

APPENDIX 7

STATISTICAL INFORMATION OF EXPEDITIOUS DISPOSAL OF  
LABOUR DISPUTES BY THE JUDICIAL OFFICERS  
TRAINED UNDER THE FRENCH SYSTEM

Sl.No.	Date of reference	Date of Judgement	Nature of Dispute and the industry involved	Nature of settlement
(1)	(2)	(3)	(4)	(5)
1.	20-10-1971	29-12-1972	Increase in wages/ gratuity scheme in M/s Mohanram Weaving Mills, Pondicherry.	20% increase justified.
2.	20-10-1971	29-12-1972	Increase in wages/ gratuity scheme in M/s Gurusurthy Weaving Mills	-do-
3.	20-10-1971	29-12-1972	Increase in wages/ gratuity scheme in M/s R.Ramakrishna Iyer & Co. Weaving Mills	-do-
4.	20- 2-1971	7- 2-1973	Confirmation of Commission agents- Non-employment in Pondicherry Co-op. Milk Supply Society.	entitled to re-instate-ment with backwages
5.	22- 6-1971	7- 2-1973	Bonus in Pondicherry Co-op. Milk Supply Society	Management agreed to make the bonus.
6.	27- 6-1972	9- 2-1973	Non-employment in Joy Lines Products Pondicherry.	Non-employ-ment is the result of the act of the petitioner.

(1)	(2)	(3)	(4)	(5)
7.	5. 1.1973	2. 5.1973	Termination of service-Assault in Pondicherry-Rolling Mills.	Entitled to reinstatement with wages from the date of award.
8.	30. 4.1973	16. 7.1973	Termination of employee in M/s Steelite Engineering Works	Case with-drawn.
9.	30. 4.1973	27. 8.1973	Non-employment-Absence-in M/s Swadeshi Cotton Mills Co.	Ordered the management to take back the petitioner in service.
10.	30. 4.1973	4. 9.1973	Non-employment of Tmt.D.Kausolya-Absence-in M/s Swadeshi Cotton Mills	Ordered re-instatement.
11.	30. 4.1973	6. 9.1973	Non-employment of Tmt.Jagadambal-Misconduct-in Swadeshi Cotton Mills	Non-employment justified.
12.	19. 4.1973	20. 9.1973	Non-employment of Nahar Singh-Misconduct-in Pondicherry Rolling Mills	Held, justified.
13.	29. 3.1973	14. 9.1973	Non-employment-in Swadeshi Cotton Mills Employees' Co-op.Stores, Orleanpet.	Compromise to reinstate.
14.	23. 2.1973	12.10.1973	Non-employment of S.Ranganathan-Misconduct-in M/s Pondy Cycle Parts Manufacturers, Pondicherry.	Justified



(1)	(2)	(3)	(4)	(5)
15.	8. 3.1973	27.11.1973	Non-employment of R.Narayanaswamy-Misconduct-in M/s Sitanand Road Ways, Pondicherry.	Justified.
16.	23. 2.1973	17.12.1973	Non-employment of Ayyanar-Superannuation-in Sri Bharathi Mills Ltd., Pondicherry.	Justified.
17.	24. 2.1973	27.12.1973	Non-employment of S.Balakrishnan etc.- Absence-in M/s South Arcot Electricals and Ceramics (pvt.) Ltd., Pondicherry.	Compensation awarded.
18.	8. 3.1973	22.12.1973	Non-employment of E.Ramadoss-Misconduct- Refuse to work-in Sri Aurobindo Ashram, Pondicherry.	Rs 300 Compensation awarded.
19.	27. 3.1973	31. 1.1974	Non-employment of V.M.Selvaraju-re-trenchment-in Karaikal Co-op. Milk Supply Society Ltd.	Order invalid Reinstatement ordered.
20.	28. 2.1974	19. 6.1974	Non-employment of K.Balakrishnan-in Sri Bharathi Mills, Pondicherry.	The Mill agreed to reinstate
21.	31. 5.1974	6. 9.1974	Non-employment of V.Rajangam-Theft-in M/s Pandy Cycle Parts Manufacturers Pondicherry.	Charge not proved. Order reinstatement with full back wages.
22.	24. 5.1974	16. 9.1974	Non-employment of R.Thanapal etc.- Misconduct-Assault-in Handmade Paper Department, Sri Aurobindo Ashram.	Five were given compensation. One was dismissed.

(1)	(2)	(3)	(4)	(5)
23.	21. 5.1974	26. 9.1974	Non-employment of Ph.Saint Mark-re-trenchment-in Pondicherry Central Co-op.Processing Supply & Marketing Society Ltd.	Wages for one month ordered.
24.	10. 1.1974	27. 9.1974	Non-employment of G.Govindan-Keeping adulterated milk-in Pondicherry Co-op. Milk Producers' Union,Kurumampet, Pondicherry.	Charge proved. Granted subsistence allowance.
25.	10. 1.1974	29.11.1974	Demands by the Union-Revision of Pay Scales-in M/s Pondicherry Co-op. Milk Producers' Union Ltd., Pondicherry.	Settled by agreement
26.	21. 5.1974	28.11.1974	Non-employment of E.Ramachandran-Dismissal-Not a Workman contention-in M/s Pondicherry Co-op.Milk Producers Union Ltd.,Pondicherry.	Rs 300 compensation awarded.
27.	21. 5.1974	29.11.1974	Complaint under Section 33-A of Industrial Disputes Act (Chellappan)-in M/s Pondicherry Co-op.Milk Producers Union Ltd.,Pondicherry.	Management agreed to pay Rs 300. Hence settled.
28.	21. 5.1974	29.11.1974	Complaint under Section 33-A of Industrial Disputes Act (D.Manimuthavan)-in M/s Pondicherry Co-op.Milk Producers Union Ltd.,Pondicherry.	Management agreed to reinstate.

(1)	(2)	(3)	(4)	(5)
29.	21. 5.1974	29.11.1974	Complaint under Section 33-A of Industrial Disputes Act (V.Arumugam)-in M/s Pondicherry Co-op.Milk Producers Union Ltd., Pondicherry.	Management agreed to reinstate.
30.	21. 5.1974	29.11.1974	Complaint under Section 33-A of Industrial Disputes Act (M.Janakiraman)-in M/s Pondicherry Co-op.Milk Producers Union Ltd., Pondicherry.	-do-
31.	21. 5.1974	29.11.1974	Complaint under Section.33-A of Industrial Disputes Act (P.Ramassamy Chettiar)-in M/s Pondicherry Co-op. Milk Producers Union Ltd.,Pondicherry.	-do-
32.	21. 5.1974	29.11.1974	Complaint under Section 33-A of Industrial Disputes Act (P.Purushothaman)-in M/s Pondicherry Co-op.Milk Producers Union Ltd., Pondicherry.	-do-
33.	21. 5.1974	29.11.1974	Complaint under Section 33-A of Industrial Disputes Act (G.Singaram)- in M/s Pondicherry Co-op. Milk Producers Union Ltd., Pondicherry.	-do-

(1)	(2)	(3)	(4)	(5)
34.	3. 1.1975	31. 1.1975	Non-employment of K.Kannan-in New Horizon Sugar Mills.	Petition not pressed.
35.	12.12.1974	11. 2.1975	Non-employment of S.Ganesan-in M/s New Fancy Stores.	Matter was settled out of court.
36.	28. 2.1974	13. 2.1975	Non-employment of L.Shanmugam-Misconduct -Abuse & assault-in New Horizon Sugar Mills Ariyur.	Confirmed dismissal.
37.	9.12.1974	21. 2.1975	Non-employment of R.Kandasamy-Long absence-in Sri Bharathi Mills, Pondicherry.	Justified dismissal.
38.	20. 9.1974	10. 3.1975	Non-employment of Narasingam and 3 others-Long absence-in M/s Pondicherry Co-op. Milk Producers Union Ltd., Pondicherry.	Dismissals justified.
39.	24.10.1974	22. 3.1975	Non-employment of Ram Naresh Singh-Misconduct-Neglect of duty-in New Horizon Sugar Mills.	Dismissal justified.
40.	3. 1.1975	20. 3.1975	Non-Employment of M.Jayaraman-Assault-in M/s National Industries, Pondicherry.	-do-
41.	3. 1.1975	2. 4.1975	Complaint under Section 33-A-P.R. Vincent and 3 others-in Pondy Cycle Parts Manufacturers.	Discharge held valid.

(1)	(2)	(3)	(4)	(5)
42.	6. 5.1975	5. 8.1975	Closure-Challenged in All India Press, Kennedy Nagar, Pondicherry.	Cannot be challenged. Only question of Notice etc. can be raised before the Tribunal.
43.	23. 6.1975	12. 9.1975	Non-employment of a worker in Pondicherry Rolling Mills	Not pressed.
44.	28. 7.1975	24.10.1975	Non-employment of V.Venkatesan in Bharath Metal Corporation.	Voluntarily left-Justified.
45.	28. 7.1975	7.11.1975	Non-employment of S.Rajagopal in M/s Santhi Coffee House, Karaikal.	-do-
46.	28. 7.1975	7.11.1975	Non-employment of S.Perumal-Indiscipline Assault-in Sri Aurobindo Ashram Hand Weberi Hablik Lindemann.	Dismissal justified.
47.	12. 9.1975	30. 9.1976	Demand for payment of 50% wages to the casual workers for the period of lay-off in Swadeshi Cotton Mills Company.	Not entitled to compensation.
48.	29. 7.1975	29.10.1976	Non-employment of R.Saravanan & another Shortage in the stock-in Bharathinagar Co-op.Stores Ltd.	Compensation in lieu of reinstatement.
49.	11. 8.1975	26.11.1976	Non-employment of I.perumal,Casual worker in Sri Aurobindo Ashram Sheet Metal Workshop.	Not entitled for reinstatement.

(1)	(2)	(3)	(4)	(5)
50.	18. 8.1975	26.11.1976	Non-employment of K.Duraikannu-Contract labour-in Sri Aurobindo Ashram Sheet Metal Workshop	Not entitled for reinstatement.
51.	12. 9.1975	26.11.1976	Non-employment of M.Murthy-in Sri Aurobindo Ashram Sheet Metal Workshop.	-do-
52.	12. 9.1975	26.11.1975	Non-employment of Susai Lourdanathan-in Sri Aurobindo Ashram Wood Working Unit.	-do-
53.	27. 2.1975	26.11.1976	Non-employment of V.Sivaraman-Theft-Negligence-in Pondicherry Central Co-op.Processing Supply & Marketing Society.	Entitled to reinstatement
54.	12. 6.1975	26.11.1976	Non-employment of K.Rajagopal-Contract labour-in Aurobindo Ashram	Not entitled to reinstatement.
55.	12. 9.1975	20. 1.1976	Demand for absorption of casual workers as permanent workers-in Sri Bharathi Mills.	Not justified No fresh category can be inducted arbitrarily.
56.	12. 9.1975	9. 4.1976	Non-employment of R.Veerappan-Disobeyance-Misconduct-in Sri Bharathi Mills.	Dismissal justified.
57.	31. 3.1976	21. 5.1976	Non-employment of G.Muthukrishan-Theft of Cutting Plier-in New Horizon Sugar Mills.	Ordered for reinstatement



(1)	(2)	(3)	(4)	(5)
58.	10. 5.1976	19. 8.1976	Demand for bonus at 20% of the wages-in M/s Pondicherry Rolling Mills, Pondicherry.	Held, not entitled to.
59.	29. 5.1976	17. 9.1976	Reference was challenged by the management(A.Kuppusamy & Shanbagavalli) No opportunity for the management-in Sri Bharathi Mills.	Referred back to the Government for re-consideration
60.	12. 5.1976	17. 9.1976	Non-employment of S.Mohammed Jakel-in State Bank of India.	Dispute withdrawn-reinstated by the management.
61.	31. 5.1976	6.11.1976	Non-payment of Dearness Allowance-in Pondicherry Co-op. Housing Society.	Scales have not been opted by the Establishment. Hence, new scale will continue for the present.
62.	26. 1.1976	5. 1.1977	Complaint under Section 33-A-in Anglo French Textiles.	Compromise for reinstatement.
63.	27. 1.1976	31.12.1976	Discharge of R.Nadessin-Attaining superannuation-Dispute about D.B.-in Anglo French Textiles.	Entitled for reinstatement. D.B. rectified.
64.	20. 3.1976	31.12.1976	Non-employment of G.Krishnamurthy-Indiscipline-Sleeping while on duty-in Soundararaja Mills Ltd., Nedungadu,Karaikal.	Not entitled for reinstatement.

(1)	(2)	(3)	(4)	(5)
65.	21. 6.1976	19. 1.1977	Non-employment of workman-in Swadeshi Cotton Mills.	Matter was settled out of court.
66.	31. 5.1976	25. 3.1977	Efficiency Union per Weaver-in Sri Bharathi Mills.	Compromise.
67.	3.12.1976	23. 6.1977	Textile Labour Union Closure-in M/s Superior Cloth , Ariyapalayam, Villianur.	Petitioners absent. Held no Industrial Dispute is subsisting.
68.	21. 1.1976	1. 7.1977	Non-employment of S.Janakiraman-Carelessness-in Siddivinayakar Co-op. Rural Bank.	Entitlement to reinstatement.
69.	20. 9.1976	17. 7.1977	Non-employment of K.Karunakaran-in M/s Aradhana Industries, Mahe.	Settled out of court.
70.	4. 5.1977	26. 8.1977	Non-employment of Veerappan-Stopped looms to answer urgent call of nature-in Swadeshi Cotton Mills.	Reinstated.
71.	7. 7.1977	31.12.1977	Increase of salary-in Pondicherry Co-op. Wholesale Stores, M.G.Road.	Only the Accountants' is admitted. Remaining relief not tenable.
72.	18. 8.1977	4. 1.1978	Payment of extra wages to certain categories of staff-in Swadeshi Cotton Mills.	Settled out of Court.

(1)	(2)	(3)	(4)	(5)
73.	19.12.1977	8. 3.1978	Bonus-in Auroville Electronics & Allied Industries.	Settled out of Court
74.	24. 1.1978	15. 4.1978	Demand for equal wages for equal work irrespective of sex-in M/s Courtex (P) Ltd., Mahe.	Settled out of Court.
75.	24. 7.1978	8.11.1978	Increase in daily wages etc.-in M/s Kasthuri Brothers C/o Bharathi Mills, Pondicherry.	Settlement filed. Award passed accordingly.
76.	9. 3.1978	30.11.1978	Union's demand for higher bonus-in Soundararaja Mills Ltd., Nedungadu, Karaikal.	Held. No dispute is existing. (Poor ratio of workmen interested in the dispute)
77.	24. 5.1978	30.12.1978	Demand for basic minimum wages and allowances for Cinema Operators-in Pondicherry Cine Exhibitors' Association, Naveena Theatre.	Fixed the minimum wages. Entitled to over-time allowance.
78.	13. 7.1978	12. 1.1979	Demand for service benefits to CLB workers-in Electricity Department, Pondicherry.	Certain benefits ordered.
79.	31. 5.1978	28. 2.1979	Service conditions-in Cannanore Spinning & Weaving Mills, Mahe.	Decided in favour of workmen.

(1)	(2)	(3)	(4)	(5)
80.	1. 2.1978	3. 5.1979	Non-employment of R.Sadasivam, Political Activities-in Commune Panchayat, Neravy.	Held.
81.	21. 3.1978	20. 7.1979	Non-employment of N.Velu-Union Activities-in Anglo French Textiles, Pondicherry.	Reinstated with continuity of service and with half-back wages.
82.	14. 2.1978	31. 8.1979	Termination of G.Perumal and others with effect from 2.6.1975-Reinstatement with backwages-in Anglo French Textiles.	Reinstated with backwages from 23.5.1977.
83.	11. 2.1978	25.10.1979	Service conditions-in Sica Breweries Pondicherry.	Voluntary settlement effected.
84.	30.12.1978	8.11.1979	Non-employment-reinstatement-in Mission Press.	Compensation is awarded.
85.	16. 3.1978	21.12.1979	Dismissal-Request for reinstatement-in Anglo French Textiles.	No relief granted. Dismissal justified.
86.	11. 1.1979	29.12.1979	Dismissal of a worker-in Anglo French textiles, Pondicherry.	Reinstated with full backwages.
87.	16. 5.1979	6.12.1979	Dismissal of a worker(theft)-in Anglo French Textiles,Pondicherry.	Dismissal justified. No relief granted.
88.	11. 1.1979	29.12.1979	Dismissal of a worker(violence)-in Anglo French Textiles,Pondicherry.	-do-

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89.	1. 6.1979	9. 1.1980	Dismissal of a worker-Theft (Reinstatement sought) in Anglo French Textiles, Pondicherry.	One month's pay for each completed year of service. (Petitioner lost the confidence of management. Hence contract of employment need not continue.
90.	11. 1.1979	29.12.1979	Dismissal of a worker-Strike-in Anglo French Textiles, Pondicherry.	Reinstatement with backwages.
91.	17. 9.1979	5. 8.1980	Dismissal of a worker-Habitual absence in Anglo French Textiles, Pondicherry.	Reinstated with continuity of service and backwages (from 28.5.1979-the day on which the matter reached the Conciliation Officer.
92.	22.12.1979	19. 8.1970	Transfer from one Department to another in Sri Bharathi Mills, Pondicherry.	Held justified. Since the petitioner is the gainer.
93.	6.11.1979	12. 8.1980	Dismissal of a worker-Assault-in Anglo French Textiles, Pondicherry.	No releif granted
94.	18. 5.1979	29. 8.1980	Reduction in rank alleged-in Swadeshi Cotton Mills, Pondicherry.	Held not correct
95.	15. 9.1979	25. 8.1980	Fixation of Dearness Allowance and increase in wages etc.-in Cannanore Spinning Mills, Pondicherry.	Decision on various specific points are given

96.	16.11.1979	11. 9.1980	Dismissal-alleged defaultation of money in Pondicherry Central Co-op. Processing Society.	Reinstated with backwages and continuity of service.
97.	26. 6.1980	11. 9.1980	Dismissal-Assault- in Anglo French Textiles, Pondicherry.	No relief.
98.	20. 2.1980	24. 9.1980	Denial of promotion in Anglo French Textiles, Pondicherry.	Held not an industrial dispute. Since not espoused by Union etc.
99.	11. 3.1980	30. 9.1980	Dismissal-Habitual absence-in Anglo French Textiles, Pondicherry.	A pious hope expressed for reinstatement. No specific direction.
100.	9. 2.1980	1.10.1980	Dismissal of a worker(negligence) in Anglo French Textiles, Pondicherry.	Reinstatement with half wages.
101.	26. 6.1980	7.10.1980	Dismissal-Threat to Supervisor in Anglo French Textiles, Pondicherry.	Reinstatement with full backwages.
102.	8. 4.1980	12.11.1980	Dismissal-Negligence-Misconduct-in Bharathinagar Co-op.Society, Pondicherry.	Reinstatement - Ordered.
103.	27.10.1980	13. 1.1981	Discharge in Sri Aurobindo Ashram Press, Pondicherry.	Discharge is upheld.

(1)	(2)	(3)	(4)	(5)
104.	2. 1.1980	6. 1.1981	Dismissal-Assault in Anglo French Textiles, Pondicherry.	Converted into discharge, with a lumpsum compensation of Rs 4 000.
105.	6. 8.1980	21. 1.1981	Dismissal-Misconduct in Sri Bharathi Mills.	Held, non-employment is not justified. Ordered to either reinstate with a lumpsum of Rs 150 <sup>00</sup> as back-wages or a consolidated amount of Rs 1 000 in lieu of reinstatement.
106.	16.10.1980	11. 3.1981	Dismissal-Habitual absence in Anglo French Textiles, Pondicherry.	Not justified. Five months salary in lieu of reinstatement.
107.	10. 5.1980	11. 4.1981	Discharge of canteen workers- Dearness allowance in Anglo French Textiles, Pondicherry.	Held, entitled to Dearness allowance and also reinstatement.
108.	6.10.1980	17. 3.1981	Claim for incentives-in Sica Breweries, Pondicherry.	Voluntary settlement arrived at.
109.	7. 2.1981	23. 6.1981	Dismissal-Assault- in Swadeshi Cotton Mills, Pondicherry.	Dismissal was converted into discharge with half month's salary for each year of service as compensation.

(1)	(2)	(3)	(4)	(5)
110.	4. 2.1981	24. 6.1981	Workload and wages in Anglo French Textiles, Pondicherry.	Reference is held invalid.
111.	3. 1.1981	25. 6.1981	Non-employment-Dismissal-Disorderly behaviour in Swadeshi Cotton Mills, Pondicherry.	Converted into discharge.
112.	14. 4.1981	4. 8.1981	Non-employment-Assault in Swadeshi Cotton Mills, Pondicherry.	Reinstatement without backwages. 1.18 years more service. 2.The person assaulted has left the mill.
113.	23. 2.1981	12. 8.1981	Dismissal-Defaultation in Pondicherry Co-op. Wholesale Stores.	Reinstatement with backwages.
114.	3. 4.1981	19.10.1981	Non-employment-irregularity in taking the car. in A.F.T., Pondicherry.	Reinstated with continuity of service with full backwages.
115.	17. 6.1981	3.11.1981	Non-employment-Theft-in Anglo French Textiles, Pondicherry.	Option to the manager to reinstate without backwages or pay an amount at the rate of half-pay for each completed year of service.
116.	12. 5.1981	31.10.1981	Non-employment in Lalitha Emporium, Pondicherry .	Entitled to wages from 31.12.1980 to 8. 1.1981.



(1)	(2)	(3)	(4)	(5)
117.	7. 3.1981	3.11.1981	Non-employment in Sri Bharathi Mills, Pondicherry.	Parties absent. Petition disposed of-Conclusion-No dispute subsists.
118.	20. 5.1981	4.11.1981	Non-employment-Theft-in Anglo French Textiles, Pondicherry.	Dismissal is modified into termination with payment of one month's wages.