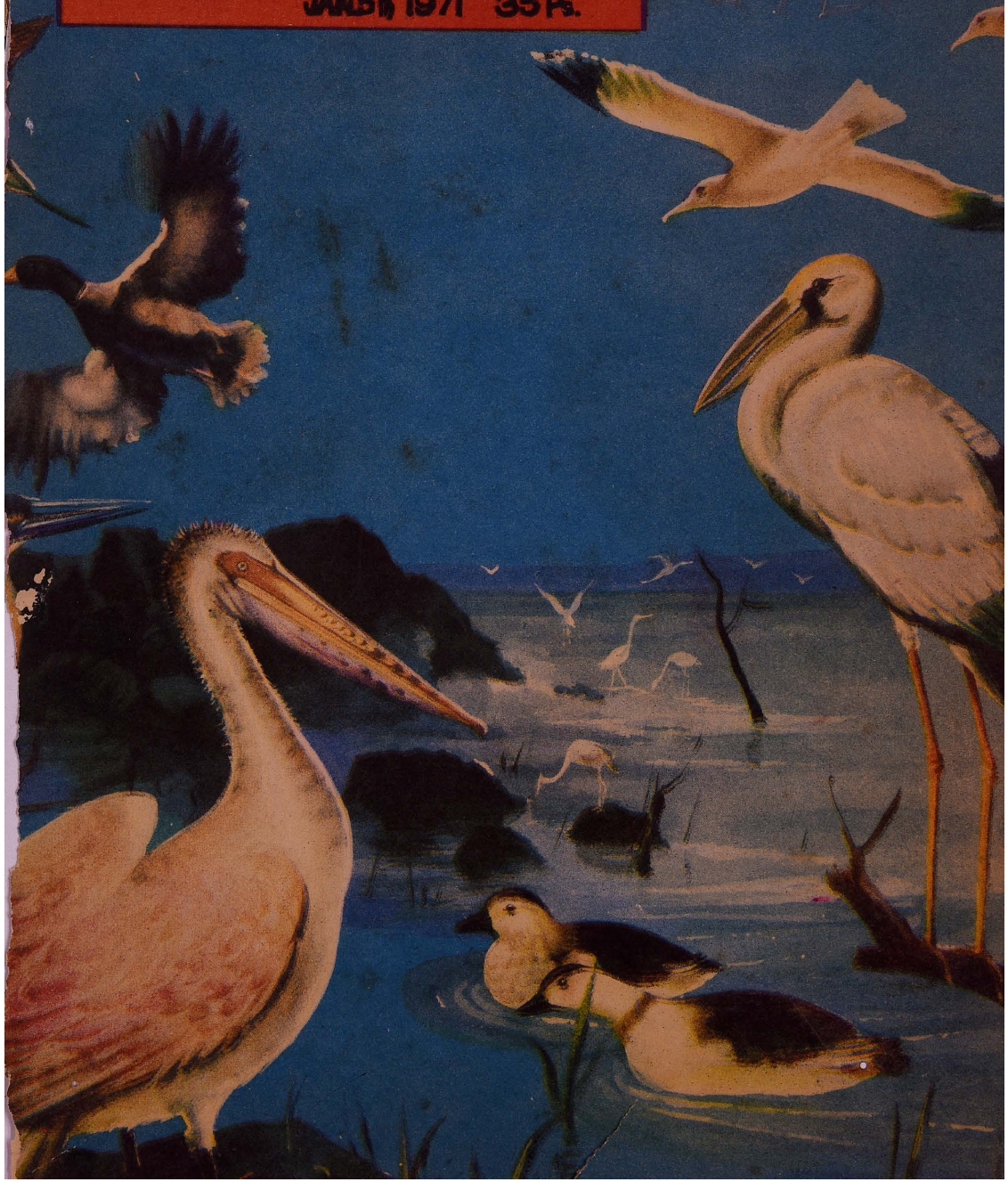


Tamil Arasu

JAN 5th 1971 35 Ps.



WELCOME TO THE LAND OF GLORIOUS CULTURE



Come to the land of the Tamils where ancient culture and civilization have been preserved in myriad forms... Bharata Natyam...rich Karnatic music...great literary classics...imposing temples...sculptural and iconographical masterpieces...And Nature's charms of tropical vegetation and lush rivers are as hospitable as the people.

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Tanjore - Srirangam - Madurai - Courtallam - Kanyakumari
Rameshwaram - Ooty - Kodaikanal - Yercaud.*

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Tamil Arasu

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Cover Page :

In Tamil Nadu there are two outstanding water birds sanctuaries at Vedanthangal and Point Calimere besides 16 water fowl refuges. Birds from all parts of the World visit these sanctuaries from January to June. The cover page illustrates our migrant birds.



Tamil Nadu stands in the forefront in celebrating Pongal—a veritable national festival that is distinct and different from the hundreds of festivals we are having—the distinction being, it is a festival in which the entire family takes part—even prodigal sons return to their hearth and home. Young and old, the peasant as well as the well-to-do, consider this as a festival depicting the dignity of labour and the benefits of mutual co-operation.

True, when one reads about the Apollo encircling the moon, or the unmanned space-craft of the Soviets bound for Venus, one is so thrilled that the significance of the Pongal is bound to fall flat on our ears.

But even the Apollo pioneers, dazzled by the dizzy heights, enthralled by the mighty achievements of science, did not minimise the X'mas festival. In fact a thoughtful Government did include in the Space-craft X'mas present.

Two thousand and more years ago, a civilisation was perfected in Tamil Nadu. Art and literature architecture and almost all branches of knowledge reached such a pinnacle of excellence that many a foreigner, has paid rich and deserving tributes to Tamil Nadu.

To realise that we are the inheritors of such a rich legacy

P O N G A L M E S S A G E O F A N N A

is bound to give strength enough to overcome the present trials and tribulations and instil hope and confidence in us. The Pongal is the one day when we are almost in communion with the "Dawn". To march towards the day of sunshine when all are assured full life and happiness is to be our objective.

The saying is, as you know, "better late than never." We first failed to realise the basic truth that agriculture is the bedrock on which other sectors—economic prosperity can be built up. After having paid clearly for the folly, it has been realised that an all-out effort should be made to register significant success on the farm-front. The farm-front can become strong only when mutual suspicion and apprehension is hunted out and an era of purposeful co-operation and fair play become the order of the day. To harp upon the rights without attempting to carry out duties and responsibilities will lead us only to frustration and bickering.

With that objective firmly placed before us, let us march onward and forward augmenting production and perfecting the system of distribution so that economic justice is realised.

Pongal day has been set apart by the Government as the "Peasants Day"—appropriately enough.

THOSE TWENTY DAYS

M. KARUNANIDHI

11. IN NATURE'S CRADLE

On the morning of the fourth day of July we left Rome for Zurich in Switzerland. I was very much fascinated by the wonderful scenes and the broad and long highways stretching from the City of Rome to the da Vinci aerodrome. At the same time I was saddened not a little to think: "When, oh, when would the high roads in our country progress to the same extent!" Officers of the Indian Embassy and other friends had gathered at the aerodrome to see us off and the leave-taking was touching in its impact. The plane flew towards Switzerland.

Switzerland is a tiny little country of course, but it is a land of liberty where the rights of freedom have come to flower and fruition. Often in his writings and speeches, Anna used to cite Switzerland to emphasise the point that a country could live in welfare notwithstanding the fact that its resources of the soil and its population were quantitatively on the low side. Gladdened that I would be seeing

for myself the country which had attracted his heart, I turned my glance outward.

All along the aerial way the sky was pouring down the clouds that looked like so many strings of jasmynes. The ups and downs of the cumulus clouds were like cotton shredded and spread out in neat splendour and they were indeed a feast to the eyes. In short, Mother Nature was reigning supreme as the queen of Beauty.

Leaving behind a great and ancient land, the plane entered the aerial space of a country that is creating a new history. Located in the centre of the continent and bounded by Austria on the East, France on the West, Germany on the North and Italy on the South, Switzerland is acclaimed as the playground of Europe.

Although the country is land-locked, the mountain-ranges of the Jura and the Alps in the West and the South, and the perennial river Rhine in the East and the North not only provide natural defences but they have also converted Switzerland into a land sublime where Beauty dances in sheer ecstasy wherever you turn your eyes to. Even as I looked out from the plane, the enchanting spectacle of Switzerland raised the notes of poetry in the harp of my heart.

The regal peaks of the Alps the rivers, the waterfalls of exquisite charm the lakes, the

buildings of neat architecture and such like entrancing chapters of the sweet and succulent epic of Mother Nature could be seen everywhere. Not only in outer form, but deep inside too, that land is replete with beauty. For, is it not a country that had realised the greatness of the federal structure, even seven centuries back ?

Switzerland consists of very many distinct groups of people such as Italians, Germans, Frenchmen and Austrians. It was one



William Tell who inaugurated the task of welding them all into a single national entity and bringing them under a federation.

William Tell was a warrior of outstanding merit. In particular, he was an expert archer.

During his time, a large part of Switzerland was under Austria's occupation. Gessler was the Austrian Governor heading a despotic regime in Tell's town. In his extreme arrogance Gessler one day placed a cap on top of a pole planted in the ground and he ordered that all those who passed that way should salute the cap in absolute reverence as if the cap were the Austrian Emperor himself ! The oppressed people had no other go but to carry out his bidding. Tell, however, dared to stand up to the coercive might of the Governor and he let it be known that he would not bow his head even if the Austrian Emperor himself were to come there in person.

The guards caught hold of William Tell and they brought him to Gessler. Said the Governor : "William, I hear you are an ace-archer. I shall now set a trial for you and if you come out successful in that, your head would remain on your shoulders".

Gessler then ordered Tell's beloved son and heir to be tied to a tree. An apple was placed on the little boy's head. The callous Governor then uttered the stipulation which made the flesh of the spectators creep. "Using just a single arrow, you should be able to shoot the apple," he told Tell, "If you do so, you would be freed ; otherwise both you and your son would be sentenced to death" !

In grim determination, Tell drew out two arrows, one of which he put away in his robe. The

other arrow he set on the string of his bow and took careful aim. The arrow flew and knocked the apple down from the boy's head.

"Well done !", cried Gessler in spite of himself, "But now let me ask you a question. For what reason did you place an arrow in your robe ?"

Undaunted, Tell answered : "In case the first arrow had taken the life of my son, the second arrow would have sunk deep into your heart !".

The Governor's ire knew no bounds. In a frenzy he shouted ! "What arrogance this fellow is filled with ! Let him be carried in chains across the lake and cast into the Kussnacht castle a prey to the reptiles that lodge there".

It is said that a storm arose thereupon and taking advantage of the gale, Tell managed to disappear from the scene, as fleet as an arrow unloosed from a bow. He did not rest until after a few days, when he succeeded in making Gessler's life a prey to his second arrow.

Even school-children in Switzerland are familiar with the legend of William Tell. The Swiss people are adepts in implementing their pledge and in leaping forward like the very tiger, when the life of their motherland is confronted with the slightest of dangers. But they do not have a trace of aggression or war-mongering in their temperament. They are as sturdy and puissant as the Alps

and at the same time, peaceability is a built-in feature of their character.

During the World Wars it was the privilege of Switzerland not to join any side but stand apart from the fray. One reason for the neutrality, was the genuine apprehension of the people that, if the country were to take sides in the World Wars, the possibility could not be ruled out of bitterness rearing its ugly head and threatening the unity of the land where different races, such as Italians, Germans and Frenchmen have learnt to live in harmony.

No force has so far arisen in history that could shake or change the peace-loving nature of these people and their close attachment for the federation. Even Napoleon the Great failed in his attempt to alter the dedication which the Swiss people have for the federal structure.

“Self-confidence, perseverance, unity and duty-consciousness do make a country unique and Switzerland is a shining example of this”—such thoughts were flashing on the screen of my mind when the plane touched the ground of Zurich City.

The Swiss standard time was then 9-30 a.m. When we say “Time” or “Clock” it is Switzerland that enters our thoughts automatically. Just as when mention is made of Tashkent, our memory blazons the name of the late Prime Minister of India,

Lal Bahadur Shastri, likewise Switzerland did not fail to remind me of Mrs. Kamala, the wife of Pandit Nehru.

Officers of the Air India, Mr. Lynden Meyer, Swiss Industrialist and others were at the air port. A news-correspondent from France also met me there and I was very much impressed by the keen interest he evinced in political affairs and in the Dravida Munnetra Kazhagam.

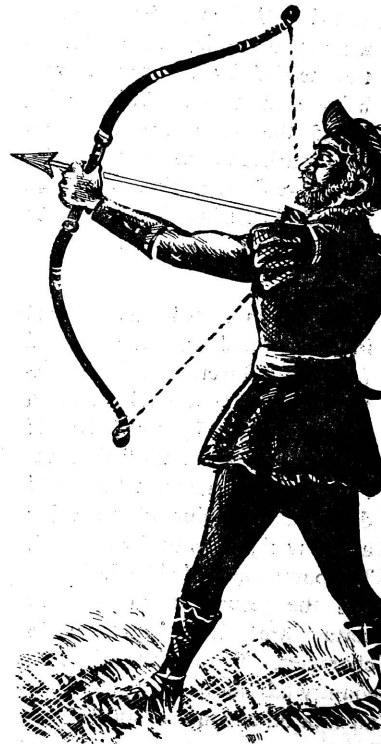
When I experienced there the salubrity of the Zephyr from the Pothigai hills, for a moment I felt that after all I was still in Tamil Nadu. It took some time for me to realise that the pleasant wind came from the Alps o Switzerland.

This pure air effects definite cure of lung-ailments and in order to breathe it and nurse themselves back to normal health, foreigners in their hundreds of thousands come here. For the convenience of these tourists, thousands of cottages and restaurants have been established on the hills. There are as many as 2,50,000 mineral springs on the Alpine slopes.

In quite a few regions of our country too, there are hills noted for their wholesome breeze. Only there has been no systematic effort to exploit them and this grievance did arise in my mind when I came to know of the health-resorts in Switzerland. I also thought that at least in

future it is necessary to initiate positive plans to attract foreigners to such places in our land.

Wherever I turned, I could see lakes that were vast expanses of water. Boats afloat on them presented a scene of sustained charm. The mountain-range were laden with stately tree and nectar could be observed dripping from the foliage. On all the directions of the [compass were such grand views of Nature that even an unlettered imbecile would have been inspired to take pen and paper and reel off poems and songs. On the



blossoms that were the myriad aspects of the scenery, the bee of my mind yearned ever so much to alight, so as to imbibe the nectar of poetry. My heart was filled with a longing to walk through the landscape as far as eye could see and until the feet ached.

But then I happen to be the Chief Minister of a State and so I have to keep all the longings of the heart duly penned up..... I was even impelled to reflect whether the post of Chief Minister only reduced one to a prisoner of environment, who could not act on his own like others.

At 10-45 a.m. we went and saw the immense Supermarket called 'Globus'. From food-articles onwards, all commodities needed by the people were being sold there. While going round the place, the aspiration was sparked in me that the Co-operative Supermarkets which we are administering should also be developed to that extent.

What impressed me most in Switzerland was the Federal form of its Governmental administration. There are 23 states in that country. It could be said without fear of contradiction that in no other country in the world does the individual citizen enjoy as many rights as in Switzerland. The powers accorded to the States and the respect given to their status are indeed unique in character. The unity of that country has not been affected even an iota on account of all this.

Although the spoken languages are four in number, the mind of the Swiss people is one and indivisible and their sense of integration is so strong that no force on earth can destroy it.

Barring subjects like External Affairs, National Defence, Customs, Communications and Railway Transport, the powers in all other fields are vested only with the States which are known as 'cantons' in Switzerland. Even at the level of the State, these powers are spread out. Three of the cantons still follow the practice of assembling all the people once a year and taking decisions in a species of direct democracy.

Every canton elects two Members for the State Council. Apart from this State Council, there is also a National Council where representation is on the basis of population. Both these Houses together make up the Joint Council and this Joint Council elects the Federal Council known as the Bundesrat comprising seven Members. Executive Power is vested in this Federal Council and it is this Bundesrat that runs the Government at the Centre. Yes, if ever there is a Republican Federal Government anywhere in the world that does not have a Prime Minister or a President such a Government exists only in Switzerland.

The duties and responsibilities of the Central Government have

been rendered easy on account of the fact that the houses of the Parliament, the administrative establishments and the Courts function in strength under the control of the cantons.

To those who might wonder as to whether there could be a stable Government at the Centre if the States were to be on their own in this manner and also how national defence could be ensured under the circumstances, Switzerland has an unparalleled object-lesson to offer. Service in the national militia is compulsory for youths who have attained 20 years of age. They receive intensive military training for a few weeks and then they are allowed to return home. After that, every year they have to attend camp for a few days and get trained in modern methods of warfare. Firearms and ammunition are issued to them and they should keep the armaments at their homes. In the event of an Emergency when the frontiers of the country require to be defended, all the military-trained citizens should be in a State of preparedness to be called up for active duty within a space of 72 hours. In the Switzerland of today there are as many as 10 lakhs of youths who have been trained for immediate military service in this manner. As a result of this, there is no scope whatsoever there for the treacherous line of thinking, at the time of war, to the effect that "We need not bother overmuch if some persons are battling at the frontier; we could as well raise the price of commodities

here"? Also, the expenditure for the purpose of defence is limited because of this arrangement, while the returns in terms of effectiveness are sizable. While a tiny country like Switzerland has come to adopt such an excellent method to defend itself, we are spending crores of rupees every year on account of defence. The question did arise in my mind as to why other countries could not follow the example of Switzerland in this regard.

The Swiss Constitution was framed in the year 1848 and there has been no occasion so far for the people to amend or alter it. If at the time of formulating a plan it is seen to be in correct order, would there be any need afterwards to amend it?

I could see that contentment and happiness were mirrored in the life of the citizen of Switzerland. If 50,000 citizens come together, they may insist that a particular amendment to a law is necessary. They do not need a representative as such to put forward their point of view. Likewise if 30,000 citizens gather, they could straightaway demand that a law enacted by the Legislative Assembly be referred to the public for a referendum. When knotty problems crop up whether they are small or big, the Government itself comes forward to ascertain the opinion of the people through a ballot. The opinion that Switzerland does not need to be a Member of the United Nations Organisation was also finalised only through such a poll.

A friend from our country had invited us for lunch at his residence. There we had the opportunity to see and enjoy a colour tele-vision programme of the Wimbledon match taking place over 500 miles away, in the city of London. Switzerland is rapidly advancing in Science; and yet the people there have, of their own choice, adopted a way of life that is in conformity with Nature.

The entire country consists of small towns and villages only. One cannot see in Switzerland those cities that are the inevitable concomitants of advancing science. They told us that Zurich where we were staying was the biggest city of the country. The population of Zurich is just about 6 lakhs; and there are only 6 cities in the whole of Switzerland that have a population of more than one lakh each.

We went round a lake in the vicinity of the 'Ambassador Hotel' where accommodation had been arranged for us. It was a pleasant experience for us to watch the small boats and the yachts afloat there. Evening had set in by then and under the slanting rays of the setting sun, the snow-capped peaks of the Alps gleamed like blocks of solid gold.

Could it be the haunting melody of the littoral lyric?
Or the very spring of poetry?
Or, for that matter, *Kutrala kuravanji* itself holding our hearts in

thrall? Or could it be after all a grand combination of the pearl-like scenarios set out in *Muthihollayiram*?—Such was the beauty of the lake and the city laid out on its shores, the spectacle of which brought to life the grand descriptions we find in Tamil literature.

The area of Switzerland is just a little more than that of the old Travancore-Cochin State. The population of the country is 60 lakhs. For these 60 lakhs of people there are 9 universities; 4,000 post-offices and 1,600 banks.

At what point of time would the glorious day arrive when the people of our own country secure all these facilities and are able to live in happiness?—This was yet another thought that came to surface in my mind.

On an average, there is one automobile for every seven citizen in Switzerland. But bicycles too are extremely popular. We were told that, for the facility of cyclists a separate compartment is allotted in trains so that the two-wheeled vehicles may be parked during the railway journey of their owners.

Even as we were appreciating the natural beauty, economic prosperity and political set-up of Switzerland, the fourth day of our travel came to a close.

(to be continued).

Salient Features of Second Tamil Nadu Pay Commission

- Financial effect per annum Rs. 20.95 crores initially rising to 46.91 crores.
- Major portion of dearness allowance merged with pay for lasting benefit to employees.
- All increases in dearness allowance sanctioned by Government of India to be matched for State Government employees.
- Minimum Family Pension raised from Rs. 20 to Rs. 50.
- Half dearness allowance for pensioners. Immediate bonus of one month's pension or Rs. 100 for all pensioners.

The Second Tamil Nadu Pay Commission was constituted in G.O. Ms. No. 1411, Finance, dated the 4th September 1969. The Pay Commission consisted of Thiru J. Sivanandam, I.A.S. (Retired), as Chairman, Thiru T. S. Ramalingam, M.A., B.L., as Member and Thiru C. N. Raghavan, I.A.S., as Member-Secretary. The most important recommendations of the Commission regarding the revision in the structure of pay scales, dearness allowance, retirement benefits and other allowances of Government servants, employees of local

bodies, teachers, employees of certain Statutory Bodies like Local Library Authority and Khadi and Village Industries Board, and Village Establishments are analysed in the following paragraphs. The financial effect of the recommendations of the Commission is expected to be Rs. 20.95 crores initially per year rising to Rs. 46.91 crores ultimately. The retrospective implementation with effect from 2nd October 1970 will lead to an extra cost of Rs. 5 crores. This has to be compared with the cost on account of the recommendations of the First Tamil Nadu Pay

Commission which was about Rs. 5 crores in the first year with an ultimate cost of about Rs. 7 crores. We have been independently taking efforts to see that the Government of India assist towards the full cost of the implementation of the Second Tamil Nadu Pay Commission's recommendations but such assistance has not so far been forthcoming. Against this background, the Government trust that the liberal increases recommended by the Pay Commission and accepted by the Government will be welcomed by all sections of the employees and public at large.

2. Minimum Remuneration :

The Pay Commission has recommended that the minimum wage of the Last Grade Government Servants, which now stands at Rs. 121 per mensem excluding the interim relief, be raised to Rs. 145 per mensem. The minimum wage in force in the other Southern States ranges between Rs. 131 and Rs. 141. The increase in the minimum of the total emoluments of a Last Grade Government Servant is Rs. 24 and at the maximum it is Rs. 79.

3. Merger of dearness allowance and pay :

One of the longstanding requests of the employees of the State has been for the merger of dearness allowance with pay. The Commission has examined this request and has recommended the complete merger of the entire quantum of the existing dearness allowance. Only a small portion of the increase in emoluments has been recommended to be kept

as new rates of dearness allowance. New pay scales have been evolved on this basis. This will secure to the Government Servants, particularly the non-gazetted officers in whose case the dearness allowance is a very large part of the total emoluments and in some cases even exceeds the basic pay, substantial additional benefits in the matter of retirement benefits and allowances such as City Compensatory Allowance and House Rent Allowance, which are calculated as a percentage of the pay, in addition to the monetary increase in pay and dearness allowances now recommended. The Commission has also recommended that as the Government of India increase the dearness allowance from time to time consequent on the increase in the cost of living the State Government can match similar increases for the State Government employees. The Commission has brought to notice the imperative need to get the Government of India to accept in principle the sharing of at least a portion of the liabilities in the revision of dearness allowance from time to time. The present rates of dearness allowance vary from Rs. 71 at the minimum to Rs. 164 at the maximum. The new rates of dearness allowance proposed are as follows :

	Rs.
Upto Rs. 299 ...	15
Rs. 300 to Rs. 999 ...	30
Rs. 1,000 and above...	50

The pay scales of select non-gazetted and gazetted officers of the State is annexed showing the existing and proposed pay-scales and Dearness Allowance

Category.	Tamil Nadu.			Kerala.			Andhra Pradesh.			Mysore.		
	RS.			RS.			RS.			RS.		
1 Last Grade Government Servant.	130—3—160—4—180—5—195 (145—210)	70—3—115 (141—213)	60—2—80—3—95 (131—195)	65—1—75—2—95 (136—180)	95—3—125—4—145 —EB—5—200 (180—322)	140—5—150—8—190 —EB—10—260—15—290 (238—436)	200—10—250—15—370—EB—20—450 (322—614)	80—2—90—3—120—4—140 (151—238)	110—4—130—5—170 EB—6—200 (208—322)			
2 Junior Assistant	200—5—250—10—300 (215—330) (Existing incumbents to start at Rs. 205).	90—5—100—6—190 (175—312)	90—4—130—6—160 (188—282)	95—3—125—4—145 —EB—5—200 (180—322)	140—9—230—10—280 (238—426)	200—12—320—16—400 (322—560)	70—2—90—3—120 (141—218)	80—2—90—3—120—4—140 (151—238)				
3 Assistant ...	250—10—400 (265—430)	130—7—151—8—175 —9—220—10—270 (228—416)	140—9—230—10—280 (238—426)	95—3—125—4—145 —EB—5—200 (180—322)	140—9—230—10—280 (238—426)	200—12—320—16—400 (322—560)	70—2—90—3—120 (141—218)	80—2—90—3—120—4—140 (151—238)				
4 Superintendent ...	350—15—500—20—600 (380—630)	220—10—250—15—370 (366—516)	200—12—320—16—400 (322—560)	95—3—125—4—145 —EB—5—200 (180—322)	140—9—230—10—280 (238—426)	200—12—320—16—400 (322—560)	70—2—90—3—120 (141—218)	80—2—90—3—120—4—140 (151—238)				
5 Police Constable	150—4—170—5—225 (165—240)	80—3—89—4—109—5—144—6—150 (151—272)	70—2—90—3—120 (141—218)	95—3—125—4—145 —EB—5—200 (180—322)	140—9—230—10—280 (238—426)	200—12—320—16—400 (322—560)	70—2—90—3—120 (141—218)	80—2—90—3—120—4—140 (151—238)				
6 Secondary Grade Teachers	210—5—245—10—325 (225—355)	95—5—100—6—190 (180—312)	96—6—144—8—200 (194—322)	95—3—125—4—145 —EB—5—200 (180—322)	140—9—230—10—280 (238—426)	200—12—320—16—400 (322—560)	70—2—90—3—120 (141—218)	80—2—90—3—120—4—140 (151—238)				

(N.B.—Figures in brackets give the total emoluments by way of basic pay and dearness allowance at minimum and maximum of the pay scales.)

and the increase in emoluments at the minimum and maximum of the pay scales. The prepage table shows the comparative emoluments at the minimum and maximum of pay scales of select categories of non-gazetted officials in the Southern States.

5. Block Development Officers.

It may also be mentioned that the Government have decided that the existing 47 posts of Divisional Panchayat Officers will be upgraded to new category of Selection Grade Block Development Officers on the pay scales of Rs. 500—25—625—30—745—35—850.

6. Junior Assistants.

As regards the Junior Assistant, the Commission has recommended a starting emolument of Rs. 215 for incumbents in this category with a further concession of starting at Rs. 220 for the existing personnel. From the comparative statement it would be found that the starting salary for existing incumbents will be the highest under any State Government and the rates of increments are the best under any Government including Government of India. The proposed pay scale is Rs. 200—5—250—10—300, with a Dearness Allowance of Rs. 15 at the start and Rs. 30, at the maximum of the pay scales as against the present scale of Rs. 90—4—110—3—140 with a Dearness Allowance of Rs. 98 at either end.

6A. Teachers.

The Commission has recommended the following scales of pay for the teachers :—

Lower Elementary Grade—
Rs. 140—3—155—4—175—5—210.

Higher Elementary Grade—
Rs. 150—4—170—5—225.

Secondary Grade—

(a) Ordinary—Rs. 210—5—245—10—325.

(b) Selection Grade—Rs. 250—10—400.

B.T. Assistant—

(a) Ordinary Grade—Rs. 275—10—375—15—450.

(b) Selection Grade (proposed)
Rs. 400—15—475—20—575—25—650.

Headmaster—

(a) Middle Schools (Secondary Grade Teachers)—Rs. 225—5—250—10—350.

(b) Schools with the strength below 1,000 pupils—Rs. 450—25—625—30—750—35—850.

(c) Schools with the strength of 1,000 and above—Rs. 500—25—625—30—745—35—850.

7. House Rent Allowance.

The Commission has recommended that, without in any way committing the State Government to parity with Government of India for all time to come, the existing rates of house rent allowance of employees of the Government of India would be the minimum that should be extended to the State Government servants. As this is estimated to cost more than Rs. 4½ crores a year, a phased programme of reaching this level over a period

of 3 years has been indicated. The Commission does not consider it necessary at the present juncture to recommend the extension of the scheme to areas not so covered at present. However, necessary adjustments in the pay ranges for eligibility in the mufassal area have been made consequent on the merger of Dearness Allowance with pay and some liberalisation has been indicated by way of extending it to more personnel in the next two years. The City of Madurai has been upgraded beyond its present categorisation as Grade II for purpose of House Rent Allowance.

8. Travelling Allowance.

A number of recommendations have been made towards the simplification of the present rules. As regards Daily Allowance, the increased rates suggested are Rs. 3 and Rs. 4.50 for the personnel in the category of L.G.G.S. and Junior Assistant respectively who are at present entitled to only Rs. 1.25 and Rs. 2 per diem.

9. Stagnation Allowance.

In addition to the liberal increases in the maximum of the scales, the Commission has also proposed that for such of those who stagnate at the maximum of their scales a stagnation allowance by way of biennial increments may be sanctioned subject to the maximum of 5 increments of the pay far received not exceeding Rs. 1,000.

10. Leave.

By and large, the existing leave provisions have been found to be quite liberal. Only a few minor

changes have been suggested : (a) the encashment of surrender leave may be at the rate of once a year on actually going on leave for 15 days and surrendering 15 days leave. The Commission is decidedly against allowing encashment of leave without the obligation of having to go on leave, as it would nullify the very object of the scheme ; (b) Last Grade Government Servants may become eligible to full leave benefits as for superior service, after a service of 15 years ; (c) Government Servants would be allowed to encash leave which will otherwise lapse, on retirement, subject to a maximum of 120 days.

11. City Compensatory Allowance.

The Commission has recommended that there should be parity with Government of India in this matter. It does not consider it necessary to either change the rates or extend it to other places not covered by it at present prior to the recommendations of the Third Central Pay Commission, except for the following liberalisation :—

(i) City Compensatory Allowance is to be extended to all Government Servants in Madras City as in the case of Central Government Servants ;

(ii) the pay ranges regarding eligibility in the City of Madurai have been modified suitably in the light of merger of dearness allowance with pay ;

(iii) Certain liberalisations in the present restrictive maximum

at various pay ranges have been indicated.

12. Leave Travel Concessions.

The Commission has recommended that leave travel concession may be extended to Government servants of the State more or less on the basis on which similar concessions are available to Central Government Servants.

13. Retirement Benefits.

The existing system of Liberalised Pension Rules covering pension, family pension and gratuity are found to be, by and large, adequate. It is recommended that full parity be maintained with Government of India in the matter of retirement benefits and such further liberalisation as may be decided on the recommendations of the Third Central Pay Commission may be adopted in due course. A few liberalisations have, however, been recommended even now, as follows :—

(a) the ceiling on pension may be removed ;

(b) the token cut of the two months pay in gratuity to cover family pension may be reduced to one month ;

(c) the minimum of Rs. 20 fixed for employees below the basic pay of Rs. 200 may be raised to Rs. 50 in the case of family pension. Similarly the ceiling of Rs. 150 is recommended to be raised to Rs. 300.

(d) the qualifying service for pension may be reduced from 30 to 25 years of service ;

(e) the employees of Municipalities who are at present eligible to contribute to Provident Fund under paragraph 47 or 51 of Municipal Manual may be eligible to pensionary benefits as in Government service. Those superior and inferior service employees who are not so eligible to contribute to Contributory Provident Fund may continue to be governed by Gratuity Rules. Those classified as Menials will continue to be under the existing schemes of either Contributory Provident Fund or Gratuity as at present. In the case of persons to whom the pensionary benefits will now be extended the Government may stipulate that the contribution of the Municipal Councils to the Provident Fund may be $8\frac{1}{2}$ per cent of the employees' emoluments, out of the proceeds of which the Government will administer the pension scheme ;

(f) a number of significant concessions have been recommended in the case of existing pensioners, viz., (1) The Commission has recommended that all existing pensioners may be made eligible to the same medical concessions as they were entitled to at the time of retirement according to their status in Government service, inclusive of the benefits of reimbursement of the cost of medicine subject to total reimbursement not exceeding in every year an amount equivalent to one month's pension or Rs. 200 whichever is less ; (2) that festival advance may be sanctioned to pensioners drawing pension or

Rs. 100 whichever is less to be recovered in 10 equal monthly instalments ; (3) a Government in a Welfare State should take over the responsibility for protecting the real value of pension from erosion through inflation. Towards this purpose, pension may be linked to the cost of living index and Dearness Allowance sanctioned at half the amount to which Government Servants in corresponding pay ranges are eligible ; (4) the existing pensioners may be given an ex-gratia lumpsum bonus of one month's pension, subject to a maximum of Rs. 100 as a gesture.

14. Fixation of Pay.

The Commission has recommended the following formula for fixation of pay of existing personnel in the new pay scales.

(a) The present emoluments of an employee (Basic pay and D.A.) after suitable adjustments for the quantum of new Dearness Allowance, shall first be fixed in the new scale at the stage next above the present pay whether or not it is a stage in the new scale, or at the minimum of the new scale, if such pay is less than the minimum ;

(b) Thereafter, weightage may be allowed for all non-gazetted employees at the rate of one increment for every three completed years of service upto and inclusive of six years, and one additional increment for every two completed years of service beyond that subject to a maximum of 4 increments in all ;

(c) The weightage for Gazetted Officers will be one increment for every completed three years of service, for all those whose present emoluments do not exceed Rs. 1,100 subject to a maximum of 2 increments. For Gazetted Officers above this level one increment will be given if they have put in a service of three years or more ;

(d) The minimum increase in emoluments for any employee will be Rs. 20 and the maximum will vary from Rs. 25 to Rs. 100 depending on pay ranges. The interim relief as Special Compensatory Allowance with effect from 1st March 1970 will not count for any purpose, including being counted as present emoluments for purposes of refixation of pay and it would be deemed to have been merged in the increased emoluments that would result on the basis of our recommendations. It will cease to be paid separately with effect from the date of revision of pay scales.

15. Local and Statutory Bodies.

The Commission has made recommendations regarding change in pay scales of employees of Local Bodies including The Corporation of Madras, Khadi and Village Industries Board and Local Library Authority. As far as possible and in the absence of other special consideration, securing parity with the emoluments of Government Servants has been kept as the main guide.

16. Village Establishment.

The Commission has recommended increases in the honorarium, panchayat development allowance, and fixed travelling allowance of Village Officers and Village Servants in Tamil Nadu who are part-time Government Servants, the existing emoluments of these personnel under these three heads, the increases sanctioned by the Government with effect from 1st March 1970 in the Travelling Allowance and the ranges in the proposed by the Pay Commission and accepted by the Government are tabulated below—and on next page:

		Prior to 1st March 1970.	From 1st March 1970.	Proposed.
		RS.	RS.	RS.
<i>II. Travelling allowance.</i>				
Upto 5 miles	...	Nil.	20	40
5 to 12 miles	...	15	30	60
12 to 20 miles	...	20	40	80
Over 20 miles	...	25	50	100

SCIENCE IMPROVES SWEET- SCENTED JASMINE



A favourite flower with women in Tamil Nadu, the Malligaippu (Jasmine) flower has also come in for Scientific attention.

A new high-yielding and more beautiful flower yielding variety has been evolved. Now it remains for milady to approve this flower. Jathimalligai (*Jasminum grandiflorum*) is one of the jasmine varieties commercially cultivated in South India along with other varieties like Mullai (*J. auriculatum*), Gundumalli and Iruvatchi (*J. sambac*) and Nithyamalli or Pandal malli (*J. flexible*). The unique and rich fragrance of its flowers are very highly valued and the flowers are very popular with women for personal adornment. The flowers fetch

a premium price in the local markets. In countries like France, U.A.R., Morocco, Italy and Algeria this type known as Spanish jasmine is grown for extraction of jasmine concentrate and absolute which are used in perfumery.

In Tamil Nadu two types of 'Jathi' have been found in cultivation, one having milky white flowers and the other having white flowers with pinkish tinge on the outer surface of two or three petals. In the collection of different varieties and species

of jasmines maintained in the Floriculture Section of the Agricultural College and Research Institute, Coimbatore, a clone of the pink-flowered type has been isolated. This possesses larger flowers than the local types (both pink and white) which are diploids. The improved selection has been found to be a triploid. This clone is more vigorous and has larger leaves and flowers, longer corolla tube and is characterised by higher yields than the local types in cultivation. The longer corolla tube and the larger size of the

flower bud and the fully open flower, make the flowers of this variety eminently suitable for making garlands and other forms of floral work for decoration.

In yield, a six year old plant of the triploid clone gives nearly three times more by weight than the local diploid. The high yielding nature of this improved selection can be seen from the number of flowers produced per flowering shoot which is one and a half times more than the local type. The number of flower buds per 100 grams in the triploid is 738 while it is 1,248 in the local type pointing to the larger bud size of the former.

Cultivation

Jathi malli is propagated by layers which are best prepared in

the months from June—July to October—November. The layers will be ready for separation and planting in 90 days. The layers are planted with a spacing of 1.50 to 1.75 metres either way in the season between June and December, in pits of size 1/2 metre cube. About 10 kg. of well rotted cattle manure or compost are applied in the pits at the time of planting. The plants will start yielding flowers in about 6 months after planting but peak flower yields will be obtained when the plants are about 2 years old. Irrigation should be given twice a week during the flowering season. One mammuty hoeing every 3 months and one shallow weeding after every two irrigations will help to keep the weeds in check.

The yield from the improved triploid selection from a 2 to 5 years old plant will be about 12,000 kg. per hectare. The yield as well as flowering season of this improved selection at Coimbatore have been found to be more than in France, Italy and Morocco where this species is cultivated for production of jasmine concentrate.

The yield recorded at Coimbatore is 2 to 3 times more than the yield elsewhere. Further, the improved Jathimalli selection has been found to produce flowers throughout the year but the yield in the months of January and February will be small.

BY

S. Muthuswamy and W. Md. Alikhan, *Agricultural College and Research Institute, Coimbatore-3.*

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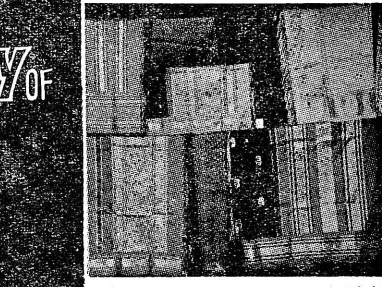
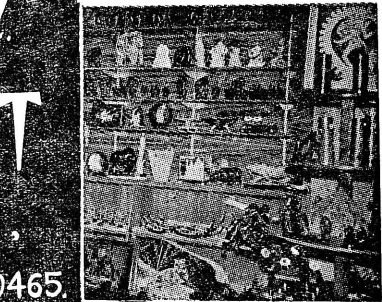
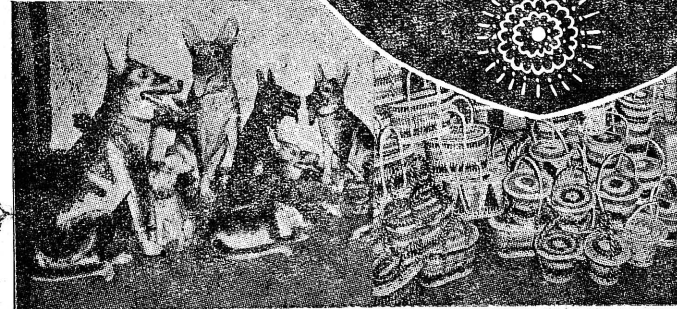
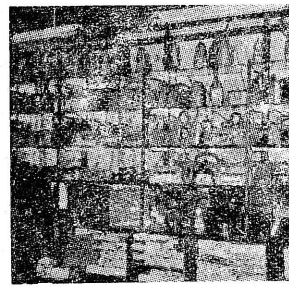
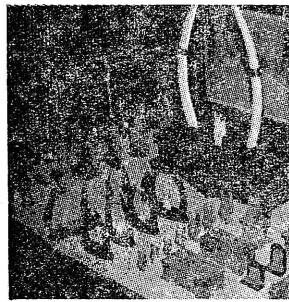
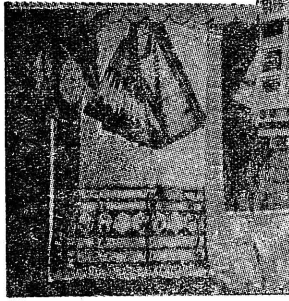
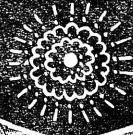
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**SAINIK SCHOOL,
AMARAVATHINAGAR,
COIMBATORE DISTRICT.**

**Entrance Examination July 1971
Session for V Standard.**

Will be held on 20th and 21st February 1971. (Answers can be written in Tamil, English, Hindi, Telugu, Kanarese and Malayalam). The boys who qualify in this Examination will be required to appear before a Board of Selection at a later date for Interview and Medical Examination.

Age

Boys born between 2nd July 1961 and 1st July 1962 (both days inclusive).

**Examination centres in
Tamil Nadu.**

Madras.
Tiruchirappalli.
Amaravathinagar.
Cuddalore N.T.
Madurai.
Salem.
Thanjavur.
Tirunelveli.
Vellore.

Curriculum of School

Provides for excellent education, boarding facilities and extra-curricular activities. Special emphasis is laid on character building and physical training. Prepares boys for the Entrance Examination to the National Defence Academy, and the All-India Higher Secondary Examination conducted by the Central Board of Secondary Education (equivalent to the Pre-University Class Examination). The Medium of instruction is English with Tamil and Hindi as compulsory subjects at Higher/Lower levels according to the choice of students.

School Fees

Rs. 2,000 (including boarding and lodging, tuition, text books and stationery) per year : outfit

charges Rs. 300 for the first year and Rs. 150 for every subsequent year : caution money deposit Rs. 150 refundable when the student leaves the school : pocket money Rs. 100 per annum.

**GOVT. SCHOLARSHIPS
On merit-cum-means basis**

Tamil Nadu

A liberal scholarship scheme has been instituted for boys of Tamil Nadu domicile and for those belonging to other States whose parents have been employed continuously in the Tamil Nadu for a minimum period of three years as on 1st January of the year of admission.

If the joint monthly income of parents is up to Rs. 400, Rs. 500, Rs. 700, Rs. 1,000 then the value of scholarship is full, three-fourths, half, quarter respectively.

Defence

A limited number of Ministry of Defence Scholarships are also available to sons of serving/ex JCOs and OR and equivalent ranks in the Navy and the Air Force.

Home Ministry

Liberal Scholarships for boys of Union Territories are available.

Application and Prospectus

For application form, School Prospectus and model question paper, apply to the Principal, sending a crossed Postal Order for Rs. 3 in favour of the Principal, Sainik School, Amaravathinagar (payable at Amaravathinagar Post Office) and a self addressed envelope size 23 cm. by 8cm. with postage stamp of Re. 0.80) and indicating the language of model question paper required.

Last date

Completed application on the prescribed form, accompanied by a crossed postal order for Rs. 5 should reach the Principal by 21st January 1971.

SPECIAL CASUAL LEAVE

**For members of Prosperity
Brigade**

The Prosperity Brigade in Tamil Nadu was launched with the avowed objective of creating a new social awakening among the masses in order to arouse the spirit of public service by utilising the voluntary services of all able bodied men and women, who are imbued with the spirit of Social Service and self-denial. The Prosperity Brigade Organisation is functioning throughout Tamil Nadu with notable achievements to its credit.

The Prosperity Brigade consists of many volunteers including employees of Government and of business firms, private industrial establishments, etc. The importance of Prosperity Brigade which has high ideals and objectives towards shaping a new social order among the masses, can hardly be over-emphasised.

As an incentive to the Government Servants who are members of the Prosperity Brigade, their absence from their normal duties when called upon to attend training or discharge other duties of Prosperity Brigade, are treated by Government as Special Casual Leave to the extent of 15 days and their absence for longer periods exceeding 15 days as "on other duty". The Government hereby appeal to all private employers in the City and Mufussal to extend similar concessions to their employees who have joined the Prosperity Brigade launched in Tamil Nadu.

HIGH YIELD SEEDS



NEED RIGID CULTIVATION PRACTICES

The following are some essential factors to achieve high yield :

1. Raising of sound and healthy seedlings.
2. Transplanting at proper time and improvement of transplanting methods.
3. Well levelled fields.
4. Adoption of appropriate volume and system of fertilization.
5. Adjustment of volume of fertilizers with plant spacing.
6. Practice of plant protection measures against diseases and pests in time.
7. Rationalization of water management.
8. Practice, at proper time, of weeding and other operations.

Points for cultivation of high yielding varieties are to supply them with necessary nutrients and water at the time when they are needed. From this point of view, cultivation of these varieties without irrigation facility and manuring capacity will just produce reverse results. It is essential that they are grown under assured irrigation conditions.

Regarding supply of plant food at optimum time, it sounds easy, but practically it is not so. Let us explain it in easy terms :

Conventional "Basal dose" system is liable to cause, in many cases, over-luxuriance of plants during vegetative growth period and the over-luxuriance invites emergence of insect pests and diseases, lodging of plants and decline of yield due to emergence of H_2O . Besides, fertilizer components are wasted.

SPLIT DOSE SYSTEM

To eliminate these evils, and to achieve the objective of high yield, "Split dose" system is the wise and safe practice. By this, weight of fertilizer application is shifted from basal dose to top-dressing which however varies according to soil, plants' growth and climate conditions.

Experiences up to date teach us that one-third (1/3) of N. as basal dose and rest two-thirds (2/3) as top-dressings at most active tillering stage, earprimordia initiation stage, heading stage, and semi-maturity stage are the best practice. Total quantity of P-food as basal dose, and two-thirds of K, as basal and the balance at the time of earprimordia initiation stage along with N-food are recommendable.

Objectives of split application are multiple, i.e., to avoid over-flourishing of plants at vegetative growth period, avoid early senescence of lower leaves, maintain the activity of roots and leaves up to maturing stage of grains, minimize bacterial leaf blight infection and activate photosynthesis by which assimilation function and maturing-ratio of grains are promoted. All of them are directly connected with high yield.

Although it is a pleasure to see that supply and demand of chemical fertilizers are quickly increasing in Tamil Nadu in recent years, and the hope for increased food production is bright, use of organic manures should not be neglected.

Since use of chemical fertilizers will in course of time produce lack of micro nutrients and create decline of production due to soil's decay phenomenon, a long-term high yield programme necessitates to promote the fertility of soil. For this, cultivation of green manure is most effective. Suppose the yield of green manure is 5,000 kg. per acre. If this quantity is ploughed down, fertilizer ingredients can be reduced. Since it is possible to grow green manure in between harvest of rice or other summer crops and transplanting time, cultivation of green manure should be done at least once in every two years in order to maintain the fertility of soil.

elements as hydrogen sulfide (H_2S) is ready :—

(1) Humus soil which have strong water holding capacity or ill-drained soil, are liable to become strong reduction soil. In such a case, H_2S and organo-acid are so increased as to damage root establishment and then the roots lose energy to absorb enough nutrients. For such fields, use Urea and M.P. in which sulfuric acid radical is not contained, instead of using A.S. and S.P. (Sulphate of Potash), which contain sulfur, a material of H_2S . Use of unripe manure and green manure should also be discouraged in order to avoid occurrence of such organic acid as butyric acid.

ANATOMY OF A RICE PLANT

Let us study plant physiology common to all the rice plants.

1. Function of roots:—

Roots absorb nutrients in the soil along with water, and send them up to culms, leaves and panicles. However, in order to activate the function of roots, such necessary conditions as are given below must be fulfilled :—

A. Top soil is deep.

B. Necessary nutrients are contained in the top soil.

C. Large amount of effective phosphorus is contained in the soil.

D. Arrangement to prevent an occurrence of such harmful

(2) In order to supplement oxygen to soil, such water management by which soil is dried up to 70-80 per cent of moisture content is necessary from time to time. (70-80 per cent moisture is that there are a few drops of water when you strongly grasp the soil by hands.)

(3) Leaves absorb free oxygen in the air and send it down to roots which, with the help of oxygen, promote oxidization by which emergence of H_2S is checked. In order to promote the exertion of roots, it is essential to supply iron to ferror-lacking degraded paddy fields. When oxygen and iron are enough in the soil, roots show reddish brown colour being vigorous enough,

and when both are lacking, roots turn to whitish to blackish colour and finally die. While injury of roots does not much affect assimilation of Nitrogen, it does those of P. and K. foods. So, root injury is responsible for lodging of plants and ill maturity of grains.

2. Function of leaves

By absorbing energy coming from the Sun, nutrients from roots and carbonic acid gas, leaves produce carbohydrate and protein through photosynthesis and accumulate them. Thus accumulated nutrients are sent to panicles as the latter sprout and play most important role for maturity of grains. It is therefore important to avoid an early senescence or damage of leaves.

Plants will wither due to over flourishing, if they cannot absorb enough amount of Sun light because their respiration function will consume a greater amount of protein and carbohydrate than their leaves can afford to produce these elements. In order to avoid early senescence of leaves, following precautions should be observed :—

A. Care to be taken on plant spacing and planting method to enable leaves to obtain enough Sun light.

B. Avoid over Nitrogen to check shooting of plants and apply enough P. and K. to make leaves straight towards the Sun.

C. Practice plant protection measures.

3. Function of Culms

Culms are pillars to support panicles ; storage of nutrients, and are main traffic of the movement of nutrients and oxygen from roots to leaves and panicles, and from leaves to panicles and roots. Therefore, culms should be strong enough not only to support panicles, but also to enable smooth movement of materials. For this purpose, following cares should be taken :—

A. Weak, shooting plants do lodge easily. So apply more P_2O_5 and K_2O in proportion to N-food to check shooting of plants. Don't apply too much N.

B. Over-flourishing or too narrow spacing of plants makes lighting and aeration bad. In case of the worst, plants are steamed by their own heat. Ill-drained fields are noteworthy of this damage. To abolish such evils, proper measures must be taken.

C. Proper water management is necessary against sheath blight and stem-rot. Water management as referred to in "Function of roots" is applicable to this effect.

Actions to be taken when these diseases occur :—

Sheath blight—Organo—arsenic compound 12-16 kg/acre.

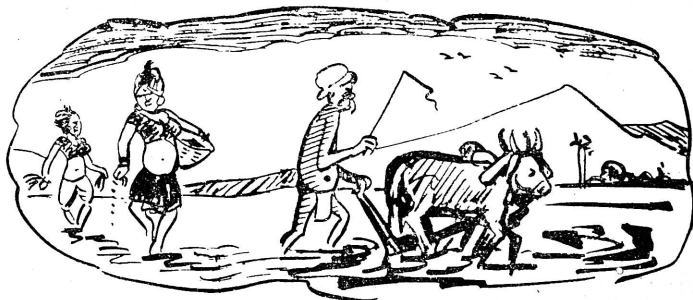
Stem-rot—Organo-mercury compound 12-16 kg/acre in two doses.

Cut a culm and paste iodine on it. As accumulation of starch increases, purple colour becomes darker. As it decreases, the color becomes lighter. Plants of over-nitrogen and/or at shady places can easily be distinguished by their lighter colour. It is useful to try this from time to time.

4. Function of Panicles

Panicles are bags to accumulate protein and starch. They also positively absorb other nutrients sent from leaves and roots. So, it is necessary for a high yield that panicles are healthy and large in size, and own many spikelets (grains) in them.

Since the balance between them and culms is the limiting factor, it is necessary to work out such a fertiliser plan which will determine the size and number of panicles, taking in consideration the features of the varieties concerned.



Expert Committee, on College Medium.

While constituting an Expert Committee on college level medium of instruction the Chief Minister said ;

“The implementation of the policy of the medium of instruction at the college level has, of late, caused some concern among certain sections of the student community. The consensus of opinion among educationists has been that ultimately the medium of instruction should be the mother-tongue. It has at the same time been recognised that both for advanced studies and for International contacts, English should continue to be given importance and should be a subject of study.”

The Government of Tamil Nadu consider it advisable to constitute a Committee of education experts to consider how best these two objectives can be achieved, and to suggest what suitable steps should be taken progressively, in the context of the present circumstances and to allay any fear or misgiving among the students and the public.

Accordingly the Government have constituted an expert committee, with Dr. A. Lakshmanaswami Mudaliar, as Chairman.

The other members of the Committee are :

Vice-Chancellor, Madras University.

Vice-Chancellor, Madurai University.

Prof. Chandran Devanesan, Principal, Christian College, Tambaram.

Thiru G. R. Damodaran, P.S.G. College, Coimbatore.

The Committee has been asked to present its report as early as possible.

THE PICTURE PAGES

Opposite page.

(1) The Chief Minister opened the new building for the Orphanage of Saint Paul Girls' High School, Mayuram on 13th December 1970.

(2) The Chief Minister presented clothes and money to the poor people who were affected by the recent floods in Thanjavur district. The picture shows the Chief Minister presenting a cheque to a woman at Mayuram on 13th December 1970.

(3) The Presidency Girls' High School, Egmore, Madras, celebrated its Centenary on 18th December 1970. Thiru Nedunchezian, Education Minister, is seen addressing. The Chief Minister Thiru M. Karunanidhi and Thirumathy Sathyavanimuthu, Minister for Agriculture were present then.

(4) Dr. P. J. Doanides, President of the Vacuum Concrete Overseas Company, Athens, Greece, met Thiru Sadiq Pasha, Minister for Public Works, and discussed the Veeranam Water Supply Scheme at his chamber on 15th December 1970.

(5) Thiru Rangasamy, General Manager, Glaxo Laboratory, is seen handing over a cheque for Rs. 2 lakhs, for investment in Small Savings to Thiru M.G. Ramachandran, Vice-Chairman of State Small Savings Advisory Board, on 9th December 1970.

(6) Thirumathy Sathyavanimuthu, Minister for Agriculture and Harijan Welfare, inaugurated the Indian Roads Congress Exhibition at Rajaji Hall on 6th

December 1970. Picture shows the Minister inspecting the stalls. Last page.

(1) Thiru M. Karunanidhi, Chief Minister of Tamil Nadu, is seen addressing the all-party meeting on Tamil Medium in Colleges at the Secretariat on 14th December, 1970.

(2) A Public Meeting to mark the Flag Day was convened at the Children's Theatre on 7th December 1970. Thiru N.V. Natarajan, Minister for Backward Classes, distributed prizes to the winners of Essay Competition on 'Our Armed Forces.'

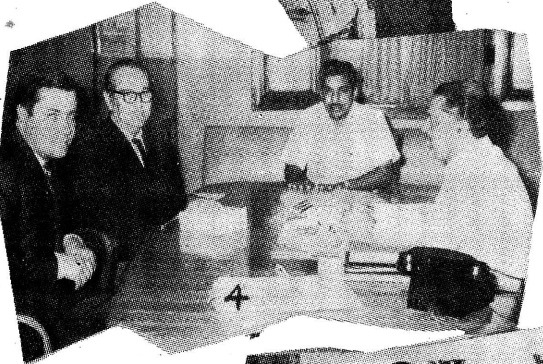
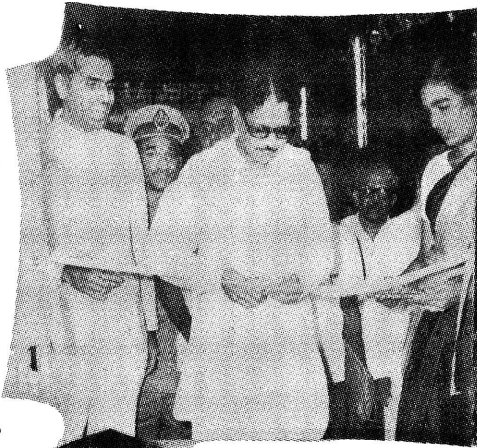
(3) Thiru B.D. Jatti, the Lt. Governor of Pondicherry inaugurated the International Seminar on World Philosophy at Madras, on 7th December 1970.

(4) The foundation stone for the building of the Tamil Nadu State Co-operative Bank, Madras was laid by Thiru M. Karunanidhi Chief Minister on 7th December 1970. Thiru Si.Pa. Aditanar, Minister for Co-operation presided.

(5) The Tamil Nadu Police Annual Sports for the year 1970 was held at Rajaratnam Stadium from 14th to 17th December 1970. The Chief Minister takes the salute.

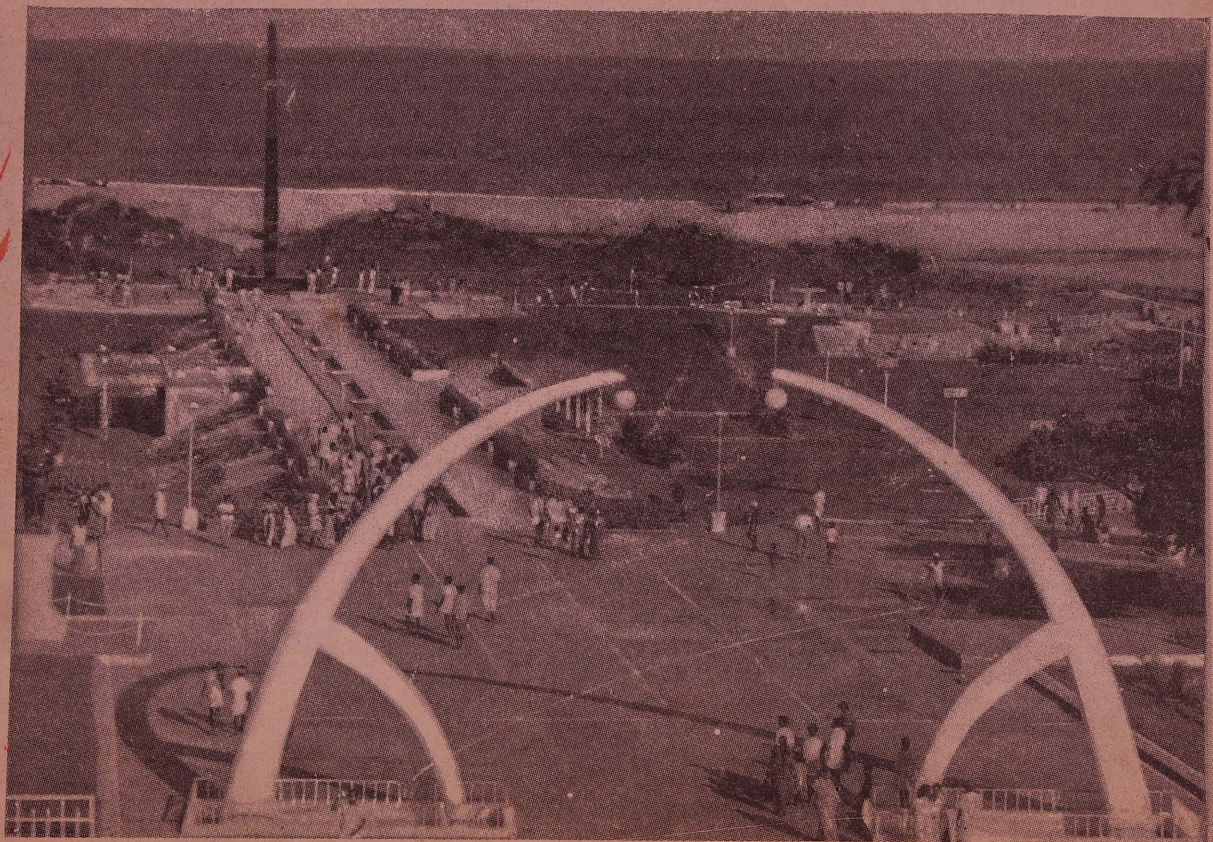
(6) Christian forum for culture held a Christmas pageant at Abbotsbury on 11th December 1970.

(7) Sardar Ujjal Singh, the Governor of Tamil Nadu, inaugurated the Silver Jubilee Celebrations of the Madras Association of the Deaf on 13th December 1970. The Governor and the Sardarini Ujjal Singh are seen going through the Exhibition organised in this connection.



Tamil Arasu

FORTNIGHTLY OF THE GOVERNMENT OF TAMILNADU



1971 CALENDAR

	JANUARY	FEBRUARY	MARCH	APRIL
SUN	31 3 10 17 24	+ 7 14 21 28	+ 7 14 21 28	+ 4 11 18 25
MON	+ 4 11 18 25	1 8 15 22 +	1 8 15 22 29	+ 5 12 19 26
TUE	+ 5 12 19 26	2 9 16 23 +	2 9 16 23 30	+ 6 13 20 27
WED	+ 6 13 20 27	3 10 17 24 +	3 10 17 24 31	+ 7 14 21 28
THU	+ 7 14 21 28	4 11 18 25 +	4 11 18 25 +	1 8 15 22 29
FRI	1 8 15 22 29	5 12 19 26 +	5 12 19 26 +	2 9 16 23 30
SAT	2 9 16 23 30	6 13 20 27 +	6 13 20 27 +	3 10 17 24 +
	MAY	JUNE	JULY	AUGUST
SUN	30 2 9 16 23	+ 6 13 20 27	+ 4 11 18 25	1 8 15 22 29
MON	31 3 10 17 24	+ 7 14 21 28	+ 5 12 19 26	2 9 16 23 30
TUE	+ 4 11 18 25	1 8 15 22 29	+ 6 13 20 27	3 10 17 24 31
WED	+ 5 12 19 26	2 9 16 23 30	+ 7 14 21 28	4 11 18 25 +
THU	+ 6 13 20 27	3 10 17 24 +	1 8 15 22 29	5 12 19 26 +
FRI	+ 7 14 21 28	4 11 18 25 +	2 9 16 23 30	6 13 20 27 +
SAT	1 8 15 22 29	5 12 19 26 +	3 10 17 24 31	7 14 21 28 +
	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
SUN	+ 5 12 19 26	31 3 10 17 24	+ 7 14 21 28	+ 5 12 19 26
MON	+ 6 13 20 27	+ 4 11 18 25	1 8 15 22 29	+ 6 13 20 27
TUE	+ 7 14 21 28	+ 5 12 19 26	2 9 16 23 30	+ 7 14 21 28
WED	1 8 15 22 29	+ 6 13 20 27	3 10 17 24 +	1 8 15 22 29
THU	2 9 16 23 30	+ 7 14 21 28	4 11 18 25 +	2 9 16 23 30
FRI	3 10 17 24 +	1 8 15 22 29	5 12 19 26 +	3 10 17 24 31
SAT	4 11 18 25 +	2 9 16 23 30	6 13 20 27 +	4 11 18 25 +



The Tamil Nadu Government is interested in the development of Khadi and Village Industries since it provides large scale employment to the unemployed and under-employed in the villages. The Khadi programme employs 70,255 spinners on the traditional charkha, 12,890 spinners on the ambar charkha and 1,304 spinners on the textool charkha. In the year 1968-69, the total wages earned by these spinners were of the order of Rs. 52.34 lakhs and it is estimated that in 1969-70 it would be Rs. 58.75 lakhs and in 1970-71 Rs. 61 lakhs. In addition, nearly 3,377 weavers are employed and they earned a wage of Rs. 40.46 lakhs in 1968-69 and Rs. 51 lakhs in 1969-70.

In the last three years, emphasis has been to introduce improved charkhas in the field to enable the spinners to earn a higher wage. The average spinning wage earned by a traditional spinner is Rs. 50 and that of the ambar spinner is Rs. 71.

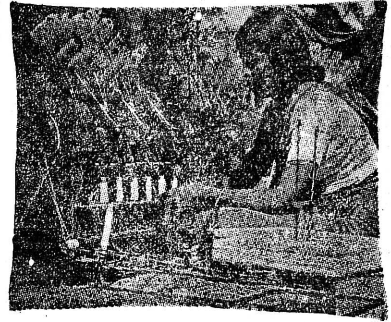
Large Scale Employment through Khadi and Village Industries

Against these, the average spinning wage earned on the textool six spindle charkha will be Rs. 211 and that on the 12 spindle charkha will be Rs. 343.

The Tamil Nadu Khadi and Village Industries Board has proposed to introduce 1,250 charkhas of the six spindle type and 1,000 charkhas of the twelve spindle type in the year 1970-71. These charkhas will employ 3,500 persons.

With the introduction of these charkhas, the opportunities of employment at an economic wage will substantially increase. In addition, it will also help to bring down the cost of Khadi which is a limiting factor for further increase in the sale.

'The Tamil Nadu Khadi and Village Industries Board' technically supervises the 'Rural Arts,



Crafts and Industries Programme' in the Panchayat Unions. All along only a set of 8 or 9 Industries were implemented in the Panchayat Unions.

With a view to provide additional employment facilities in the rural areas, the Board has suggested the provision of work-sheds to the rural artisans and entrepreneurs. The following are some of the new ventures in the field of rural arts and crafts.

A Rural Industrial Estate has been organised, at Valliyoor. In addition, Khadi Industrial Estates have come up at Tiruppur, Peremanallur and Kanmalayampatti in Tiruppur region and Edayanvalasu in Madurai region.

Two Rural Industrial Estates have been organised in Sriperumbudur Project area—one at Chembarambakkam Village and the other in between Ikkadu and Trivellore.

Two Functional Industrial Estates have been located in the Omalur Project area—one for powerloom at Jalakandapuram and the other for handlooms at Tharamangalam.



The problem of juvenile delinquency is an age old problem. By way of proof of my statement I quote the following passage attributed to Socrates.

“The children now love luxury. They have bad manners, contempt for authority ; they show disrespect for elders and love chatter in place of exercise. They no longer rise when their elders enter the room. They contradict their parents, chatter before company, gobble up dainties at the table and tyrannise over their teachers”.

This passage might very well be a description of the tendencies in modern children anywhere in the world in the 20th century. Obviously therefore, the problem is a very old one, but has just assumed new and increasing dimensions in the recent past, as a result of increased pace of industrialisation and consequent urbanisation. The rate of increase is much more rapid now, than it ever was in the ages gone by, but the fact still remains that

it was as much a product of the old society and its poverty, as it is of the new society and its affluence.

A study in the United Kingdom showed that 6 in 1,000 juveniles, are indicted as delinquents for having committed cognizable crime. The author of the study himself conceded that probably 24 more juvenile delinquents are not caught. This would mean that 30 out of 1,000 juveniles are involved in delinquencies. Conversely therefore, 970 juveniles are not involved in delinquencies, which is a fact very often forgotten. This was the position some years ago in the United Kingdom. The incidence of juvenile delinquency might have increased to some extent even there now. It certainly did increase during the war. In the United States it is believed to be substantially higher. In India the incidence is probably less. Sweden, West Germany, Japan and Israel, have the problem of juvenile delinquency in a more accentuated form. Poorer countries of Asia and Africa have

Rather, Help Him to Build
up Resistance to
Situational Delinquency
..... says the author

it in relatively smaller dimensions. But among the delinquents themselves the percentage of juveniles is quite high. Some years ago the U.S. average was one in six. It has been found that some places in the United States and certain other advanced countries mentioned earlier register a percentage which is as high as 40. There are more boys among the juvenile delinquents than girls. In fact, there is really no comparison between the relative figures. The proportion would be more than 9 to 1. More delinquents come from the higher age group of 17 to 21, than from the lower age groups of 7 to 12, 12, to 17. The incidence of juvenile delinquency is also much larger in the urban areas than in the rural areas.

Research workers who have gone into the nature of juvenile delinquency have still not finally decided on the real causes that give rise to the problem. Different people looking at from different angles focus attention on different causes. For instance, the psychologist would call it the outcome of inner conflict or emotional disturbances within the person ; the sociologist would prefer to call it the result of an outer conflict thrown up in a personality exposed to a disturbed social environment; but both of them should know

**DONT
BLAME
THAT BOY**

that any deviant action is the consequence of the interaction between pre-disposition and opportunity and so the two sets of causes should really be complementary. Economic and emotional insecurity arising out of slum culture, broken homes, bad schooling, wrong example by adults, all contribute to the development of juvenile delinquency conditions. In fact in recent times, the fall in moral values and the disregard for rule of law, have worsened the situation. But the basic conflicts do remain, and only get exaggerated. That is why probably David Abrahamsen's formula for delinquency, to my mind, still holds the field thus :—

$$D = \frac{T+S}{R}$$

where D stands for delinquency,
 T for tendency,
 S for situation and
 R for resistance.

Of these T, calls for treatment by the psychologist and S, by the Sociologist, while the resistances (R) has to be built up comprehensively by society, through its institutions of social defence for prevention of delinquency.

Acceptance and control.

All stable children need acceptance in the family, in school and generally in society, as well as control parallelly by parents, teachers and authority. They need also faith in moral standards and human values. They have to be guided in this respect by



Children need Acceptance in family and Society

their parents, teachers and elders, both by example and precept. Every child needs to know that the parent as well as teacher, have confidence in him and that they love him and think well of him and this will have a wonderfully tonic effect on his psychology. The youngsters need to know that their parents want them to be safe from harm, both inside and outside the house, and will give

their approval and recognition when they do well. All this boils down to saying that they need physical, financial and emotional security. When some of these factors are missing in the set up, internally or externally, we have an imbalance which gives rise to personality disturbances. It may be partly internal, partly external, and in the final analysis, may lead to juvenile delinquency.

Fall in Moral Values and Disregard for Rules lead to Delinquency.

The 10 Symptoms of Delinquency

The following are the generally accepted symptoms of juvenile delinquency :—

- (i) Flagrant disobedience,
- (ii) Truancy,
- (iii) Cruelty to animals,
- (iv) Possession of new articles not purchased.
- (v) Unexplained cuts, bruises etc.,
- (vi) Unexplained late-hours,
- (vii) Untidy appearance,
- (viii) Friends not brought to the home,
- (ix) Possession of weapons,
- (x) Evidence of alcohol, drugs, etc.

Any one of these may well be an isolated condition, arising out of matters unconnected with juvenile delinquency. For instance untidy appearance these days is considered fashionable in certain young circles, but a combination of three or more of these symptoms would definitely be a sure indication of juvenile delinquency. It is then time for treatment to begin. But before analysing the various aspects of the treatment, it may be worthwhile having a second look at the causes, so that the correlation between the causes and treatment may be brought out more effectively.

Orthodox experts on juvenile delinquency, put it down as the direct outcome of economic insecurity and emotional disturbance due to slum conditions, broken homes and resultant want of parental control as well as bad schooling and lack of recreational facilities, etc. It is definitely a fact that crime by imitation of elders, and crime due to need among juvenile delinquents, have had their beginnings in such a social milieu, and develop later in the absence of treatment, into crime of habit and wanton crime. But at the same time it is also seen that rich countries and affluent societies like the U.S. and Japan, have a greater share in this problem. Luxury, Leisure and Licence have been found to contribute more to juvenile delinquency, than the straitened circumstances arising out of poverty and economic backwardness. Many juvenile crimes of affluent background are committed just on account of the thirst for adventure and for the sheer thrill of it. Crime for a lark and crime due to opportunity are exactly therefore, the

Luxury
Leisure
Licence
also lead to
Delinquency.

A look at Adult Society

types of crime that arise in such a social set up and these also, if not treated in time, would lead to habitual and wanton crime. In both contexts, the slow erosion of ethical standards and open disrespect for rule of law, which are slowly taking root in modern adult society, have a lot to do with the increase in juvenile delinquency. After all, if the elders have no standards and defy the law of their own making, none can blame the adventurous youth for having a greater inclination to do likewise. Under the circumstances, I would once again recapitulate the definition of delinquency in algebraic terms

$T+S$
as $D = \frac{\quad}{R}$ because the treatment has to take comprehensive note of this quotient.

3-dimensional treatment

All treatment for juvenile delinquency should take discriminating account of the tendencies (T) and the situation (S). If the undesirable impulses and tendencies are curbed and brought back to normal and the situation and environments are adjusted to the requirements, the inner and outer conflicts of the personality will come to be reconciled. The first job will fall within the purview of the psychologist and the medical man, while the second will be the function of the sociologist. At the same time the various groups

constituting society, such as parents, teachers, leaders of the public, social workers and others, have also to so organise things that the resistances (R), are built up in ample measure. The magnitude of the terms in the numerator have to be minimised by way of positive treatment, while the resistance in the denominator is to be maximised by way of preventive measures, so that the resultant delinquency may be rendered absolutely minimal. Work in this direction has to be done by a co-ordinated and integrated approach. It is to be a multipronged attack. The psychologist will naturally deal with

- (i) Diagnostics,
- (ii) General understanding of personal relationships, and
- (iii) Treatment of the few cases of the seriously disturbed.

The medical therapist will take care of—

- (i) Diagnostics,
- (ii) Treatment of diseases and connected abnormalities, and
- (iii) Rectification of under-nourishment cases.

The Sociologist's approach will cover—

- (i) General adjustment of the environments,
- (ii) Gang working with the proper approach as in Boys Towns, and
- (iii) Treatment through approved schools and similar institutions.

The Juvenile Delinquency Research, as well as guidance bureaus, identify, regulate and control this work largely. The Police and the Courts come into the picture at a certain stage, with their specially qualified and oriented functional units of juvenile police sections and juvenile courts. But side by side, it is the function of society to build up resistances, starting from the home and school and working through Boys' Clubs, Destitute Children's Homes and other agencies till the problem is finally solved. Governments and local Bodies have a vital responsibility in this regard. But social workers and voluntary social welfare agencies in all countries, have always borne the brunt of the burden.

The Crime Prones

Clyde B. Vedder of Houston University referring to the nature, cause and treatment of Juvenile delinquency, observes "Delinquency has been attributed to bad companions, adolescent instability, mental conflicts, extreme social suggestibility, early sex experience, love of adventure, motion pictures, school problems, poor recreation, excessive street life, vocational dissatisfaction, poor physical structure, sudden impulses, bad habits, obsessive education, ill-health or premature puberty. Yet most children have experienced one or more of these causes and have never become delinquent". It is therefore, obvious that the multiple-factor theory which holds good for the

adult delinquent is no less applicable to the juvenile delinquent. It is the wrong temperament meeting the wrong experience, which results in the delinquency of the juvenile and this has to be taken into account in the treatment of the malaise. But the fact remains that economic factors, both of poverty and of affluence, can have a definite influence on juvenile delinquency. At the same time it must be realised that the influence of those factors could be over-estimated, as shown by analytical studies in various countries. If there are more juvenile delinquents from poor families in India, it is because there are more poor families in our country. If there are more juvenile delinquents among the well-to-do families in Sweden, it is because there are fewer poor families in that country.

RICH OR POOR



Homes Provide
Best Environment
For Children

Home and environments too exercise a very strong influence either way. Uncongenial home conditions are recognized all over

Criminal gangs employ youngsters in their nefarious trade.

the world as significant factors in the undesirable development of juvenile delinquency. Outer social environments side by side, have an equally decisive influence on the incidence of juvenile delinquency. Apart from bad company and bad example in certain slum areas, we have also come across specific cases of criminal gangs using juveniles as instruments in crime, very often because these youngsters can enter the scene of crime without arousing suspicion, or with greater agility in the operation. Such utilisation is even more frequent in prohibition crime, where the youngsters are used as carriers, for a consideration. Personality factors are also equally important. Actually, when crime-prones among certain types of child-personalities come across crime opportunity in the environment, the explosive interaction does the greatest havoc. As regards the internal make up of the crime-prones themselves, certain personal factors arising out of physical or emotional or other psychological mal-adjustments, may be responsible for this. The Gluecks who studied this problem in great depth have laid down three tables of social prediction, personality traits prediction and character traits prediction, on the basis of which, they claim that personality factors connected with potential delinquents may be identified and traced.

To my mind such treatment has to be done at various levels all along the way. This work has to be taken on hand fairly early in the proceedings, before the juveniles become delinquents and treatment has to be put under way even at the stage when they are with the parents or teachers, and when the symptoms are just incipient and not after these have exhibited themselves in overt acts of deviation and delinquency.

Children's Homes in each Town

This means that the reference to the psychologist or to the juvenile guidance bureau, may have to be done by individuals and institutions and not merely by the courts on production by the police. This also means that there should be more such bureaus, decentralised on a population basis in the principal towns of the State, with the headquarters bureau co-ordinating the work of the branch bureaus, and also having a central research wing attached to it. Once juvenile delinquency has come out into the open, the treatment becomes a social responsibility with the police taking lead, in a studiedly humane way, the psychologist assisting and the courts administering the law with sympathy and understanding. These essential accessories have in recent times been put into a satisfactory operational shape in our State. But here again, decentralisation and provision of greater facilities will help them perform their

functions more effectively and successfully. In very many cases the work of these very good institutions is handicapped by the absence of necessary homes. By a proper survey of the number of destitutes and delinquents in each town, a network of children's homes should be provided for destitutes and delinquents all over the State. In the raising and maintaining of these institutions, while Government and local bodies will have to accept the lion's share of the responsibility, it is my firm belief that the individual citizen and social service organisations should play an even greater part than they do at present. The individual citizen should contribute money, perhaps through the channel of a "charity ccess", which could very well replace the present weekly charity that most families exercise, and be collected by the municipality once a quarter, or even annually. Social service organisations and leaders in the field, will have to provide the necessary initiative, organisation and coordination.

To solve any human and social problem of the type of juvenile delinquency, there has to be a consciousness aroused in all concerned, including the Government, the local bodies and the general public. A blue-print has to be designed meeting all requirements of the situation for prevention and treatment.

BY
Thiru S. M. DIAZ
Dy. I.G. of Police.

SOLVE LAW AND ORDER PROBLEMS

The problem of conflicts and tensions is the greatest human problem and this problem will always exist in society. The only question is how to face this problem of conflicts and tensions when it reaches the point of violence. So long as conflicts and tensions do not lead to violence they can easily be tackled by administration or ameliorative measures but when these conflicts lead to violence they become law and order problems. In recent times the violence had reached an unprecedented stage and poses a serious threat to the parliamentary system of Government to which we are committed.

Law and order situations may arise on account of two reasons : (1) due to local problems, disputes and situations and (2) due to socio-economic reasons like massive poverty, mass unemployment, etc. With regard to the second category where law and order situations arise out of socio-economic factors, the district administrator may not have much scope to solve the problems. These are problems which are to be decided by the political system of Government and the district administrator at best can bring to the notice of the Government the existence of such problems but he cannot by himself tackle the causes leading to the situations.

But there is vast scope for the district administrator to handle the normal law and order situations and to ensure that the district is free from serious threat to law and order.

To put it shortly the law and order situations could be efficiently tackled by the following methods :—

- (i) By bringing the existence of a responsive administration in which every representation could be solved within a reasonable time ;
- (ii) By clear anticipation of the events ;
- (iii) By close co-ordination between the Police and Revenue officials and by visits of the Revenue officials along with the Police before any violence takes place;
- (iv) By evolving a machinery to control inflammatory speeches and writings;
- (v) By solving student problems by direct negotiations;
- (vi) By inculcating the idea of arbitration to settle disputes;
- (vii) By quick and fair distribution of land to landless poor and implementing agrarian reform laws honestly and promptly,

(viii) By evolving a code of conduct in labour disputes; and

(ix) By amending the labour laws to ensure proper settlement of labour disputes.

Responsive Administration

In handling law and order problems, an active, efficient and responsive administration with a MASS CONTACT BASIS in which every individual citizen or groups will have the absolute confidence that the representations, grievances and problems will be listened to, examined and redressed is the only everlasting and permanent solution to ensure law and order. It may look academic but unless this confidence is created in the people, that whatever their problems, they will be efficiently handled and settled, the law and order situations would continue to arise. The failure of the administrative machinery to tackle the problems even at the initial or the elementary stages is a major cause for many law and order situations. When disputes and problems make their first appearance and if they are not solved, frustration sets in and it leads to violence. There is a growing feeling or tendency to propagate that Governments do not respond unless there is violence. This feeling should be firmly eradicated by an efficient administration which can

BY

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guarantee that any problem even at the most elementary stage would be tackled and solved. If this can be achieved, law and order situation can be avoided on a majority of occasions.

A system has been evolved in Tamil Nadu by which any representation made is listened to and final orders are passed within two months. This is called the mass contact programme. The district is divided into taluks and each taluk is divided into firkas (Revenue Inspector's circle). Every firka consists of 10 to 12 villages. As part of the Mass Contact Programme, teams of officials make a pre-arranged visit to one village in each of the several firkas in the district. Intimation is also given to the Local Panchayats President, MLAs and MLCs., MPs. and the Panchayat Union Chairman under certificate of posting about the proposed visit. The team of officials go to the village where the entire villagers are assembled. The people are asked to give petitions regarding their problems. The team drawn up from various departments examines each one of the representations in detail, make public enquiries and also make immediate inspections if necessary. On the basis of the enquiry and inspections in the village, if orders can be given on the spot they are given. If however, consultations or other legal formalities are required the leader of the team after completing all the enquiries and inspections takes the files to the Taluk Officer. All the formalities are to be

completed within two months and before the last day of the next month final orders are passed and they are delivered to the parties in the villages. A booklet village-wise containing details of the name of the petitioner, the gist of the petition and the final orders passed on the petition is printed and this booklet is sent to the local Panchayat President, Panchayat Union Chairman, MLAs, MLCs and MPs. The local Panchayat as well as the Panchayat Union Council is asked to make their comments on this booklet and they are recorded. By this process each and every citizen is brought into the administration.

As a second tier to this administration the Divisional Officers have been asked to camp in the Taluk Office on a fixed day of each month. The Collector himself camps in the Revenue Divisional Headquarters on a fixed day of each month, and receives petitions. What is ensured in this system is that every petition is registered, examined and final orders are passed within two months. What I would like to emphasise is that bringing into existence an efficient and responsive administration in such a manner would be the everlasting solution to handling law and order problems. I have got innumerable instances in which law and order situations have been avoided by this process.

In handling law and order problems a very close co-ordination between the Police and the Revenue Officials at all levels

is absolutely necessary. Except in isolated instances where the situation arises suddenly, if the Police informed the Local Revenue Officials and if there is a close co-ordination many-law and order situations could be tackled efficiently. In this context I would like to emphasise the need for on the spot visits by either the Collector or the Divisional Officer to a place where the demonstration or a dispute is likely to arise.

Apart from handling law and order situations after they have arisen, the best administration would be such that the situations are anticipated and action taken far ahead of the actual situation. For doing this the Special Branch in the district requires strengthening and the administration of the Special Branch has to be streamlined. The Special Branch must be in a position to pump in full information regarding the various situations that are likely to arise so that action can be taken well in advance. In my view apart from the Special Branch which can act only as part of the Police Department the Information & Publicity department should be strengthened and they should be asked to function as a source of information to the Collector about the situation in the various parts of the district. The Information Department at present gives information of the activities of the Government to the public by their press notes, publications, booklets, etc. This department could also function as an agency to feed the Government as also the local revenue authorities with public reactions

Financial Implications.

17. The Commission has estimated that the cost of implementation of its recommendations in the first year and the ultimate cost in the years to come (the latter based on the average pay of the scales) will be as follows, under the major heads of expenditure.

18. The liberal order of increase in emoluments will be apparent if this is compared to the cost of revision on the basis of the recommendations of the First Tamil Nadu Pay Commission. At that time, the cost was estimated to be about Rs. 5 crores in the first year and Rs. 7 crores in the long run. The increase in the cost of revision at present is due not only to the near doubling of the size of the civil service over the 1960 level, and the responsibility since undertaken by the State to meet in full the cost of salaries and allowances of all teachers, but also because of a compre-

hensive revision of various allowances, such as house rent allowance, and travelling allowance which, not having been subject to change for a long time including the revision in 1960, have become seriously out of tune with present day living conditions. There is further a commitment towards City Compensatory Allowance and Village Establishments which were not covered by the Recommendations of the last Pay Commission. The effect of the merger of D.A. with pay has also been much more sizable as the present rates of D.A. are of a much larger magnitude than those prevalent in 1960. The increases suggested in the pay as already illustrated in the case of last grade government servant are much more liberal than on previous occasions. The magnitude of the financial commitment will have to be seen against the back ground of the comparative neglect of allowances such as house rent allowance and travel-

ling allowance even in the general revisions in the past, which has necessitated a bold decision to make up for it at least now.

19. Date of implementation.

Government have also considered the question of date of effect of the recommendations of the Pay Commission. Keeping in view the financial situation of the State, Government have decided that the scales of pay, house rent allowance and City Compensatory Allowance recommended by the Commission be given effect to from 2nd October 1970. Inasmuch as the detailed proceedings of determining the arrears of pay and allowances on fixation of pay according to the new scales will take a little time, Government have also taken the decision that for all employees whose basic pay now is less than or equal to Rs. 500, a lump sum payment of Rs. 50 shall be made and this amount shall be adjusted against the arrears of pay to which the employees will be entitled.

I. Category.	Honorarium.	Existing rates.			Proposed rates.		
		RS.	Panchayat Development Allowance.	Total.	RS.	Panchayat Development Allowance.	Total.
			RS.	RS.		RS.	RS.
(i) Headman ...	51	7 or 5	58 or 56	76	13 or 11	83 or 80	
(ii) Karnam ...	53	15 or 12	68 or 65	72	23 or 20	95 or 92	
(iii) Talayari, Vetti Nirganti.	45	3 or 2	48 or 47	60	10 or 9	70 or 68	

The Commission has examined in a very comprehensive manner all matters connected with the pay and service conditions of school teachers and has devoted a separate part of its report to this. The most important recommendations are submitted below: The guiding principles in addition to the general principles of salary determination for fixation of pay of teachers will be as under—

(i) Pay scales of teachers in comparable States, mainly the neighbouring States of Andhra, Mysore and Kerala;

(ii) The proper vertical relativities that should exist between different grades of teachers with reference to their qualifications, duties and responsibilities;

(iii) The proper horizontal relativities that should exist between teachers on the one hand and at standard levels of recruitment in Government service on the other, with reference to the qualifications and responsibilities;

(iv) An agreement in principle to eliminate disparities in the service conditions of teachers among the various agencies to the extent practicable and justified—

(a) Lower Elementary Grade Teacher :—The pay scale for lower elementary grade teacher should be improved to the new scale of Rs. 140—3—155—4—175—5—210.

Recommendations of the Pay Commission in regard to School Teachers

(b) The scale of pay for higher elementary grade teachers may be upgraded to parity with certain others at present on a higher level, such as the police constable. Their new scale will be Rs. 150—4—170—5—225.

(c) In view of their higher qualifications by way of training, the secondary grade teachers may be given a scale of pay one step higher than that of a Junior Assistant. The scale recommended for them is consequently Rs. 210—5—245—10—325.

(d) The existing category equation with Secretariat Assistants adequately reflects the additional qualification over an ordinary degree possessed by a B.T. Assistant. The scale of pay for this new category will consequently be Rs. 275—10—375—15—450.

(e) The two grades of Tamil Pandits should continue as at present without both being merged into one grade. The new scales of pay will correspond with Secondary Grade Teachers for Grade II Tamil Pandits and B.T. Assistants for Grade I Tamil Pandits. A few Tamil Pandits in the intermediary scale of Rs. 125—5—175 at present may be of a generous gesture and concession, to parity with B.T. Assistants.

(f) The scales of pay for Physical Education Teachers, Grade II may be as for Secondary Grade Teachers, but Physical Education Teachers, Grade I may be, instead of being eligible for a special pay only at present, governed by a higher scale of pay of Rs. 225—5—250—10—350.

(g) Headmasters in primary schools being secondary grade teachers may continue as such without any further special treatment. So also in the case of B.T. Assistants who function as Headmasters in certain middle schools. For Secondary Grade Teachers who function as Headmasters in middle schools, a higher scale than secondary grade teachers may be applicable namely Rs. 225—5—250—10—350. Headmasters in high schools may be governed by separate scales higher than those applicable to Selection Grade B.T. Assistants. They will be in two grades, the lower in the scale of Rs. 450—25—750 covering headmasters of high schools with a pupil strength of less than 1,000 and above.

(h) Pay scales of teachers in Anglo-Indian Schools should have parity with those in the other agencies. There will be only one set of scales commonly applicable to the pre-June 1960 teachers and the post-June 1960 teachers, the national pay at present given to

the former being treated as present emoluments in refixation of pay and merged with their basic pay.

(i) Hindi, Sanskrit and other language pandits under the three language formula may be given the same revision as for corresponding categories whether or not they are engaged in teaching or non-teaching work.

(j) The present practice of sanctioning Assistant Headmaster's post based on certain yardsticks is adequate. The special pay offered may be uniformly kept at Rs. 25.

(k) Physical Directors will be on the same scale as B.T. Assistants. They should be separate from the Physical Education Directors of Colleges and Regional Inspectors of Physical Education and should be formed into a separate category.

(l) Craft Instructors and Drawing Masters have been recommended revised scales or increase in fixed emoluments with reference to their qualifications. It is also suggested that nearby schools can be grouped together and one full-time Instructor appointed instead of a number of part-time Instructors. Suitable scales have also been suggested for the Specialist Teachers in the Schools.

(m) There is no getting away from the fact all teachers including the Headmasters have a measure of holiday and leisure during vacation in spite of certain items of work which they may be obliged

to do during a vacation period. It is therefore not possible to treat teachers as belonging to a non-vacation department, and their leave privileges should necessarily be less than those for a Government servant in a non-vacation department. However, the differentiation in leave privileges between teachers themselves amongst various agencies may be eliminated.

(n) Consistent with the need to give an incentive for the higher elementary grade teachers to improve their educational qualifications and convert themselves into the secondary grade, thus facilitating a speedy implementation of the Government policy to keep secondary grade as the lowest level in the teaching profession, we do not recommend a selection grade for them. The provision of selection grade would act as a disincentive to such improvement in the teachers and the quality of teaching in the formative years of the school children. We would, however, recommend that the Government on their part should be prepared to create an adequate number of secondary grade posts in elementary schools so as to facilitate conversion of all those who thus improve their qualifications. It is recognised that secondary grade teachers and B.T. Assistants should be provided with selection grades in view of the profession constituting a blind alley. The selection grade scales for secondary grade teachers would be Rs. 250—10—400, and for B.T. Assistants will be Rs. 400—15—475—20—575—25—650. The selection grade will be made

available for Tamil Pandits, Physical Education Teachers, etc., in corresponding grades. We are however, totally against the principle of promotion to selection grade being merely by efflux of time, and therefore recommend that it should be only 15 per cent of the lower posts. Certain difficulties in the working of the selection grade system are anticipated as regards private managements, and it has been recommended that such posts should be pooled on a district basis and allowed to persons in the individual schools on a common seniority. The selection grade posts should be sanctioned only after fully analysing the implications and framing detailed rules, and it may be a smaller percentage than 15 to start with.

(o) In the matter of retirement benefits there should be fully parity between teachers and Government servants and their triple benefit scheme (with family pension) may be replaced by the Liberalised Pension Scheme applicable to Government servants. The amount of Government's share of contribution in the Teacher's Provident Fund may be resumed to the account of the Government.

(p) *Teachers in Kanyakumari District.*—Primary School teachers in Kanyakumari district governed by three different scales at present starting on Rs. 90 may all be covered by the scale for Secondary Grade Teachers; Malayalam Pandits may be allowed to earn increments in their scale as for B.T. Assistants on undertaking to complete the Pandit's Training within a stipulated time after the

THE THREE "PONGAL GIFTS"

Government make arrangements to start a course for the same and the Language teachers who are at present in the scale of Rs. 125—5—175 may be, as a concession, similar to that recommended for Tamil Pandits, upgraded to parity with B.T. Assistants.

The most important concessions recommended for the teachers will be found from the above to be as follows :

(1) Secondary Grade Teachers have been given a scale higher than Junior Assistants in view of their training.

(2) The pay scale of higher elementary grade teacher has been upgraded to parity with others like Police Constables who are now on a higher scale.

(3) Separate scales for Headmasters of Middle Schools/High Schools have been recommended.

(4) Selection Grade has been recommended for Secondary Grade Teachers and B.T. Assistants under all agencies. Though a selection grade has not been considered advisable, for reasons mentioned earlier, in the case of higher elementary grade teachers, an alternative of creating adequate number of secondary grade posts in Lower Elementary Schools much beyond the present rate of about 3,000 posts a year, has been recommended for the purpose of converting all qualified teachers therein to Secondary Grade.

(5) Retirement benefits have been recommended to be on a par with the Government's Liberalised Pension Scheme including Family Pension.

The new scales of pay for Government Servants will be published in the next issue.



The Chief Minister received on 2nd January 1971 the Reports of three important Commissions of Enquiry set up by the Government during last year. The subjects covered by the three Commissions are of such epochal interest that the Chief Minister chose to describe them as the three "Pongal Gifts" to Tamil Nadu.

Picture above shows the Second Tamil Nadu Pay Commission presenting its report.

The picture below shows the Tamil Nadu Backward Classes Commission presenting its report. This Commission was chaired by Thiru A. N. Sattanathan.

The other Commission which presented its report on 2nd January 1971 was the Tamil Nadu Police Commission which was Chaired by Thiru R. A. Gopalswami, I.C.S. (Retd.) with Thiru M. P. Sivagnanam as one of its members.



WHAT 'EXACTLY' IS THE VEERANAM SCHEME

The Veeranam Scheme will augment the drinking water supply to Madras, by 75 cusecs or 40 million gallons per day from Veeranam lake in South Arcot district. The lake is fed by the Vadavar channel, which takes off from the river Coleroon near the Lower Anicut.

The first phase of the scheme is expected to cost Rs. 21.3 crores. It was sanctioned by the Tamil Nadu Government in 1967 and clearance was given by the Planning Commission in 1968 for its execution. The project is now being hastened.

Raw water from Veeranam will be pumped by heavy duty pumps of 4,250 h.p. installed near the lake site. There will be pumping at two stages, one at the headworks to pump raw water and another at Vadakkuthu on the Kumbakonam-Vikravandi road opposite to Neyveli near Vadalur. The treatment works will be located at Vadakkuthu. The treatment works costing about Rs. 60 lakhs is in progress.

Global tenders worth Rs. 16 crores have been called for, for the manufacture, conveyance and laying in position, of 165 cm. prestressed concrete pipes over a distance of 222.5 kilometres from Veeranam to Madras.

The successful tenderers will import the required machinery and fabricate the pipes here employing their technological know-how. A total number of 37,000 pipes each 6 metres long will be laid.

The factories, one at Panruti and the other at Tirukkalukundram will be manufacturing the pipes.

The alignment of the pipeline from the Veeranam headworks will be along the Lower Anaicut-Vikravandi road up to Vikravandi and then along the National Highway up to a few miles ahead of Madurantakam. The pipeline will then be routed via Karunguzhi, Tirukkalukundram, Tiruppurur and Tiruvanmiyur to Prakasa Mudali Street, T'Nagar. The alignment of the whole distance has been finalised and demarcated on the ground. Land acquisition has been made over a width of about 12 metres with a view to duplicating the pipeline at a future date. Pumping of the water will be done up to Kadumbuliyur, which is above 9 k.m. from Vadakkuthu. The flow of water thereafter will be by gravity. Water will be pumped to Kadumbuliyur ridge and a head of 64.5 metres will be maintained at that point.

The concrete pipes will be connected to the underground pump of 5.3 million gallons capacity in Thyagarayanagar and distribution will be done direct to the former tail end areas in South Madras of the Kilpauk Water works. The remaining quantity is expected to be pumped to Kilpauk Water Works for distribution in other parts of the City, where the pressure in the water main is low. The scheme

is likely to be commissioned towards the end of 1971, or the beginning of 1972.

The Veeranam lake has a capacity of 1202 mcft. Water will not be drawn from it for irrigation from May 15 to June 15. Hence water for Madras City, can be made available even during the summer months.

Construction of quarters for the departmental staff at the headworks and at Vadakkuthu (where the raw water will undergo prechlorination sand treatment), at a cost of Rs. 12 lakhs has already begun. Three Divisions of the P.W.D. are engaged on the works with headquarters at Madras, Chingleput and Panruti and they have started collection of data for the supply of indigenous materials such as high-tensile steel granite "metal" for the manufacture of prestressed concrete pipe, etc.

While water should be made available at the rate of 40 gallons per head per day to maintain a decent standard of sanitation and hygiene, people in Madras are not able to secure even half this quantity, whereas in the other big cities like Bombay, Delhi and Calcutta the per capita availability of water is much more.

At the Mercy of the Monsoon.

The saturation point has almost been reached in tapping the present sources of water supply

THE MANDAPAM MARINE FISHERIES STATION

The Central Marine Fisheries Research Institute of the Government of India under the Ministry of Food and Agriculture was started on 3rd of February 1947 with temporary laboratory accommodation provided by the University of Madras in the Zoology Research Laboratory at Madras and subsequently shifted to Mandapam Camp in 1949. The Institute was merged with I.C.A.R. with effect from 1st October 1967. The Institute took up the various scientific research problems pertaining to the marine fishes and fishery resources of the seas around India, including those of the continental shelf, the continental slope and oceanic waters.

During the period up to 1950 and in the three successive Five Year Plan periods up to 1966, the Institute made considerable progress in the exploration and study of the marine resources. From the point of view of additional food requirements for the ever increasing population, the resources of the sea have a major role to play and the vast sea front is capable of providing enormous quantities of protein-rich food not only to human beings but also for the cattle and the poultry besides quantities of raw-materials for the manufacture of lubricating oils, adhesives, manures, etc.

The Institute has undertaken a fullfledged, all the year round, multistage, stratified sample survey to obtain estimates of marine fish landings groupwise and also specieswise for each maritime State. Periodic surveys at 5 years intervals of census figures on the

number of fishing villages, fishermen population, craft and gear are also being made by the survey staff of the Institute on a complete enumeration basis. Very valuable data on the productivity of various fisheries, the areas and seasons of their abundance have been collected and compiled by the Institute during the past several years and this information is being drawn freely and with advantage by the various individuals and organisations engaged in the fishing industry in the country and also by the various Government agencies.

DR. R. V. NAIR,
Director.

Studies on the population dynamics of the oil sardine and mackerel; determination of vital parameters of their stocks and assessments of the effect of fishing on the fluctuations of the annual catches are being carried out. Some spawning grounds of mackerel have been located in the southern regions of east and west coasts. The tagging programme to ascertain the age growth migration etc. of selected fishes of the west and east coasts of the country was initiated in 1965 and intensified since 1967 September on an all India basis. The Institute has been tagging mackerel, oil sardine, other sardines, lobsters, carangids, etc.

The researches on pelagic fisheries so far undertaken have made possible an understanding of their biology, distribution and fishery magnitude. The studies on demersal fisheries conducted so far have resulted in the charting of many productive trawling grounds, especially on the west coast. The large volume of data on crustacean fisheries so far collected has brought to light the existence of new and productive shrimp grounds. Distribution pattern and seasonal fluctuations of the prawn and lobster fisheries have been elucidated.

A spiny lobster found

The index of abundance of juveniles in Cochin back waters has been found to indicate the trend of subsequent prawn fishery in the sea. During the recent cruises of the research vessel VARUNA the scientists of this Institute were able to get the Deep-Sea spiny lobster (*PUERULUS SEWELLI*) breed in the laboratory for the first time. Deep sea spiny lobster is a newly found valuable marine resource from the deeper waters of the south to east coast and south coast of India and its exploitation has commenced only as recently as 1969. Detailed studies on the biology and movement of this species are in progress and the Cochin Sub-station of the Central (Marine) Fisheries Research Institute.

(continued on Page 42).

TAMIL NADU MARCHES AHEAD IN FOOD PRODUCTION

*More is produced
in less acreage*

Tamil Nadu produced 67 lakhs tonnes paddy output in 1969-70.

This represents 11.2 per cent of the total Paddy output in the country while Tamil Nadu commanded only 7.2 per cent of the all-India acreage under paddy.

The average per hectare yield in Tamil Nadu being 1682 kgs. is 50 per cent higher than the country's average of 1073 kgs. per hectare.

(continued from page 39)

which had never been satisfactory in terms of quantity, especially because the catchment areas are dependent on the North-East-Monsoon, whose vagaries are only too well-known. The major part of the rainfall occurs in Madras during the short period from October 15 to November 30 each year. When this monsoon fails, Madras is threatened with water scarcity. This happened in 1938, 1948 to 1952 and also in 1968-69. The North-East-Monsoon in 1969, however, yielded bountiful rainfall, which helped to fill all the tanks which provide water supply to the City.

The difficulty about Madras is that its development has been far more rapid than anticipated and it has not been possible to make a correct assessment of the population growth. In 1914, Mr. Madeley, Corporation Engineer, designed a scheme to improve the water supply in the belief that the population would increase from about 5 lakhs in 1911 to 6-60 lakhs in 1961. But the figure was exceeded even as early as 1931. Thus daily supply was needed at the optimum of 16-50 million gallons and reached the figure of 25 million gallons, per day even in 1935. The increase in draw-off from the trunk mains and sub-mains resulted in poor residuary pressures at the tailends.

The Corporation felt the need for an additional source of water supply about the year 1936. The Sathyamurthi Sagar was constructed and brought into use

in 1944 to ensure a steady supply during drought years. It must be remembered that this reservoir was intended to serve more as a reserve source of supply in drought years than as a normal source for drawing more quantity of water.

Stoppap Measures

By carrying out interim measures by way of increasing the impounding capacities of the three tanks, Poondi, Cholavaram, and Red Hills, by raising their full tank levels, and also by acquisition of irrigation rights of 7,500 acres of wet lands in the ayacut of the two tanks, Cholavaram and Red Hills, and also by the construction of a direct channel from the Poondi reservoir up to Cholavaram and lining it with concrete so as to avoid wastage of water carried, it had been found possible to conserve at least 10 million gallons of water per day.

It has been indicated that 27 million gallons of water per day can be safely tapped from underground sources in the Minjur, Panjetti and Tamarapakkam area. Water from these sources is being made available to industries coming up in the Manali area.

Even after having adopted all these measures, it will not be possible to meet the needs of a population of 26 lakhs in 1981 at the rate of 40 gallons per head per day. It has been estimated that 175 million gallons of water per day will be required in 1981 to cater to the needs of the citizens of Madras.

(continued from page 40)

Much pioneering work on the survey and utilisation of sea weeds is done. Investigations are being carried out on economically important sea weeds to utilize their resources. Intensive studies have so far been made on different agar yielding varieties with a view to selecting some indigenous agar-phytes for the preparations of agaragar. Also, several other studies have been done on systematics, morphology, distribution and chemical composition of sea weeds and their utilisation. Some preliminary studies have also been made on such other resources of the areas as corals, sponger and sea cucumbers.

Studies on molluscan and ancillary fisheries are conducted which yield much valuable information on the fishery and biology of the important clams, oysters, mussels, squids, etc. Work on the project-studies on the chank and pearl with reference to the ecology of the sea bottom was undertaken at Tuticorin (in collaboration with the State Fisheries Department of the Tamil Nadu Government). The inshore rocky information, in selected zones was studied and the presence of the pearl oysters spat in patches located, which may be expected to serve as breeding reserves for the next years' spawning season. It may be mentioned in this connection that the survey work done by the aqua-lung diving team of the Institute is a unique one not hitherto attempted by any Institute in the country.

THE TAMILS' GIFT TO WORLD

The Thirukkural is a Package of Ethical Practices

Man is born a lord of creation, gifted with a mind to think, a heart to feel and a soul to save. For this reason, he is regarded as the crowning glory of perfection of human evolution. No wonder then he shines with special values and virtues. Also, with noble qualities of both head and heart, he looms large as an extraordinary being worth world attention and admiration. One such giant and genius of versatility is Thiruvalluvar, the Householder, Thiruvalluvar, the Poet, Thiruvalluvar, the Philosopher, Thiruvalluvar, the Saint of Tamil Nadu. He, by virtue of his monumental work called Thirukkural has made history. Of course, this great Tamil Classic is a mighty achievement which belongs to all times and all climes.

Greatness of Kural

Kural, so to say, is the holy scripture of Tamil Nadu and Bible of Humanity. That is perhaps, why Madurai Tamil Naganar has chosen to call Kural the Tamil Encyclopaedia while KALLADAR and NATHATHANAR, both of Sangam period, seem to have praised it as a blessing to the world and boon to mankind. As poetry, Kural has rhythmic beauty. What is poetry? Poetry is





Thiruvalluvar

nothing if not best words set in best order. Kural has the right word in right order too. Also it says much in a few words as brevity is the soul of wit. Again it shines with originality without shining in borrowed plumes. Its majesty of contents forms the mirror of divinity, beauty, charm and grace. It is then no exaggeration, if it is said to possess the grace of Dante, the grandeur of Milton, the sublimity of Aristotle, the idealism of Plato, the Universality of Shakespeare, and the moral fervour of Marcus Aurelius, but all blended together in appropriate proportion so as to make Kural a miracle of the ages. Therefore it is the one book and

the only book that is worth translating into all other languages. In spite of it, it retains its purity, personality and individuality. Few books can stand many readings. But Kural will stand thousand more readings. The more times you read Kural, more charm does it reveal and more knowledge does it yield. Such is the nature of Kural which is also its wonder, for what is not found in Kural, is not found in any other book, of any other language. Rudyard Kipling is said to have received a shilling a word for his writings. If so, every word of Kural should deserve, not a shilling, but a full gold sovereign.

Kural consists of three divisions, namely, Aram, Porul, Inbam. Aram has thirty-eight chapters of ten couplets each. Porul consists of seventy such chapters while Inbam, only twenty-five chapters. Aram deals with virtue and morality based on truth.

Then in the succeeding chapters it speaks of every aspect of human life and treats of every subject of importance and interest. Excellence of rain, power of virtue, virtue of wife, blessing of children, hospitality, sweetness of speech, gratitude, self-control, fear of sin, mercy, and true knowledge are chief of them.

In the same way, the second division deals with many matters, all on the essentials of human life such as kingship, learning, wisdom, aid of great men, acting with fore-sight and fore-thought, deliberation before decision, upright government, good administration, ministry, manly effort, war-fare, espionage, choice of friends, economics, commerce, agriculture, evils of begging, to mention but a few of them. Here kingship and state administration need a special mention. It speaks of the king as the head of the state who is an ideal lawyer. He is also the protector of his subjects. Thus the divine monarchy of Valluvar is established on the choice of just and true king. His administration is then assisted by paragons of virtue who form his ministry. They are said to possess exceptional knowledge, ability and genius for state administration as well as public service. They are even the spiritual power behind the ruling spirit besides being examples of society.



The king has three arms :

- (1) executive arm on the official side.



- (2) the popular arm on the political side.



- (3) the judicial arm on the side of justice independent of the above two.

Again society, state and politics form the triangle in which the king is the absolute authority. His secular government forms the first angle. Popular institution or social section forms the second angle, which may also be called a democratic system. The last but not the least is the third division of Inbam ; it deals with love. It is only comparable to Shakespeare, Milton, and Keats.

Conclusion :

Kural is indeed a key to the treasure of wisdom and a gateway to land of pleasure. Above all, it preaches universal brotherhood of man. It also ignores differences of caste, colour and creed. It insists on equality of human rights. It aims at world's unity. It saves the honour of humanity in the forum of morality. It is the fullest expression of physical, mental and spiritual potentialities latent both in man and woman, setting both on the right path of perfection ; while man keeps life growing, woman keeps it going. Besides, Kural has the word of peace for the time of peril, the word of comfort for the day of calamity, the word of light for the hour of darkness. Like the balmy breeze that refreshes the drooping frame, like the charming voice that cheers the heavy heart, like the vernal shower which brings the vital sap to the withering plant, like the shining star that guides the bewildered wayfarer, Kural by its moral and cultural kindly light leads mankind aright along the sure pathway, the three-fold path of Aram, Porul,



Inbam, onward and upward. Thus it shines as a personal lamp of experience. It is pithy as a proverb and profound as a prophesy. The virility and vitality of Valluvar's ideas span the chasm between creeds and cultures of both east and west. Various schools of thought, in religion, politics and philosophy, ancient and modern, are in Kural. It makes the correct approach and gives the appealing touch for universal acceptance and adoption. Just as we feel the sun through his heat and light, we feel the spirit of Valluvar through the moral and cultural light of Kural.

We now live in a troubled world of turmoils. The future is gloomy and uncertain. Our freedom is menaced. Also we are in the grip of fear, frustration and anxiety. So then the need for the study of Kural is never felt more keenly than at present. The morale of civilization is to be built up through the right schooling of the younger generation, but now guilty of disorder, disobedience, indiscipline and irresponsibility. Kural shows man as he was, as he is and as he will be. Only it can train up children in the right way they should go. It is therefore their only hope in time of despair. Let man and woman, boy and girl, start learning Kural from now on. Let them then think with Kural sense, speak and write with Kural sense and do and act with Kural sense. Kural should become their thought by day and dream by night. In their hearts and on their tongues should Kural abide

for its has the magic touch of making man, man enough, woman woman enough. It will really make them worthy sons and daughters of the soil and true patriots who at all times take risks to save the honour and serve the country. Let everyone, young or old, rich or poor begin learning Kural now or never. Let every hut, every house every mansion echo but the sound and sense of Kural which is sure to bring about the new order. **TRUTH, JUSTICE and LOVE.** For Kural teaches :

- (1) 'Conquer by love.'
- (2) 'Enslave by submission.'
- (3) 'Prosper by service and sacrifice.'

By V. Chinmarajar

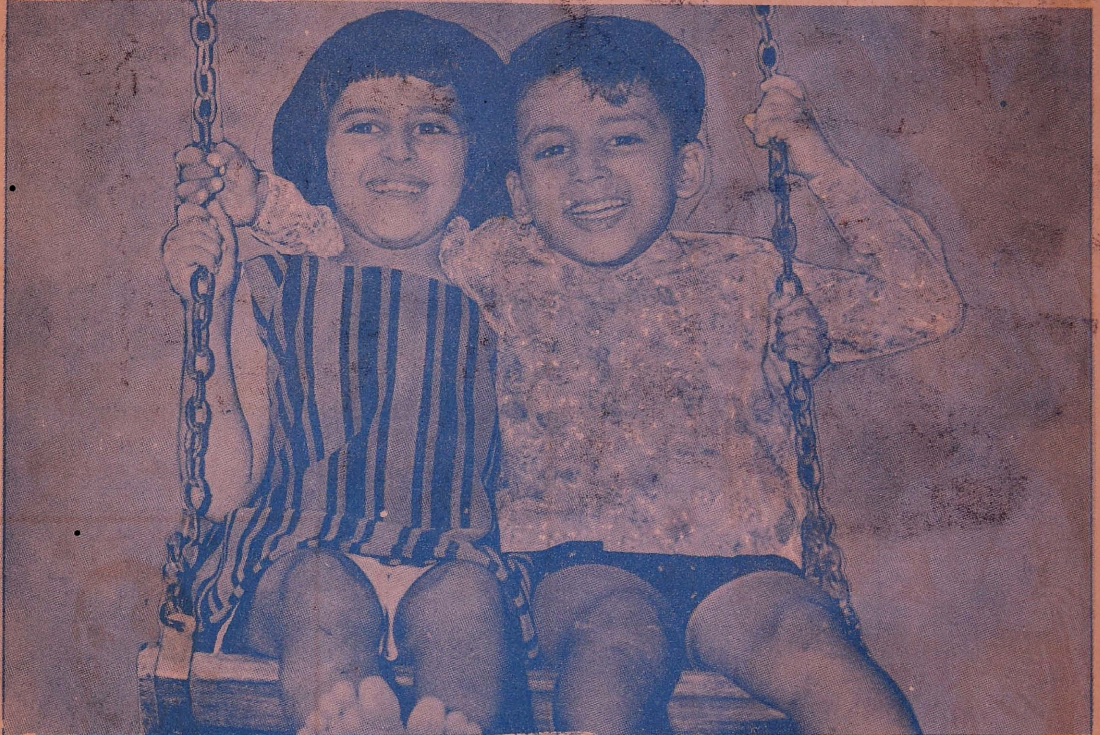


ORNAMENT OF PRIDE

Thirukkural is the ornament of pride to the Tamils. Peoples of the world are well aware of the greatness of the Kural. No other book of literature has been translated into so many languages as Thirukkural. It consoles you and guides you when you are in despair.

Swinging their way to a happy future!

13x15
65
13
195
20



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