

(d) If on the conclusion of the inquiry, or as the case may be of the criminal proceedings, the workman has been found to be not guilty of any of the charges framed against him, he shall be deemed to have been on duty during the period of suspension and shall be entitled to the same wages as he would have received if he had not been placed under suspension, after deducting the subsistence allowance paid to him for such period.

(e) The payment of subsistence allowance under this Standing Order shall be subject to the workman concerned not taking up any employment during the period of suspension."

(2) Clause (5) shall be omitted.

(3) Clauses (6), (7) and (8) shall be renumbered as clauses (5), (6) and (7) respectively.

AMENDMENT TO MADRAS FACTORIES RULES.

(G.O. Ms. No. 1389, Labour, 18th September 1970.)

S.R.O. No. A. 1063 of 1970.

In exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Tamil Nadu hereby makes the following amendment to the Madras Factories Rules, 1950, the same having been previously published as required by section 115 of the said Act.

AMENDMENT.

In the said rules, in sub-rule (1) of rule I for the expression "Madras", the expression "Tamil Nadu" shall be substituted.

AMENDMENTS TO SPECIAL RULES FOR MADRAS FACTORY SERVICE.

(G.O. Ms. No. 1417, Labour, 24th September 1970.)

S.R.O. No. A. 1064 of 1970.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Tamil Nadu hereby makes the following amendments to the special rules for the Madras Factory Service (Section 12 in Volume II of the Madras Services Manual, 1969).

The amendments hereby made shall be deemed to have come into fore on the 15th July 1969.

AMENDMENTS.

In the said special rules, in Part II,--

(1) under the heading "I. General Branch" in column (3) of the Table under rule 2, the expression "of any University or Institution recognised by the University Grants Commission for purpose of its grant" wherever it occurs shall be omitted.

(2) under the heading "II. Women's Branch in rule 2, the "expression" of any University or Institution recognised by the University Grants Commission for purpose of its grant" wherever it occurs, shall be omitted.

(3) under the heading "II. Women's Branch" to rule 3, the following proviso shall be added, namely :

"Provided that a person appointed by recruitment by transfer shall not be required to undergo probation, if the responsibilities of the post of ~~Inspector of Factories~~ and the post from which the person was appointed by recruitment by transfer, are more or less equal."

L. STATEMENT SHOWING SETTLEMENT ARRIVED AT UNDER SECTION 13 (3) OF THE INDUSTRIAL DISPUTES ACT, 1947 DURING THE MONTH OF NOVEMBER 1976.

Serial number and name of the establishment.	Date of agreement.	(3)	(4)	Settlement.
1 Swasthik Tobacco Factory ..	18th November 1970	Wage increase and non-employment of workers.	Both the parties agreed as per the terms of settlement.	
2 Courtesy Transport, Coimbatore.	14th November 1970	Closure of the company	Both the parties agreed as per the terms of settlement.	
3 Dharmayuthapani Roadways Limited, Gobichettipalayam.	23rd November 1970	Bonus Implementation of the Wage Board Recommendations and other demands.	Both the parties agreed as per the terms of settlement.	
4 The Lakshmi Automobiles and Industries Limited, Coimbatore.	23rd November 1970	Bonus Implementation of the Wage Board Recommendations and other demands.	Both the parties agreed as per the terms of settlement.	
5 Anjaneya Motor Transports Limited, Erode.	23rd November 1970	Bonus Implementation of the Wage Board Recommendations and other demands.	Both the parties agreed as per the terms of settlement.	
6 F.M.S. Private Limited, Coimbatore.	23rd November 1970	Bonus Implementation of the Wage Board Recommendations and other demands.	Both the parties agreed as per the terms of settlement.	
7 Bombay Burnah Trading Company Limited, Madras.	30th November 1970	Bonus for 1969-70	Both the parties agreed as per the terms of settlement.	
8 Gordon Woodroffe and Company (Madras) Private Limited, Madras.	3rd November 1970	Issue of Non-employment	The Management agreed to pay a sum of Rs. 200 plus Rs. 137-05 towards gratuity to Thiru R. Krishnan, in full and final settlement of all his claims including his claim for reinstatement.	
9 M/s, Loganathan and Company, Broadway, Madras-1.	4th November 1970	Non-employment	It is agreed that the management will pay a sum of Rs. 175 to Thiru T. K. Manicka-swamy in full and final settlement of all his claims including his claim for reinstatement.	
10 Modern Wood Crafts, Madras-3.	4th November 1970	Bonus for the year 1969-70	It is agreed that the management will pay 84 per cent of total wages of the workmen as bonus for the year 1969-70 in full and final settlement of their bonus claims for the year.	
11 New Rama Bhavan, Madras-1.	7th November 1970	Non-employment	The management agreed to reinstate the worker with continuity of service and paid Rs. 50 towards backwages.	
12 Corporation of Madras.	9th November 1970	Overlooking of seniority	The management agreed to adhere to strict seniority among eligible persons in the matter of promotion	
13 Asiatic Engineering Corporation, Madras-1.	11th November 1970	Non-employment	The management agreed to pay a sum of Rs. 400 to the worker in full and final settlement of all his claims including his claim for reinstatement.	
14 V. S. K. Doraisamy Nader and Company, Madras.	17th November 1970	Non-employment	The management agreed to pay a sum of Rs. 300 to the worker in full and final settlement of all his claims including his claim for reinstatement.	
15 New Vijaya Lodge, Madras-1.	17th November 1970	Non-employment	The management agreed to pay a sum of Rs. 120 to the worker in full and final settlement of all his claims including his claim for reinstatement.	
16 M. S. Jobber and Company, Madras-1.	26th November 1970	Non-employment	The management agreed to reinstate the worker with continuity in service.	
17 Agrawal Wire Factory, Madras.	26th November 1970	No work	The Management agreed to pay 50 per cent of the wages of the workers for the period from 13th November 1970 to 28th November 1970 excluding Sundays in full and final settlement of all their claims for wages for that period.	
18 Anand and Associates Private Limited, Madras.	2nd November 1970	Non-employment	The Management agreed to pay and the workers agreed to receive a sum of Rs. 486 in full and final of all his claims including his claim for reinstatement.	

(1)	(2)	(3)	(4)
19 Venus Theatre, Madras-11.	9th November 1970	Charter of demands	Both the parties have agreed as per the terms for settlement. The Management agreed to Pay Bonus 20 per cent of the total earnings of the workmen for the year 1967, 1968, 1969 and 1970. Do.
20 Casino Theatre, Madras-2.	9th November 1970	Demanding Bonus at the rate of 20 per cent for the year 1966-67.	The Management agreed to enforce the terms of settlement from 9th November 1970.
21 Venus Theatre, Madras-11.	17th November 1970	To enforce the terms of settlement of the Labour Officer.	The Management agreed to pay and the workers agreed to receive a sum of Rs. 430.40 in full and final settlement of all his claims including his claim for reinstatement.
22 Vummidiars Agencies, Madras.	20th November 1970	Non-employment.	The Management agreed to introduce a gratuity scheme by which every workmen will be entitled to half a month's basic wages and dearness allowance for every completed year of service.
23 Sayani Theatre, Madras-23.	25th November 1970	Revision of wage scales, dearness allowance, introduction of gratuity scheme, etc.	The Management agreed to pay an ex-gratia amount for every completed year of service (Representing 15 days wages.)
24 Sayani Theatre, Madras-23.	25th November 1970	Non-employment of two workers.	It is agreed that the Management will reinstate the worker with continuity of service but without backwages.
25 Varadharajulu Naidu (Silver smith), Madras-2.	27th November 1970	Non-employment of one worker.	The Management agreed to revise the scales of wages, and Dearness allowance.
26 M/s. Reliance Motor Company Private Limited, Madras-2.	27th November 1970	Revision of the scale of wages, increase in Dearness Allowance, etc.	It is agreed that the management will pay to the worker a month's wages as compensation and a month's wages in full and final settlement of all his claims including his claim for reinstatement.
27 Hayro Industries Limited, Bombay.	28th November 1970	Non-employment of one worker.	

28 Mayer Leather Manufacturing Company (P) Limited, Darga Road, Pallavaram, Madras 43.	2nd November 1970	Non-employment of one worker.	The management agreed to pay and the worker agreed to receive a sum of Rs. 800 in full and final settlement of all his claims including his claim for reinstatement, arrears as salary etc.
29 M/s. Decon Safety Glass Works (P) Limited, Madras-53.	10th November 1970	Issue relating to special allowance, washing allowance, bonus for 1969-70.	The management agreed to advance a sum equivalent to 15 days wages.
30 M/s. Rambal Private Limited.	10th November 1970	Non-Implementation of the Recommendations of the Central Wage Board.	The management agreed to implement the Recommendations of the Central Wage Board.
31 Bharat Pulvarising Mills (P) Limited, Madras-19.	10th November 1970	Non-employment of one worker.	It is agreed that the worker will be paid an ex-gratia payment of Rs. 300 and bonus to the rate of 10 per cent for the year 1969-70.
32 Indian Bright Steel Company Limited, Ambattur, Madras-58.	12th November 1970	Non-employment of one worker.	The management agreed to pay and the worker agreed to receive a sum of Rs. 350 in full and final settlement of all his claims including his claim for reinstatement.
33 Ven Wood Private Limited, Madras-41.	17th November 1970	Bonus for 1969-70	The management agreed to pay and the workers agreed to receive 14 months salary as Bonus for 1969-70.
34 Madras Spindle Company Limited, Madras.	23rd November 1970	To implement Engineering Wage Board recommendations.	Both the parties have agreed as per the terms settlement.
35 Ravi Paints and Chemicals Limited, Madras.	26th November 1970	Charter of demands	Both the parties have agreed as per the terms of settlement.
36 Carborandum Universal Limited, Tiruvotiyur.	30th November 1970	Charter of demands	Both the parties have agreed as per the terms of settlement.
37 Carborandum Universal Limited, Tiruvotiyur.	30th November 1970	Charter of demands	Both the parties have agreed as per the terms of settlement.
38 India Radiators Limited, Madras-52.	30th November 1970	Charter of demands	Both the parties have agreed as per the terms of settlement.
39 Associated Traders, Madras.	3rd November 1970	Non-employment	The Management agreed to pay and the worker agreed to receive a sum of Rs. 100 in full and final settlement of all his claims including his claim for reinstatement.

Time of settlement.

Details in dispute.

Date of agreement.

Serial number and name of the establishment.

(4)

(3)

(2)

(1)

- 40 P. Mittal Lala and Sons, Madras-29. .. The Management agreed to pay and the worker agreed to receive a sum of Rs. 200 in full and final settlement of all his claims including his claim for reinstatement.
- 41 Southern Bottlers Private Limited, Madras-32. .. The Management agreed to pay a sum of Rs. 175 as ex-gratia minus Rs. 30 being the amount due to the company by the workers plus the Bonus due for 1969-70. This settlement is full and final settlement of all his claims including his claim for reinstatement.
- 42 Udupi Hotel, Madras-4. .. The Management agreed to pay a sum of Rs. 45 in full and final settlement of all his claims including his claim for reinstatement.
- 43 M.L.J. Press (P) Limited, Madras-4. .. The Management agreed to pay sum of Rs. 300 in full and final settlement of all his claims including his claim for reinstatement.
- 44 Ramgopal Estate, Madras-4. .. The Management agreed to reinstate the worker with continuity of service and with back wages for the period of his non-employment.
- 45 Tim Aids (India) Limited, Madras-6. To implement the Recommendations of the Wage Board for Engineering Industries. .. Both the parties have agreed as per the terms of settlement.
- 46 Sri Kala Oil Mills, Madras-5. .. The management agreed to pay Rs. 25 to the worker in full and final settlement of all his claims including his claim for reinstatement.
- 47 Sri Vijayalakshmi Motor Service, Madras. Implementation of Wage Board Recommendations. .. Both the parties have agreed as per the terms of settlement.

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- 48 Meenakshi Metal Industries, Trichitrapalli. 12th November 1970 Regarding closure of the factory. .. Both the parties have agreed as per the terms of settlement.
- 49 Moppiripalayam Pappampatti Co-operative Milk Supply Society, Somanur. 16th November 1970 Non-employment .. The management agreed to pay a sum of Rs. 525 to the worker in full and final settlement of all his claims including his claim for reinstatement.
- 50 City Transport Private Limited, Coimbatore. 9th November 1970 Non-employment .. The Management agreed to give employment to the worker as a badli driver after the workers presents an application to the management.
- 51 A.B.T. (P) Limited, Pollachi. 24th November 1970 Non-employment .. The management agreed to pay and the workers agreed to accept a sum of Rs. 2,043-33 in full and final settlement of all his claims including his claim for reinstatement.
- 52 Subhahmudi Estate, Sholayar. 24th November 1970 Dismissal of one worker .. The management agreed to re-employ the worker with continuity service, but without back wages.
- 53 Lashmi Machine Works Limited, Coimbatore. 28th November 1970 Revision of grades and wages. The management agreed to revise the grades and basic wages.
- 54 Madurai District Co-operative Spinning Mills, Melur. 6th November 1970 Implementation of 12 (3) settlement, dated 12th June 1970. .. Both the parties have agreed as per the terms of settlement.
- 55 Sri Meenakshi Mills Limited, Madurai. 12th November 1970 Permanency of one worker. The management agreed to consider the issue of permanent card after six months.
- 56 Sri Meenakshi Mills Limited, Paravai. 12th November 1970 Regarding designation in Bundling Department. The management agreed to designate as weaver in Bundling Department.
- 57 Madura Mills Company Limited, Madurai. 19th November 1970 Suspension of one worker .. The management agreed to abide by the decision of the Labour Officer I, Madurai.
- 58 Seethalakshmi Mills Limited, Madurai. 23rd November 1970 Suspension of 16 workers .. The management agreed to reduce the period of suspension by 50 per cent.
- 59 Seethalakshmi Mills Limited, Madurai. 23rd November 1970 Suspension of one worker .. It is agreed that the period of suspension will be reduced to 4 days and the worker will be paid 4 days wages forthwith.
- 60 Sree Meenakshi Mills Company Limited, Madurai. 24th November 1970 Issue of maistry ticket to one worker. The management and the worker agreed as per the terms of settlement.

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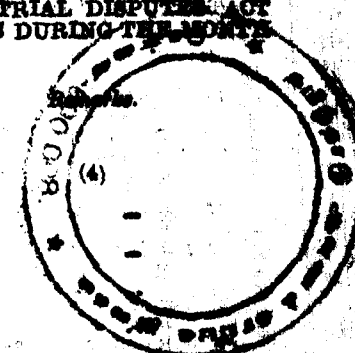
Serial number and name of the establishment	Date of agreement.		Details in dispute.		Time of settlement.	
(1)	(2)	(3)	(4)			
61. Sree Meenakshi Mills Company Limited, Madurai.	24th November 1970	Issue of wage increase	..	The management agreed to increase the wages.		
62. Madura Mills Company Limited, Madurai.	19th November 1970	Issue of wage increase	..	The management agreed to increase the wages.		
63. Madura Mills Company Limited, Madurai.	21st November 1970	Suspension of one worker	..	The management agreed to reduce the period of suspension to 6 days and 4 days wages will be paid to the worker.		
64. Rajarathna Mills Private Limited, Neikarsapatti.	26th November 1970	Suspension of workers	..	The management agreed to reduce 50 per cent of the suspension period.		
65. Madura Mills Company, Madurai.	30th November 1970	Charter of demands	..	Both the parties agreed as per the terms of settlement		
66. Madura Mills Company, Madurai.	30th November 1970	Increase in wages	..	Do.		
67. Baulraj Paper and Straw Board Mills Private Limited, Solavandan.	3rd November 1970	Non-employment	..	The management agreed to pay a sum of Rs. 550 to the worker in full and final settlement of all his claims including his claim for reinstatement.		
68. Madura Sourashtra Co-operative Bank Limited, Madurai.	4th November 1970	Non-employment	..	The management agreed to reinstate the worker with continuity of service		
69. Lodge Usha, Madras-1.	4th November 1970	Non-employment	..	The management agreed to pay to the worker a sum of Rs. 300 in full and final settlement of all his claims including his claim for reinstatement.		
70. Shanmuga Theatre, Palani.	26th November 1970	Non-employment	..	The management agreed to pay to the worker a sum of Rs. 150 in full and final settlement of all his claims including his claim for reinstatement.		
71. Vallammal Atchi, Thiruparan-kunram.	27th November 1970	Non-employment	..	The management agreed to reinstate the worker with continuity service		

2. T. V. Sundaram Iyengar and Sons, Madurai-1.	27th November 1970	Non-employment	..	The management agreed to pay to the worker a sum of Rs. 2,000 in full and final settlement of all his claims including his claim for reinstatement.		
3. M/s. Sundaram Industries Private Limited, Madurai.	30th November 1970	Non-employment	..	Both the parties agreed as per the terms of settlement.		
4. Madhannal and Company, Virudhunagar.	19th November 1970	Non-employment	..	The management agreed to pay a sum of Rs. 100 in full and final settlement of all his claims including his claim for reinstatement.		
5. Pioneer Muthu Estate, Nagercoil.	6th November 1970	Non-employment	..	The management agreed to pay sum of Rs. 440 in full and final settlement of all his claims including his claim for reinstatement.		
6. Pioneer Muthu Estate, Nagercoil.	6th November 1970	Non-employment	..	The management agreed to pay sum of Rs. 472 in full and final settlement of all his claims including his claim for reinstatement.		
7. Chakraborty and Plastics India Limited, Mettur Dam.	12th November 1970	Certain demands	..	Both the parties agreed as per terms of settlement.		
8. Mettur Boardell Limited.	13th November 1970	Certain demands	..	Both the parties agreed as per terms of settlement.		
9. Siva Shanmuga Textiles, Palipalayam.	27th November 1970	Certain demands	..	Both the parties agreed as per terms of settlement.		
10. A. V. A. Industrial Corporation (P) Limited, Salem.	9th November 1970	Certain demands	..	Both the parties agreed as per terms of settlement.		
11. M/s. Selvarani Transport (P) Limited, Namakkal.	9th November 1970	Certain demands	..	Both the parties agreed as per terms of settlement.		
12. Pioneer Motor Service, Tirunelveli.	16th November 1970	Bonus for 1969-70	..	The management agreed to pay 12½ per cent of the total annual earned wages as bonus for 1969-70 to all the workers.		
13. Pioneer Motor Service, Tirunelveli.	16th November 1970	Non-employment	..	The management agreed to reinstate the worker.		
14. Nagamony Sathia Brothers, Tirunelveli.	16th November 1970	Non-employment	..	The management agreed to reinstate the worker.		

Serial number and name of the establishment.	Date of agreement.	Details in dispute.	Time of settlement.
(1)	(2)	(3)	(4)
85 Nageswamy Sankar and Brothers, Tirunelveli.	10th November 1970	Bonus for 1969-70	.. The Management agreed to pay 12 1/2 per cent of the total annual earned wages as bonus for 1968-70 to all the workers.
86 TPFM Lorry Service, Tirunelveli.	16th November 1970	Non-employment	.. The management agreed to pay the worker a sum of Rs. 200 to the worker in full and final settlement of all his claims including his claim for reinstatement.
87 The Tirunelveli Co-operative Printing Works Limited, Tirunelveli.	18th November 1970	Non-employment	.. The management and the worker agreed to refer the issue of non-employment. Notice to the worker for informal Arbitration by the Deputy Commissioner of Labour, Madurai.
88 Lion Automobile Service Company, Tirunelveli.	18th November 1970	Non-employment	.. The management agreed to pay and the worker agreed to receive a sum of Rs. 1,000 in full and final settlement of all his claims including his claim for reinstatement.
89 Pioneer Motor Service, Tirunelveli.	28th November 1970	Non-employment	.. The issue of non-employment is not pressed.
90 Pioneer Motor Service, Tirunelveli.	28th November 1970	Non-employment	.. The management agreed to reinstate the worker as a temporary worker.
91 National Tailors, Vellore	30th November 1970	Non-employment	.. The management agreed to pay and the worker agreed to receive a sum of Rs. 250 in full and final settlement of all his claims including his claim for reinstatement.

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

Serial Number	Name of the concern.	Date of agreement.	Remarks.
(1)	(2)	(3)	(4)
1	Binny Limited, Madras.	7th August 1970	
2	B and C Mills, Madras.	24th November 1970	
3	B and C Mills, Madras.	18th November 1970	
4	Binny Limited, Madras.	20th November 1970	
5	Binny Limited, Madras.	21st November 1970	
6	Sharda Machinery Corporation, Madras-58 Vs. its workmen.	3rd November 1970	Revision of wages, gratuity Scheme, etc.
7	Pilot Pen Company India Limited (Private) Madras-58 Vs. its workmen.	6th November 1970	Additional bonus for the year 1969-69.
8	India Forge and Drop Stampings Limited, Madras-58 Vs. its workmen.	3rd November 1970	Regarding revision and increase in wages.
9	Freezing Products, Madras-58 Vs. its workmen.	12th November 1970	Settlement of accounts of 11 workers who wanted to retire from service.
10	Coramandel Garments Limited, Madras-58 Vs. its workmen.	30th November 1970	Charter of demands.
11	Royala Corporation Private Limited.	31st October 1970	General demands.
12	Saroja Mills Limited, Coimbatore.	1st October 1970	Workload in Electric Section.
13	Vasanth Mills Limited, Singanailur.	26th August 1970	Fixation of pay in Automatic Section.
14	Casino Bus Transports Limited, Kangayam and its workers.	30th October 1970	Regarding certain demands.
15	Thiagarajar Mills, Kappalur Vs. National Textile Workers Union Dravida Panchalai Thoshilalar Munnetra Sangam, Madurai.	25th October 1970	Wage increase of casual workers.
16	Sree Moenakshi Mills Limited, Paravai Vs. National Textile Workers Union, Madurai District Mill Workers Union, Dravida Panchalai Thoshilalar Munnetra Sangam.	20th November 1970	Wage increase of casual workers.



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Serial number.	Name of the Concern	Date of agreement.	Remarks.
(1)	(2)	(3)	(4)
17	Bojaraja Textiles, Thenur National Textile Workers Union Dravida Panchalai Thozhilalar Munnatra Sangam.	17th November 1970	Filling up of vacancy of building coolies.
18	Madras Hotel, Madurai	19th November 1970	Bonus for 1970.
19	Lakshmi Vilas Coffee Hotel, Madurai.	29th November 1970	Compensation for closure of the establishment.
20	Varadhalakshmi Mills, Manamadurai, East Ramnad National Textile Thozhilalar Sangam and Dravida Pothu Thozhilalar Munnatra Sangam.	24th July 1970	Implementation of recommendations of 2nd wage Board.
21	Aruppukottai Sree Ramalinga Mills Private Limited vs. Indian National Trade Union Congress, East Ramanathapuram District National Textile Workers Union, Aruppukottai, Ramalinga Mill Workers Union, Aruppukottai Dravida Panchalai Thozhilalar Munnatra Sangam, Athipatti.	5th August 1970	Basic and D.A; increase of commission and permanency of workers.
22	Somasunderam Mills Private Limited, Muthanandal. Vs. East Ramnad District National Workers Union, Ramnad district Dravida Pothu Thozhilalar Munnatra Sangam.	12th July 1970	Filling of vacancies and change of designation, etc.
23	Bharathi Cotton Mills, Rajapalayam National Textile Workers Union, Rajapalayam.	22nd October 1970	Bonus for 1969-70.
24	Sri Komathi Sangam Weavings Mills, Rajapalayam Vs. Dravida Panchalai Munnatra Sangam, Rajapalayam.	21st October 1970	Bonus for 1969-70.
25	Janakiram Mills Company, Limited Rajapalayam Vs. Dravida Panchalai Thozhilalar Munnatra Sangam, Rajapalayam.	21st October 1970	Bonus for 1969-70.
26	Ramasamy and Company Powerloom Factory, Rajapalayam Vs. Dravida Panchalai Thozhilalar Munnatra Sangam, Rajapalayam.	21st October 1970	Bonus for 1969-70.

Serial number.	Name of the Concern	Date of agreement.	Remarks.
(1)	(2)	(3)	(4)
27	Aruppukottai Sree Ramalinga Mills Private Limited. Vs. Ramalinga Mills Workers Union, Aruppukottai, East Ramnad district National Textile Workers Union, Aruppukottai, Dravida Pothu Thozhilalar Munnatra Sangam, Athipatti.	18th October 1970	Bonus for 1969-70.
28	Messers Varadhalakshmi Mills Limited, Manamadurai Vs. East Ramnad National Textile Workers Union and Madurai district Mill Workers' Union.	16th October 1970	Increase of wages and Permanency.
29	Rakmini Mills Silaiman. Vs. National Textile Workers Union, Madurai National Textile Workers Union, Silaiman	21st October 1970	Promotion for 32 clearing Gang as Doubling machines in Spinning Department.
30	Rakmini Mills, Silaiman. vs. National Textile Workers Union, Madurai, National Textile Workers Union, Silaiman.	21st October 1970	Increase of wages for apprentice and Badly workers.
31	Madras Cements Limited Thulukkappatti. Vs. Madras Cements National Workers Union, Madras Cements Dravida Thozhilalar Munnatra Sangam.	12th October 1970	1968-69 and 1969-70 Bonus.
32	Rajapalayam Mills Limited Rajapalayam. Vs. Mills Workers Union, Rajapalayam, National Labour Congress, Rajapalayam.	22nd October 1970	1969-70 Bonus.
33	Jawahar Mills Limited, Chettinad. Vs. National Textile Workers Union, Chettinad.	27th October 1970	1969-70 Bonus.
34	Ramasamy and Company, Rajapalayam. Vs. Dravida Pothu Thozhilalar Munnatra Sangam, Rajapalayam.	1st November 1970	Change of time and wages into piece and wage for Machine in weaving.

Serial number.	Name of the Concern.	Date of agreement.	Remarks.
(1)	(2)	(3)	(4)
35	Sri Ayyanar Spinning and Weaving Mills Limited Mallanginar. Vs. Dravida Pothu Thoshilar Munnetra Sangam, Sri Ayyanar Mills Spinning and Weaving Workers Nala Sangam, Mallanginar.	18th October 1970	Change of Wages, D.A Bonus, workload continuous running spinning frames and etc.
36	Alagappa Cotton Mills, Rajapalayam. Vs. Indian National Trade Union Congress, Madurai National Textile Workers Sangam, Rajapalayam.	21st November 1970	Workload and fixation of wages.
37	Jawahar Mills, Salem	4th November 1970	Management agreed to pay basic wages with effect from 2-4-70
38	Mettur Boardsell Limited, Salem.	24th November 1970	Management agreed to pay Rs. 30 as special allowance to the workers.
39	P. N. Ramaswamy Iyer Bus Service., Salem.	27th November 1970	Management agreed to pay a consolidated sum of Rs. 35 P.M. Over and above the existing salary and also a sum of Rs. 25 in respect of arrears of wages as per the wage Board recommendation.
40	M.S.P.M.P. Selamath Limited, Nannakkal.	22nd November 1970	Management agreed to pay bonus at an increased rate of Rs. 10 than 1969-70 bonus.

STATEMENT SHOWING THE LIST OF INDUSTRIAL DISPUTES REFERRED TO LABOUR COURTS FOR ADJUDICATION UNDER THE INDUSTRIAL DISPUTES ACT, 1947, PUBLISHED IN THE TAMIL NADU GOVERNMENT GAZETTE DURING THE MONTH OF NOVEMBER 1970.

Serial number.	Name of the concern in which the dispute has arisen.	Issues.	G.O. number and reference.
(1)	(2)	(3)	(4)
LABOUR COURT, MADRAS.			
1	Lawly Electric Printing Press, Thanjavur.	Whether the non-employment of Thiru R. Veeraswamy 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. 1894, Labour, dated 28th July 1970.
2	Chemyl Colour Industries, Madras.	Whether the non-employment of Thiruvalluvar Khadar Mohideen and P. Madurai 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. 1844, Labour, dated 11th August 1970.
3	City Khadhi Department Co-operative Society, Limited, Madras.	Whether the non-employment of Thiru V. S. Muthu 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. 1890, Labour, dated 14th August 1970.
4	Certain Printing Presses at Kumbakonam.	Whether the demand for Rs. 108 as minimum wages and to grant 30 per cent increase over the existing wages, are justified, if not to fix the quantum.	G.O. R. No. 1830, Labour, dated 1st September 1970.
5	Madras State Electricity Board, Wandivash.	Whether the non-employment of Thiru V. Annamalai from 2nd October 1964, 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. 8018, Labour, dated 5th September 1970.

Serial number.	Name of the concern in which the dispute has arisen.	Items.	G.O. number and reference.
(1)	(2)	(3)	(4)
LABOUR COURT, MADRAS—cont.			
6	Balakrishna Talkies, Thiruvattiyur, Madras-19.	Whether the demand for fixation of scales of basic pay is justified, and, if so, fix the scales and fit the incumbent in the appropriate stage. Whether the demand for D. A. is justified, and if so, to fix the rate. Whether the demand for the introduction of the gratuity scheme is justified, and, if so, to formulate the scheme of gratuity. Whether the non-employment of Thiru G. Palani and others 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. 2070, Labour, dated 5th September 1970.
7	Jayagopal Oil Mills, Madras.	Whether the non-employment of Thiru A. Ponnusamy 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. 2019, Labour, dated 5th September 1970.
8	P. T. S. Printers, Madras.	Whether the non-employment of Thiru O. M. Sriam 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. 2020, Labour, dated 5th September 1970.
9	Shaw Vannichand Hukmai, Madras.	Whether the non-employment of Thiru Seethaiah 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. 2028, Labour, dated 9th September 1970.
10	Sri Thiruvannamalai Motor Service, Thiruvannamalai.	Whether the non employment of Thiru V. Raju 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. 2046, Labour, dated 9th September 1970.

Serial number.	Name of the concern in which the dispute has arisen.	Items.	G.O. number and reference.
(1)	(2)	(3)	(4)
LABOUR COURT MADRAS—cont.			
11	Chandrasekarapuram Co-operative Stores, Limited, Kumbakonam.	Whether the non-employment of Thiru G. Sampathkumar 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. 1288, Labour, dated 18th September 1970.
12	Salem Beedi Factory, Thirupathur.	Whether the non-employment of Thiruvalargal A. G. Amees and A. R. Salarkhan. 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. 1988, Labour, dated 1st September 1970.
13	Vidiraj Transports (P), Limited, Thiruvannamalai.	Whether the non-employment of Thiru M. Abdul Rahim 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. 2007, Labour, dated 18th September 1970.
14	Messrs. Stead Fast Enterprises (Private), Limited, Madras-58.	Whether the non-employment of Thiru Chellappan 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. 2146, Labour, dated 21st September 1970.
LABOUR COURT, COIMBATORE.			
1	Vannandur Town Panchayat, Vannandur.	Whether the non-employment of Thirumathi Chinnamma is justified; if not, to what relief she is entitled. To compute the relief, if any awarded in terms of money, if it can be so computed.	G.O. R. No. 1871, Labour, dated 17th August 1970.
2	Thondamuthur Trading Company, Limited, Coimbatore.	Whether the non-employment of Thiru J. David 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. 2099, Labour, dated 18th August 1970.
3	Somasundaram Mills (Private) Limited, Coimbatore.	Whether the non-employment of Thiru S. P. Sabapathy 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. 2100, Labour, dated 18th September 1970.

Serial number.	Name of the concern in which the dispute has arisen.	Items.	G.O. number and reference.
(1)	(2)	(3)	(4)
LABOUR COURT, COIMBATORE—cont.			
4	Rajeswari Hall, Salem.	Whether the non-employment of Thiru M. Kamaiah Chettiar, and others 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. 2101, Labour, dated 18th September 1970.
5	Salem-Erode Electricity Distribution Company Limited, Salem.	Whether the non-employment of Thiru D. Venkataraman 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. 2102, Labour, dated 18th September 1970.
6	Sri Rani Lakshmi Ginning, Spinning and Weaving Mills Limited, Coimbatore.	Whether the transfer of Thiru V. G. Rajaram, Store-clerk from Sri Rani Lakshmi Ginning Spinning and Weaving Mills, Arasur, Coimbatore District, Messrs. Seethalakshmi Mills Limited, Madurai 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. 2130, Labour, dated 19th September 1970.
7	Sulthan Branch, Coimbatore.	Whether the non-employment of Thiru A. K. Jainalavudhin 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. 2158, Labour, dated 22nd September 1970.
8	Raja and Mannar Lorry Transport, Salem.	Whether the non-employment of Thiru S. V. Padmanaban 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. 2186, Labour, dated 27th September 1970.
9	Sri Ranga Vilas Motor Transport, Krishnagiri.	Whether the non-employment of Thiru K. M. Govindarajulu 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. 2187, Labour, dated 24th September 1970.
10	Motor Service (Private) Limited, Namakkal.	Whether the non-employment of Thiru S. Ayyavoo 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. 2188, Labour, dated 24th September 1970.

Serial number.	Name of the concern in which the dispute has arisen.	Items.	G.O. number and reference.
(1)	(2)	(3)	(4)
LABOUR COURT COIMBATORE—cont.			
11	Kakaveri Panahayat, Rasipuram Taluk.	Whether the non-employment of Thiru Kulandavel and 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. 2201, Labour, dated 26th September 1970.
12	Esso Standard Eastern INC., Coimbatore.	Whether the non-employment of Thiru T. L. Ramachandra Rao 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. 2259, Labour, dated 5th October 1970.
13	Gajamudi Estate, Mudis.	Whether the non-employment of Thiru Muthiah 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. 2264, Labour, dated 5th October 1970.
14	Amaravathi Co-operative Sugar Mills Limited, Udumalpet.	Whether the non-employment of Thiru A. Velusamy 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. 2265, Labour, dated 5th September 1970.
LABOUR COURT, MADURAI.			
1	Hotel Aristo, Trichirappalli.	Whether the non-employment of Thiru Karuppiash 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. 1845, Labour, dated 11th August 1970.
2	P. P. C. Rathinaswamy Nadar, Timber Depot, Sivakasi.	Whether the non-employment of Thiru A. Karuppiash Nadar 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. 1846, Labour, dated 11th August 1970.
3	Ganesh Printing Works, Madurai.	Whether the non-employment of Thiru E. Chandram 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. 2114, Labour, dated 19th September 1970.

Serial number.	Name of the concern in which the dispute has arisen.	Items.	G.O. number and reference.
(1)	(2)	(3)	(4)
LABOUR COURT, MADURAI—cont.			
4	S. T. T. Ramachandra Nadar and Company, Madurai.	Whether the non-employment of Thiru S. Balu 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. 2115, Labour, dated 19th September 1970.
5	Ananda Transport, Tirupathur.	Whether the non-employment of Thiruvalargal V. Swamy-nathan and K. Subramaniam 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. 2116, Labour, dated 19th September 1970.
6	Prasanna Transport (Private) Limited, Tiruchirappalli.	Whether the non-employment of Thiruvalargal T. Sundaram Pillai and Radhakrishnan 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. 2118, Labour, dated 19th September 1970.
7	Anand Talkies, Thirumangalam.	Whether the non-employment of Thiru V. Janarthanam and 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. 2138, Labour, dated 21st September 1970.
8	Ravi Textiles, Madurai.	Whether the non-employment of Thiru P. S. Arumugam and 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. 2139, Labour, dated 21st September 1970.
9	Sri Shanmugar Mills, Rajapalayam.	Whether the non-employment of Thiruvalargal K. Natarajan and 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. 2173, Labour, dated 23rd September 1970.
10	Salva Stainless Steel Works, Tiruchirappalli.	Whether the non-employment of Thiru Jayaraman and others 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. 2044, Labour, dated 9th September 1970.

Serial number.	Name of the concern in which the dispute has arisen.	Items.	G.O. number and reference.
(1)	(2)	(3)	(4)
LABOUR COURT, MADURAI—cont.			
11	K. N. Chari and Company, Madurai-54.	Whether the non-employment of Thiruvalargal Chandrasekaran and 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. 2124, Labour, dated 19th September 1970.
12	Madura Mills Company Limited, Madurai.	Whether the demand of the office staff for revision of scales of wages is justified, and if so, to revise the scales and prescribe the manner of fitment in those scales.	G.O. R. No. 2174, Labour, dated 23rd September 1970.

IV. STATEMENT SHOWING THE LIST OF AWARDS OF THE INDUSTRIAL TRIBUNAL, MADRAS AND LABOUR COURTS, PUBLISHED IN THE SUPPLEMENT TO PART II—SECTION 1 OF THE TAMIL NADU GOVERNMENT GAZETTE, DURING THE MONTH OF NOVEMBER 1970.

Serial number and name of the establishment.	Page number and date of the Gazette.	G.O. number and date.
(1)	(2)	(3)
LABOUR COURT, COIMBATORE.		
1 Prakash Engineering Company, Coimbatore.	1, 4th November 1970.	G.O. R. No. 1716, Labour, dated 29th July 1970.
2 Nallacottu Estate, Valparai	2, 4th November 1970.	G.O. R. No. 184, Labour, dated 31st March 1970.
3 Indian Refrigeration Industries Limited, Coimbatore.	3, 4th November 1970.	G.O. R. No. 743, Labour, dated 2nd April 1970.
4 Warnick Estate, Kotagiri Post.	4, 4th November 1970.	G.O. R. No. 248, Labour, dated 23rd February 1970.
5 Engineering Equipment Enterprise, Ganapathy, Coimbatore.	5, 4th November 1970.	G.O. R. No. 1825, Labour, dated 10th October 1970.
6 Glenavans Estate, New Hope.	6, 4th November 1970.	G.O. R. No. 222, Labour, dated 20th October 1970.
7 R. P. David and Company, Salem.	7, 4th November 1970.	G.O. R. No. 2425, Labour, dated 20th October 1970.
8 Murugalli Estate, Solaiyarnagar P.O.	9, 4th November 1970.	G.O. R. No. 2426, Labour, dated 20th October 1970.
9 N. Mahalingam and Company, Ootacamund.	10, 4th November 1970.	G.O. R. No. 2427, Labour, dated 20th October 1970.
10 Vellonie Estate, Valparai.	11, 4th November 1970.	G.O. R. No. 2428, Labour, dated 20th October 1970.
11 Injiparai Estate, Valparai.	12, 4th November 1970.	G.O. R. No. 2429, Labour, dated 20th October 1970.
12 Nadumalai Estate, Valparai.	13, 4th November 1970.	G.O. R. No. 2435, Labour, dated 22nd October 1970.
13 Manamboli Estate, Valparai Post, Coimbatore.	1, 18th November 1970.	G.O. R. No. 2559, Labour, dated 3rd November 1970.
14 S. M.M. Transport (Private), Limited, Rasipuram.	2, 18th November 1970.	G.O. R. No. 2560, Labour, dated 3rd November 1970.
15 Salem Co-operative Central Bank Limited, Salem.	3, 18th November 1970.	G.O. R. No. 2561, Labour, dated 3rd November 1970.
16 Attikunna Division of Mangorango Estate, Nilgiris.	1, 25th November 1970.	G.O. R. No. 2530, Labour, dated 30th October 1970.

Serial number and name of the Establishment.	Page number and date of Gazette.	G.O. number and date.
(1)	(2)	(3)
LABOUR COURT, COIMBATORE—cont.		
17 Salem Weaver's Co-operative Production and Sales Society, Salem.	3, 25th November 1970.	G.O. R. No. 2575, Labour, dated 6th November 1970.
18 Hindustan Equipment Manufacturers, Coimbatore.	5, 25th November 1970.	G.O. R. No. 2582, Labour, dated 7th November 1970.
19 Sri Natesar Spinning and Weaving Mills (Private) Limited, Erode.	6, 25th November 1970.	G.O. R. No. 2583, Labour, dated 7th November 1970.
20 Pannimedu Estate, Mudis Post.	7, 25th November 1970.	G.O. R. No. 2607, Labour, dated 11th November 1970.
21 Ganapathy Engineering and Manufacturer (Private) Limited, Coimbatore.	10, 25th November 1970.	G.O. R. No. 2608, Labour, dated 11th November 1970.
22 Vijayalakshmi Mills Limited, Kunjiamuthur, Coimbatore.	17, 25th November 1970.	G.O. R. No. 2630, Labour, dated 13th November 1970.
LABOUR COURT, MADRAS.		
1 Modern Stores, Madras	15, 4th November 1970.	G.O. R. No. 2440, Labour, dated 22nd October 1970.
2 Gordon woodroffe Engineers Limited, Madras.	15, 4th November 1970.	G.O. R. No. 2441, Labour, dated 22nd October 1970.
3 Ajoy Engineering Works, Madras.	16, 4th November 1970.	G.O. R. No. 2442, Labour, dated 22nd October 1970.
4 Ajoy Engineering Works, Madras.	17, 4th November 1970.	G.O. R. No. 2443, Labour, dated 22nd October 1970.
5 Hotel De Kayirali and Hotel Usha, Madras.	17, 4th November 1970.	G.O. R. No. 2444, Labour, dated 22nd October 1970.
6 T. K. Thanickachala Nadar and Brothers, Madras.	18, 4th November 1970.	G.O. R. No. 2445, Labour, dated 22nd October 1970.
7 Wilson and Company Private Limited, Madras.	18, 4th November 1970.	G.O. R. No. 2446, Labour, dated 22nd October 1970.
8 Sri Raja Rajeswari Sidda vaidyasala and Pharmacy, Madras.	19, 4th November 1970.	G.O. R. No. 2447, Labour, dated 22nd October 1970.
9 Sundaram Transport, Thirumazhisai.	2, 11th November 1970.	G.O. R. No. 2465, Labour, dated 23rd October 1970.
10 Ramakrishnan Kubvantrai Steel Rolling Mills, Madras-19.	3, 11th November 1970.	G.O. R. No. 2502, Labour, dated 27th October 1970.
11 I.C.F. Annexe Canteen, Madras.	7, 18th November 1970.	G.O. R. No. 2533, Labour, dated 7th November 1970.

Serial number and name of the establishment.	Page number and date of the Gazette.	G.O. number and date.
(1)	(2)	(3)
LABOUR COURT, MADRAS—cont.		
12 Kancheepuram Kamakshi- amman Spinning Mills, Kancheepuram.	4, 11th November 1970.	G.O. R. No. 2547, Labour, dated 2nd November 1970.
13 International Computers (India) Private Limited, Madras.	9, 18th November 1970.	G.O. R. No. 2591, Labour, dated 7th November 1970.
14 T. Kundal Doss (Manage- ment of Alandur Depart- mental Stores), Madras.	14, 25th November 1970.	G.O. R. No. 2617, Labour, dated 12th November 1970.
15 Sri Rama Machinery Cor- poration, Madras.	15, 25th November 1970.	G.O. R. No. 2618, Labour, dated 12th November 1970.
16 Onward Trading Company, Madras-60.	16, 25th November 1970.	G.O. R. No. 2628, Labour, dated 12th October 1970.
17 Rajakumari Theatre, Madras.	17, 25th November 1970.	G.O. R. No. 2629, Labour, dated 18th November 1970.

LABOUR COURT, MADURAI.

1 Rajapalayam Brick and Tile Workers Industrial Co-opera- tive Society Limited, Rajapalayam.	19, 4th November 1970.	G.O. R. No. 2499, Labour, 27th October 1970.
2 Devi Transports, Dindi- gul.	20, 4th November 1970.	G.O. R. No. 2500, Labour, dated 27th October 1970.
3 Pudukottai Central Co- operative Supply and Marketing Socie- ty Limited, Puduko- ttai.	22, 4th November 1970.	G.O. R. No. 2501, Labour, dated 27th October 1970.
4 Shencottah Electric Supply Agency, Shen- cottah.	1, 11th November 1970.	G.O. R. No. 1773, Labour, dated 3rd August 1970.
5 Chandrasekarapuram Co- operative Stores, Kumbakonam.	15, 25th November 1970.	G.O. R. No. 2620, Labour, dated 12th November 1970.
6 Thiru V.R. Kasichettiar, Lakshmi and Company, Tiruchirappalli.	16, 25th November 1970.	G.O. R. No. 2621, Labour, dated 12th November 1970.

ADDITIONAL LABOUR COURT, MADRAS.

1 Executive Engineer, Construction, Ambat- tur Division II, Madras.	7, 11th November 1970.	G.O. R. No. 2524, Labour, dated 30th October 1970.
2 Seshasayee Industries Limited, Vadalur.	21, 25th November 1970.	G.O. R. No. 2627, Labour, dated 12th November 1970.
3 Dean Motor Roadways, Madras.	9, 18th November 1970.	G.O. R. No. 2590, Labour, dated 7th November 1970.

Serial number.	Name of the Establishment.	Page No. and date of the Gazette.	G. O. No. and date.
(1)	(2)	(3)	(4)
INDUSTRIAL TRIBUNAL, MADRAS.			
1 Mettur Chemical and Industrial Corporation Limited, Mettur Dam R. S.	11, 11th November 1970.	G. O. R. No. 2463, Labour, dated 23rd October 1970.	
2 Caltex India Limited, Madras.	11, 11th November 1970.	G. O. R. No. 2546, Labour, dated 2nd November 1970.	
3 Sri Ramalinga Choodambikai Mills Limited, Tiruppur.	11, 18th November 1970.	G. O. R. No. 2599, Labour, dated 29th September 1970.	
4 Tirunelveli—Tutkootin Electric Supply Company, Tirunelveli.	14, 18th November 1970.	G. O. R. No. 2590, Labour, dated 4th November 1970.	
5 E.I.D. Parry Limited, Nellikuppam.	14, 18th November 1970.	G. O. R. No. 2568, Labour, dated 4th November 1970.	
3 Loyal Textile Mills Limited, Kovilpatti.	15, 18th November 1970.	G. O. R. No. 2564, Labour, dated 4th November 1970.	
7 Eunore Foundries Limited, Madras.	16, 18th November 1970.	G. O. R. No. 2598, Labour, dated 4th November 1970.	

ANDHRA PRADESH LABOUR BULLETIN

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

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

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5. 1970-ம் ஆண்டு நவம்பர் மாதத்திய வேலை நிறுத்தம் மற்றும் கதவடைப்பினால் ஏற்பட்ட வேலை நிறுத்தங்கள் பற்றிய அட்டவணை.

(1)	(2)	(3)	(4)	வேலை நிறுத்தம்.		வேலை நிறுத்தம்.		(9)	(10)	பாதிக்கப்பட்ட வேலையாளர்களின் அதிக அளவு எண்ணிக்கை.		(13)	(14)	(15)	(16)	(17)	இழக்கப்பட்ட உற்பத்திப் பொருள்களின் மதிப்பு.		(20)	(21)	(22)	(23)
				ஏற்கனவே ஏற்பட்டது.	அமலுக்குக் கொண்டு வராததால்	ஆரம்பம்.	முடிவு.			நேர் முகமாக.	மறை முகமாக.						நடப்பு மாதத்தில்.	மாத இறுதி வரை.				
1 நூற்பாலைகள் 23/231.	திருப்பூர் பஞ்ச நூறு மற்றும் நெசவாளிகள், திருப்பூர்.	வேலை நிறுத்தம் அல்லது கதவடைப்பு.	தகராறு ஏற்பட்ட காரணம்.	..	..	10-8-1970	19	336	336	..	..	3,024	3,024	..	..	..	விவரங்கள் அளிக்கப்படவில்லை.	..	கதவடைப்பு நீக்கப்பட்டு 23-11-70 முதல் வேலை துவக்கப்பட்டது.	..	(1)	..
2 காகிதம் மற்றும் அட்டை தயாரிப்பு 27 (இ).	ஸ்ரீ பாலராஜ் பேப்பர் மற்றும் ஸ்ட்ராபோர்ட்ஸ் மில்ஸ் (பிரைவேட்) லிமிடெட், சோழவந்தான்.	வேலை நிறுத்தம் ஒரு தொழிலாளியின் வேலை நிறுத்தம்.	..	..	..	26-10-1970	2	35	35	..	..	70	70	..	180.00	..	2,500	..	3-11-70 அன்று வேலை நிறுத்தம் வாபஸ் பெறப்பட்டது. தொழிலாளர் துறை அலுவலர் முன் தொழிற் தகராறு சட்டம், பிரிவு 12(3)-ன் கீழ் ஓர் ஒப்பந்தம் ஏற்பட்டது.	..	(2)	..
3 மரவேலை	.. மாடர்ன் ஷட் ஓர்க்ஸ், சென்னை.	வேலை நிறுத்தம் 1969-70-க்கான போனஸ் தழும், கதவடைப்பு.	..	..	..	24-10-1970	25	40	40	..	..	1,000	1,000	..	..	..	விவரங்கள் அளிக்கப்படவில்லை.	..	தொடருகிறது.	..	(3)	..
4 நூற்பாலை 23/231.	சோமசுந்தரம் மில்ஸ், கோயமுத்தூர்.	உள்ளிருப்பு போனஸ் மற்றும் சம்பள வேலை பாக்கி. நிறுத்தம்.	..	..	..	19-10-1970	23	1,040	180	60	..	23,920	23,920	..	..	..	..	..	தொடருகிறது.	..	(4)	..
5 நூற்பாலை 23/231.	கோத்தாரி டெக்ஸ்டைல்ஸ், கோயமுத்தூர்.	..	..	..	..	19-10-1970	1	179	179	..	..	179	179	..	42,500	..	4,87,000	..	..	..	(5)	..
6 ..	பயனீர் (பிரைவேட்) மில்ஸ் கோயமுத்தூர்.	..	..	..	..	15-10-1970	10	1,210	1,200	..	..	12,000	12,000	..	..	..	..	..	விவரங்கள் அளிக்கப்படவில்லை.	..	(6)	..
7 ..	கொனந்தா மில்ஸ், கோயமுத்தூர்.	..	..	..	..	19-10-1970	3	186	45	141	..	558	558	..	47,651	..	5,19,858	..	..	..	(7)	..
8 ..	ஜனார்த்தன் மில்ஸ், கோயமுத்தூர்.	..	..	..	..	31-10-1970	5	414	414	..	..	2,070	2,070	..	22,600	..	2,66,000	..	..	..	(8)	..
9 சிமென்ட் தொழில்	ஆஸ்பெஸ்டாஸ் சிமென்ட் லிமிடெட், போத்தனூர், கோயமுத்தூர்.	..	..	..	..	19-10-1970	25	968	968	..	..	24,200	24,200	..	1,69,000	..	2,46,950	..	19,50,000	..	(9)	..
0 மற்றவை	.. செஷசாமி பேப்பர் மில்ஸ், பள்ளி பாளையம்.	..	..	..	..	27-10-1970	5	400	400	..	..	2,000	2,000	..	..	..	..	..	விவரங்கள் அளிக்கப்படவில்லை.	..	(10)	..
1 பொறியியல் 37/2.	மெனலி அண்டு சன்ஸ், கோயமுத்தூர்.	..	..	..	..	13-10-1970	25	109	109	..	..	2,725	2,725	..	..	..	..	..	தொழிலாளர்கள் வேலை துவக்கினார்கள். தொடருகிறது.	..	(10)	..

பிரிவு 'ஆ' மற்றும் 'இ'.
—இல்லை.

- (1) கோவை மாவட்ட ஆலைத் தொழிலாளர் சங்கம், கோயமுத்தூர்.
- (2) மத்திய இந்திய தொழிற் சங்கம்.
- (3) இண்டஸ்ட்ரியல் எஸ்டேட் மற்றும் பொதுத் தொழிலாளர் சங்கம், சென்னை.
- (4) (அ) கோயமுத்தூர் மாவட்ட ஆலைத் தொழிலாளர் சங்கம், கோயமுத்தூர்.
- (ஆ) கோயமுத்தூர் மாவட்ட மில் லேபர் யூனியன், கோயமுத்தூர்.
- (இ) கோவை மாவட்ட பஞ்சாலை தொழிலாளர் சங்கம், கோவை.
- (ஈ) கோவை தேசிய பஞ்சாலை தொழிலாளர் சங்கம், கோவை.

- (5) கோயமுத்தூர் மாவட்ட மில் லேபர் யூனியன், கோவை.
- (6) கோவை மாவட்ட திராவிட பஞ்சாலை தொழிலாளர் முன்னேற்ற சங்கம், கோயமுத்தூர்.
- (7) கோயமுத்தூர் மாவட்ட ஆலைத் தொழிலாளர் சங்கம், கோயமுத்தூர்.
- (8) கோவை மாவட்ட பஞ்சாலை தொழிலாளர் சங்கம்.
- (9) (1) திராவிட பொது தொழிலாளர் முன்னேற்ற சங்கம், போத்தனூர்.
- (2) கோயமுத்தூர் ஆஸ்பெஸ்டாஸ் தொழிலாளர் சங்கம், போத்தனூர்.
- (10) கோயமுத்தூர் மாவட்ட பொது பொறியியல் மற்றும் இயந்திர தொழிலாளர் சங்கம், கோவை.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)
12	பொறியியல் 37/2.	இந்துஸ்தான் எக்ஸ்ப்ளொஸிவ்ஸ் (பிரைவேட்) லிமிடெட், கோயமுத்தூர். எக்ஸ்ப்ளொஸிவ்ஸ் இன்ஜினியரிங் கார்ப்பொரேஷன், கோயமுத்தூர்.	வேலை நிறுத்தம். 1969-70-க்கான போனஸ் ..	..	..	26-10-1970	9-11-1970	7	67	67	..	469	469	..	3,100	5,700	24,000	44,000	தொழிலாளர்கள் தாங்களாகவே வேலை துவக்கினார்கள்.	..	(11)	..
13	ஷே	..	..	..	..	27-10-1970	9-11-1970	7	150	120	..	840	840	..	4,395	5,915	10,000	43,333	..	..	(11)	..
14	தொட்டிகள்	..	..	..	..	26-10-1970	2-11-1970	1	687	556	131	687	687	..	விவரங்கள் அளிக்கப்படவில்லை.				..	..	(13)	..
15	ஷே	..	..	..	..	26-10-1970	2-11-1970	1	851	834	..	834	834	..	..				..	..	(14)	..
16	பொறியியல்	..	..	..	..	27-10-1970	2-11-1970	..	22	3	19	22	22	..	..				..	..	(15)	..
17	..	..	..	..	..	26-10-1970	2-11-1970	1	16	13	இல்லை.	13	13	..	..				..	..	(16)	..
18	ஷே	..	..	..	..	28-10-1970	2-11-1970	25	34	14	இல்லை.	350	350	..	..				..	..	(17)	..
19	பொக்குவரத்து	..	..	..	..	21-10-1970	தொடருகிறது.	25	109	109	..	2,725	2,275	..	..				..	..	(18)	..
20	பொறியியல் 37/2.	இஞ்சினியரிங் கன்ஸ்ட்ரக்ஷன் கார்ப்பொரேஷன், மணலி.	..	..	..	2-10-1970	17-11-1970	14	50	50	..	700	700	..	..				..	..	(19)	..
21	ஷே	..	..	..	..	13-10-1970	தொடருகிறது.	25	645	642	3	16,125	16,125	..	..				..	..	(19)	..
22	ஷே	..	..	..	..	21-10-1970	..	25	68	68	..	1,700	1,700	..	..				..	..	(20)	..
23	புலவகை	..	..	..	..	6-10-1970	2-11-1970	1	20	20	..	20	20	..	..				..	..	(21)	..
24	ஷே	..	..	..	..	12-10-1970	2-11-1970	1	33	33	..	33	33	..	..				..	..	(22)	..
25	தூற்பாலை 23/231.	..	..	..	..	27-10-1970	9-11-1970	5	80	80	..	350	350	..	..				..	..	(23)	..
26	ஷே	..	..	..	..	13-11-1970	17-11-1970	4	227	197	24	884	884	884	4,270	4,270	1,26,680	1,26,680	..	..	(24)	..
27	பொறியியல் 37/2.	..	..	..	..	12-11-1970	தொடருகிறது.	16	9	9	..	258	258	258	1,197.39	1,197.39	3,500	3,500	..	..	(25)	..

பிரிவு 'ஆ' இ மற்றும் ஈ.
ஒன்றுமில்லை.

- (11) 1. கோவை மாவட்ட பொது தொழிலாளர் முன்னேற்ற சங்கம், கோவை.
2. கோவை மாவட்ட பொது பொறியியல் இயந்திர தொழிலாளர் சங்கம், கோயமுத்தூர்.
(13) தமிழ்நாடு தோட்ட தொழிலாளர் சங்கம், வால்பாறை.
(14) ஆனந்தி திராவிட தொழிலாளர் முன்னேற்ற சங்கம், கோயமுத்தூர்.
(15) கோவை பொது தொழிலாளர் முன்னேற்ற சங்கம், கோவை.

- (16) கோயமுத்தூர் மாவட்ட பொது பொறியியல் மற்றும் இயந்திர தொழிலாளர் சங்கம், கோயமுத்தூர்.
(17) சுதந்திர தொழிலாளர் சங்கம், கோயமுத்தூர்.
(18) மெட்ரூஸ் பெர்மிலேசர்ஸ் தொழிலாளர் சங்கம், சென்னை.
(19) இ.ஜ.டி. பாரி தொழிலாளர் சங்கம், சென்னை.
(20) கோயமுத்தூர் திராவிட பஞ்சாலை தொழிலாளர் முன்னேற்ற சங்கம், கோயமுத்தூர்.
(21) மத்திய இந்திய தொழிற் சங்கம்.

5. 1970-ம் ஆண்டு நவம்பர் மாதத்திய வேலை நிறுத்தம் மற்றும் கதவடைப்பினால் ஏற்பட்ட வேலை நிறுத்தங்கள் பற்றிய அட்டவணை—தொடர்ச்சி.

எரிச எண்ணும், தொழிலுக்கு ஒதுக்கப்பட்ட இலக்கமும்.	தொழிற்சாலை மற்றும் நிறுவனத்தின் பெயரும், விலாசமும்.	வேலை நிறுத்தம் அல்லது கதவடைப்பு.	தகராறு ஏற்பட்ட காரணம்.	வேலை நிறுத்தம்.		வேலை நிறுத்தம்.		மாத இறுதி வரை கால அளவு.	சுதாரணமாகப் பணி புரியும் மாதம்.	பாதிக்கப்பட்ட வேலையாளர்களின் அதிக அளவு எண்ணிக்கை.		நடப்பு வேலை நிறுத்தம்.	மொத்தம்.	மாத இறுதி வரை ஏற்பட்ட மனித நஷ்டம்.	மாத இறுதி வரை ஏற்பட்ட மனித நஷ்டம்.	இழக்கப்பட்ட கூலி மாதத்தில்.	இழக்கப்பட்ட கூலி மாதத்தில்.	இழக்கப்பட்ட உற்பத்தி பொருள்களின் மதிப்பு.		முடிவு.	முடிவின் முறை.	எந்த மத்திய தொழிலாளர்கள் மற்றும் தொழிலதிபர்களின் சங்கத்துடன் இணக்கப்பட்டது.	ஒழுங்கு விதிகளின் பிறிய தன்மை.		
				ஏற்கனவே ஏற்பட்டது.	அமுலுக்குக் கொண்டு வராததால்.	ஆரம்பம்.	முடிவு.			நேர் முகமாக.	மறை முகமாக.							நடப்பு வேலை நிறுத்தம்.	மாத இறுதி வரை.					நடப்பு மாதத்தில்.	மாத இறுதி வரை.
28	ஷே	செக்ஸி இண்டஸ்ட்ரியல் கார்ப் பொரேஷன், சென்னை.	வேலை நிறுத்தம் பொது கோரிக்கைகள் தம்.	..	..	..	26-11-1970	ஷே	4	30	30	..	120	120	120	16	16	15,600	15,600	26,000	26,000	ஷே	..	..	
29	010 (ஏ) (3) தோட்டங்கள்.	மகேந்திரகிரி ம. எஸ்டேட் தாடிக்காரன்கோணம்.	கதவடைப்பு. தொழிலாளர்களின் வேலை.	மந்த	..	..	1-11-1970	ஷே	26	250	250	..	6,500	6,500	6,500	15,600	15,600	26,000	26,000	ஷே	..	..	..		
30	தூற்பாலை 23/231.	வரதலசெக்ஸி மில்ஸ், லிமிடெட், ராஜகம்பேரம், மானாமதுரை.	வேலை நிறுத்தம் காரணம் தெரியவில்லை	..	..	..	11-11-1970	19-11-1970	6	698	698	..	4,188	4,188	4,188	..	..	..	..	ஒருபகுதி வெற்றி.	..	..	..		
31	010 (ஏ) (3) தோட்டங்கள்.	நார்விக் எஸ்டேட்	பொது கோரிக்கைகள்	..	..	..	7-11-1970	17-11-1970	9	113	108	..	972	972	972	3,760	3,760	20,745	20,745	ஷே	..	..	..		
32	இரசாயனம்	.. செமிக்கல்ஸ் அண்டு பிளாஸ்டிக் இந்தியன் லிமிடெட், மேட்டூர்.	உள்ளிருப்பு வேலை நிறுத்தம்.	..	..	..	4-11-1970	5-11-1970	3	325	56	..	178	178	178	880	880	விவரங்கள் அளிக்கப்படவில்லை.	தொழிலாளர் துறை அலுவலரின் முன் இரு தரப்பினருக்கும் ஒப்பந்தம் ஏற்பட்டது.	..	..	..	..		
33	சிமென்ட் டஸ்ட்ரி.	இந்தியா சிமென்ட்ஸ் (பேக்டரி), பிரிவு, சென்னை-16.	வேலை நிறுத்தம்.	..	..	..	24-11-1970	தொடருகிறது.	6	600	600	..	3,600	3,600	3,600	..	..	விவரங்கள் அளிக்கப்படவில்லை.	..	..	..	..	..		
34	மோட்டார் போக்கு வரத்து.	கோபால்டு மோட்டார் சர்வீஸ் (பிரைவேட்) லிமிடெட், (ஏ பிரிவு), திருப்பூர்.	1969-70-க்கான போனஸ் உயர்வு அளிக்க சிபார்சு செய்துள்ள சர்க்கார் போக்கு வரத்து சம்பளக் குழுவின் சிபார்சுனை அமுல் படுத்தாமை மற்றும் பல்வேறு கோரிக்கைகள் சம்பந்தமாக	..	..	..	16-11-1970	..	13	74	74	..	962	962	962	5,550	5,550	விவரங்கள் அளிக்கப்படவில்லை.	..	..	..	..	..		
35	ஷே	கோபால்டு மோட்டார் சர்வீஸ் (பிரைவேட்) லிமிடெட், (பி பிரிவு), திருப்பூர்.	..	..	..	..	16-11-1970	..	13	246	200	10	2,730	2,730	2,730	14,000	14,000	..	..	..	..	..	..		
36	ஷே	பி. எம். எஸ். (பிரைவேட்) லிமிடெட், கோயமுத்தூர்.	..	..	..	..	16-11-1970	..	13	65	25	40	845	845	845	1,875	1,875	..	..	..	..	..	..		
37	ஷே	ஃபார்மர் மோட்டார் சர்வீஸ் (பிரைவேட்), லிமிடெட், கோயமுத்தூர்.	..	..	..	..	16-11-1970	23-11-1970	7	31	31	..	217	217	217	விவரங்கள் அளிக்கப்படவில்லை.	8,000	8,000	கோயமுத்தூர், தொழிலாளர் துறை துணை ஆணையர் முன் ஏற்பட்ட ஒப்பந்தம் காரணமாக தொழிலாளர்கள் வேலைக்குத் திரும்பினர்.	..	..	..	..		
38	ஷே	சிடி. அண்டு மொபசில் டிரான்ஸ் போர்ட் (பிரைவேட்) லிமிடெட், திருப்பூர்.	..	..	..	..	..	தொடருகிறது.	13	45	7	38	585	585	585	4,200	4,200	4,500	4,500	..	..	..	..		
39	ஷே	ஆன்ஜனேயர் மோட்டார் டிரான்ஸ் போர்ட் (பிரைவேட்) லிமிடெட், ஈரோடு.	..	..	..	..	..	23-11-1970	7	263	191	72	1,841	1,841	1,841	6,386-71	6,386-71	70,000	70,000	..	..	..	..		
40	ஷே	செக்ஸி ஆட்டோமொபைல்ஸ் அண்டு இண்டஸ்ட்ரியல் (பிரைவேட்) லிமிடெட், கோயமுத்தூர்.	..	..	..	..	..	..	7	20	10	3	91	91	91	விவரங்கள் அளிக்கப்படவில்லை.	7,200	7,200	..	..	..	..	..		
41	ஷே	தண்டாயுதபாணி (பிரைவேட்) லிமிடெட், கோயமுத்தூர்.	..	..	..	..	..	..	7	10	10	..	70	70	70	..	..	விவரங்கள் அளிக்கப்படவில்லை.	..	..	..	..	..		
42	ஷே	மேட்டோபாண்டம், குன்னூர் சர்வீஸ் (பிரைவேட்) லிமிடெட், கோயமுத்தூர்.	..	..	..	..	..	..	7	20	20	..	140	140	140	..	..	..	..	..	..	..	..		
43	ஷே	மேட்டோபாண்டம், குன்னூர் சர்வீஸ் (பிரைவேட்) லிமிடெட், கோயமுத்தூர்.	..	..	..	..	..	..	13	33	4	34	494	494	494	328-08	328-08	விவரங்கள் அளிக்கப்படவில்லை.	..	..	..	..	..		

பிரிவு 'ஆ' மற்றும் 'இ'.
—இல்லை.

(22) தமிழ்நாடு தேசிய பொறியியல் தொழிலாளர் சங்கம், சென்னை-14.
(23) கிழக்கு ராமநாதபுரம் மாவட்ட திராவிட பொதுத் தொழிலாளர் முன்னேற்ற சங்கம் (தி.மு.க.)

(34) இந்தியா சிமென்ட்ஸ் தொழிலாளர் சங்கம், சென்னை.
(25) மதுரை மோட்டார் தொழிலாளர் சங்கம், மதுரை (சி.ஐ.டி.யு.).

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

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

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			மூலதனம்.	முடிவு.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1 மெஷின்-ஷாப் பி-12-கே. ஆர். சந்திரன் இண்டஸ் டிரியல் எஸ்டேட்ஸ் (பிரைவேட்) லிட்., திருவொற்றி பூர் ஜே.என். சென்னை-9.	15	31-3-1970	நிறந்திரம்.	இயந்திரங்கள் மாற்றப்பட்டன.	..	..
2 வேன் மான்யுபாக்கரிங் கம்பெனி, 315, சி.டி.எச். ரோடு, சென்னை-21.	..	30-10-1970	..	..	நிறந்திரமாக இடமாற்றம்.	..
3 குரோம்மட்ஸ் அண்டு பிக் மெஷன்ஸ் (பிரைவேட்) லிட்., சென்னை-10.	..	24-11-1970	3 நாட்கள்.	..	மழையின் காரணமாக.	..
4 பலராமவர்மா டெக்ஸ்டைல் மில்ஸ் லிட்., சென்கோட்டை.	..	26-10-1970	..	..	..	..
5 எம். சம்பந்தம் அண்டு கோ, டானரி, ராணிப்பேட்டை.	30	ஜூலை 1970	..	..	கச்சாப் பொருள்கள் இடைக்கர மையால்.	..
6 கே.எ.கே. அனிவார் அண்டு கோ, பானாஸ் அண்டு எக்ஸ்போர்ட்ஸ், வாணி யம்பாடி.	70	11-11-1970	..	..	வியாபார சூழ்நிலையின் காரணமாக.	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
7 ஸ்ரீ வாசுதேவா இண்டஸ் டிரீஸ், பெரிய நாங்குகள் பானையம்.	..	..	7- 6-1965	நிரந்தரம்.	..	..
8 அவினாசி ஸ்பின்னிங் மில்ஸ், அவினாசி.	..	..	20- 9-1967	யே	..	..
9 ஸ்ரீ பாலமலை, ரங்கனாதர் மில்ஸ் பெரிய நாங்குகள் பானையம்.	..	..	16-10-1967	யே	..	..
10 ராதிகா மில்ஸ், கோயமுத்தூர்.	..	..	14- 2-1968	யே	..	..
11 பங்கஜா மில்ஸ், கோயமுத்தூர்.	..	..	12- 4-1968	யே	..	..

7. 1970-ம் ஆண்டு நவம்பர் மாதத்தில் தமிழக தொழிலாளர் குறை அலுவலரால் பெறப்பட்ட, விசாரிக்கப்பட்ட, தீர்த்து வைக்கப்பட்ட புகார்கள் பற்றிய விவரம்.

(1)	(2)	பெறப்பட்ட புகார் மனுக்களின் எண்ணிக்கை.									
		*தொழிலாளர் குறை அலுவலர்கள்.	*தொழிலாளர் குறை அலுவலர் மையகம்	*தொழிலாளர் குறை அலுவலர் மையகம்	*தொழிலாளர் குறை அலுவலர் மையகம்	*தொழிலாளர் குறை அலுவலர் மையகம்	*தொழிலாளர் குறை அலுவலர் மையகம்	*தொழிலாளர் குறை அலுவலர் மையகம்	*தொழிலாளர் குறை அலுவலர் மையகம்	*தொழிலாளர் குறை அலுவலர் மையகம்	*தொழிலாளர் குறை அலுவலர் மையகம்
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
கோயமுத்தூர் I	250	30	6	12	..	..	37	..	85	80	280
கோயமுத்தூர் II	68	1	1	1	..	..	4	..	7	62	53
கூனூர்	184	15	8	22	..	..	17	..	62	223	136
சென்னை I	152	2	4	..	16	1	15	..	38	116	146
சென்னை II	107	..	2	12	7	..	8	..	29	73	108
சென்னை III	111	3	1	20	3	..	19	..	46	72	117
மதுரை I	67	5	2	2	..	..	43	..	52	26	70
மதுரை II	124	..	2	40	2	..	9	..	53	..	84
நாகர்கோவில்	62	..	..	1	..	..	4	..	5	..	60
கோயமுத்தூர் III	119	6	3	12	1	..	19	..	41	73	116

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
கொயமுத்தூர் IV	171	6	6	10	..	..	23	..	45	64	195
சென்னை IV	46	..	1	10	..	..	16	..	27	51	53
வேலூர்	55	4	4	7	..	5	12	..	32	46	58
சேலம்	100	..	..	4	2	..	16	..	22	76	81
திருச்சிதம்பாளம்	56	..	1	13	..	..	6	..	20	..	65
சாமநாதபுரம் (மதுரை)	118	6	2	17	..	..	32	..	59	..	128
திருநெல்வேலி	125	4	5	8	1	..	20	..	38	110	110
கடலூர்	69	..	..	8	..	..	..	..	8	32	53
தஞ்சாவூர்	119	16	6	108	..	..	..	..	130	..	110
மொத்தம்	2,103	98	54	307	32	6	300	..	794	1,154	2,025

8. தமிழக தொழில் துறை நிலையாணைச் சட்டம், 1946.

1970-ம் ஆண்டு நவம்பர் மாதத்தில் தொழில் துறை நிலையாணைச் சட்டத்தின் கீழ் சான்று அளிக்கப்பட்ட விவரங்கள் :—

1. 1970-ம் ஆண்டு நவம்பர் மாதம் 1-ம் தேதி வரை நிலையாணைச் சட்டத்தின் கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை	..	..	1,679
2. 1970-ம் ஆண்டு நவம்பர் மாதத்தில் நிலையாணைச் சட்டத்தின் கீழ் சான்று அளிக்கப்பட்டவைகளின் எண்ணிக்கை.	..	..	4
3. மொத்தம்	..	..	1,683
4. 1970-ம் ஆண்டு நவம்பர் மாதத்தில் ஏற் கனவே சான்று அளிக்கப்பட்டவைகளில் திருத்தம்	..	..	..

9. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

1970-ம் ஆண்டு நவம்பர் மாதத்தில் அறிவிக்கப்பட்ட விபத்துக்களும், அளிக்கப்பட்ட நஷ்ட ஈட்டுத் தொகை பற்றிய விவரங்கள் :—

	தொழிலதிபர்களால் தெரிவிக்கப்பட்ட விபத்துக்களின் எண்ணிக்கை.	நஷ்ட ஈட்டுத் தொகை ரூ.
1 மரணம்	16	..
2 நிரந்தரமாக ஊனம் அடைந்தவர்கள்	..	..
3 தற்காலிகமாக ஊனம் அடைந்தவர்கள்	119	91,141
மொத்தம்	135	91,141

10. வேலையாள் இழப்பீட்டுச் சட்டம், 1923.

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

வழக்கின் விவரம்.	ஏற்கெனவே முடிவாகாமல் உள்ளவை.	பெற்றவைகளின் எண்ணிக்கை.	மொத்தம்.	தீர்வு கண்டவை.	மீதம்.
(1)	(2)	(3)	(4)	(5)	(6)
1 பிரிவு 10-ன் கீழ் விண்ணப்பம் :—					
அ. இறந்தவர்கள் குறித்து..	87	5	92	7	85
ஆ. ஊனமுற்றவர்கள்— ..					
(1) நிரந்தரம் ..	114	12	126	24	102
(2) தற்காலிகம் ..	2	2	4		4
2 பிரிவு 8 (1)-ன் படி பணம் பாதுகாக்கப்படுபவை :—	91	6	97	7	90
அ. இறந்தவர்கள் குறித்து..	..	..	..	..	..
ஆ. சட்டப்படி ஊனமுற்றவர்கள் எனத் தீர்மானிக்கப்பட்டவர்கள் ..	..	..	..	..	..
3 பிரிவு 8 (2)-ன் படி பணம் பாதுகாக்கப்படுபவை ..	9	1	10	..	10
4 ஒப்பந்தங்கள் பற்றிய குறிப்பு :					
(1) நிரந்தர ஊனமுற்றவர்கள் ..	47	35	82	43	39
(2) தற்காலிகமாக ஊனமுற்றவர்கள் ..	10	5	15	12	3
5 பிரிவு 31-ன் கீழ் பணப் பிடித்தம்	22	1	23	1	22
6 பிரிவு 12 (2)-ன் கீழ் உத்தரவாத விண்ணப்பங்கள் ..	6	..	6	..	6
மொத்தம் ..	388	67	455	94	361

11. கூலி கொடுப்புச் சட்டத்தின் கீழ் உள்ள வழக்குகள் :—

1970-ம் ஆண்டு நவம்பர் மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	176
நடப்பு மாதத்தில் பெற்றவை	39
நடப்பு மாதத்தில் முடிவு பெற்றவை	7
1970-ம் ஆண்டு நவம்பர் மாதம் 30-ம் தேதி வரை முடிவாகாமல் உள்ளவை	308

சென்னை கடை நிறுவனச் சட்டம், 1947.

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

1970-ம் ஆண்டு நவம்பர் மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	152
நடப்பு மாதத்தில் பெற்றவை	30
நடப்பு மாதத்தில் முடிவுற்றவை	28
1970-ம் ஆண்டு நவம்பர் மாதம் 30-ம் தேதி வரை முடிவாகாமல் உள்ளவை	154

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

1970-ம் ஆண்டு நவம்பர் மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	2
நடப்பு மாதத்தில் பெற்றவை	..
நடப்பு மாதத்தில் முடிவுற்றவை	..
1970-ம் ஆண்டு நவம்பர் மாதம் 30-ம் தேதி வரை முடிவாகாமல் உள்ளவை	2

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

1970-ம் ஆண்டு நவம்பர் மாதம் 1-ம் தேதி வரை முடிவாகாமல் உள்ளவை	71
நடப்பு மாதத்தில் பெற்றவை	12
நடப்பு மாதத்தில் முடிவுற்றவை	18
1970-ம் ஆண்டு நவம்பர் மாதம் 30-ம் தேதி வரை முடிவாகாமல் உள்ளவை	65

13. (அ) 1970-ம் ஆண்டு நவம்பர் மாதத்தில் தொழிற்சாலை சட்டத்தின்மீது பதிவு செய்யப்பட்ட தொழிற்சாலைகளின் விவரம்.

வரிசை எண்ணும் பதிவு எண்ணும்.	பதிவு செய்த நாள்.	தொழில்.	தொழிற் சங்கத்தின் பெயரும் முகவரியும்.	குறிப்புகள்.
(1)	(2)	(3)	(4)	(5)
1 126, கோயமுத்தூர் ..	19-11-1970	சுகாதாரப் பணி ..	திருப்பூர் நகராட்சி தண்ணீர் விநியோகத் துறை ஊழியர் சங்கம், 17/1, மங்களம் ரோடு, திருப்பூர்.	தொழிற்சாலையில் குழுக்கு விதிமுறைகள் உதுதிப படுத்தப்பட்டன.
2 127, வே ..	..	வே	பேசிக் நெல்லத் எம்ப்னாய்ஸ் யூனியன், 28/625, பெரிய கடைத் தெரு, கோயம்புத்தூர்.	வே
3 128, வே ..	..	வே	கோவை நகர பேக்கரி தொழிலாளர் சங்கம், 2/165, சித்தி வினாயகர் கோயில் தெரு, கோயம்புத்தூர்.	வே
4 129, வே ..	..	வே	தமிழ்நாடு மின்வாரிய கணக்காயர் முன்னேற்ற சங்கம், பைகாரா மின்வாரியம், கோயம்புத்தூர்-12.	வே
5 89, திருநெல்வேலி ..	..	வே	பிரிவு 9 ..	..
6 90, வே ..	20-11-1970	பீடித் தொழில் ..	நேஷனல் ஜெனரல் ஒர்க்கர்ஸ் யூனியன், செங்கோட்டை.	சங்கம் குழுக்கு விதிமுறை களை உதுதிப்படுத்தியது.

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7 123, சென்னை ..	..	11-11-1970	பலவகை ..	எம்ப்னாய்ஸ் யூனியன், 192, R.C.S. காலனி, ஆலடி, சென்னை-54.	..
8 121, காஞ்சிபுரம் ..	..	11-11-1970	கைத்தறி ..	காஞ்சிபுரம் டி.கே. ஸ்டான்டார்ட்ஸ் லிமிடெட், எம்ப்னாய்ஸ் யூனியன், சின்னக்கடி கோயில் தெரு, காஞ்சிபுரம்.	..
9 122, சென்னை ..	..	11-11-1970	பலவகை ..	வ.ச.ச. ஸ்பின் ஆர்ட்ஸ் எம்ப்னாய்ஸ் யூனியன், 64, இனிடல் டிரியல் எஸ்டேட், அம்பத்தூர், சென்னை-58.	..
10 11, தர்மபுரி ..	..	18-11-1970	பவாலும் ..	பவர் லூம் லேப் யூனியன், அல்காசாகரம், தர்மபுரி.	..
11 296, சென்னை ..	..	3-11-1970	சரியேட்ட வட்ட ..	க.வி.மார்க் எம்ப்னாய்ஸ் அண்டு ஜெனரல் ஒர்க்கர்ஸ் யூனியன், 51, 13-வது பாதை, கிராஸ் தெரு, மந்தக்கொம்பிபாகம், சென்னை-28.	..
12 297, வே ..	..	18-11-1970	முடிநீர்த்துத் ..	நம்மநாடு முடிநீர்த்துத் சங்கம், 16, சின்னமேடு ரோடு, கோட்டாக்கடி, சென்னை-24.	..
13 298, வே ..	..	18-11-1970	பொர்ட் அண்டு மலான் ..	மெட்ராஸ் டேட்டர் அண்டு மலான் ஆப்சர்ஸ் அசோசியேஷன், 5-ஏ, ஸ்ரீரங்க நெடுவன் கோடு, சென்னை-1.	..
14 299, வே ..	..	19-11-1970	பலவகை ..	குரிஸ்கர் எண்டர்ஸ்டெண்ட் டிரைவர்கள் அசோசியேஷன், 9, திருஷ்ணப்ப முதல் தெரு, திருவல்லிக்கேணி, சென்னை-5.	..

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(1)	(2)	(3)	(4)	(5)
15 300, சென்னை	 18-11-1970	கன்ஸ்ட்ரக்ஷன்	.. தமிழ்நாடு ஹவுசிங் போர்டு பில்டிங் இன்ஸ்பெக்டர்ஸ் அசோசியேஷன், 12, ஆலந்தூர் ரோடு, சென்னை-15.	ஷே
16 301, வே	 19-11-1970	என்ஜினீயரிங்	.. மோட்டார் எம்ப்ளாய்ஸ் யூனியன், 25, சிங்கராச்சாரி தெரு, சென்னை-5.	ஷே
17 302, வே	 23-11-1970	எலக்ட்ரிகல் கூட்டல்	.. ஜி.இ.சி. இந்தியா லிட்., கோடம்பாக்கம் ஒர்க்கர்ஸ் யூனியன், 5, அலங்கார் பெருமாள் கோயில்தெரு, சென்னை-6.	ஷே
18 303, வே	 23-11-1970	இரயில்வே	.. ஐ.சி.எப். கார்னிக்கங், 11, நியூஸ்டிரிட், சென்னை-23.	ஷே
19 304, வே	 23-11-1970	என்ஜினீயரிங்	.. லாரசன் அண்டு டியூப்ரோ குரூப் எம்ப்ளாய்ஸ் யூனியன். 11, பிலிப்ஸ் தெரு, சென்னை-1.	ஷே
20 305, வே	 27-11-1970	எலக்ட்ரிகிட்டி	.. தமிழ்நாடு எலக்ட்ரிகிட்டி போர்ட் ஸ்டோர்ஸ் எம்ப்ளாய்ஸ் புரொக்ரகிவ் யூனியன், 26, எட்வர்ட் எலியட்ஸ் ரோடு, சென்னை-4.	ஷே
21 306, வே	 27-11-1970	என்ஜினீயரிங்	.. நாயனா கார்ப்பரேஷன் ஒர்க்கர்ஸ் புரொக்ரகிவ் யூனியன், 20, லேனச்சேரி ரோடு, சென்னை-15.	ஷே

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

இல்லை.

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

இல்லை.

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

சுருக்கம்.

1 1970-ம் ஆண்டு அக்டோபர் மாதம் 31-ம் தேதி வரை பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள்.	.. ..	.. ..	.. ..	.. ..	1,892
2 நடப்பு மாதத்தில் பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள்	.. ..	.. ..	.. ..	.. ..	21
			மொத்தம்	.. ..	1,913
3 நடப்பு மாதத்தில் இணைக்கப்பட்ட தொழிற் சங்கங்கள்	.. ..	.. ..	.. ..	.. ..	இல்லை.
4 நடப்பு மாதத்தில் கலைக்கப்பட்ட தொழிற் சங்கங்கள்	.. ..	.. ..	.. ..	.. ..	இல்லை.
5 நடப்பு மாதத்தில் பதிவு நீக்கப்பட்ட மொத்த தொழிற் சங்கங்கள்	.. ..	.. ..	.. ..	.. ..	இல்லை.
6 1971-ம் வருடம் நவம்பர் மாதம் 30-ம் தேதி வரை பதிவு செய்யப்பட்ட மொத்த தொழிற் சங்கங்கள்.	.. ..	.. ..	.. ..	.. ..	1,913

14. 1970-ம் ஆண்டு நவம்பர் மாதத்திய தொழிலாளர் இறை சட்டங்கள் அமுலாக்குதல் பற்றிய புள்ளி விவரங்கள்.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
வாங்குகை	தொழிலாளர் சட்டம், 1948.	சுவி கொள்கை சட்டம், 1936.	செலாவைப் பெறுகின்ற சட்டம், 1934.	செலாவைக் கடைபிடிப்பது, 1947.	செலாவை உணவு வசதி, 1958.	செலாவைப் பிடி கொடுப்பது, 1958.	செலாவைச் சலிச் செலாவை, 1948.	செலாவைச் சலிச் செலாவை, 1958.
1. ஆய்வு செய்து நிறுத்தங்கள் எண்ணிக்கை ..	912	2,312	376	26,501	2,561	99	987	7,101
2. சட்ட விதிக்கப்பட்டிருக்கின்ற களில் எண்ணிக்கை ..	1,138	698	145	3,053	823	28	239	1,804
3. எச்சரிக்கை செய்யப்பட்ட திருவனங்காவில் எண்ணிக்கை ..	63	26	..	266	118	2	17	56
4. வழக்கு தொடரப்பட்ட களில் எண்ணிக்கை ..	97	17	..	84	74	..	3	38
5. தண்டனை அளிக்கப்பட்டவர்களின் எண்ணிக்கை ..	116	12	..	101	80	..	12	38
6. அமுலாக்கப்பட்ட தொகை .. ரூ. 2,845 ரூ. 347	.. ரூ. 2,845	.. ரூ. 347	..	.. ரூ. 2,087	.. ரூ. 2,087	..	.. ரூ. 60	.. ரூ. 435

15. (அ) 1970-ம் ஆண்டு நவம்பர் மாதத்திய தொழிலாளர் சட்டங்கள் அமுலாக்குதல் விவரம்.

வாங்குகை	தொழிலாளர் சட்டம், 1948.			சுவி கொள்கை சட்டம், 1936.			செலாவைப் பெறுகின்ற சட்டம், 1934.			செலாவைக் கடைபிடிப்பது, 1947.			செலாவை உணவு வசதி, 1958.			செலாவைப் பிடி கொடுப்பது, 1958.			செலாவைச் சலிச் செலாவை, 1948.			செலாவைச் சலிச் செலாவை, 1958.		
	(அ)	(ஆ)	(இ)	(அ)	(ஆ)	(இ)	(அ)	(ஆ)	(இ)	(அ)	(ஆ)	(இ)	(அ)	(ஆ)	(இ)	(அ)	(ஆ)	(இ)	(அ)	(ஆ)	(இ)	(அ)	(ஆ)	(இ)
1 வட ஆற்காடு ..	275	106	172	..	..	..	1	2	..	..	..	..	275	106	172	..	..	..	275	106	172	..	..	..
2 தென் ஆற்காடு ..	127	6	35	..	..	..	..	1	..	..	..	..	126	6	35	..	..	..	126	6	35	..	..	..
3 செங்கற்பட்டு ..	552	14	53	2	..	..	..	3	..	..	..	..	551	14	53	..	..	..	551	14	53	..	..	..
4 கோயமுத்தூர் ..	1,208	10	65	8	1	..	3	1	..	..	..	..	1,273	10	65	..	..	..	1,273	10	65	..	..	..
5 கன்னியாகுமரி ..	83	26	19	..	3	..	..	..	..	..	..	..	83	26	19	..	..	..	83	26	19	..	..	..
6 சென்னை ..	865	28	91	6	..	..	..	1	..	..	..	..	866	27	91	..	..	..	866	27	91	..	..	..
7 மதுரை ..	496	23	41	2	..	..	..	1	2	..	..	..	497	21	41	..	..	..	497	21	41	..	..	..
8 நீலகிரி ..	129	..	1	..	..	..	..	..	..	..	..	..	129	..	1	..	..	..	129	..	1	..	..	..
9 இராமநாதபுரம் ..	284	67	141	..	..	..	..	..	..	..	..	..	282	67	141	..	..	..	282	67	141	..	..	..
10 சேலம் ..	807	3	139	5	..	..	..	..	..	..	..	..	812	3	139	..	..	..	812	3	139	..	..	..
11 தஞ்சாவூர் ..	346	10	172	..	..	..	..	..	..	..	..	..	346	10	172	..	..	..	346	10	172	..	..	..
12 திருச்சிராப்பள்ளி ..	314	6	163	..	..	..	..	1	..	..	..	..	313	6	163	..	..	..	313	6	163	..	..	..
13 திருநெல்வேலி ..	368	94	165	3	..	..	..	..	..	..	..	..	371	94	165	..	..	..	371	94	165	..	..	..
4 தரியபுரி ..	33	..	1	..	..	..	..	..	..	..	..	..	33	..	1	..	..	..	33	..	1	..	..	..
மொத்தம் ..	5,947	387	1,270	26	4	..	1	18	4	..	..	..	5,955	387	1,271	..	..	..	5,955	387	1,271	..	..	..

குறிப்பு:-(அ) பரிசு 2-ஊ (1). (ஆ) பரிசு 2-ஊ (11). (இ) பரிசு 85-ஊ அறிவிக்கப்பட்ட தொழிலாளர்கள்.

15. (ஆ) 1970-ம் ஆண்டு நவம்பர் மாதத்திற்குரிய தொடர்புள்ள எண்ணிக்கைப் பட்டியல்.

வரிசை எண்.	தொடர்புள்ள வகைகள்.	இம்மாத ஆரம்பத்தில்.			இம்மாதத்தில் புதியதாக பதியப் பெற்றவை.			இம்மாதத்தில் நீக்கப் பெற்றவை.			இம்மாத இறுதியில்.		
		(அ)	(2)	(3)	(அ)	(ஆ)	(இ)	(அ)	(ஆ)	(இ)	(அ)	(ஆ)	(இ)
(1)													
1	காப்பி	139	22,821-86	9,784	..	..	..	..	..	..	139	22,821-86	9,784
2	தேயிலை	133	67,661-73	71,837	..	..	..	..	..	..	133	67,661-73	71,837
3	ரப்பர்	20	9,515-82	2,079	..	..	..	..	..	..	20	9,515-82	2,079
4	சின்கோ	2	9,406-00	1,253	..	..	..	..	..	..	2	9,406-00	1,253
5	எலக்காய்	14	9,516-70	627	..	..	..	..	..	..	14	9,516-00	627
	மொத்தம்	308	1,18,922-11	85,580	..	..	..	..	..	..	308	1,18,922-11	85,580

குறிப்பு:-

(அ) தொடர்புள்ள எண்ணிக்கை.

(ஆ) தொடர்புள்ள உற்பத்தி (இ) கடில்).

(இ) வேலாட்டகின் எண்ணிக்கை.

16 (அ). 1970-ம் ஆண்டு நவம்பர் மாதத்திய விபச்சுக்கள்

பற்றிய விவரம்.

தொழில் இலக்கம்.	தொழிலின் பெயர்.	விபத்துக்களின் எண்ணிக்கை.	
		இறந்தவர்கள்.	மற்றவர்கள்.
(1)	(2)	(3)	(4)
01	விவசாயம் சம்பந்தமான சாதனங்கள்.	..	..
20	உணவு, பானங்களைத் தவிர	..	68
21	பானங்கள்	..	..
22	புகையிலை	..	1
23	ஆணி மற்றும் ஆடைகள்	1	612
24	காலணிகள்	..	3
25	மரம், மற்றும் கார்ப், மேஜை, நாற் காலி போன்ற மரச் சாமான்கள்.	..	4
26	மரச் சாமான்கள்	..	2
27	காகிதமும், காகிதத்தினால் செய்யும் பொருள்களும்.	..	12
28	அச்சுத் தொழில், வெளியீடுதல் மற்றும் அதன் சம்பந்தமான.	..	34
29	தோல் மற்றும் தோலில் செய்யும் பொருட்கள் (காலணி தவிர).	..	10
30	ரப்பர் மற்றும் ரப்பரால் செய்யப் பெற்ற பொருட்கள்.	2	38
31	இசையணிப் பொருட்கள்	1	146
32	கரி மற்றும் பெட்ரோலியமும் அதன் சம்பந்தமான பொருட்களும்.	..	4
33	உலோகமல்லாத தாதுப் பொருட் கள் (அதன் சம்பந்தமான பொருள் தவிர).	..	43
34	அடிப்படை உலோகத் தொழில்	..	182
35	உலோகப் பொருட்கள் (இயந்திரம் மற்றும் போக்குவரவு சாதனம் தவிர).	..	80
36	இயந்திரம் (மின்சார இயந்திரம் தவிர).	1	674
37	மின்சார இயந்திரம், கருவிகள் மற்றும் அது சம்பந்தமான பொருட்கள்.	..	139
38	போக்குவரத்து சாதனங்கள்	..	469
39	பலதரப்பட்ட தொழில்கள்	..	43
51	மின்சாரம் மற்றும் நீராவி	..	3
52	தண்ணீர் மற்றும் சுகாதாரப் பணி	..	..
83	தனிப்பட்ட பணிகள் (லாண்டிரி, சாயம் காய்ச்சுதல், சுத்தப் படுத்துதல்).	..	1
84	பொழுதுபோக்கு பணிகள் (சினிமா ஸ்ரட்டியோ).	..	21
	மொத்தம்	5	2,589

16. (ஆ) 1970-ம் ஆண்டு நவம்பர் மாதத்தில் பகுத்தி மற்றும்

சணல் ஆலைகளில் ஏற்பட்ட விபத்துகள் விவரம்.

தொழிலின் பெயர்.	பெரியவைகள்.		இளைஞர்கள்.		சிறியவர்கள்.	
	ஆண்.	பெண்.	ஆண்.	பெண்.	ஆண்.	பெண்.
	(அ)	(ஆ)	(அ)	(ஆ)	(அ)	(ஆ)

பகுத்தி இயந்திரம்—

1. ஆரம்பம் .. 4						
மற்றும்						
ப்ளோ ஐம்						
இயந்திரம்.						
2. கார்ட் ஐம் .. 16						
இயந்திரம்.						
3. ப்ராயிங் .. 7						
ப்ரேம்ஸ்.						
4. ஸ்பீட் ப்ரேம்ஸ் .. 3						
5. நூற்கும் .. 174 .. 1						
இயந்திரம்.						
6. நெய்யும் .. 11						
இயந்திரம்.						
7. முடிக்கும்						
இயந்திரம்.						
8. ப்ளையிங் .. 22						
ஷட்டிஸ்.						
9. இதர இயந் .. 50 .. 1						
திரங்கள்.						
10. இதர இயந்திர .. 1,315 .. 5						
சம்பந்தப்படாத						
விபத்துகள்.						
மொத்தம் .. 1,602 .. 7						

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 NOVEMBER 1970.

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

TAMIL NADU INDUSTRIAL ESTABLISHMENT (NATIONAL AND FESTIVAL) HOLIDAYS ACT.

1 Branch Office of the Indian Oil Corporation, 150-A, Mount Road, Madras-2.	Section 3	Permanently	G.O.Ms.No. 957, Labour, dated 7th July 1970.
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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.

Annual Subscription .. Rs. 15

The subscription period is calendar year.

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All correspondence and remittances should be addressed to:—

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

**TARDEO, BOMBAY-34—WB
(INDIA)**

18. 1970-ம் ஆண்டு மார்ச் முதல் நவம்பர் வரை உள்ள மாதங்களுக்கான பஞ்சு, நூல் ஆகியவற்றின் தொகுத்த விலைப் பட்டியல்.

பஞ்சு.

மாதம்.	அமெரிக்கன்.	கம்போடியா.	பஞ்சு.
(1)	(2)	(3)	(4)
மார்ச் 1970 ..	685/750	540/560	490/520
ஏப்ரல் ..	685/750	515/555	490/520
மே ..	675/730	530/570	500/530
ஜூன் ..	675/730	530/575	505/530
ஜூலை ..	675/730	530/575	505/530
ஆகஸ்ட் ..	680/740	535/580	510/535
செப்டம்பர் ..	675/730	530/570	500/520
அக்டோபர் ..	675/730	530/575	500/520
நவம்பர் ..	675/730	565/700	525/540

நூல்.

மாதம்.	10-ம் நெம்பர்.	20-ம் நெம்பர்.	40-ம் நெம்பர்.	60-ம் நெம்பர் (இந்தியன்.)	80-ம் நெம்பர் (எகிப்து)	100-ம் நெம்பர்.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
மார்ச் 1970 ..	26.00	33.00	45.00	65.00	93.00	112.00
ஏப்ரல் ..	25.50	33.00	44.50	62.00	94.00	106.00
மே ..	25.00	34.50	45.00	62.50	94.00	105.00
ஜூன் ..	28.00	33.50	44.00	63.00	94.00	106.00
ஜூலை ..	28.50	34.00	43.50	66.00	96.00	106.00
ஆகஸ்ட் ..	28.50	33.50	42.50	67.00	96.00	108.00
செப்டம்பர் ..	28.00	33.50	43.00	65.00	96.00	110.00
அக்டோபர் ..	28.00	33.50	42.00	64.00	96.00	107.00
நவம்பர் ..	28.50	34.50	45.00	62.00	92.00	108.00

19. STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS IN MADRAS CITY (GROUP-WISE) FOR THE MONTHS OF OCTOBER AND NOVEMBER.

Group.	Weight proportional to the total expenditure.	Group index number.	
		October.	November.
(1)	(2)	(3)	(4)
I-A. Food	60.2	174.5	175.6
I-B. Tobacco. Pan. Supari and Intoxicants.	2.4	173.3	169.3
II. Fuel and Lighting	6.2	210.7	220.8
III. Housing	8.3	174.9	174.9
IV. Clothing, Bedding and Footwear.	6.6	141.7	141.7
V. Miscellaneous	16.3	168.2	168.1
Total ..	100.0	173.56	174.73
Consumer price index number ..		174	175

19. (a) INTERIM SERIES OF ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBER 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	228
1969	213	220

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

(Base : 1960 = 100.)

1969 — ..	175	190
November	177	193
December	177	194
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
November	9	207

20 (a) E.S.I. PRESS- REPORT.

The Employees State Insurance Scheme is applied to 34 centres in Tamil Nadu Region and provide protection to 3,52,000 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 November 1970, 74,235 Sickness Benefit claims were received and an amount of Rs. 11,00,509.10 was paid to the workers as Sickness Benefit involving abstention of 2,80,486 days and an amount of Rs. 67,014.75 was paid towards Extended Sickness Benefit for 16,487 days.

In respect of Employment Injury cases 3,154 accidents were reported for which Temporary Disablement Benefit was paid to the tune of Rs. 1,34,124.80. In addition to this 373 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. 1,15,362.43. There are 314 cases of dependants of the deceased insured persons who claimed and were paid the Dependents Benefit amounting to Rs. 12,260.36. One hundred and Eighty-six insured women claimed Maternity Benefit and were paid Rs. 67,861.00.

In addition to the above, Funeral Benefit was paid in 79 cases amounting to Rs. 7,900.00 in respect of deceased insured persons.

Prosecution was launched against four insured persons for making wrong declaration and thus obtaining Cash Benefits. They were found guilty and fined Rs. 150 for 4 cases by the Court.

Legal action was taken for non-payment of Employees' Special Contribution under Section 73—D of the E.S.I. Act, 1948 in respect of 3 cases and a sum of Rs. 11,159.00 with interest Rs. 29.46 were recovered.

Legal action was also taken for non-payment of employees' Contribution under Section 45—B and a sum of Rs. 42.47 was recovered in one case.

Prosecution was also launched against 28 employers for non submission of Contribution Cards/SC-2 returns and non-payment of employers' Special Contribution/Employees' Contribution and they were all found guilty and fined Rs. 695 in the case of 28 employers and let off with admonition in remaining 2 cases by the Court.

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

Serial number and particulars.	November, 1970.	October 1970.	November 1969.	Average in 1969.
(1)	(2)	(3)	(4)	(5)
1 Total number of attendance ..	3,95,163	3,87,047	4,01,663	3,82,080
New	92,586	90,844	85,610	78,919
Old	3,02,577	2,96,203	3,16,055	3,03,161
2 Number of Medical Certificates issued.	1,21,037	1,14,964	1,18,780	1,10,849
3 Number of Domiciliary visits made.	654	798	947	614
4 Number of Injections administered.	1,69,674	1,73,117	1,75,887	1,64,958
5 Number of X-Ray Examinations.	1,111	1,103	1,397	1,313
6 Number of Laboratory Examinations.	5,705	5,849	4,766	6,039
7 Number of Specialist Investigations.	5,978	6,571	5,784	5,335
8 Number of persons admitted to Hospitals.	1,391	1,191	2,089	2,083
9 Bed days occupied during the month.	9,093	9,449	12,210	12,171

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

Serial number and district.	Number of applicants.			Number of employers using the Emp. loy-ment offices during the month.	Number of vacancies notified during the month.
	Registered during the month.	Placed during the month.	Remained on Live Register at the end of the month.		
(1)	(2)	(3)	(4)	(5)	(6)
1 Arcot, North	1,640	225	23,210	69	264
2 Arcot, South	1,823	311	28,682	152	439
3 Chingleput	2,377	233	27,239	70	335
4 Coimbatore	2,274	370	33,714	129	461
5 Dharmapuri	994	136	11,530	41	230
6 Kanyakumari	928	93	24,283	34	94
7 Madras	5,647	590	65,997	224	383
8 Madurai	2,498	253	30,339	106	366
9 The Nilgiris	722	150	10,194	61	287
10 Ramanathapuram ..	1,304	216	16,435	75	257
11 Salem	1,513	305	57,307	76	304
12 Thanjavur	1,776	323	29,178	109	459
13 Tiruchirappalli ..	2,850	200	35,709	92	282
14 Tirunelveli	1,291	201	19,662	79	196
Total for November 1970	27,337	3,606	4,12,479	1,317	4,877
Total for October 1970 ..	24,371	2,979	4,12,315	1,325	4,055
Total for November 1969	35,213	3,459	3,23,710	1,300	4,419
Average for 1969 ..	33,617	3,564	3,09,215	1,274	4,956

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

Special Employment Office for Physically Handicapped, Madras.

November 1970 ..	24	12	932	..	2
October 1970 ..	44	15	937	12	4
November 1969 ..	38	12	818	16	4

PAYMENT OF BONUS

The Commissioner of Labour, Madras has granted extension of time under the proviso to Section 19 of the payment of Bonus Act to the following establishments during the month of January 1971:-

Nil.

LABOUR LAWS AND ADMINISTRATION

THE CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970.

Arrangement of Sections.

CHAPTER I

PRELIMINARY

SECTIONS

1. Short title, extent, commencement and application.
2. Definitions.

CHAPTER II

THE ADVISORY BOARDS.

3. Central Advisory Board.
4. State Advisory Board.
5. Power to constitute committees.

CHAPTER III

REGISTRATION OF ESTABLISHMENTS EMPLOYING CONTRACT LABOUR.

6. Appointment of registering officers.
7. Registration of certain establishments.
8. Revocation of registration in certain cases.
9. Effect of non-registration.
10. Prohibition of employment of contract labour.

CHAPTER IV

LICENSING OF CONTRACTORS.

11. Appointment of licensing officers.
12. Licensing of contractors.
13. Grant of licences.
14. Revocation, suspension and amendment of licences.
15. Appeal.

CHAPTER V

WELFARE AND HEALTH OF CONTRACT LABOUR.

SECTIONS

16. Canteens.
17. Rest-rooms.
18. Other facilities.
19. First-aid facilities.
20. Liability of principal employer in certain cases.
21. Responsibility for payment of wages.

CHAPTER VI

PENALTIES AND PROCEDURE.

22. Obstructions.
23. Contravention of provisions regarding employment of contract labour.
24. Other offences.
25. Offences by companies.
26. Cognizance of offences.
27. Limitation of prosecutions.

CHAPTER VII

MISCELLANEOUS.

28. Inspecting staff.
29. Registers and other records to be maintained.
30. Effect of laws and agreements inconsistent with this Act.
31. Power to exempt in special cases.
32. Protection of action taken under this Act.
33. Power to give directions.
34. Power to remove difficulties.
35. Power to make rules.

THE CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970.

An Act to regulate the employment of contract labour in certain establishments and to provide for its abolition in certain circumstances and for matters connected therewith.

BE it enacted by Parliament in the Twenty-first Year of the Republic of India as follows:—

CHAPTER I

PRELIMINARY

1. *Short title, extent, commencement and application.*—

(1) This Act may be called the Contract Labour (Regulation and Abolition) Act, 1970.

(2) It extends to the whole of India.

(3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint and different dates may be appointed for different provisions of this Act.

(4) It applies—

(a) to every establishment in which twenty or more workmen are employed or were employed on any day of the preceding twelve months as contract labour;

(b) to every contractor who employs or who employed on any day of the preceding twelve months twenty or more workmen:

Provided that the appropriate Government may, after giving not less than two months' notice of its intention so to do by notification in the Official Gazette, apply the provisions of this Act to any establishment or contractor employing such number of workmen less than twenty as may be specified in the notification.

(5) (a) It shall not apply to establishments in which work only of an intermittent or casual nature is performed.

(b) If a question arises whether work performed in an establishment is of an intermittent or casual nature, the appropriate Government shall decide that question after consultation with the Central Board or as the case may be a State Board, and its decision shall be final.

Explanation.—For the purpose of this sub-section, work performed in an establishment shall not be deemed to be of an intermittent nature—

(i) if it was performed for more than one hundred and twenty days in the preceding twelve months, or

(ii) if it is of a seasonal character and is performed for more than sixty days in a year.

2. *Definitions.*—(1) In this Act, unless the context otherwise requires,—

(a) “appropriate Government” means,—

(1) in relation to—

(i) any establishment pertaining to any industry carried on by or under the authority of the Central Government, or pertaining to any such controlled industry as may be specified in this behalf by the Central Government, or

(ii) any establishment of any railway Cantonment Board, major port, mine or oil-field, or

(iii) any establishment of a banking or insurance company, the Central Government,

(2) in relation to any other establishment, the Government of the State in which that other establishment is situated;

(b) a workman shall be deemed to be employed as “contract labour” in or in connection with the work of an establishment when he is hired in or in connection with such work by or through a contractor, with or without the knowledge of the principal employer;

(c) “contractor”, in relation to an establishment, means a person who undertakes to produce a given result for the establishment, other than a mere supply of goods or articles of manufacture to such establishment, through contract labour or who supplies contract labour for any work of the establishment and includes a sub-contractor;

(d) “controlled industry” means any industry the control of which by the Union has been declared by any Central Act to be expedient in the public interest;

(e) “establishment” means—

(i) any office or department of the Government or a local authority, or

(ii) any place where any industry, trade, business, manufacture or occupation is carried on;

(f) “prescribed” means prescribed by rules made under this Act;

(g) "principal employer" means—

(i) in relation to any office or department of the Government or a local authority, the head of that office or department or such other officer as the Government or the local authority, as the case may be, may specify in this behalf,

(ii) in a factory, the owner or occupier of the factory and where a person has been named as the manager of the factory under the Factories Act, 1948, the person so named.

(iii) in a mine, the owner or agent of the mine and where a person has been named as the manager of the mine, the person so named,

(iv) in any other establishment any person responsible for the supervision and control of the establishment.

Explanation.—For the purpose of sub-clause (iii) of this clause, the expressions "mine", "owner" and "agent" shall have the meanings respectively assigned to them in clause (j), clause (l) and clause (c) of sub-section (1) of section 2 of the Mines Act, 1952;

(h) "wages" shall have the meaning assigned to it in clause (vi) of section 2 of the Payment of Wages Act, 1936;

(i) "workman" means any person employed in or in connection with the work of any establishment to do any skilled or un-skilled manual, supervisory, technical or clerical work for hire or reward, whether the terms of employment be express or implied, but does not include any such person—

(A) who is employed mainly in a managerial or administrative capacity; or

(B) who, being employed in a supervisory capacity draws wages exceeding five hundred rupees per mensem or exercises, either by the nature of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature; or

(C) who is an out-worker, that is to say, a person to whom any articles or materials are given out by or on behalf of the principal employer to be made up, cleaned, washed, altered, ornamented, finished, repaired, adapted or otherwise processed for sale for the purposes of the trade or business of the principal employer and the process is to be carried out either in the home of the out-worker or in some other premises, not being premises under the control and management of the principal employer.

(2) Any reference in this Act to a law which is not in force in the State of Jammu and Kashmir shall, in relation to that State, be construed as a reference to the corresponding law, if any, in force in that State.

CHAPTER II.

THE ADVISORY BOARDS.

3. Central Advisory Board.—(1) The Central Government shall, as soon as may be, constitute a board to be called the Central Advisory Contract Labour Board (hereinafter referred to as the Central Board) to advise the Central Government on such matters arising out of the administration of this Act as may be referred to it and to carry out other functions assigned to it under this Act.

2) The Central Board shall consist of—

(a) a Chairman to be appointed by the Central Government;

(b) the Chief Labour Commissioner (Central), *ex-officio*;

(c) such number of members, not exceeding seventeen but not less than eleven, as the Central Government may nominate to represent that Government, the Railways, the coal industry, the mining industry, the contractors, the workmen and any other interests which, in the opinion of the Central Government, ought to be represented on the Central Board.

(3) The number of persons to be appointed as members from each of the categories specified in sub-section (2), the term of office and other conditions of service of, the procedure to be followed in the discharge of their functions by, and the manner of filling vacancies among, the members of the Central Board shall be such as may be prescribed:

Provided that the number of members nominated to represent the workmen shall not be less than the number of members nominated to represent the principal employers and the contractors.

4. State Advisory Boards.—(1) The State Government may constitute a board to be called the State Advisory Contract Labour Board (hereinafter referred to as the State Board) to advise the State Government on such matters arising out of the administration of this Act as may be referred to it and to carry out other functions assigned to it under this Act.

(2) The State Board shall consist of—

(a) a Chairman to be appointed by the State Government;

(b) the Labour Commissioner, *ex-officio* or in his absence any other officer nominated by the State Government in that behalf;

(c) such number of members, not exceeding eleven but not less than nine, as the State Government may nominate to represent that Government, the industry, the contractors, the workmen and any other interests which, in the opinion of the State Government, ought to be represented on the State Board.

(3) The number of persons to be appointed as members from each of the categories specified in sub-section (2), the term of office and other conditions of service of, the procedure to be followed in the discharge of their functions by, and the manner of filling vacancies among, the members of the State Board shall be such as may be prescribed :

Provided that the number of members nominated to represent the workmen shall not be less than the number of members nominated to represent the principal employers and the contractors.

5. *Power to constitute committees.*—(1) The Central Board or the State Board, as the case may be, may constitute such committees and for such purpose or purposes as it may think fit.

(2) The committee constituted under sub-section (1) shall meet at such times and places and shall observe such rules of procedure in regard to the transaction of business at its meetings as may be prescribed.

(3) The members of a committee shall be paid such fees and allowances for attending its meetings as may be prescribed :

Provided that no fees shall be payable to a member who is an officer of Government or of any corporation established by any law for the time being in force.

CHAPTER III.

REGISTRATION OF ESTABLISHMENTS EMPLOYING CONTRACT LABOUR.

6. *Appointment of registering officers.*—The appropriate Government may, by an order notified in the Official Gazette—

(a) appoint such persons, being Gazetted Officers of Government, as it thinks fit to be registering officers for the purposes of this Chapter; and

(b) define the limits, within which a registering officer shall exercise the powers conferred on him by or under this Act.

7. *Registration of certain establishments.*—(1) Every principal employer of an establishment to which this Act applies shall, within such period as the appropriate Government may, by notification in the Official Gazette, fix in this behalf with respect to establishments generally or with respect to any class of them, make an application to the registering officer in the prescribed manner for registration of the establishment :

Provided that the registering officer may entertain any such application for registration after expiry of the period fixed in this behalf, if the registering officer is satisfied that the applicant was prevented by sufficient cause from making the application in time.

(2) If the application for registration is complete in all respects, the registering officer shall register the establishment and issue to the principal employer of the establishment a certificate of registration containing such particulars as may be prescribed.

8. *Revocation of registration in certain cases.*—If the registering officer is satisfied, either on a reference made to him in this behalf or otherwise, that the registration of any establishment has been obtained by misrepresentation or supersession of any material fact, or that for any other reason the registration has become useless or ineffective and, therefore, requires to be revoked, the registering officer may, after giving an opportunity to the principal employer of the establishment to be heard and with the previous approval of the appropriate Government, revoke the registration.

9. *Effect of non-registration.*—No principal employer of an establishment to which this Act applies, shall—

(a) in the case of an establishment required to be registered under section 7, but which has not been registered within the time fixed for the purpose under that section.

(b) in the case of an establishment the registration in respect of which has been revoked under section 8, employ contract labour in the establishment after the expiry of the period referred to in clause (a) or after the revocation of registration referred to in clause (b), as the case may be.

10. *Prohibition of employment of contract labour.*—(1) Notwithstanding anything contained in this Act, the appropriate Government may, after consultation with the Central Board or, as the case may be, a State Board, prohibit, by notification in the Official Gazette, employment of contract labour in any process, operation or other work in any establishment.

(2) Before issuing any notification under sub-section (1) in relation to an establishment, the appropriate Government shall have regard to the conditions of work and benefits provided for the contract labour in that establishment and other relevant factors, such as—

(a) whether the process, operation or other work is incidental to, or necessary for the industry, trade, business, manufacture or occupation that is carried on in the establishment;

(b) whether it is of perennial nature, that is to say, it is of sufficient duration having regard to the nature of industry, trade, business, manufacture or occupation carried on in that establishment;

(c) whether it is done ordinarily through regular workmen in that establishment or an establishment similar thereto;

(d) whether it is sufficient to employ considerable number of whole-time workmen.

Explanation.—If a question arises whether any process or operation of other work is of perennial nature, the decision of the appropriate Government thereon shall be final.

CHAPTER IV

LICENSING OF CONTRACTORS

11. *Appointment of licensing officers.*—The appropriate Government may, by an order notified in the Official Gazette,—

(a) appoint such persons being Gazetted Officers of Government, as it thinks fit to be licensing officers for the purposes of this Chapter; and

(b) define the limits, within which, a licensing officer shall exercise the powers conferred on licensing officers by or under this Act.

12. *Licensing of contractors.*—(1) With effect from such date as the appropriate Government may, by notification in the Official Gazette, appoint, no contractor to whom this Act applies, shall undertake or execute any work through contract labour except under and in accordance with a licence issued in that behalf by the licensing officer.

(2) Subject to the provisions of this Act, a licence under sub-section (1) may contain such conditions including, in particular, conditions as to hours of work, fixation of wages and other essential amenities in respect of contract labour as the appropriate Government may deem fit to impose in accordance with the rules, if any, made under section 35 and shall be issued on payment of such fees and on the deposit of such sum, if any, as security for the due performance of the conditions as may be prescribed.

13. *Grant of licences.*—(1) Every application for the grant of licence under sub-section (1) of section 12 shall be made in the prescribed form and shall contain the particulars regarding the location of the establishment, the nature of process, operation or work for which contract labour is to be employed and such other particulars as may be prescribed.

(2) The licensing officer may make such investigation in respect of the application received under sub-section (1) and in making any such investigation the licensing officer shall follow such procedure as may be prescribed.

(3) A licence granted under this Chapter shall be valid for the period specified therein and may be renewed from time to time for such period and on payment of such fees and on such conditions as may be prescribed.

14. *Revocation, suspension and amendment of licences.*—(1) If the licensing officer is satisfied, either on a reference made to him in this behalf or otherwise, that—

(a) a licence granted under section 12 has been obtained by misrepresentation or suppression of any material fact, or

(b) the holder of a licence has, without reasonable cause, failed to comply with the conditions subject to which the licence has been granted or has contravened any of the provisions of this Act or the rules made thereunder.

then, without prejudice to any other penalty to which the holder of the licence may be liable under this Act, the licensing officer may, after giving the holder of the licence an opportunity of showing cause, revoke or suspend the licence or forfeit the sum, if any, or any portion thereof deposited as security for the due performance of the conditions subject to which the licence has been granted.

(2) Subject to any rules that may be made in this behalf, the licensing officer may vary or amend a licence granted under section 12.

15. *Appeal.*—(1) Any person aggrieved by an order made under section 7, section 8, section 12 or section 14 may, within thirty days from the date on which the order is communicated to him, prefer an appeal to an appellate officer who shall be a person nominated in this behalf by the appropriate Government:

Provided that the appellate officer may entertain the appeal after the expiry of the said period of thirty days, if he is satisfied that the appellant was prevented by sufficient cause from filing the appeal in time.

(2) On receipt of an appeal under sub-section (1), the appellate officer shall, after giving the appellant an opportunity of being heard dispose of the appeal as expeditiously as possible.

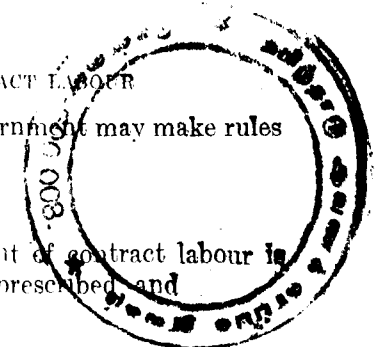
CHAPTER V

WELFARE AND HEALTH OF CONTRACT LABOUR

16. *Canteens.* (1) The appropriate Government may make rules requiring that in every establishment—

(a) to which this Act applies,

(b) wherein work requiring employment of contract labour is likely to continue for such period as may be prescribed, and



(c) wherein, contract labour numbering one hundred or more is ordinarily employed by a contractor, one or more canteens shall be provided and maintained by the contractor for the use of such contract labour.

(2) Without prejudice to the generality of the foregoing power, such rules may provide for—

(a) the date by which the canteens shall be provided ;

(b) the number of canteens that shall be provided, and the standards in respect of construction, accommodation, furniture and other equipment of the canteens ; and

(c) the foodstuffs which may be served therein and the charges which may be made therefor.

17. *Rest-rooms.*—(1) In every place wherein contract labour is required to halt at night in connection with the work of an establishment—

(a) to which this Act applies, and

(b) to which work requiring employment of contract labour is likely to continue for such period as may be prescribed,

there shall be provided and maintained by the contractor for the use of the contract labour such number of rest-rooms or such other suitable alternative accommodation within such time as may be prescribed.

(2) The rest-rooms or the alternative accommodation to be provided under sub-section (1) shall be sufficiently lighted and ventilated and shall be maintained in a clean and comfortable condition.

(a) a sufficient supply of wholesome drinking water for the contract labour at convenient places;

18. *Other facilities.*—It shall be the duty of every contractor employing contract labour in connection with the work of an establishment to which this Act applies, to provide and maintain—

(b) a sufficient number of latrines and urinals of the prescribed types so situated as to be convenient and accessible to the contract labour in the establishment; and

(c) washing facilities

19. *First-aid facilities.*—There shall be provided and maintained by the contractor so as to be readily accessible during all working hours a first-aid box equipped with the prescribed contents at every place where contract labour is employed by him.

20. *Liability of principal employer in certain cases.*—(1) If any amenity required to be provided under section 16, section 17, section 18 or section 19 for the benefit of the contract labour

employed in an establishment is not provided by the contractor within the time prescribed therefor, such amenity shall be provided by the principal employer within such time as may be prescribed.

(2) All expenses incurred by the principal employer in providing the amenity may be recovered by the principal employer from the contractor either by deduction from any amount payable to the contractor under any contract or as a debt payable by the contractor.

21. *Responsibility for payment of wages.*—(1) A contractor shall be responsible for payment of wages to each worker employed by him as contract labour and such wages shall be paid before the expiry of such period as may be prescribed.

(2) Every principal employer shall nominate a representative duly authorised by him to be present at the time of disbursement of wages by the contractor and it shall be the duty of such representative to certify the amounts paid as wages in such manner as may be prescribed.

(3) It shall be the duty of the contractor to ensure the disbursement of wages in the presence of the authorised representative of the principal employer.

(4) In case the contractor fails to make payment of wages within the prescribed period or make short payment, then the principal employer shall be liable to make payment of wages in full or the unpaid balance due, as the case may be, to the contract labour employed by the contractor and recover the amount so paid from the contractor either by deduction from any amount payable to the contractor under any contract or as a debt payable by the contractor.

CHAPTER IV

PENALTIES AND PROCEDURE.

22. *Obstructions.*—(1) Whoever obstructs an inspector in the discharge of his duties under this Act or refuses or wilfully neglects to afford the inspector any reasonable facility for making any inspection, examination, inquiry or investigation authorised by or under this Act in relation to an establishment to which, or a contractor to whom, this Act applies, shall be punishable with imprisonment for a term which may extend to three months, or with fine which may extend to five hundred rupees, or with both

(2) Whoever wilfully refuses to produce on the demand of an inspector any register or other document kept in pursuance of this Act or prevents or attempts to prevent or does anything which he has reason to believe is likely to prevent any person from appearing before or being examined by an inspector acting in pursuance of his duties under this Act, shall be punishable with imprisonment for a term which may extend to three months or with fine which may extend to five hundred rupees, or with both.

23. *Contravention of provisions regarding employment of contract labour.*—Whoever contravenes any provision of this Act or of any rules made thereunder prohibiting, restricting or regulating the employment of contract labour, or contravenes any condition of a licence granted under this Act, shall be punishable with imprisonment for a term which may extend to three months, or with fine which may extend to one thousand rupees, or with both, and in the case of a continuing contravention with an additional fine which may extend to one hundred rupees for every day during which such contravention continues after conviction for the first such contravention.

24. *Other offences.*—If any person contravenes any of the provisions of this Act or of any rules made thereunder for which no other penalty is elsewhere provided he shall be punishable with imprisonment for a term which may extend to three months or with fine which may extend to one thousand rupees, or with both.

25. *Offences by Companies.*—(1) If the person committing an offence under this Act is a company, the company as well as every person in charge of, and responsible to, the company for the conduct of its business at the time of the commission of the offence shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly :

Provided that nothing contained in this sub-section shall render any such person liable to any punishment if he proves that the offence was committed without his knowledge or that he exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1) where an offence under this Act has been committed by a company and it is proved that the offence has been committed with the connivance of, or that the commission of the offence is attributable to any neglect on the part of any director, manager, managing agent or any other officer of the company, such director, manager, managing agent or such other officer shall also be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Explanation.—For the purpose of this section—

(a) “company” means any body corporate and includes a firm or other association of individuals ; and

(b) “director”, in relation to a firm, means a partner in the firm.

26. *Cognizance of offences.*—No court shall take cognizance of any offence under this Act except on a complaint made by, or with the previous sanction in writing of, the inspector and no court inferior to that of a Presidency Magistrate or a magistrate of the first class shall try any offence punishable under this Act.

27. *Limitation of Prosecutions.*—No court shall take cognizance of an offence punishable under this Act unless the complaint thereof is made within three months from the date on which the alleged commission of the offence came to the knowledge of an inspector :

Provided that where the offence consists of disobeying a written order made by an inspector, complaint thereof may be made within six months of the date on which the offence is alleged to have been committed.

CHAPTER VII

MISCELLANEOUS

28. *Inspecting staff.*—(1) The appropriate Government may, by notification in the Official Gazette, appoint such persons as it thinks fit to be inspectors for the purpose of this Act, and define the local limits within which they shall exercise their powers under this Act.

(2) Subject to any rules made in this behalf, an inspector may, within the local limits for which he is appointed—

(a) enter, at all reasonable hours, with such assistance (if any), being persons in the service of the Government or any local or other public authority as he thinks fit, any premises or place where contract labour is employed, for the purpose of examining any register or record or notices required to be kept or examined by or under this Act or rules made thereunder, and require the production thereof for inspection ; ;

(b) examine any person whom he finds in any such premises or place and who, he has reasonable cause to believe is a workman employed therein ;

(c) require any person giving out work and any workman, to give any information, which is in his power to give with respect to the names and addresses of the persons to, for and from whom the work is given out or received, and with respect to the payments to be made for the work ;

(d) seize or take copies of such register, record of wages or notices or portions thereof as he may consider relevant in respect of an offence under this Act which he has reason to believe has been committed by the principal employer or contractor ; and

(e) exercise such other powers as may be prescribed.

(3) Any person required to produce any document or thing or to give any information required by an inspector under sub-section (2) shall be deemed to be legally bound to do so within the meaning of section 175 and section 176 of the Indian Penal Code.

of 1898

(4) The provisions of the Code of Criminal Procedure 1898, shall so far as may be, apply to any search or seizure under subsection (2) as they apply to any search or seizure made under the authority of a warrant issued under section 98 of the said Code.

29. *Registers and other records to be maintained.*—(1) Every principal employer and every contractor shall maintain such registers and records giving such particulars of contract labour employed, the nature of work performed by the contract labour, the rates of wages paid to the contract labour and such other particulars in such form as may be prescribed.

(2) Every principal employer and every contractor shall keep exhibited in such manner as may be prescribed within the premises of the establishment where the contract labour is employed, notices in the prescribed form containing particulars about the hours of work, nature of duty and such other information as may be prescribed.

30. *Effect of laws and agreements inconsistent with this Act.*—

(1) The provisions of this Act shall have effect notwithstanding anything inconsistent therewith contained in any other law or in the terms of any agreement or contract of service, or in any standing orders applicable to the establishment whether made before or after the commencement of this Act :

Provided that where under any such agreement, contract of service or standing orders the contract labour employed in the establishment are entitled to benefits in respect of any matter which are more favourable to them than those to which they would be entitled under this Act, the contract labour shall continue to be entitled to the more favourable benefits in respect of that matter, notwithstanding that they receive benefits in respect of other matters under this Act.

(2) Nothing contained in this Act shall be construed as precluding any such contract labour from entering into an agreement with the principal employer or the contractor, as the case may be, for granting them rights or privileges in respect of any matter which are more favourable to them than those to which they would be entitled under this Act.

31. *Power to exempt in special cases.*—The appropriate Government may, in the case of an emergency, direct, by notification in the Official Gazette, that subject to such conditions and restrictions, if any, and for such period or periods as may be specified in the notification, all or any of the provisions of this Act or the rules made thereunder shall not apply to any establishment or class of establishments or any class of contractors.

32. *Protection of action taken under this Act.*—(1) No suit, prosecution or other legal proceedings shall lie against any registering officer, licencing officer or any other Government servant or against any member of the Central Board or the State Board, as the case may be, for anything which is in good faith done or intended to be done in pursuance of this Act or any rule or order made thereunder.

(2) No suit or other legal proceeding shall lie against the Government for any damage caused or likely to be caused by anything which is in good faith done or intended to be done in pursuance of this Act or any rule or order made thereunder.

33. *Power to give directions.*—The Central Government may give direction to the Government of any State as to the carrying into execution in the State of the provisions contained in this Act.

34. *Power to remove difficulties.*—If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the Official Gazette, make such provisions not inconsistent with the provisions of this Act, as appears to it to be necessary or expedient for removing the difficulty.

35. *Power to make rules.*—(1) The appropriate Government may, subject to the condition of previous publication, make rules for carrying out the purposes of this Act.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely :—

(a) the number of persons to be appointed as members representing various interests on the Central Board and the State Board, the term of their office and other conditions of service, the procedure to be followed in the discharge of their functions and the manner of filling vacancies ;

(b) the times and places of the meetings of any committee constituted under this Act, the procedure to be followed at such meetings including the quorum necessary for the transaction of business, and the fees and allowances that may be paid to the members of a committee ;

(c) the manner in which establishments may be registered under section 7, the levy of a fee therefor and the form of certificate of registration ;

(d) the form of application for the grant or renewal of a licence under section 13 and the particulars it may contain ;

(e) the manner in which an investigation is to be made in respect of an application for the grant of a licence and the matters to be taken into account in granting or refusing a licence ;

(f) the form of a licence which may be granted or renewed under section 12 and the conditions subject to which the licence may be granted or renewed, the fees to be levied for the grant or renewal of a licence and the deposit of any sum as security for the performance of such conditions;

(g) the circumstances under which licences may be varied or amended under section 14;

(h) the form and manner in which appeals may be filed under section 15 and the procedure to be followed by appellate officers in disposing of the appeals;

(i) the time within which facilities required by this Act to be provided and maintained may be so provided by the contractor and in case of default on the part of the contractor, by the principal employer;

(j) the number and types of canteens, rest-rooms, latrines and urinals that should be provided and maintained;

(k) the type of equipment that should be provided in the first-aid boxes;

(l) the period within which wages payable to contract labour should be paid by the contractor under sub-section (1) of section 21;

(m) the form of registers and records to be maintained by principal employers and contractors;

(n) the submission of returns, forms in which, and the authorities to which, such returns may be submitted;

(o) the collection of any information or statistics in relation to contract labour; and

(p) any other matter which has to be, or may be, prescribed under this Act.

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament while it is in session for a total period of thirty days which may be comprised in one session or in two successive sessions, and if before the expiry of the session in which it is so laid or the session immediately following, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

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