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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

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Industrial and Labour Developments in
January 1965.

N.B.- Each Section of this Report may be taken
out separately.

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JANUARY 1965.

11. Political Situation and Administrative Action.

69th Session of the Indian National Congress, Durgapur, 9-10 January 1965: Resolution on Economic Affairs lays down New Guidelines for Government Action.

The sixty-ninth session of the Indian National Congress was held at Durgapur on 9 and 10 January 1965. The Congress President, Shri Kamraj presided. The session, among others, adopted a resolution on economic affairs laying down new guidelines for Government Action. One of the major suggestions in the resolution calls for 'Agro-Industrial Corporations' in every State. The primary function of the Corporations would be to develop rural industries in an integrated manner. The resolution declares that agricultural development cannot take place in isolation and has called for a 'revolution' in rural economy.

Presidential address.— Addressing the session Shri Kamraj said India's goal was democratic socialism as announced at the Bhubaneswar session of the Congress.

It was possible that certain sections of the community, who could not expect the same tempo of increase in their prosperity or in the economic power they possessed, were likely to feel aggrieved. But one would think that enlightened self-interest would make those who understood the imperatives attached to economic and social policies to help rather than hinder the progress towards the goal indicated.

The Congress, he emphasised, wanted to achieve socialism by an evolutionary process without any violent upheaval or social disturbance.

Emphasising the need to maintain the prices of basic necessities, Shri Kamraj said that a certain measure of regulation and control over distribution was inevitable if the available food supplies should reach the entire community.

If there was no such regulation the pressure of demand on available supplies would force the food prices to spiral to a level which would be beyond the reach of the poor and weak sections of society.

It was the duty of the Government in a welfare State to see that food was available to the vulnerable section of society at reasonable prices.

Congressmen should explain the difficulties to the people and seek their voluntary co-operation for such regulatory measures.

The trading community had to play its part in the nation's wellbeing and had to subordinate its profit motive to loftier sentiments of national service.

Economic and Social Policy.— Following is the text of the resolution on "economic and social policy" adopted by the Congress Working Committee:

"The Congress resolution on "democracy and socialism" adopted at the session of the Indian National Congress at Bhubaneswar laid down the goals as well as the basis of economic policy for the nation. It also set out the broad outlines of the programmes and measures needed to fulfill the aspirations of the people of India, which found expression in the resolution. The Congress reaffirms its faith in these basic concepts and programmes.

"During the months that have elapsed since then, the nation has been grappling with serious difficulties and tasks relating to the current economic situation. Nevertheless, positive steps have been taken for translating into a scheme of action, the ideas, purposes and principles which have been embodied in the Bhubaneswar resolution. An outline of the fourth Plan has to take shape on these lines."

Socialist Society.- "Progress towards a socialist society in our country is to be measured in terms of the success achieved in creating adequate employment opportunities and in ensuring for every family a minimum standard in respect of the essential needs of life, in particular, food, clothing, housing, education and health. In the allocation of resources available for the fourth ~~Plan~~ Five-Year Plan, whether in the public or in the private sector, a major consideration must be the production of essential commodities and services on an adequate scale, so that the promise to the people to establish a national minimum by the end of the fifth Plan becomes possible of fulfilment to a substantial extent.

"It is evident that, the rate of economic growth must be stepped up substantially. This is essential for solving basic social problems, securing a minimum for all, ensuring equality of opportunity and meeting the needs of defence. The needed acceleration in the rate of growth has been impeded by certain circumstances which have militated against increase of production in agriculture as well as industry. In particular, the total production of food grains has not increased in line with the targets. The price level, specially in respect of food grains, has shown a sharp and disturbing rise. It is essential that the causes which have led to the present situation should be analysed carefully with a view to devising appropriate remedies. Above all, it is imperative that all possible measures should be adopted for quickening the pace of production both in industry and agriculture and all the steps that are called for in this behalf should be implemented effectively and expeditiously. "

Priority to Farming.- "In keeping with the requirements of rapid economic growth, measures and policies designed to promote social justice, to minimise disparities and prevent concentration of economic power and monopoly in all its forms must receive special emphasis in relation to the fourth Plan.

"Agriculture has the highest priority in the Plan. The requirements of agriculture by way of materials, skills and finance must be at all times the first charge on the available ~~resources~~ resources. To carry forward the scientific transformation of our agriculture, the material and financial resources needed should be made fully available. The community development organisation and panchayati raj institutions ~~should~~ throughout the country and

the entire machinery of agricultural administration must be mobilized to work with farmers and village communities to realize the targets which have been set.

"The implementation of the programmes of land reforms, for which the necessary legislation has been enacted in most States, should be completed before the end of the third Plan. This must be accompanied by the setting up of an adequate co-operative machinery for meeting the financial, technical and commodity requirements of the cultivators who acquire rights of ownership or of permanent occupancy of land. The volume of credit made available through the Plan should be commensurate with these needs and the weaker sections of the rural community should be enabled to obtain an adequate share of it.

"Agricultural development cannot take place in isolation. It calls for a revolution in the rural economy, for which an all round and comprehensive development of the rural sector is absolutely essential. Rural industrialisation has now been accepted as one of the major economic and social objectives of planned development in the country. Industries for processing the various agricultural commodities should be undertaken in the rural areas.

"The co-operative movement should play an increasing and powerful part in this activity so ~~that the income arising out of the processing~~ that the rural sector gets the benefit of the incomes arising out of the processing of these commodities and greater employment opportunities are provided for the rural population."

Agro-based industries.— "In addition to the processing industries it is necessary, wherever feasible, to establish units of production wherein the various equipments and implements required for agricultural development and also machinery and equipment required for the processing of industries could be manufactured. For this purpose, it is necessary to establish agro-industrial corporations in each State. It should be the function of these corporations to organise industries for the manufacture of machinery and equipment and make arrangements for procuring them from other available sources.

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"This should help the establishment of a large number of agro-based industries. This will also extend the employment opportunities for the rural masses, reducing the pressure on land. It is also necessary to place a check on further expansion of industries in large cities and congested areas. Measures should be adopted for securing dispersal of industries and providing new industrial nuclei for the location of industries in rural areas.

"There are avoidable delays in the initiation and development of projects in the public as well as the private sectors. Weaknesses in the preparation and organisation of projects and in taking the necessary advance action prolong the gestation periods and, on that account, benefits are delayed and costs go up. At every stage, there is need for greater emphasis on the adoption of improved management practices and better management planning. This is essential for securing reduction in costs, both in construction and in actual operation.

"In the field of industry, it is especially important to stress the role of technological self-reliance, and the need to utilize and develop indigenous materials and the country's scientific and technological resources. The scientists and technicians should be given all the encouragement that is possible and India's science and technology should be given the largest possible support in the programmes for national reconstruction.

"It is important that highly competent organisations should be built up for research, design and development. Greater attention should be paid to the utilization of research in the development of agriculture and industry.

~~"In the~~ "In the field of social services, inadequacies in the facilities for education, health, housing and social welfare persist. It is necessary, therefore, that this lag should be made up and social services should be oriented much more towards productivity and the development of human resources.

"The reasons for failing to achieve anticipated results and rise to the level of expectations lie mainly in the sphere of implementation which underlines the need for better administration and more positive public co-operation. This cannot be achieved unless a dynamic socialist outlook, permeates the administration and earnest efforts are made to create the necessary atmosphere in the country for public identification and participation in planning and development."

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Ending corruption.— "The movement for putting down corruption in public administration has already made a significant impact. The elimination of corruption will be a vital factor in ensuring the success of our development plans and in raising the moral standards of the community. It has an intimate bearing on economic stability and the progress of the country. In this context should be viewed the steps that are being taken to unearth unaccounted money, which gives rise to serious distortions of the economy and an abnormal rise in prices.

"It is also important that the administrative procedure should be streamlined. The administrative machinery should be adequately manned and equipped so as to meet the increasing demands and strains resulting from our larger efforts for development. In all operations of Government, both for development and in the discharge of other functions, there must be the maximum insistence on accountability for results.

"The past year has been a period of considerable strain. Difficulties which have been experienced in the supply of food and the abnormal rise in the prices of various commodities have presented a challenge and have exposed the continuing vulnerability of the nation's economy to the vagaries of seasons as well as to the activities of anti-social elements. Rabi crops suffered severely on account of ~~anti-social element~~ adverse weather. This has accentuated the food situation in several parts of the country and stimulated the rise in prices, specially of food grains, and of agricultural raw materials.

"The only long-term solution of the difficulties which the country is facing in the matter of food grains lies in increasing the agricultural output so as to meet the essential needs of the people. So far as the immediate problem is concerned, it is being dealt with by substantial imports in order to supplement production within the country. The problem of distribution of food grains is, however, of crucial importance. Arrivals of food grains in the market have been disproportionately low compared to the total produce. The current situation has brought into sharp focus the imperative need for Government to evolve an integrated plan for the distribution of food in the country. The Central and State Governments should deal with the problem of food distribution from an overall national angle.

"A series of important measures and policies have already been initiated, and there is every reason to expect that production in agriculture and industry will increase rapidly in the coming year.

"Government has fixed favourable producers' prices for the principal food crops and have also prescribed suitable margins for wholesale and retail trade. An agricultural prices commission is being established. The Food Corporation has just gone into operation and will play a steadily increasing part in securing the necessary stocks of food grains and maintaining prices at reasonable levels supplies of fertilizers, pesticides and other industrial requirements of agriculture are being made available in larger measure though not yet on an adequate scale.

"Industry is being oriented more and more to meet the requirements of agriculture. Pressures on transport which impeded industrial effort during the first two years of the third Plan, have disappeared. Rural electrification is making progress. Earnest efforts are also being made throughout the country to intensify agricultural production. Areas with favourable conditions and promise of rapid growth in production have been marked out for intensive agricultural development.

"All these factors combined with the prospect of a good rise harvest, justify the expectation that the present difficulties are no more than a temporary phase. Congressmen should do everything in their power to organise the people throughout the country to make the utmost effort to ensure sustained and uninterrupted progress."

Supreme Duty.— While the next two years may be regarded as a period for consolidation, it must be emphasised that more far-reaching social and economic policies must now be forged for implementing a bolder fourth Plan and at the same time advancing speedily towards the goal of socialism. Among other things the condition precedent for progress in all these directions is the adequacy of basic industries like steel, non-ferrous metals, chemicals, cement. The energies of the nation should be fully harnessed for overcoming current difficulties as well as for building a strong base for the future. This is the supreme duty of Congress workers and organisations throughout the country.

"Advance towards socialism based on the principles of democracy must necessarily involve millions in the country as well as popular institutions in processes and activities which are designed to achieve rapid economic progress and social justice.

"It is the duty of the Congress to take the lead in bringing about this involvement. Trained cadres in large numbers must go out into the country and undertake a vast campaign of education of the people to create widespread understanding of the policies and programmes bearing on the creation of a socialist society, and to call the effort and sacrifice which are needed for its realization. This is the most constructive and urgent work before the country and Congressmen have in it an important role and a special responsibility."

(The Statesman, 10 January, 1965;
The Hindustan Times, 8 January, 1965).

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Labour Advisory Panel set up.

The Planning Commission has constituted a panel under the chairmanship of Dr. V.K.R.V. Rao, member of the Commission, to advise it on the formulation of labour policy for the fourth Plan, it is learnt. The panel includes 28 representatives of employers and workers organisations, five persons to be nominated to represent public sector undertakings and one member representing each State Government.

Among the members are Shri Naval Tata, Shri G.M. Modi, Shri N.D. Sahukar and Shri P. Chentsal Rao, Shri S.R. Vasavada, Shri S.A. Dange, Shri Manohar Kotwal, Shri G. Ramanujam and three M.Ps., Shri Prabhat Kar, Shri Kashinath Pande and Shri Tridib Kumar Chaudhary.

(The Economic Times,
31 January 1965).

12. Activities of External Services.

India - January 1965.

a) Meetings

- i) The Director of this Office represented the ILO at the 19th Plenary Assembly of the World Federation of United Nations Associations held at New Delhi from 23 - 30 January 1965.
- ii) The Director attended a meeting of the Central Committee on Employment (Ministry of Labour and Employment) held at New Delhi on 12 January 1965 under the chairmanship of the Union Minister for Labour and Employment.

b) Lectures

On 27 January 1965 the Director addressed the members of the Labour Relations Study Circle of the Delhi School of Social Work, University of Delhi. The subject of his talk was "Contribution of the ILO for the Development of Indian Labour Legislation".

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13. Press and Opinion.

India - January 1965.

In addition to the attached clippings the following references to the I.L.O. appeared in Indian Journals received in this Office.

1. The 14 December 1964 issue of 'Indian Worker' publishes a news-item about the death of G.D. Ambekar. Mention is made of the late Mr. Ambekar's association with the I.L.O.
2. The same issue of the Journal publishes a news item relating to ILO Governing Body's *decision* to uphold a complaint by the ICFTU about violation of trade union rights in Spain.
3. The December 21, 1964 issue of 'Indian Worker' publishes messages of condolences received by the INTUC on the death of the late Mr. G.D. Ambekar, including the one from the Director-General of the I.L.O.
4. The 31 December 1964 issue of the 'Indian Worker', brought out as an annual number on the occasion of the 15th Annual Session of the INTUC contains the following references to the I.L.O.:
 - a) The INTUC General Secretary in his report paying homage to the late Mr. G.D. Ambekar said "Shri Ambekar presented the INTUC point of view remarkably well at international labour forums such as the ILO and ICFTU". Mention is also made in the Report to the various meetings of the ILO attended by INTUC representatives.
 - b) An article on 'Productivity' by Shri B.N. Datar, Chief (Labour and Employment) Planning Commission. The article mentions the work of the ILO Productivity Mission in India.
 - c) An article on 'Apprenticeship Training' by the Director of this Office.
5. The November-December 1964 issue of Hind Mazdoor publishes extracts from the General Secretary's report to the 12th H.M.S. Annual Convention. Regarding the problem of housing a reference is made to an ILO Recommendation on the subject.

6. An article on Seamen's Employment in India is published in the July/September 1964 issue of 'Oceanite'. Reference is made to the ILO Asian Maritime Conference.
7. The Annual number of 'Commerce' (December 1964) contains an article on 'Some Aspects of Manpower Planning' by Dr. J.N. Mongia. Mention is made to the ILO experts meeting on the Assessment of Manpower and Training Requirements for Economic Development, held in October 1962.
8. The same issue of the journal contains an article on 'Trade Unionism in India'. The article acknowledges various ILO publications.
9. The January 1965 issue of 'The Modern Review' publishes an article on 'Trade Unionism in Indian Railways'. The article, inter alia, says "The low wages and high profits during the War ----- and the formation of ILO increased the solidarity of railway workers and stimulated the railway unionism in the postwar period."
10. The December 1964 issue of 'Industrial India' publishes a news item on Mr. Bergmann's visit to India.
11. An article in the 6 January 1965 issue of 'AICC Economic Review' by the Union Labour Minister entitled "Our Record in the Labour Field", makes an incidental reference to the ILO.
12. The December 1964 issue of 'Labour Gazette' publishes (by courtesy, the International Labour Review, Geneva, September 1964) an article on 'Automation and the Evaluation of Training' by D.M. King.
13. 'Compact' dated January 8 and 15, 1965, reproduces from ILO News Service (December 1964) the article on 'Science and Development in Low-Income Countries.'
14. 'United Nations Weekly Newsletter' published by the United Nations Information Centre dated 15 January 1965 publishes a item on 'Expansion of ILO Operations'.

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The Statesman.
Delhi, 20.1.1965

INDONESIA NOT TO WITHDRAW FROM W.H.O. & I.L.O.

GENEVA, Jan 19.—Indonesia has no intention of withdrawing from international organizations from which she benefits, Mrs Hurustiati Subandrio, Indonesia's Deputy Health Minister, said yesterday, reports AFP.

Indonesia recently withdrew from the U.N. in protest against Malaysia's election to the Security Council.

Mrs Subandrio, who is the wife of the Foreign Minister, is here to attend a meeting of the board of the World Health Organization of which she is a member in her personal capacity.

She said that WHO could help her country to stamp out malaria and other diseases. Indonesia would also not withdraw from the International Labour Organization or the International Telecommunications Union.

Meanwhile, President Soekarno reiterated in a message to Mr Eisaku Sato, the Japanese Prime Minister, that he had withdrawn from the U.N. in the hope of "providing a reform of the world organization," says Reuter.

The President's message was in reply to Mr Sato's letter of January 5 urging Indonesia to reconsider her withdrawal.

The Yugoslav news agency Tanjug, reporting from Belgrade, said that the non-aligned countries were urging Indonesia to re-examine her decision to withdraw from the world body, reports AP.

(See also page 9)

*Indian Worker.
NCH Delhi.
30.11.1964.*

Cameroon

Imprisonment Of Trade Union Leaders

ICFTU Protests To I.L.O.

THE ICFTU has just provided supplementary information to its complaint submitted to the International Labour Office at the end of October against the Cameroon Government, for flagrant violation of international norms of trade union rights.

The ICFTU has informed Mr. David Morse, ILO Director-General, of the arrest and imprisonment of five trade union officials of the Cameroon Trade Union Federation (FSC) shortly after a trade union congress marred by frequent interference from governmental authorities. It has also requested Mr. Morse to intervene personally with the Cameroon Federal Government to obtain the immediate release of the arrested trade unionists and the respect of trade union rights. Amongst those arrested was Mr. Raphael Ngamby, General Secretary of the FSC.

Mr. Ngamby, a substitute member of the ILO Governing Body, should be attending its present session in Geneva. The president of the workers' group, Mr. Jean Mori, who is also Secretary of the Swiss Trade Union Federation (USS), raised Mr. Ngamby's case at the Plenary Session. How will the Cameroon Government react to this public criticism of its action?

The Kenya Federation of

Labour has protested to the President of the Cameroon Republic at the arrest of these trade union officials and called for their immediate release from prison. The KFL General Secretary, for Clement Lubembe, has also requested Diallo Telli, General Secretary of the Organisation of African Unity, to take action on this matter.

Indian Worker, New Delhi.
23-11-1964.

Geneva

Frequent Meetings Of I.L.O. Industrial Committees Suggested

I.T.S. Conference Concludes

REPRESENTATIVES of 13 International Trade Secretariats (ITS)—international federations grouping national trade union organisations according to industry or trade—attended the ITS annual general conference, which took place on November 5 and 6, 1964 in Geneva. The conference elected Mr. E. Kissel as chairman in place of Mr. J. Poulsen who had expressed the wish to step down.

Concerning the relations of the International Trade Secretariats with the International Labour Office, a resolution was adopted on ILO industrial activities and their future prospects. It called for more frequent meetings of ILO industrial Committees and a greater number of tripartite and bipartite meetings at which problems of particular groups of wage and salary earners, as well as specific problems, could be examined and acted upon under ILO auspices.

The conference urged effective labour participation in the

decision-making processes governing the economic and social life of countries or regions, as well as the development of all forms of co-determination and workers' management of industry appropriate to the conditions obtaining in different member countries of the ILO.

The conference discussed the future of the ITS Liaison Office, the trade union situation in Greece as well as experiences of various ITS's in relations with trade union organisations in different areas of the world, with governmental and non-governmental international bodies, and with governments.

The ICFTU was represented by Mr. Paul Malles of the secretariat and by Mr. Albert Heyer, Director of the ICFTU Geneva Office. Mr. E. Bell, of the ILO Workers' Relations Branch, attended the conference during part of the discussions concerning ITS-ILO relations.

United Nations Weekly Newsletter.
NEN Delhi,
25-9-64

SEMINAR ON PROBLEMS OF INDUSTRIALIZATION

A THREE-WEEK seminar on marketing, employment and management problems of industrialization in the countries of the Near and Middle East and northern Africa was opened on 14 September, in Baghdad.

The seminar, organized by the International Labour Organisation (ILO) with the co-operation of the Government of Iraq and financed under the United Nations Expanded Programme of Technical Assistance (EPTA), is being attended by participants from the following 12 countries: Algeria, Cyprus, Iran, Iraq, Jordan, Lebanon, Morocco, Sudan, Syria, Tunisia, Turkey and the United Arab Republic.

At the opening of the seminar, addresses were made by Tahir Yahya, Prime Minister of Iraq, Abdulaziz Alwatari, Acting Minister of Industry of Iraq, and C. Wynne-Roberts, Chief of the Management Development Division of ILO.

The Prime Minister of Iraq welcomed the delegates and pointed out the great significance attached to the seminar, while the Acting Minister of Industry recalled that Iraq was undertaking to promote the construction of industries, particularly in the field of petroleum, through technological progress and international experiences.

The seminar will cover the presentation of papers and the interchange of experiences among all involved. Specifically, it will deal with the special problems of offering increased employment opportunities; the raising of productivity and the finding of adequate market outlets for the industrial projects in the area.

Participants are expected to present their findings and to integrate them into a common report.

The seminar was also provided with technical papers prepared by ILO, which form the basis of discussions. The main papers are on employment problems; human and material resources available in the region, development of markets and the role of management in developing markets, and employment opportunities.

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Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - January 1965.

Maharashtra: Annual Report of the Working
of Indian Trade Unions Act, 1926, during
1961-62*.

Number of Unions and Membership.- According to the annual report on the working of the Indian Trade Unions Act, 1926, for the year 1961-62, there were 1,417 registered trade unions in the State on 31 March 1961 and during the year under review 199 unions were registered. Thus there were in all 1,616 unions on the register during the year 1961-62. Out of these 1,616 unions the registration of 164 unions was cancelled during the year, 1961-62 for failure to submit their respective annual returns of accounts. The registration of two unions were cancelled ~~and~~ on a request made by the Unions. Three unions were dissolved and the records of one union transferred to another State. Thus there were 1,446 registered trade unions at the end of the year 1961-62.

Of these 1,446 unions, annual returns from 841 unions were accepted for the purpose of the report. Of these 810 were State Unions (including 7 Federations) and 31 (which includes 5 Federations) were Central Unions.

* Government of Maharashtra: Annual Report of the Working of Indian Trade Unions Act, 1926 (No.XVI of 1926) for the Year 1961-62: Published by the Director, Government Printing and Stationery, Maharashtra State, Bombay-4.1964: Price Rs.3.15 or 5s.6d. pp.797.

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The total membership as reported by 829 unions (excluding 12 Federations) included in the report was 586,948 at the beginning of the year and 600,795 at the end of the year 1961-62. The number of members who joined the unions during the year was 149,728, while the number of members who left the unions during the year was 135,881. Thus the net ~~income~~ increase in the membership of these unions is 13,847. The average membership of the unions which stood at 1,147 in the year 1950-51 considerably declined in the last few years and was 714 at the end of the year 1961-62. The total membership of all the 1,430 unions (excluding 16 federations) at the end of the year 1961-62 was 922,865 as compared with the total approximate membership of 980,234 of 1,402 unions (excluding 15 federations) at the end of the year 1960-61.

The following table gives the classification of 1,430 registered trade unions (excluding 16 federations) and their membership according to industrial groups as on 31 March 1962:-

Group.	Number of registered Unions.	Membership (Latest available).
0- Agriculture, Forestry Fishing, etc.	37	6,959
1- Mining and quarrying.	17	10,921
2-3- Manufacturing.	496	341,880
4- Construction.	19	2,724
5- Electricity, Gas, Water and Sanitary Services.	41	12,341
6- Commerce.	174	48,007
7- Transport and Communications (other than workshops).	131	320,768
8- Services.	300	86,116
9- Activities not adequately described.	215	93,149
Total.	1,430*	922,865

*This excluded 16 Federations.

Available information regarding the geographical distribution of trade union membership in the State shows that the unions in Greater Bombay had 72.13 per cent. of the total membership of the 1,430 unions while Poona, Nagpur, Ahmednagar and Sholapur Districts accounted for 5.33, 4.05, 2.75 and 1.81 per cent. of the total membership respectively.

Out of the 1,430 registered trade unions (excluding 16 federations) ~~shown in the~~ 519 unions were in Greater Bombay, 170 unions were in Poona district, 109 unions in Nagpur District, 87 unions were in Kolhapur district and 75 unions in Ahmednagar District and the remaining were from other Districts of Maharashtra State.

Out of the 1,446 registered trade unions at the end of the year under review 1,399 unions (including 9 federations) were State Unions and 47 unions (including 7 federations) were Central Unions. The following table shows the variation in the membership of registered trade unions in the State since 1956-57:-

Year.	Number of registered unions.	Membership of unions included in report.	Total membership of unions (shown in the column 3)			Average membership per unions included in report.	Percentage of members to total membership.
			Males	Females	Total		
1	2	3	4	5	6	7	8
1956-57.	1599	859	443,180	37,364	480,544	559	7.78
1957-58.	1699	1,035*	553,354	47,298	601,964	584	7.86
1958-59.	1749	1,031	564,661	48,804	613,465	595	7.96
1959-60.	1373	825*	568,913	48,370	617,283	748	7.83
1960-61.	1417	833*	532,615	45,458	578,073	694	7.86
1961-62.	1446	841*	551,861	48,934	600,795	714	8.02

* This number excludes federations.

State Unions.— Excluding 33 employers' unions and 9 State federations there were in all 961 State unions in the Private Sector, 308 unions in the State Sphere of Public Sector and 88 unions in the Central Sphere of Public Sector on the register during the year under report. Out of which the returns of 562 Unions in the Private Sector, 167 unions in the State Sphere of Public Sector and 58 unions in the Central Sphere of Public Sector have been accepted for the purpose of the report.

Female Membership.— The number of unions having female membership was 275 in the Private Sector, 117 in the State Sphere of Public Sector and 26 in the Central Sphere of Public Sector with a membership of 28,876, 9,983 and 1,074 respectively.

Income and Expenditure.— The total income of 829 unions (excluding 12 federations) during the year under report was Rs.3,373,864 with a balance of Rs.3,674,996 at the beginning of the year, while the total expenditure for the year was Rs.2,795,346 with the balance of Rs. 4,343,514 at the end of the year. Seven unions maintained Political Funds and collected Rs.13,701 in their Political Fund accounts and incurred an expenditure of Rs.897. They had a closing balance of Rs.44,675 at the end of the year under report.

The total income of 12 federations (7 State and 5 Central) was Rs.47,560 during the year under report with a balance of Rs.37,776 at the beginning of the year, while their total expenditure during the year was Rs. 42,748 with a balance of Rs.42,588 at the end of the year.

Income of State Unions.— The total income of 562 State unions in the Private Sector, 167 State unions in the State Sphere of Public Sector and 58 State unions in the Central Sphere of Public Sector amounted to Rs.2,374,423; 284,831 and 122,613 respectively whereas the corresponding figures of total expenditure were Rs. 1,824,484; 219,466 and 99,428 respectively. The general fund of these unions which was Rs.2,489,640; Rs.372,737 and Rs.158,963 at the beginning of the year stood at Rs.3,039,579; Rs.438,102 and Rs.182,148 respectively at the end of the year under review.

Subscription from members was the main source of income in case of all the three divisions of unions. Of the total subscription of Rs.1,793,079, an amount of Rs.1,538,934 was actually received from the members and Rs.83,611 was in arrears for three months or less, Rs. 97,038 was in arrears for more than three months but upto six months and Rs.73,496 for more than six months in case of the unions in the Private Sector. Similarly in the case of the unions in the State Sphere of Public Sector the contribution actually received was Rs.160,309 while the contribution in arrears was Rs.29,674 for three months or less, Rs.43,836 for more than three months but upto six months and Rs.11,927 for more than six months. In respect of the unions in the Central Sphere of Public Sector the contribution actually received was of Rs.71,109 whereas the contribution in arrears was Rs.4,110 for three months or less, Rs.2,574 was for more than three months but upto six months and Rs.8,610 for more than six months. Donation was the next source of income for all the three divisions of the unions and it comprised of 15.43 per cent. of the total income in respect of the unions in the Private Sector, 9.08 per cent. of the total income in case of the unions in the State Sphere of Public Sector and 23.71 per cent. of the total income for the unions in the Central Sphere of Public Sector.

An amount of Rs.1,023,755 representing 56.11 per cent. of the total expenditure of Rs.1,824,484 was spent on salaries and allowances of officers and establishments in respect of unions in the Private Sector. The other expenses which included meeting and propaganda expenses irrecoverable unpaid subscriptions, depreciation written off etc. amounted to Rs.321,576 or 17.63 per cent. of the total expenditure. The expenditure on account of administration of the unions thus amount to Rs.1,345,331 or 73.74 per cent. of the total expenditure. The expenditure on other items such as expenses towards educational, social and religious benefits, expenses in conducting trade disputes, expenses for payment of compensation to members for loss arising out of trade disputes, legal expenses etc. represented 26.26 per cent. of the total expenditure.

The unions in the State Sphere of Public Sector incurred Rs.138,676 or 63.19 per cent. of the total expenditure on salaries and allowances of officers and establishments. The other expenses which included meeting and propaganda expenses, irrecoverable unpaid subscriptions, depreciation written off etc. amounted to Rs.46,553 or 21.20 per cent. of the total expenditure. Thus the expenditure on account of administration of the unions alone amounted to 84.39 per cent. of the total expenditure. The remaining 15.61 per cent. of the total expenditure was spent on other items such as expenses in conducting trade disputes, expenses on educational, social and religious benefits, legal expenses, etc.

The unions in the Central Sphere of Public Sector spent Rs.41,290 or 41.53 per cent. of the total expenditure on salaries, allowances and expenses of officers and establishment out of the total expenditure of Rs.99,428. The other expenses which included meeting and propaganda expenses, irrecoverable unpaid subscriptions, depreciation written off etc. amounted to Rs.25,407 or 25.55 per cent. of the total expenditure. The expenses on account of establishment charges thus amounted to 67.08 per cent. of the total expenditure. The 32.92 per cent. of the total expenditure was spent on other items.

As regards funds of the 562 State Unions in the Private Sector, 555 unions opened the year with credit balance. Of the remaining 7 unions, 2 unions ended the year with credit balance. Of the 167 unions, 166 unions in the State Sphere of Public Sector opened the year with credit balance. The one union opened and ended the year with debit balance. All the unions in the Central Sphere of Public Sector opened the year with credit balance but two unions ended the year with debit balance.

The unions in the Private Sector had cash of Rs.2,390,225 or 50.08 per cent. of the total assets. The 'Manufacturing' group accounted for largest amount of cash namely Rs.1,640,841. The 'Commerce' and the 'Service' groups coming next with Rs.348,043 and Rs.168,589 respectively.

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An amount of Rs.165,921 was invested in Securities by 31 unions of which the Bombay Parsee Textile League, Bombay, Rashtriya Mill Mazdoor Sangh, Bombay, Bank of India Staff Union, Bombay, Paints Employees Union, Bombay, and Imperial Tobacco Company of India Ltd. Employees Union, Bombay had Securities worth Rs.22,918, Rs.16,320, Rs.15,481, Rs.15,022 and Rs.15,000 respectively. The unpaid Subscriptions due amounted to Rs.382,755 or 8.02 per cent. of the total assets. Out of the total amount of subscriptions due, the Mill Mazdoor Sabha, Bombay, Rashtriya Mill Mazdoor Sangh, Nagpur and the General Engineering Employees Union, Bombay, reported Rs.17,970, Rs.15,028 and Rs.11,342 respectively as unpaid subscriptions due. An amount of Rs.1,833,890 or 38.42 per cent. of the total assets represents assets from miscellaneous sources such as loans, goods and furniture, immovable property etc. Out of the total amount of Rs.175,140 given as loans, Rs.42,239 were given to the officers, Rs.71,554 were given to the members and Rs.61,347 to others.

However, in case of unions in the State Sphere of Public Sector the unpaid subscription due of Rs.228,307 represented 47.99 percent. of the total assets whereas the cash either in hand or in banks amounted to Rs.124,453 or 26.16 per cent. of the total assets. The securities invested by the unions amounted to Rs.20,466 or 4.31 per cent. of the total assets. Out of the total amount of unpaid subscriptions due, the Municipal Mazdoor Union, Bombay, reported Rs. 181,469 and the Bombay Municipal Workers Unions, Bombay, reported Rs.9,102 as unpaid subscription due. An amount of Rs.102,447 or 21.54 per cent. of the total assets represented assets from Miscellaneous Sources such as loans, goods and furniture, immovable property etc. Out of the total amount of Rs.43,422 given as loans by the unions, Rs.2,697 were given to the officers, Rs.5,680 were given to the members and Rs.35,045 to others.

Unions in the Central Sphere of the Public Sector had cash either in hands or in bank of Rs.123,743 or 65.12 per cent. of the total assets. The 'Commerce' group accounted for the largest amount of cash namely Rs.82,303 and the 'Manufacturing' and the 'Activities not Adequately Described' groups coming next with Rs.19,074 and Rs.10,374 respectively. The securities invested by the unions represented 2.77 per cent. of the total assets.

The unpaid subscriptions due amounted to Rs. 30,648 or 16.13 percent. of the total assets. Of which the India Security Press Mazdoor Sangh, Nasik Road, M.T. Stores Sub-Depot Workers Union, Poona, Press Workers Union, Nasik, and General Insurance Employees Union, Bombay, reported Rs.4,125; Rs.3,555; Rs.3,051 and Rs.2,699 respectively as unpaid subscription due. An amount of Rs.30,375 or 15.98 per cent. of the total assets represents assets from miscellaneous sources such as loans, goods and furniture, immovable property etc. Out of the total amount of Rs.5,492 given as loans by the unions, Rs.148 were given to the officers, Rs.2,053 to the members and Rs.3,291 to others.

The total amount to the credit of the general fund accounts of all the State Unions in the Private Sector was Rs.3,060,592 and other liabilities amounted to Rs.1,712,199 as against the total assets of Rs.4,772,791.

In case of the State Unions in the State Sphere of Public Sector the general fund of the unions accounted for Rs.422,208 of the total liabilities when other liabilities amounted to Rs.53,465 against the total assets of Rs.475,673.

The unions in the Central Sphere of Public Sector had a general fund of Rs.182,209 and other liabilities of Rs.7,817 as against the total assets of Rs.190,026.

Thirteen unions in the Private Sector maintained a separate fund for specific purposes. Out of these 13 unions, 4 unions maintained a 'Building Fund', the highest amount namely Rs.624,870 being set aside by the Rashtriya Mill Mazdoor Sangh, Bombay while Shahu Mill Kamgar Sangh, Kolhapur and Rashtriya Mill Mazdoor Sangh, Nagpur set aside an amount of Rs.16,791 and Rs.9,880 respectively for the same purpose. The "Reserve Fund" is maintained by only one union, the Glaxo Laboratory Employees' Union, Bombay with an amount of Rs.31,693. Five unions maintained funds for specific purposes other than those mentioned above, such as "Staff Benefit Fund", "Adjudication Fund", "Strike Fund", etc.

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Unions with Political Funds.- Seven unions in the Private Sector namely (1) Rashtriya Mill Mazdoor Sangh, Bombay, (2) Rashtriya Mill Mazdoor Sangh, Amalner, (3) Kirloskar Kamgar Union, Kirloskarwadi, (4) Bhore Industries Kamgar Union, Bhore, (5) Mundhava Paper Mills Kamgar Sangh, Poona, (6) Glaxo Laboratories Employees' Union, Bombay, and (7) Bombay Labour Union, Bombay reported that they have maintained Political Funds under Section 16 of the Act.

The Unions in the State Sphere and in the Central Sphere of Public Sector did not, however, maintain any political fund.

Agricultural Trade Unions.- There were 25 unions in the Private Sector which had enrolled as their members workmen working on Sugarcane Farms adjoining the Sugar Factories. Information furnished by eight unions out of the 25 unions mentioned above and whose members were engaged on Sugar Cane Farms shows that 8,271 out of the total of 27,422 or 30.15 per cent. of the total membership was engaged in agricultural operations, on sugarcane farms.

Unions of Employers.- There were 33 trade unions of employers on the register during the year under report. All these unions are State unions and are classified in the Private Sector. Of these 33 unions the statistical portion of the returns of only 16 units has been found to be in order and has been accepted for the purpose of this report. The registration of six unions was cancelled for failure to submit the annual returns as required under section 28 of the Act. Out of the six unions whose registration is cancelled, one union was registered in 'Commerce' group, two unions in the 'Transport and Communication' (other than work shops) group, two in the 'Services' group and one in the group 'Activities not Adequately Described'. During the year under review only two unions (one from Agriculture, Forestry, Fishing etc. group and one from Commerce group) were registered.

Full information regarding the membership, income, expenditure, opening and closing balances of the 16 unions of the employers is given in the statement in form 'A' appended to the report separately. The membership of the 16 unions which was 5,635 at the beginning of the year decreased to 5,061 at the end of the year under report.

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The total income of the unions was of Rs.116,500 and the total expenditure was of Rs.104,876. The general fund of these unions which was Rs.204,343 at the beginning of the year stood at Rs.215,967 at the end of the year under report.

The main source of income of these unions was contributions from members which amounted to Rs.79,112 of the total income of the unions of Rs.116,500. The income from miscellaneous sources was the next main source of income of the unions which amounted to Rs.32,047.

Out of the total expenditure of Rs.104,876, the unions incurred an expenditure of Rs.61,481 or 58.63 per cent. of the total expenditure on salaries and allowances of officers and establishments. Other miscellaneous expenses which included expenses on meeting and propaganda expenses, irrecoverable subscriptions and depreciation written off etc. amounted to Rs. 36,534 or 34.84 per cent. of the total expenditure. Thus the total expenditure on administration only amounted to 93.47 per cent. of the total expenditure.

The total amount to the credit of the general fund accounts of the unions was Rs. 215,967 and other liabilities amounted to Rs. 42,616.

Out of the total assets of Rs.258,583, Rs.95,443 was cash either in hands or in banks, Rs. 86,764 was unpaid subscriptions and Rs.45,897 was given as loans to the officers or the members. The securities invested by the unions amounted to Rs.2,823. The other assets of the unions including goods and furniture amounted to Rs.27,656.

State Federations.— There were nine State Federations. Of these two were classified in the 'Commerce' group, six in the 'Services' group and one in the group 'Activities not Adequately Described'. Of the nine Federations, returns of seven federations were found to be in order and accepted for the purpose of the report.

The assets of two federations in the 'Commerce' group were made up of cash amounting to Rs.336 and other assets amounting to Rs.1,172. The federations had general fund of Rs.1,261 and other liabilities amounting to Rs.247. Out of the total income of Rs. 1,449 during the year under report, the federations collected Rs.740 by way of contributions, Rs.119 by way of donations and Rs.139 by way of income from miscellaneous sources while amount of Rs.451 remained as contribution in arrears. The federations incurred expenditure of Rs.1,740 during the year out of which Rs.939 alone were spent on administration.

The assets of six federations in the 'Services' group, were made up of cash amounting to Rs.9,889 and the other assets amounted to Rs.8,705. The federations had a general fund of Rs.8,012 and other liabilities of Rs.10,582. The main source of income of the federations was income from miscellaneous source which amounted to Rs.5,861. The contribution collected from members amounted to Rs.4,156 out of the total income of Rs.17,156. The federations incurred total expenditure of Rs.18,140 of which an amount of Rs.12,829 was spent on administration only.

The assets of one federation in the group 'Activities not adequately Described' comprised only of cash amounting to Rs.15 while the federation had no other assets. The general fund was the only liability of the federation and it accounted for Rs.15. The main source of income of the federation was donation from members which amounted to Rs.47 out of the total income of Rs.75. The federation incurred an expenditure of Rs.62 and the whole amount was spent on administration only.

Affiliation of State Unions.— Available information regarding the affiliation of the State unions to All-India Organisations of Labour shows that out of the 562 State Unions in the Private Sector, 58 unions were affiliated to the Indian National Trade Union Congress, 39 unions to All-India Trade Union Congress, 27 unions to Hind Mazdoor Sabha, 30 Unions to Bharatiya Mazdoor Sangh and 6 unions to United Trade Union Congress. Out of the 167 State Unions in the State Sphere of Public Sector, 16 unions were affiliated to the Indian National Trade Union Congress, 6 unions to Hind Mazdoor Sabha,

10 unions to All-India Trade Union Congress and 5 unions to the Bharatiya Mazdoor Sangh. Of the 58 unions in the Central Sphere of Public Sector, 3 unions were affiliated to the Indian National Trade Union Congress, and 6 to Hind Mazdoor Sabha.

The following table gives the relative strength of the unions affiliated to the different organisations of Labour.

Name of the Central Organisations of Labour.	Private Sector.		State Sphere of Public Sector.		Central Sphere of Public Sector.	
	No. of Unions report-ship on affi- liati- on.	Total member-ship on 31.3.62 of the unions mention- ed in Column 2.	No. of Unions report-ship on affi- lia- tion.	Total member-ship on 31.3.62 of the unions mention- ed in Column 4.	No. of Unions report-ship on affi- lia- tion.	Total member-ship on 31.3.62 of the unions mention- ed in Column 6.
1	2	3	4	5	6	7
Indian National Trade Union Congress. ..	58	127,879	16	8,342	3	1,203
Hind Mazdoor Sabha.	27	70,232	6	834	6	5,312
All-India Trade Union Congress.	39	34,953	10	1,930	-	-
Not Affiliated.	256	54,597	69	18,199	43	21,788
Affiliation not known.	146	67,951	61	35,419	6	3,659
Bharatiya Mazdoor Sangh.	30	3,954	5	482	-	-
United Trade Union Congress.	6	4,274	-	-	-	-
Total.	562	363,840	167	65,206	58	31,962

Central Unions.— The Central Unions are classified in three parts viz., (1) Central Union in the Private Sector, (2) Central Unions in the State Sphere of Public Sector, and (3) Central Unions in the Central Sphere of Public Sector.

Out of the 40 Central Unions (excluding 7 Central Federations), 23 unions were classified in the Private Sector and 17 unions in the Central Sphere of the Public Sector. There is, however, no Central union registered so far in the State Sphere of Public Sector.

Out of the 23 unions in the Private Sector, the Statistics of 17 unions have been included in the report. Similarly, out of the 17 unions in the Central Sphere of Public Sector, the returns of 9 unions are accepted for the purpose of the report.

The membership of the unions in Private Sector which was 12,130 at the beginning of the year increased to 12,520 at the end of the year under report. The membership of the unions in the Central Sphere of Public Sector which was 103,398 at the beginning of the year also increased to 122,206 at the end of the year under review.

Out of the 17 unions in the Private Sector, 7 unions reported female membership of 218 at the end of the year under report. In the Central Sphere of Public Sector 5 Unions out of the 9 unions reported female membership which stood at 8,708 at the end of the year under report.

The total income of the 17 Central unions in the Private Sector was Rs.195,559 and the total expenditure was Rs.187,432 with the result that the general fund of the unions which was Rs.256,732 at the beginning of the year increased to Rs.264,859 at the end of the year under report. The total income of the 9 unions in the Central Sphere of Public Sector was Rs.279,938 and the total expenditure amounted to Rs.269,660. The general fund of the unions which was Rs.192,581 at the beginning of the year increased to Rs.202,859 at the end of the year under review.

The main source of income of the unions in the Private Sector was contributions from members. Out of the total contribution of Rs.158,656 an amount of Rs.123,352 was actually received from the members, Rs.1,275 were in arrears for three months or less, Rs.3,141 were in arrears for more than three months but not more than six months and Rs.30,888 were in arrears for more than six months.

The donation received by the unions amounted to Rs.9,567 i.e., 4.89 per cent. of the total income while the income from miscellaneous sources was Rs.22,098 i.e., 11.30 per cent. of the total income. The main source of income of the unions in the Central Sphere of Public Sector was also contributions from members which amounted to Rs.243,822. Out of the total contributions Rs. 172,846 was actually received from members, Rs.56,099 were in arrears for three months or less, Rs.13,036 were in arrears for more than three months but not more than six months and Rs.1,841 were in arrears for more than six months. The donations received by the unions amounted to Rs.16,209 i.e., 5.79 per cent. of the total income and the income from miscellaneous sources was Rs.17,781 i.e., 6.35 per cent. of the total income.

The total expenditure of Rs.187,432 the unions in the Private Sector spent an amount of Rs.128,655 on salaries, allowances and expenses of officers and establishments representing 68.4 per cent. of the total expenditure. Other miscellaneous expenses which included expenses on meeting and propaganda irrecoverable subscriptions and depreciation written off amounted to Rs.28,000 or 14.94 per cent. of the total expenditure. Thus the total expenditure on administrations amounted to Rs.156,655 or 83.58 per cent. of the total expenditure. An amount of Rs.11,025 or 5.88 per cent. of the total expenditure was spent on expenses incurred under section 15(j) of the Act while Rs.2,365 and Rs.9,236 were spent on legal expenses and conducting trade disputes respectively.

The total expenditure incurred by the 9 unions in the Central Sphere of Public Sector amounted to Rs.269,660. Out of the total expenditure an amount of Rs.140,898 was spent on salaries, allowances and expenses of officers and establishment representing 52.25 per cent. of the total expenditure. Other miscellaneous expenses which included meeting and propaganda expenses, irrecoverable subscription and depreciation written off amounted to Rs.101,976 or 37.82 per cent. of the total expenditure. Thus the total expenditure on administration amounted to Rs.242,874 or 90.07 per cent. of the total expenditure. An amount of Rs.17,076 or 6.33 per cent. of the total expenditure was spent on expenses incurred under section 15(j) of the Act while Rs.2,163 and Rs.1,182 were spent on legal expenses and expenses in conducting trade disputes respectively.

The general fund was the principal liability of the unions in the Private Sector. The amount of general fund of all the 17 unions stood to Rs.264,859 as against Rs.136,894 as other liabilities. The total assets of the unions amounted to Rs.401,753 which included securities worth Rs.68,488. There were only two Unions which held securities out of which Maritime Union of India, Bombay, alone held securities worth Rs. 68,348. Out of the total assets of Rs.401,753 an amount of Rs.49,145 or 12.23 per cent. represented unpaid subscription due. Out of the total amount of unpaid subscription due Rs.34,799 were due for the year under review and Rs.14,346 were due for the previous year. An amount of Rs.199,013 of the total assets represents cash either in hand or in banks. Of this amount the Maritime Union of India, Bombay accounted for Rs.130,768. An amount of Rs.85,107 of the total assets represents assets from miscellaneous sources which included items such as loans given, goods and furniture etc.

The general fund was also the principal liability of the unions in the Central Sphere of Public Sector. The amount of general fund of all the 9 unions in the Central Sphere of Public Sector stood at Rs.202,859 as against Rs.66,972 as other liabilities. The total assets of the unions amounted to Rs.269,831 which included securities worth Rs.21,470. There were two unions which held securities and of which the State Bank of India Employees Union, Bombay Circle, Bombay alone held securities worth Rs.15,995. Out of the total assets of Rs.269,831 an amount of Rs.71,711 or 26.58 per cent. represented unpaid subscription due. Out of the total unpaid subscription due Rs.70,882 were due for the year under report and Rs.829 for the previous year. An amount of Rs.67,405 of the total assets represents cash either in hand or in banks. Of this amount the Indian Flight Navigators' Guild, Bombay, Air Corporation Employees' Union, Bombay and the Western Railway Employees Union Bombay accounted for Rs.17,998, Rs.16,983 and Rs.17,463 respectively. An amount of Rs.109,245 of the total assets represents miscellaneous assets which included items such as loans given, goods and furniture etc.

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Only one union namely the Maritime Union of India, Bombay of the unions in the Private Sector, maintained separate fund for specific purposes. The union had a "Welfare Fund", of Rs.54,256 and "Building Fund" of Rs.30,406. One union namely National Railway Mazdoor Union, Bombay in the Central Sphere of Public Sector maintained separate fund for specific purposes. The union had a "Building Fund" of Rs.3,753 and "Provident Fund" of Rs. 1,794.

Central Federations.— There were seven Central Federations. Of these four were in the 'Commerce' group and the remaining three in the group "Activities not Adequately Described". Of these federations the returns of five federations were accepted for the purpose of the report.

The assets of the federations in the 'Commerce' group comprised of cash amounting to Rs.32,899 unpaid subscription due to Rs.9,107 and other assets to Rs.2,665 out of the total assets of Rs.44,671. The federations had a general fund of Rs.32,517 and other liabilities amounted to Rs.12,154. The main source of income of the federations was contributions from members which amounted to Rs.11,423 out of the total income of Rs.25,851. The expenditure of the federations was Rs.19,527 during the year under report. Of the total expenditure Rs.6,199 was spent on administration.

The federations in the 'Activities not Adequately Described' group had cash in hand or in banks of Rs.739 and other assets of Rs.1,989. The federations had a general fund of Rs.782 and other liabilities of Rs.1,946. The source of income of the federations was only contributions from members which amounted to Rs.3,029. The total expenditure of the federations was Rs.3,269 and the large amount of was spent on administration.

Affiliation of Central Unions.— Available information regarding affiliation of the Central Unions in the Private Sector and the Central Unions in the Central Sphere of Public Sector to the All India Organisation of Labour is given in the following table:—

Central Unions in Private Sector.			Central Unions in Central Sphere of Public Sector.	
Name of the Central Organisations of Labour.	No. of Unions report- ing affi- liation.	Total Strength as on 31.3.62 the Union mentioned in Col.2.	No. of Unions report- ing affi- liation.	Total Strength as on 1962 af the Union mentioned in Col.4.
1	2	3	4	5
Indian Trade Union Congress. 4-		--	1	30
Hind Mazdoor Sabha.	4	2,278	2	114,081
All-India Trade Union Congress.	1	4,444	-	-
Bhartiya Mazdoor Sangh.	1	11	-	-
United Trade Union Congress.-		-	-	-
Not affiliated.	8	2,990	4	4,717
Affiliation not known.	3	2,797	2	3,378
Total.	17	12,520	9	122,206

Important activities of Unions.- All the 1,446 unions which were on the live register were requested to give accounts of the Important activities conducted by them during the year under report, in the form of detailed questionnaire framed by this office specially for this purpose.

The number of unions reporting activities recorded asight fall as compared with last year as it can be seen that out of the total number of 1,446 unions only 430 i.e., 29.73 per cent. unions supplied the information as against 573 out of 1,417 i.e. 40.44 per cent. during last year.

After detailed and careful scrutiny therefore it was observed that only 65 out of 430 unions i.e., 15.12 per cent. have conducted some important activities like workers' education, referring cases under wages, compensation and insurance acts, etc. etc.

(The report on the Working of the Act for 1960-61 was received at pp.2-15 of the report of this Office for April 1963).

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29. International Co-operation.

India - January 1965.

First Generating Unit of Sharavathi Power
Project Commissioned: Aid worth 460 Million
Rupees given by America.

On 24 January 1965, the Prime Minister of India, Shri Lal Bahadur Shastri, formally switched on the first of the ten generating units at the Sharavathi valley hydel project in Mysore. The American-aided project envisages the establishment of ten generators, each producing 89,100 kilowatts which would be commissioned every six months with a total ultimate capacity of 1,250,000 kilowatts.

Commissioning the first unit the Prime Minister expressed the thanks of the Government of India and people of Mysore for the generous aid of about 460 million rupees given by the U.S. - the biggest single aid to power projects. He said that Sharavathi would be the biggest power project in India and its productive capacity would be greater than Bhakra dam and augured well for the gigantic task of development which the country had undertaken both industrially and agriculturally. Shri Shahstri added that in pursuance of the Durgapur Congress resolution, the Government had a programme of building 70 industrial townships in rural areas which would become the hub of small industries like processing industries, rice mills, sugar mills and cement factories. Power was the basic need for economic development and for the successful implementation of such industrialisation, projects like Sharavathi were essential.

The U.S. Ambassador in India, Mr. Chester Bowles, speaking on the occasion, said the American people considered Sharavathi "a prime example of the proper and constructive use of American assistance."

He said Sharavathi was part of a carefully conceived and well integrated programme for the development of South India. Its planning and engineering were completely Indian, he added.

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About the advantages that would flow from the Sharavathi project, Mr. Bowles said it would promote massive employment, encourage rural electrification and permit the establishment of dynamic new industries which would earn foreign exchange to pay for similar projects in the future.

Mr. Bowles summed up the primary purpose of U.S. assistance in these words: to enable competent, socially conscious nations such as India to respond quickly, constructively and responsibly to the forces which were shaping tomorrow's world.

More specifically, American assistance represented an effort by the U.S. Government and citizens to help new nations which were prepared to help themselves to generate increasing national income and to ensure political and social stability, he added.

(The Hindustan Times, 25 January, 1965;
The Times of India, 25 January, 1965).

Chapter 3. Economic Questions.

34. Economic Planning, Control and Development.

India - January 1965.

16th Meeting of the Central Council of Industries, New Delhi, 28 January 1965:
State of India's Economy discussed:
Taxation and Labour Policies criticised.

The 16th meeting of the Central Advisory Council of Industries was held at New Delhi on 28 January 1965. The leading spokesmen of both the Government and industry expressed their views about the state of India's economy. While two Union Ministers, Shri T.N. Singh and Shri Humayun Kabir, pointed out ~~to~~ the rapid strides towards industrialisation. Shri A. Ramaswamy Mudaliar, Shri J.R.D. Tata, Shri K.K. Birla, Shri K.P. Goenka and others spoke equally forcefully of the stagnation and the atmosphere of the gloom surrounding the economy.

Analysing Government's objectives, Shri T.N. Singh said, that the issue of rising prices ought to be judged in its proper perspective. He invited the industrialists to join in a careful study of the "evolution of a price policy in a totality of circumstances". The Minister was evidently referring to the various contributory factors mentioned in the day-long discussion by various speakers. Rejecting demands for slowing down development for some time and pleading for its acceleration instead, Shri Singh said that the present difficulties "should not be allowed to create a sense of defeatism or to distort our perspective". He gave an impressive list of achievements in the industrial field in the past 14 years and said the national income had risen by over 4 per cent. in 1963-64 against 2½ per cent. in each of the first two years of the Plan. The delays and shortfalls in the current Plan were not serious, he thought, because "in almost every major industry", the existing installed capacity, together with

the capacity which had already been granted foreign exchange, was significantly larger than the targets of the Plan. This, he felt, would ensure faster output in the early years of the fourth Plan.

Shri Singh felt the solution of the present malaise lay in introducing cost-consciousness in industry and adopting a "flexible approach" in determining the share of the private and public sectors in the basic as well as consumer industries.

Shri Humayun Kabir, Minister of Petroleum and Chemicals, said, the fourth Plan target of two million tonnes of nitrogenous fertilizers would be achieved well ahead of schedule by 1968-69.

Shri Tata, who took up the cudgels on behalf of the private sector, came out with a frontal attack on the Government's taxation and labour policies which, he felt, were mainly if not entirely responsible for the present state of affairs. The "confiscatory level" of taxation, which was perhaps without a parallel in any country in the world, had led to a "complete collapse" of the economy and stagnation in the capital market and had left no choice for the great majority of fairly honest business men and tax-payers but to indulge in large-scale tax evasion, hoarding of black money and a variety of other malpractices.

Shri K.P. Goenka, President of the Federation of Indian Chambers of Commerce and Industry, said the tax structure should not be subject to drastic changes. He suggested that the Government should not concern itself with producing consumer goods in the public sector as it would divert its attention from its basic tasks and also because it would adversely affect the growth of the private sector.

Shri A.D. Ogilvie, President of the Associated Chambers of Commerce and Industry, said the capacity of many factories was seriously under-utilized. He also pointed out that shortage of raw materials was hampering the growth of industry, especially the engineering units. He said the Plan targets may not be attainable in view of the paucity of resources. He suggested the fixing of economic prices for coal.

Shri Prabhu Mehta (All-India Manufacturers' Organisation) pleaded for a fundamental change in the Government's attitude towards business men.

Shri S.L. Kirloskar said the fall in the value of the rupee was partly responsible for the slackening of economic growth in the third Plan.

Dr. P.S. Lokanathan said he felt that the agricultural sector alone was not responsible for the slackening of the economic growth.

Shri U.N. Dhebar, chairman of the Khadi and Village Industries Commission, wanted a planned approach to the problem of agro-industrial development.

In the midst of these discordant notes emerged, however, indications of the future industrial policy as well as useful suggestions on which there was common agreement about accelerating development.

Shri Asoka Mehta left no doubt in the minds of the members that the Government wanted private capital, both Indian and foreign, to play a big role in development. He wanted industrialists to have their joint and separate five year plans. He also wanted to offer every inducement to foreign industrialists - specially from West Europe - who wanted to establish industries here to overcome the acute labour shortage in their own countries. He proposed to build up shortly close links between the development plans of India and of four or five Western countries at governmental level so that they could dovetail India's requirements during the next five or 10 years in their own plans. The country was now entering the "central stage of planning" - the first phase having ended with the first three Plans. The next eight or 10 years will be a test of India's capacity to move from one stage to other. It was a "painful" exercise, but necessary, requiring far greater efforts in the generation of larger resources for a large Plan and a diminishing dependence on foreign assistance, Shri Mehta said.

(The Statesman, 29 January 1965).

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Second Interim Wage Increase for Coalmine
Workers: Government accepts Wage Board's
Recommendations.

The Central Wage Board for Coal Mining Industry, set up by the Government of India, has made recommendations for grant of a second interim wage increase to the workers.

The Central Government has accepted the Board's recommendations and decided to request the concerned employers to implement these as early as possible.

The following is the text of the second interim report of the Central Wage Board for the Coal Mining Industry:-

The Board-in its interim report dated 20 December 1962 unanimously recommended the payment of an interim wage increase, over the existing wages, of Re.0.37 per day's attendance to the daily rated (time-rated and piece-rated) workmen (including miners' sirdars and other working sirdars) and of Rs.9.75 per month to the monthly paid workmen in the collieries and in their ancillary undertakings, departments, offices and establishments, which effect from 1 March 1963. This recommendation was accepted by the Government.

During September and October, 1964, the Indian National Mine Workers' Federation, the All-India Khan Mazdoor Federation, the All-India Trade Union Congress, the Indian Mine Workers' Federation and certain other unions, affiliated to one or the other of these Federations, representing the workmen in the coal mining industry, made written submissions to the Board praying for a second interim wage increase. Thereupon, the Board invited the views of the employers on whose behalf written submissions were made by the Joint Working Committee of the Indian Mining Association, Indian Mining Federation, Indian Colliery Owners' Association, M.P. and Vidarbha Mining Association and the National Coal Development Corporation Ltd., and the Soft Coke Producers' Collieries' Association.

The Board considered the submissions of both sides and was of the opinion that a second interim wage increase is justified.

(Government of India, Press
Information Bureau Release
dated 21 January 1965).

Rate of Industrial Progress maintained
during 1964.

Despite foreign exchange difficulties and other limiting factors, the rate of industrial growth in 1964 will be maintained roughly on the same level as in 1963. During January-September this year, the index of industrial production increased by 11 points, as compared with the corresponding period in 1963. Important sectors of the economy, such as automobiles, machine tools, electrical and industrial machinery, recorded a substantial increase in output during the year.

The number of proposals approved during the year for collaboration between Indian entrepreneurs and foreign firms from the industrially-advanced countries totalled over 410; in 1963, the corresponding number was 301.

The output was conspicuously higher in the case of transport equipment (33.3 per cent.), electrical machinery apparatus and appliances (15.7 per cent.), other types of machinery (12.4 per cent.), metal products (11.7 per cent.); textiles (7.5 per cent.), beverages and tobacco industry (12.4 per cent.); food manufacturing industries (11.5 per cent.); paper and paper products (17.8 per cent.) and petroleum products (12 per cent.).

A rise of 16.2 per cent. was recorded in the output of electricity. The rise in output was of a smaller order in jute manufactures, footwear, rubber and chemicals.

Production was further diversified and during the first three quarters of the year, 21 new items became indigenously available for the first time on a commercial scale, helping to save foreign exchange. Among these were tapered roller bearings, taxi-meters, screwing machine, sheet glass of 1.3 mm. thickness (used for the manufacture of microscope slides, cinema slides), glass building blocks, micro-meters, single copper drawing diamond dies, single spindle automatic lathes and heat control switches.

(The Hindustan Times, 1 January 1965).

CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN
BRANCHES OF THE NATIONAL ECONOMY.

INDIA - JANUARY 1965.

41. Agriculture.

Tractors do not render Labour Surplus:
Study Group's Findings.

According to a pilot study conducted by the Government on the effects of introduction of tractors on agricultural production, use of tractors does not render labour surplus. The study which was confined to ten medium-size farms with tractors and another ten without, shows that the permanent labour force, which includes family as well as hired labour, attached to each farm was the same for both groups.

The average of eight persons on a farm was neither surplus nor inadequate to the requirements. Labour rendered surplus by tractors is utilized to increase production through better and timely operations. It was observed that large proportion of the tractors was owned by farmers with operational holdings of between 20 and 80 acres as against the generally accepted norm of 100 acres for a medium-power tractor to be economical. Contrary to expectations, these small farms are making good profits and the farmers have been regularly repaying the instalments of loans with which they had bought the tractors. Small farmers with tractors are much better off than those without.

The study, however, points out that with the prevailing cropping pattern and techniques of production, a tractor could not be satisfactorily utilized on small farms. The established norm of 100 acres for a medium-size tractor held good unless the cropping pattern was changed. The crop yield has been found to be significantly higher in tractor farms in respect of major crops like wheat, gram, jowar and cotton. The average yield of wheat was 10 per cent. higher in tractor farms. This is attributed to adequate tillage operations and timely sowing.

The utilization of tractors in all the farms has been found to be high. Eight out of ten farmers work their tractors for over 1200 hours a year against the recommended norm of 1000 hours. This works out to nearly 125 per cent. of the capacity. Eight out of ten farmers use their tractors also for such agricultural operations as ploughing, harrowing, handling and threshing.

(The Hindustan Times, 22 January, 1965).

42. Co-operation.

India - January 1965.

South East Asian Regional Experts' Conference on Co-operation and Trade Unions, New Delhi, 11 January 1965: Collaboration between trade unions and Cooperative movement urged.

A conference on Cooperation and Trade Unions of South East Asian Regional Experts was held at New Delhi on 11 January 1965. The conference was organised by the International Co-operative Alliance in collaboration with the Asian Trade Union College of the International Confederation of Free Trade Unions. Dr.V.K.R.V. Rao, member of the Planning Commission, inaugurated the conference. Twenty-one delegates from eight countries representing trade unions and co-operative organisations and 11 observers are participating in the conference.

Inaugurating the conference Dr.V.K.R.V. Rao, called for collaboration between trade union and cooperative movements to accelerate the tempo of social and economic development in the country. He said that a strong organisation of industrial workers could have a powerful influence on the country's politics. In India it could help in the achievement of democratic socialism. He asked the experts to consider the formation of a single trade union organisation for the country on the lines of the one in the United Kingdom. He said industrial workers could collaborate with co-operatives and take upon themselves the task of constructing workers' colonies, particularly in the newly industrialised areas.

Dr. Rao said that trade union movement should not confine its activities to wages and working conditions of the employees but extend them to other spheres of workers' interests also. This could be done by collaboration between the trade unions and co-operative organisations, he added. He said industrial housing, co-operative banks, consumer co-operatives and insurance were some of the fields in which such collaboration was feasible.

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Referring to industrial housing in the Third Plan he said that upto September last out of 170,000 houses constructed for industrial workers, the workers' co-operatives constructed only 6,350 houses leaving the bulk of the construction work to the State and the rest to the employers. From the financial point of view, out of 487 million rupees paid for construction of industrial housing, workers' co-operatives could draw only 2.2 million rupees, the State utilising as much as 434.9 million rupees.

(The Hindu, 12 January 1965).

Recommendations of a Study Team on
Co-operative Marketing.

A study team was set up in March 1964 by the National Cooperative Development Corporation to recommend measures necessary for developing cooperative marketing and processing of certain plantation crops such as arecanut, coconut, cashewnut, cardamom, black pepper and dry ginger. According to the recommendations of the team, there is considerable scope for enhancing the producers' share in the ultimate consumer's price. There is also need for the co-operatives to enter the field of export, so that to the extent possible, the benefit of prices in the export market can percolate to the primary producer. The team also called for increased financial assistance by the Government to ensure effective marketing and export of plantation crops. It pointed out that the bulk of the specified plantation crops entered into inter-State and international trade. The production was concentrated in the South whereas the crops were mostly consumed in North India and foreign countries. It said the Cooperatives could not handle such crops unless they had access to the consuming markets. Such work could be done effectively only by higher level organisations. The team said the federation it had recommended should have at least five branches, one at Cochin, the main exporting centre, and the remaining four in the main consuming terminal markets of Bombay, Madras, Delhi and Calcutta. It recommended that the Government's share capital contribution to the all-India federation should be 1 million rupees. Subsidies should also be given for maintaining managerial staff, hiring godowns and constructing offices.

The report suggested that in the fourth Plan, the objective should be to raise the total value of the co-operatively marketed produce from 72.8 million rupees to 180 million rupees, an increase of nearly two and a half times. It said the estimated total value of the marketed surplus of the specified plantation crops was 1,800 million rupees. Of this, the value of produce co-operatively marketed was only about three percent.

To realize the target recommended by it in the fourth Plan, the report suggested that more co-operative marketing societies should be formed. At present there are 78 such societies.

The team said in Assam, Orissa and Goa there were certain areas where specified plantation crops were grown on a large scale, but were not covered by any marketing societies. It recommended that at least five marketing societies each in Assam, Orissa and Andhra and two in Goa should be set up in the fourth Plan.

(The Hindustan Times, 18 January, 1965).

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CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

INDIA - JANUARY 1965.

50. General.

Contract Labour in Hydrogenated Oil Industry*.

An article in the series on contract labour surveys entitled contract labour in Hydrogenated Oil Industry is published in the January 1965 issue of the Indian Labour Journal. The following is a brief review of the article.

The Hydrogenated Oil industry, though a minor branch of the Vegetable Oil Industry, is one of the most highly organised and efficient industries. There were 46 factories located in Andhra Pradesh, Bihar, Gujarat, Maharashtra, Madras, Mysore, Orissa, Punjab, Kerala, Uttar Pradesh, West Bengal and Delhi. The survey revealed that out of 30 sampled factories, 20 employed contract labour, 2 did not employ contract labour and the remaining 8 were found to be closed at the time of visit of the field staff. The total number of contractors found working in these 20 sampled factories employing contract labour was 54 and all of them were covered.

Employment: Jobs on which Contract Labour was Engaged.— The main jobs on which contract labour was generally engaged were loading, unloading, stacking and weighing of raw materials and finished products, lifting and stitching of bags, cleaning, testing, filling and labelling of tins, transportation of raw materials and hydrogenated oil. The workers employed through contractors worked inside as well as out-side the factory premises. The work generally carried on out-side the factory premises related to unloading of coal wagons, loading of packed tins into the railway wagons and unloading of raw-materials used in manufacture of hydrogenated oil. Distribution of hydrogenated oil to local as well as outside agents/dealers was also done through contractors.

* Indian Labour Journal, Vol.VI, No.1, January, 1965, pp. 1-23.

System of Recruitment.— The most common method of recruiting contract labour in this industry was direct. Of the 54 contractors covered in the survey as many as 48 recruited their workers directly; one through existing workers and the remaining 5 adopted a combination of the various systems of recruitment, viz., directly, through Jammadars/agents and existing workers. Only 4 principal employers had put certain restrictions over the workers recruited by their contractors. Of these, 3 principal employers did not allow their contractors to employ either women or children within the factory premises. The other principal employer ensured that only those workers were recruited who were fit to work.

Advances.— The practice of giving advances to the workers before engagement was not found prevalent amongst the contractors covered. However, only 5 out of 54 contractors covered gave advances to their workers after engagement. Of these 4 contractors gave such advances to their workers directly whereas the remaining one contractor gave directly, as well as, indirectly, i.e. through agents/jammadars. The percentage of workers who were given advances varied from 20 to 40. Generally, these advances were given to the workers to meet their domestic needs, etc., and the amount ranged between Rs.2.00 and Rs.50.00 per worker. The recovery of these advances was made from the wages of the workers at the time of payment in one or more instalments depending upon the amount and the capacity of the worker to repay. None of the contractors charged any interest on such advances.

Extent of Employment.— State-wise data regarding the actual and estimated employment of direct and contract workers at the time of visit to the units are presented in the following table:—

State	Actual Employment			Estimated Employment		
	Director	Contract	Total	Direct	Contract	Total
1	2	3	4	5	6	7
1. Bihar.	182	68	250	189 (73.5)	68 (23.5)	257
2. Gujarat.	379	150	529	758 (71.6)	300 (28.4)	1,058
3. Kerala.	76	24	100	76 (76.0)	24 (24.0)	100
4. Maharashtra.	680	315	995	1,452 (69.7)	630 (30.3)	2,082
5. Madras.	216	79	295	216 (73.2)	79 (26.8)	295
6. Mysore.	147	84	231	264 (60.8)	170 (39.2)	434
7. Punjab.	211	42	253	211 (83.4)	42 (16.6)	253
8. Uttar Pradesh.	658	54	712	1,478 (94.0)	94 (6.0)	1,572
9. West Bengal.	516	18	534	927 (94.2)	57 (5.8)	984
10. Delhi.	424	64	488	424 (86.9)	64 (13.1)	488
Total.	3,489	898	4,387	5,995 (79.7)	1,528 (20.3)	7,523

Note:-Figures within brackets denote percentages to the total given in column 7.

It will be seen from this Table that the actual employment of direct and contract workers in the sampled units which were found working at the time of visit of the field staff was 4,387. The estimated total employment for the same period worked out to 7,523. Of these, 1,528 or 20.3 per cent. worked out to be contract workers. State-wise analysis shows that the percentage of the contract labour to the total labour in that State was the highest (39.2) in Mysore and the lowest (5.8) in West Bengal.

Wages and Earnings.— As revealed by the survey, the principal employers exercised no control over the payment of wages to contract workers. The contractors made payments to their workers independently. The consolidated wages rates of different categories of workers employed directly as well as through the contractors on time-rate basis (All-India basis) are given in the following table:—

Category of Workers Unit			Consolidated wages in Rupees in	
			All-India	
			Contact Labour	Director Labour
General (male)	Workman	Day	1.50	1.25
		to		to
			3.62	5.22
		Month	45.00	50.00
		to		
			100.00	132.80
		Day	2.50	1.25
		to		to
General (female)	Female Workman			5.22
		Day	3.00	-
		to		-
		Month	75.00	61.00
Cartman. Driver.		to		to
			100.00	380.38
		Day	3.00	-
		to		-
Cleaner.			5.00	
		Month	30.00	60.00
		Day	2.00	-
		Month	-	50.00
Sealingman.				to
				60.00
		Day	2.00	3.58
		to		
Solderman.			6.00	
		Month	-	94.00
				to
				199.00
Testingman.		Day	1.75	-
		to		
			2.50	
		Day	4.00	-
Muccadams.		to		
			4.50	
		Day	3.00	3.58
		to		to
Painters.			3.75	5.77
		Month	-	94.00
				to
				155.59

Other Cash Allowances.— Only 2 out of 54 contractors covered paid such allowances to their workers. Of these, one contractor paid 5 and 2½ per cent. of the total earnings as trip allowance to his permanent drivers and cleaners respectively. The other contractor paid daily allowance of Rs.2.00 and Rs.1.50 to his drivers and cleaners respectively.

Overtime Payment.— Of the 54 contractors, only 13 reported that they took overtime work from their workers. Of these, 12 contractors made extra payment at the rate of ordinary wages and the remaining one at double the ordinary rate of payment.

Bonus.— The survey revealed that the contract workers were not getting any type of bonus either from the principal employers or the contractors. However, one contractor reported to have made ex-gratia payment of Rs.200.00 to Rs.300.00 to his muccadams during the year 1962.

Working Conditions: Daily Hours of Work.— The survey revealed that the actual working hours of contract workers varied between 6 and 10 per day. Of the 54 contractors, 22 employed time-rated workers only, 29 piece-rated workers only and the remaining 3 time-rated as well as piece-rated workers. Out of the 25 contractors who employed time-rated workers, as many as 20 took work for 8 hours per day, two took work from 7½ to 8 hours a day and one took 6 hours' work a day. The remaining 2 contractors had no fixed hours of work. As regards piece-rated workers, of the 32 contractors, who employed them, 10 took work 10 hours a day, 16 took 8 hours' work, whereas the workers of the remaining 6 contractors had no fixed hours of work as they were employed on loading and unloading job which were of irregular nature.

Weekly Hours of Work.— The information collected during the survey revealed that the weekly hours of work of contract workers varied from 36 to 60. Of the 25 contractors who employed time-rated workers, as many as 19 took 48 hours of work per week from their workers, one each took 36, 45, 51 to 54 and 56 hours of work per week, whereas the remaining 2 had not fixed the weekly hours of work in respect of their workers. Of the 32 contractors who employed piece-rated workers, 16 took 48 hours' work per week, 10 took 60 hours' work per week, whereas the remaining six contractors had not fixed the weekly hours of work for their workers.

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Rest Interval.— The survey revealed that a majority of the contractors covered allowed rest interval to their workers. Its duration, however, varied from 1 to 2½ hours. On one case the duration of the rest interval was as high as 6 hours. In this case, the piece-rated workers doing soldering work, had to wait for want of sufficient work. Of the 25 contractors, who employed time-rated workers, 18 allowed rest interval of one hour's duration, 5 of 2 hours' duration; whereas in respect of the remaining 2 contractors its duration was not fixed. Of the 32 contractors who employed piece-rated workers, 29 only allowed rest interval to their workers. Of these, 4 contractors allowed rest interval of 1 hour's duration, 16 of 2 hours' duration, one each of 2½ hours' and 6 hours' duration, whereas in the case of remaining 7 contractors, its duration was not fixed.

Shifts.— Of the 54 contractors, as many as 53 worked one shift a day and the remaining one, three shifts a day. The contractor working 3 shifts a day had introduced a system of ~~changing~~ change-over of shifts every week.

Weekly rest.— Of the 54 contractors covered as many as 48 allowed weekly off to their workers. Of these only 5 contractors allowed it with wages.

Leave and Holidays with Pay.— Under the Factories Act, 1948, every worker who has worked for a period at least 240 days during a calendar year, is entitled during the subsequent year to annual leave with wages at the rate of one day for every 20 days worked in case of adults and one day for every 15 days worked in case of children. The survey reveals that only some of the contractors allowed leave with wages to their workers.

Welfare.— The survey revealed that the contractors had not provided any welfare facility to their workers themselves. The principal employers, had, however, extended some of the facilities meant for direct workers to the workers of their contractors also.

Social Security.— Accidents and Workmen's Compensation.— In case of accidents the workers employed in this industry were eligible for compensation either as per the Workmen's Compensation Act, 1923 or the Employees' State Insurance Scheme, if applicable. The available information revealed that the workers of as many as 23 out of 54 contractors were getting compensation in case of accidents. The workers of 16, out of these 23 contractors were covered under the Employees' State Insurance Scheme and as such enjoyed benefits provided thereunder.

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Of the remaining 7 contractors, 2 paid compensation themselves as mutually agreed between them with the unions; in 3 cases the compensation was paid by their principal employers as per Workmen's Compensations Act, whereas in the remaining 2 cases the contractors, in order to avoid the risk of compensation, got their workers insured.

The information collected from these 7 contractors revealed that no accident took place during the period of enquiry.

Maternity Benefit.- Of the 54 contractors, only 1 engaged women workers, but no maternity benefit was paid to them by him.

Provision for Future.- As revealed by the survey, neither any contractor nor any principal employer made any provision for future such as Provident Fund, Gratuity, Pension, etc., for contractor labour.

Trade Unions.- According to the information collected, only 5 out of 54 contractors covered were members of 3 unions. Of these, one was exclusively for contract workers whereas the remaining 2 were common to both contract and direct workers.

Industrial Relations.- None of the 54 contractors covered had any set grievances procedure for redressing the grievances of workers. Generally the grievances of workers were settled either directly with contractors/ principal employers or through the help of unions.

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56. Labour Administration.

India - January 1965.

Assam: Annual Report on the Working of
the Factories Act, 1948, during 1961*.

The following information about the working of the Factories Act in Assam is taken from the Annual Report for the year 1961.

Number of factories.— The total number of registered factories during the year reached 1,317 against the previous year's total of 1,281. A total of 42 new factories were registered and 6 old factories were crossed off from the list of registered factories during the year. The net increase in number was 36.

Of the total number of 1,317 factories at the end of the year, 1,230 factories were registered under Section 2(m)(i), two were under Section 2(m)(ii) and 85 were under Section 85 of the Act. Out of them, a total of 1,247 factories were working during the year, 1,174 of which were under Section 2(m)(i), one under Section 2(m)(ii) and 72 under Section 85. The rest of the factories were not working during the year. Of the 1,247 working factories, returns were received from 1,083 factories.

Employment.— The average daily number of workers employed in 1,083 working factories which submitted returns was 76,929 during the year, against the previous year's figure of 74,339 in 1,091 working factories that submitted returns. In the 164 working factories which failed to submit returns, a total daily average of 3,286 workers was estimated.

* Annual Report on the Working of the Factories Act, 1948 in Assam for the Year 1961:1964:
Printed at the Assam Government Press, Shillong:
Price Rs.3.50 or 5s.3d. pp.46.

Therefore, including the estimated figure, total of daily average of 80,215 workers were employed in 1,247 working factories during the year, against the previous year's total of 79,160 workers in 1,230 working factories. Thus, in 1961 there was an increase of 1,055 workers over the previous year's figure in the total daily average employment.

In 1,083 working factories that submitted returns, the total average daily employment was 76,929 consisting of 75,461 adults, 1,108 adolescents and 360 children against the previous year's total of 72,717 adults, 1,367 adolescents and 255 children. The total number of male workers employed during the year was 69,864 consisting of 68,326 adults, 913 adolescents and 360 children. The total number of female workers employed was 7,065 consisting of 6,870 adults and 195 adolescents. No girl children were employed in the factories during the year. Compared with the previous year's figures, the number of adult male workers employed rose by 2,245 in 1961, that of adult female workers rose by 244, that of adolescent males dropped by 376, that of adolescent females increased by 117, that of boy children increased by 123 and that of girl children dropped from 18 to zero.

Over the three five year period beginning 1947, the trend of employment in factories is indicated in the following average daily number of employment.

Year		Average daily number of employment.	Percentage of increase over 1947 figure.
(1)		(2)	(3)
1947	---	56,119	-
1952	---	66,620	18.7 percent.
1957	---	72,380	28.9 "
1961	---	80,215	42.9 "

Inspection.— The total number of inspections done by the inspecting staff during the year was 736 covering a total number of 692 registered factories. Out of 692 factories inspected, 44 were inspected twice. No factory was inspected more than twice. Of the total of 1,317 registered factories, 625 factories could not be inspected during the year. The percentage of inspection was 52.5 while 47.5 per cent. factories were not inspected.

In addition to above, as many as 97 un-registered premises were inspected by the officers of the Inspectorate with a view to bringing them on to the register and 12 visits were paid to proposed sites for new factories. Including these, the total number of inspections done during the year stood at 845. A large number of visits was also necessitated to dispose of complaints from various quarters.

The labour officers in the capacity of additional factory inspectors visited 52 factories during the year.

Prosecutions and Convictions.- Prosecutions launched against two factories during the year on 6 charges, and convictions were obtained on 5 charges. The occupier and the manager of one factory were fined Rs.25 each, and those of the other were fined Rs.50 each. Out of the five charges mentioned above, two related to breach of safety provisions, and the other three related to other offences. The results of two cases launched in 1959 still remained pending in the Court.

Accidents.- The total number of factory accidents reported during the year was 1,078. Six of them were fatal accidents and 1,072 were non-fatal against the previous year's figures of seven fatal accidents and 1,090 non-fatal accidents. The total number of accidents decreased in 1961 by 19.

In case of 1,031 non-fatal accidents occurring during the year the workers returned to their work after a total loss of 15,524 man-days of work, while 26 injured persons in case of accidents occurring in the previous year returned to their work during the year of report after a loss of 513 man-days of work. Thus, the total man-days of work lost due to factory accidents during the year was 16,037 against the previous year's total of 15,121 man-days.

Industry-wise, the highest number of accidents occurred in the Railway Workshops with a total of ~~25~~ 362. None of these accidents was fatal. The next highest numbers of accidents occurred in Tea Factories with a total of 233 accidents of which three were fatal, followed by 208 accidents (all non-fatal) in Petroleum Refineries, 58 accidents (all non-fatal) in General and Jobbing Engineering, 40 accidents (one fatal) in Plywood factories, 38 accidents (all non-fatal) in Match Factories and 25 accidents (one fatal) in Metal Container factories. The number of accidents in the rest of the industries were smaller.

Classified according to causes, the maximum number with 235 accidents (all non-fatal) was attributed to "stepping or striking against objects". The next highest number with 212 accidents (all non-fatal) was due to "struck by falling body" while the next highest number with 187 accidents (3 fatal) were caused by "Machinery driven by Power". Amongst other major causes, "Use of Hand Tools" accounted for 116 accidents (all non-fatal), "Handling Goods or Articles" accounted for 52 accidents (2 fatal), "Persons falling on the flat" accounted for 43 accidents (all non-fatal), "Person falling from a height" accounted for 30 accidents (one fatal) and "Miscellaneous other ~~the~~ causes", accounted for 171 (all non-fatal) accidents.

Power driven machinery took a toll of 187 accidents including 3 fatal against the previous year's total of 182 including 2 fatal accidents. The percentage of accidents caused by power driven machinery was about 17.4 per cent. The maximum number of power driven machine accidents occurred in the tea factories accounting for 126 including 3 fatal accidents. Plywood factories accounted for 13 (including one fatal), Railway Workshops accounted for 9, Petroleum Refineries for 8, General and Jobbing Engineering for 7, Match Factory for 7 and oil Mills for 5 accidents of this category. It is noticed that in Railway Workshops and Petroleum Refineries where the total number of accidents were very high, the proportions of machinery accidents were very low.

Classified according to machinery groups, Transmission machinery caused 22 accidents including 2 fatal, Machine Tools for metal working caused 7 accidents including one fatal, Wood Working machinery of all types caused 11 accidents and "Other power driven machinery" caused 146 accidents. The last group of machinery includes most of the tea manufacturing machinery which alone accounted for 104 out of 146 accidents.

The accidents trend in the last 5 years beginning with 1957 is indicated below:-

Year	Number of Accidents			Frequency rate (No. of acci- dents per 1000 workers employed).	Proportion of fatal to total number of accidents.
	Fatal	Non- fatal	Total		
1	2	3	4	5	6
1957..	9	1,184	1,193	164	1 in 132
1958..	12	1,273	1,285	17.5	1 in 107
1959..	8	1,233	1,241	15.9	1 in 155 1 in 155
1960..	7	1,090	1,097	14.4	1 in 156
1961..	6	1,072	1,078	13.4	1 in 179

Safety in factories.- All efforts were made by this Inspectorate for implementation of all the safety provisions in factories. The importance of these were stressed on the managements and special attention was paid to fencing of machinery. Whenever defects were noted as regards safety provisions in factories in course of inspection, strict orders and warning with remedial measures were served on the managements for rectification of the same immediately. Compliance were readily obtained from the managers concerned. However, many of the factories could not be inspected during the year under report. Judging from the standard of safety precautions reported from those factories which could not be inspected during the year, it would appear that a good deal of improvements in safety measures might be necessary in many of the factories, ^{which} remained uninspected during the year.

During the year the Inspectorate took special interest in supervision of general standard of sanitation maintained in the factories. All possible measures like widening of doors, windows and other openings, raising of roof, etc., for improving ventilation and lighting were suggested. Measures were also suggested for removal of dust, fumes, etc., from the working environment and for better cleanliness and house keeping, etc., in factories, in order to maintain health and efficiency of the factory workers in different types of occupations. The compliance in respect of these suggestions and recommendations were easily obtained in majority of cases. The cases where compliance could not be obtained for various reasons have been followed up. Further in view of improving working conditions of the factories due considerations were given to ventilation, lighting and sanitation in approving plans submitted for establishing new factories or for ~~removing~~ extension of existing factory buildings.

The Medical Inspectors kept strict vigilance on the health of the workers in the factories during their inspection. They carried out medical examinations of the workers engaged specially in chemical works, handling of harmful substances, handling of lead compounds and complaints, etc., in order to determine health hazards in the occupations concerned. Based on the findings and conclusions of their medical examinations, they recommended measures for protecting the health of the workers at the work sites with special reference to their nature of occupations. Recommendations were also made by them to protect health of workers, from bad effect of dust, fumes, etc., in many factories. Compliance on their recommendations were readily obtained in most of the cases. In general, the health of the workers were found satisfactory. There was no report of notifiable occupational disease from any factory. No epidemics were reported from factories during the year.

Canteens, Creches, Rest Rooms, etc. - There were twelve Canteens maintained in factories during the year. The average daily number of workers employed in the factories concerned was 4,372. In three of these Canteens cooked food as well as refreshments and tea were supplied to an average daily number of 1,678 workers. In other nine Canteens average daily number of 2,694 workers were served with tea and snacks only. In all the Canteens a part of the total expenditure in serving with meals, tea and snacks was borne by the occupiers of the factories concerned.

As regards the daily attendance of workers in ~~the~~ these Canteens, it was reported that in five out of seven Canteens of tea factories the attendance was very satisfactory and was as high as an average daily of 853 in two shifts with a workers strength of 936 normally employed daily, attendance being 91 per cent. In three Canteens of other factories a daily average of 160 workers took meals throughout the year, while in another factory many more took refreshment and tea.

During the year, in 6 factories, Creches were maintained and 352 children were benefited with facilities provided in these Creches. Shelters, rest rooms and lunch rooms were provided and maintained in 6 factories.

Certification of Young Persons.-As many as 1,468 young persons including adolescents and children were employed in the factories during the year. None of them was certified by Certifying Surgeons as in the previous years. Some of the young persons worked in factories on the strength of the certificates issued by factory Medical Officer. It has been pointed out that in the annual reports of last few years that the Certifying Surgeons appointed under Factories Act, are whole time officers under the Medical Department and as such they had to be busy with their own work and had no time to attend factories for certification of young person and health of workers. Under the circumstance, this inspectorate had to show relaxation regarding employment of young persons in factories. The Medical Inspectors of Factories, however, looked after the health of workers in factories during their inspection with special attention to the environmental conditions at different occupations.

Annual Leave with Wages.- During the year, compliance as regards annual leave with wages were fairly satisfactory. In total 32,966 workers worked for 240 days or more during the year. A total number of 74,601 workers were granted leave with wages as per annual reports ~~with~~ received from different factories. It was noted that 3,778 workers did not avail annual leave with wages during the year.

As many as 39,235 workers were subjected to exemptions from Section 52 of the Act and 33,366 of them were granted compensatory holidays in the same month in which they lost their regular holidays. The rest were allowed to avail the same during the next month.

Exemption.- During the year exemptions were granted from the restriction of hours of work under Section 65(2) to some factories on special cases. All Tea Estate Factories were granted exemptions under Section 62(2) for the month of August, September and October to cope with extra load of work during the peak of manufacturing season. Exemptions were also granted on similar reasons to State Transport Central Workshop at Gauhati under Section 65(2). The Assam Government Press, Shillong and Assam Government Press, Gauhati were granted exemptions under Section 65(2) on several occasions from restrictions of hours of work. The Assam Government Press, Shillong was also granted exemptions under Section 5 and Section 53(1).

Payment of Wages.— During the year the payment of wages in factories was found satisfactory. A few complaints regarding non-payment of overtime and annual leave wages were received from Workers during the year which were enquired into immediately and where discrepancies were found, instructions were issued to managements concerned for payment of arrears wages to the complainants. The managements concerned were found to comply with the instructions. No prosecutions under the Payment of Wages Act for non-payment of wages had to be launched during the year.

Returns were submitted by 1,006 factories, The total amount of Gross Wages paid to 72,256 workers during the year was Rs.63,438,315.68 for a total number of 18,605,456 man-days worked against previous year's amount of Rs.61,259,574.94 paid to 71,795 workers of 1,068 factories for 18,423,125 mandays worked.

This amount included basic wages of Rs. 45,062,196.64, allowances of Rs.13,082,470.63. Money value of concessions of Rs.2,311,050.02. Bonus of Rs.3,363,241.09 and arrear of Rs.159,497.29 in the factories from which returns were received. There were 3,128 workers who earned more than Rs.200 upto Rs.400 per month and gross wages paid to them during the year for 938,208 mandays worked amounted to Rs.11,255,371.14 of which Rs.6,128,119.32 was basic wages, Rs. 3,185,638.40 was allowances, Rs.970,784.78 was Bonus, Rs. 948,518.06 was Money value of concession and Rs.22,310.58 was arrears.

The average daily number of workers earning less than Rs.200 per month was 69,128. They were paid total gross wages of Rs.52,182,944.54 for 17,667,248 Mandays of work done during the year. There had been 43 cases of Fines involving total amount of Rs.52.75 all confined to workers earning less than Rs.200 per month. The total number of cases of deductions for damages or loss was 149 of which 37 cases involved workers earning more than Rs.200 upto Rs.400 per month. The total amount of deductions realised was Rs.103.15 out of which Rs.92.63 was realised from workers getting less than Rs.200 per month and Rs.10.52 from workers getting more than Rs.200 upto Rs.400 per month.

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Madras: Working of the Plantations
Labour Act, 1951 in the State of
Madras for the Year 1963*.

The following information about the working of the Plantations Labour Act in Madras is taken from the annual report on the Act for the year 1963.

Extent and applications.— The Plantations labour Act, 1951 applies to all coffee, tea, rubber, cinchona and cardamom plantations of 25 acres (10.117 Hectares) or more in area and wherein 30 or more persons are or were employed on any day of the preceding 12 months. There were 289 plantations employing 74,738 workers on an average (inclusive of estimated number of workers in respect of plantation not submitting returns) in the State at the end of the year.

Consequent on the coming into force of the provisions of the Plantations Labour (Amendment) Act, 1960 on 21 November 1960 which conferred on the State Government powers for notifying those plantations which were fragmented on or after 1 April 1954 with a view to evade the implementation of the provisions of the Act, notwithstanding that (a) it admeasures less than 10.117 Hectates or (b) the number of persons employed therein is less than 30 persons, the provisions of the Planations Labour Act, 1951 were made applicable to 29 estates. No additions were made during the year 1963.

Returns.— Eighty-seven per cent. of the plantations submitted annual returns in time during the year. Action was taken against the defaulters for not submitting the prescribed returns in time.

* Report on the Working of the Plantations Labour Act, 1951 in the State of Madras for the Year 1963: Government of Madras: 1964: Price Re.0.75. pp. 3+i.

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Employment.- There were 138 coffee plantations employing 12,130 workers, 127 tea plantations employing 58,869 workers. Seventeen rubber plantations employing 1,931 workers, two cinchona plantations employing 1,485 workers and five cardamom plantations employing 323 workers covered by the Act during the year under report.

Plantations according to working strength and number of days worked.- During the year under report, 61 plantations worked with less than 30 workers; 28 plantations employed 30 or more but less than 50 workers; 37 plantations employed 50 or more but less than 100 workers; 73 plantations employed 100 or more but less than 500 workers; 53 plantations employed 500 or more but less than 1,000 workers; 19 plantations employed 1,000 or more but less than 5,000 workers.

One plantation worked for more than 120 days but not more than 180 days; 16 plantations worked for more than 180 days but not more than 240 days; 65 plantations worked for more than 240 days but not more than 300 days and 169 plantations worked for more than 300 days during the year under report.

Hours of employment.- Maximum weekly hours of work per adult worker are restricted to 54 and in respect of adolescents and children 40. Employment of children below 12 years of age and of women between 7 p.m. and 6 a.m. has been prohibited.

Leave with wages.- During the year under report, leave with wages was reported to have been granted to 29,719 men, 35,059 women, 1,473 adolescents and 224 children of whom 1,279 men, 427 women, 100 adolescents and 7 children were granted leave amounting to 30 days.

Sickness and Maternity Benefit.- During the year under report, 40,370 workers were paid sickness allowance amounting to Rs.321,480.96. A sum of Rs.365,857.33 was paid as maternity benefit in respect of 6,870 claims as against Rs.358,235.24 in respect of 6,049 claims in the previous year. Two women workers died before confinement and nine after confinement.

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Madras Plantations Labour Rules, 1955.— To secure effective enforcement of the provisions of the Plantations Labour Act, 1951, the State Government framed rules under the Act. The enforcement of the provisions of rules 29 and 30 relating to canteen and rules 37 to 42 relating to educational facilities which were brought into force with effect from 1 December 1958, has been kept in abeyance, till the other more important provisions are fully complied with.

Provisions relating to Health: (i) Drinking Water.— The managements of all plantations covered by the Plantations Labour Act, 1951 have provided drinking water facilities to their workers either by providing taps or wells. During the year 1963, the chief Inspector of Plantations approved the sources of water-supply in respect of one plantation, under rule 11 of the Madras Plantations Labour Act Rules, 1955.

(ii) Conservancy.— As required by the Madras Plantations Labour Rules, 1955, latrines are provided in all the Plantations near the workers' hours, weighing and muster sheds and the office.

(iii) Medical facilities.— During the year under report, Government have approved one medical scheme finally in respect of 4 plantations.

The provision of group hospitals as required under Rule 21 of the Madras Plantations Labour Rules, 1955, has been deferred till all the garden hospitals get themselves stabilised and till then, the estates could use the nearby Government hospitals for the specialised treatment which may be necessary in individual cases.

Welfare Provisions.— Canteen.— Rules 29 and 30 of the Madras Plantations Labour Rules 1955, provide for the provision of one or more canteens with facilities for sale of coffee, tea and snacks to workers on a no-profit basis in every plantation wherein 150 workers or more are ordinarily employed. Although these rules were notified to come in to force on and from 1 December 1958, the enforcement of this provision has been deferred, till the other more important provisions of the Act are complied with.

Creches.— Plantations wherein fifty or more women workers are employed or were employed on any day of the preceding 12 months, are required to provide and maintain creches in accordance with the standards laid down under the Rules 31 to 34 of the Madras Plantations Labour Rules, 1955 with suitable wash-rooms and latrine for the use of the children of the workers aged below six years. During the year under report, plans for construction of creches were received from seven planters and approved by the Chief Inspector of Plantations as required under Rule 31 of the Madras Plantations Labour Rules, 1955.

Recreational and educational facilities.— Planters are required to maintain and run schools for the benefit of workers' children as prescribed in Rules 35 to 42 of the Madras Plantations Labour Rules, 1955. Recreation centres are also to be provided by every employer for workers near the workers' quarters. The enforcement of this provision is however, deferred for the time being to enable the small planters to comply with the other important provisions of the Act first.

Estate schools, muster-sheds etc., are utilised by the Labour as recreation reading rooms.

Where suitable ground is available, foot-ball and volley ball pitches are provided. Many estates are providing sport equipments free to workers.

Housing accommodation.— Planters have provided 23,313 houses (newly constructed and renovated) conforming to the prescribed standards upto the end of the year under report. Planters have yet to provide 10,050 houses upto standards to the resident workers in plantations.

During the year under report, three housing schemes, including the schemes received in the previous year were approved. Some of the housing schemes received from the planters during the year are under examination. Twenty plans relating to the proposed construction of labour quarters and remodelling the existing labour quarters were received from the planters and approved by the Chief Inspector of Plantations during the year under report. There were no meetings of the Plantations Labour Housing Advisory Board during the year under report, as the Board had to be reconstituted.

Under the Plantations Labour Housing Scheme, the Government of India advances to the State Government loans bearing interest fixed from time to time recoverable in 30 equated annual instalments. The assistance of State Government to planters in this regard will not exceed 80 per cent. of the actual cost of construction of houses exclusive of the cost of land and its development subject to a maximum of Rs.1,920 per house. Upto the end of the Second Five-Year Plan period, loan assistance was availed of by 10 planters, for the construction of 191 houses of which, 155 houses have been fully completed.

In the Third Five-Year Plan, a provision of Rs.500,000 was made for this purpose. During the first year of the Third Five-Year Plan 1961-62, a sum of Rs.19,200 being second instalment of loan, the initial loan having been sanctioned during the Second Five-Year Plan period, was paid to the planters, for the of Athukanal and Kamanur Estates, Pattiveeranpatti.

. During the second year of the Third Five-Year Plan, 1962-63, Government have sanctioned a loan of Rs.61,440 to the South Travancore Plantations, Nagercoil, for the construction of 32 houses in Corrimony group of estates, Nagercoil. The planter was paid Rs.46,080 being first and second instalments (Rs.15,360 + Rs.30,720) since the construction of houses was reported to have reached plinth level. A sum of Rs.15,360 was also paid to the planters of Poopalan Kodaikanal and Vilcumbu Estates, Pattiveeranpatti, as second instalment of loan, the initial loan having been ~~sanctioned~~ sanctioned for construction of 16 houses during the Second Five-Year Plan period, when the construction of houses reached plinth level. During the year, 48 houses have reached plinth level.

Inspections.- Inspectors appointed under the Act, inspected 153 plantations more than three times, 54 plantations thrice and 79 plantations twice. Besides the Inspectors have made 845 Sundays, surprise, special and night visits during the year.

Complaints.- Three hundred and fourteen complaints were received relating to non-compliance with certain provisions of the Act of which 304 cases were disposed of and 36 cases were pending at the end of the year under report.

Prosecutions.- Prosecutions were launched against two planters, of which one ended in admonition and one in conviction. The conviction was subsequently set aside on appeal.

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Indian Dock Labourers Act, 1934 and
Dock Workers (Regulation of Employment)
Act, 1948 extended to Goa, Daman and Diu.

In exercise of the powers conferred by section 6 of the Goa, Daman and Diu (Administration) Act, 1962, the Central Government has extended the Indian Dock Labourers Act, 1934 (19 of 1934) and the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948) to the Union Territories of Goa, Daman and Diu.

(Notifications No.F.18/5/64-UTL and
No.F.18/6/64-UTL;
The Gazette of India, Extraordinary,
Part II, Section 3, sub-sec.(i),
dated 30 December 1964).

Chapter 6. General Rights of Workers.

64. Wage Protection and Labour Clauses in Employment Contracts with the Public Authorities.

India - January 1965.

Payment of Wages (Amendment) Act, 1964 (No. 53 of 1964).

- The Payment of Wages (Amendment) Bill 1964, as passed by Parliament (vide pages 75-79 of the report of this Office for May 1964) received the assent of the President on 30 December 1964 and has been gazetted as the Payment of Wages (Amendment) Act, 1964 (No.53 of 1964).

It shall come into force on such date as the Central Government may, by notification in official gazette appoint.

(The Gazette of India, Extraordinary,
Part II, Section 1, 30 December 1964).

Contract Labour in Iron and Steel
Industry to be Abolished.

Addressing a meeting of the Industrial Committee on Iron and Steel, Shri D. Sanjivayya, Minister of Labour and Employment, said at Jamshedpur on 15 January 1965, that the Government was contemplating legislation to abolish the system of contract labour in the iron and steel industry. He said the matter was discussed recently at a meeting of the standing labour committee which considered tentative draft of the proposed legislation. The Government's intention on this point was quite clear. He expressed the hope that pending legislation the employers would take steps to abolish the contract system wherever practicable.

(The Hindustan Times,
16 January 1965).

67. Conciliation and Arbitration.

India - January 1965.

Industrial Disputes (Amendment) Act, 1964
(No. 36 of 1964).

-- By a notification dated 18 December 1964, the Government has announced that the Industrial Disputes (Amendment) Act, 1964, (vide pages 104-108 of the report of this Office for December 1964) shall come into force from 19 December 1964.

(The Gazette of India, Extraordinary,
Part II, Sec.3, Sub-sec.(ii),
dated 19 December 1964).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - JANUARY 1965.

71. Employees and Salaried Intellectual
Workers.

Increased Dearness Allowance for Central
Government Employees: Report of Dass
Commission published.

The Central Government has accepted the recommendation of Mr. S.K. Das, giving increased dearness allowance for Central Government employees drawing below Rs.600 per month. The Government had appointed an one man Committee to review the question of dearness allowance (vide page 82 of the Report of this Office for July-August 1964).

People with salaries between Rs.400 and Rs.600 get the biggest increase. Their existing rates of Dearness Allowance range between Rs. 1 and Rs.20; they will now get an allowance of Rs.70. Employees in the pay slab of Rs. 70 - 109 will get an increase of only Rs.7.50.

The new rates of Dearness Allowance will be:

<u>Pay Range</u>		<u>Dearness Allowance</u>
Rs.		Rs.
70 - 109	---	28
110 - 149	---	42
150 - 209	---	54
210 - 399	---	66
400 - 599	---	70

Marginal adjustments will be made for salaries between Rs.600 and Rs.669.

About 2,100,000 employees will benefit from the Government's decision.

The Government has not accepted so far the recommendation that the upper pay limit for Dearness Allowance should be extended from Rs.600 to Rs.1,200.

The Das Commission has recommended a Dearness Allowance of Rs.80 for those drawing between Rs.600 and Rs.799 a month; Rs.85 for those drawing between Rs.800 and Rs.999, and Rs.90 for those drawing between Rs.1,000 and Rs.1,200.

According to a summary of the Commission's report, Shri Das has made some comments on the formula of the Second Pay Commission under which dearness allowance rates are reviewed whenever the average for 12 months of the cost of living index rises by 10 points. He has indicated that this requires further examination, but has made no specific recommendation.

The new rates of dearness allowance will be given with retrospective effect from 1 October 1964.

(The Statesman, 5 January 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA- JANUARY 1965.

81. Employment Situation.

Meeting of the Central Committee on -
Employment, New Delhi, 12 January 1965:
Unemployment due to growth of Population
and limited financial resources.

At a meeting of the Central Committee on Employment held at New Delhi on 12 January 1965, Shri D. Sanjivayya, Union Minister for Labour and Employment said that in spite of a steady expansion of employment opportunities, unemployment continued to grow. The reasons for this were growth of population and limited financial organisational and physical resources. In this context he referred to the tentative fourth Plan target for employment and said that with this problem attention should be given to the question of finding additional work for the underemployed, who numbered, according to a third Plan estimate, 15 to 18 million.

Shri Sanjivayya laid emphasis on greater utilisation of rural manpower and explained that attempts were being made to activate the employment information and assistance bureau to integrate it with the rural development programmes. Shri Sanjivayya expressed the view that a major part of work about employment and manpower planning had to be done by employers' organisations. The outcome of a seminar held last year in this connection was commendable and its recommendations were being followed up. Apart from this, a number of other programmes were being planned currently to "cover the gaps in our existing knowledge about unemployment". After these were completed, it would be possible to determine the extent of the problem "with greater confidence".

Another issue on which the Minister focussed attention related to the impact of technological advance on employment. This was a problem, he said, to be considered in the light of the basic policies laid down in the Plans.

Apparently not satisfied with the way the problem was being handled, Dr. V.K.R.V. Rao, member of the Planning Commission, said that there should be a sub-committee at the Centre to ensure greater liaison between the Labour Ministry and the departments directly concerned with the creation of jobs. His suggestion that a similar step should be taken in the States is understood to have led to a discussion on how the extra cost for this set-up was to be met.

The committee recommended that employed or under-employed people seeking better jobs could be registered separately at the employment exchanges. It also suggested that there should be a special unit at each State headquarters to examine and deal with the employment aspect of Plan schemes.

(The Statesman, 13 January 1965).

Employment Exchanges:- Working during
November 1964.

According to a Review of the principal activities of the Directorate General of Employment and Training for the month of November 1964, the following was the position of registration, recruitment, live register, vacancies notified and employers using employment exchanges:-

Items	October 1964.	November 1964.	Increase (+) or Decrease (-)
1	2	3	4
Registrations.	261,148	260,936	- 212
Placements.	46,314	49,318	+ 3,004
Live Register.	2,599,626	2,535,633	-63,993
Vacancies Notified.	73,361	73,969	+ 608
Employers using Exchanges.	13,746	13,391	- 355

Shortages and Surpluses.- Shortages were experienced during the month in respect of doctors, engineers, draughtsmen, stenographers, compounders, nurses, midwives, electricians, overseers, trained teachers, accountants and fast typists, while surpluses continued to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Gorakhpur Labour Organisation.- The Labour Depot, Gorakhpur, recruited 1,354 workers during the month of November, 1964.

Employment Market Information.- Employment Market studies were in progress in 258 areas in different States.

Development of surplus and retrenched Personnel.- During the month under review 2 persons were retrenched from River Valley ~~Corporati~~ Projects, 17 were registered and 175 were placed in employment. The detailed information is given in the following table:-

Name of Project.	No. awaiting assistance at the end of October 1964.	No. retrench- ed during the month.	No. of ret- rench- ed per- sonnal (includ- ing those left voluntarily) registered during the month for employment assistance.	No. placed during the month.	No. left indicat- ing no desire for assist- ance.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6	7
1.Damodar Valley Corporation.	203	1	1	1	-	203
2.Bhakra Nangal Project.	10	1	1	-	3	8
3.Bhilai Steel Project.	476	-	169	169	-	476
4.Durgapur Steel Project.	53	-	4	-	-	57
5.Special Cell of the Ministry of Home Affairs.	316	-	-	5	-	311*
Total.	1,058	2	175	175	3	1,055

NOTE:- Total of columns 2 and 4 is equal to the total of columns 5,6 and 7.

*Class II....51; Class III & VI... 260.

Opening of Employment Exchanges.- Only one Employment Exchange (U.E.B.) was opened during the month. The total number of Employment Exchanges including the U.E.B. was 391 at the end of November 1964.

It has been decided to set up 4 Special Employment Exchanges for the Rehabilitation of displaced persons from East Pakistan in Madhya Pradesh (at Mana), West Bengal, Assam and Tripura. The Exchange at Manahas already started functioning and steps are being taken to open the remaining 3 Exchanges at Calcutta, Gauhati and Agartala.

(Monthly Review of the Principal Activities of the Directorate General of Employment and Training for the Month of November 1964; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

83. Vocational Training.

India - January 1965.

Labour Ministry's Training Schemes: Working during November 1964.

According to the Review on the Principal activities of the Directorate-General of Employment and Training for the month of November 1964, there were 298 institutes for training craftsmen and 30 centres holding part-time classes for industrial workers. The total number of seats introduced stood at 93,884 and the number of persons under-joint training under the craftsmen training scheme and part-time classes for industrial workers was 80,774.

Central Training Institute for
Instructors.- Session which commenced on 1 May 1964, at all the Central Training Institutes for Instructors is in progress. The present admission, position in each Central Training Institute is as under:-

Central Training Institute for Instructors, Calcutta.	408
Central Training Institute for Instructors, Bombay.	282
Central Training Institute for Instructors, Kanpur.	252
Central Training Institute for Instructors, Madras.	198
Central Training Institute for Instructors, Hyderabad.	105
Central Training Institute for Instructors, Ludhiana.	142
Central Training Institute for Women Instructors, Curzon Road, New Delhi.	105

Sanction of Seats under the Training
Schemes.- During the month of November 1964, 128 seats were sanctioned under the Craftsmen Training Scheme and 60 under the Scheme of Part-time classes for Industrial Workers. The progressive total of seats sanctioned so far is given below:-

	Seating Capacity at the end of		
	October 1964.	November 1964.	Increase (+) or Decrease (-).
a) Craftsmen Training Scheme.	65,934	66,062	+128
b) National Apprenticeship Scheme.	4,387	4,387	-
c) Part-time Classes for Industrial Workers.	4,195	4,255	+ 60
d) Number of new I.T.Is. sanctioned.	156	156	-

Equipment.— Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay are being assisted by foreign aid programmes. These Projects functioning under Craftsmen Instructors Training Scheme are being aided by S.F.P. of the U.N.O. except the one at Bombay, which is being assisted by the AID Agency of the United States. The progressive receipt position of equipment upto November 1964 is tabulated below:—

Name of Centre.	Value of aid (in Millions)	Receipt upto October 1964.	Received during November, 1964.	Total receipts upto November, 1964.
1	2	3	4	5
C.T.I. Kanpur.	1.390	1.311	Nil	1.311
C.T.I. Madras.	1.390	1.368	Nil	1.368
C.T.I. Hyderabad.	1.390	1.370	Nil	1.370
C.T.I. Ludhiana.	1.390	1.312	Nil	1.312
C.T.I. Bombay.	1.704	1.495	Nil	1.495

It may be mentioned that C.T.I. Calcutta have received all the equipment indented for. Out of the savings of previous P.T.Os., two fresh P.I.Os. amounting to \$ 28,000 have been issued but the equipments are still awaited.

Apprentices Act 1961.— The number of apprentices under the Apprentices Act was 14,130 at the end of September, 1964 of which 10,883 were full-term apprentices and 3,247 short-term apprentices.

(Monthly Review of the Principal Activities of the Directorate General of Employment and Training for the Month of November 1964: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

CHAPTER 9. SOCIAL SECURITY.

INDIA - JANUARY 1965.

92. Legislation.

More Workers to be covered by Employees'
State Insurance Scheme.

It is understood that the Government has decided to make the administration of the Employees' State Insurance Act simple and less cumbersome by amending the relevant Act. Under the Act about 2.7 million workers get medical, sickness and other benefits. The scheme will cover more workers soon as the wage limit is to be raised from Rs.400 to Rs.500 per month and the exemption limit from one rupee to Rs.1.50 per day.

A new provision will be made to grant a "funeral benefit" of a maximum of Rs.100 on the death of an insured worker. The rate of ~~disabment~~ disablement and dependants' benefits will be fixed at 25 per cent. over and above the sickness benefit rate.

(The Statesman, 19 January, 1965).

Provident Fund Scheme to cover more
Workers.

The Department of Social Security has decided to apply the Employees' Provident Fund scheme to the non-ferrous metals and alloys industry, travel agencies and forwarding agencies. Over 6,000 more employees will, as a result, become eligible for compulsory provident fund facilities. With this, the Employees' Provident Fund Scheme will cover 96 industries or classes of establishments, employing over four million persons.

The department has also decided to enhance the compulsory rate of provident fund contributions by employers and employees from $6\frac{1}{4}$ to 8 per cent. in tea, rubber, cardamom and pepper plantations and lime-stone mines employing 50 or more persons.

The enhanced rate will apply from 1 February, from ~~the contribution~~ when the contribution rate will be similarly stepped up in two other industries also - industrial power alcohol and asbestos cement sheets.

(The Hindustan Times, 13 January, 1965).

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JANUARY 1965.

111. General.

Controversy over introduction of Electric 'Cap Lamps' for Coal Miners: Rise in price of Coal demanded by Industry.

The question whether miners' primitive safety lamps should be replaced by modern electric 'cap lamps' and whether such safety measures lead to higher cost of production or to higher productivity has been referred to the Coal Board for fresh examination.

According to a phased programme drawn up in January, 1962, by the Chief Inspector of Mines, all coal miners should have been provided, by the end of last month, with electric "cap lamps" in place of the hurricane and other primitive lamps. It is not yet known whether all collieries have implemented this but in the meantime the coal industry and officials have been involved in a wrangle over whether the safety device will lead to higher productivity in the mines or not.

The coal industry has argued for the last three years that the provision of the "cap lamps" meant a burden to collieries that should be offset by a rise in the price of coal. It has calculated that the cost of the lamps to collieries producing, for instance, two million tonnes of coal would be 2.194 million rupees. On the basis of this, the industry has demanded a price increase of 55 paise a tonne to meet the cost of the lamps.

The Coal Controller and officials of the Steel and Mines Ministry, on the other hand, feel that the cost of the lamps will be marginal, mainly because of the rise in productivity that is expected as a result. No price rise is thus necessary, it is felt.

The official argument is that not only will the "cap lamps" increase safety in the mines but also make them more productive by making miners more mobile. Thus, apart from averting accidents - and thus obviating the need for compensation - it is felt that the miner will be able to work better since both his hands would be free and he would have better illumination than was provided by the hurricane and other lamps.

Several representations for a price rise made by the industry over the three years have been rejected. Another has been made recently, ~~claiming~~ claiming that the rise in production has not been equal to the higher costs and the matter has now been referred to the Coal Board to be examined anew.

(The Statesman, 12 January 1965).

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR JANUARY 1965.

INDIA - JANUARY 1965.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Payment of Wages (Amendment) Act, 1964
(No. 53 of 1964): (The Gazette of India,
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30 December 1964).

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December 30, 1964: Indian National Trade Union
Congress: Price Rs.3.00. pp. xiv+165+xxxxxi+70.

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OF THE NATIONAL ECONOMY.

- * "Review of Activities for the Year ending
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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

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Labour Act, 1951, in the State of Madras for
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of Madras, 1964: Price Re.0.75: pp.3+1.

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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
February 1965.

H.B.- Each Section of this Report may be taken
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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - FEBRUARY 1965.

11. Political Situation and Administrative Action.

New Cabinet formed in Orissa: Labour Portfolio
for Shri Nilamani Routroy.

Following the resignation of the Chief Minister of Orissa, Shri Sadashiva Tripathy was elected leader of the Congress Party of the State Assembly and sworn in as Chief Minister on 21 February 1965. In the new Ministry Shri Nilamani Routroy (Deputy Chief Minister) will be charge of the portfolios of Political and Services, Home, Supply and Labour. Shri Chandra Mohan Singh is the Deputy Minister for Labour and Jails.

(The Hindustan Times,
22 February 1965).

2

12. Activities of External Services.

India - February 1965.

Meetings:

During the period under review the Director attended -

- (a) The xxth Congress of the I.C.C. held at New Delhi from 6 to 13 February 1965.
 - (b) A Seminar on Industrial Development in a developing economy held at New Delhi on 27 February 1965. The Seminar was organised by the Shri Ram Centre for Industrial Relations and inaugurated by the Union Minister for Labour and Employment.
 - (c) A Seminar on Personnel Management and Industrial Relations held at Chandigarh from 20 - 22 February 1965, organised by the University of Punjab.
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3

13. Press and Opinion.

India - February 1965.

In addition to the attached clippings the following references to the activities of the ILO appeared in Indian journals received in the Office:

1. Writing about the international seminar on health and productivity organised by the Society for the Study of Industrial Medicine, held at Bombay, the 'Commerce' in its issue of 20 February 1965, mentions that the second joint ILO/WHO Conference on Occupational Health had spelled out a definition for "industrial health".
2. 'The Indian Worker', dated 22 February 1965 under its column 'World Labour Digest' refers to a resolution adopted by the Malaysian Trade Union Congress approving the ILO's action with regard to South Africa's apartheid policy.
3. 'The Indian Worker' dated 1 March 1965 refers to the international seminar on industrial health and productivity organised by the Society for the Study of Industrial Health which was held in Bombay, recently. Note is taken of ILO's participation in the meeting.
4. The same issue of the journal refers to the selection of a Regional Secretary of the INTUC for attending a course organised by the ILO's International Institute for Labour Studies.
5. 'The Indian Worker' dated 6 March 1965 refers to a statement by the Union Labour Minister about the verification of membership of various trade union organisations. An incidental reference is made to the ILO.

4

CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

INDIA - FEBRUARY 1965.

21. United Nations and Specialised Agencies.

United Nations Mission to Study India's Population Problems.

At the request of the Government of India, the United Nations has appointed an expert technical assistance mission to help India extend its current efforts to solve population problems involved in economic and social development.

As suggested by the Government, the team will have these assignments:

- To make a general review of the progress and effectiveness of the family planning programme launched by India in 1952 and, in keeping with the established goals and principles of the programme, advise the Government on ways of accelerating popular acceptance of the idea of smaller families, practice of family planning and reduction of the national birth rate.
- To advise the Government on a longer-range programme of action and research, while concentrating primary attention on immediate steps.
- To consider not only the needs for action within the family planning programme itself but also the problem of coordinating that programme with efforts in related social fields, including health, education, community development and the status of women.

The mission will stay in India for about two months and work with a counterpart team of Indian professional personnel.

The mission which has Sir Colville Deverell, Secretary-General of the International Planned Parenthood, as its chairman, is the first comprehensive mission provided by the United Nations in response to a request in the family planning field. Previously, smaller missions have worked on particular aspects of population problems relating to economic and social development.

5

25. Wage-Earners' Organisations.

India - February 1965.

New Deal for Labour Demanded by I.N.T.U.C.

The Indian National Trade Union Congress has called for a bold approach in regard to labour policies and programmes in the fourth Plan.

The INTUC has said that labour will not be content with the existing approach to its problems. The acceptance of democratic socialism as the nation's objective makes labour's expectation for a "new deal" justified.

The new deal, it said, should ensure among other things: a national wage policy to ensure the need-based minimum for all; linking of wages to prices; progressive rise in real wages; subsidised labour housing; a quick machinery for settlement of disputes; arbitration as the main plank for settling disputes; subsidised supply of essential items of food; promotion of a single strong central trade union organisation for the country and recognition of trade unions on the basis of quality plus numbers.

In a publication containing suggestions on labour policies and programmes for the fourth Plan, the INTUC has said that there should be an effective national wage policy guaranteeing a certain minimum to every citizen. It also demanded the appointment without further delay of wage boards for industries still left out.

Regarding industrial policy, the INTUC said that the public sector should function as an ideal employer. There should be a ceiling both on income and holdings - urban and rural. Planning should be employment-oriented so that the problem of unemployment and under-employment was reduced in size progressively.

The number of companies under individual control, should be "severely limited".

(The Hindustan Times, 12 February 1965).

6

28. Employers' Organisations.

India - February 1965.

Twentieth Congress of the International
Chamber of Commerce, New Delhi, 6-13
February 1965.

The XXth Congress of the International Chamber of Commerce was held at New Delhi from 6 to 13 February 1965. The theme of *was* the Congress, world progress through partnership. The Congress was attended by over 1,000 delegates from 45 countries. The Director of this Office represented the I.L.O.

Inaugurating the Congress, the Prime Minister appealed for greater inflow of capital into developing countries and the removal of barriers in the way of their trade.

(Relevant documents of the proceedings of the Congress have been sent to Geneva under this Office Minute No.F.35/654/65 dated 2 March 1965).

(The Statesman, 9 February 1965).

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Chapter 3. Economic Questions

32. Public Finance and Fiscal Policy.

India - February 1965.

Railway Budget for 1965-66: Revenue Surplus of Rs.292.4 Million estimated: Slight Increase in Fares and Freight on Heavy Merchandise.

Shri S.K. Patil, Union Minister for Railways presented the Railway Budget for the year 1965-66 in the Lok Sabha on February 18, 1965. An increase in passenger fares as well as a "modest" rise in freight rates on a few items of heavy merchandise which bear comparatively low rates at present and move in large quantities were proposed by the Minister. The budget estimates the surplus for the coming year at 292.4 million rupees - against the actual surplus of 492.4 million rupees achieved in 1963-64. The table below shows the main features of the Budget as also the previous year's account:-

(Please see the table on the next page)

(Rupees in Millions)

	Actuals, 1963-64.	Budget, 1964-65.	Revised Estimate, 1964-65.	Budget, 1965-66.
Gross Traffic Receipts.	6,322.1	6,680.0	6,600.0	7,169.0*
Ordinary Revenue				
Working Expenses Net, i.e., after taking credits or recoveries.	3,921.3	4,146.8	4,326.8	4,578.4
Appropriation to Deprecia- tion Reserve Fund from Revenue.	800.0	830.0	830.0	850.0
Appropriation to Pension Fund.	--	190.0	115.0	120.0
Net Miscellaneous Expenditure (including cost of works charged to Revenue).	148.9	172.2	158.1	160.2
Total:	4,870.2	5,339.0	5,429.9	5,708.6
Net Railway Revenue.	1,451.9	1,341.0	1,170.1	1,451.4
Payment to General Revenues:				
(a) Dividend on Railway Capital-at-charge (@ 4.25 per cent for 1962-63, and @ 4.50 per cent for 1963-64 and @ 5.75 per cent on fresh capital for 1964-65 and 1965-66).	834.5	907.3	920.2	1,034.0
(b) In lieu of Passenger Fares Tax for Transfer to States.	125.0	125.0	125.0	125.0
Net Surplus:	492.4	308.7	124.9	292.4

*This includes 210 million rupees expected as additional revenue, as a result of the adjustments proposed in fares and freight rates, made up of 135.0 million rupees under Passenger, 69.0 million rupees under Goods and 6.0 million rupees under Other Coaching Earnings.

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Railway Minister's Speech.- Presenting the Railway Budget, Shri S.K. Patil, the Railway Minister spoke of the steady progress on the railways' plans to meet all the requirements of the coming year and of the fourth Plan period. He said a modest increase in freight rates on a few items of heavy merchandise, which bear comparatively low rates at present and move in large quantities, as well as some increases in passenger fares had been proposed in the budget.

These increases were necessary, the Railway Minister pointed out, to meet at least in part the additional commitments; these had already increased during the current year 1964-65 by 180 million rupees over the level postulated in the budget, on various accounts, including the effect of the increase in dearness allowance announced in May 1964 and again in January 1965, following the Das Commission recommendations, and the educational concessions introduced with effect from May 1964. The wage bill and total expenses would inevitably be at a still higher level in 1965-66 on account of the impact of the Das Commission recommendations for full 12 months instead of only six months in the current year.

In freight rates, the enhancement, which will be effected by a few selective adjustments in classification, will be between 4 and 7 per cent on commodities like iron and steel, cement, stone, limestone, ores, etc., and about 8 per cent on non-dangerous petroleum products.

The proposed adjustments in the freight rates are expected to provide a net additional revenue of 69 million rupees.

The Minister said that the increase and adjustment of passenger fares are expected to yield additionally an increase of 130.6 million rupees next year after allowing for a slight check in the rate of increase in traffic such as had occurred in 1962-63. He explained that the proposed increase was very small in relation to the increase in cost. The average third class ordinary fare, including the tax element, has risen only by 19 per cent; the third class fare mail fare by 26 per cent; the second class fare by 25 per cent and first class fare by 35 per cent.

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The cost of passenger services in relation to 1951-52 had on the other hand increased in 1963-64 by more than 50 per cent and further in 1964-65.

The cost will be still higher in 1965-66 for the additional expenditure to be incurred on different accounts particularly on dearness allowance and other allowances to the staff.

Revised Estimates, 1964-65.— In presenting the Revised Estimates for 1964-65, the Railway Minister stated that during the year the railways had provided all the goods transport needed and added substantially to the number of passenger trains. Although the railways had prepared themselves to move 17 million tonnes of more goods traffic in 1964-65 than in the previous year, the extra traffic did not materialise to that extent owing to slackening of demand for transport Coal traffic during the first nine months of this year was nearly less than $2\frac{1}{2}$ million tonnes in comparison with the corresponding months of last year. Raw materials traffic to steel plants also dropped slightly during this period while the increase of export ore was hardly one-fourth of the extra one million tonnes anticipated. The increase in other revenue earning traffic of about $1\frac{1}{2}$ million tonnes up to December was much less than the 5 million additional tonnes envisaged for this year. "There have been signs of revival of traffic in the last few weeks but we may at the best close the year with an increase of about 3 million tonnes over last year."

Under the circumstances, a shortfall of about 250 million rupees was likely on the budget estimates of 4,320 million rupees for goods earnings. This has, however, been compensated to an appreciable extent by a heavy increase in passenger earnings, which were likely to touch the figure of 2,000 million rupees against the estimated 1,840 million rupees, other coaching earnings and sundry earnings were expected to approximate closely to the budget estimates. In the net traffic receipts were palced at 6,600 million rupees, which was 80 million rupees, or about $1\frac{1}{4}$ per cent less than the budget.

Working expenses on the other hand have increased by 180 million rupees over the budget of 4,146.8 million rupees and are now estimated at 4,326.8 million rupees. This is almost entirely attributable to the increase in the wage bill during the year.

11

There have been two revisions in the rates of dearness allowance since the budget - one announced in May 1964 with effect from February 1, 1964 and the other last month with effect from October 1, 1964. Their impact on the working expenses for the current year is 65.8 million rupees and 82 million rupees respectively. Taken together with the post-budget Central Government Scheme for reimbursement of school fees, the cost of these measures is 160 million rupees even in the current year. In addition, there has been a revision of the rates of running mileage and over-time allowances at a cost of 14.4 million rupees. In all, the allotment of staff costs in working expenses has gone up by 190 million rupees.

There have been four successive additional additions to the cost of coal during the year and with the sales tax and excise duty on it, this accounts for an increase of 11.9 million rupees. There have also been increase in civil engineering works undertaken for the protection of the track, restoration of the Pamban bridge, extra costs on retrospective upward revision of the tariff for electric power for traction, 'on account' payment of 15 million rupees for the rental for telegraph and telephone wires and other minor sundry items.

Although these have been partially offset by the reduction due to economy measures and lower expenditure due to the level of traffic being below anticipation, the net effect is an increase in working expenses of 180 million rupees for which supplementary demands are being presented. While there was a reduction of 15 million rupees in the allotment for open line works, and lesser appropriation to the pension fund, based on actuarial calculations using recent data about options by staff, the dividend payable to general revenues increased by 13 million rupees, owing to higher capital expenditure, resulting in shrinkage of the surplus from 308.7 million rupees anticipated in the budget to 124.9 million rupees only.

Works Expenditure. - In the context of the current economic situation, the programme of works and other capital expenditure has been fixed at a level of 3,650 million rupees which is 50 million rupees less than what was provided for in the budget and 150 million rupees less than what was further contemplated.

12

In recent years, substantial improvements in operation and increase in efficiency enabled the railways to absorb a fair proportion of the increase in the cost of staff, capital equipment and stores. Better utilization of locomotives, required for instance, has reduced the number of goods locomotives required for moving one million nettonne kilometres per day from 25 in 1950-51 to 20 in 1963-64. On the metre gauge the number has come down from 65 to 42. Wagon utilisation improved by over 36 per cent resulting in saving in additional capital investment for doubling traffic capacity.

The incentive scheme in railway workshops and the rationalisation coupled with mechanization of traffic accounting and statistics are similar instances of obtaining larger output by keeping down at the same time the number employed.

Accounts for 1963-64.— The financial results for 1963-64 showed an improvement of over 50 million rupees in passenger earnings and over 35 million rupees in goods earnings, as well as a reduction of 13 million rupees in suspense awaiting realisation, bringing the gross traffic receipts to nearly 100 million rupees, i.e. 1.6 per cent more than the revised estimates. On the expenditure side, there was a marginal saving of 12 million rupees or about one-fourth of 1 per cent on working expenses and a saving of about ten million of rupees on works charged to revenue, which was virtually offset by an equivalent increase in the dividend payable to general revenues. The year's working thus showed a surplus of 492.4 million rupees (which was credited to the development fund) as against the revised estimate of 377.5 million rupees.

Turning to budget estimates for 1965-66, the Minister said that an increase of about 10 million tonnes in originating revenue traffic has been tentatively estimated which includes half a million tonnes of finished steel and pig iron, about 2½ million tonnes more of raw materials for steel plants including coal, a million tonnes more of export ores and another million tonnes of cement. At the present levels of freight, goods earnings on this extra traffic would be about 280 million rupees and the total of goods earnings would be about 4,360 million rupees.

13

In view of the faster rate of growth of passenger traffic this year, an increase of about 4 per cent could be postulated in the budget year. At the present level of fares, this would mean an increase of 80 million rupees in passenger earnings. On this basis, gross traffic receipts would be 6,960 million rupees, i.e., 360 million rupees more than the current year.

From these increased earnings expected in 1964-65 have to be met the additional dividend on the increased capital (115 million rupees), the additional depreciation provision (20 million rupees) and the additional expenditure on maintaining the increased assets and operating the additional services to earn the estimated 360 million rupees (180 million rupees approximately on the assumption of no increase in the principal items of cost such as fuel and per capita staff costs).

In fact, however, provision has to be made in 1965-66 for the full 12 months for the cost of educational concessions introduced on 1 May 1964, and for the increase in dearness allowance following the Das Commission's recommendations which have been in operation only for half of the current year. These alone add 90 million rupees to the working expenditure of 1965-66 over and above the level of 1964-65.

These increases add up to over 400 million rupees in the current year, so that, on this reckoning, the surplus at the end of the year will be only 80 million rupees. This is roughly one-fourth of the annual expenditure of about 300 million rupees to be met from development fund that can be fed only from surpluses. A surplus of 350 million rupees has to be earned in order to finance works chargeable to the development fund and to enable railways to maintain a reasonably satisfactory return on the present enhanced capital. On the otherhand, although a surplus of 300 million rupees was budgeted for, ultimately no more than 124.9 million rupees is now expected this year. This underlines the need for adopting suitable means for raising the surpluses to a satisfactory figure and explains the proposed increase in freight rates and passenger fares.

14

The budget estimates for works expenditure have been placed at 3,450 million rupees - 200 million rupees less than the revised estimates for the current year. The total expenditure on works during the Plan will thus amount to 16,420 million rupees - an addition of 610 million rupees (3.9 per cent) to the approved figure of 15,810 million rupees. The addition is attributable to the increase in costs mainly as a result of statutory increases in prices (for example, of steel and cement), enhanced Customs and excise duties (for example, on rolling stock), and changes in Central sales tax affecting the Railways' capital programme for works including permanent way and rolling stock, etc.

The foreign exchange requirements of railways during the third Plan period are being mostly covered under assistance obtained from the World Bank and its affiliate, the IDA and from some friendly countries.

The Chittaranjan Locomotive Works, which had by 1964 manufactured 1,681 steam, 21 D.C. electric and 2 A.C. electric locomotives, is scheduled to turn out 153 steam locomotives and 27 electric locomotives this year. In keeping with the progressive transition for steam to electric and diesel traction, the production of steam locomotives at the works will be gradually tapered off during the fourth Plan. Work is already in progress for equipping the workshop adequately for the manufacture of electric locomotives, including traction motors and ancillaries.

The production in the Integral Coach Factory, which has turned out over 4,000 coach shells and furnished over 2,000 of them, has been diversified. In addition to luggage and brake-vans and third-class sleepers, it has turned out A.C. electric multiple unit coaches, etc.

The Diesel Locomotive Works at Banaras has already assembled 12 diesel locomotives from imported sub-assemblies and turned out four with chassis and superstructures fabricated at the factory.

Progress of Railway Plan. - The Railway Minister gave an account of steady progress on the programme for increasing capacity to meet all the requirements of the coming year and of the next Plan period.

15

The conversion of the Silguri-Haldibari section to broad gauge, decided upon in the wake of the emergency, has been completed and opened to traffic. The broad gauge line up to Jogighopa is expected to be completed by the middle of this year. The ferry capacity between Farakka and Khejuria ghat will be doubled by the middle of the year and good progress has been made on the doubling of the Sahibganj loop between Sainthla and Barharwa. In addition to effecting a very large increase of rail capacity on the Assam route, this will help free flow of traffic also on all metre-gauge routes via Barauni and Katihar to Assam, particularly after the installation of centralized traffic control on the metre gauge section between Bongaigaon and Changsari, which is being taken in hand.

Substantial doubling has been carried out on various trunk routes between Delhi-Madras, Delhi-Bombay, Delhi-Calcutta and Calcutta-Nagpur-Bombay. To cope with the increase in freight traffic following the development of the Pench, Chanda and Singareni coalfields, diesel traction will be introduced on the Grand Trunk route.

By about April, 1966, there will be electric traction all the way from Calcutta docks to Kanpur via the grand chord with a few long-distance passenger services also hauled by electric locomotives.

For the fast developing traffic in the Delhi area, terminal facilities are being augmented and avoiding lines for goods to bypass the congested section around Delhi and New Delhi are under consideration, including a second bridge over the Jumna river.

On the east coast, 650 kilometres of track on the Howrah-Madras trunks and further route has already been doubled and further doubling of the route has been sanctioned with the provision of a second rail bridge on the river Godavari at a cost of 69 million rupees.

Dieselization is extending fast in the southern zone and is expected to cover freight services to Cochin next year. The Kotavalasa-Bailadilla line, which is being constructed to carry about 6 million tonnes of iron ore a year to Visakhapatnam port, will be completed on schedule. Iron ore transport has already started over part of the new broad-gauge line from Hospet to Guntakal. Metre-gauge diesel locomotives are being provided for movement of this traffic to Hubli for onward movement to Karwar and Mangalore-Hassan line to connect the new port is under

construction. For the new Bokaro steel plant a major marshalling and exchange yard is being provided at Marapahari.

Several surveys for possible new lines are either in progress or already sanctioned. Some of them relate to new projects to be considered in the Fourth Plan depending on the resources available and the relevant factors that determine priority.

Out of 3,600 kilometres of new construction, including the 1,000 kilometres in progress at the beginning of this Plan, 2,100 kilometres of new line will be opened by the end of the coming year.

The progressive substitution of diesel and electric traction for steam is continuing and by the end of this Plan the Indian railways are expected to have 460 diesel locomotives operating over 6,000 kilometres on the broad gauge and 174 diesel locomotives operating over 2,000 kilometres on the metre gauge. The number of electric locomotives is expected to rise to about 380 broad gauge and 22 metre gauge. The proportion of through goods traffic, hauled by electric and diesel locomotives, which was 2 per cent in 1955-56 had risen to 37 per cent at the end of 1963-64 and will go on increasing in the coming years.

The Minister also gave details of the efforts being made to improve the quality of service both for passenger and freight traffic.

Referring to accidents the Minister said that the drive for inculcating safety consciousness among railway staff through propaganda, instructions and specially organised safety camps continued unremittingly during the year.

In 1963-64 there were only five serious accidents to passenger trains against an average of 9 to 25 in the previous years - the lowest figure in the last 20 years. This trend continued during the current year.

The Minister made a reference to the toll of death and devastation due to the cyclone which hit the south-east coast of the peninsula in December 1964 when a passenger train on the Rameswaram island was engulfed by a high tidal wave of which there could be no forewarning. Restoration of the two-kilometre Pamban bridge is being tackled on an urgent basis and is expected to be completed by June.

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The modernization of signalling system, the extension of automatic signalling, track circulating and the installation of route relay interlocking at a number of important stations are improving the factor of safety. A proposal is in the final stages of consideration for setting up a modern signal equipment factory in collaboration with experienced manufacturers.

Staff Position.- At the end of 1963-64, the number of staff of Indian railways stood at 1.27 million and the average wage was 1,994 rupees per year. With the changes in dearness allowance and other increases mentioned in the budget, the annual wage per head is likely to rise by nearly 250 rupees excluding the "fringe benefits" such as subsidized housing, free medical aids, educational facilities and other staff welfare measures, etc. More than 14,700 staff quarters were constructed during 1963-64 and another 17,500 are expected to be added this year, and an equal number in the budget year raising the total number of staff quarters to nearly 476,000.

The Minister made an appreciative reference to the railwaymen's performance in the field of sports, in addition to annexing several national championships, railwaymen had the distinction of representing India in teams participating in International contests. Eleven railwaymen were in the Indian contingent to the World Olympic Games at Tokyo, five of whom were members of the team which regained the world hockey championship. A lady railway employee received the Arjuna Award.

In conclusion, referring to the "vitality and organisational efficiency of the Indian railways undertaking", the Railway Minister said: "The industry and discipline of our one and a quarter million railwaymen, the calibre, enthusiasm and devotion of their officers, the leadership and forward-looking planning and direction of the Railway Board have all contributed to put the Railways in the enviable position of being not only the largest but also, perhaps, the most successful undertaking in the public sector in the country".

(The Statesman, 19 February 1965;
Text of Speech of Railway Minister
received in this Office).

Central Budget for 1965-66 presented:
Excise Duty on Many Consumer Goods
abolished: Tax Relief for All Income
Groups: Net Surplus of 37.8 Million
Rupees.

Shri T.T. Krishnamachari, Union Minister for Finance, presented to Parliament on 27 February 1965, the Central Budget for 1965-66. Placing the Budget in the Lok Sabha the Finance Minister estimated the revenue for the next financial year to be 23,530 million rupees and expenditure at 21,160 million rupees leaving a revenue surplus of 2,370 million rupees at the existing level of taxation. After meeting disbursement on capital account, the Minister estimated the overall surplus at 100 million rupees, which after taking into account the proposed changes in the taxes and the shares of the States stood at 37.80 million rupees. Shri Krishnamachari estimated an overall deficit of 800 million rupees in the current year's budget as against the original anticipation of 970 million rupees.

Defence expenditure during the next financial year will be 7,490 million rupees - 320 million rupees more than in the current year - but actual rupee expenditure will not increase so much because purchases of stores and aircraft are being made on a deferred payment basis. Civil expenditure will increase by 850 million rupees to 13,670 million rupees.

The provision for capital outlay is estimated at 11,140 million rupees, representing an increase of 1,040 million rupees over the current year, mainly on account of larger provision for food purchases, defence and the Industrial Development Bank.

The total Plan outlay of the Centre and the States next year will be 22,250 million rupees, which is 2,410 million rupees more than the current year's budgeted outlay of 19,840 million rupees. The States' plans of 10,270 million rupees will be financed ~~for~~ to the tune of 6,500 million rupees from Central assistance. A contribution of 1,600 million rupees from Hindustan Steel and other public sector enterprises has been taken into account in the Centre's Plan.

A summary of the final estimates is given below:-

REVENUE BUDGET

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(In Million of Rupees)

	Budget 1964-65	Revised 1964-65	Budget 1965-66
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RECEIPTS

Customs .	3,363.7	3,850.0	4,050.0 (+145.0*)
Union Excise duties.	7,695.4	7,730.5	8,271.7 (-79.8*)
Corporation Tax.	2,966.7	3,420.0	3,860.0 (-144.0*)
Taxes on income.	2,472.8	2,680.0	2,940.0
Estate duty.	74.0	70.0	74.0
Taxes on wealth.	102.0	110.5	120.0 (+0.150*)
Expenditure Tax.	15.5	7.5	15.5
Gift Tax.	31.0	31.0	31.0
Other heads.	215.7	219.3	238.7
Debt services.	2,521.4	2,655.7	2,867.3
Administrative services.	89.8	91.3	95.1
Social & development services.	281.3	304.0	235.7
Multi-purpose river schemes etc.	1.1	1.2	1.3
Public works etc.	37.5	39.0	39.4
Transport & communications.	68.1	71.4	67.5
Currency and mint.	537.3	521.1	616.9
Miscellaneous.	172.9	213.8	254.7
Contributions & miscellaneous adjustments.	310.8	327.1	348.1
Extraordinary items.	1,431.1	1,246.2	605.0
Deduct - Share of income tax payable to States.	- 1,074.9	- 1,237.7	- 1,229.3
Deduct - share of estate duty payable to States.	- 72.2	- 67.8	- 71.7
Total.	21,243.0	22,284.1	23,530.9 (-63.8*)

DISBURSEMENT

Collection of taxes, duties and other principal revenues.	253.4	264.1	288.8
Debt services.	3,184.1	3,176.1	3,561.1
Administrative services.	818.4	821.7	913.6
Social & Development services.	1,681.4	1,651.1	1,846.6
Multi-purpose river schemes etc.	18.4	13.3	19.8
Public Worksetc.	202.1	206.6	229.8
Transport & communications.	101.8	103.7	106.2
Currency and mint.	173.3	153.6	164.0
Miscellaneous.	985.1	951.7	1,162.7
Contributions and Miscellaneous Adjustments:			
Grants to States & Union Territory Governments.	2,890.8	2,885.6	3,271.1
States' share of Union excise duties.	1,409.8	1,273.4	1,408.4
Other expenditure.	41.3	43.2	46.9
Extraordinary items.	1,475.2	1,280.4	658.4
Defence services.	7,178.0	7,168.1	7,487.4
Total.	20,413.1	19,992.6	21,164.8
Deficit (-) or Surplus (+)	(+) 829.9	(+) 2,291.5	(+) 2,366.1 (-63.8*)

* Effect of Budget Proposals.

CAPITAL BUDGET

(In Million of Rupees)

	Budget 1964-65	Revised 1964-65	Budget 1965-66
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RECEIPTS:

Revenue surplus.	829.9	2,291.5	2,366.1 (-63.8*)
<u>Public Debts:</u>			
Raised in India .	3,000.0	2,977.0	2,700.0
Raised abroad.	6,969.7	6,539.2	6,688.6
<u>Repayment of Loans & Advances:</u>			
States & Union Territories.	2,389.2	2,313.1	2,736.9
Others.	460.3	700.0	600.0
Small savings (net).	1,250.0	1,350.0	1,350.0
Provident Funds (net).	542.9	496.2	546.6
Income-tax annuity deposits (net).	670.0	650.0	650.0
Deposits of P.L.480 Fund (net).	- 688.4	110.0	1,910.0
Railway & P. & T. funds (net).	431.2	178.1	482.3
Special development fund (net).	2,976.5	2,755.0	1,431.6
Other debt, deposits etc. (net).	1,258.6	516.9	377.4
Total.	19,929.9	20,877.0	21,839.5 (- 63.8*)

DISBURSEMENTS:

Revenue deficit.	-	-	-
<u>Capital Expenditure:</u>			
Civil.	3,860.1	3,429.6	3,597.3
Defence.	1,361.0	1,179.5	1,300.5
Railways.	2,530.0	2,519.2	2,400.0
P. and T.	205.9	265.9	328.3
<u>Repayment of Debt:</u>			
Raised in India.	1,920.0	1,915.4	1,700.0
Raised abroad.	672.6	851.1	9,72.9
<u>Loans and Advances:</u>			
States.	6,217.1	7,079.2	7,120.7
Union Territories.	2,382.2	2,710.1	3,518.2
Total.	19,148.9	19,950.0	20,937.9
Add - national transfer to loan assistance to the Special Development Fund.	1,747.8	1,730.0	800.0
Total Disbursements.	20,896.7	21,680.0	21,737.9
Overall deficit (-) or Surplus (+).	- 966.8	- 803.0	+ 101.6 (-63.8*)
To be met by:			
(i) Expansion(+) Contraction(-) of Treasury Bills.	+ 960.0	+ 720.0	- 100.0 (+) 70.0*)
(ii) Drawing down of cash balance.	6.8	83.0	1.6 (- 8.2*)
Total.	966.8	803.0	- 101.6 (+ 63.8*)

* Indicates effect of Budget proposals.

New taxation proposals.— An all-round reduction and readjustment of direct and indirect taxes to curb inflation, promote production, boost exports and generate savings were the main features of the Finance Minister's taxation proposals. The tax concession, though marginal, are extensive and are designed to relieve the common man of the pressure of rising prices and the corporate sector of the high incidence of taxation, inhibiting capital formation. The net loss in revenue on account of the new concessions will amount to 63.8 million rupees, and, as a result, the overall surplus of 100 million rupees in the current year will be reduced to a net surplus of 37.8 million rupees in the next financial year.

The following are the taxation proposals:

Indirect taxes:—

1. Excise duty on footwear, cycle parts, tyres and tubes, printing and writing paper used in the publication of registered dailies, including their weekly issues, will be removed.
2. Effective rates of fabric duty on price-controlled varieties of grey as well as processed coarse and medium cloth will be reduced by 50 per cent.
3. Duty on rayon yarn of coarser and industrial deniers and cellulosic staple fibre will be reduced. There will be a marginal reduction of duty on staple fibre yarn. Duties on a few other items such as silk fabrics, gramophones, cigars and silver are also to be removed.
4. The duty on copper and copper alloys in crude form will be raised from Rs.300 to Rs.1,000 a tonne and on circles and sheets from Rs.500 to Rs.1,500 a tonne.
5. The duty on steel ingots, plates and rails and sleeper bars will be raised by Rs.10 a tonne, on semi-finished products and bars rods and structurals by Rs.15 a tonne, on black sheets and hoops by Rs.40 a tonne, on skelp by Rs.50 a tonne, on scrips by Rs.90 a tonne and on galvanised plates and sheets by Rs.100 a tonne.

6. The effective duty on tinsplate and tinned sheets will be raised from Rs.165 to Rs.225 a tonne.

7. The regulatory Customs duty of 10 percent. of the value of imported goods imposed 10 days ago will continue.

8. The import duty on stainless steel plates and sheets will be raised from 30 per cent to 100 per cent. and ad valorem and the duty on steel tin plates from Rs.100 a tonne plus 5 per cent. to Rs.325 a tonne, continuing the present preference of Rs.20 a tonne where it is applicable.

9. The duty on paints, colours and painter's materials not otherwise specified will be raised from 60 per cent. to 75 per cent. on sodium hydrosulphite from 40 per cent. to 100 per cent., on essential oils and perfumery not otherwise specified but excluding newsprint and printing and writing paper from 50 per cent. to 75 per cent.

10. The statutory import duty on raw cotton will be raised to 50 paise per kilogram.

11. To encourage exports tax credits up to 15 per cent. of the value of exports will be offered.

Corporate Taxation:-

12. Industries already eligible for tax benefits will be enlarged to include limestone, flame and drip-proof meters, malleable iron and steel castings, calcium ammonium nitrate and ships.

13. Manufacturing companies will be given certain tax concessions to enable them to build up adequate reserves.

14. Special concessions have been offered to shift from overcrowded major cities. In the case of public companies refund of tax will be made on any capital gains made on sale of land and building in such cities to the extent that capital gains are reinvested in new areas.

15. The standard rate of development rebate will be reduced to 15 per cent. from 20 per cent.

16. Tax credit certificates up to 25 per cent. of the Central excise duty will be paid on additional production over a specified base year production.

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17. The recommendations of the tea finance committee will be accepted in a modified form.

18. ~~The recommend~~ Companies will be allowed certain tax deductions on expenditure incurred by them in encouraging family planning among the employees.

Personal Taxation:-

19. An additional wealth tax will be levied on vast accumulation of urban property in towns on the basis of population. The additional wealth tax will range from one per cent. to four percent. on successive slabs of the total market value of property.

20. Exemption from wealth tax for five years for equity investment in new industrial companies will be restored.

21. The tax discrimination against unmarried persons is to be eliminated. Incomes in future will be chargeable to tax subject to relief on account of personal allowance for every individual of Rs.2,000 with an additional allowance of Rs.1,500 for married individual and Rs.400 for each dependent child up to a maximum of two children. For a married individual with two children no tax will thus be payable up to an income of Rs.4,300 as against Rs.4,000 at present.

22. Another change relates to simplification of tax deductions on contributions to provident fund, insurance premia and the accumulative time deposit scheme. Apart from raising the money limit for concession from Rs.10,000 to Rs.12,500 for individuals, it is proposed to give the concession by a straight deduction from income of 50 per cent. of the amount contributed to the items eligible for relief.

23. The highest marginal rate on earned income will go down from 88.25 per cent. to 81.25 per cent. and that on earned income from 82.5 per cent. to 74.75 per cent. as a result of streamlining the tax structure.

24. In respect of estate duty and gift tax, some of the existing concessions will be enlarged, taking into account the difficulties caused by hardships.

Finance Minister's speech.— The Finance Minister, in his speech said that the Budget forecast an overall uncovered gap of 970 million rupees. It now looks as if the deficit will be somewhat smaller at about 800 million rupees. This has been possible in spite of sizable increases in expenditure in certain directions, both revenue and capital. Thus, relief and rehabilitation of refugees has claimed 120 million rupees more. Increased of dearness allowance have raised expenditure this year by 380 million rupees. On the capital side, apart from larger provision for the purchase of fertilisers and for the Food Corporation of India, there has been a sizable increase of 850 million rupees in loans to State Governments due mainly to larger ways and means advances, and increased Central assistance for Plan schemes, particularly for agriculture, irrigation and power. These additional outlays have been offset by reductions in expenditure under other items and by improvement in revenue collections. The reduction in the capital outlay of the Centre relates mainly to the steel plants, defence and net outlay on food purchases. Details of variations in expenditure are given as usual in the Explanatory Memorandum.

Revenue collections are expected ~~to show~~ to show an improvement of 490 million rupees under Customs and 660 million rupees under Income and Corporation Taxes. Excise receipts are expected to be about the same as budgeted. Together with a reduction in revenue expenditure of 420 million rupees spread over many heads, the revenue surplus is now expected to be 2,290 million rupees as against the Budget Estimate of 830 million rupees.

Under capital receipts, collections under small savings have been encouraging this year and are now estimated at 1,350 million rupees as against the Budget Estimate of 1,250 million rupees. The Railway funds deposited with Government, however, show a decline in relation to Budget Estimate and receipts from foreign loans are likely to be lower by 430 million rupees.

Turning to development in the economy, the Minister said that agricultural production recovered somewhat during the 1963-64 season from the low level in the preceding year. During the current year, there is every likelihood of total production of foodgrains and commercial crops showing a further and substantial increase.

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Under normal circumstances, the improvement in agricultural production should have led to a decline in prices from the high levels already reached. The prevalence of inflationary pressures at different levels in the economy and speculative withholding of supplies have, however, prevented prices from falling to the extent that they should have. The fiscal and monetary measures which had been taken and are now taken would, bring about a fall in prices to the extent economically justified. Care, however, would be taken to ensure that the agencies that have been created for the purpose purchase of food grains will maintain prices at levels remunerative to the farmer, so that he will have a continuing incentive for producing more. These agencies will at the same time take advantage of the current improvement in supplies to build up buffer stocks so that, in future, we shall be able to deal better with any fluctuations in agricultural output.

Industrial production.— The Minister said: "Industrial production has been rising at the rate of 8 to 9 percent. per annum for the last two years. During the first half of the current year, there were some signs of a slackening in the pace of production. But industrial production is expected to recover during the second half of the current fiscal year and the increase in production for the year as a whole should be of the order of 8 per cent. Taken together with the improvement in agricultural production, the growth rate of the economy in 1964-65 should be higher than in 1963-64 when national income in real terms is estimated to have increased by about 4½ per cent.

"In a number of important industries such as steel, cement, aluminium, cotton-spinning, etc., further increases in production would depend on the establishment of new capacity. Programmes of expansion in the Public sector in steel, machine-building, fertilizer production, etc., are making progress, and these should result in improvement in supplies over the next two or three years. Indian industry has now reached a stage, when it can, and must, branch out into new and complex lines of development. The expansion of capacity we need now, both in the public and the private sector, has to take place not only in established industries but even more so in new activities where requirements of capital and technical know-how are heavy. We have taken several measures to encourage greater ploughing back of profits for investment as well as ~~profits for~~ to provide greater loan finance to private industry.

It is equally important to encourage a larger flow of individual citizens in the growth of industry. The new financial institutions that we have created can assist in this process, by dissemination of information and otherwise enable individuals to judge better the kind of industry that they should invest in. But the primary objective must be to raise the capacity for individual savings and to improve the performance of industry so that it is able to earn and offer an attractive return on the capital invested.

" Efficiency in the running of enterprises, whether public or private, depends to a great extent on the one hand, prices paid by industry for scarce resources and materials it uses should reflect their true scarcity. At the same time, the prices charged by enterprises for their products should provide sufficient resources to industry for expansion without exploitation of the consumer. We are attempting to evolve a price structure for agricultural commodities in keeping with these general principles. In regard to industrial products also, we have endeavoured to raise the cost of capital and of imports in keeping with the scarcity of savings and foreign exchange in the economy, while permitting increases in the prices of final products wherever necessary. Despite continuing difficulties in regard to raw materials and the general upward pressure on prices the policy of decontrol initiated in 1963 has been carried forward, particularly in respect of steel products. We have also raised the prices to the extent necessary of a number of basic commodities, such as coal, from time to time.

"Improvement in productive efficiency and appropriate pricing policies are as much important for public sector enterprises as they are for private industry. In my last Budget speech, I had drawn attention to the importance of a careful choice of projects, after a detailed examination of costs and benefits. Careful selection of projects, quick implementation, efficient working, appropriate pricing policies and adequate returns on investments are all integral parts of the process of ensuring rapid growth. It is in this sense that we have to devote increasing attention to planning in depth. Maximizing the fruits of past investment offers the best scope for further advance. Consolidation and expansion, a firm foot on the ground and sights set high, are not thus conflicting but complementary objectives. "

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Monetary expansion and credit.— "In the field of money and credit", the Minister said, it is a matter of some satisfaction that the pace of monetary expansion which was very rapid in 1963-64 has slackened somewhat during the current year. Expansion of bank credit to Government has been somewhat less this year. Over the past few years, a part of the market loans floated by Government has had to be subscribed by the Reserve Bank. To this extent, a part of our long-term borrowing represents deficit financing rather than mobilization of the voluntary savings of the people. This form of deficit financing must also be necessarily reduced, and indeed eliminated, if we are to make a decisive impact on the forces of inflation in the economy. For this reason, our borrowing programmes in future, both at the Centre and the States, will have to be based on a strictly realistic assessment of the flow of genuine savings. Greater efforts must be made at the same time to mobilize larger amounts from the people by way of small savings and subscription to market securities. Honourable Members are aware that we have taken steps to increase interest rates in the economy to a significant extent over the past year. I propose to introduce a new series of Small Savings Certificates with a higher rate of interest than at present. Interest on the new certificates will be taxable, unlike in the case of existing instruments, which also will be continued. The availability of yet another instrument at a higher, though taxable, rate of return will, I am sure, provide a greater inducement for saving to people of small and medium income, whose tax liability is also of a small or medium order.

The expansion of bank credit to the private sector during the current busy season has been somewhat smaller than in the corresponding months of the preceding busy season. The current busy season, however, has several weeks to go yet. It is my expectation that the measures that the Reserve Bank announced ten days ago will act as a brake on the expansion of bank credit during the coming weeks. The contraction in the bank credit during the slack season this year will also have to be large enough to ensure that the total increase in credit over the year is just sufficient to meet the requirements of growing production. Monetary expansion during the Third Plan period so far has kept ahead of the growth in real production. This situation cannot be allowed to continue any further. In future, expansion of bank credit both to the public and the private sector will have to be so limited that the increase in money supply is no more than what is warranted by realistic expectations regarding the growth of output.

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The State Governments also have an important role to play in strengthening fiscal and monetary discipline in the country. Some of the State Budgets for the coming year which have been presented so far reveal deficits. I propose to have discussions with State Governments to make sure that their operations are generally in line with our policy of curbing inflationary pressures in the economy.

Proper monetary management in the country has been rendered difficult for some time by the existence of unaccounted income and wealth in the country. This unaccounted income and wealth, which is derived mainly from tax evasion and from violations of price control measures, has been responsible to a considerable extent for speculative activity and for bidding up the prices of goods and property in general. Apart from the measures we have already taken including searches, stricter enforcement and more severe penalties. I propose to take some additional measures to mitigate substantially the ~~mischie~~ mischief of unaccounted incomes and wealth already in existence and to reduce the scope and incentive for their accumulation over the years to come. I propose also to take some measures to discourage excessive investment in urban property, which comes in the way of adequate resources being available for more productive purposes.

Exchange position.— The Minister underlined the fact that our foreign exchange reserves have been depleted to such an extent that we are unable at present to withstand any small pressure on these reserves, without running into a critical situation. Some strengthening of our foreign exchange reserves is, therefore, a matter of vital importance. We have made considerable progress in reducing our reliance on imports in a number of fields. Our export promotion during recent years is also a matter of some satisfaction. Even so, given the necessity to strengthen the reserve and to meet the requirements of imports in a growing economy, the need for vigorous export promotion remains as great as ever.

We have been receiving sizable assistance from friendly foreign governments and international institutions. Honourable Members will, I am sure, join me in expressing once again our gratitude to our friends abroad for giving us a helping hand.

The Aid-India Consortium organised by the World Bank pledged a further sum of \$ 1,028 million last year in support of the third Five Year Plan. A significant portion of this assistance is not tied to specific projects but is intended for import of materials, components and spares in general. This kind of assistance is of special importance to us in the context of current balance of payments difficulties and I have every hope that Consortium assistance during the coming year will include even larger sums for purposes which give immediate relief to the balance of payments. Outside the Consortium, we have received generous assistance from the United States for the import of foodgrains and other agricultural commodities under the PL 480 programme. Countries which are not members of the Consortium have also provided additional assistance in 1964. More recently, we have concluded an agreement with the USSR for the Bokaro Steel Plant. I should not fail to mention also the gift of 150,000 tons of wheat from Australia which was announced only a few days ago. This generous and timely gesture is a matter of particular satisfaction to me as, I am sure, it augurs well for increasing co-operation between our two Commonwealth countries.

Considerable progress has been made in the utilization of external assistance, which has now reached a rate, when it practically equals the commitment of new assistance. Even so, a part of the assistance committed, during the current Plan period will necessarily be carried over into the fourth Plan. We are currently reviewing our foreign exchange requirements during the fourth Plan period and we hope, during the coming year itself, to initiate discussions with friendly foreign governments and institutions to secure advance commitment for our requirements to the maximum extent possible. It is only on the basis of such advance planning for foreign aid that we can be confident of beginning the fourth Plan without any hiatus in the process of growth.

Assistance to other countries.— Shri Krishnamachari added that in some measure India has also been endeavouring to assist other developing countries. India's aid to Nepal next year, for example, is estimated to be 85 million rupees. Assistance for Sikkim and Bhutan will be of the order of 62 million rupees. The Government was also endeavouring to facilitate joint ventures in a number of African countries for the establishment of industries such as sugar, cotton textiles, cement and vegetable oil. During the next year, it was proposed to provide 4.6 million rupees for technical assistance to countries in South and South-East Asia and Africa and 14.3 million rupees by way of contribution to the United Nations Expanded Programme of Technical Assistance and the

United Nations Special Projects Fund. He continued: "There has been a great deal with of discussion in India in recent months about the role of private foreign investment in our plans for development. We have recognised for a long time that private foreign investment has a role to play not only as an essential supplement to assistance from friendly foreign governments and international institutions but also as a catalyst for the development of technical skills and enterprise among our own people.

For this reason, we have encouraged private foreign investment in association both with the public and private sector. All the incentives and facilities that we have given to Indian enterprise for promoting investment are available equally to private foreign enterprise and we give every facility for repatriation of profits to foreign investors. This policy of hospitable and fair treatment will be continued in future; and our general policies, whether in regard to taxation, industrial licensing or price controls must be consistent with our desire to harness every possible source of dynamism and enterprise, whether domestic or foreign, public or private, to the task of rapid economic growth."

Fourth Plan burdens.— The Minister said that the fourth Five-Year Plan would involve large investments in the public and the private sector. The first and foremost precondition for mobilization of resources for financing these investments is the maintenance of an environment of financial and monetary stability. It was only then that voluntary savings could be encouraged and directed to productive uses. Equally important was a degree of stability in taxation policies. In the ultimate analysis, the resources available to the public sector and to the private sector, the resources available by taxation, by mobilization of savings or by realization of adequate profits, were all part of the same pool. Particular source could not be tapped without affecting other sources or diverting more to one particular without affecting what is left for other purposes. More production, and restraint on consumption, avoidance of waste and efficient use of scarce resources, were the only ultimate instruments for promoting higher savings and investment. Budgetary policy, therefore, was not simply or even primarily a matter of balancing receipts and expenditures.

It was no doubt of paramount importance to keep deficit financing within safe limits and, indeed, to avoid it altogether. But the level at which the budget was balanced and the manner in which this balance was secured were even more relevant to the flow of savings and investments and to the performance of the economy as a whole.

Referring to the budget estimate for the next year, the Finance Minister said that his proposals had been framed with these considerations in mind. He said the "expenditure on revenue accounts is estimated at 21,160 million rupees, which is estimated at 1,170 million rupees more than the revised estimate for the current year. At existing rates of taxation, including 10 per cent. surcharge on imports, I announced ten days ago, the total revenue is expected to be 23,530 million rupees. The revenue surplus will, therefore, be 2,370 million rupees, i.e. 80 million rupees more than in the current year.

"Of the total revenue expenditure of 21,160 million rupees next year, 7,490 million rupees will be for Defence Services. This is 320 million rupees more than in the current year. But actual rupee expenditure will not increase quite so much because purchases of stores and aircraft, the full value of which is included in the expenditure estimate are being made on deferred payment terms. Expenditure under civil heads is estimated at 13,670 million rupees, which is 850 million rupees more than in the current year. If the amounts transferred to the Special Development Fund in respect of PL-480 grants are disregarded, the actual increase in civil heads would, in fact, be greater. The major part of the increase is explained by the additional provision of 380 million rupees for debt servicing, 390 million rupees for grants-in-aid to States and Union Territories, 90 million rupees for Administrative Services, particularly under Police and 200 million rupees for Social and Developmental Services.

"The revenue next year is expected to increase by 1,250 million rupees. Here again, if PL-480 grants, which are of a self-balancing nature, are left out, the actual increase would be greater. As usual, the principal heads of revenue account for most of the increase: 700 million rupees under Income and Corporation Tax, 540 million rupees under Union Excise Duties and 200 million rupees under Customs. In addition, interest receipts from State Governments and public sector enterprises and surplus profits of the Reserve Bank will show an improvement of 390 million rupees.

"The provision for capital outlay, including all loans except those to the State Governments and Union Territories, representing is estimated at 11,140 million rupees, representing an increase of 1,040 million rupees over the current year. This is accounted for mainly by larger provision of 240 million rupees for roads, 230 million rupees for food purchases, 150 million rupees for Atomic Energy, 120 million rupees for Defence and 160 million rupees for the Industrial Development Bank. Loans to State Governments and Union Territories are estimated at 7,120 million rupees, practically at the level of the current year. Loans for Plan assistance, however, will be 280 million rupees more, and ways and means loans correspondingly less.

"The total Plan outlay of the Centre and the States next year will be 22,250 million rupees, 2,410 million rupees more than the current year's budgeted Plan outlay of 19,840 million rupees. The State Plans will account for an outlay of 10,270 million rupees and the Central Plan for 11,980 million rupees. Of the total States' outlay, 6,500 million rupees will be financed by Central assistance and 3,770 million rupees from the resources of the States themselves. The Centre's Plan, it may be noted, will be financed partly by the 1,600 million rupees of contribution from the internal resources of Railways, Posts and Telegraphs Department, Hindustan Steel and other public sector enterprises. To this extent, therefore, a provision in the estimates of the Central Government is not necessary. For the balance of 16,880 million rupees, inclusive of 3,000 million rupees on revenue account and assistance to States, provision has been made in the Budget. Honourable Members will be glad to note that the contribution of 1,600 million rupees from the Railways, Posts and Telegraphs and public sector enterprises will be 450 million rupees higher than in the current year. With more public sector enterprises coming into production and beginning to yield surpluses, they should be able to contribute increasingly to the growth of the economy without putting an additional strain on the budget.

"I have referred earlier to the need for keeping public borrowing within the limits set by a realistic expectation of the flow of genuine savings. In keeping with this principle, I have provided for public borrowing at 2,700 million rupees next year as against 2,930 million rupees in the current year. For the same reason, receipts from small savings have been assumed at the level of the current year, namely, 1,350 million rupees.

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Receipts from foreign loans will, however, be higher and are estimated at 6,690 million rupees.

"To sum up the overall position for next year, there will be a surplus of revenue account of 2,370 million rupees at existing rates of taxation. The total disbursement on capital account of 20,940 million rupees, inclusive of debt repayment of 2,670 million rupees, will be met, apart from the revenue surplus, by internal and external borrowings of 9,390 million rupees, collections under small savings of 3,340 million rupees, investment of PL-480 funds of 1,910 million rupees, annuity deposits of 650 million rupees, and receipts under miscellaneous debt and deposit heads of 2,030 million rupees. In the aggregate, Honourable Members would be happy to know that for the first time in many years, the Budget for the next year, at existing rates of taxation, is expected to show a small overall surplus of 100 million rupees."

Giving details of revision of excise duties, the Minister said that the net effect including Customs and Excise will be a small increase in revenue of 150 million rupees in 1965-66.

Corporate Tax Structure.— The Finance Minister said: "In my last budget, I had introduced several changes to reduce the severity of our corporate taxation. I am well aware that the feeling still persists that corporate taxation in India is high and that some of its features inhibit the progress of the corporate sector. I have carefully examined the incidence of the different taxes which are now on the statute book and I have come to the conclusion that there is need for some modification of the present structure of corporate taxation without altering its essential features which are sound.

"The dividend tax, for example, has come in for a great deal of criticism. Experience so far has shown that it has not materially affected the distribution pattern of dividends. I cannot help feeling, however, that in the present context, when we have to do everything possible to combat inflationary pressures in the economy and to generate sufficient resources for investment in the corporate sector, there is continuing need for a degree of restraint on dividend distribution.

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"Similarly, we have not yet had time enough to assess the full effects of the surtax and there is, therefore, little reason for making any material change in this particular aspect of corporate taxation also. However, I have decided to make a number of changes in the general scheme of corporate taxes which, I hope, will meet at least a part of the difficulties of the corporate sector.

"Industries producing articles mentioned in Part IV of the First Schedule to the Finance Act, 1964, are entitled to certain tax benefits. I propose to enlarge that list by the addition of lime stone, flame and drip proof motors, malleable iron and steel castings, calcium ammonium nitrate and ships.

"I had announced last year that Section 104 companies wholly ~~manufacture or process~~ or mainly engaged in the manufacture or processing of goods or in mining or in the generation or distribution of electricity or any other form of power whose whole income did not exceed 0.5 million rupees will be liable to tax at 50 per cent. on the first 0.2 million rupees of income.

"I propose now to enlarge this concession. All such companies - except foreign companies - will under my proposal be liable to tax at 50 per cent. on the first 1 million rupees of their income irrespective of the total size of their income. Under section 104, for certain types of companies, the penalty rate of taxation for non-distribution of profits at present is 37 per cent. I propose to reduce this rate to 25 per cent. for companies other than trading companies.

"In the case of manufacturing companies, we have given certain concessions to enable them to build up adequate reserves. For non-trading companies, e.g., companies part of whose business is in the manufacturing field, companies providing various services and companies engaged in constructional activities, I propose to provide that the higher statutory percentage of 90 per cent. for companies compulsory distribution of profits will be attracted only if the accumulated profits and reserves exceed twice the amount of their paid up capital and loan capital, or the value of their fixed assets.

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"At present, where in a public company 51 per cent. or more of the shares are held by another company in which the public are substantially interested or by a 100 per cent. subsidiary of such a company, the first mentioned company does not qualify for being regarded as a company in which the public are substantially interested. It is proposed to change this position and to treat such a company as one in which the public are substantially interested.

"Overcrowding has become a serious problem in many of our major cities. Some incentive is, therefore, required to induce big factories to shift from such cities. I propose, therefore, in the case of public companies to refund the tax on any capital gains made on sale of land and buildings in these cities to the extent that the capital gains are re-invested with prior approval of Government in land and building including housing for the employees in a new area.

"I had stated that last year that I propose to revise the rate of development rebate under Section 33 of the Income Tax Act. Honourable Members will recall that the general rate of development rebate now is 20 per cent. It has been suggested that the development rebate should be applied in a selective manner and we have already sought to do so to some extent in the case of coal mining machinery and for ships.

"I propose now to reduce the standard rate of development rebate to 15 per cent. except in the case of industries included in a new Fifth Schedule to the Income Tax Act. Industries included in this Schedule will be entitled to claim a development rebate of 25 per cent.

"The rebate for coal mining machinery and for ships will continue at the rate of 35 per cent. and 40 per cent. respectively. The undertakings for which the development rebate is now being reduced will, however, continue to enjoy the existing benefit of 20 per cent. up to 31 March 1967.

"Often it is said that the total incidence of income-tax and sur-tax on companies reaches very high levels having the effect of inhibiting investment. I do not think that it is so, but to allay any misgivings on this score, I propose to provide a ceiling limit to the income-tax, including the tax charged with reference to distribution of equity dividends, and surtax at 70 per cent. of the total income of companies.

"Any excess of the aggregate tax liability in respect of these taxes otherwise chargeable from the company. This provision will apply to Indian companies and any other company declaring its dividends within India in which the public are substantially interested.

"The various changes in taxation affecting the corporate sector that I have outlined should go some way in meeting the genuine difficulties of this sector. I also propose to take some additional powers to stimulate production and to provide resources for the expansion of industry. Given the needs of the State, I cannot do so by giving up existing sources of revenue.

"A part of the improvement in revenues, however, could well be utilized for meeting the requirements of industrial expansion and for providing a stimulus to greater production from existing investments. I propose, therefore, to take powers to provide that tax credit certificates to the extent of 25 per cent. of the Central Excise Duty paid by any manufacturing unit on production in the base year may be issued to the unit.

"Similarly, I propose to take powers to provide for issuing tax credit certificates for 20 per cent. of the additional Corporation Tax including surtax paid by any manufacturing company over the corresponding tax paid during the base year. This would be further subject to the limit of 10 per cent. of the overall tax for the year concerned.

"These certificates are meant to be used for purposes relevant to the expansion of the industry or redemption of debentures or repayment of loan from approved institutions.

"The Government had recently set up a Tea Finance Committee and that Committee had made certain recommendations for relief in direct tax for tea companies. I propose to accept these recommendations in a modified form and the necessary provisions have been included in the Finance Bill.

"I also propose to allow in the case of companies a deduction for expenditure incurred by them for payment towards family planning amongst their employees. Where such expenditure is of a capital nature, it will be allowed as a deduction over a period of five years."

Personal Taxes.— Regarding his proposals for personal taxes the Finance Minister stressed the need for curbing excessive investment in urban property which has been rising rapidly in value due to a variety of reasons. Without such a curb, investment in more productive directions cannot be encouraged. He said the best way of dealing with it through a fiscal measure is by way of an additional wealth tax on such properties. The tax will apply to urban property in towns with a population of ~~one~~ 0.1 million or more.

In view of differences in urban property values in towns of different sizes, ~~diff~~ for different exemption limits according as the population of the town has been provided. The exemption would vary from 0.2 million rupees in the smallest of these ranges to 0.5 million rupees in the highest of these ranges. He added: "It is not possible for me now to estimate precisely the revenue from this source, but as at present I would put down the additional revenue expected at 15 million rupees in 1965-66. I would like to emphasise, however, that the purpose of this levy is as much to raise revenue as also to achieve wider social purposes.

"It may be that as a result of this measure, property owners may transfer properties to corporate bodies which are not now liable to the wealth tax or property-owning companies may come up. If this tendency develops, Government will deal with it at the appropriate time.

"I propose now to restore the exemption from wealth tax for five years for equity investment in new industrial companies. This concession will apply ~~in~~ respect of companies issuing capital for the first time after the 28 February 1965. "

Continuing, the Finance Minister said: "The companies issuing bonus shares pay a tax of 12½ per cent. on the face value of these shares. It stands to reason that if a person pays capital gains tax on bonus shares issued to him some part of the tax paid by the company on the same issue should go to mitigate his liability for capital gains tax. I propose, therefore, to allow a rebate of up to 10 per cent. of the face value of bonus shares from the capital gains tax on such shares.

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"In the region of personal taxation of incomes, the first need is for simplification of the tax structure. For one thing, the distinction between income-tax and super-tax is something of an anachronism and the manner in which we allow for various deductions as at present is also not conducive to either simplicity or comprehension of net incidence.

"I have endeavoured to simplify the whole tax structure by integrating super-tax with income-tax and in other ways. This simplification will cost something to exchequer for a little while. But it will improve tax administration and help to modify the attitude of the ordinary citizen towards his tax liability.

"Basically, I wish to provide for a system in which the present free allowance for purposes of income-tax will be discontinued, thus eliminating inter alia the element of acute discrimination against unmarried women and bachelors.

"Incomes in future will be chargeable to tax, subject to relief on account of personal allowance for every individual of 2,000 rupees with an additional allowance of 1,500 rupees for a married individual and 400 rupees for each dependent child up to a maximum of two children.

"For a married individual with two dependent children no tax will thus be payable up to an income of 4,300 rupees as against 4,000 rupees as at present. The relief by way of personal allowances will, at the new rate, amount to the same absolute sum of 215 rupees as a maximum for all assesses. This simplification will entail a loss of revenue of 36.4 million rupees.

"Another change in the direction of simplification that I wish to make relates to deductions in respect of contributions to provident fund, insurance premiums and Cumulative Time Deposit Scheme. Apart from raising the money limit for concession relating to these items from 10,000 rupees to 12,500 rupees for individuals, it is proposed to give the concession by a straight deduction from income of 50 per cent. of the amount contributed to the items eligible for the relief.

"This measure, I am sure, will facilitate the calculation of tax liability by each individual, I am also introducing a new provision for exempting a new pf from tax income up to 2,400 rupees on account of institutional care of handicapped dependents. In the case of non-institutional care the limit will be 600 rupees. Honourable Members would agree with me that a measure of relief in this respect is justified on social grounds.

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"While streamlining the tax structure, and replacing the present taxes by a revised and unified schedule, I have lowered taxes at all levels of personal incomes. In the new schedule, the highest marginal rate of taxation on earned incomes which will be reached at over 70,000 rupees will be 65 per cent.

"At the same time, the surcharge on earned income has also been regarded at 5 per cent. for incomes between 0.1 million rupees and 0.2 million rupees, 10 per cent. for incomes between 0.2 million rupees and 0.3 million rupees and 15 per cent. for incomes above 0.3 million rupees.

"In our scheme of taxation, we have come to regard an income of 15,000 rupees as the dividing line for various purposes.

"The Annuity Deposit Scheme, for example, does not apply to incomes upto 15,000 rupees. I have also decided that the same limit should be considered as the free limit for purposes of the unearned income-tax surcharge.

"The present limit for this purpose is proposed, therefore, to be raised from 10,000 rupees to 15,000 rupees. With the base for unearned income-tax surcharge being lowered by this measure as well as by the reduction in tax rates in general, there is a case for increasing the surcharge on unearned incomes.

"Accordingly, I propose to levy a surcharge on the tax at the rate of 20 per cent. on unearned incomes between 15,000 rupees and 50,000 rupees and at the rate of 25 per cent. on such incomes above 50,000 rupees.

"The changes proposed will mean a reduction in tax at all levels of personal income. The highest marginal rate on unearned income will go down from 88.125 per cent. to 81.25 per cent. and that on earned income from 82.5 per cent. to 74.75 per cent., i.e., the peak taxation will be reached in respect of income above 0.3 million rupees of earned income and above 70,000 rupees of unearned income.

"For a married individual with two dependent children, the tax on earned income of 5,000 rupees will go down from 60 rupees to 35 rupees, at 10,000 rupees from 685 rupees to 535 rupees, at 20,000 rupees from 2,360 rupees to 2,085 rupees, at 40,000 rupees from 10,340 rupees to 9,285 rupees, at Rs.70,000 rupees from 26,590 rupees to 23,585 rupees and at 100,000 rupees from 44,615 rupees to 39,160 rupees.

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"This has been worked out after taking into account tax benefit on the relative Annuity Deposit. Despite these reduction, our tax rates will still be higher than in countries like the United Kingdom and the United States of America at corresponding levels of income. I make, however, no apology for not reducing personal income taxation in India to the levels prevailing in other countries.

"For one thing, the same level of income in India and United States of America does not imply the same level of absolute well being. Much less does it imply the same relative position in society as a whole. For a country like India, an income of 0.1 million rupees or 0.2 million rupees represents economic power which is much greater than that enjoyed by people of the same income in more fortunate lands.

"The loss of revenue as a result of the reduction in tax rates and the changes in surcharges will be of the order of 206.9 million rupees in a full year. During 1965-66, there will be an additional loss of 150 million rupees on all types of direct taxation in respect of advance collection of taxes.

"I have, however, every hope that apart from giving a measure of relief to people in the lower middle income groups, the changes I have made will stimulate a greater flow of personal savings and reduce the scope and incentive for tax evasion.

"Apart from the major changes I have described earlier, I propose to make some other changes in the income-tax provisions. I had announced on 24 December, 1964, my intention of giving tax credit certificates to individual investors in equity issues of new industrial undertakings, of exempting interest income from funds brought to India and invested in banks in non-resident accounts and exemption of interest on Government securities from the unearned income surcharge."

Concessions for Foreign Experts.— The Finance Minister said that it is "also proposed to extend the rebate on donations of place to amounts given for renovation of places of public workshop approved in this behalf and also to exempt such gifts from gift tax. The annuity received in respect of the Annuity Deposit Scheme is proposed to be treated as earned income.

"The present tax concessions in favour of foreign technicians whose contracts have been approved by Government is for a period of three years with a grace period of two years where the employer pays the tax. For certain industries and sophisticated processes, the services of such technicians have to be retained for a longer period.

"It is, therefore, proposed that the second period of two years can be extended by a further period of three years with the approval of Government. During the extended period also the tax may be paid by the employer without attracting tax on tax.

"Representations have been received from professional persons like Chartered Accountants, Architects and Solicitors for tax relief to enable them to make some provision for a super-annuation scheme.

"Recognising the need for this, I propose to give tax relief to partners of firms engaged in the profession of Chartered Accountants, Architects, Solicitors and Lawyers on amounts spent for the purchase of life annuities, commencing at an advanced age, under an approved annuity scheme or sums contributed by them to an approved fund for providing retirement benefits.

"This relief will be in the form of a straight deduction of such payments from their total income subject to a limit of 10 per cent. of the total income or 5,000 rupees whichever is lower.

"In order to provide a disincentive for repatriation of funds by foreign investors who sell out their interest in industrial holdings, it is proposed that when such persons reinvest the sale proceeds in approved industrial securities, rebate of capital gains tax, if any, due on the original investment will be allowed in proportion to the amount reinvested.

"A change is being introduced in the basis of charging taxes on non-resident assesseees as well as resident assesseees who are not ordinary resident. In order to remove some of the present complications and reduce the rigour of the tax burden, these assesseees will be charged to tax from the assessment year 1965-66 on their income assessable in India at the rates applicable to residents but without deduction of personal allowances. The concept of world income is being dropped in their case. The loss of revenue in this case is not material."

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Estate duty and gift tax.— So far as Estate Duty and Gift-tax are concerned, Shri Krishnamachari said that he proposes "to enlarge some of the existing concessions and also to amend certain provisions where I find that their interpretation has been causing undue hardship to assesseees.

"For example, when a person gifts any property during his life time, the property will be liable for inclusion in the estate on his death under certain circumstances, namely, if he dies within two years after making the gift or if he has possession or enjoyment of the property or any benefit out of it during the two years immediately preceding his death.

"This requires to be remedied in the light of our present rates of Gift Tax and Estate Duty. I, therefore, propose to reduce the period of two years to one year and further to provide that where Gift Tax has been paid at the enhanced rates of Gift Tax in force from 1964-65 on any gift of property to the wife, son or other close relative, there will be a total exclusion of such property from the estate of the donor if he dies after five years from the date of gift.

"I also propose to make a provision that if the donor stays in a house which he has gifted to his wife, son or other close relative and there is no right of residence of any benefit reserved to him under the deed of gift, or under any collateral disposition, the property will not be included in the estate if the donor dies after one year from the date of gift.

"Again, when a pension is given to the family of a deceased employee by Government or by some other body or out of a superannuation fund created by an employer and approved under the Income-tax Act or out of a similar fund maintained by any of the international agencies, the capitalized value of the pension attracts Estate Duty. It is considered necessary to rectify the hardship arising in such cases by exempting such pension from Estate Duty.

"The loss of revenue as a result of these measures will be nominal. Further, I propose to make a provision for the allowance of stamp duty paid on an instrument of gift as a deduction from the Gift Tax subject to certain limits and conditions.

"I now come to my proposals in regard to unaccounted incomes and wealth, as I have already mentioned, are a source of considerable mischief in the economy. The question of how to mitigate this evil is a baffling and difficult one.

"We have already taken a number of measures, apart from intensification of searches and the like, to encourage voluntary disclosures. Amounts so disclosed are being exempted from penalty. These measures have had some success in encouraging voluntary disclosures particularly from people who have comparatively small and medium incomes to disclose.

"Various suggestions have been made from time to time to encourage disclosures on a larger scale and to give an opportunity to those who wish to turn a new leaf to do so without undue harassment.

"I have every hope that with the reduction in tax rates that I have already proposed, the scope and incentive for tax evasion in future would be reduced. The present time, therefore, offers a good opportunity to enable people who have evaded tax in the past to come out and make a clean breast of it.

"I recognise that it is not at all an easy matter to devise a solution which would at the same time be fair to people who have paid taxes honestly in the past and reasonable enough to encourage voluntary disclosure on an adequate scale on the part of those who wish now to be relieved of their past evasion.

"I have attempted to devise a solution bearing in mind all the complex economic, social and moral considerations that underlie the phenomenon of unaccounted income and wealth. I can only hope that honest tax-payers will not be aggrieved by what I propose to do and that those who have been misled in the past would find it reason enough to return to the path of civic responsibility.

"My proposal in brief is this. Those persons who have undisclosed income to declare can make a declaration with relevant particulars and at the same time deposit in cash at the Reserve Bank of India sixty per cent. of the income declared.

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"The remaining 40 per cent. of the income so declared can be taken to the assessee's books under intimation to income-tax authorities. No further question of assessment in regard to the income so disclosed by this process will arise and the identity of the persons will not be revealed. This offer will be open only for three months from now, till the end of May. In order to induce people to come out quickly, a rebate of 5 per cent. of the tax on all incomes declared and tax paid thereon in the month of March will be given.

"In other words, in such cases, the effective tax rate will be 57 per cent. Those who feel that their tax liability in respect of amounts to be disclosed would be less than 57 or 60 per cent. would be free to resort to normal disclosure and have the income so disclosed taxed at the appropriate rates by income tax authorities after proper assessment.

"Appropriate provisions are being made in the Finance Bill to give effect to the scheme I have just outlined. I need hardly add that we propose to continue with our searches. It is incumbent upon the Government to use all the legal weapons at its command to deal with those who spurn this particular opportunity of making voluntary disclosures.

"I also propose simultaneously to float once again the Gold Bonds. On the last occasion when we issued such a bond, the response did not come up to our expectations. The new bonds will be issued on exactly the same terms as the old bonds except in one respect.

"In view of the increase in interest rates since the last issue was made the new bonds will carry interest at 7 per cent. per annum."

Summing up the total effect of the changes proposed the Finance Minister said: "The overall surplus at existing rates of taxation of 100 million rupees will be augmented to the extent of 15 million rupees as a net result of changes in indirect taxation. The loss in revenue of 295 million rupees as a result of reduction in excise duties on a number of items of daily consumption will be offset by revenue from technical adjustments in respect of cigarettes and tyres of 7.5 million rupees, yield of additional excise on copper, steel products and tin plates etc., of 157.5 million rupees, and increase in Customs duties of 145 million rupees.

"Among direct taxes, the loss of revenue on account of the introduction of personal allowances will be 36.4 million rupees and on account of adjustments in rates 200 million rupees making a total of about 236.4 million rupees.

"Modifications in surcharges on earned and unearned income will involve a loss of revenue of 6.9 million rupees. The concessions to Section 104 companies will cost to the exchequer 27.3 million rupees. Other miscellaneous concessions amount to 23.4 million rupees.

"In addition, there will be a loss of another 150 million rupees in 1965-66 in view of the fact that all the new rates in this year will apply both in respect of income taxable during the year and income on which tax might be paid in advance.

"The wealth tax on urban property will yield a revenue of 15 million rupees. Thus, as a result of all the changes in direct taxation, including changes in corporate taxation, the total loss to revenue in 1965-66 will be 429 million rupees.

"The estimated income under direct taxation from all sources for the year 1965-66 has been put at 7,040.5 million rupees. Out of this 429 million rupees will have to be deducted as a loss because of the concessions mentioned earlier. However, because of the perceptible lowering in personal taxation and improvement in tax collection, I shall take a credit of 300 million rupees making the total estimate of income from direct taxation from all sources 6,911.5 million rupees.

"This leaves a deficit of 129 million rupees in direct taxation as against the budgeted figure. As against this, there is a surplus of 15 million rupees in indirect taxes. Taking this into account and the effect of the States' share in excise duties, there will be a loss of revenue of 63.8 million rupees, which together with the overall surplus at the existing levels of taxation will give a net surplus of 37.8 million rupees.

"I have taken no credit for receipts under the voluntary disclosure scheme. Indeed, it is my hope that the entire loss in respect of direct taxation will be more than made up during the year not only by improvement in tax collection resulting from the changes made, but also because of receipts under the voluntary disclosure scheme.

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"It may, therefore, well be expected that we might end up next year with a larger surplus. It is with this in view that I have not estimated any diminution in the States' share of direct taxes revenue.

"On the other hand such increases in the States' share of income-tax revenue as would accrue would be in my view more than compensate the reduction in the States' share in the revenue from Excise Duties.

"It is a matter of some satisfaction to me to be able to present this Budget which holds every promise of being a balanced one - if not a surplus one - taking both the Revenue and Capital accounts together.

"Honourable Members, I hope will also find similar satisfaction in the fact that we have been able to present a balanced budget while providing for the needs of the Plan and giving a measure of relief in direct and indirect taxation.

"In conclusion, I would appeal to Honourable Members and to all those affected by our tax system that they should treat the present Budget as an earnest of our desire to put the tax structure in this country on an enduring and rational basis."

(The Hindustan Times, 28 February, 1965).

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President of India's inaugural address
to the Budget Session of Parliament:
Economic Situation Reviewed.

Addressing the joint session of the two Houses of Parliament, on 17 February 1965, the President, Dr. Radhakrishnan, said that looking back on the past 12 months notice can be taken of several achievements, which should inspire hope and confidence. National income increased at the rate of only 2.5 per cent. per annum during the first two years of the third Plan. In 1963-64, with an increase of 9.2 per cent. in industrial output, the figure rose to 4.3 per cent. An increase of about 8 per cent. in industrial production is expected during the current year. Many public sector undertakings, in which heavy investments had ~~been~~ made during the third Plan, commenced production. They include the heavy engineering plant at Ranchi, the mining machinery plant at Durgapur, the refinery at Barauni and the machine-tool factories at Pinjore and Kalamasseri. Although production in some of these establishments was still at a pilot stage, a steady increase in their contribution to the economic development in the years to come, could be expected.

Regarding power development the President said the country has been making steady progress. The number of electrified villages has gone up from 4,000 at the beginning of the first Plan to nearly 40,000. Power generation by the end of the third Plan is expected to amount to 11.7 million kw. as against 5.6 million kw. at the end of the second Plan.

Shipping tonnage at about 1.4 million GRT has already exceeded the third Plan target. Railways have adequate capacity to meet ~~our~~ ^{the} current needs and further development is in progress. New oil discoveries were made in Gujarat and Assam and India has secured rights of exploration in the off-shore islands of Iran. ~~In the~~ New and workable deposits of uranium have been found and our reserves of uranium are substantial.

A plutonium plant, entirely designed and built by the scientists and engineers of the Trombay establishment is now in operation. The construction of atomic power stations at Tarapur and Rana Partap Sagar has commenced. The use of atomic energy for peaceful purposes will steadily expand in the future, based increasingly on indigenous supplies, technology and research.

Referring to the food situation, the President said that a number of steps had already been taken and some were in the process of implementation. The farmer has been assured of minimum prices, which have been fixed at economic levels and an agricultural prices commission has been set up to keep the situation under constant review. Special attention was being given to the timely supply of fertilisers and other requirements to the farmer. Quick maturing minor irrigation schemes would be implemented on a priority basis. The President also referred to greater availability of certain consumer goods of interest to the common man.

Regarding the Fourth Five Year Plan, the President said the most important objective of the fourth Plan would be a substantially higher rate of growth with the most effective utilization of resources. For this task, the Government propose to strengthen the machinery of planning. Emphasis in the Plan will be on agriculture, a balanced development of heavy and other industries, creation of large employment opportunities, advancement of the rural sector and narrowing down of social and economic disparities. Special attention is proposed to be given to schemes, which will mature quickly. Public sector projects will be implemented with greater speed and they will be ~~We have to aim at~~ designed to give quick returns to the community in the shape of production and profits. Advance action in respect of many fourth Plan projects will be taken in the course of this year. To meet shortages in the supply of cement, a corporation for the production of cement has been set up in the public sector.

The role of the private sector in the fourth Plan will also be important. It will be Government's endeavour to provide reasonable facilities to the private sector to enable it to fulfil its assigned role efficiently and effectively.

The importance of accelerating the rate of growth in both agriculture and industry is heavily underlined by the increase in our population. Between 1951 and 1961 the population of the country increased from 360 million to 440 million. At the present rate of growth, the population will be 490 million by the end of the third Plan and 550 million by the end of the fourth Plan.

About the industrial peace, Dr. Radhakrishnan said: "Our Government attach the greatest importance to the maintenance of industrial peace through the code of discipline and through the various instruments of negotiation, conciliation and adjudication, which exist. Fullest attention is also being paid to measures to promote labour welfare by setting up new wage boards for industries and deciding on the recommendations of the Bonus Commission, and by the establishment of consumer co-operatives and fair price shops in industrial establishments and the expansion of the workers education programme. It is unfortunate that industrial relations in certain sectors during 1964 were somewhat disturbed. It is our Government's earnest hope that both employers and employees will recognise the supreme importance of maximising output by working together, with a sense of national purpose."

(The Hindustan Times, 18 February 1965).

34. Economic Planning, Control and Development.

India - February 1965.

Bank rate increased from 5 % to 6 % :
Finance Minister's Statement in the
Lok Sabha.

The Union Finance Minister, Shri T.T. Krishnamachari announced in the Lok Sabha on 17 February 1965 an increase in the Bank rate from 5 per cent. to 6 per cent., certain other changes in interest rates and the levy of a "regulatory customs duty" of 10 per cent. on all imports except food grains, fertilisers, pesticides, books, and accessories for family planning. Shri Krishnamachari said the measures were intended to correct inflationary pressures in the economy and arrest the deterioration in the foreign exchange situation. He told the House that the custom levy, which comes into effect immediately, is meant to bring about "utmost economy" in imports.

He said that in view of the difficult payments position and the continuing shortage of imported raw materials and components, it was proposed to request the Aid India Consortium for larger non-project assistance and for immediate relief to the balance of payments in other ways. He also informed the House that the International Monetary Fund was being requested for a standing credit "to tide over our immediate difficulties".

Shri Krishnamachari disclosed that the Reserve Bank was to announce certain measures to bring about an orderly increase in interest rates and to slow down the pace of monetary expansion. Simultaneous with the 1 per cent. increase in the Bank rate, it has been decided to make stiffer the terms governing the borrowings of scheduled banks from the Reserve Bank. Banks will hereafter be able to borrow at the bank rates only when their net liquidity ratio comes to 30 per cent. or more as against 28 per cent. at present. The borrowing rate of the individual scheduled bank will increase by $\frac{1}{2}$ per cent. for every 1 per cent. 4 percent. for savings deposits has been prescribed.

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The ceiling limit to the lending rates of banks has been raised from 9 per cent. to 10 per cent. The Reserve Bank lending rate to co-operative banks will also be higher by 1 per cent. Some changes in other interest rates, including those paid and charged by Government and other financial institutions, are also being made.

(The Hindustan Times, 18 February 1965).

36. Wages.

India - February 1965.

Annual Report on the Working of the
Payment of Wages Act 1936 in Mines
for the Year 1963*.

The following is a summary of the annual report on the Working of the Payment of Wages Act, 1936 in Mines for the year 1963, which has appeared in the Indian Labour Journal, February 1965.

Introduction.- The two main objects of the Payment of Wages Act are (i) to ensure disbursement of wages actually payable within the prescribed time limit and (ii) to prohibit unauthorised deductions from wages. The Act applies to all persons employed in mines drawing wages below Rs. 400 per month. The Payment of Wages (Mines) Rules, 1956, framed by the Central Government also apply to all persons employed in mines either by the owner or by the contractor.

Machinery for Enforcement.- The administration of the Act has been entrusted to the Central Industrial Relations Machinery. Inspections and enforcement work is mainly done by the Labour Inspectors and Junior Labour Inspectors. The Regional Labour Commissioners and Conciliation Officers also carry out inspections occasionally for the enforcement of the Act and for test-checking the inspections carried out by Labour Inspectors and Junior Labour Inspectors. The Inspectors give their inspection reports enumerating the irregularities detected to the ~~employment~~ employer at the spot along with a notice to show cause against legal action.

* Indian Labour Journal, Vol. VI, No. 2, February, 1965, pp. 143-144.

Inspections and Irregularities.— The number of inspections carried out during the year under report were 4,884 as compared to 3,755 during the previous year; the number of irregularities detected were 18,698 as against 10,913 detected during the previous year. Out of these irregularities, 14,945 (79.9 per cent.) were rectified during the year under report. The largest number of irregularities detected related to non-display of notices of dates of payment and lists of acts and omissions for imposition of fines. The other types of irregularities which were quite large in number in the years 1962 and 1963 were those of non-maintenance of registers, improper maintenance of registers, and non-payment of wages. The irregularities relating to delayed payment of wages during the years 1962 and 1963 accounted for 3.1 per cent. and 6.7 per cent. of the total number of irregularities.

Of the 18,698 irregularities detected during 1963 as many as 14,945 (79.9 per cent.) were got rectified by the employers; 610 (3.3 per cent.) were contested by the employers and the remaining 3,143 (16.8 per cent.) could not be got rectified during the year under review. Of the 14,945 irregularities which were got rectified during the year, as many as 12,536 (83.9 per cent.) were got rectified in 3 months' time; 1,966 (13.1 per cent.) in 3 to 6 months' time and remaining 443 (3.0 per cent.) in 6 to 9 months' time.

Claims.— The number of claim cases pending at the beginning of the year 1963 was 355. During the year 1963 another 102 cases were ~~field~~ filed before the authorities regarding non-payment of wages and illegal deductions. Thus ~~these~~ the total number of cases requiring disposal during the year was 457. Of these, only 191 cases were disposed of during the year. Of these, 146 were ~~remaining~~ 22 decided in favour of the employees and 23 against the employees and the remaining 22 cases were withdrawn. In 146 cases, which were decided in favour of the employees, the total amount awarded to them was Rs.40,101.58.

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Annual Returns.- As required under Rule 18 of the Payment of Wages (Mines) Rules, 1956, during the year 1,425 (47.4 per cent.) mines, employing 395,155 workers (out of 3,008 working mines) submitted such returns as against 1,835 (57.9 per cent) mines employing 534,523 workers during the previous year. The total wages paid to these workers amounted to about Rs.503,417,357. Deductions of Rs.610.80, 8,107.50, and 104.97 were made from wages of the workers due to fines imposed, damage or loss and breach of contract respectively. Disbursement of Rs.942.80 from the fines fund was also made during the year.

Conclusions.- As compared to the previous year the enforcement of the Act and Rules was quite effective and purposeful during the year under report. The number of inspections carried out increased substantially from 3,755 in 1962 to 4,884 during the year under report. The number of irregularities got rectified by the officers had also gone up from 8,132 in 1962 to 14,945 during the year.

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Chapter 4. Problems peculiar to Certain Branches
of the National Economy

42. Co-operation.

India - February 1965.

Meeting of Registrars of Co-operative
Societies: Consumer Societies do Increased
Business in 1964.

A report presented to a meeting of Registrars of Co-operative Societies held at New Delhi on 24 and 25 February 1965, says that consumer co-operatives showed a four-fold increase in business in December, 1964, as compared with December, 1963, but they have run into difficulties in dealing with in foodgrains for which statutory prices have been fixed.

According to the report, the private trade was disregarding the statutory prices and was buying grains paying "substantially higher prices".

But, for obvious reasons, co-operative societies could not pay anything above the statutory prices. As a result consumer co-operatives "were being starved" of foodgrains in many places.

Consumer co-operatives did a business of 80 million rupees in December 1964 as compared with only 20 million rupees in December 1963. During the year they transacted business worth 1,000 million rupees; it is proposed to double the volume of trade during 1965. This would mean a take-over by the co-operatives of 10 per cent. of the total consumer trade in the country.

Even so, the performance of co-operatives fell somewhat below expectations. This was because while in certain States they exceeded their targets, in certain others they were the victims of the traditional indifference of the State Government concerned. This explains the non-utilization of part of the 100 million rupees allotted by the Centre for the consumer co-operative movement in 1964 and also some of the unspent amounts of foreign exchange allotted to it.

The most encouraging feature of the movement, which was also stressed by Shri S.K. Dey, Union Minister for Community Development and Co-operation, in his address to the Registrars, was the scheme to start processing industries by consumer co-operatives "in a big way" during the current year.

A list of 16 industries which the co-operatives could start has been drawn up. These include flour mills, rice mills, edible oil units and several other trades such as starting of servicing and gas stations for cars and scooters. A number of facilities for financing and equipping such ventures have been provided by the Government.

It is also proposed to spread the consumer co-operative movement to urban areas. About 200 wholesale and 4,000 retail stores were opened in 1964 and, it is claimed, there are very few towns with a population of over 50,000 not already covered by the movement.

(The Statesman, 26 February 1965).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

INDIA - FEBRUARY 1965.

60. General.

Labour Minister stresses Greater Association
of Workers in Management of Industry: Speech
at Seminar on Industrial Relations.

Inaugurating a Seminar on Industrial Relations in a developing economy, held at New Delhi on 27 February 1965, under the auspices of the Shri Ram Centre for Industrial Relations, Shri D. Sanjivayya, Union Minister of Labour and Employment said that for ensuring greater association of workers in the management of industry, a suggestion had occurred to him to give the workers a direct interest in the enterprise by making them share-holders.

He added that this suggestion had not yet been fully examined nor had its implications been worked out. But he hoped that the deliberations of the Seminar would throw some light on different aspects of this question.

The Minister added that the scheme of workers participation in management which was in operation in a number of selected units was proposed to be progressively extended.

Speaking about voluntary arbitration, he said that there had been some progress in the application of this principle as a means of settling industrial disputes. But some hesitation on the part of employers still remained. This was being slowly overcome and he hoped that the employers would continue to make earnest efforts to get over their reluctance to accept this principle.

Referring to the role of trade unions, the Minister said that historically, trade unions in the so-called free economies had to enter into unequal competition with the vastly superior economic strength of owners of capital. Militant union action to safeguard their rights and interests often appeared to be the only way of survival for them. Even this was not always easy to achieve. Unions had often to come up against the opposition of the State itself. In a situation like this, it was only natural that the unions should develop a militant posture and a defensive strategy. The policies and programmes of the trade union movement in India had also been modelled, by and large, on these traditional lines. This might have been valid in the peculiar social context in which these were devised. Today India was a free and democratic country, having chosen democracy and socialism as the cardinal points of national policy. And promotion of workers' wellbeing was a major pre-occupation of this policy. Its basic aims have been clearly set out in the constitution itself. These require the State to endeavour to secure for all workers: work, a living wage, human conditions of work, a decent standard of living and so on. He emphasised that the socialist order of society which India has accepted as the goal of national policy can be realised only if the trade unions cooperate fully in implementing the plans of economic development, assuming increased responsibility for the success of the productive effort. This clearly called for some rethinking on the part of the trade union movement in India. A merely agitational approach - barren militancy - had little relevance and would seem to be out of tune in the new social context.

If it was high time for the trade union movement to start re-thinking on some of its basic assumptions, the managements too had to take a fresh look and start looking upon workers as partners in a joint enterprise.

Continuing the Minister said: "Rivalry between unions has been constant source of friction in the field of industrial relations. To mitigate the adverse effects of inter-union rivalry a code of conduct was adopted in 1958 by all the central organisations of workers.

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This code provides that every member should be free to join unions of his choice and organisations should not exploit the ignorance of the workers in their efforts to extend their influence. It also requires that democratic practices should be followed in the formation and functioning of trade unions. A suggestion in this regard, which has at times emanated from the employers' side, is to have in India a slight single organisation like the British TUC at the apex. I wonder whether this would be a practicable proposition in the context of the existing conditions in our country."

Shri Sanjivayya added that bonus and wages questions were some issues which had often been a source of friction in the industrial field. In the field of wages Government had been slowly trying to evolve a system which takes the contentious wages question away from the heat of controversy and makes its consideration possible in a calm and objective manner. In the tripartite wage boards which have been set up for individual industries, the parties directly involved sit on these boards with experts and try to reach mutually acceptable solutions to problems which vitally affect all of them.

An essential feature of these arrangements has been that parties meet here not merely to carry on an argument but actively work for an understanding and try to reach mutually agreed solutions. This spirit of mutual understanding and joint endeavour to reach agreed solutions was, he thought, the essence of these arrangements. Without this he wondered whether the mechanism of tripartite wage boards and other similar arrangements would at all have been a practicable or viable proposition. He felt that mechanism of wage boards which was a sort of half-way house between collective bargaining and judicial determination of wages, eminently suitable and increased reliance was, therefore, being placed by Government on the mechanism of wage boards in the matter of effecting wage revisions.

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On the question of bonus too Government's main effort had been to have suitable norms worked out which should govern bonus payments. Government was also contemplating legislation to give effect to the recommendations of the Bonus Commission as accepted by Government.

(Press Release issued by Press Information
Bureau, Government of India,
27 February 1965).

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64. Wage Protection and Labour Clauses in
Employment Contracts with the Public
Authorities.

India - February 1965.

Payment of Wages (Amendment) Act, 1964
to come into effect on 1 February 1965.

In exercise of the powers conferred by sub-section (2) of Section 1 of the Payment of Wages (Amendment) Act, 1964 (No.53 of 1964) (vide page 66 of the Report of this Office for January 1965), the Government of India, by a notification in the official gazette, has fixed 1 February 1965 as the date on which the said Act shall come into force.

(Notification No.536/1/60/Fac;
the Gazette of India, Part II-
Sec.3(ii), dated 30 January 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - FEBRUARY 1965.

81. Employment Situation.

Employment Exchanges: Working during December 1964.

According to a Review of the principal activities of the Directorate-General of Employment and Training for the month of December 1964, the following was the position of registration, recruitment, live register, vacancies notified and employers using employment exchanges.

Item	November 1964.	December 1964.	Increased(+) or Decreased(-)
Registrations. ..	260,936	313,177	+ 52,241
Placements. ..	49,318	48,754	- 564
Live Register. ..	2,535,633	2,492,874	- 42,759
Vacancies Notified..	73,969	72,886*	- 1,083
Employers using Exchanges. ..	13,391	13,903	+ 512

* Included 1,207 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, against which submission action was not required.

Shortages and Surpluses.- Shortages were experienced during the month in respect of engineers, draughtsmen, doctors, stenographers, nurses, midwives, compounders, electricians, turners, fitters, overseers/accountants, trained teachers and fast typists, while surpluses continued to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Gorakhpur Labour Organisation.- The Labour Depot, Gorakhpur recruited 1,551, workers during the month of December, 1964.

Employment Market Information.- At the end of the December 1964, Employment Market studies were in progress in 266 areas in different States.

Vocational Guidance and Employment Counselling.- National Committee to examine the Status of Educational and Vocational Guidance in the country and to make recommendations for its Development in the future has been constituted. Quarterly bulletin on job opportunities in India for the quarter ending September 1964, was published and distributed to concerned agencies.

Deployment of Surplus and Retrenched Personnel.- During the month under review 56 persons were retrenched from River Valley Projects, 56 were registered and 6 were placed in Employment. The detailed information is given below:-

(Please see the table on the next page)

Name of Project.	No. awaiting assistance at the end of November, 1964.	No. ret- ren- ched during the month.	No. of ret- ren- ched nel (including those left voluntarily registered during the month for employment assistance.	No. placed during the month.	No. left indicating no desire for assistance.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6	7
1. Damodar Valley Corporation.	203	17	17	2	-	218
2. Bhakra Nangal Project.	8	37	37	-	1	44
*3. Bhilai Steel Project.						
*4. Durgapur Steel Project.						
5. Special Cell of the Ministry of Home Affairs.	311	2	2	4	-	309**
TOTAL.	522	56	56	6	1	571

* Reports for the month of December, 1964 have not been received.

** Class II - 51; Class III & IV - 258.

Note:- Total of columns 2 and 4 is equal to the total of columns 5, 6 and 7.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the month of December 1964; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

82. Vocational Guidance.

India - February 1965.

Draft Outline for Technical Education in Fourth Plan Period approved.

The All-India Council for Technical Education at a meeting held at New Delhi on 4 February 1965 approved the draft outline of technical education in the Fourth Five-Year Plan.

The draft provides for a target of 35,000 admissions at the Degree level and 72,000 admissions at the Diploma level per year in various engineering and technological courses during the Plan period.

For the remaining period of the current Plan, the Council approved a programme which would enable the training of additional 1,550 students at the Degree level and 2,550 students at the Diploma level per year.

By the end of the Third Plan, the rate of annual admission would be 25,000 at the Degree level and 50,000 at the Diploma level.

To achieve these targets, the Council agreed that the existing institutions would be expanded to the maximum extent. Part time and correspondence courses would also be introduced for which extensive facilities were proposed to be organised.

At the Post-Graduate and research level, the aim is to provide facilities for 20 per cent. of the output of Graduates in engineering.

Addressing the Council the Education Minister pleaded for co-operation and help from industry in meeting the need of technical education in the country.

"I have a feeling", Shri Chagla said, "industry has not done all it could have done to help technical education in the country". Besides research and training facilities, the Minister added that he would like industry in India to follow in the footsteps of the countries of the West where teams of industrialists go round the universities and pick up talents for future recruitment.

The Union Education Minister's appeal to the industry for help and co-operation was readily responded to by categorical assurances given to the Council on the spot by Messrs. Surottam Hatheesing (Chairman) (Textile Technology and Sookmal Ghosh Federation of Indian Chamber of Commerce).

They were prompt in acknowledging the role the Union Education Minister expected the industry to play and offered whatever help the Government would require of them in the matter.

(Amrita Bazar Patrika,
5 February 1965).

83. Vocational Training.

India - February 1965.

Labour Ministry's Training Schemes: Working during December 1964.

According to the Review on the Principal Activities of the Directorate-General of Employment and Training for the month of December 1964, there were 298 institutes for training and 31 centres holding part-time classes for industrial workers. The total number of seats introduced stood at 93,984 and the number of persons undergoing training under the craftsmen training scheme and part-time classes for industrial workers was 80,559.

Central Training Institute for
Instructors.- Session which commenced on 1 May, 1964, at all the Central Training Institutes for Instructors is in progress. The present admission position in each Central Training Institute is as under:-

C.T.I. for Instructors, Calcutta.	408
C.T.I. for Instructors, Bombay.	282
C.T.I. for Instructors, Kanpur.	250
C.T.I. for Instructors, Madras.	198
C.T.I. for Instructors, Hyderabad.	105
C.T.I. for Instructors, Ludhiana.	142
C.T.I. for Instructors, Curzon Road, New Delhi.	105

Sanction of Seats under the Training
Schemes.- During the month of December, 1964, 16 seats were sanctioned under the Craftsmen Training Scheme during the Third Five Year Plan. The progressive total number of seats sanctioned so far is given below:-

	Seating Capacity at the end of		
	November 1964.	December 1964.	Increase(+) or Decreased(-).
1	2	3	4
a) Craftsmen Training Scheme.	66,062	66,078	(+) 16
b) National Apprenticeship Scheme.	4,387	4,387	-
c) Part-time Classes for Industrial Workers.	4,255	4,255	-
d) Number of New I.T.Is. sanctioned.	156	156	-

National Council for Training in Vocational Trades.— A meeting of the Special Committee was held at Central Training Institute for Women Instructors, Curzon Road, New Delhi on 14, 15 and 16 December, 1964 to finalize the Schemes for the Gradation of Workers, Part-Time Classes for Industrial Workers and Progressive Trade Tests.

Equipment.— The Central Training Institute for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay are being assisted by foreign aid programmes. These Projects functioning under Craftsmen Instructors Training Scheme are being aided by Special Fund Programme of the United Nations Organisation except the one at Bombay, which is being assisted by the AID Agency of the United States. The progressive receipt position of equipment upto December, 1964 is tabulated below:—

(Please see table on the next page)

Name of Centre.	Value of aid. (In Millions)	Receipt upto November, 1964.	Received during December, 1964.	Total receipt upto December, 1964.
1	2	3	4	5
C.T.I., Kanpur.	1.390	1.311	0.013	1.324
C.T.I., Madras.	1.390	1.368	Nil	1.368
C.T.I., Hyderabad.	1.390	1.370	0.004	1.374
C.T.I., Ludhiana.	1.390	1.312	0.013	1.325
C.T.I., Bombay.	1.704	1.495	Nil	1.495

It may be mentioned that Central Training Institute for Instructors, Calcutta has received all the equipment indented for. As regards Central Training Institute for Instructors for Bombay out of the savings of previous Project Indent Orders two fresh Project Indent Orders amounting to \$ 28,000 have been issued and equipments against few Acceptance of Tenders are still awaited.

Apprentices Act, 1961.— The number of apprentices undergoing training under the Apprentices Act was 14,130 at the end of September 1964, of which 10,883 were full-term apprentices and 3,247 short-term apprentices. These apprentices were engaged in 1,414 establishments.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training, for the month of December, 1964: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - FEBRUARY 1965.

111. General.

International Seminar on Health and Productivity,
Bombay, 14 - 22 February 1965.

An International Seminar on Health and Productivity, organised by the Society for Study of Industrial Medicine, India, was held at Bombay from 14 to 22 February 1965.

The nine-day seminar was attended by several foreign and Indian delegates and representatives of I.L.O. (Dr.L. Permezziani) and W.H.O. Dr. K.M. Bhansali, president of the organising committee, said in his welcome address that this was the first time that a gathering of this kind had taken place where institutions like the Union Ministries of Health and Labour, the Productivity Council, the National Safety Council, management associations, trade unions, the family planning authorities and industrial physicians had come together to discuss problems affecting the health of the industrial worker. He hoped that the discussions would help the worker to increase productivity.

Governor's address: Need for Industrial Health Services stressed.- The Governor of Maharashtra, Dr. P.V. Cherian, inaugurating the Seminar, emphasised the need to make a beginning though on a small scale, in providing industrial health services. Dr. Cherian said that the Governments, both Central and State, were big employers and the responsibility would lie on them equally. The Governments and the more enlightened employers should set examples for others.

(The Times of India, 15 February 1965).

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CHAPTER 12. INDUSTRIAL COMMITTEES.

INDIA - FEBRUARY 1965.

121. Special Information.

Fourth Session of Industrial Committee on
Mines other than Coal.

The 4th Session of the Industrial Committee on Mines other than Coal was held at New Delhi on 20 February 1965.

Inaugurating the Session the Union Minister of Labour and Employment, Shri D. Sanjivayya said that Government had accepted the recommendations of wage boards for the grant of interim wage increases to workers employed in iron ore, lime stone and dolomite mines. Necessary instructions had been issued to the employers to implement these.

Referring to the abolition of contract labour, the Minister said that this had been engaging Government's attention for a long time. The Government's policy on this issue was very clear namely the abolition of this system wherever possible and to give legislative protection to contract labour where such abolition was not feasible. He added that with this aim in view a draft bill for abolition and regulation of contract labour was prepared and circulated to the employing ministries, State Governments, workers' and employers' organisations etc. for comments. It was considered at the last session of the Standing Labour Committee. The sub-committee examined the draft bill and details of the proposed legislation were being settled in the light of these discussions. But in the meantime, steps must be taken to prevent the extension of the contract system in non-coal mines.

Speaking about the safety of workers in mines, Shri Sanjivayya said that the protection of the life and the limb of the workers was the prime concern of the government as well as the mine owners. Ways and means would have to be devised by which better conditions could be ensured to the workers without any loss of time.

Referring to the recommendations made at the last session of the Committee, the Minister said that in pursuance of the wishes of the Committee, the mines rules have been amended, providing for the appointment of medical officers in mines employing more than 150 workers. Also, necessary instructions have been issued by the Chief Inspector of Mines to the mine owners, agents and mine managers for supply of hard hats to certain specified categories of workers, free of cost.

So far as the question of providing protective footwear was concerned, the Government had appointed a technical committee in June, 1963. The report of the Technical Committee was before the Committee and the Committee would have to decide who would bear the cost of the footwear to miners and in what proportion. One of the conclusions related to the setting up of a welfare fund for the manganese mines and the appointment of a tripartite committee to go into the affairs of these mines. The Government had fully examined the matter but felt that in view of the prevailing conditions in the international market for manganese, it was not the appropriate time for imposing a cess for setting up a welfare fund. Enquiries were being conducted by certain research organisations into the various aspects of the manganese industry. The results obtained by these studies, would help in deciding on the next step. The question of setting up a common welfare fund for non-coal mines as a whole had also been considered in consultation with the interests concerned. The views expressed by the industry, State Governments etc., had now to be considered by the present session.

On the question of wages, the Minister said the last session of the committee had laid down three stages for the establishment of a wage fixation machinery for workers in non-coal mines. Wage boards were set up for iron ore mines and lime stone and dolomite mines in May 1963. These two wage boards made certain recommendations for the grant of interim wage increase to the workers employed in these mines. The Government had accepted these recommendations and necessary instructions to the employers had been issued to implement them.

Conclusions: The following decisions, among others, were taken by the meeting:-

Welfare fund for manganese mines.- It was agreed that a tripartite sub-Committee consisting of 9 members should go into the question of the feasibility of constituting such a fund at this stage. The sub-Committee should examine, inter alia, the interests of ferro-manganese industry. The sub-Committee would also consider whether such a welfare fund could be combined with the existing iron ore welfare fund. The sub-Committee would submit its report within a period of 3 months.

Supply of Safety Hats free of cost to Mines workers.- It was agreed that safety hats should be supplied free of cost and without security deposit.

Establishment of a common welfare fund covering all non-coal mines.- It was agreed that a general legislation, if possible, like a Minerals Welfare Act should be undertaken so as to enable Government to apply it to different mineral industries, as and when feasible. It was noted that the question of covering lime stone and dolomite mines was already under consideration. It was agreed ~~with~~ that while the welfare cess should be imposed by the Centre, the administration of the welfare fund should be decentralised to the extent practicable.

(Press Release dated 20 February 1965,
issued by the Press Information Bureau,
Government of India;

Text of Main Conclusion received
from the Ministry of Labour and
Employment, Government of India,
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CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.

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- *(a) "Replies of the Questionnaire on the Employees' State Insurance Scheme": Submitted by All India Employees' State Insurance Corporation, Employees' Federation, 8, Narasingapuram Street, Mount Road, Madras-2: 1964: pp.52.
- *(b) "Report on the Working of the Workmen's Compensation Act in the State of Madras for the Year 1963": Government of Madras: 1965: Printed by the Director of Stationery and Printing, Madras on behalf of the Government of Madras, 1965: Price Rs.2.05: pp. 7+i.
- *(c) "Annual Report of the Year 1963-64": Central Coal Mines Rescue Stations Committee: Government of India: Ministry of Labour and Employment: Dhanbad: 1964: pp.23.

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* Publications received in this Office.

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With
on:INTERNATIONAL LABOUR OFFICE
INDIA BRANCHIndustrial and Labour Developments in
March 1965.

H.B.-Each Section of this Report may be taken
out separately.

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - MARCH 1965.

11. Political Situation and Administrative Action.

Twenty-third Session of Standing Labour Committee, New Delhi, 27 March 1965.

The 23rd Session of the Standing Labour Committee was held at New Delhi on 27 March 1965. The meeting, held under the Chairmanship of the Union Minister of Labour and Employment, was attended by representatives of Central and State Governments and from employers' and workers' organisations. The Director of this Office attended the meeting as a "special invitee".

Agenda.- The agenda of the meeting was as follows:-

1. Action taken on the main conclusions of the 22nd Session of the Standing Labour Committee held at New Delhi on 0-10 December, 1964.
2. Conclusions of the Bonus Sub-Committee.
3. Report of the Sub-Committee appointed on the Draft Bill for regulating the employment of contract labour.
4. General Labour Policy - application of Labour Laws to certain States.
5. Rights of un-recognised unions.
6. Proposed amendments to the Factories Act.

Reports on the different items of the agenda were prepared by the Ministry and submitted to the meeting. A brief review of the agenda items is given below:-

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Item 1. Action taken on the main conclusions
of the 22nd Session.-

MAIN CONCLUSIONS/RECOMMENDATIONS

ACTION TAKEN

Proposals concerning amendments
legislation agreed to at the last
meeting of the Committee

- (i) It was explained that the proposal to amend the Industrial Disputes Act for empowering the Tribunals to go into the merits of individual dismissals had been examined by Government but the proposal was not accepted. As regards the proposed legislation to make the setting up of Fair Price Shops a statutory obligation, Government hoped to introduce the relevant Bill during the next session of Parliament.
- (ii) Action to promote the contemplated all-India legislation for the regulation of the Beedi Industry should be expedited.

(i)&(ii). The conclusion has been communicated to the interests concerned.

As regards legislation for fair price shops, certain questions like ensuring supplies of foodgrains etc. to these shops were discussed with the concerned Ministries including the Ministry of Food and Agriculture. Proposal for the introduction of a Bill in Parliament is under Government's consideration.

Up-to-date, a total of 2193 co-operative stores and fair price shops are functioning in 3576 industrial establishments in the country employing 300 or more workers.

Details of the proposed legislation for the regulation of the beedi industry have been finalised in the light of comments received from the State Governments, etc. and steps are being taken to get ready the relevant Bill for introduction in Parliament.

Item 2: Draft Bill on the Bonus Commission's Recommendations.

Every effort should be made to evolve a single suitable 'Bonus Formula' which would minimise the uncertainty associated with bonus payments and ensure its smooth working. A number of alternatives were considered by the Committee but no unanimity could be reached at the meeting. A small tripartite sub-committee, with the Union Labour Minister as its Chairman, should be set up to examine the proposed Bill and suggest suitable modifications that might be considered necessary. The sub-committee should complete its deliberations within a period of one month and its Report should be placed before the Standing Labour Committee.

The Sub-committee was constituted accordingly. It met on January 3, 1965 and its Conclusions are being placed separately before the SLC (vide Memorandum on Item 2.).

Item: 3: Legislation for regulating the employment of contract labour.

A small tripartite sub-committee with Shri N.N. Chatterjee, Joint Secretary, Ministry of Labour, as its Governor should be set up to examine the Draft Bill placed before the SLC and suggest suitable modifications, if any, that might be necessary. The sub-committee should complete its deliberations within a period of two months and its Report should be placed before the Standing Labour Committee.

The Sub-committee was constituted accordingly. It met on January 11-12 and 25, 1965. The Report of the Sub-committee is being placed before the SLC separately (vide Memorandum on Item 3).

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Item 4: Inclusion of Byssinosis
in the List of Occupa-
tional Diseases.

The proposal in the Memo-
randum concerning carrying out
of studies of the disease in
the E.S.I. hospitals was
approved.

The Employees' State
Insurance Corporation have
requested the State
Governments to collect the
morbidity data about
Byssinosis in the ESI
hospitals.

Item 5: Protection to Gratuity
scheme from attachment.

The proposal in the Memo-
randum concerning protection
of gratuity from attachment
was approved.

The Department of
Social Security are
examining the proposal in
consultation with the
State Governments and
Central Workers' and
Employers' Organisations,
who have been requested by
the Department to intimate
their views about the need
for undertaking legislation
to provide for such
protection and other
related matters.

Item 2: Conclusions of the Bonus Sub-
Committee.- At the 22nd Session of the Standing
Labour Committee held at New Delhi on 9-10 December
1964, it was decided that a small committee
consisting of: (i) two representatives each from
the employers' and workers' side, and (ii) a few
representatives of the State Governments and the
Central Government Ministries with the Union Labour
Minister as its Chairman should be set up to examine
the draft bill on bonus, and suggest suitable
modifications that might be considered necessary.
It was also decided that the Sub-Committee should
complete its deliberations within a period of one
month and its report should be placed before the
Standing Labour Committee.

A meeting of the Sub-Committee was accordingly
convened on 3 January 1965. The Sub-Committee was
not able to agree to a simplified formula acceptable
to both parties. The Sub-Committee did not take up
clause by clause discussion of the tentative draft
bill. It was agreed that employers as well as
workers would send their views on the various
clauses to the Labour Ministry.

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The Organisations of employers as well as workers have sent their views on the proposed legislation. In the light of these comments the Bill is being finalised. It is proposed to introduce the Bill in the current session of the Parliament.

Item 3: Report of the Sub-Committee appointed on the Draft Bill for regulating the employment of contract labour.-- The draft Contract Labour Regulation Bill 1964 was placed before the 22nd Session of the Standing Labour Committee which met at New Delhi on 9 and 10 December 1964. The Standing Labour Committee appointed a small sub-Committee consisting of representatives of Workers' and Employers' Organisations and a few representatives of State Governments and employing Ministries of Labour and Emp with Shri N.W. Chatterjee, Joint Secretary in the Ministry of Labour and Employment as its convener to examine the draft bill and the comments of the concerned interests thereon and to suggest suitable modifications, if any. The Sub-Committee was requested to complete its deliberations within a period of two months and place its report before the Standing Labour Committee.

The Sub-Committee met in New Delhi on 11, 12 and 25 January 1965 and prepared a draft Report incorporating the points of agreement as well as disagreement on the various clauses of the Bill. The draft was circulated to the members of the Sub-Committee who had agreed to suggest verbal changes, if any needed, within one week of the receipt of the draft. Some suggestions were received and a few verbal changes made.

Although there was agreement regarding good many clauses and quite a few were accepted after suitable modifications, there was difference of opinion on several essential provisions.

Item 4: This item was ~~deleted~~ deleted from the agenda.

Item 5: Rights of un-recognised unions.-- The Indian Labour Conference at its 20th Session in August 1962 laid down the rights of unions recognised under the Code of Discipline but deferred the question of rights to unrecognised unions for further consideration. The matter was accordingly considered at the 22nd Session of the Indian Labour Conference in July 1964. Specifically the question placed before the Conference for decision was:--

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"Whether an unrecognised union, including a category-wise or department-wise union should have the right to represent individual grievances of its own members and the management will be required to look into it and correspond with the union in these matters, provided the issues involved do not fall within the exclusive rights of a recognised union laid down by the Indian Labour Conference at its 20th Session, i.e., whether unrecognised unions should have all rights not exclusively given to recognised unions".

At the meeting of the Drafting Committee to finalise the conclusions of the Conference a representative of the Employers' Federation of India contended that the Conference took no decision on this question and agreed to postpone it for future consideration. Since there was no unanimity on the final decision of the Conference, it was agreed that the conclusion should be left to the Chairman to decide. The final conclusion on this question as it emerged on the basis of the verbatim record of the Conference was:-

"The consensus of opinion was that the recognition of category-wise/department-wise unions should not be encouraged. Unions not recognised under the Code of Discipline should, however, have the right to represent individual grievances relating to dismissal and discharge or other disciplinary matters affecting their members. The question of ~~other~~ other rights of unrecognised unions was deferred for future consideration".

The workers' organisations did not object to the above conclusion.

In January 1965 the Employers' Federation of India again represented that its members were opposed in principle to conferment of any rights on unrecognised union requiring the employers to deal with such unions and in particular enter into arbitration agreements with them. The Federation also said that it would not be compatible with the object of the Code which is to give recognised unions the status of sole bargaining agents in undertakings. Moreover the Federation felt that employers were unwilling to take the risk of recognising a union under the Code if unrecognised unions were also granted the right to take up individual grievances relating to dismissal, discharge or other disciplinary matters affecting their members.

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Item 6: Proposed Amendments to the
Factories Act, 1948.— The Factories Act, 1948,
was amended in 1954 with a view —

- (i) simplifying the provisions in the Act relating to annual leave with wages, which had been causing considerable difficulty particularly in determining the 12 months' "continuous service" for eligibility to leave with wages; and removing any cause for difference of opinion between employers and workers;
- (ii) giving effect to the I.L.O. Conventions Nos. 89 and 90 prohibiting employment of women and young persons during night in factories; and
- (iii) incorporating certain other amendments, designed to remove some practical difficulties experienced in the working of the Act.

The difficulties experienced in the working of the Act are discussed at the annual Conferences of the Chief Inspectors of Factories and amendments to the Act are recommended from time to time. Quite a number of such proposals for amendment have been received from the Chief Inspectors' Conferences, State Governments and other sources, as this Act has very wide coverage, and many types of practical difficulties have been experienced. From time to time the various proposals for amendment have been examined and then circulated to the State Governments, all India organisations of industrial employers and workers, etc. for their comments. These proposals also include the suggestions made by the 16th Session of the Labour Ministers' Conference for making provision for appointment of safety officers, enquiry into fatal accidents etc. In the light of the comments received so far the proposals for amendment have been further examined and it is now proposed to make comprehensive amendments to the Act.

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Decisions: Item 1: Action taken on the main conclusions of the 22nd Session of the Standing Labour Committee held at New Delhi on December 9-10, 1964.— (i) The workers' representatives referred to the Conclusions concerning amendment of the Industrial Disputes Act for empowering Tribunals to go into the merits of individual dismissals and pointed out that the Conclusion to amend the Act had been unanimously agreed to in the Standing Labour Committee earlier and should be implemented. The employers' representatives expressed the view that the job security of workers was adequate under the existing law. The Chairman then drew the attention of the Committee to the Conclusion of the 21st Session of the Standing Labour Committee on this subject and agreed that Government would reconsider the matter.

(ii) The workers' representatives urged that the proposed legislation to make the setting up of fair price shops a statutory obligation on the part of the employers should be expedited, and the Chairman agreed.

Item 2: Conclusions of the Bonus Sub-Committee. The employers' representatives and some of the workers' representatives stated that the conclusions of the Sub-Committee on the Bonus Bill had not been correctly recorded. There was no agreement about the proposed Bonus Bill. After some discussion the Chairman announced that Government would go ahead with the proposed Bonus Bill, keeping in view the opinions expressed by different parties.

Item 3: Report of the Sub-Committee appointed on the Draft Bill regarding Contract Labour.— After some discussion the Chairman announced that Government would go ahead with the proposed legislation concerning contract labour, keeping in view the opinions expressed by different parties.

Item 4: General Labour Policy - Application of Labour Laws to certain States.— The item was deleted from the agenda.

Item 5: Rights of Un-recognised Unions.— The consideration of the item was deferred to the next session of the Indian Labour Conference along with the proposed review of the working of the Code of Discipline.

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Item 6: Proposed Amendments to the
Factories Act.- A Sub-Committee consisting
of four representatives each from the employers'
and workers' side and a few representatives
from the State Governments should look into
the various proposals and finalise them as
early as possible. It was agreed that no
further reference to the Indian Labour Conference
or the Standing Labour Committee for this
purpose was necessary.

(A copy of the Agenda papers are included
in the annexures of this Report).

(Text of Agenda papers and decision of
the Meeting, received from the
Ministry of Labour and Employment,
Government of India, New Delhi).

12. Activities of External Services.

India - March 1965.

Meetings:

During the period under review the
Director attended -

- (a) The Third Meeting of the Central
Apprenticeship Council held at
New Delhi on 12 March 1965.
- (b) The 23rd Session of the Standing
Labour Committee held at New Delhi
on 27 March 1965.

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13. Press and Opinion.

India - March 1965.

The March 8, 1965 issue of "Indian Worker" contains a news item relating to a statement made by the Union Labour Minister at a meeting of the Informal Consultative Committee of Members of Parliament attached to the Ministry that as the central workers' organisations generally failed to make any agreed nominations, the practice hitherto had been to send the nominees of the Indian National Trade Union Congress, which was the largest among the four central organisations of workers, to International Labour Conference and other bodies of ILO. In the case of ILO Industrial Committees, however, there had been occasions when the All India Trade Union Congress representatives had also been nominated as workers' delegates.

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Chapter 2. International and National Organisations

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28. Employers' Organisations.

India - March 1965.

Thirty-eighth Annual Session of the
Federation of Indian Chambers of
Commerce and Industry, New Delhi,
20 March 1965 inaugurated by Prime Minister:
A Realistic Approach to the Fourth Plan
urged.

The 38th annual session of the Federation of Indian Chambers of Commerce and Industry was held at New Delhi on 20 March 1965. The session was inaugurated by Shri Lal Bahadur Shastri, the Prime Minister of India and presided over by Shri K.P. Goenka. Among others, the session was addressed by Shri Asoka Mehta, Deputy Chairman of the Planning Commission. The session was also attended by some Union Ministers, members of the Diplomatic Corps, senior officials and leading industrialists and businessmen.

Presidential address.- Addressing the session, Shri K.P. Goenka, the President of the FICCI said that for some reason, during the first ten years or so of the country's planned economy, there was a tendency to underestimate the real growth in national income. For instance, it was estimated that national income in 1963-64 at constant prices increased by 4.5 per cent. It appeared that in that year, when agricultural production did not rise unduly, the increase in national income could not have been as high as 4.5 per cent. The President stressed that whether in the field of agricultural or industrial production, steps must be taken to ensure that the aggregate increase. He emphasised the need for carefully analysing the causes which stood in the way of production increasing to the extent envisaged and then taking prompt remedial measures. The causes mentioned by him were (i) Cumbersome and dilatory licensing and foreign exchange allocation procedures; (ii) Shortage of power; (iii) Shortfall in the production of steel, special steels, pig iron, etc.; (iv) Short supply of raw materials; (v) Price policy which is not production-oriented; (vi) High rates of taxation; and (vii) Lack of coordination in policy between the Centre and the States.

The President then said that these causes were well known to Government, hardly any of these causes were within the control of private industry. Nevertheless, whenever temporary scarcities arose, private sector industry was ~~blamed~~, blamed.

Criticising the economic plans, Shri Goenka said that it was very doubtful whether ~~Shri~~ in the Third Plan period there would be any significant improvement in per capita consumption or the standard of living of the community. The Third Plan had not succeeded in these essential aspects. And the shortfalls and deficiencies, could not be entirely disowned by the authorities, or, by any section of the community. Referring to the Fourth Plan, Shri Goenka said that the Planning Commission's Memorandum on the Fourth Five-Year Plan meticulously sets out numerous objectives all of which were not, however, wholly consistent with each other. When objectives were diversified, development loses its unity of purpose. The Plans included everything from steel mills to cultural missions. As a result, effort was dissipated and many things were left incomplete, thus holding up even essential projects. It took more than six years to complete programmes outlined in the Second Five-Year Plan, and it will certainly take longer to accomplish the physical targets set out in the Third. This experience should not be repeated in the Fourth Plan, and, for this purpose, the whole machinery for the implementation of planning had to be attuned to carry out the tasks with speed and success.

Speaking about rising prices, Shri Goenka said that the concept of a 'just' price seemed to take precedence over other economic considerations. What was distressing was that monetary and fiscal policies also were helping the rise in prices. Over a period of years now, a large and growing part of the savings of the community had been mobilised to finance non-productive outlays of Government. Apart from this, the nature of investment in the Plans had not always augmented in an adequate measure the flow of consumer production. Thus there were indents on the savings of the community on the one hand, and on the other a stimulus to effective consumer demand. Shri Goenka pointed out that if this position was not corrected, the country might have to face again serious rise in prices.

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Speaking about the managing agency system the President appealed to the authorities and the public not to tamper with proven agencies of development at a time when production was the country's first priority. About the taxation policy of the Government, Shri Goenka said that the need for tax incentives arose only when taxation was at an unduly high level, or when the tax structure was excessively complicated or when the internal costs were not in alignment with international prices. In the interest of sound long-term development, an adequate infrastructure, as well as of growth of industries generally, it was much better to have a tax system with reasonable taxes than a high tax level with short-term incentives to reduce the severity of taxes wrongly raised in the first instance. In a complicated tax system, the investor, who must necessarily make a decision on the possibility of earning as much as possible in the short period, lives perpetually in the shadow of having to pay a heavier burden in the future. This reaction will be there in the investor - domestic and foreign - and the country is not better served thereby.

Prime Minister's address.- Inaugurating the annual session of the FICCI, Shri Lal Bahadur Shastri, predicted a bright and hopeful future for the country's economy. He anticipated production of an additional one million tonnes of steel next year, a marked improvement in coal production consequent on larger demand from steel and cement industries, more capacity in some basic chemicals like caustic soda and larger output from certain key engineering industries like machine tools, electrical goods, and commercial vehicles.

Shri Shastri emphasised that greater production was the prime need of the hour, no matter who produced the goods. In this context, the Prime Minister assured that there was no conflict between the public and the private sectors and said both were complementary to each other. Shri Shastri agreed that the level of taxation in India was perhaps high. He, however, felt that there was no alternative to heavy taxation in a country like India. He said: "We have big responsibilities and we have to find resources for the implementation of our plans and programmes. In that context we have to undergo heavy taxation. Although individually we might have to suffer, perhaps we will have to accept it in the general interest of our country".

He claimed that the latest budget was production-oriented because it gave incentives for greater production. He said that the Finance Minister had given some relief in Excise duty and reduced personal taxes. He had also rationalised the tax structure and put it on a somewhat stable basis.

The fourth Plan, the Prime Minister said, had to be "bold and ambitious". Even with its size at 215,000 million rupees they would not be able to meet the demands of various States and the Ministries of the Government of India.

"I do not mean to suggest that we should not take a realistic view of things also", he added. They would have to scrutinize the resources position carefully to ensure that they did not face difficulties somewhere in the middle of the Plan. Every project had to be prepared carefully and in great detail. Preparation of the fourth Plan projects should start from now on not only in the public sector, but in the private sector also. He appealed to industry not to adopt a negative attitude. "You should have a positive attitude...let us know your proposals and then it is the duty of the Government to see that whatever facilities you ask for are made available. The Prime Minister said the National Planning Council set up recently "in which we have invited experts from different fields", including industry, was a "move in the right direction". He hoped it would be found useful. As he had repeated often, the Plans would give real satisfaction only if they gave "relief to the common man". Both heavy industry as well as consumer industry had to be developed to give effect relief to the people.

Resolutions.- The following were among the more important resolutions adopted by the Conference:

Industrial Policy and Production.- Adopting the resolution on Industrial Policy and Production, the FICCI was of the opinion that the suppression of productive forces, apart from factors like heavy taxation, import limitation, etc., was due to industrial policy which, both in principle as well as application, was not conducive to higher effort. The Federation urged upon the authorities to formulate and pursue proper policy decisions which would stimulate industrial growth. Further it was the considered view of the Federation that Government should not enter lines of activities which had already reached a high level of development or which required great entrepreneurial skill and quick adaptation to changes in

consumer tastes and demand. It would only disturb the equilibrium and weaken the process of growth. The Federation also urged that there should be liberal licensing for the growth of industries which do not require import of machinery or raw-materials. Such industries as can earn their own foreign exchange should be freely allowed to expand though within the framework of the Plan. The Federation also pointed out that the present administrative delays in industrial licensing have to be avoided and a more liberal attitude taken about import of technical know-how or machinery and equipment. The Federation pointed out that the unrealistic price policy has been one of the factors in the way of enhancement of adequate industrial capacity. The price policy that has been followed has not only thwarted Government's efforts to supply the necessities of life to consumers at reasonable prices, but has had the opposite effect in that as production has not increased to the desired extent, the consumers are required to pay much higher prices than would have been the case otherwise.

The Federation further pointed out that Government's labour policy, while encouraging increase in the monetary income and fringe benefits to workers, does not relate them to productivity. Any increase in wages without the same being the result of an increase in productivity will only lead to increase in cost of production and prices. In the opinion of the Federation, therefore, the labour policy of Government requires modification in the interest of increasing production, restraining costs and prices.

Approach to the Fourth Plan.— The Federation ~~felt that~~ expressed the view that, in the light of the working of the previous Plans and particularly the Third one, a realistic approach to the ~~the~~ Fourth Plan is called for. The Federation recommended the adoption of a proper strategy and scheme of priorities as also methods of implementation which were greatly essential to ensure success in planning. Towards that end, the Federation underlined the need for evolving a phased programme and avoiding dissipation of resources by starting too many projects, concentration on speedy completion of the projects already in hand, highest priority to agricultural production, a proper balance between capital goods and consumer goods industries and an earnest endeavour to solve the population problem by adoption of effective schemes of family planning. Further, the Federation pointed out that the slow rate of implementation of Plan

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schemes had been due to the fact that there did not exist the necessary objective factors which facilitate rapid change. Towards that end, it urged that Government should endeavour to strengthen the economic structure and concentrate its efforts on the infrastructure of the economy including development of power, irrigation, Railways, road-building and technical education. The Federation was of the opinion that such a policy alone would make it possible to secure the targets with certainty and in time. In the rest of the economy, development should be left to the initiative of the individual.

Rise in Prices.-- Causes and Cures.-- The Federation felt that the recent spurt in prices was excessive and could have been avoided if realistic policies had been followed in the earlier years. The Federation was of the view that even after several months of concerted effort, it had not been possible for the States and the Centre to evolve an agreed national food policy. Inter-State restrictions on the movement of foodgrains continued. Each State or even each district was maintaining stocks far in excess of its normal needs. When a national problem was attempted to be solved at the State level, contradictions were arose which made rational solutions impossible. The recent rise in prices was an indication of the failings of production policy. In all fields of activity, whether public or private, the highest importance must be given to productivity and to the necessity to ensure that production is started or is examined in the shortest time possible. The Federation was convinced that price stabilisation inevitably hinged on the availability of larger supplies. The Federation urged upon Government to take immediate remedial measures.

Fiscal and Monetary Policy - Need for reform.-- The Federation strongly felt that very high rates of taxation have proved to be deterrent and a disincentive to savings and investment. And if this policy was continued, the law of diminishing returns may well set in even in regard to tax receipts. The present unsatisfactory position is manifest in the parlous state of the investment market, stringency in the money market, reduced pace in economic activity, increase in the prices of basic agricultural commodities and the lessened demand for a large number of products.

The Federation said that the stringency in the money market must be eased and the restrictions that have been imposed on credit liberalised having regard to its effect on production on the one hand and restraining inflation on the other. There must also be a progressive reduction of corporate taxation. A phsed programme should be implemented as early as possible, so that during the Fourth Plan period, the corporate sector may be able to fulfil the role assigned to it. In so far as it is necessary to revive the investment market in the interest of development, and as the psychology of the investor has got to be taken into account, the Federation urged upon Government to take urgent and helpful steps in this behalf. In this connection, the recommendations of the Federation are: The dividend tax should be removed or suitably modified having regard to higher levels of interest rates. Similarly, capital gains tax on bonus shares which has no parallel in the tax legislation of any country should be withdrawn. Also the list of industry eligible for rebate of tax should be expanded to stimulate investment on a wider front.

Role of Trading Community.— The Federation viewed with concern the policy of the Government in regard to trade in foodgrains which was likely to lead to dislocation, and had already caused harassment of the trading community. The Federation urged that no useful social or economic objective will be achieved by maligning the trading community and victimising it without adequately examining the type of service it renders and the kind of remuneration it actually gets. Among other matters, the Federation urged that there must be collaborative approach and joint endeavours by Government and business to operate flexible and realistic schemes of regulations and trade discipline to maintain the flow of available goods in the inter-State trade and within the States and at the same time, to guard against unreasonable profits by erring individuals and misuse of licensing procedure.

The Federation is also of the opinion that the Food Corporation should primarily function as an institution for ~~steel~~ buffer stock operation.

Office bearers.— Shri S.L. Kirloskar, Poona and Shri Ramanbhai B. Amin, Baroda, were elected as President and Vice-President respectively, for the year 1965-66.

(Documents received in this Office from the FICCI, New Delhi; The Hindustan Times, 21 March 1965).

Chapter 4. Problems Peculiar to Certain Branches 20 of the National Economy

42. Co-operation.

India - March 1965.

All-India Seminar on Women and Cooperation held at New Delhi, 25 March 1965: Aid to Women's Cooperatives assured.

A seminar on "Women and Cooperation", organised by the National Cooperative Union of India was inaugurated at New Delhi on 25 March 1965 by Mrs. Indira Gandhi, Union Minister for Information and Broadcasting. More than sixty delegates from the States and Women's Organisations were present as also representatives from the Ministries of Industry, Community Development and Cooperation.

Inaugurating the Seminar, Mrs. Indira Gandhi, Union Minister for Information and Broadcasting, spoke of co-operation as the method which solved the problem of social progress in a democracy "most painlessly".

Mrs. Mathai's address.— Addressing the Seminar Mrs. Mathai, Chairman of the Central Social Welfare Board, assured substantial aid to active, efficiently-run women's co-operatives all over India from the funds of the Central Social Welfare Board. She mentioned a 100 per cent. grant the first year, a grant of 75 per cent. the second year and a 50 per cent. grant the third, after which the grants would stop and the co-operative would have to stand on its own feet. She referred to the waste of technical skill which resulted from technically trained women becoming school teachers or office workers. "It is because nobody has thought of getting these young women together into a co-operative society", she said.

(The Statesman, 26 March 1965).

Chapter 5. Working Conditions and Living Standards ²¹

52. Workers' Welfare, Recreation and Workers' Education.

India - March 1965.

Annual Administration Report for the Year 1963-64 of Asansol Mines Board of Health*.

Income and expenditure of the Board.-

The Tonnage Cess constituted the chief source of income of the Assam Coal Mines Board of Health. The tonnage cess was levied at 4.75 per 100 tons on the average output of mines. In the absence of road cess assessment due to abolition of zemindaris, no assessment was made on the receivers of royalty, though proportionate income from this source had to be provided for in the Budget as per provision of the Bengal Mining Settlements Act with a view to compensate the loss of revenue on this count, matter has been referred to Government with a request for subvention. The Cess assessed on the mine owners amounted to Rs.772,986.30P. as compared with Rs.722,862.62P. in the previous year. The increase was due to increased output of coal. Of the amount assessed Rs.718,450.47P. equivalent to 92.95 per cent. of the demand was collected leaving an outstanding balance of Rs.54,535.83P. of the arrear demand of Rs.338,612.41P., Rs.112,125.76P. was collected leaving an outstanding balance of Rs.226,486.65P.

* Asansol Mines Board of Health: Annual Administration Report, 1963-64; pp.51.

The total receipt of the Board excluding the Opening Balance was Rs.900,500.00P. as against Rs.774,149.00P. in the previous year.

The total expenditure during the year amounted to Rs.800,861.00P. as against Rs.722,287.00P. in the previous year.

General Health.— During the year under report, the general health of the Mining Population was on the whole satisfactory. The birth rate decreased to 6.51 per 1000 as compared with 7.93 in the previous year. The death rate increased to 2.43 per 1000 as compared with 2.26 in the previous year. There was no death reported from Malaria. The death rate from other causes slightly increased during the year under report.

A total of 266,919 cases with 135 deaths were reported by the collieries during the year. A comparative statement for the years 1961, 1962 and 1963 is given below:—

	1961		1962		1963	
	Cases	Deaths	Cases	Deaths	Cases	Deaths
(a) Cholera.	62	23	78	31	77	25
(b) Small-pox.	16	4	158	31	212	51
(c) Malaria.	977	Nil	453	Nil	151	0
(d) Other fever.	98,209	20	41,049	4	62,614	8
(e) Dysentery & Diarrhoea.	55,048	10	39,417	7	59,932	5
(f) Pneumonia.	2,008	6	1,168	5	1,437	6
(g) Tuberculosis.	303	1	199	2	248	4
(h) Other respiratory Diseases.	31,758	6	24,050	2	27,674	1
(i) Accident.	24,390	30	15,013	24	13,563	13
(j) Influenza.	35,955	Nil	29,535	Nil	44,665	Nil
(k) Other causes.	204,703	39	200,148	24	56,346	22
TOTAL.	453,429	139	351,268	130	266,919	135

Safety in Coal Mines.— The Mines Rescue station at Sitarampur was responsible for taking rescue measures in case of fire and explosions in collieries in the Raniganj Coal-Field. The station maintained permanent Rescue Brigade and also trained-up colliery personnel in rescue work.

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During the year under report the following were the activities of the station in brief:-

I. Freshly trained in Rescue & Recovery work.	205
II. Refresher practices in the Training Gallery:-	
(a) No. of practices held in the Training Gallery in irresponsible atmosphere.	435
(b) No. of persons attended refresher practices in the Training Gallery.	2,818
III. Refresher practices in the underground:-	
(a) No. of practices held in the pits.	352
(b) No. of persons attended refresher practices in the pits.	2,278

Supply of Labour during the year was on the whole satisfactory. The Gorakhpur Labour Organisation helped to stabilise fluctuations of the labour supply due to seasonal variation.

A comparative statement of monthly average number of men and women employed during the years 1961, 1962 and 1963 is given below:-

Year		Under-ground	Surface	Total
1961	Men.	59,779	28,015	87,794
	Women.	Nil	6,418	6,418
	Total.	59,779	34,433	94,212
1962	Men.	643,305	297,525	940,830
	Women.	Nil	63,762	63,762
	Total.	643,305	361,287	1,004,592
1963	Men.	57,494	26,273	83,767
	Women.	Nil	5,350	5,350
	Total.	57,494	31,623	89,117

Miners' Welfare.- The Asansol Mines Board of Health proposed an amendment of its Bye-laws raising the standard of colliery dispensary services as recommended by the Coal Mines Welfare Fund Co-ordination Committee and moved the Government of West Bengal for approval. The proposal is still pending for consideration of the State Government. If the amendment be approved it will lead to considerable improvement of the Medical Facilities in the Collieries.

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The Inspecting Staff of the Board regularly visited the Collieries to find out evasion of Board's bye-laws as regards the Medical Staff, medicines and equipments. Appropriate actions were taken on their reports.

Medical Facilities.— The Organisation has provided medical facilities for colliery workers and their dependants on a large scale. One well equipped modern Hospital of 250 beds for specialised treatment at Asansol was functioning. The Hospital being inadequate to cope up with in rush of patients is being expanded to 300 beds. The average daily Number of in-patients treated at the Hospital during the year was 279. A deep X-ray Plant was installed at the Central Hospital, Asansol. Blood Bank was also functioning at the above hospital.

One Regional Hospital with a family Welfare Centre was maintained at Chora by the Organisation. The matter regarding establishment of 5 more Regional Hospitals in the Coal-Field was under active action. The number of new cases of in-patients and out-patients treated at the Hospital was 1,945 and 5,361 respectively.

In addition to the family Welfare Centre attached to Regional Hospital Chora eleven Maternity & Child Welfare Centres were also being run by the Asansol Mines Board of Health and for maintenance of these centres in annual grant in-aid of Rs.50,000 continued to be paid by the Organisation. The Organisation was also paying a monthly grant-in-aid for Rs.150 to the Bankim Chandra Maternity Centre. Facilities provided for the treatment of T.B. patients included 50 beds maintained by the Fund in the T.B. Hospital at Searsole. The 100 bedded T.B. Hospital attached to the Central Hospital, Asansol was also completed.

The Scheme for payment of subsistence allowance at a rate not exceeding Rs.50 per month to the dependents of T.B. patients undergoing treatment as in-patients continued to be in operation during the year. Domiciliary T.B. treatment scheme which was introduced in the Raniganj Coal-field in the beginning was working satisfactorily. Payment of monthly allowance also continued to be made under this scheme. A net work of Chemotherapy Centres has been set up for the treatment of patients under this scheme. For treatment of leper cases the 24 bedded ward constructed by the Organisation

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at the Asansol Leprosy Hospital was being utilised for which the Organisation paid grant-in-aid. Besides, provision of eight beds continued to be made in the Raniganj Coal-field at the Hospital run by the Asansol Leprosy Relief Association, Kult Division.

One Ayurvedic Dispensary was functioning at Bon-Jamehari. A total number of 4,472 new cases was treated during the year. It is proposed to establish one more Ayurvedic Dispensary in the Raniganj Coal-Field. One static Dispensary is likely to be opened at Bhara for which necessary action for accommodation was in hand. Free advice on family planning was given and contraceptives supplied free of cost at the Fund's Hospitals. Another scheme of payment of Cash-grant to Colliery Workers and their wives who underwent sterilization operation was also in existence as a step towards providing incentive to do so. For regular check up of the health of the children it was decided to establish two Health Promotion Centres in the West Bengal Coal-Fields. One such centre at Samlakendra was opened during the year.

Anti-Malaria Operation.— Anti-Malaria Operations were carried on extensively in the West Bengal Coal-Field during the year. From 1961-62 the operations were switched over to eradication programme. Filaria Surveys were carried on in the Raniganj Coal-Field.

Education and Recreation Facilities.— With a view to provide educational and recreational facilities to colliery workers and their children eleven adult education Centres and similar number of Women Welfare Centres were functioning in West Bengal Coal-Field. Besides, 52 Feeder Adult Education Centres were also functioning during the year. The Centres continued to provide elementary education to workers' children upto class II standard. Supply of Milk and Tiffin to the children and periodical health check-up continued to be made. Besides, training in handicraft, literacy classes were held for the women folk. The Scheme of granting scholarship to the children of colliery workers continued during the year. For the children of colliery workers studying in High School the Boarding House opened at Asansol continued to function during the year under report.

Housing.- Forty-eight houses for miners were constructed by the Fund in the beginning under of the Fund's first Scheme of township. Under the subsidy and subsidy-cum-loan scheme, 577 and 248 houses were completed respectively. Under the New Housing Scheme of the Fund, 13,210 houses were allowed to the colliery managements for construction upto the period 31-12-1963. A total of 6,837 houses were completed and most of the remaining houses were under construction. Under the Low-cost Housing Scheme of the Fund, 14,329 houses and 217 barracks were allotted for construction upto 31-12-1963. Six hundred fifty houses and 9 barracks were constructed and 6,781 houses and 52 barracks were under construction.

Other Amenities.- The Scheme of Financial assistance to the dependents of Coal Miners dying as a result of accidents continued to be in operation during the year.

Under the Scheme of Co-operative movement in the Coal-fields 67 societies and stores were established in the Ranigunj Coal-field. Non-recurring grant @ Rs.67 was paid to 31 societies for meeting preliminary expenses. Government sanctioned a sum of Rs.500,000 for implementation of the Scheme of Organisation of consumer's Co-operative in the Ranigunj Coal field. Monthly subsidy of Rs.50 per month was also paid to each Co-operative Store to enable them to pay the remuneration of a part time clerk employed for maintaining the books of accounts of the Societies/Stores.

Drinking Habits amongst the Mining Population.- Total consumption of alcoholic liquors in 1963 is as follows:-

(a) Country Spirit	-	81,943.5 Lits.
(b) Beer	-	644,680 Bottles.
(c) Wine & Spirit.	-	819,480 Lits.
(d) Pachai.	-	9,173.10 Quintals.

The report has also dealt with control of diseases like small-pox, malaria, leprosy, influenza, and T.B.

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56. Labour Administration.

India - March 1965.

Work of the Ministry of Labour and Employment
during the Year 1964-65*.

In connection with discussions in the Parliament on the demands for grants of the Ministry of Labour and Employment, the Ministry published a report of its activities during 1964-65. The report is in two volumes - the first volume reviews the activities of the Ministry during 1964-65 in the fields of industrial relations, wages, working conditions, survey and other information work. The second volume, covers the activities of the DGE&T (see pp. 61-73 of this Report). Information on social security scheme covers such as the administration of E.S.I.S. and E.P.F.S. and other matters relating to social security as these were transferred during the year to the newly created Department of Social Security under the Ministry of Law. The first volume of this report is reviewed below:

General labour situation.- The number of man-days lost as a result of strikes in ports and docks, banks, railways, insurance and other Central Government undertakings during 1964 was 238,110. The number of disputes settled through arbitration by the officers of the Central Industrial Relations Machinery in respect of these industries during 1964 was 26.

The number of disputes and failure reports received in respect of these industries during 1964 was 1,361 and 205, respectively, and the number of settlements arrived at during conciliation proceedings was 280.

* Annual Report 1964-65 (Volume I): Ministry of Labour and Employment, Government of India, New Delhi, pp. 73.

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Banks.— The awards of the National Industrial Tribunal (Bank Disputes) relating to disputes in banks (including the State Bank of India and its subsidiaries and the Reserve Bank of India), published during 1962, were extended for a further period of one year. In view of Government's acceptance of the recommendations of the Bonus Commission with certain modifications, which are applicable to banks as well, it was not considered necessary to extend further the award relating to bonus given by the National Industrial Tribunal (Bank Disputes).

Consequent upon the extension of the award an agitation was started by the employees of the unions affiliated to the All India Bank Employees' Association from July 20, 1964 to press their demands for a 20 per cent increase in wages, calculation of provident fund and gratuity on full pay and increased amount of increment for the subordinate staff. The agitation took the form of go-slow, late attendance, non-performance of overtime, etc. As a result of this, the functioning of various banks was adversely affected. The Chief Labour Commissioner intervened in the matter and settlements were brought about in August 1964. Normalcy was thus restored in the industry.

Insurance.— In January, 1963 a long term settlement was reached between the Life Insurance Corporation and its employees in regard to the revision of scales of pay, dearness allowance, service conditions, etc. This settlement was to remain operative for a period of five years from 1 January 1962.

During the year, however, the employees' organisations viz., All India Insurance Employees' Association and the All India Life Insurance Employees' Association, agitated for improvement in their service conditions, such as increase in dearness allowance, medical benefits etc. As a result of this the discussions held by the Corporation a settlement was reached with the All India Insurance Employees' Association in January 1965 in regard to dearness allowance, medical benefits, as well as certain other matters, such as retirement age for new employees, sick leave, canteen facilities. The other Association viz., All India Life Insurance Employees' Association, is also reported to have accepted all the proposals in the settlement except the medical benefits scheme.

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Major Ports: (i) Visakhapatnam Port.-
Aggrieved by the decision of the Visakhapatnam Dock Labour Board over the allotment of winchmen for cranes, the winchmen and signalmen stopped work with effect from 2 April, 1964 and the entire loading and unloading operations at the port came to a standstill. The Deputy Chief Labour Commissioner held discussions with the parties and brought about a settlement. The workers resumed work on 19 April 1964. In June 1964 the Visakhapatnam Harbour and Port Workers' Union submitted a charter of demands containing 66 demands. The Union also served a strike notice. As a result of the intervention of the Conciliation Officer, settlement was reached in respect of 26 demands. The General Secretary of the Union went on hunger strike for 3 days from 6 July 1964. Following the hunger strike, the workers went on strike from 8 July. The strike was called off as a result of the settlement arrived at on 12 July before the Conciliation Officer. In accordance with the settlement the parties submitted a joint application for referring the unsettled items for adjudication. Government have accordingly made a reference to adjudication.

According to the settlement arrived at, following the intervention of Regional Labour Commissioner, Madras, all the shore labour employed in the Madras Port were granted an ad hoc increment of 33 Paise per day from 1 July 1963. The daily-rated labour engaged in the Engineering Department and the Project of the Madras Port also received an ad hoc increase in their daily rates of pay by 16 Paise from 1 March 1964.

Court of Inquiry for Marmugoa Port.- During the past one year or so, there have been frequent strikes and work-stoppages by different classes of stevedore workers at Marmugoa Port, which is one of the major ports in the country. These work-stoppages are attributable largely to inter-union rivalry and disregard of normal methods of settling the differences and disputes by mutual negotiations, conciliation, voluntary arbitration and adjudication. In November, 1964, a strike affecting about 1,500 stevedore workers resulted in the dislocation of loading of iron ore at the port. It was, therefore, felt necessary to have a judicial probe into the causes of the ~~employers~~ labour trouble and the working of the agreements already signed between the employers and unions. Government, therefore, constituted a Court of Inquiry on 28 November 1964 with the Presiding Officer, Central Government Industrial Tribunal, Bombay, as the sole member, to ascertain

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the causes of industrial unrest and suggest remedial measures to be adopted for improving the industrial relations the employers and the workers at this Port.

Madras Harbour.— Work in the Madras Harbour was partially paralysed as a result of a sudden strike, on 6 December 1964, of about 900 shore workers in the morning shift in protest against the recruitment of additional labour by the Port Trust authorities. As a result of the intervention of the Regional Labour Commissioner(Central), a settlement was reached on 9 December 1964 and the workers returned to duty from the second shift on that date. The agreement provides for recruitment of 750 casual workers, promotion of 340 casual workers in 'C' category to semi-permanent 'B' category entitling them to an attendance allowance of Re. 1/- per day and promotion of 300 workers in 'B' category to permanent 'A' category entitling them to an attendance allowance of Rs. 1.50 per day. The semi-permanent and permanent workers are also entitled to casual leave, holidays and medical benefits.

Departmental Undertakings of Central Government.— The labour situation in the railways, defence and other Central Government undertakings remained more or less peaceful.

Companies and Corporations in the Public Sector.— There are 65 public sector undertakings under the Central Government run as companies and corporations. They employ about 500,000 workers. The industrial relations in these undertakings were, on the whole, normal during the period under review. There were, however, a few cases in which labour relations were strained and resulted in strikes/lock-outs, as in the case of the Heavy Electricals Ltd., Bhopal, the Fertilizer Corporation of India Ltd., Sindri Unit, and the Hindustan Steel Ltd., Bhilai and Rourkela.

A section of the workers of the Heavy Electricals Ltd., Bhopal, had been resorting to frequent strikes and indulging in acts of intimidation and indiscipline to press their demands regarding increase in dearness allowance, bonus, etc. The management had to shut down the factory from 30 March 1964. The shut-down was gradually lifted and all departments resumed work from 18 April 1964.

There was a strike in the Fertilizer Corporation of India Ltd., Sindri, from 15 July 1964, followed by a lock-out from 22 July 1964, over a dispute relating to the implementation of a tribunal award. The lock-out was lifted on 5 August 1964.

There was an agitation over the demand for production bonus both in the Bhilai and Rourkela Steel Plants of the Hindustan Steel Ltd. The management have since drawn up a revised production bonus scheme for the workers.

Coal Mines: (1) Strikes and Lock-outs.—During 1964, 96 strikes were reported. The strikes were mostly of a short duration and the more important among them took place in the Khas Kusunda Colliery (171 workers); No.2 Pit of Bhulanbararee Colliery of Messrs. East India Coal Company Ltd. (350 workers); Central Jeenagora Colliery (180 workers); Korba Colliery (397 workers); Korea Colliery (150 workers); North Chirimiri Colliery (548 workers); North Jhagrakhand Colliery (215 workers); and Jamehari Khas Colliery (306 workers). The number of man-days lost as a result of strikes during 1964 was 224,170.

There were seven lock-outs in coal mines during 1964. The number of man-days lost as a result of these lock-outs was 39,636.

Disputes Settled through Arbitration.—The number of disputes in the coal mining industry settled through arbitration by the officers of the Central Industrial Relations Machinery during 1964 was 109. These were taken up under the Code of Discipline.

Abolition of Contract Labour System.—The Court of Enquiry (Coal Mining Industry) in its report, submitted in November, 1961, had accepted the bipartite agreement dated 31 October 1961, on the abolition of the contract system in coal mines arrived at between the central organisations of employers and workers as a basis and suggested that in all processes directly connected with the raising and despatch of coal and manufacture and despatch of coke, contract labour should be abolished as early as possible and in any case not later than 30 September 1962, except in seven categories specified in the agreement itself.

The contract labour system was in vogue in 227 collieries in the country. Nearly 120 collieries abolished the system by 30 September 1962, and 98 collieries abolished the system after 30 September 1962. Thus the contract labour system is now prevalent only in 9 collieries in the Bihar region. In addition to these 9 collieries, it has been reported that 25 collieries in Bihar have started the contract system afresh. The officers of the Central Industrial Relations Machinery are pursuing the question of abolition of the contract system in coal mines where it has not yet been abolished. Steps are also being taken to ensure that the bipartite agreement is implemented both in letter and in spirit by the employers.

The progress of implementation of the bipartite agreement was discussed in the Industrial Committee on Coal Mining at its 9th Session held at Calcutta on 10-11 August 1964. The Committee recommended that the bipartite agreement should be fully and properly implemented. It was agreed therein that bipartite consultations would be held to resolve the differences regarding the interpretations of the agreement in respect of managing and raising-cum-selling contract, and unresolved points, if any, would be referred to the Court of Enquiry.

The Joint Working Committee comprising the Indian Mining Association, Indian Mining Federation, Indian Colliery Owners' Association and Madhya Pradesh and Vidarbha Mining Association informed the Ministry that a bipartite meeting to review the agreement was held on 22 July 1964, and it was suggested that the Joint Working Committee and the unions concerned should set up some bipartite machinery for enquiring into complaints of alleged extension of the contract system. For this purpose the unions should furnish details of such extensions to the Joint Working Committee, when these would be investigated and, if found justified, each case would be jointly reviewed by nominated representatives of the employers'/workers' organisations concerned. Till the end of October 1964, only one instance of an alleged violation of the agreement came to notice but, on investigation, it could not be substantiated. The Joint Working Committee would shortly meet the workers' representatives to review the position.

Adjudication.—During 1964, 2,812 disputes were raised before the Conciliation Officers. The total number of settlements arrived at during the conciliation proceedings in this period were 436. A total of 372 failure reports were received from the Conciliation Officers in respect of disputes in coal mines. In 185 cases the disputes were referred to adjudication. On 31 December 1964, 91 cases were still under consideration of the Government. In the remaining 96 cases, adjudication had to be refused. The main reasons for refusal were as follows:—

- (i) The demands of the workmen had either been adequately met by the employers concerned or were considered prima facie unjustified.
- (ii) Settlements were arrived at subsequent to the raising of disputes.
- (iii) There was neither any victimisation nor violation of the principles of natural justice nor of the standing orders in force.

Awards.— During 1964, 133 awards were received from the Industrial Tribunals appointed by the Central Government. In 64 cases, the awards were in terms of mutual settlements, 58 in favour of workmen and 6 partly in favour of workmen. Out of the remaining 69 cases, 21 were disposed of by the Tribunals in favour of workmen, 2 partly in favour of workmen and 24 in favour of employers. In 22 cases, the parties arrived at mutual settlements, withdrew the cases from the Tribunals with its consent and referred these to arbitration under Section 10A of the Industrial Disputes Act, 1947.

Certification of Standing Orders.— The position in regard to certification of standing orders in the coal fields during 1964 was satisfactory. In all 728 establishments were covered by the Industrial Employment (Standing Orders) Act as on 31 December 1964 and as many as 706 establishments had certified Standing Orders.

Mines (other than Coal) and Oil fields.—

(i) Strikes.— During 1964, 98 strikes were reported. The most important among them took place in the Dasarimetta Quarry of Messrs. Steel Crete (P) Ltd., Visakhapatnam (200 workmen); mica mines belonging to Messrs. Chatturam Horilram, Jhumritelaiya (Bihar) from 16 April to 27 April 1964; mica mines belonging to Messrs. Horilram (P) Ltd., Messrs. Bihar Mica Concern (P) Ltd., and Messrs. Chatturam Darshanram (P) Ltd., Jhumritelaiya (Bihar) (800 workmen) from 26 June to

29 June 1964 and from 25 September to 1 November 1964; mica mines owned by the Eastern Manganese and Minerals (P) Ltd., Domchanch (Hazaribagh); magnesite mines belonging to Messrs. Burn & Co. Ltd., Salem (600 workmen for 6 days); the establishment of Messrs. Travancore Titanium Products Ltd., Trivandrum (400 workmen); Sagmania Lime Stone Quarry of Messrs. Satna Cement Works, Satna (M.P.) (700 workmen for 27 days); Hutti Gold Mines, Hutti (about 795 workmen) from 30 November to 4 December 1964; Kolar Gold Mining Undertaking, K.G.F., Mysore State (about 7,000 workmen) from 20 December to 23 December 1964.

The number of man-days lost as a result of strikes during January-December 1964 was 119,999.

Disputes settled through Arbitration.-The number of disputes in mines (other than coal) and oil-fields settled through arbitration by the officers of the Central Industrial Relations Machinery during 1964 was 21.

Disputes and Failure Reports.- The number of disputes and failure reports received in mines (other than coal) and oil-fields during 1964 was 1,087 and 85 respectively.

Settlements arrived at during Conciliation Proceedings.- The number of settlements arrived at during conciliation proceedings in mines (other than coal) and oil-fields were 273 during 1964.

Disputes referred to Adjudication.- The number of disputes referred to adjudication (upto 31 December 1964) was 96.

Awards.- Fifteen awards were received during the year (upto 31 December 1964).

Closures.- There were 11 cotton textile mills (comprising 4 spinning units and 7 composite units) which remained closed at the beginning of the year 1964. These units together accounted for an installed capacity of 0.149 million spindles and 2,367 looms. A total of 5,763 workers were reportedly affected. At the end of December 1964, there were 15 cotton textile mills (comprising 4 spinning and 11 composite units) remaining closed. These units together accounted for an installed capacity of 0.322 million spindles and 5,605 looms. A total of 17,198 workers were reportedly affected. These closures were due mainly to financial difficulties and uneconomic working.

Working of the Central Implementation and Evaluation Division: Industrial Truce Resolution.- The healthy effect on industrial relations initially produced by the Industrial Truce Resolution gradually weakened during the year. Although the number of man-days lost owing to work-stoppages had started rising in March 1963, the overall position during 1963 was much better than that in the preceding five years. However, the tentative figures for 1964 given in the following table present a discouraging picture:-

		Figures of Man-days lost (in Millions)		
		Central Sphere	State Sphere	Total
1963	-----	0.3	3.0	3.3
1964	-----	0.7	6.6	7.3 (Prov.)

Most of the work-stoppages were on account of demands for higher wages, dearness allowance and bonus. These economic demands were made in quick succession primarily because of the rise in prices. The situation was further aggravated by inter-union rivalry and efforts at making capital out of the hardship caused to the working class by rising prices.

The Standing Committee on the Industrial Truce Resolution.- The Committee held its second meeting on 16 March 1964 and discussed the agitations organised by some unions of the All India Trade Union Congress through hunger strike, demonstrations, and late attendance, and the threat of general strike given by the Hind Mazdoor Sabha and its future attitude towards the Code of Discipline and the Industrial Truce Resolution. The meeting was attended by the representatives of all the Central organisations of workers and employers except the All India Trade Union Congress. In his opening remarks, the Labour Minister questioned the wisdom of dealing with the problem of rising prices by going on hunger strike, indulging in demonstrations and denouncing one's obligations under the Code of Discipline and the Truce Resolution and thereby building up a climate of industrial unrest which might hamper production and the defence efforts of the country. He urged the representatives of both employer and workers to make constructive suggestions to meet the challenge of rising prices. The Labour Minister also advised the workers to abide by the Code of Discipline and the

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Industrial Truce Resolution and not disturb the stability in industrial relations already achieved by these measures. The Committee reiterated its faith in voluntary arbitration and emphasised the need to have maximum recourse to it for the settlement of disputes.

Code of Discipline.- Acceptance of the Code.- As the employees' representatives in Banking and Insurance industries and Ports and Docks had some doubts regarding the need for clarifications to the various provisions of the Code of Discipline with which the employers in these sectors had accepted the Code, the matter was discussed at joint meetings of the representatives of employers and workers. At the joint meeting held on 12 November 1964, two major Port and Dock employees' federations accepted the Code with the clarifications except those on Criteria for Recognition of Unions which are being considered by a sub-committee comprising representatives of Port Trusts and their employees' federations. The State Bank and its employees' associations have also accepted the Code with certain clarifications. As for the other banks, agreement has been reached on all the clarifications except those on recognition of unions. A sub-committee consisting of representatives from both sides has been set up to consider these clarifications. The Life Insurance Corporation and the General Insurance Council and their employees' associations have also accepted the Code with some clarifications.

To suit their special conditions the Ministry of Railways drafted a Code by modifying the original Code of Discipline. But their employees' federations did not accept the modifications. The Railways Ministry recently intimated that their employees' federations seemed to be satisfied with the Permanent Negotiating Machinery. The federations have been requested to intimate whether they would like to adopt the Code along with the Permanent Negotiating Machinery. The Ministry of Defence have deferred the question of acceptance of the Code by the departmental undertakings under them till the Joint Consultation and Arbitration Scheme is finalised by the Home Ministry.

Statistical Assessment.- During 1964, the Central Implementation and Evaluation Division received 1,710 complaints about breaches of the Code of Discipline and the Industrial Truce Resolution in the Central sphere. Of these, 168 complaints did not require any action as these were reported to other organisations and referred to the Division for information only or pertained to cases which were sub-judice or did not involve any union or any breach of the Code or of the Truce Resolution. Of the remaining, 1,542 cases on which action was required to be taken by the Division, 141 (or 9 per cent.) were not substantiated on enquiry; in 566 (or 37 per cent.) breaches were either set right or the parties were advised to avoid them in future. The remaining 835 (or 54 per cent.) cases - the majority of which were received during the end of the period under review - have been taken up with the parties concerned for rectification or are under investigation.

Preventive Action.- The Central Implementation and Evaluation Division received 121 cases of threatened direct action, including strike and hunger strike, during 1964. As a result of prompt preventive action threat did not materialise in 76 cases; in 16 the Division's efforts to avoid direct action did not succeed. Efforts to resolve the remaining cases are continuing.

Recognition of Unions.- Twentyfive complaints regarding recognition of unions were received by the Division; of these in 2 cases the claims for recognition were not found justified on enquiry; in 3 the unions were granted recognition; in 1 the management has been requested to accord recognition to the majority union, and in the remaining 19 cases, either the verification of membership of unions is in progress or preliminary investigations are being made.

Grievance Procedure.- The Division received 8 complaints regarding the non-setting up of grievance procedure. The managements concerned and/or their central organisations have been requested to rectify this omission.

Screening Machinery.— During 1963, 35 cases of industrial disputes were considered by the Screening Committees of the Central organisations of employers. In 33 of these, managements were allowed to file appeals in higher courts and in the remaining 2 the parties concerned accepted the advice of the Screening Committees not to file appeals. Of the Central organisations of workers, the Screening Committee set up by Hind Mazdoor Sabha considered 27 cases and allowed its unions to file appeals in 12; in the remaining 15 cases ~~and~~ the unions concerned accepted its advice not to file appeals. The Screening Committee of United Trade Union Congress considered 15 cases and allowed unions to file appeals in 2; in the remaining 13 cases the unions concerned accepted the advice not to file appeals. The Indian National Trade Union Congress and the All India Trade Union Congress have not sent any information in this regard.

During January to June, 1964 the Screening Committee of the Employers' Federation of India screened 9 cases and allowed its affiliates to file appeals in 7; in the remaining 2 cases the parties concerned accepted its advice not to file appeals. The Screening Committees of All-India Organisation of Industrial Employers and All-India Manufacturers' Organisation did not screen any case during this period. The Screening Committee of Hind Mazdoor Sabha screened 12 cases and allowed unions to file appeals in 4 cases; in the remaining 8 cases the unions accepted its advice and did not file appeals. The other central workers' organisations have not sent any information so far.

Evaluation Studies.— The Central Implementation and Evaluation Division completed the following evaluation studies:—

- (i) Attitudes of employers and unions to voluntary arbitration during July 1961 to June 1963.
- (ii) Review of the working of the Code of Discipline in the Central sphere during 1963.
- (iii) Extent of implementation of the recommendations of the Court of Enquiry and the bipartite agreement on the abolition of contract system in coal mines.

Code of Conduct.- The Central Implementation and Evaluation Division received 8 complaints under the Code of Conduct during 1964. Of these, one did not require action as it was addressed to some other authority and referred to the Division for information only; one was not substantiated on enquiry; in 2 the breaches were established and brought to the notice of erring parties. The remaining 4 are under investigation.

Joint Management Councils.- Joint Management Councils are at present working in 97 establishments. These include manufacturing, mining and plantation industries. Of these 97 establishments, 36 are in the public sector and 61 in the private sector. Besides these, the State Bank of India has also of late set up a Central Consultative Committee at the Central Office and a Circle Consultative Committee at each of the local Head Offices.

During the year under review, the management of one undertaking in the private sector organised a Seminar on Workers' Participation in Management. This was attended among others by representatives of the managements and workers of some of the units in which Joint Management Councils have been functioning.

Joint Management Councils envisaged under the scheme of Workers' Participation in Management seek to acknowledge the need for closer and fuller association of workers in management on a formally defined basis. Experience has shown that the successful working of Joint Management Councils resulted in better industrial relations, a more stable labour force, increased productivity, reduction in waste, better profits and a closer understanding between the management and the workers.

Wages.- Appointment of new Wage Boards.- Wage Boards were set up for the port and dock workers at major ports, and for workers in the engineering industries. Second Wage Boards were also constituted for the cotton textiles and cement industries. The industries/employments so far covered by the Wage Boards are as follows:-

(i) Cotton textiles, (ii) Sugar, (iii) Cement, (iv) Jute, (v) Tea Plantations, (vi) Coffee Plantations, (vii) Rubber Plantations, (viii) Iron and Steel, (ix) Coal Mining, (x) Iron Ore Mining, (xi) Limestone and Dolomite Mining, (xii) Working Journalists, (xiii) Non-journalist employees of newspaper establishments, (xiv) Port and Dock workers at major ports, (xv) Engineering.

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The number of workers employed in these industries is about 4 millions.

Implementation of Wage Board Recommendations.— The recommendations of the Wage Boards for cotton textiles, cement, sugar and jute industries have, by and large, been implemented by the units concerned.

The Second Wage Board for working journalists recommended the grant of interim relief to certain categories of working journalists. The recommendations were accepted by the Government of India and orders issued on 23 November 1964.

Further Wage Increases.— The recommendations for interim wage increases were made by the following Wage Boards:—

- (i) Tea Plantations (second interim increase)
- (ii) Iron and Steel (second interim increase)
- (iii) Working Journalists
- (iv) Non-Journalists employees of newspapers
- (v) Coal Mines (Second interim increase).

The Wage Boards for Coffee and Rubber plantations have made recommendations regarding wages payable to certain categories of workers, namely, field and factory workers in rubber plantations and field workers and maistries in coffee plantations. The Wage Boards for iron ore mining and limestone and dolomite industries revised their earlier recommendations last year for the grant of interim wage increase to clarify certain doubtful points. The recommendations of the Wage Boards for non-journalist employees of newspapers are under consideration of Government. Those of others have been accepted by Government and the authorities concerned have been requested to secure their implementation.

Minimum Wages.— Minimum rates of wages fixed earlier under the Minimum Wages Act, 1948 were revised in the following employments

- (i) certain categories of agricultural employees employed at the Vegetable Breeding Sub-station, Indian Agricultural Research Institute, Kulu,
- (ii) certain categories of agricultural employees employed at the Southern Regional Station of the National Dairy Research Institute.

Bonus Commission.— The recommendations of the Bonus Commission have been accepted by Government subject to certain modifications. Government are undertaking legislation to give effect to the recommendations of the Bonus Commission as accepted by them. A draft Bonus Bill was considered recently at the meeting of the Standing Labour Committee (New Delhi, December 1964) and subsequently by a sub-committee of the Standing Labour Committee which met on 3 January 1965. The proposed legislation is being finalised in the light of these tripartite discussions.

Coal Mines Bonus Schemes.— The Coal Mines Bonus Schemes framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948 apply to all coal mines in India except those in the State of Jammu and Kashmir. There are four Coal Mines Bonus Schemes, namely:—

- (i) Coal Mines Scheme, 1948 which applies to the coal mines of West Bengal, Bihar, Madhya Pradesh, Orissa and Maharashtra;
- (ii) The Andhra Pradesh Coal Mines Bonus Scheme, 1952, which applies to the coal mines in Andhra Pradesh;
- (iii) The Rajasthan Coal Mines Bonus Scheme, 1954, which applies to the only colliery in Rajasthan owned by the Rajasthan Government; and
- (iv) The Assam Coal Mines Bonus Scheme, 1955, which applies to the coal mines in Assam.

Coverage.— The total number of collieries covered by the Schemes at the end of 1964 was 825.

Employees eligible for bonus.— All employees receiving basic earnings not exceeding Rs.300/-p.m. are entitled to receive bonus under these Schemes subject to the fulfilment of certain prescribed conditions mainly relating to attendance. Certain categories such as malis, sweepers, or domestic servants etc., are, however, excluded.

The number of persons who qualified for bonus for the quarter ending 30 September 1964 was 560,610.

Amount of Bonus.— The employees covered by the Schemes are entitled to get 1/3rd of their basic earnings as quarterly bonus. Under the Assam Coal Mines Bonus Scheme, however, the daily rated employees are entitled to the payment of both weekly as well as quarterly bonus while the monthly rated employees are entitled to the payment of quarterly bonus only.

Welfare of Coal Miners.— The Coal Mines Labour Welfare Fund was established in 1944 for improving the living and social conditions of workers in the coal mining industry. The Welfare Cess continued to be levied at the rate of 49.21 Paise per metric tonne of coal and coke despatched from collieries. The total income of the Fund is being allocated between two accounts - the Housing Account and the General Fund Welfare Account - in the ratio of 50:50. The estimated income and expenditure of the Fund during 1964-65 are 35.400 million rupees and 40.016 million rupees respectively, as against the actual income and expenditure of 34.870 million rupees and 30.913 million rupees respectively in 1963-64.

Hospitals.— The two Central Hospitals (one each at Dhanbad and Asansol) and the eight Regional Hospitals (two each at Jharia and Hazaribagh Coalfields and one each at Raniganj, Pench Valley, Vindhya Pradesh and Korea Coalfields) continued to function. The Regional Hospitals at Bhuli (Jharia Coalfield) and Ramagundam (Andhra Pradesh Coalfield) were under construction. Work in connection with the expansion of the Regional Hospital at Jamai from 30 to 50 beds was nearing completion. In order to meet the increasing demand for medical facilities at Central Hospitals at Dhanbad and Asansol sanction was accorded in the preceding year for increasing the bed strength from 250 to 300. Work on wards in connection with the expansion of the Central Hospital, Dhanbad was in progress. Work on the expansion of the Central Hospital, Kalla, Asansol was resumed.

During the first two quarters of the year the total number of new cases of in-patients and out-patients treated at the two Central Hospitals was 12,249 and 45,079 respectively, and that at the Regional Hospitals 5,690 and 18,822 respectively.

Allopathic Dispensaries.—The two dispensaries at Bhuli and Mugma treated 22,336 patients during the year. Sanction was given for establishing 2 more dispensaries, one at Bhara in Bankura District (Raniganj Coalfield) and the other for the Phusro group of Collieries (Hazaribagh Coalfield) and action for starting them was also initiated.

Colliery owners, maintaining dispensaries of the prescribed standards were given grants amounting to 0.228 million rupees.

Ayurvedic Dispensaries.- Fifteen Ayurvedic Dispensaries were functioning in the various coalfields. The number of new patients treated at these dispensaries during the year was 112,244. The Ayurvedic Pharmacy continued to function at Patherdih in the Jharia Coalfield for the manufacture of genuine medicines required for the Ayurvedic dispensaries.

Family Welfare Centres and Maternity and Child Welfare Centres.- A Family Welfare Centre is attached to each of the Regional Hospitals. Besides, 8 such centres were also functioning as independent units under the charge of a qualified Lady Health Visitor. Similarly, 53 Maternity and Child Welfare Centres were being run by the Jharia and Asansol Mines Boards of Health and Hazaribagh Mines Board. The Fund continued to pay grant-in-aid towards their maintenance.

Other important activities of the Fund were: establishment of Blood Banks at the Central Hospital at Dhanbad and Asansol; establishment of Health Promotion Centres; maintenance of ambulance vans; supply of spectacles, dentures, etc., Malaria Control Operations and Anti-Filaria measures.

Educational and Recreational Activities.- Some relevant statistics are given below:-

	<u>Number</u>
Miners' Institutes. ---	56
Adult Education Centres. ---	61
Feeder Adult Education Centres.-	170
Feeder Adult Education Centres (for Women).-	15
Welfare Centres for Women. ---	59
Holiday Home. ---	1
Boarding Houses for Children. ---	2

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Co-operatives.— Four hundred thirty three Co-operative Societies/Stores were functioning in the different coalfields. A non-recurring grant of Rs.67/- each was paid to 203 societies for meeting the preliminary expenses. Under the scheme of payment of monthly subsidy to Co-operative Stores towards the remuneration of a part-time clerk, sanction for payment was accorded in case of 105 Societies/Stores upto 31 December 1964. Besides, the wholesale Central Co-operative Store opened at Bhuli in the Jharia Coalfield for feeding the primary consumer stores of colliery workers, 4 more new wholesale Central Co-operative Stores were set up — one each at Kalla in the Ranigunj Coalfield, Kurasia in Korea Coalfield, Bokaro and Sounda in Hazaribagh Coalfield.

Coal Mines Fatal and Serious Accident Benefit Scheme.— During the year an amount of Rs.52,280 was sanctioned for payment to 76 widows and 45 school going children of victims of accidents.

Housing.— The progress of housing under the various schemes was as under:—

	Progress (No. of Houses constructed)
<u>A. Old Scheme</u>	
(i) Township (direct construction).	2,153
(ii) Old subsidy scheme (20 per cent of the cost of construction given as subsidy).	1,638
(iii) Subsidy-cum-Loan Scheme (25 per cent. of the cost of construction as subsidy and 37½ per cent. as loan).	2,060
<u>B. Current Scheme</u>	
(iv) New Housing Scheme (entire cost borne by the Fund). No. of houses completed. 20687	
	Under const. 20687 20687
(v) Low Cost Housing Scheme (entire cost borne by the Fund subject to certain ceilings). Work as in progress	
	on 6822 houses and 47 barracks
	was 4682 houses and 33 barracks were completed.
(vi) Build-Your-Own-House Scheme (Rs.325.00 paid as subsidy to workers for building their own houses).	Construction of 27 houses sanctioned. Out of these one house was completed and 3 were under construction.

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The Report has also reviewed the Welfare of labour in Mica Mines (for details see Report for the month of December 1964, section 52, pp. 86-89) and Iron Ore Mines (for details see Report for the month of October-November 1964, vide section 52, pp. 38-39).

Dock Labour: The Dock Workers (Regulation of Employment) Schemes.— These Schemes seek to regulate the employment of certain specified categories of stevedore labour. In the three ports of Calcutta, Bombay and Madras, these decasualisation schemes are supplemented by 'Listing schemes' called the Unregistered Dock Workers (Regulation of Employment) Schemes, one of the objects of which is to collect necessary data with a view to seeing whether the listed workers can be ultimately decasualised and given the benefit of regular employment, minimum guaranteed wages, etc. These Schemes are administered by Dock Labour Boards which are tripartite bodies consisting of an equal number of representatives of (i) the Central Government, (ii) the Dock Workers and (iii) the employers of dock workers and shipping companies. The Act has been extended to the Marmugoa port in the Union Territory of Goa, Daman and Diu. A Scheme called the "Marmugoa Dock Workers (Regulation of Employment) Scheme, 1965", has been notified for comments and steps are being taken to constitute a Dock Labour Board.

Working of the Scheme.— The total number of registered and listed workers under each of the 5 Boards as on 1 January 1965 was as follows:—

Dock Labour Board at	Number of	
	Registered workers.	Listed workers.
1. Bombay.	4,670	3,048
2. Calcutta.	11,286	4,281
3. Madras.	1,536	2,371
4. Cochin.	1,832	2--
5. Visakhapatnam.	918	---
Total.	20,242	9,700

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In Bombay, despite a slight decrease in the volume of work, the workers secured fairly good employment opportunities. The average employment of gang workers per month in 1963-64 was 16.7 days as against 17.6 days in 1962-63. The average earnings of gang workers was Rs.237.80 per month as against Rs.240.36 in the previous year. The Board paid increases in dearness allowance to reserve pool workers and staff from 1 July 1963 and 1 February 1964. The Bombay Board also decided to grant weekly off with pay to its workers. The Bombay Board had listed 1940 foodgrain workers and one employer, under the provisions of the Bombay Unregistered Dock Workers (Regulation of Employment) Amendment Scheme, 1963 pertaining to the foodgrain workers. The foodgrain workers have now been departmentalised by the Ministry of Food and Agriculture.

In Calcutta, the average employment of Reserve Pool Gang Workers during 1963-64 was 26.19 days per month. The average monthly earnings of gang workers was Rs.182.62 in 1963-64 as compared to Rs.167.53 in 1962-63. The tonnage handled in 1963-64 was 6,198,646 as against 4,953,834.5 in 1962-63.

In Madras, the average employment of a mazdoor during the year ending 31 March 1964 was 21.58 days in a month as against 21 days in the previous year. The average earnings per month in respect of mazdoors also increased slightly from Rs.180.52 per month during 1962-63 to Rs.188.05 per month in 1963-64. An additional dearness allowance of Rs.5.00 was sanctioned to all categories of Reserve Pool Workers (registered) including Tally Clerks with retrospective effect from 1 November 1961. The Board had absorbed 50 ex-temporary mazdoors in the Reserve Pool. The Scheme for the piece-rate payment for listed workers except Chipping and Painting workers, formulated through voluntary agreement between the employers and representatives of unregistered dock workers, continued to work satisfactorily.

In Cochin, the rate of attendance allowance was increased from Re.1.00 to Rs.1.25 from 1 July 1964. As the workers adopted a policy of go-slow, the Chairman proclaimed in November 1964, a period of emergency under clause 51 of the Cochin Scheme with the approval of the Government.

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In Visakhapatnam, the average employment and earnings showed an increase over the previous year's figures. The average employment and earnings per month of Reserve Pool Hazdoors were 17.5 days and Rs.139.27 respectively.

Cost of Operating the Scheme.— The cost of operating the scheme is met by the Boards by imposing a levy (general and welfare) on the registered employers in terms of a percentage of the gross wage bill. The Calcutta Board reduced the rate of general levy from 65 per cent. to 55 per cent. on gross wages from 1 April 1964. The Cochin Board increased the rate of levy from 80 per cent. to 87½ per cent. from 1 February 1964.

Medical Facilities.— In Madras, reimbursement of charges incurred by employees towards radiological, pathological, bacteriological and other tests continued to be made on the recommendation of the medical officer of the Board. In Bombay, the main dispensary of the Board and the housing estate dispensary continued to render assistance to the employees. The Board continued the hospitalisation facilities and medical treatment at the Masina Hospital for the general treatment of employees and members of their families. Cases of T.B. patients were referred to the Talegaon General Hospital and Convalescent Home. Fortyfive T.B. patients were given light work after discharge for a period of 3 months and provided with 1/2 litre of milk every day for 6 months in addition to the medical treatment prescribed by the hospital. In the Calcutta Board's hospital, besides the existing consultants (viz., medical, chest, eye, and E.N.T.) a new consultant dermatologist and dental surgeon have been appointed. The Calcutta Board had also made special arrangements for the treatment of workers suffering from T.B., leprosy, cancer, and mental derangement. In Visakhapatnam, the arrangement with the port dispensary for the treatment of workers, who fell ill or met with accidents on duty, was continued. It was decided to reimburse the cost of medicines, X-ray charges, etc. in case of workers who fell ill or were injured on duty. The Visakhapatnam Board continued to give financial assistance in deserving cases to the families of the deceased workers and to the workers on long leave on medical grounds.

Housing.— The Ministry has finalised a housing scheme to promote the construction of houses for dock workers by the Dock Labour Boards. Under the scheme the Government will advance loans at the rate of 35 per cent. and subsidy at the rate of 20 per cent. of the actual cost of construction or the ceiling cost, whichever is less.

During 1964, the following amount of Central assistance under the Housing Scheme for Dock Workers, were granted to the Boards by the Ministry for the construction of houses for dock workers:—

Name of the Dock Labour Board.	No. of houses to be constructed.	Central assistance	
		Loan at 35% of cost.	Subsidy at 20% of cost.
		<u>Rs.</u>	<u>Rs.</u>
1. Madras Dock Labour Board.	120	182,700	104,400
2. Calcutta Dock Labour Board.	288	645,120	368,640

Fair Price Shops.— In Visakhapatnam, a Fair Price Shop was started from 2 December, 1963. All essential commodities were sold through the shop and credit facility was extended to the workers. The Visakhapatnam Board advanced Rs.40,000 towards the working capital and supplied furniture and equipment free of cost. The rent of the building and water and electricity charges were borne by the Board.

Dock Workers Advisory Committee.— The third meeting of the Dock Workers Advisory Committee was held at New Delhi on 17 August 1964. In pursuance of the recommendations of the Committee, one single-member committee consisting of the former Deputy Chairman, Bombay Dock Labour Board, was set up on 30 September 1964, to enquire into the conditions of Chipping and Painting Industries with the following terms of reference:—

- (i) to examine the complaints made by the industry and labour regarding the state of affairs in the Chipping and Painting Industry in five major ports; and
- (ii) to suggest remedial measures.

To implement another recommendation of the above Committee, another single-member committee consisting of the Chief Advisor, Factories, was appointed on 11 November, 1964 to enquire into the existing welfare amenities available for the dock workers of the five major ports and to recommend what further amenities should be provided.

Schemes for National Safety Awards.-

For the purpose of according recognition to good safety records in industrial undertakings and with a view to stimulating and maintaining the interest of both managements and workers in accident prevention, the following four schemes for the grant of National Safety Awards have been instituted:-

- (1) Scheme 1, providing for the grant of 15 prizes annually in 15 industries, each of Rs.2,500/- in cash and a cup, the award being made to the establishment showing the largest percentage reduction in the frequency of its accident rate over previous years.
- (2) Scheme 2, providing for grant of 15 prizes annually in 15 industries, each of Rs.2,500/- in cash and a running trophy, the award being made to the establishment having the lowest frequency rate of accident during the year in that particular industry.
- (3) Scheme 3, providing for grant of 15 prizes annually in 15 industries, each of Rs. 2,500/- in cash, the award being made to the establishment having the largest accident-free period during the year.
- (4) Scheme 4, providing for grant of 15 prizes, each of Rs.5,000/- in cash and a trophy to be given every three years, the winner being selected in case of 15 industries on point-rating system.

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All these four schemes are applicable to the industrial undertakings covered by the Factories Act, 1948, which have at least one million man-hours, including overtime, during a calendar year.

Working Group on Plantations Labour Housing.— The Working Group on Plantations Labour Housing submitted its Report to Government in March 1964. To ensure the speediest possible fulfilment of the housing programme, the Working Group has recommended two-fold financial relief to the Plantation Industry, viz., -

- (a) The Plantation Labour Housing may be modified so as to provide for the grant of subsidy to the extent of 25 per cent. of the cost on the lines of the Subsidised House Industrial Housing Scheme.
- (b) Higher rates of depreciation allowance should be allowed than are admissible at present in respect of expenditure incurred on provision of houses constructed according to approved standards.

The Working Group has suggested that both the forms of assistance should be made available to any garden that qualified for both, for a limited period, say, 8 to 10 years, within which the changeover from sub-standard to standard houses should be completed.

Central Pool of Labour Officers.— The Ministry of Labour and Employment continued to administer the Central Pool of Labour Officers which was constituted in 1951. Officers of the Pool were allotted to different Ministries, according to their requirements, for employment in their establishments. During the year under report, 187 Labour Officers were in position in different Central Undertakings and in some Companies and Corporations owned and/or controlled by the Central Government as against 180 during the previous year.

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Welfare Work.— Periodical reports on welfare and allied activities were received from 151 establishments, as against 161 establishments during the previous year, through these officers. These showd that statutory requirements in respect of welfare amenities such as provision of canteens, rest rooms, latrines, urinals, washing facilities, first-aid appliances, etc., were fulfilled in almost all of them.

Officers of the Pool posted in the establishments continued to be vigilant. Whenever and wherever deficiencies were noticed or non-implementation of statutory provisions was observed, the cases were taken up by them with the local authorities, and some cases were also taken up by the Chief Labour Commissioner as well as by the Ministry of Labour and Employment with the concerned Ministries. The Labour Officers initiated and offered assistance to the managements in administering a number of non-statutory welfare measures such as reading rooms, libraries, sports and games, recreation centres, kinder-garten, primary, middle, high and higher-secondary schools, adult education classes, co-operative societies, workers' education classes, labour welfare funds, etc. Particular progress was noticed in respect of educational facilities, medical relief and organising co-operative stores. The results of the working of co-operative societies were gratifying in some cases and afforded the workers some relief in the present context of rising prices. Again, efforts to provide some supplementary income to families of workers through different schemes yielded results and helped in mitigating their hardship. Activities like cultural programmes and family planning informative programmes, were also organised in workers' colonies for the benefit of the families of the workers.

Workers' Grievances.— The Labour Officers also took keen interest in the matter of redressing workers' grievances, both individual and collective, and thus prevented them from developing into industrial disputes or conflicts. During 1964, 54,126 complaints were reported to have been handled by them as against 33,949 in the previous year. Out of these, as many as 52,703 were stated to have been settled.

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Out of the total number of grievances handled, individual grievances were as many as 49,129 as against 30,770 in the previous year and collective grievances 4,997 as against 3,179 in the previous year. The nature of grievances shows that 34,002 related to terms and conditions of service, while 20,124 related to domestic and other matters. The Labour Officers also assisted the managements in the smooth functioning of the various bipartite committees such as Works Committees, Production Committees, Welfare Committees, Canteen Committees, Accident Prevention Committees, etc.

Education and Training.— The first nine-months of the current financial year (1964-65) witnessed a further expansion in the Workers' Education Scheme. The number of regional centres went up from 22 to 24 and of sub-Regional Central from 23 to 36.

Safety Training Programmes: Central Labour Institute.— Industrial Safety Training Courses were organised by the Council of Industrial Safety, Bombay at the Institute. Officers of the Institute also gave talks on different aspects of safety.

Regional Labour Institute, Madras.— Two short courses in 'Industrial Safety' were conducted for the benefit of Junior Factory Inspectors in Madras State. A short training programme on Industrial Safety was also arranged for nine Assistant Directors of Industries of the State.

Regional Labour Institute, Kanpur.— The Institute organised in association with the Kanpur Productivity Council, a one-day Seminar on 'Safety for Industrial Workers'. A training course on 'Industrial Safety' was also held at Delhi under the auspices of Delhi Productivity Council.

Regional Labour Institute, Calcutta.— The Institute conducted a two-week course on 'Work Physiology, Industrial Hygiene and their Effects on Productivity' under the auspices of the Calcutta Branch of the Society for the Study of Industrial Medicine. A symposium on "Common Health Hazards in Industry" was also held during the course.

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Dock Safety Inspectorate, Calcutta.— The Inspectorate conducted with the assistance of the Regional Labour Institute, Calcutta, two training courses on 'Safety in Dock Work' for the benefit of junior supervisory staff employed at the Calcutta Port.

Dock Safety Inspectorate, Madras.— The Inspectorate conducted with the assistance of the Regional Labour Institute, Madras, two training courses on 'Safety in Dock Work' for the supervisors of the Port authorities and stevedoring firms at the ports of Cochin and Madras.

Psychology Section.— The courses/studies conducted by the Section included: (a) A Course on 'Organisation and Communication Studies' at Bombay, and (b) Study on 'Attitude of Officers towards changes in Management Practices' in a unit of a textile mill in Delhi.

Reports on the following studies undertaken earlier were prepared and published during the year : (a) Studies on Attitude and Morale in three units of a large chemical process undertaking; (b) Studies on 'Attitudes of Officers towards changes in Management Practices' in a textile factory; and (c) A study on management morale in a private industrial undertaking.

Productivity Centre.— (a) The Centre conducted the following training programmes during the year:—

- (1) A 15-week Advanced Course on 'Method Study, Production, Planning and Control and Work Measurement'; the programme which was continued from the previous year concluded on 2 February 1964.
- (2) A 7-week course on 'Office Organisation, System and Procedures' under the auspices of the Bombay Productivity Council for the benefit of various industrial establishments in Bombay.
- (3) A comprehensive course on 'Work Study' for the first line supervisory staff from various industries in Gujarat, under the auspices of the Bombay Productivity Council.

(4) 'Top Management Programme' at Bangalore in collaboration with the Regional Labour Institute, Madras and under the joint auspices of the Mysore Productivity Council and the Institute of Management, Bangalore.

(5) An advanced programme on 'Productivity in Process Industry' for the benefit of senior managements from chemical and other process industries.

(6) A 2-week Advanced programme on 'Work Measurement' for the representatives of labour and management from the Kolar Gold Field Undertakings, India Security Press, Nasik; Sirpur Paper Mills, Sirpur; and Sirsilk, Kaganznagar.

(b) The Centre rendered assistance in conducting 'Job Evaluation' studies for various categories of workers at: (i) two Units of Titaghur Paper Mills, Calcutta, and (ii) the Indian Aluminium Co., Hirakud (Orissa).

(c) The Centre also assisted various engineering establishments in solving their specific problems in 'Materials Management', 'Plant Lay-Out', 'Job Evaluation', 'Wage Incentives', etc.

(d) The Officers of the Centre gave talks on different aspects of industrial engineering in seminars and symposiums organised under the auspices of the Bombay Productivity Council, the Bombay Management Association, the Madras Institute of Management, the Administrative Staff College, Bombay, etc.

Training-Within-Industry Centre. - The main training programmes conducted by the Centre during the year included: (i) Four 'Relations Programmes' - two for the Middle Executives, one for the Junior Secretariat Officers and one for the Senior Officers of the Maharashtra Government - at the Administrative Staff College, Bombay, (ii) the T.W.I. Project under the auspices of the Bombay Productivity Council and under which the Centre completed three Institutes on Job Instruction, Job Methods and Job Relations for the training of Training Officers; (iii) An 8-week Supervisory Development Programme under the auspices of the Bombay Productivity Council.

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The Centre also provided assistance in the planning and conducting of the pilot projects on 'Supervisory Training' to the following firms:- (i) Messrs. Associated Cement Companies, Bombay; (ii) Messrs. Murphy (India) Ltd., Bombay; (iii) Messrs. Jessop & Co. Ltd., Calcutta; and (iv) the Bombay Electric Supply and Transport Undertaking.

Two 'Case Study Discussion' Sessions, based on film-strips were conducted at the Bankers' Training College, Reserve Bank of India, Bombay. Similar programmes were also conducted at the Centre under the auspices of the Bombay Management Association and at the Administrative Staff College, Bombay.

The Centre has been issuing a quarterly 'News Letter' on T.W.I. for the benefit of the industry. About, 1,200 copies of this publication are being subscribed for at present.

Training of Officers of the Industrial Relations Machinery.- A Central Institute for Training in Industrial Relations was set up in New Delhi on 1 September 1964 to impart specialised in-service training to the officers of the Industrial Relations Machinery both at the Centre and in the States. Three training courses are to be arranged each year and the duration of each course is three months. The first Course commenced on 1 September 1964. The first batch of trainees consists of 19 officers - 9 from the Central Industrial Relations Machinery and 10 from various State Governments. The training is being imparted by means of lectures, group discussions, seminars, talks by experts, film shows, case studies, written tests, practical demonstrations regarding conciliation, arbitration, inspection, collection of evidence for prosecution work, visit to courts, tribunals, etc.

Training facilities under Technical Assistance Programmes.- Under the ILO Expanded Programme of Technical Training Assistance, the services of two experts in 'Productivity' were secured during the year.

The services of the Chief Adviser Factories were placed (November 1964) at the disposal of the ILO for two months to assist them in the preparation of a project report for the setting up of an Occupational Safety and Health Institute in the United Arab Republic. A fellow from Indonesia has also been attached to the Organisation of Chief Adviser, Factories for training in the field of 'Occupational Safety' for a period of 6 months.

Training facilities.— During the year the Ministry availed of the training facilities under the Indo-U.S. Technical Cooperation Programme, Colombo Plan Programme and the ILO Expanded Programme of Technical Assistance. In all 42 trainees were sent for training in mines inspection, factory inspection, man-power problems, vocational training, employment market information, apprenticeship training, vocational guidance, workers' education, social security, industrial safety, and cooperation.

Technical assistance was also rendered to countries in South and South East Asia under the ILO Expanded Programme of Technical Assistance and the Colombo Plan. Training facilities were provided in vocational training, occupational safety, manpower planning, and employment service to 12 officers — one each from U.A.R., Chile, Indonesia, Ceylon and Burma, two from Nepal and five from Malaysia.

Equipment.— Certain specialised equipment and publications have been received from the U.K. Government for use in the Industrial Hygiene Laboratories and Industry Safety, Health and Welfare Centres of the Central and Regional Labour Institutes. Some more publications are expected to be received during the year.

U.N. Special Fund Programme.— According to the Plan of Operation relating to the establishment of the three Regional Labour Institutes, at Calcutta, Madras and Kanpur which was signed in October 1960, technical assistance to the extent of \$ 417,100 is being made available. This comprises \$ 228,700 for experts' services, \$ 153,000 for specialised equipment and publications, \$ 7,500 for miscellaneous expenses and the balance amounting to \$ 27,900 for the cost of the executing agency viz., the ILO. About 98 per cent. of the

equipment has been received and is being utilised for setting up the various Sections of the Institutes. Out of 144 man-months provided for the services of experts, services have been utilised for a total of 121 man-months in the fields of management training, industrial psychology, industrial physiology and audio-visual aids.

United States A.I.D. Programme.— Two officers — one each from the Regional Labour Institutes, Madras and Kanpur — have been deputed to U.S.A. for 6 months' training in the field of 'Industrial Safety and Hygiene'.

The Report has also reviewed the activities and the work of Labour Bureau which collects and publishes statistical and other information on labour matters and conducts research and studies in the labour field.

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - MARCH 1965.

81. Employment Situation.

Employment Exchanges: Working during
January 1965.

According to a Review of the principal activities of the Directorate-General of Employment and Training for the month of January 1965, the following was the position of registrations, placements, live register, vacancies notified and employers using employment exchanges:-

Item	December, 1964	January, 1965	Increase (+) or Decrease (-).
(1)	(2)	(3)	(4)
Registrations.	313,177	294,588	- 18,589
Placements.	48,754	45,663	- 3,091
Live Register.	2,492,874	2,459,921	- 32,953
Vacancies Notified.	72,886	71,376*	- 1,510
Employers using Exchanges.	13,903	12,829	- 1,074

* Includes 892 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, against which submission action was not required.

Shortages and Surpluses.- Shortages were experienced during the month in respect of engineers, doctors, draughtsmen, stenographers, nurses, midwives, compounders, turners, fitters, electricians, overseers, trained teachers and accountants, while surpluses continue to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Gorakhpur Labour Organisation.- The Labour Depot, Gorakhpur recruited and despatched 1,216 workers during the month of January, 1965.

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Employment Market Information.- At the end of January 1965, employment market studies were in progress in 286 areas in the country.

Vocational Guidance and Employment Counselling.- One more V.G. Section at Employment Exchange, Keonjhar (Orissa) was set up during the month under report bringing the total to 134. Aptitude tests were administered throughout the country at the selected I.T.Is in 15 trades for selection of I.T.I. trainees, during the month under report.

Development of Surplus and Retrenched Personnel.- During the month under review 48 persons were retrenched from River Valley Projects, 156 were registered and 68 were placed in employment. The detailed information is given in the following table:-

(Please see the table on next page)

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Name of Project.	No. awaiting assistance at the end of December, 1964.	No. retrenched during the month.	No. of retrenched person- nāā (including those left voluntarily registered during the month for employment assistance.)	No. placed during the month.	No. left indicating no desire for assistance.	No. awaiting assistance at the end of the month.
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1	2	3	4	5	6	7
1. Damodar Valley Corporation.	218	1	1	1	-	218
2. Bhakra Nangal Project.	44	47	47	2	13	76
3. Bhilai Steel Project.	476*	-	108	62	60	462
4. Durgapur Steel Project.	62*	-	-	-	1	61
5. Special Cell of Ministry of Home Affairs.	309	-	-	3	-	306**
TOTAL.	1,109	48	156	68	74	1,123

Note:- Total of columns 2 and 4 is equal to the total of columns 5, 6 and 7.

* These figures could not be incorporated in December 1964 Report, as these were received very late.

** Class II - 51; Class III & IV - 255.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the month of January 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

Review of the Work of the Directorate-General
of Employment and Training during 1964-65*.

Introduction.- At the commencement of the period 1964-65, there were 377 Employment Exchanges including 21 University Employment Information and Guidance Bureaux, 6 Colliery Exchanges, 10 Project Employment Exchanges and 8 Special Employment Exchanges for the Physically Handicapped. In addition, 173 Employment Information and Assistance Bureaux were also functioning in different Community Development Blocks in the country. During the period April-December 1964, 14 additional Employment Exchanges were set up which included 5 University Employment Information and Guidance Bureaux, 1 Colliery Employment Exchange and 1 Project Employment Exchange. Twentythree Employment Information and Assistance Bureaux were also sanctioned during this period.

Employment trends.- During the period April-December, 1964, there was some increase in the number of applicants submitted to employers and of placements effected, although there was a slight fall in the registrations and the vacancies notified as will be seen from the following statistics. The higher level observed in registration, in the year 1963 was due to the expectation of employment through Exchanges in the Defence establishments following the declaration of emergency.

		April - December 1963.	April - December 1964
Registrations.	-	3,202,399	2,958,400
Vacancies Notified.	-	703,512	701,763
Submissions.	-	2,767,941	2,772,500
Placements.	-	414,562	417,193

* Annual Report 1964-65: Ministry of Labour and Employment (Directorate-General of Employment and Training), Volume II, pp.26.

The monthly average number of employers using the Exchanges increased to 14,018 during the period April - December, 1964 as against 12,922 in the corresponding period of 1963.

The Live Register of the Employment Exchanges ~~also~~ dropped by a small number. At the end of December 1964 the All India Live Register stood at 2,492,874 as against 2,518,463 at the end of December last year.

Educated Applicants.— The number of educated applicants (Matriculates and above) seeking employment through the Employment Exchanges in the country rose to 0.805 millions at the end of December 1964 from 0.739 millions at the end of December 1963. During the period January - December 1964, 187,077 educated applicants including 23,261 graduates (including post-graduates) were placed in employments.

Scheduled Caste/Tribe Applicants.— The number of Scheduled Caste/Tribe applicants on the Live Register of Employment Exchanges stood at 0.328 millions at the end of December 1964 as compared to 0.330 millions at the end of December 1963. During the period January-December 1964, 60,856 Scheduled Caste and 15,363 Scheduled Tribe applicants were provided with jobs.

Women.— At the end of December 1964, 0.220 millions women were seeking employment assistance through Exchanges. During the period April - December 1964 the monthly average number of registrations effected was 27,772 and the placements made averaged 4,189 per month.

General Level of Employment.— Employment in the organised sector of the economy increased from 12.09 million at the beginning of the Third Plan to 14.41 million at the end of June, 1964, representing an increase of 19.2 per cent.

Employment in the Public Sector.— In the public sector employment continued to maintain a steady upward trend. It increased from 7.04 million at the beginning of the Third Plan to 8.60 million at the end of June 1964 representing an increase of 22.0 per cent.

The following table indicates the growth of employment in different branches of the public sector during the period March 1961 - June 1964.

Branch of the Public Sector.	No. of persons employed at the end of		Percent- age Increase.
	March, 1961 (In Million)	June, 1964	
1	2	3	4
Central Government.	2.09	2.49	19.2
State Government.	3.01	3.47	15.3
Quasi-Government.	0.77	1.14	47.2
Local Bodies.	1.17	1.50	27.5
Total.	7.04	8.60	109.2

Employment in the Private Sector.— While information about total employment in the private sector is not available to the same extent as in the Public Sector, information collected from larger establishments in the private sector employing 25 or more workers throughout the country has revealed that employment in that sector increased by 0.77 million or 15.3 per cent. during the period March 1961 - June, 1964.

Employment in selected areas.— An analysis of the employment trends since the beginning of the Third ~~Plan~~ Five Year Plan has been made in respect of 134 employment market areas for which data were available continuously since March 1961. The index of employment based on the total estimated employment in the public and private sectors put together has shown a rising trend in 119 areas. The position in the remaining areas was either static or indicated a slight decline due largely to seasonal factors affecting manufacturing industries such as sugar, cotton ginning, tobacco and food processing industries.

Manpower Shortages.— Reports received from employers have indicated that they generally experienced shortages in respect of professional and technical categories of personnel and craftsmen and production process workers. Among professional and technical workers, occupational shortages were mainly reported for civil, mechanical and electrical engineers, medical and surgical specialists, nurses, pharmacists, accountants and trained teachers. Among craftsmen and production process workers, shortages were experienced in respect of fitters, turners, moulders and electricians. Employers also reported shortages of stenographers. An examination of the factors responsible for these shortages revealed that by and large persons with the requisite experience demanded by employers were not available. However, it is not uncommon for employers to seek workers with more years of experience than is necessary for satisfactory performance in the jobs that are available.

Shortage occupations are constantly reviewed to identify those occupations in which training facilities need to be augmented to meet the current and future manpower requirements.

Vocational Guidance and Employment Counselling.— The following figures summaries the activities of the Vocational Guidance Sections at the Employment Exchanges during the period April - December 1964:—

Number of applicants guided in groups.	296,348
Number of applicants guided individually.	9,856
Number of applicants who were given occupational information.	135,000

Deployment of Surplus Personnel.— Up to the end of October 1964, 72,294 persons were rendered surplus at the various River Valley Projects, Refineries, Steel and Fertiliser Plants. Of them, 38,984 left the project area on receipt of retrenchment benefits as they did not require employment assistance, 32,483 were placed in alternative employment through the efforts of the Special Cell in the D.G.E. & T. and Project Employment Exchanges and the remaining 827 were awaiting employment assistance at different places, the largest number being at Bhilai who desires employment either in the local Steel Plant or in the new Steel Plant at Bokaro.

Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.— This Act requires all employers in the public sector and those employers in the private sector who employ 25 or more workers to notify their vacancies to Employment Exchanges and submit employment and occupational returns to them. Accordingly 47,000 employers in the public sector and about 32,000 employers in the private sector are currently submitting employment returns at quarterly intervals as against 45,000 employers in the public sector and 29,000 employers in the private sector in the previous year. Biennial occupational returns from employers in the public sector were collected in September 1964. The effectiveness in the implementation of the Act is constantly reviewed by the respective State Governments and the Directorate General of Employment and Training and steps are taken to ensure strict compliance. Some instances of default were detected and Show Cause notices were issued to defaulting employers. Satisfactory progress is being maintained.

Central Institute for Research and Training in Employment Service.— The Central Institute for Research and Training in Employment Service was set up at New Delhi in October 1964 with the following objectives:

- (i) To impart training to Employment Officers in the Employment Exchange Techniques, Methods and Procedures, and to conduct refresher courses; and
- (ii) To conduct research and studies into problems arising out of the various activities of the Employment Service, such as Vocational Guidance, and Employment Counselling, Occupational Analysis, and Employment Market Information with a view to bringing about improvements in them.

The first training course at the Institute was conducted in October – November 1964 and was attended by nearly 30 officers from different States.

The ~~Directorate~~ Directorate General of Employment and Training has been receiving requests for training Employment Officers from African, Middle East and South East Asian Countries. Training of officers from these countries will also be arranged at this Institute.

Labour Depot, Gorakhpur.— The Labour Depot Gorakhpur continued to function as an integrated wing of the National Employment Service. From January 1964 to the 15 December 1964, the Depot recruited and supplied 14,568 workers for employment in coalfields, iron ore mines, North Eastern Railway and the Border Roads Organisation. The Depot also affords Record Office facilities to workers. Every worker is paid a portion of his wages at the work site and the balance is held by the Record Office (of the G.L.O.). This office also arranges for periodical remittances to the family of a worker, if so desired by him, and makes final payment of the accumulated wages to the worker on his repatriation/discharge. During the period of the Report, a sum of Rs.11,007,561 was paid to workers by the Record Office of the Labour Depot.

Central Committee on Employment.— The Fourth Meeting of the Central Committee on Employment, which is a tripartite body comprising representatives of the Central and State Governments, Employers' and Workers' Organisations besides, Economists and Members of Parliament, was held at New Delhi in January 1965 under the Chairmanship of Union Minister for Labour and Employment. Considering the increase in the backlog of unemployment from Plan to Plan, the Central Committee recommended that the Government should take suitable steps to ensure that the employment opportunities are generated to keep pace with the labour force growth in such a way that the backlog of unemployment would be gradually brought down. The Committee also recommended that the Employment Exchanges should register not only unemployed persons but also employed persons seeking better job. This was also in consonance with the recommendation of the Seminar on Employment Information and Manpower Utilisation organised by the Employer's Federation of India and the All India Organisation of Industrial Employers in October 1964, that there should be no restriction on the movement of personnel from one industry to another or from one sector to another.

Seminar on Employment Information and Manpower Utilisation.— In order to promote better appreciation of the value of the employment information programme among employers and their organisations and for discussing problems faced by them in the field of manpower planning and utilisation, a two-day Seminar on Employment Information and Manpower Utilisation sponsored jointly by the All India Organisation of Industrial Employers and the Employers' Federation of India with the close collaboration of the Directorate General of Employment and Training, was held at New Delhi in October 1964. The Seminar focussed attention on various problems such as absorption in employment of new entrants to the Labour force, provision of adequate facilities for making short-term and long-term manpower studies, closer integration of manpower planning with economic planning, training of personnel in scientific, technical and managerial occupations, craftsmen and in-plant training schemes, optimum utilisation of executive personnel in industry, flight of personnel from the public to the private sector, etc. The recommendations made by the Seminar were forwarded to the different Ministries of the Government of India, State Governments, Employers' Organisations and other agencies concerned for appropriate action.

Manpower Studies and Surveys.— A number of studies and surveys in the field of manpower, employment and unemployment were undertaken by the Directorate General of Employment and Training.

The following are some of the important studies undertaken during the period under review:

- (i) Madras Labour Market - A Pilot Study;
- (ii) Employment of Scheduled Castes/Tribes Registered with the Employment Exchanges - Analysis of Employment Exchange Experience;
- (iii) Special Enquiry in regard to Ex-Servicemen Personnel registered with the Employment Exchanges;
- (iv) Study of Educational and Technical Training Requirements of occupations;
- (v) Bulletin on Job Opportunities in India; and
- (vi) Census of Central Government Employees.

Training Schemes: Training of Craftsmen in the Industrial Training Institutes.- During the year 1964, new Industrial Training Institutes were established and 12,294 additional seats were introduced, bringing the total number of Industrial Training Institutes to 298 and the total training capacity to 90,494 as on 31 December 1964. In order to ensure that the increase in the training capacity does not result in a lowering of standards, the following steps were taken:-

- (i) Trade Manuals for the trades of Carpenter and Electrician were finalised and those for the Turner, Machinist and Fitter trades were revised.
- (ii) In order to provide ~~the~~ an incentive to the trainees for better performance, industrial skills-competitions were conducted in the trades of Fitter, Turner and Machinist at the Institute and State levels. An All-India skills competition for the best trainees in these trades from each State was conducted at the Central Training Institute, Bombay in May, 1964. Medals and Prizes were given to the best trainees in these trades.
- (iii) In order to ensure that the training in the Industrial Training Institutes is being imparted in accordance with the prescribed standards, evaluation teams of the officers of the D.G.E. & T. inspected the Institutes in the various States to evaluate the training programmes. On conclusion of the inspection of the Industrial Training Institutes in the States, seminars were held to discuss the major shortcomings like inadequacy of essential equipment and supervision and the need for advanced planning in arranging the training programmes. These seminars were of great help in enabling the State Governments improving the training programmes.

Analysis of Educational Qualifications of Applicants for admission to the Industrial Training Institutes.- In order to study the educational background of the trainees, an analysis of the educational qualifications of applicants who applied for admission to the Industrial Training Institutes during 1964, was made. It was observed that in respect of engineering trades, 44.8 per cent. of the applicants were Matriculates, 2.8 per cent. were Intermediates and 0.1 per cent. were Graduates. For admission to the non-engineering trades, 58.5 per cent of the applicants were

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Matriculates, 4.2 per cent. were Intermediates and 0.7 per cent. were Graduates.

Trade Tests.— The All India Trade Tests were conducted by the National Council for Training in Vocational Trades in April 1964 in engineering trades, and in July 1964 in non-engineering trades. A total of 25,437 candidates in the engineering trades and 2,945 candidates in non-engineering trades were declared successful.

Aptitudes Tests for selection of trainees for admission to Industrial Training Institutes.— During the period under review aptitude testing programme was conducted twice, first for April 1964 recruitment at the Industrial Training Institutes and the second time for January 1965 recruitment. For April 1964 recruitment, a second battery of aptitude tests was prepared and used for two additional trades, thus covering ten trades in all. This programme was conducted at 52 Industrial Training Institutes in 17 States, including Union Territories of Delhi, Himachal-Pradesh and Manipur, and about 25,000 applicants were tested.

Part-Time Classes for Industrial Workers.— The objective of this Scheme is to impart theoretical trade knowledge to industrial workers who have not had the benefit of such training. At the end of 1964, 3,490 seats had been introduced under this Scheme and 2,325 trainees were undergoing training in 31 Centres, where theory classes are being conducted.

Apprenticeship Training.— The number of apprentices undergoing training under the Apprenticeship Act, 1961, was 14,375 at the end of December 1964. Training is being imparted in the 23 trades designated for full-term apprenticeship. So far 127 industries have been brought under the purview of the Act.

Training of Craft Instructors.— During 1964-65 (upto 31-12-1964) 1,488 instructor trainees passed out from all the Central Training Institutes for Instructors bringing the total number of Instructors passed out so far to 8,294. With a view to ensuring uniformity of standards and in order to raise the quality of the training, periodical conferences of the Principals of the Central Training Institutes for Instructors and experts from I.L.O. and U.S.AID are held. The third and fourth Conferences were held at Madras and New Delhi in January and October 1964 respectively. Several problems relating to the revision of the duration of Instructors' Training Course and new Schemes of Training were discussed at the conferences.

Training of Supervisors.— Pilot programmes for the training of Supervisors have been arranged in some industrial establishments. In order to spread this activity further, it has been decided to run a special course for the training of the Deputy State Apprenticeship Advisers on the techniques of organising and running supervisory training courses so that they, in their turn, can implement this activity in their respective States.

Re-organisation of Cluster Type Training Centres.— The Ministry of Community Development and Cooperation have established Cluster Type Training Centres to train rural artisans for self-employment and for settling in their villages. Normally 4 trades were clustered under together in one institutional training centre and each centre catered to the needs of 4 to 5 blocks. In addition, the Industries and other Departments of the State Governments are running a number of trade schools, training-cum-production centres and other training centres for providing technical and vocational training to artisans, their children and other persons in the rural areas.

On the recommendations made by the Coordination Committee of Small Scale Industries, the Government of India have decided to reorganise the Cluster Type Training and other Centres and to bring them within the purview of the National Council for Training in Vocational Trades and the respective State Councils for Vocational Training. The reorganisation so proposed is intended to standardise the pattern of training and promote the establishment of closer inter-relationship with other higher level training schemes. The decision has been communicated to the State Governments and the Directorate General of Employment and Training have initiated necessary preliminary steps with a view to bringing about the proposed reorganisation.

National Council for Training in Vocational Trades.— The sixth meeting of the National Council for Training in Vocational Trades was held at New Delhi in May 1964 under the Chairmanship of Shri D. Sanjivayya, Union Minister for Labour and Employment. The meeting discussed important aspects of training of skilled personnel like reorganising staffing pattern in the industrial Training Institutes, organisation of progressive trade tests, improvements in standards of training, etc.

Joint meetings of the Working Committee of the National Council for Training in Vocational Trades and the Trade Committee Experts were held at the Central Training Institute, Calcutta in August 1964 and at the Central Training Institute, Bombay in October 1964. Revised schemes of training, syllabi and duration of training of the Engineering trades were finalised at these meetings.

Foreign aid and Technical Assistance received and rendered.— Under the Expanded Programme of Technical Assistance, the I.L.O. provided the services of one expert in Vocational Guidance for twelve months in the previous year. The period of his assignment was extended during the year under report. One officer in Employment Service also received training abroad in the field of Vocational Guidance for six months under the same programme.

Five Officers nominated by the Governments of Nigeria, Uganda, U.A.R., Burma and Thailand under the fellowship awarded by the I.L.O., five officers nominated by the Government of Malaysia and seven officers by the Government of Philippines under the Technical Cooperation Scheme of the Colombo Plan, were provided training for about three months each in D.G.E. & T. and at the selected Employment Exchanges in States, in various aspects of Employment Service in India.

During the year, the services of two senior officers of Employment Service (including one from the Government of Bihar) were placed at the disposal of the I.L.O. for assignment as Experts in Manpower Planning in British Honduras and U.A.R. This brings the total number of officers with the I.L.O. to five.

The Ford Foundation have also made available the services of a Manpower Consultant to assist in the establishment of a Central Institute for Research and Training in Employment Service and other related matters. The Foundation have also made a grant of \$ 295,000.

Assistance from U.N. Special Fund.— The United Nations Special Fund continued their assistance to the Central Training Institutes for Instructors established at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana. With the exception of two Experts all other Experts assigned at the Institutes at Calcutta, Kanpur and Madras during earlier years, completed their assignment during the year on different dates. Twelve Experts were working in the Institutes at Hyderabad and Ludhiana. Besides, there were ~~workin~~ 3 other Experts working at the Headquarter of the Directorate-General of Employment and Training. Equipment worth 1,576,665 U.S. dollars has been received from the United Nations Special Fund for the five Institutes upto the end of the year.

Assistance from the U.S. AID.— Under the U.S.AID Programme five officers of the Training organisation are receiving training in the U.S.A. for a period of six months each in the organisation of Apprenticeship Training Programme. The Chief Adviser and six Trade Experts whose services were made available by the U.S. AID for the Central Training Institute for Instructors, Bombay, continued to render technical assistance and advice to the Institute. Against a total equipment valued at \$ 406,000 to be supplied for the Institute, equipment worth \$ 328,315 has been received upto the end of the year. Under another agreement with U.S. Government, Directorate General of Employment and Training have also received equipment worth \$ 1,365,600 upto December 1964 from out of U.S. Surplus equipment for use at the Industrial Training Institutes for training purposes.

Under a supplementary agreement pertaining to Central Training Institute for Instructors, Bombay, the U.S.AID agreed to provide training in batches to 17 officers for a period of six months each at the Dunwoody Industrial Institute in U.S.A. Accordingly nine officers including the Principal, Central Training Institute for Instructors, Bombay, have already received training and seven officers are at present undergoing training in the U.S.A. since September 1964.

Technical assistance rendered by India to other countries.— The Directorate General of Employment and Training have provided training facilities to foreign trainees under the various Technical Assistance Programmes. The following table indicates the position during the period under report:—

Programme	Country	Number of Trainees			
		Completed training		Undergoing training	
		Craftsmen	Craft	Craftsmen	Craft
			Instructors.		Instructors
1	2	3	4	5	6
Colombo Plan.	Nepal	4	1	24	—
	Malayasia	—	6	6	—
SCAAP.	Kenya	—	3	43	—
Commonwealth.	Kenya	—	2	—	—
Education.	Nyasaland	—	5	—	—
Cooperation.	Mauritius	—	3	—	—
Plan					
Aid to Yemen.	Yemen	—	—	17	—
TOTAL.		4	20	90	—

In addition, two officers nominated by the Governments of Ceylon and Indonesia have been receiving training in the field of Vocational Training for 3 - 6 months in Directorate General of Employment and Training under the fellowship award from the I.L.O.

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83. Vocational Training.

India - March 1965.

Labour Ministry's Training Schemes:
Working during January 1965.

According to a Review on the Principal Activities of the Directorate-General of Employment and Training for the month of January 1965, there were 298 institutes for training craftsmen and 31 centres holding part-time classes for industrial workers. The total number of seats introduced stood at 93,984 and the number of persons undergoing training under the craftsmen training scheme and part-time classes for industrial workers was 62,870.

Central Training Institute for Instructors.- Session which commenced on 1 May, 1964 at all the Central Training Institutes for Instructors, has been concluded. Instructor trainees were trade tested from 21 - 28 January, 1965. For the next session commencing from 1 February 1965, in all Central Training Institutes for Instructors, the requirements of the States and other Industrial Undertakings as received, have been allocated in full.

Sanction of Seats Under the Training Schemes.- During the month of January, 1965, 296 seats were sanctioned under the Craftsmen Training Scheme during the Third Five Year Plan. The progressive total number of seats sanctioned so far is given below:-

	<u>Seating capacity at the end of</u>		
	<u>December, 1964.</u>	<u>January, 1965.</u>	<u>Increase(+) Decrease(-)</u>
a) Craftsmen Training Scheme.	66,078	66,374	+ 296
b) National Apprenticeship Scheme.	4,387	4,387	-
c) Part-time classes for Industrial Workers.	4,255	4,255	-
d) Number of new ITIs Sanctioned.	156	157	+ 1

Equipment.— Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay are being assisted by foreign aid programmes. These projects functioning under Craftsmen Instructors Training Scheme are being aided by Special Fund Programme of the United Nations Organisations except the one at Bombay, which is being assisted by the AID Agency of the United States. The assistance in the case of Central Training Institutes for Instructors, at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana from Special Fund Programme of the United Nations Organisations has now been enhanced by 0.170 million rupees for Central Training Institutes for Instructors, for supply of spare parts. The progressive receipt position of equipment upto January, 1965 is tabulated below:—

Name of Centre.	Value of aid (In Millions)	Receipt upto December 1964.	Received during January, 1965.	Total receipt upto January, 1965.
1	2	3	4	5
C.T.I., Kanpur.	1.560	1.324	0.025	1.329
C.T.I., Madras.	1.560	1.368	nil	1.368
C.T.I., Hyderabad.	1.560	1.374	nil	1.374
C.T.I., Ludhiana.	1.560	1.325	nil	1.325
C.T.I., Bombay.	1.704	1.495	nil	1.495
C.T.I., Calcutta.	1.910	1.650	nil	1.650

Most of the equipment included in the two fresh Project Indent Orders placed by the Principal, Central Training Institute for Instructors, Bombay has since been received. A formal report showing the value of equipment so received is, however, awaited from the Principal.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act was 14,587* at the end of December 1964 of which 11,285* were full-term apprentices and 3,302* short-term apprentices registering an overall increase of 457* over the number at the end of the previous quarter. The increase was mainly in the number of full-term apprentices in West Bengal State. The number of apprentices is likely to increase considerably in the next quarter due to fresh admissions.

(*Figures are provisional).

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the month of January 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

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Chapter 9. Social Security

92. Legislation.

India - March 1965.

Report of the Employees' Provident Fund Scheme for the Year 1963-64*.

Introduction.- The Employees' Provident Funds Act applies to the whole of India except the State of Jammu and Kashmir (the State Government has instituted with effect from 1 June, 1961, a separate provident fund scheme for the workers on the lines of the Employees' Provident Funds Scheme). By virtue of the provisions contained in the Pondicherry (Laws and Regulations), 1963, the Act has been applied to the establishments in Pondicherry Territory with effect from 1 October 1963 and the provisions of the scheme have been extended to these establishments from 31 October 1963. About 40 factories/establishments and about 10,000 workers were covered in this territory. The scheme covers all factories and other establishments falling under any notified industry employing 20 or more persons on completion of five years of existence and those employing 50 persons or more persons on completion of three years of existence. It does not, however, apply to (i) establishments registered under the Co-operative Societies Act, 1912 (or under any other law relating to cooperative societies) employing less than 50 persons and working without the aid of power; (ii) handloom factories organised as industrial co-operatives as a class (up to the end of 1964); (iii) such class of establishments owned/controlled by charitable institutions as are working solely for the benefit of their employees (up to August 1965); and (iv) tea plantations and tea factories in the State of Assam where the State Government has a separate scheme for these establishments.

* Indian Labour Journal, Vol.VI, No.3, March, 1965, pp. 223-226.

Coverage.— The Act, which initially applied to six industries only, stood extended to 84 industries and classes of establishments by the close of the year. The number of factories and other establishments covered under the scheme during the year was 25,663 and that of subscribers was 3.907 millions as against the corresponding figures 22,413 and 3.517 millions respectively for the year 1962-63. The number of establishments covered on voluntary basis rose from 310 in 1962-63 to 499 in 1963-64.

Administration and Finance.— The Fund is administered by a tripartite Board of Trustees which is a body corporate consisting of a Government nominated chairman, nominees of the Central and State Governments and representatives of all-India employers' and employees' organisations. The Central Provident Commissioner who is the Chief Executive Officer of the Organisation and Secretary to the Board of Trustees, controls the Organisation through the Regional Provident Fund Commissioners. There are at present 12 whole-time Regional Commissioners one each in Andhra Pradesh, Bihar, Delhi, Gujarat, Kerala, Madhya Pradesh, Madras, Maharashtra, Mysore, Punjab, Uttar Pradesh and West Bengal; and three part-time Regional Commissioners one each in Assam, Orissa and Rajasthan.

An employee in a covered establishment, other than excluded employee, is eligible for membership of the Fund if he has completed one year's continuous service or worked for 240 days during a period of 12 months or less and his total emoluments including dearness allowance, retaining allowance if any and cash value of food concessions, do not exceed 1,000 rupees per mensem. The members of the Fund and the employers have each to contribute every month at $6\frac{1}{2}$ per cent. of basic wages, retaining allowance (if any) and dearness allowance including cash value of any food concessions. Section 6 of the Employees' Provident Funds Act was amended towards the close of 1962 empowering the Central Government to enhance the rate of contribution to 8 per cent. in any industry or class of establishments covered under the Act by a notification after making such enquiry as it deems fit.

Accordingly by the end of the year under review, the statutory rate of provident funds contribution was enhanced to 8 per cent. in respect of factories employing 50 or more persons and engaged in 24 industries and classes of establishments including 4 covered last year. The members and employers are permitted to contribute ~~administrative~~ at an higher rate if they so desire, provided employers agree to pay administrative charges on the members' and employers' enhanced contributions also. During the year, about 36,448 members were voluntarily contributing at enhanced rates. The total contributions received in cash from unexempted establishments during the year (inclusive of past accumulations received in cash) amounted to 355.5 million rupees as against 286 million rupees during the previous year. In addition, past accumulations contributed in the shape of securities amounted to 43.2 million rupees as against 41.3 million rupees in the previous year.

The expenditure involved in administering the Act and the Scheme is met from specified levies called the administrative and inspection charged collected from the employers of unexempted and exempted establishments respectively. The charges are fixed by the Central Government. In respect of establishments in which the rate of contributions is $6\frac{1}{4}$ per cent. the rate of administrative charges is 3 per cent. and that of inspection charges is 0.75 per cent. The corresponding rates in respect of establishments ~~from~~ in which the statutory rate of contributions is 8 per cent. are 2.4 and 0.6 per cent. respectively. The total income from administrative and inspection charges and the expenditure for the year 1963-64 were 12.541 million rupees and 9.213 million rupees respectively.

The provident fund contributions were as usual exclusively invested in the Central Government Securities such as 12 year National Defence Certificates and Defence Deposits Certificates and other Government of India securities including Defence Bonds. The total investment made during the year in respect of unexempted establishments was 313.6 million rupees.

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During the year under review a sum of 79.7 million rupees was paid in respect of 0.152 millions of claims as against payment of 65.7 million rupees in 0.134 millions of claims last year.

On the recommendations of the Central Board of Trustees the Government of India have decided that interest at the rate of 4 per cent. be credited to the accounts of the subscribers including members of the staff provident fund for the year 1963-64. The Government of India have agreed to this rate being further increased to 4.25 per cent. per annum during the financial year 1964-65.

Advances and Loans.-- The scheme provides for the grant of an advance to a member, who has been a member of the Fund for three years, to finance his policy of life insurance. Accordingly 45,107 members availed themselves of this facility and a sum of 2.961 million rupees was withdrawn by them during the year. Advances are also payable for constructing a house, or purchasing a house or a plot of land for a house. A sum of about 8 million rupees was advanced during the year in 9,825 cases. The facility of granting advances to members for purchasing shares of Consumer Co-operative Society is also available. An advance up to 30 rupees can be granted to a member for purchasing shares of a Consumer Co-operative Society which aims at a minimum membership of 250. A sum of about 0.16 million rupees was advanced during the year in 6,022 cases. A special advance during the temporary closure of an establishment is also allowed to a member if the establishment is locked up or closed for more than 30 days and he does not get any compensation during the period of his unemployment. In that case ~~any~~ he can get an advance up to his own contribution with interest thereon. In cases of mass retrenchment, the payment of provident fund dues is made immediately and in cases of individual retrenchment, payment is made if the member has not been employed in a covered establishment for a continuous period of at least 6 months.

Enforcement.-- For the proper implementation of the Scheme the inspectorate staff are entrusted inter alia with the enforcement of the provisions of the Scheme and recovery of the correct dues from the employers. During the year under review 140 Inspectors carried out 66,775 inspections in unexempted and exempted establishments, in addition to their visits to un-covered units.

The major problem which is now facing the organisation is the realisation of overdues from defaulting employers. These arrears are recoverable as arrears of land revenue. The defaulting employers can also be prosecuted for failure to ~~empower~~ submit returns of pay provident dues. The State Governments are also empowered to realise from the defaulting employers damages up to 25 per cent. of the amount of total arrears. The problem of bringing down these arrears had engaged the attention of the Central Board of Trustees several times. The Regional Provident Fund Commissioners in their Conference held in August, 1963 also considered this problem in detail and recommended that the Act should be amended to provide for (i) a minimum period of compulsory imprisonment for repeated offences; (ii) first priority for the recovery of arrears of contributions over all dues debts or its inclusion among the secured debts; (iii) a minimum fine in the case of non-payment of contributions etc.; and (iv) a minimum ~~period of compulsory imprisonment for~~ fine for continuous non-payment of dues after conviction and a minimum period of compulsory imprisonment for subsequent defaults. It was also felt that services of a few certificate officers be engaged as a temporary measure even at the cost of the Fund, if necessary, wherever there was an undue delay in the recovery of the arrears of contributions. While all these suggestions were being considered by the Government of India, it was recognised that persistent follow-up by personal contacts and negotiations under pressure of prosecution and recovery proceedings would produce substantial results and so the field staff launched a drive. In all 4,690 prosecutions for recovery cases involving a sum of 20.1 million rupees were launched during the year and 27.4 million rupees were recovered during the year. At the close of the year, the organisation had to realise arrears of 40.2 million rupees.

Conclusions.— The Employees' Provident Fund Organisation was constantly endeavouring to widen the coverage of the Employees' Provident Funds Act and the Scheme and to enhance the rate of contribution in those of establishments where there appeared to be a scope; to review the implementation and adapt the administrative apparatus and processes to the new situations and to amend the Act and the Scheme in order to serve the beneficiaries better.

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93. Application.

India - March 1965.

Madras: Report on the Working of the
Workmen's Compensation Act for the
Year 1963*.

Summary of proceedings.- According to the Report on the Working of the Workmen's Compensation Act, 1923, in the State of Madras for the year 1963, there were 218 cases pending at the commencement of the year 1963. Six hundred and fifty-five cases were filed and eleven cases were received from the Commissioners of other States for disposal during the year. Of these 884 cases, 716 cases were disposed of during the year. Of the remaining 168 cases, 41 cases were pending for over six months and 76 cases have since been disposed of.

Details of proceedings:- Award of compensation under section 10.- There were 97 cases pending at the commencement of the year. Forty-eight cases relating to death, 77 cases relating to permanent disablement and 24 cases relating to temporary disablement were filed during the year. Of these 246 cases, 158 were disposed of during the year and one case relating to permanent disablement was transferred to the Commissioner for Workmen's Compensation, Mysore, for disposal under Rule 22(1). Thirty-six out of the 87 pending cases have since been disposed of.

* Report on the Working of the Workmen's Compensation Act in the State of Madras for the year 1963: Government of Madras, 1965. Price Rs.2.05; pp. 7+2.

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Distribution of compensation under Section 8(1).- Sixty-nine cases were pending on 1 January 1963. One hundred and ninety-three cases were filed during the year and eleven cases were transferred by other Commissioners for disposal under section 21(2) of the Workmen's Compensation Act. Of these 273 cases, 210 were disposed of during the year. The compensation deposited was distributed to the dependants of the deceased workmen in 190 cases, refunded to the depositor in 4 cases under section 8(4) of the Workmen's Compensation Act and transferred to the Commissioners of other States in 16 cases. Of the 63 pending cases, 25 have since been disposed of.

Deposit in favour of women and persons under a legal disability.- One case was pending at the beginning of the year. Twenty-three cases were filed during the year. Of these 24 cases, the compensation deposited was distributed to the injured workmen in eighteen cases, and refunded to the depositor in the one case, as the whereabouts of the injured workman were not known.

Deposit under section 8(2).- Eight cases were pending at the commencement of the year and 57 cases were filed during the year. Of these 65 cases, the compensation deposited was distributed to the injured workman in 59 cases. Six cases were pending at the end of the year.

Application for indemnification under Section 12(2).- Two cases were pending at the commencement of the year. Seven cases were filed during the year. Of the nine cases seven were disposed of during the year.

Registration of agreements under section 28.- Forty-one agreements were pending registration at the beginning of the year. One hundred and ninety-six agreements relating to permanent disablement and thirty agreements relating to temporary disablement were filed during the year. Two hundred and fifty-eight agreements were registered during the year and two agreements were refused to be registered for inadequacy of the amount and two for other causes. Four agreements relating to permanent disablement and one relating to temporary disablement were pending at the close of the year.

The total amount of compensation paid in respect of the 228 agreements relating to permanent disablement registered during the year was Rs. 187,445.59 P.

Recovery under section 31.- No recovery was pending during the year.

Inquiry under the Workmen's Compensation (Transfer of Money) Rule 1935.- One case was pending on 1 January 1963. Sixteen cases were received during the year. Inquiries were completed in 14 cases.

The total amount of compensation in which the money was transferred to this Court for disposal during the year was 14 and the total amount transferred was Rs.78,830.26 P.

Return under section 16.- Returns were called for from 6,014 factories and establishments and were received from 5,102 factories and establishments. Fifty-six cases of death, 138 resulting in permanent disablement and 7,897 resulting in temporary disablement were reported in these returns as against 47 cases of death, 52 accidents resulting in permanent disablement and 6,970 resulting in temporary disablement reported during the previous year. The total amount of compensation paid during the year was Rs. 189,834.50 P. for death, Rs. 125,864.46 P. for permanent disablement and Rs.187,243.94 P. for temporary disablement, the figures for the previous year being Rs.62,545 for death, Rs.39,929.26 P. for permanent disablement and Rs.98,180.55 P. for temporary disablement.

Prosecutions.- One prosecution which was pending at the commencement of the year was disposed of during the year and the total amount of fine realised was Rs.25. No prosecution was launched during the year 1963.

Reference under Section 19.- Twenty-five references were received from employers for the opinion of the Commissioner as to their liability to pay compensation. All the references were answered.

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Accidents reported - Fatal.- One hundred and thirty-three cases were pending at the beginning of the year. Four hundred and twelve reports and petitions were received during the year. Of these 545 reports and petitions, compensation was awarded or paid in 230 cases, 16 cases were transferred to other Commissioners for disposal, the amount deposited was refunded to the employers in four cases for want of dependants, no compensation was found payable in 16 cases, and 179 cases were lodged. Of the remaining 100 cases, 28 cases have since been disposed of.

Accidents reported - Non-fatal.- One hundred and five cases were pending at the beginning of the year. One thousand three hundred and seventy-six reports and applications from injured workmen were received during the year. Of these 1,481 cases, compensation was awarded or paid in 139 cases, no compensation was found payable in 40 cases, one case was transferred to the Commissioner for Workmen's Compensation, Mysore for disposal, the amount deposited was refunded to the employer in one case and one thousand two hundred and thirty-two cases were lodged as the injuries sustained by the workers concerned were minor. Forty-eight cases of the remaining 68 cases have since been disposed of.

Personal Deposit Accounts.- The total amount of compensation deposited with this Court during the year was Rs. 778,711.72 P. as against Rs. 531,837.44 P. deposited during the previous year.

The compensation allotted to women and persons under a legal disability was as usual invested on their behalf in the Post Office Savings Bank for payment to them in instalments. There were 645 Post Office Savings Bank accounts at the commencement of the year, 173 were opened and 150 accounts were closed during the year. The total value of the securities held by the Commissioner in respect of the 668 accounts remaining open at the close of the year was Rs. 830,346.95 P. The total value of the other securities held by the Commissioner, i.e., National Savings Certificates, Ten-Year Treasury Savings Deposits Certificates and 3 per cent. Conversion Loans of 1944 treasury deposit was Rs. 9,960.00 P. Of the 150 accounts closed during the year, 57 were for investment of the amounts in immovable properties. The total amount so invested was Rs. 112,343.72 P.

The accounts for the year 1962 have been audited. The accounts for 1963 have not yet been taken up for audit.

Appeals.— There were eight appeals pending in the High Court of Judicature of Madras at the beginning of the year. Fifteen cases have were taken up on appeal to the High Court and ten cases were disposed of during the year. Thirteen cases were pending at the end of the year.

Legal Assistance.— In G.O.Ms.No.5372 (Labour) Department of Industries, Labour and Co-operation dated 13 November 1963, the Government sanctioned a non-recurring expenditure of not exceeding Rs.1,000 towards legal assistance to poor and deserving workmen or their dependants claiming compensation under the Workmen's Compensation Act. The Government also permitted the Commissioner for Workmen's Compensation, Madras, to utilise the above grant, in addition to the above purpose, for giving legal aid in deserving cases, to the dependants of deceased workmen for defending their cases before the High Court provided, such aid was given in respect of the same matter in the proceedings before the Commissioner for Workmen's Compensation, Madras. In six cases legal assistance at State cost was availed of during the year.

(The Working of the Act for the Year 1962 was reviewed at pages 100-103 in the Report of this Office for March-April 1964).

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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
April 1965.

N.B.—Each Section of this Report may be taken
out separately.

I.L.O. REGISTRY-GENEVA
25 MAY 1965
File No
With:
on:

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24. Non-Governmental Organisations (International, Regional and National) Other than Employers' and Workers' Trade Organisations.

India - April 1965.

Seventh Session of the Asian Regional Organisation of the I.C.F.T.U. held at New Delhi, 1-6 April, 1965.

The seventh session of the Asian Regional Organisation of the I.C.F.T.U. was held at New Delhi on 1 April 1965. About 40 delegates from Japan, Malaysia, Ceylon, Pakistan, Philippines, Okinawa, Taiwan, Indonesia, South Korea and India participated in the Conference. There were in addition observers from several international bodies. Shri V.K.R. Menon, Director of I.L.O. India Branch attended the Conference on behalf of the I.L.O. and read out a message. The Conference was inaugurated by Shri D. Sanjivayya, Union Minister for Labour and Employment. Among others who spoke were, Mr. Omer Becu, General Secretary of I.C.F.T.U., Shri G.S. Malkote, president of the Indian National Trade Union Congress, Shri P.P. Narayanan, chairman of the ICFTU-Asian Regional Organisation, and Shri Deven Sen, president of the Hind Mazdoor Sabha.

Inaugural speech.— Inaugurating the Conference, Shri D. Sanjivayya, Union Minister for Labour and Employment, said that unless the developing countries were allowed a little extra elbow-room in world trade, their development efforts would be thwarted notwithstanding all the assistance they received from abroad.

Shri Sanjivayya said the basic situation in India as well as in Asia generally was that the growth in employment opportunities was not able to keep pace with the growth in labour force. In India, even if the next Plan succeeded in creating 25 million additional jobs, there would still be an unemployment backlog of about 13 million people.

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The trade unions, the Minister said, must turn their thoughts to the million awaiting an opportunity to join the rank of wage earners. "May I suggest that the trade unions should be ready to forgo immediate advantages if that would promote employment," he said.

Shri Sanjivayya said this question had an international aspect. The workers of the developed countries "suffered from the misapprehension" that import of manufactured goods from the developing countries would affect them adversely. The IOFTU could play its role in removing such notions.

"Prosperity anywhere should be a means to removing poverty elsewhere", he added.

Speaking on the occasion, Mr. Omar Becu, General Secretary of the IOFTU, called the conference "a congress of opportunities", an opportunity to sink differences so that the Asian voice was heard at the forthcoming IOFTU meet in Amsterdam, and to translate "into action the will of the Asian workers."

Among others, the agenda of the Conference included Report on activities for the period from July 1962 to December 1964, IOFTU education activities in Asia and International Trade and Development.

(The Hindustan Times, 2 April, 1965;
Documents received in this Office).

3

Colloquium on Intra-Regional Technicians
Training held at New Delhi,
19 April, 1965.

A four-day colloquium on Intra-Regional Technician Training was held at New Delhi on 19 April 1965 under the auspices of Colombo Plan. Shri B.R. Bhagat, Minister of Planning inaugurated the colloquium. Representatives of Ceylon, Nepal, Republic of Korea, Malaysia, Maldives Islands, Pakistan, the Philippines, Thailand, Vietnam, India and Bhutan ~~are~~ attended the colloquium.

The colloquium was aimed at providing a forum for a free and friendly exchange of ideas among those who have a direct and common concern for technical education and training in underdeveloped countries of Asia.

Addressing the colloquium, Shri B.R. Bhagat, Minister of Planning said that the underdeveloped countries of Asia were not only short of trained manpower, but also of technical equipment, "which is a prerequisite to any effort in the direction of promoting institutions for developing training facilities". He said that the developed member countries of the Colombo Plan were in a position to assist the underdeveloped countries in the training of technical personnel at higher levels and, therefore, the latter would have to depend upon themselves for promoting and expanding training facilities at middle and lower levels.

(The Statesman, 20 April 1965).

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28. Employers' Organisations.

India - April 1965.

Thirty-Second Session of All-India
Organisation of Industrial Employers
held at New Delhi, 23 April, 1965.

The 32nd session of the All India Organisation of Industrial Employers was held at New Delhi on 23 April 1965. The Session was inaugurated by Shri A.K. Sen, Union Minister for Law and Social Security and presided over by Shri G.M. Modi, President of the Organisation.

President's address.— Shri G.M. Modi, President of the All-India Organisation of Industrial Employers, in his presidential address appealed to the Government to keep in view the larger national interest and objectives while reformulating its labour policy. Shri Modi said that wage policies, much as they had to be motivated by social needs, could not be separated from the larger national interest and objectives. One of the ~~ach~~ objectives, he added, had been to achieve maximum employment in the shortest time. The objective of creating more and more employment, he pointed out, depended upon the capacity for investment which in turn was conditioned by the fiscal and monetary policies of the Government. The emphasis in any labour policy, therefore, has to be on providing the highest stimulus for further investment in order to accelerate the growth of employment opportunities, he added.

Privileged Class.— Referring to the concept of social justice, Shri Modi observed that it had been responsible for creating a privileged class of workers in the organised sector of the economy who apart from getting a higher wage level which extended even up to 120 per cent. in the case of those working in the mining industries compared to what they were getting in 1950, enjoyed several other benefits. The only dubious advantage which the workers get from some of the social security

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schemes like the Employees State Insurance Scheme is the ease with which they can absent themselves. Absenteeism has increased in various centres, he added.

On wage increase, Shri Modi said that if every increase in the general level of prices was accompanied by a wage increase, inflation would not get restrained and it would become a potent cause for further increase in prices. The wage fixing authorities should attach greater importance to productivity.

Referring to voluntary arbitration for settlement of disputes, he urged a provision for appeal against arbitration awards "which are beyond the terms of reference and which are considered perverse awards."

Contract Labour.— He also referred to the proposed Bill for regulation of contract labour. The need for specialised work on contract basis would grow along with the growth in industries in the country and instead of thinking in terms of abolition of contract system, it would be better to extend to contract labour the facilities which were enjoyed by regular workmen, he added.

Inaugural address.— Shri A.K. Sen, Union Minister for Law and Social Security, who inaugurated the session said that only a policy aimed at evoking a co-operative response from the parties concerned could tackle the problem of unaccounted money. He was not sure if "punitive measures" would solve the problem.

Shri Sen said the problem of unaccounted money was closely related to the question of investment and saving. There was a tendency on the part of a large number of tax payers in the country today not to disclose the correct assets liable for taxation. This, he said, was a distressing state of affairs.

Referring to Shri Modi's remarks that Government's labour policy was motivated by social needs at the expense of larger national objectives, Shri Sen called upon the industrialists to understand the basic objectives of the national policy and be prepared for a compromise on the ideological conflicts that persisted. It would be unwise to concentrate on issues of ideologies, he added.

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Shri Sen said that a co-operative labour force was the greatest asset and it was the duty of the industrialists to create a contented labour force.

Judicial pronouncements on social justice, he added, had been designed on the basis of the Constitution and "I feel one of the remarkable achievements has been the development of social justice by courts to smoothen the employer-employee relationship." "Our laws are even being followed by other countries" he said.

(The Hindu, 25 April 1965).

Chapter 3. Economic Questions.

36. Wages.

India - April 1965.

Enhanced Dearness Allowance sanctioned to Port and Dock Workers.

A Resolution dated 22 February 1965 of the Ministry of Labour and Employment says that a Central Wage Board for the port and dock workers at major ports was constituted by the Government of India by their Resolution dated 13 November 1964. The Wage Board has made recommendations as shown below, for grant of dearness allowance at enhanced rates.

The Government has decided to accept the recommendations of the Wage Board and to request the concerned employers to implement the same as early as possible.

Wage Board's Recommendations.- Having considered the matter in all its aspects, the Board is of the view that without prejudice to the contention of either party (employers or employees), the Port and Dock Workers should get the enhanced Dearness Allowance as per recommendation of the Das Commission as per past practices.

In doing so, the Board is not expressing any opinion on the question of interim relief which will be decided by it after taking into consideration all relevant facts including the total emoluments of the workers as they stand at the time.

(The Gazette of India, Part I, Sec.1,
13 March 1965, page 137).

8

Wage Rates for Field and Factory Workers
in Rubber Plantation Industry fixed.

A Resolution dated 4 March 1965 of the Ministry of Labour and Employment says that the Central Govern Wage Board for rubber plantations industry, set up by the Government of India by their Resolution dated 7 July 1961, has made recommendations, as shown below, in regard to the wage structure of the field and factory workers.

The Government has decided to accept the Wage Board's recommendations and to request the employers to implement the same as early as possible.

Wage Board's Recommendations.— The Central Wage Board for Rubber Plantation Industry has reached unanimous conclusions about the wage rates of field and factory workers that should prevail in rubber plantation industry for five years with effect from 1 May 1964. The Board has taken decisions in respect of certain other incidental matters too; but the Board is not in a position to finalise its report as wages of clerical, medical, teaching staff, supervisors, etc., employed in rubber plantations have yet to be settled. The Board will therefore require some more time to submit its report to Government. In the meanwhile, the cost of living has increased. The Central Wage Board for Tea Plantation Industry has granted a second interim wage increase with effect from 1 May 1964 for tea workers in the South. This Board has not recommended a second interim increase, as it was finalising the wage structure to have effect for five years. Labour working in Coffee Plantations have also got increased wages as a result of the recommendations of the Central Wage Board for Coffee Plantation Industry. As this Board has also decided to recommend higher wages to the workmen with effect from 1 May 1964, it considers that the benefit of its recommendations should be made available immediately to the field and factory workers in rubber plantations. Accordingly, the Board recommends the following daily wage rates for the workers in rubber plantation industry from 1 May 1964:—

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(A) Kerala and Madras -

(1) Wage of the time-rated field workers should be as under:-

Men	--	Rs. 2.10
Women	--	Rs. 1.80
Adolescents	--	Rs. 1.51
Children	--	Rs. 1.05

(2) Wages of factory workers should be as under:-

Men	--	Rs. 2.30
Women	--	Rs. 1.95
Adolescents	--	Rs. 1.44

(3) Piece rates and fall back wages for Tappers:

(a) For the purpose of piece rates, rubber estates should be classified into undermentioned seven classes depending upon the yield per acre for the previous year:-

<u>Class</u>	<u>Yield</u>
I	Upto 110 Kg.
II	More than 110 Kg. upto 180 Kg.
III	More than 180 Kg. upto 270 Kg.
IV	More than 270 Kg. upto 360 Kg.
V	More than 360 Kg. upto 450 Kg.
VI	More than 450 Kg. upto 540 Kg.
VII	More than 540 Kg.

(b) The standard out put that should be co-related to the classification mentioned in (a) should be as follows:-

<u>Class</u>	<u>Standard daily output per tapping block</u>
I	1½ Kg.
II	3 Kg.
III	5 Kg.
IV	7 Kg.
V	10 Kg.
VI	12½ Kg.
VII	15 Kg.

(c) The tapping block for ordinary tapping system should be as under:-

- (i) 250 trees where stand per acre is 100 or below;
- (ii) Upto 300 trees in other cases as at present.

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(d) The tappers should be paid a fall back wage of Re.1.04 and in addition to it they should be paid wages depending upon their output at the rates mentioned below:-

Class	Rate in paise per $\frac{1}{2}$ Kg. up to standard output.	Rate in paise per $\frac{1}{2}$ Kg for out put above the standard output.
I	39	7
II	20	7
III	13	8
IV	09 $\frac{1}{2}$	8
V	8.3	10
VI	6.64	10
VII	5.5	10

(B) Mysore -

(1) The wages of time-rated field workers should be as under:-

Men	---	Re. 1.80
Women	---	Re. 1.40
Adolescents	---	Re. 1.10
Children	---	Re. 0.90

(2) The wages of factory workers should be as under:-

Men	---	Re. 1.90
Women	---	Re. 1.50
Adolescents	---	Re. 1.15

(3) Piece rates and fall backwages for tappers:-

For the purpose of piece rates, classification of rubber estates, standard output co-related to the classification and the rates of wages of piece rated tappers depending upon their output should be the same as mentioned in the case of Madras and Kerala States, except that the fall back wage in Mysore State should be Re. 0.74 per day.

The Board's recommendations regarding wages of labour for subsequent years will be included in the Board's final report.

Wage Board for Heavy Chemicals and
Fertilizers Industries set up.

A Resolution of the Ministry of Labour and Employment dated 3 April 1965 says that in pursuance of the recommendations made in para 25 of chapter XXVII of the Second Five Year Plan and in para 20 of chapter XV of the Third Five Year Plan, the Government of India has decided to set up a Wage Board for the Heavy Chemicals and Fertilizer Industries.

The Board consists of two representatives each of employers, workers and independent members with Shri M. Sriramamurty as chairman. The following will be the terms of reference of the Board:-

(a) to determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation;

(b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages.

Explanation:- In evolving a wage structure, the Board should in addition to the consideration relating to fair wages, also take into account:-

(i) the needs of the Heavy Chemicals and Fertilizers industries in a developing country;

(ii) the requirements of social justice;

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

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

Explanation:- In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back) wage and also to safeguard against over work and undue speed.

The headquarters of the Board will be located at Madras.

(The Gazette of India, Part I, Sec.1,
17 April 1965, page 198)

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Second Interim Wage Increase granted to
Workers in Coffee Plantation Industry.

A Resolution dated 3 April 1965 of the Ministry of Labour and Employment says that the Central Wage Board for Coffee Plantation Industry, set up by the Government of India by their Resolution dated 7 July 1961, has made recommendations for grant of second interim wage increase to the staff and non-staff categories of workmen in the coffee plantation industry, as shown below.

The Wage Board has further recommended at its meeting held on 1 March 1965, that the above workers should continue to get the second interim wage increase at the same rates from 1 January 1965.

The Government has decided to accept the Board's recommendations and to request the employers to implement the same as early as possible.

Wage Board's Recommendations.— The Board has reached unanimous conclusions about the wages of the staff in Mysore, Madras and Kerala States and for employees known as excluded categories in Madras and Kerala States. Decisions remain to be taken on a few minor matters which will not take long. In the meanwhile the Wage Board Report is being drafted and is expected to be finalised soon. The Central Wage Board for Tea Plantation Industry has given a second interim wage increase to the workers as well as the staff in Tea Plantation Industry. This Board's recommendations about giving effect to the Board's decision about the wages of field staff and maistries in coffee plantations from 1 July 1965 have already been accepted and notified by Government. Since the staff and non-staff categories in coffee plantation industry has received no wage increase since the granting of first interim wage increase by the Board, the Board considers that they should also get immediately a second interim wage increase. It is therefore recommended unanimously that:

(1) The staff employed on all coffee plantations in the States of Madras, Mysore and Kerala and the employees in the excluded categories employed on coffee plantations in the States of Madras and Kerala should be given a second interim wage increase with effect from 1 July 1964 to the end of December 1964 on the following basis:—

(a) Rs. 10 per month to those who draw total emoluments of Rs. 100 and below per month.

(b) Rs. 16 per month to those who draw total emoluments of above Rs. 100 per month but up to Rs. 200 per month.

(c) Rs. 22 per month to those who draw total emoluments of above Rs. 200 per month.

Explanation:- "Total emoluments" shall mean the sum of basic pay, dearness allowance, servant allowance and first interim wage increase.

(2) A second interim wage increase should be given from 1 July 1964 to 31 December 1964 to non-staff categories like tractor drivers, vehicles drivers, mechanics etc., in Mysore State not covered by Board's recommendations in clause (1) and ~~by~~ to non-staff categories other than excluded categories in Madras and Kerala States at the following rates:-

(a) Rs. 7.50 per month for monthly rated workers;

(b) Rs. 0.20 per day for daily rated workers.

The Board's recommendations about the new wage structure for the staff and non-staff categories of employees effective from 1 January 1965 will be included in the Board's final report.

(The Gazette of India, Part I, Sec.1,
17 April 1965, page 198).

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CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN
BRANCHES OF THE NATIONAL ECONOMY.

INDIA - APRIL 1965.

42. Co-operation.

All-India Seminar of Appex Co-operative
Marketing Societies, held at Lucknow,
4 April, 1965.

All-India Seminar of Appex Cooperative Marketing Societies was held at Lucknow on 4 April 1965. The Seminar was inaugurated by Shri Banarsi Das, Minister for Co-operation of the State Government of Uttar Pradesh, and presided over by Shri Ram Sewak Misra, Vice-President of the U.P. Cooperative Federation. Among others, the Seminar was addressed by the Chief Minister, Mrs. Sucheta Kriplani. Over forty delegates - presidents, vice-presidents, and chief executive officers of the apex cooperative marketing institutions drawn from all the States and Union territories, besides Government officers acting as observers ~~are~~ participated in the Seminar.

Inaugural Address.- Inaugurating the Seminar, Shri Banarsi Das, Minister for Cooperation of the State Government of Uttar Pradesh said that the co-operative movement - long accepted as the only solid foundation of India's expanding economy - would not be able to bear the burden of the superstructure of a prosperous society of tomorrow, unless it was revitalised. The movement should be able to prevent the exploitation of the cultivator - the primary producer of raw materials - by middlemen; help in arresting price fluctuation of essential commodities, and ultimately lead to the establishment of its functionaries - the co-operative marketing societies - as viable competitors against private trade interests. Shri Banarsi Das warned that the co-operative marketing movement would die if the cultivator was not only saved from exploitation by middlemen, but made a co-sharer in the ~~produce, the~~ maximum wealth fetched for his produce, through its proper processing through the agency of co-operative marketing societies. The cultivator required to be reassured that the safest custodian of his economic interests were the co-operative marketing societies and not the private tradesmen.

There was a great need for the triangular set-up of co-operative bodies - marketing societies, central consumer co-operative stores and the U.P. State Co-operative Federation - to function in an effective liaison, emphasised Shri Banarsi Das. The Government had helped set up central consumer co-operative stores in 27 districts of the State. The marketing societies should try and catch up with the increasing demands of the central consumer stores and, with the help of the U.P. State Co-operative Federation, a harmony in the markets - ruling out price fluctuations and ensuring maximum benefits to the cultivator - should be established. He added that inter-state harmony had already been secured through the medium of the National Agricultural Marketing Federation; but the task before this State and other States had yet to be achieved. Marketing societies could also enhance their usefulness by providing to the cultivators better agricultural implements, fertilisers, and other essential goods.

Shri Banarsi Das added that while the question of price fixation was already before the Agricultural Commission, the seminar could prove a guiding star if it could address itself to certain vital problems facing the cooperative movement and suggest solutions to them. Primarily, the question of finance always figured in evaluating the progress of the movement, but that there was no need to worry much about this problem, for more and more finances were being made available, and the Fourth Five Year Plan would be lavish in this respect. Secondly, the arrest of price fluctuation was another problem, while the biggest problem related to technical know-how - of finding competent personnel to man the co-operative marketing societies and other co-operative bodies. To make the cooperative movement a success, there was a great need for the multiplication of co-operative processing units, he concluded.

Chief Minister's Speech. - The Chief Minister, Mrs. Sucheta Kripalani, regretting that the co-operative movement in the State was not functioning as well as was expected, appealed to all persons engaged in co-operative work to discharge their duties faithfully and consider their work as a "sacred trust". She added that the movement had not proved successful in many States of the country, but in some, like Madras and Maharashtra, considerable results had been achieved.

Mrs. Kripalani added, that the co-operative movement could save both the consumer and the cultivator from exploitation at the hands of unscrupulous middlemen in the foodgrains trade, and function as the "true saviour" of these wings of society. The co-operative movement could help the stabilisation of prices and also prevent them from soaring high. "Let the co-operative discipline the unscrupulous middlemen in the foodgrains trade and make them see reason and compel them to give up exploitation of both the cultivator and the consumer", Mrs. Kripalani stressed.

(The National Herald, 5 and 6 April, 1965).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - APRIL 1965.

50. General.

Conditions of Work of Staff on Indian Railways: Railway Board's Annual Report for 1963-64.

The following information regarding conditions of work of railway employees in India during the year ending 31 March 1964 is taken from the Annual Report of the Railway Board on Indian Railways for 1963-64*.

Number of Staff.- The total number of employees, permanent and temporary, on all the railways (including non-Government Railways) and in the office of the Railway Board and other offices attached and subordinate thereto, including staff employed on construction works, at the end of 1963-64 was 1,275,768 compared with 1,216,820 (these figures exclude casual labour) at the end of 1962-63. Of this number, the non-Government Railways accounted for 5,583 employees at the end of 1963-64 against 5,517 at the end of the previous year.

* Government of India, Ministry of Railways (Railway Board): Report by the Railway Board on Indian Railways for the year 1963-64: Published by the Manager of Publications, Civil Lines, Delhi, 1965: pp. viii+123.

The strength of staff, on the Government Railways, increased by 58,882 or 4.86 per cent. in 1963-64, as compared to 1962-63. This small increase should be viewed in relation to the increase in the volume of traffic handled and the transport output on the Indian Government Railways and the increase in track kilometres. The passenger traffic, in terms of number of passengers originating, increased by 6.74 per cent. in 1963-64 over 1962-63 and in terms of passenger kilometres by 5.40 per cent. goods traffic in terms of tonnes originating increased by 7.53 per cent. and in terms of net tonne kilometres by 6.10 per cent.; train kilometres increased by 3.45 per cent. and track kilometres increased by 1.63 per cent.

The total cost of staff, including those on loan from the Indian Audit and Accounts Service, went up by 153 million rupees during the year, compared with the last year. The increase in cost may be attributed to the increase in the strength of staff to cope with the increase in traffic, the annual increments, increase in dearness allowance, etc.

Details of the number and cost of staff on the Indian Government Railways are given below:-

Class of staff	Number of staff (in units) \$						Cost of staff	
	open line		Construction		Total		(In Millions	
	1962-63*	63-64	1962-63*	63-64	1962-63*	63-64	of Rupees)	
1	2	3	4	5	6	7	8	9
Classes I & II.	4568&&	5001&	647	775	5215&&	5776&	61.0	66.4
Class III.	475770	500086	12796	488623	514382	1357.4		
Class III.	475770	500086	12853	14796	488623	514882	1355.8	1437.4
Class IV.	714971	746209	2494	3318	717465	749527	914.7	980.7
Total.	1195309&&	1251296&	15994	18889	1211303&&	1270185&	2331.5	2484.5

*Figures for 1962-63 are revised.

& Excludes 9 officers on loans from Indian Audit and Accounts Service.

&& Excludes 4 officers on loan from Indian Audit and Accounts Service.

\$The figures of cost of all Railways represent pay, allowances, passages, provident fund contributions, gratuities, pensionary benefits and grainshop concessions.

\$\$These figures exclude casual labour.

The total number of employees belonging to scheduled castes and scheduled tribes at the end of 1963-64 on all Government Railways, the office of the Railway Board and other offices subordinate thereto including staff employed on construction works, was as under:-

	<u>Scheduled castes.</u>	<u>Scheduled tribes.</u>
Class I.	64	3
Class II.	61	8
Class III.	40,562	4,060
Class IV.	158,134	26,397

Recruitment and Promotion.- Seventeen training courses were held during the year which were attended by 390 officers of various departments including 157 Class I probationers, 125 temporary officers and 104 class II officers. Besides these courses, a refresher course was also conducted for senior scale officers of the Accounts Department and this was attended by 15 officers. Three special courses of short duration for junior and inter administrative grade officers of the Traffic, Civil Engineering and Accounts Departments respectively, were arranged and these were attended by 41 officers. A management course of one week's duration was arranged, for the first time, and was attended by 40 officers of junior and inter administrative grade from different departments. Nineteen instructional tours were organised for the trainee officers.

Arrangements were made for the briefing of 71 officers and 78 non-gazetted staff before sending them abroad for training.

Railway Service Commissions.- Some of the important statistics relating to the recruitment of staff by the Railway Service Commissions, headquartered at Allahabad, Bombay, Calcutta and Madras are given below:-

	<u>Degree/Diploma Holders (Engineering)</u>	<u>Others</u>
(a) Number of posts indented by the Railways.	2,609	23,204
(b) Number of applications received.	22,769	269,655
(c) Number of candidates called for test/interview.	16,849	244,754
(d) Number of candidates recommended.	2,980	28,097

The variation between items (a) and (d) is due to the fact that candidates were also recommended against the pending indents of Railways relating to the previous financial year.

A rough assessment of class III technical staff required by the Indian Railways (except the Northeast Frontier Railway) during the year 1964-65 is as follows:-

	Civil Engineer- ing.	Mechanical Engineer- ing.	Electrical Engineer- ing.	Signal and tele-commu- nications Engineer- ing.
Degree Holders.	-	2	-	5
Diploma Holders.	840	215	269	10

During 1963-64, the income of the Railways Service Commissions, by sale of application forms, was Rs. 544,908 and the expenditure incurred was Rs. 1,693,753.

Recruitment of Scheduled Castes and Scheduled Tribes in non-gazetted Railway Services.- The number of candidates belonging to scheduled castes and scheduled tribes indented for by the Railways for class III categories and the number recommended by the Railway Service Commissions during the year 1963-64 are shown below:-

Railway Service Commissions.	Number Indented		Number Recommended	
	Scheduled Castes.	Scheduled Tribes.	Scheduled Castes.	Scheduled Tribes.
Allahabad.	1,067	122	814	38
Bombay.	1,350	1,051	1,449	158
Calcutta.	1,210	912	1,658	212
Madras.	562	89	358	25
	4,189	2,174	4,279	433

The selection of scheduled tribes candidates was on the low side while the position in regard to scheduled castes was more or less satisfactory except in technical categories. The shortage of candidates from these communities had been persisting in the case of technical categories.

In order to make up the deficiency of scheduled castes and scheduled tribes, the General Managers of Indian Railways continued to exercise the special power vested in them i.e., the power to select candidates from those communities with relaxed standards of suitability without reference to the Railway Service Commissions. These selections supplemented those made relaxed standard of physical fitness continued to be applied, for recruitment of scheduled tribes and scheduled castes for the posts of sub-inspectors and for scheduled tribes for the posts of rakshaks.

The recruitment position of scheduled castes and scheduled tribes on the Railway is given below:-

Category.	Number of posts reserved		Number actually appointed	
	Scheduled Castes.	Scheduled Tribes.	Scheduled Castes.	Scheduled Tribes.
Class III.	1,719	1,171	1,375	215
Class IV.	4,362	3,037	6,383	1,704

Technical training facilities for staff.- Out of 337 recommendations of the Railway Technical Training Schools Committee, 336 had been finalized by the end of the year.

Theoretical and practical training was imparted to Class III and Class IV staff, in the existing zonal/system training schools. In addition, practical training facilities were provided in the workshops, sheds and the divisional training centres for Class IV staff. During the year under report, 2,628 (Provisional) apprentice mechanics trade apprentices and apprentice train examiners were recruited, 1,710 (Provisional) completed training and 6,342 (Provisional) were under training at the end of the year.

Relations with Labour.- During the year under review, relations between Railway Administrations and organised railway labour remained generally cordial except that an unfortunate development took place in the Lillooah Workshops towards the end of 1963. On 25 November 1963, the workers in Lillooah Workshops demanded not only a paid holiday on the sad demise of the late President Kennedy but also desired switching back to old hours of work which enhanced from 42½ a week to 48 hours a week

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with effect from 14 January 1963 in consultation with organised labour. When these demands were not accepted by the Administration, the workers resorted to illegal strike. Since the workers were defiant and would not see reason, a lockout had to be declared from 2 December 1963 to 15 December 1963.

As a result of the illegal strike and subsequent lockout the total mandays lost were 5,764 and 105,763 respectively. During the lockout, the average loss of production per day was 0.356 million rupees.

The recognition given to the North Eastern Railways Employees' Union (Sonepore) and the Eastern Railway Employees' Congress in 1962 was withdrawn on 27 July 1963 and the 5 August 1963, respectively as these Unions were found to have indulged in malpractices to boost up their membership strength, etc.

A scheme for joint consultation and compulsory arbitration on the pattern of the Whitley Councils, which had been under Government of India's consideration for some time past, was framed during the year under review. Based on this, a scheme for Railways was also drawn up taking into account the arrangements already existing on the railways, and the salient features of the same were referred to the organised labour whose reaction was not in favour of adopting the same.

Permanent negotiating machinery for settlement of disputes.— The permanent negotiating machinery, which was set up on the railways with a view to maintaining contact with labour and resolving disputes and differences arising between them and the administrations, continued to function satisfactorily during the year under review.

At the first tier of the machinery, viz., on the zonal Railways, 32 meetings were held at the headquarters' level and 819 meetings at the district/divisional/workshops level during the year. In all, 16,794 items were discussed at these meetings; over 87 per cent. of these items were finalized within one year and this included disposal of over 67 per cent. of the items within 3 months.

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At the second tier of the machinery, i.e., at the Railway Board's level, 7 periodical meetings were held with the National Federation of Indian Railwaymen and the All India Railwaymen's Federation. One hundred and fiftysix items were discussed at these meetings and 93 per cent. of these items were finalised within one year.

Joint Committees of management and staff.- At the close of the year 1963-64, the number of joint committees functioning on the Railways was over 460. The object of these committees is to foster a sense of partnership among staff of different grades in the task of providing efficient service to the public and to take workers into confidence in all matters, especially where the question of efficiency and safety of the travelling public is concerned.

The subjects discussed by these committees covered a wide range, such as, measures for prevention of losses due to pilferage, ticketless travel, etc., suggestions for improvement in operating efficiency, maintenance of rolling stock, sanitation in railway colonies and stations, simplification of procedures, etc.

Working of Staff Councils and Advisory Committees for Welfare Works.- The number of staff councils functioning on the Railways during 1963-64 was 295 and 762 meetings were held. Deliberations of these bodies were useful in promoting better understanding between the administration and the staff.

Advisory committee for welfare works on each Railway, at which representatives of labour and are also associated in the formulation of welfare schemes, functioned satisfactorily.

Implementation of labour laws.- The total number of regular railway employees and departmental casual labour governed by the provisions of the Indian Railways Act relating to hours of employment under different classifications was 1,502,302 during 1963-64, against 1,491,014 in 1962-63.

The number of regular railway employees and departmental casual labour governed by the Payment of Wages Act, on the Railways, during 1963-64, was 1,667,011 against 1,604,329 in 1962-63.

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There were 238 railway installations such as major workshops, electrical power houses and sub-stations, printing presses, etc., governed by the Factories Act, 1948. The number of staff of different categories including casual labour in these factories was 196,120. One hundred and one canteens had been provided in these factories. Overtime payment made during the year to the workers in these factories under the departmental orders and the provisions of the Factories Act amounted to Rs. 3,796,708 and Rs. 7,055,130 respectively.

Infringements and lapses in the working of the Hours of Employment Rules, Payment of Wages Act, Minimum Wages Act, 1948 and Factories Act, 1948, detected by the officials of the Ministry of Labour, were investigated and arrangements made for prompt rectification of irregularities.

The following is the position in regard to the number of accidents to railway staff which took place during the year 1963-64, the number of accidents in which compensation was paid and the amount of compensation paid under the Workmen's Compensation Act, 1923:-

Nature of Accident.	Number of accidents which took place during the year 1963-64.	Number of accidents in which compensation was paid.	Amount of compensation paid. <u>Rs.</u>
Death.	386	298	1,470,317
Permanent Disablement.	604	534	860,979
Temporary Disablement.	30,191	26,218	946,993

The following payments were also made in 1963-64 as compensation on account of accidents which had taken place earlier:-

Nature of Accidents.	Number of accidents in which compensation was paid.	Number of accident	Amount of compensation. <u>Rs.</u>
Death.	257		973,464
Permanent Disablement.	489		393,850
Temporary Disablement.	9,588		399,077

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Service conditions of staff.— During the year under review, dearness allowance for railway staff was revised upwards twice, and the pay limit upto which dearness allowance was admissible was also first raised from Rs.300 to Rs. 400 and later to Rs.600. The total benefit thus accrued to the staff ranged from Rs.5.50 to Rs.35 per month depending upon their pay.

For the purpose of grant of compensatory (city) and house rent allowances, which were based on the classification of cities according to their population, revised limits of population were prescribed from the beginning of the year 1964. The new limits and classes of cities are as under:—

<u>Limits</u>	<u>Classification</u>
(i) Above the population of 100,000 but not exceeding 400,000.	'C' class (rates same as for former 'C' class cities).
(ii) Above the population of 400,000 but not exceeding 800,000.	'B-2' class (rates same as for former 'B' class cities).
(iii) Above the population of 800,000 but not exceeding 1,600,000.	'B-1' class (rates same as for intermediate between former 'A' and 'B' class cities).
(iv) Above the population of 1,600,000.	'A' class (rates same as for former 'A' class cities).

As a result of the new limits, the following cities were upgraded from 1 January 1964:—

(a) From Class 'B' to 'A'.	Madras.
(b) From Class 'B' to 'B-1'.	Hyderabad, Ahmedabad, Bangalore, and Kanpur.
(c) From Class 'C' to 'B-2'.	Madurai, Allahabad and Jaipur.

Labour Welfare: (i) Railway Schools.— During 1963-64, one high school was upgraded to higher secondary standard, one middle school was upgraded to high school and one austerity type primary school was converted to ~~te-hig~~ into conventional type primary school. One non-Railway high school was taken over under Railway management and 12 new austerity type primary schools were opened.

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The total number of schools functioning on the Railways during 1963-64 was 731 (intermediate 2, higher secondary/high 39, middle 25 and primary 665). A total of 107,296 pupils were on roll in these schools.

Staff Benefit Fund.— The contribution from railway revenues at the rate of Rs.4.50 per nongazetted railway servant in respect of the Zonal Railways and ad hoc grants to other units of smaller size were made during the year. Staff Benefit Fund Committees at the headquarters/divisional levels, consisting of representatives of recognised unions, staff and the administration, managed the Fund. The balance in the Fund brought forward from the preceding year amounted to Rs.1.471 millions and a sum of 5.908 million rupees was credited to the Staff Benefit Fund of the different railway administrations during the year. Additional ad hoc grants amounting to 0.135 million rupees were made to the Staff Benefit Fund of the various railway administrations mainly for sports activities. A total amount of Rs.5,633,473 was spent during the year as per details given below:—

	<u>Rs.</u>
(a) Education of Children and staff.	1,849,241
(b) Recreation and amusement.	473,841
(c) Sports.	705,367
(d) Relief of distress and assistance to sick employees.	2,390,687
(e) Scouting.	124,336
(f) Miscellaneous.	90,001

Canteens.— Besides canteens statutorily required to be provided under the Factories Act, 1948, the railways also provided, as a measure of staff welfare, canteens at places having concentration of staff. The number of canteens rose from 259 in 1962-63 to 273 in 1963-64.

Institutes and clubs.— Institutes and clubs on Railways functioned satisfactorily.

For extending some of the facilities provided in the Railway institutes to the railway staff posted at wayside stations, mobile libraries, stocked with adequate number of books on various subjects, functioned on all the Railways.

Holiday homes.- Holiday homes for class III and class IV staff at various places continued to be popular. This amenity was made use of by over 3,300 employees during the year.

Scholarships for technical education.- Under this scheme, financed from the Staff Benefit Fund, 995 scholarships, ranging from Rs.15 to Rs.50 per month and in special cases, upto Rs.70 per month, were awarded during the year, in addition to 1,714 scholarships continuing from the preceding years. The total amount spent on such scholarships during the year, amounted to Rs.866,864.

Scouting.- Scouting activities maintained their tempo and the strength of the organisation showed an increase during the year under review. Several training camps, service camps and rallies were held as usual during the year.

Vocational training centres.- Technical training was imparted to unskilled and semi-skilled staff during their off duty hours at 22 training centres with a view to improving their prospects of promotion to higher grades, in addition to vocational training to children of Railway employees to infuse in them a bias for technical jobs. Training was given to over 200 employees and over 700 children under the scheme which was financed from the Staff Benefit Fund.

Handicraft centres.- The number of handicraft centres for imparting training to women members of railwaymen's families in handicrafts rose to 276 in 1963-64, against 266 in the previous year. These centres continued to be very popular.

Other miscellaneous schemes.- Other schemes, financed from the Staff Benefit Fund, during the year included dental laboratory where dentures were supplied to staff on payment of cost price. Similarly, spectacles were supplied to staff and their families on 'no profit no loss' basis except class IV staff who are charged 50 per cent. of the cost only and the balance is borne out of the Staff Benefit Fund.

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Sports.— The sports activities which were curtailed as a result of emergency in October 1962 were revived during the year under review. Inter-Railway tournaments in different sporting events were organised at various centres. During the Inter-Railway athletic meet, new records were created by Railway employees in 7 men's events and 4 women's events.

Railway teams participated in various national tournaments and won championships in hockey, water polo, weight-lifting junior, weight-lifting senior, volleyball, table tennis (women) and badminton (women). Railway teams were runners up in national swimming, badminton (men), boxing and kabaddi championships. Two Railway employees were national champions - one in men's singles and the other in women's singles in badminton. A railwayman also won the "Bharat Shree" title in best physique contest. Two railway employees were given Arjuna Award by the Government of India. Fourteen railwaymen found place in the various national teams that participated in the international tournaments abroad.

Railwaymen's Co-operative Credit Societies and Banks.— There were 26 co-operative credit societies of railway employees at the beginning and at the end of the year. The total membership of these societies at the end of the year was 705,980 against 696,810 at the beginning of the year 1963-64. The paid-up share capital of these societies rose from 54.092 million rupees to 57.546 million rupees during the year. The membership of these societies worked out to 55.6 per cent. of the total railway staff and by leaving out a small number of retired railway servants who were members of the societies. The average share capital paid by the members amounted to about Rs.81 per head.

The total amount of loans issued during the year was about 17.125 million rupees more than that issued in the previous year.

All the societies worked at profit during the year under review, the total net profit earned being 4.101 million rupees. Twenty-four societies declared dividend on shares to members at rates ranging from 4 per cent. to 7.5 per cent.

Railwaymen's Consumer Co-operative Societies.— The ~~number~~ number of railwaymen's consumer co-operative societies actively functioning on the Railways increased during the year from 186 to 212.

The following statement shows the comparative progress made by them in respect of membership, share capital, working capital and business turnover during the last two years:-

	<u>1962-63</u>	<u>1963-64</u>
Number of members.	87,521	97,738
	(In Million rupees)	
Paid up share capital.	1.690	1.893
Reserve fund.	0.556	0.620
Total working capital.	3.323	3.930
Purchases.	17.040	23.746
Sales.	18.291	25.462

The Railways gave subsidy to 25 societies during the year to the extent of Rs.35,196 towards their administrative and establishment charges.

In order to hold the price line, fair price shops were provided through the agency either of the railwaymen's consumer cooperative societies or the State authorised dealers in or near the Railway colonies. At the end of the year 1963-64, 130 railwaymen's consumer co-operative societies were running fair price shops. In order to encourage the railwaymen's consumer co-operative societies stores to run fair price shops a concession of charging nominal rent of Re.1 per month was allowed to such of the societies which run fair price shops.

There was an all round improvement in the working of the railwaymen's consumer co-operative societies during the year.

Railwaymen's Cooperative Housing Societies.-

There were 18 railwaymen's cooperative housing societies at the end of the year against 14 such societies at the beginning of the year 1963-64. These societies had 3,497 members, against 2,512 in the previous year. The total working capital of these societies including deposits from individuals and loans from Government and other bodies rose from 1.593 million rupees at the beginning of the year to 1.705 million rupees at the end of the year. Six societies disbursed loans to the members to the extent of Rs.92,525. ~~The number of buildings loans to the members to the extent of Rs.92,525.~~ The number of buildings constructed till the end of the year by the members with the help of these societies was 129. Besides, 128 buildings were constructed by the societies on behalf of the

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members. Seven out of the 18 societies invested 0.997 million rupees in purchasing land for developing into housing sites for allotment to members.

Encouragement to Co-operative Labour Contract Societies.- During the year 1963-64, 28 co-operative labour contract societies undertook railway handling contracts at 50 stations. These societies had 4,345 members with a paid-up share capital of Rs.86,682 at the end of the year, against 4,478 members and Rs.58,067 in the beginning of the year respectively. The annual value of the contracts given to them during the year amounted to 3.578 million rupees, against 2.250 million rupees in the previous year. The Railways disbursed a sum of 2.573 million rupees to the societies towards the execution of contracts, against their bills during the year.

Provision of quarters for staff.- In pursuance of the Railway Board's policy of providing staff quarters to essential staff, who are required to live near the site of their work, and for other non-essential staff at places where private accommodation is not available, 14,704 staff quarters were constructed on the Indian Railways during the year 1963-64. The details are:-

Type I	Type II	Type III	Type IV	Officer's Quarters	Total number of quarters	Barracks
8,880	5,165	411	139	109	14,704	154

Activities of the Medical Department.- The year 1963-64 like the preceding one was one of the expansion and consolidation. Three new hospitals and 18 new health units were opened adding 612 general and 63 tuberculosis beds. There was an all round improvement in the equipment and staff pattern of these institutions. The daily average outdoor attendance increased from 93,828 in 1962-63 to 104,369 in the year under report. The indoor admissions to hospitals also showed an upward trend from 218,976 in 1962-63 to 248,586 in 1963-64. In spite of large-scale expansion of health units/hospitals and other personnel, the patient load per health unit showed a rise from 9,995 to 10,306.

The cost of large-scale expansion of health services per employee per annum went up from Rs.72.2 in 1962-63 to Rs.76.1 in 1963-64. The total expenditure being 96.8 million rupees during 1963-64, against 87.1 million rupees last year. A number of Railway doctors were sent for training in various specialist fields to render better services to railway employees and their families. Refresher courses were introduced in headquarters hospitals for Railway doctors and other technical staff. Advantage was also taken of various orientation and refresher courses offered by non-Railway institutions.

Accidents.— The number of passengers, railway servants and other persons killed and injured in accidents on Indian Railways, exclusive of casualties in railway workshops, during 1963-64 compared with the previous year, is shown in the table below:—

	Killed		Injured	
	1962-63	1963-64	1962-63	1963-64
A. Passengers.	549	408	3,503	3,153
B. Railway Servants.	316	332	23,840	23,981
C. Other than passengers and Railway Servants*.	548	507	508	524
Total.	1,413	1,247	27,851	27,658

*Excluding trespassers and suicides, details of which are set out below:

Trespassers.	4,138	3,977	2,023	2,176
Suicides.	362	364	32	47
Total.	4,500	4,341	2,055	2,223

Compared with the figures of 1962-63, there is a decrease in the number of passengers killed and injured during 1963-64.

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Punjab Industrial Establishments
(National and Festival Holidays
and Casual and Sick Leave) Bill,
1965.

The Government of Punjab published on 25 February 1965 the text of the Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Bill, 1965, introduced in the Legislative Council of the State on 24 February 1965. According to the Statement of Objects and Reasons of the Bill, the Bill seeks to regulate the grant of various kinds of leave and holidays to workmen employed in industrial establishments in the State. At present these facilities are only available as a result of some awards or settlements or, in some cases, through Standing Orders. It would also reduce industrial disputes and friction among the employees and the employers on the grounds of non-grant of National and Festival Holidays, Casual and Sick leave and thus ameliorate the conditions of workmen and improve their relations with the employers.

The Bill provided that every worker shall, in each calendar year, be allowed in such manner and on such conditions as may be prescribed -

(a) three national holidays of one whole day each on 26 January, 15 August and 2 October; and

(b) four other holidays on any of the festivals specified in the schedule appended to this Act. The Government may by notification add to or omit from the Schedule appended to this Act any festival, and thereupon the Schedule shall be deemed to be amended accordingly.

Every worker shall, in each calendar year, be allowed by the employer casual leave for such number of days not exceeding seven and sick leave for such number of days not exceeding fourteen, in such manner and on such conditions as may be prescribed.

Notwithstanding any contract to the contrary, every worker shall, for each of the national and festival holidays and of the days of casual or sick leave, be paid by the employer wages at rate equivalent to his average daily wage.

Where a worker works on any holiday, he shall, at his option, be entitled to -

- (a) twice his average daily wage for that day, or
- (b) his average daily wage for that day and a substituted holiday with his average daily wage on any other day within thirty days from the day off which he so works.

Other provisions of the Bill relate inter alia appointment of inspectors, their powers and duties, power to make rules, etc.

(The Punjab Government Gazette,
Extraordinary, 25 February 1965;
pp. 363-369).

52. Workers' Welfare, Recreation and Workers' Education.

India - April 1965.

Punjab Labour Welfare Fund Bill, 1965.

The Government of Punjab published on 3 March 1965 the text of the Punjab Labour Welfare Fund Bill, 1965, introduced in the Punjab Vidhan Sabha on 3 March 1965. The Bill seeks to provide for the constitution of a Fund for the financing of activities to promote welfare of labour in the State of Punjab and for conducting such activities and for certain other purposes.

According to the Statement of Objects and Reasons appended to the Bill, large sums of money realised by employers of establishments from their employees as fines, unpaid wages, bonus or gratuity which are not claimed by the latter remain accumulated with such employers and are not properly utilized by them in the best interests of labour. This bill seeks to provide for the constitution of the Labour Welfare Fund to carry on various activities conducive to the welfare of labour in the State so as to ensure full and appropriate utilization of such accumulations for the welfare of labour through the agency of this Fund into which all such accumulations are required to be paid.

The Bill provides that the State Government shall constitute a Fund called the Labour Welfare Fund and, notwithstanding anything contained in any other law for the time being in force or in any contract or instrument, all unpaid accumulations shall be paid to the Board which shall keep a separate account therefor until claims thereto have been decided in the manner provided in section 9, and the other sums specified in sub-section (2) shall be paid into the Fund.

The Fund shall consist of -

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- (a) all fines realised from the employees;
 - (b) unpaid accumulations transferred to the Fund under section 9;
 - (c) grants and subsidies to the Board by made by the State Government;
 - (d) any voluntary donations;
 - (e) any fund transferred under section 11.

For the purpose of administering the Fund and for performing such other functions as are assigned to it ~~by or under this Act~~, the State Government shall by notification establish a Board to be known as "the Punjab Labour Welfare Board" for the whole of the State of Punjab.

The Board shall consist of the following members, including the Chairman, to be nominated by the State Government, namely:-

- (a) such equal number of representatives of employers and employees as may be prescribed; and
- (b) such number of independent members, whether official, non-official or both, as may be prescribed.

The Fund may be utilized by the Board to defray expenditure on the following:-

- (a) community and social education centres including reading rooms and libraries;
- (b) community necessities;
- (c) games and sports;
- (d) excursions, tours and holiday homes;
- (e) entertainment and other forms of recreation;
- (f) home industries and subsidiary occupations for women and unemployed persons;
- (g) corporate activities of a social nature;
- (h) cost of administering this Act including the allowances, if any, payable to the Chairman and members of the Board and the salaries and allowances of the staff appointed for the purposes of this Act; and
- (i) such other objectives as would in the opinion of the State Government improve the standard of living and ameliorate the social conditions of labour. Provided ~~further that unpaid account~~ that the Fund shall not be utilized in financing any measure which the employer is required under any law for the time being in force to carry out.

Other provisions of the Bill relate inter alia to investment of the Fund, appointment of inspectors, procedure at the meetings of the Board, mode of recovery of sums payable into Fund, etc.

(The Punjab Government Gazette,
Extraordinary, 3 March 1965, pp. 443-452).

Uttar Pradesh: U.P. Welfare Fund Bill 1965
passed by Legislative Council.

The U.P. Legislative Council passed the U.P. Labour Welfare Fund Bill 1965, on 21 April 1965. The bill aims at creating a fund for opening community and social education centres to provide facilities for reading rooms and libraries; public baths, and washing places; medical relief and convalescent homes; education of women and children and adults; games and sports; excursions tours and holiday homes and entertainment and other forms of recreations.

The money for the fund will come from fines realised from employees; unpaid accumulation transferred to the fund; any grant made to the fund by the State Government and from any voluntary donation or contribution made to the fund.

The fund will be governed by a board consisting of equal number of representatives, of employees and employers, to be prescribed by the Government, and a chairman. All the members of the board and its chairman will be nominated by the State Government.

(The National Herald, 22 April, 1965).

56. Labour Administration.

India - April 1965.

Working of the Plantations Labour Act, 1951
during the Year 1963*.

The object of the Plantation Labour Act, 1951 is to provide for the welfare of labour and to regulate the conditions of work in plantations. It applies to the whole of India except in the State of Jammu and Kashmir and covered in the first instance, all tea, coffee, rubber and cinchona plantations measuring 10.117 hectares or more wherein 30 or more persons are employed or were employed on any day of the preceding twelve months. The following is a brief review of the working of the Act during 1963.

Employment.— The total number of estates/plantations covered by the Plantations Labour Act, 1951 number of estates submitting returns and average daily labour employed in various States/Territories during 1963 are given below:—

(Please see table on the next page)

* Indian Labour Journal, Vol.VI, No.4,
April 1965, pp. 305-312.

State/Union Territory.	No. of Estates/ Planta- tions.	No. of Estates/ Planta- tions submit- ting returns.	Average Daily labour employed.
Assam. ----	665	623	492,793
Bihar. ----	13	12	579
Kerala. ----	450	N.A.	200,000
Madras. ----	289	251	74,738
Mysore. ----	N.A.	274	27,229
Punjab. ----	18	17	1,528
Uttar Pradesh. ---	17	15	1,532
West Bengal. ---	281	239	164,454
Himachal Pradesh.	1	1	81
Tripura. ----	57	19	2,808

Hours of Employment.— The Plantations Labour Act, 1951 has fixed the maximum weekly hours of work for adults at 54 and for adolescents and children at 40. It has also prescribed the daily hours of work, their spreadover and the time for rest intervals. The available information shows that normal weekly hours of work in Bihar were 42 for daily rated workers and 18 to 24 for workers employed under the contract system and in Madras 54 for adult workers and 40 for adolescents and children. In Mysore, the adult workers were required to work eight hours a day and adolescents worked for less number of hours with an interval of 1 to 1½ hours. In Punjab, the weekly hours of work were between 45 to 48 hours. In Himachal Pradesh, the normal working hours per week were 48 for adult and 24 for children and in Tripura workers usually did not work for more than 36 hours per week in the plantations.

Leave with Wages.— The Act provides for the grant of leave with wages at the rate of one day for every twenty days worked for adults and one for 15 days worked for young persons. The number of persons who were granted leave with wages was 514,771 in Assam, 1,464 in Bihar, 66,475 in Madras, 21,787 in Mysore, 1,755 in Uttar Pradesh and 160,725 in West Bengal.

Health.— The important provisions of the Act in respect of health relate to: (a) supply of drinking water, (ii) arrangements for conservancy, and (iii) provision of medical facilities.

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In almost all the plantations arrangements had been made for drinking water facilities and there were sufficient number of latrines for the use of workers.

Welfare.— The welfare facilities provided in the Act include, inter alia, educational and recreations facilities, housing, canteens, creches and appointment of welfare officers. The extent to which such facilities exist in various states is also described in the article.

Sickness and Maternity Benefits.— Under section 32 of the Plantations Labour Act, 1951, the State Governments are empowered to frame rules in regard to sickness and maternity allowances. Available information regarding the number of workers who obtained those allowances during the year 1963, is given in the table below:—

State	Sickness Allowance		Maternity Allowance	
	Number of workers who received the benefit.	Amount paid <u>Rs.</u>	Number of women workers who received the benefit.	Amount paid <u>Rs.</u>
Assam.	389,007	3,201,245	41,425*	3,948,090
Bihar.	—	—	—	—
Kerala.	34,175	319,686	5,839	483,876
Madras.	40,370	321,481	6,870*	365,857
Mysore.	11,370	73,501	1,352	121,821
Punjab.	133	425	2	116
Uttar Pradesh.	1,312	10,612	161	8,530
West Bengal.	68,563	424,909	16,144	1,773,963

* Claims.

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Chapter 6. General Rights of Workers.

67. Conciliation and Arbitration.

India - April 1965.

Maharashtra: Bombay Industrial Relations
(Extension and Amendment) Act, 1964
(Maharashtra Act No. XXII of 1965).

The Bombay Industrial Relations (Extension and Amendment) Bill (vide pages 54-58 of the report of this Office for October-November 1964) as passed by the Maharashtra Legislature received the assent of the President on 10 March 1965 and has been gazetted as Maharashtra Act No. XXII of 1965. The Act extends the Bombay Industrial Relations Act, 1946 (Act No. XI of 1947) throughout the State of Maharashtra, for that and certain other purposes amends that Act and repeals corresponding laws in force in certain areas of the State. A summary of the salient provisions of the Amendment Act is given below.

Amendments to Section 2 of the Act XI of 1947.- Provision is made for the application of the Bombay Industrial Relations Act, 1946, to those industries in the Vidarbha area of the State to which the Central Provinces and Berar Industrial Disputes Settlement Act, 1947, applied. Power is also taken to the State Government to withdraw the application of the Act in relation to any specified industry; and provision is made for application of section 7 of the Bombay General Clauses Act, 1904, to provide for usual savings in any such contingency.

The definition of the word 'employee' in section 2 Clause (23) is amended to include "persons who have been retrenched or whose services have been terminated" and to include persons employed primarily in a managerial, administration, supervisory or technical capacity and drawing wages not more than five hundred fifty rupees per month.

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Section 13 provides ~~othe~~ that a Union having a membership of not less than 15 per cent. of the employees employed in an industry in a local area is eligible to become a Representative Union. The percentage is now raised to 25 by the Amendment Act.

In order to discourage repeated applications by unions for registration, provision is made to prohibit fresh application by a union unless its previous application for registration is finally disposed by the Registrar.

Section 14.- The Bombay High Court in B.E.S.T. Workers Union vs. State of Bombay (Appeal No.2 of 1959) has held that the third provisio~~to~~ section 14 applies, even if more than one union apply for registration in different calendar months. The amendment, provides that applications made in the same calendar month for registration of unions shall first be disposed of; and any applications received in subsequent calendar months shall not be considered until applications received in the same calendar month are disposed of.

Section 16.- Does not bar applications being made repeatedly for registration of another union in place of any existing registered union. The Amendments to Sections 23 to 24 provides that when a Union has been once recognised, it should continue to be so at least for a period of two years, from the date of its registration. Unless a period of one year has elapsed from the date of disposal by the Registrar of the previous application made by any union, no fresh application by that union should be entertained.

Sections 23 and 24.- The conditions prescribed for registration under the Central Provinces and Berar Industrial Disputes Settlement Act, 1947, are on the whole similar to those prescribed for approved unions under the principal Act. Amendments to Sections 23 and 24 provide that any union so recognised should be deemed to be entered in the list of approved unions, provided that these unions make rules providing for matters specified in section 23 within six months from the commencement of the Bombay Industrial Relations (Extension and Amendment) Act, 1964.

Sections 32 and 33.- The Supreme Court in Girjashankar Kashiram vs. Gujarat Spinning and Weaving Co.Ltd. (1962(1)L.L.J.369) has held that under the scheme of sections 27A, 32 and 33,

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no person can appear in any proceedings under the Act in which a representative union appears. Amendment to section 32 provides that an employee should be permitted to appear in a proceeding before a Labour Court or an Industrial Court in which the legality or propriety of an order of dismissal, discharge, removal or suspension is under consideration, although the Representative Union has appeared in any such proceeding.

Another amendment to Section 33 provides that no person (other than the Representative Union or legal practitioner) shall be permitted to appear on behalf of the employees except with the permission of the Court.

New Section 33A.- It is noticed that in disputes between employees and employers referred to a Labour Court ~~for~~ or the Industrial Court under section 72, the representative union avoids to appear, and the Court is confronted with the difficulty of getting proper appearance. To overcome this difficulty in such disputes, the amendment provides that all such persons who are parties and where the number on either side exceeds five, their elected representatives should be entitled to appear and act in the proceedings before the Court. Provision is made for the Representative Union also to be heard.

Amendment to Section 46.- Under the amendments it will not be possible for an employer to make any change in any industrial matter where no settlement is arrived at, before the date on which the award of the Arbitrator or Industrial Court or decision of the Wage Board comes into operation. This provision is made on the lines of section 37(10) of the Central Provinces and Berar Industrial Disputes Settlement Act, 1947.

Amendment to Section 73A.- The amendment makes provision for empowering an employer also to refer an industrial dispute for arbitration under section 73A on the lines of section 38A of the Central Provinces and Berar Industrial Disputes Settlement Act, 1947.

Amendment to Section 78.- The amendment enlarges the powers of the Labour Court under section 78. The Labour Court is empowered to direct temporary withdrawal of any change the legality of which is a matter of issue in any proceedings before it, pending its final decision.

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The Labour Court is further empowered to require an employer to reinstate an employee with full back wages or pay him wages and compensation not exceeding Rs. 4,000/- (regard being had to loss of employment and possibility of getting suitable employment), if the employee was dismissed, discharged, removed for fault or misconduct which came to the notice of the employer more than six months prior to such action or if such action was taken in contravention of any of the provisions of the Act or of any standing order applicable to the employee.

Section 82.- Under the new section 82, cognizance of an offence can now be taken by the Labour Court in the case of employees on a complaint made by the representative union.

Section 86cc.- Provision is made in section 86CC for empowering an employer also to refer an industrial dispute to a Wage Board for decision.

Section 97.- In order to encourage settlement of industrial disputes through voluntary arbitration, section 97 is amended to provide that if the employer does not agree to submit the industrial dispute to arbitration under section 58(6) during the conciliation proceedings, a strike, if any, resorted to by the workers during the pendency of arbitration proceedings before the Industrial Court under section 73A should not be illegal. Corresponding provision in similar circumstances has been made in respect of lockouts by employers.

Section 101.- As a further measure of protection afforded to employees under section 101, provision is being made requiring an employer to obtain prior permission of the Labour Court before dismissal, discharge or reduction of recognised office bearers of a union.

New Section 118A.- New Section 118A is intended to empower the Industrial Court or Labour Court to decide matters ex parte.

(Maharashtra Government Gazette, Part IV,
25 March 1965, pp. 66-80)

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - APRIL 1965.

71. Employees and Salaried Intellectual
Workers.

Central Government Employees to get more
Dearness Allowance.

Shri T.T. Krishnamachari, Union Finance Minister announced in the Lok Sabha on 26 April 1965 revised rates of Dearness Allowance which will take effect from 1 March 1965. Hitherto, only employees with salaries less than Rs.600 a month had been given dearness allowance. According to the revised rates, all those earning between Rs.400 and Rs.1,000 a month will now get a dearness allowance of Rs.90 a month. For employees earning above Rs.1,000 a month, dearness allowance will be paid to only those getting salaries of less than Rs.1,090. It will be an amount by which the pay falls short of Rs.1,090 a month. The following are the new rates:-

Pay per month. Rs.	D.A. per month. Rs.
Below 110.	33
110 and above, but below 150.	50
150 and above, but below 210.	65
210 and above, but below 400.	81
400 and above, but below 1,000.	90
1,000 and above.	Amount by which pay falls short of 1,090.

With effect from the same date, viz., 1 March 1965, the following additional Dearness Allowance shall be allowed to Central Government employees paid from the civil estimates, who draw pay in the pre-revised scales and Dearness Allowance at the rates in force on 30 June 1959.

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Pay per month.	Additional D.A.
<u>Rs.</u>	<u>Rs.</u>
Below 60.	23
60 and upto 100.	40
101 and above but below 160.	45
160 and above but below 245.	61
245 and above but below 330.	81
330 and above but below 900.	90
900 and above:	Amount by which the total of pay plus Dearness Allowance falls short of 1,090.

"No portion of this additional Dearness Allowance will be treated as pay for any purpose."

This decision will benefit about 2.2 million employees at cost to the exchequer of 252.1 million rupees.

(The Statesman, 27 April, 1965).

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Higher Salary grade demanded by B.Sc. Nurses'
Alumni Association of the Delhi College of
Nursing.

The B.Sc. Nurses' Alumni Association of the College of Nursing, Delhi, has submitted a memorandum to the Union Health Minister detailing its grievances and suggesting what should be done to redress them.

The association has about 700 members, some working in the college in Delhi and others spread over the country. More than 200 of them have got their master's degree in nursing either from Delhi University or from the U.S.A. Their complaint is that they are treated no better, and at times worse, than those who have only a nursing diploma. Besides, why should not graduate nurses be treated on par with those in other fields? For instance it is pointed out, the grade of a hospital senior technician, who is at best a matriculate, is Rs. 210-450, whereas that of a clinical instructor, who is at least a graduate, is Rs. 210-320. Again, members of the non-nursing staff, like teachers in Hindi or psychology, are paid more than the nursing staff even though they put in less hours of work. Numerous other examples are given in the memorandum to show how graduate nurses "are discriminated against".

The University Grants Commission a few years ago recommended that nursing staff should be treated on par with university teachers. This recommendation has not been implemented. The difference in the existing and the suggested grades varies from about Rs. 100 at the minimum level to about Rs. 420 at the maximum.

The official explanation is that nursing staff unlike others, get some additional benefits like free accommodation. But the nurses say that for providing these facilities a portion of their allowances (which could be anything from 40 to 50 per cent) is cut. Moreover, the allowances of even those who do not avail themselves of these benefits are cut they say.

(The Statesman, 16 April, 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - APRIL 1965.

81. Employment Situation.

Employment Exchanges: Working during
February 1965.

According to a Review on the Principal Activities of the Directorate-General of Employment and Training for the month of February 1965, the following was the position of registration, placements, live register, vacancies notified and employers using employment exchanges:

Item.	January 1965.	February 1965.	Increase(+) or Decrease(-).
Registrations.	294,588	263,044	(-) 31,544
Placements.	45,663	43,694	(-) 1,969
Live Register.	2,459,921	2,425,516	(-) 34,405
Vacancies Notified.	71,376	68,538*	(-) 2,838
Employers using Exchanges.	12,829	12,420	(-) 409

* Includes 1,321 vacancies notified by Private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 against which submission action was not required.

Shortages and Surpluses.- Shortages were experienced during the month in respect of engineers, doctors, nurses, midwives, compounders, stenographers, fitters, turners, electricians, overseers, accountants and trained teachers, while surpluses continued to persist in respect of clerks, untrained teachers and unskilled office workers and labourers.

In addition to the employment assistance shown above, the Central Labour Depot, Gorakhpur, recruited and despatched 1,083 workers during February 1965.

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Employment Market Information.- At the end of February 1965 employment market studies were in progress in 271 areas in the country.

Deployment of surplus and Retrenched Personnel.- During the month under review 14 persons were retrenched from Bhakra Nangal Project and four from the Special Cell of the Ministry of Home Affairs, 124 were registered and 207 were placed in employment. The detailed information is given below:-

Name of Project,	No. awaiting assistance at the end of January 1965.	No. Retrenched during the month.	No. of retrenched personnel (including those left voluntarily) registered during the month for employment assistance.	No. placed during the month.	No. left including no desire for assistance.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6	7
1. Damodar Valley Corporation.	218	-	-	1	-	217
2. Bhakra Nangal Project.	76	14	14	5	46	39
3. Bhilai Steel Project.	462	-	106	200	-	368
4. Durgapur Steel Project.	61	-	-	-	3	58
5. Special Cell of the Ministry of Home Affairs.	306	4	4	1	-	309*
Total.	1,123	18	124	207	49	991

*Class II.....51, Class III.....258.

Note:- Total of columns 2 and 4 is equal to the total of columns 5, 6 and 7.

Opening of additional Employment Exchanges.— One District Employment Exchange at Pithoragarh (U.P.) and one University Employment Information and Guidance Bureau at Annamalai University at Annamalainagar, Madras were set up during the month. The total number of Employment Exchanges including University Employment Information and Guidance Bureaux in the Country at the end of February 1965 was 393.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of February 1965: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi)

51

Working of Rural Manpower Programme
Discussed.

An inter-State Conference on Rural Manpower Programme was held at New Delhi on 16 April 1965, to make a critical appraisal of the working of the programme during the Third Plan and formulate recommendations to be included in the Fourth Plan. Addressing the meeting, Shri Ashoka Mehta, Deputy Chairman of the Planning Commission, said that unless the rural manpower programme aimed at creating continuous and sustained employment opportunities for the rural population, it would not lead to any permanent benefit. He wanted conservation of land and water resources to form part of the programme.

Shri Dey described the rural manpower utilisation programme as yet another form of community development, and supported close association of the Panchayati Raj institutions with the implementation of the programmes.

Shri Tarlok Singh, Member, Planning Commission, in his speech said that the employment potential of the ~~Four equal~~ Fourth Plan programmes should be equal to the increase in the labour force, which he estimated at 23 million. He wanted a serious effort to be made to reduce the backlog of unemployment estimated at 12 million at the beginning of the Fourth Plan. A major weakness of the programme so far, he said, had been the lack of rural engineering personnel and suggested building up a core of rural engineers who were committed to work under rural conditions.

(The Tribune, 16 April, 1965).

52

83. Vocational Training.

India - April 1965.

Labour Ministry's Training Schemes:
Working during February 1965.

According to a Review of the Principal Activities of the Directorate-General of Employment and Training for the month of February 1965, there were 303 institutes for training craftsmen and 31 centres holding part-time classes for industrial workers. The total number of seats introduced for craftsmen training scheme and part-time classes for industrial workers stood at 95,350 and 3,490 respectively and the number of persons undergoing training was 80,054 and 2,325 respectively.

Central Training Institute for
Instructors.— The new session in all the Central Training Institutes for Instructors commenced on the 1 February 1965. The number of trainees admitted is shown below:

<u>Name of C.T.I.</u>	<u>No. of trainees on roll.</u>
C.T.I., Calcutta.	419
C.T.I., Bombay.	299
C.T.I., Kanpur.	249
C.T.I., Madras.	199
C.T.I., Hyderabad.	203
C.T.I., Ludhiana.	147
C.T.I. for Women, Curzon Road, New Delhi.	112
Total.	<u>1,628</u>

Sanction of seats under the Training
Schemes.— No additional seats or I.T.I.s were sanctioned during the February 1965. As such by the end of February 1965 the progressive totals of seats/ITIs. sanctioned during the Third Plan period remained unchanged as shown below:—

- 53
- (a) Craftsmen Training Scheme. 66,374
 - (b) National Apprenticeship Scheme. 4,387
 - (c) Part-time classes for Industrial Workers. 4,255
 - (d) Number of New ITIS sanctioned. 157

Equipment.— Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay are being assisted by foreign aid programmes. These projects functioning under Craft Instructors Training Scheme, are being aided by S.F.P. of the U.N.O. except the one at Bombay which is being assisted by the AID Agency of the United States. The assistance in the case of each of the C.T.I. at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana receiving aid under the United Nations Special Fund Programme has now been enhanced by 0.17 million rupees for supply of spare parts for the machines which have already been supplied and for the supply of equipment for Visual Aids. The progressive receipt position of equipment upto February 1965, is tabulated below:—

Name of Centre.	Value of aid (in Million)	Receipt upto January 1965.	Received during February, 1965.	Total receipts upto February 1965.
1	2	3	4	5
C.T.I., Kanpur.	1.560	1.329	Nil	1.329
C.T.I., Madras.	1.560	1.368	Nil	1.368
C.T.I., Hyderabad.	1.560	1.374	Nil	1.374
C.T.I., Ludhiana.	1.560	1.325	Nil	1.325
C.T.I., Bombay.	1.704	1.495	Nil	1.495
C.T.I., Calcutta.	1.910	1.650	Nil	1.650

The bulk of the equipment against the fresh Project Indent Orders amounting to \$28,000 placed by the Principal, C.T.I., Bombay has already been received by him.

Second All-India skills Competition.— With a view to fostering a spirit of healthy competition among the trainees at the Industrial Training Institutes in the States, an All India Skills Competition has been instituted. The Second All-India Competition was held in February, 1965 in the trades of Fitter, Turner, Machinist, Welder, Moulder and Electrician. One Best trainee in each trade for each State appeared in this competition.

The Industrial Training Institute, Pusa, New Delhi was adjudged as the Best Institute, and Delhi State was adjudged as the Best State. A function was held at Vigyan Bhawan, New Delhi, on the 12 March 1965 at which the Vice-President of India gave away the prizes.

According to the scheme, the best trainees will undergo six months inplant training in a leading Industrial Firm followed by three months Orientation course at the Central Training Institute for Instructors. Thereafter they will proceed to U.S.A. for six months Study-cum-Training programme under U.S. AID Programme.

Apprentices Act, 1961.— The number of apprentices undergoing training under the Apprentices Act was 14,375 at the end of December 1964 of which 11,364 were full-term apprentices and 3,011 short-term apprentices, registering an increase of 245 over the number at the end of the previous quarter. The increase was mainly in the number of full-term apprentices in West Bengal State. The number of apprentices is likely to increase considerably in the next quarter due to fresh admissions.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of February 1965: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi)

Chapter 9. Social Security

92. Legislation.

India - April 1965.

Coal Mines Provident Fund and Bonus (Schemes) Amendment Bill, 1965.

Shri Asoke K. Sen, Minister of Law and Social Security, Government of India, introduced, in the Lok Sabha on 6 April 1965 a Bill further to amend the Coal Mines Provident Fund and Bonus Schemes Act, 1948. According to the Statement of Objects and Reasons of the Bill, the Coal Mines Provident Fund and Bonus Schemes Act, 1948, makes provision for the framing of Provident Fund and Bonus Schemes for persons employed in coal mines. The number of subscribers under the schemes is more than 400,000. The accumulations in the Fund invested in the Central Government securities amounted to 443.0 million rupees at the end of September, 1964.

The Act was last amended in 1951. Since then the working of the Act has revealed certain lacunae which are proposed to be ~~be~~ rectified by means of this Bill.

The main amendments proposed to the original Act are as follows:-

(i) The existing definitions of the terms 'coal mine', 'employee' and 'employer' are being suitably revised to make them more comprehensive and to bring them in line with the amendments made in the Mines Act, 1952 and the Employees' Provident Funds Act, 1952. The term 'employee' will now include persons employed by or through a contractor. Malis, sweepers, domestic servants and teachers employed in or in connection with coal mines along with apprentices or trainees who receive stipend or other remuneration directly from the employer are also proposed to be included within the definition of term 'employee' to enable them to get the benefit of provident fund.

(ii) A new provision is being made for transfer of provident fund accumulations from other provident funds to Coal Mines Provident Fund and vice versa on transfer of employees from one establishment to another to ensure the continuity of their provident fund.

(iii) Provision is also being made for enhanced penalty of imprisonment up to one year or fine of Rs.2,000 or both for contravention of any of the provisions of the Act or the Schemes within two years of previous conviction.

(iv) In view of the difficulties experienced in giving the benefit of the provident fund to the employees employed by or through contractors' provision is being made to enable the contractors to recover the amount of members' contributions from such employees and to make it obligatory on the contractors to pay to the employer the amount paid by the employers on account of the employees employed through the contractors.

(v) Provision is also being made for the recovery of damages from the employers in cases of default in the payment of any contribution or any charges under any Scheme or in transferring provident fund accumulations.

The Bill seeks to give effect to the above proposals.

(The Gazette of India, Extraordinary,
Part II, Sec.2, 6 April 1965,
pp. 325-341).

Employees' Provident Funds Act, 1952,
extended to Employees in Bread Industry.

^{powers}
In exercise of the conferred under
the Employees' Provident Funds Act, 1952
the Central Government has with effect
from 31 March 1965 added 'bread industry'
to schedule I of the said Act.

(Notification GSR 402, dated 2 March
1965; the Gazette of India, Part II,
Sec.3, sub-sec.(i), 13 March 1965,
page 436).

Unemployment Insurance Scheme to be
introduced.

The Planning Commission has approved in principle the scheme for unemployment insurance to cover about 1.5 million workers. Broadly, the scheme seeks to ensure certain benefits - payments of a sum equivalent to half the last wages drawn for the first six months of unemployment - to both white-collar and manual workers already covered by the Employees' Provident Fund and Coal Mines Provident Fund schemes.

The workers and the employers will be required to contribute 50 paise each monthly for each Rs.100 drawn by an employee as wages towards the implementation of the insurance scheme. It has been estimated that the funds so collected will be adequate to finance the scheme.

The outlines of the scheme were presented before the trustees of both the Provident Funds some time ago. While the trade unions welcomed it, employers' representatives wanted time to study its different aspects and implications.

Since then the scheme, except in certain points of detail, is understood to have been endorsed as sound and practicable by the labour and social security administrations in the U.S.A. and Britain. In the light of their suggestion, the Social Security Department has prepared a detailed proposal. This will be placed before the Provident Fund trustees again in May for approval.

(The Statesman, 29 April, 1965).

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR APRIL 1965.

INDIA - APRIL 1965.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Maharashtra: Bombay Industrial Relations
(Extension and Amendment) Act, 1964
(Maharashtra Act No.XXII of 1965) (The
Maharashtra Government Gazette, Part IV,
25 March 1965, pp. 66-80).

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- *(b) "A Brief Review": INTUC Fifteenth Session, Hyderabad, December 30-31, 1964: Indian National Trade Union Congress, New Delhi: Price Rs.1.00: pp. 112.

CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.

- * "Annual Report 1964-65": Ministry of Community Development and Cooperation (Department of Cooperation): Government of India : pp.67.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- *(a) "Annual Report 1964-65": (Volume I):Ministry of Labour and Employment, Government of India: pp.73.
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CHAPTER 8. MANPOWER PROBLEMS.

- * "Report A Sample Survey of Carrier Aspirations of Science Students of Lucknow University and Affiliated Colleges 1963-64": Government of Uttar Pradesh, Directorate of Training and Employment: Lucknow University Employment Information and Guidance Bureau, Tagore Library Building, Lucknow: pp. 28.

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

- * "Annual Administration Report 1963-64": Asansol Mines Board of Health: Southend Press, 81-1, Santosh Roy Road, Calcutta-8: pp.51.

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* Publications received in this Office.

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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
May-June 1965.

N.B.-Each Section of this Report may be taken
out Separately.

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - MAY-JUNE 1965.

13. Press and Opinion.

Attached are clippings bearing references to the I.L.O. Attention is particularly drawn to clippings No. 13.1, 13.2, 13.3 and 13.4 which are editorial comments.

In addition to the clippings attached, the following references to the ILO appeared in various periodicals and journals:

1. The January 1965 issue of 'The Indian Textile Journal' contains an article on 'Permanent Disablement in the Textile Industry' by Dr.M.N. Gupta. In the introductory note about Gupta mention is made of his connexion with the ILO.

25,
2. The February/1965, issue of 'AICC Economic Review' contains an article on 'the role of trade unions in a planned economy'. The article contains incidental references to the ILO.

3. The same issue of the journal contains another article on 'underemployment in agricultural labourers of India'. The article quotes from various ILO publications.

4. 'Social Action' March 1965, under the caption 'automation in developing countries' discusses an article on the subject by Gabriel Ardan appearing in November 1965 issue of the International Labour Review.

5. The May 3, 1965 issue of 'The Indian Worker' under its 'World Labour Digest' column refers to the ILO report on apartheid in South Africa. The comments appear under the heading: 'ILO attacks South Africa on Lack of Equality'.

6. The same issue of the journal contains an article entitled 'Politicisation of Indian Labour Movement'. The article refers to the creation of the ILO and its influence on the Indian labour movement.

Another article on Indian Seamen appears in the same issue of the journal. Mention is made of ILO Convention on Wages, Hours and Manning 1946.

7. The May 8, 1965 issue of 'The Economic Weekly' contains an article on the 'Employees' State Insurance Scheme', reference is made to ILO reports.

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Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - May-June 1965.

Seminar on Trade Union Organisations and Leadership held at Kanpur, 1 May 1965.

A seminar on trade union organisations and leadership was held at Kanpur on 1 May 1965 under the auspices of the Kanpur Productivity Council. The seminar was opened by Shri D. Sanjivayya, Union Minister for Labour and Employment. Addressing the Seminar Shri Sanjivayya said there was urgent need for rethinking on the part of trade unionists so that the industrial and economic development of the country was not retarded. Tracing the history of trade unionism in the country, he said it was the direct outcome of the industrial unrest, economic discontent and political frustration prevalent during the British Raj.

He said the formation of rival trade unions was largely due to outsiders becoming office-bearers. It was, therefore, essential to give better representation to workers. He said a trade union movement based on sound democratic principles could afford adequate protection against exploitation and maintain industrial peace.

(The Statesman, 3 May, 1965).

4

Revised basis suggested by INTUC for seats
in the Indian Labour Conference for Central
Trade Unions.

The Indian National Trade Union Congress has suggested to the Government that the basis for representation of central trade union organisations in the tripartite Indian Labour Conference be changed.

At present any trade union organisation having a total all-India membership of 100,000, has a seat in ILC. This basis was decided upon by a tripartite sub-committee of ILC about a decade ago.

As a result, four central trade unions - INTUC, AITUC, HMS and UTUC - now enjoy the right of representation in ILC.

According to official sources, INTUC has the largest verified membership - about 1,200,000. Next comes AITUC with about 500,000. HMS has about 300,000 and UTUC a little over 100,000 members.

In a recent letter to the Labour Minister, Shri D. Sanjivayya, the INTUC General Secretary, Shri G. Ramanujam, has argued that during the last few years there have been considerable changes in the membership of labour unions to warrant a revision of the basis of their representation in ILC.

Membership Figure. - Although Shri Ramanujam's letter to Shri Sanjivayya does not suggest any specific membership figure which should entitle a trade union to have a seat in ILC, INTUC, circles here say that this should be 300,000 or 500,000.

One immediate impact of the acceptance of Shri Ramanujam's argument is likely to be that at least two of the central trade union organisations will lose their representation in ILC.

The obvious implication of INTUC's suggestion has put the Labour Ministry on the defensive. It feels most reluctant to take any initiative in the matter, as Shri Ramanujam wants it to do, because of its likely repercussions.

5

While no final decision has been taken yet on the issue Shri Sanjivayya's reply to Shri Ramanujam's letter has reportedly made it clear that the Government cannot be instrumental in altering a tripartite decision. If INTUC is keen enough, it can introduce the subject at ILC itself.

(The Statesman, 9 June, 1965).

6

28. Employers' Organisations.

India - May-June 1965.

Conference of All-India Manufacturers'
Organisation, New Delhi, 1 May 1965 :
Increase in Production Urged.

A conference of the All-India Manufacturers' Organisation was held at New Delhi on 1 May 1965. Among other things, the Conference called for concerted efforts to increase production both in industrial and agricultural fields. In a resolution on the need for increasing production, the Conference was of the opinion that launching of a vigorous nation-wide drive to boost production was the "only panacea for the country's present economic ills such as mounting inflation, foreign exchange crisis, set back in economic growth and unemployment". The resolution said that questions of priority in planning were at this stage less important than problems of better selection of projects, quicker implementation and more efficient use of capital and other facilities.

The selection of projects in the public or private sector and their location and size should purely be on merits of available resources and demand for their products without any extraneous consideration, it said.

The resolution added that loan assistance from financial institutions should systematically follow avoiding the need for undergoing cumbersome procedures. Uniformity in labour laws in all States should also be brought about.

The resolution on "maximum utilisation of indigenous resources" said where the establishment of a project was entrusted to a foreign firm the agreement should provide for maximum utilisation of resources available within the country, both in the matter of equipment and personnel. The parties concerned should be asked to quote in rupees on the basis of maximum utilisation of Indian resources, and in evaluating tenders, a premium should be attached on the saving of foreign exchange. In this connection, the conference emphasised the urgent need of developing indigenous technical processes and know-how.

7

The Conference also stressed the need for encouraging development of Indian consultancy firms in the private sector by utilizing their services for public sector projects in the country as well as for projects that India was setting up in firendly countries.

A resolution on the "Budgetary policy of the Central Government" said that high taxation of individuals and corporations would have an "adverse effect" on the economy of the country in the long run, as it "strikes at the very root up by killing initiative and mopping up valuable internal resources essential for the growth of the economy".

The Conference suggested that budget should synchronize with the five-year Plans, and bring about economy and efficiency in the working of administrative machinery of the Government.

(The Hindustan Times, 13 May, 1965).

Chapter 3. Economic Questions

34. Economic Planning, Control and Development.

India - May-June 1965.

Increase in National Income Estimated by Central Statistical Organisation.

According to the latest estimates prepared by the Central Statistical Organisation, the national income of India at constant (1948-49) prices was 139,100 million rupees, in 1963-64 and 133,100 million rupees in 1962-63 as compared to 127,300 million rupees in 1960-61, the last year of the Second Five-Year Plan.

The corresponding per capita income at 1948-49 prices worked out to 299.8 rupees, 293.4 rupees and 293.2 rupees respectively.

At current prices, however, the national income was considerably higher at 172,000 million rupees in 1963-64 and 154,000 million rupees in 1962-63. The corresponding per capita income at current prices was 370.7 rupees and 339.4 rupees respectively.

The following table presents the estimates of net national output and per capita net output at current prices and 1948-49 prices for 1950-51, 1955-56 and 1960-61 to 1963-64:-

(Please see the table on the next page)

Year.	Net national output (in 1000 Million Rupees).		'Per capita' net output (in Rupees)	
	At current prices.	At 1948-49 prices.	At current prices.	At 1948-49 prices.
1	2	3	4	5
1950-51 ..	953	885	266.5	247.5
1955-56 ..	998	1,048	255.0	267.8
1960-61 ..	1,414	1,273	325.7	293.2
1961-62 ..	1,480	1,306	333.6	294.3
1962-63 ..	1,540	1,330	339.4	293.4
1963-64 ..	1,720	1,390	370.7	299.8
(Provisional)				

The table shows that during the first three years of the Third Five-Year Plan there was a rise of 9.3 per cent. in net national output and of 2.3 per cent. in per capita output at constant prices.

(The Statesman, 1 May, 1965).

36. Wages.

India - May-June 1965.

The Coal Mines Bonus Scheme: Summary of The Annual Report for the Year 1963*.

Scope.— The Coal Mines Bonus Scheme, 1948 framed under the Coal Mines Provident Fund and Bonus Schemes Ordinance, 1948 (which was subsequently replaced by the Coal Mines Provident Fund and Bonus Schemes Act, 1948) was introduced mainly with the object of ensuring regularity of attendance of workers and providing a stable labour force in the coal mining industry by arresting the tendency for absenteeism and resort to illegal strikes. It provides for the payment of quarterly bonus equal to one-third of the basic earnings in the quarter provided certain conditions relating to minimum attendance, etc., are fulfilled. The Bonus Schemes were enforced in various States and in the year 1963 they were in operation in Andhra Pradesh, Assam, Bihar, Madhya Pradesh, Maharashtra, Orissa, Rajasthan and West Bengal. The Schemes were applicable to those employees in coal mines, whose basic earnings did not exceed Rs.300 per month but they did not apply to persons employed as (i) malis, sweepers or domestic servants, (ii) in State Collieries (now under the control of service National Coal Development Corporation) on pay and under conditions of service similar to those obtaining the Railway establishments and under the terms of service, which entitled them to pension in accordance with Civil Rules, and (iii) as labourers of a contractor for building, brick making or tile making.

* The Indian Labour Journal, Vol.VI, No.5, May 1965, pp. 377-378.

Administration.— The administration of the Schemes is the responsibility of the Chief Labour Commissioner's Organisation from August, 1962. Formerly, it was administered by the Coal Mines Provident Fund Commissioner. Inspections were carried out during the year in 767 collieries as against 705 collieries during the previous year. In all 2,128 inspections were made and 3,747 irregularities were detected. The corresponding figures for the previous year were 1,522 and 1,885 respectively. The largest number of irregularities viz., 753 related to non-payment of bonus and the second largest number viz., 674 related to non-issue of bonus cards. The remaining irregularities were in regard to improper maintenance of bonus register, non-maintenance of bonus register, delayed payment of bonus, non-submission of bonus returns, etc.

Of the total 4,355 irregularities including 608 brought forward from the previous year 2,887 irregularities were rectified during the year and 560 irregularities were closed either after issue of warnings to employers or because delayed payment of bonus had been paid or prosecution and certificate cases had been filed in the courts. Thus a balance of 928 irregularities was left at the end of the year for rectification. Of the total irregularities rectified during the year 1,241 were rectified within one month, 955 within two to three months, 482 within four to six months and 189 beyond six months. It would, thus, be seen that majority of irregularities were rectified within a period of three months.

It is obligatory on the part of employers to submit returns in the prescribed form within a period of one month from the last date by which the bonus is required to be paid. Out of 822 collieries, the average number of quarterly bonus returns received during the year was 685. Of the average number of 463,819 workers employed during the year in collieries submitting returns 317,141 (i.e. 68.38 per cent.) qualified for bonus. The corresponding figure of the previous year was 303,970 (i.e. 69.5 per cent.). The average number of workers who were paid bonus was 305,198 during the year as against 270,182 during the previous year. The total amount of bonus paid to the workers during the year under review was Rs.42,195,045.77 as compared to Rs.42,615,351.77 in the preceding year.

Enforcement.- Efforts were made to get the irregularities rectified by persuasion and recourse to legal action was taken only when persuasion failed. During the year, 110 prosecutions were filed and in addition to these, 293 cases were pending at the beginning of the year under report. Of the total 403 cases, 236 cases were disposed of during the year, of which 186 resulted in conviction of employers, 13 cases resulted in acquittal, and 37 cases were either withdrawn or otherwise settled. The remaining 167 cases were pending for decision in the courts at the end of the year. Five appeals were filed by the employers against their convictions, of which three appeals were allowed, one appeal was dismissed and the remaining one appeal was pending with the Appellate Court at the end of the year under report. Besides, four appeals were filed by the Department against the decisions of the courts. All these four appeals were pending with the Appellate Courts. As many as 118 certificate cases were pending at the beginning of the year and 20 cases were filed during the year. Thus the total number of certificate cases came to 138. Of these 138 cases, ~~cases, were disposed~~ 14 cases were disposed of during the year, and the remaining 124 cases were pending at the end of the year.

The working of the Bonus Schemes during the year 1963 has been satisfactory.

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Port and Dock Workers: Central Government
accepts Wage Boards' Recommendations for
Grant of Interim Relief.

A Resolution dated 26 April 1965 of the Ministry of Labour and Employment, Government of India, says that the Central Wage Board for port and dock workers at major ports, set up by the Government of India by their Resolution No. WB-21(4)/64, dated 13 November 1964, has made recommendations, as shown in the appendix for grant of interim relief.

The Government has decided to accept the recommendations of the Wage Board and to request the concerned employers to implement the same as early as possible.

Wage Board's Recommendations.— The Government of India in the Ministry of Labour and Employment constituted the Central Wage Board for Port and Dock Workers at major ports by their Resolution No. WB-21(4)/64 dated 13-11-64. By clause (d) of paragraph 3 of the said resolution the Board was asked to submit its recommendations regarding the demand of labour for interim relief within 3 months from the date of the Board starting its work.

The recommendations of the Board, which hereafter follow, should apply to the under-mentioned categories of employees connected with the Port and Dock work at major ports, namely:

A. Employees of major port authorities:

- (1) All categories of employees by the authorities of major ports at Bombay, Calcutta, Cochin, Kandla, Madras and Vishakhapatnam covered by the Report of the Committee for Classification and Categorisation for Class III and Class IV employees of major ports and equivalent categories in the port of Mormugao.
- (2) Any other categories of manual, clerical, supervisory, etc., employees who hold posts created subsequently or earlier by any of the Major Ports Authorities and who are not regarded as Class I and Class II Officers.

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- (3) Shore employees of all categories employed by Major Port Authorities including A, B, C and all other employees directly engaged by the Port Authorities on daily or other basis.

B. Dock workers as defined under dock workers (Regulation of Employment) Act, 1948:

- (1) Employees covered under the schedules of the Dock Workers (Regulation of Employment) Scheme relating to the major ports of Bombay, Calcutta, Madras, Cochin and Vishakhapatnam.
- (2) Employees covered by Unregistered Dock Workers (Regulation of Employment) Schemes at the ports of Bombay, Calcutta and Madras.
- (3) Similar categories of employees as covered under item 1 at the ports of Kandla and Murmagoa.
- (4) Similar categories of employees as covered under item 2 at the ports of Cochin, Vishakhapatnam, Kandla and Murmagoa.
- (5) Similar categories of employees as in items 1 and 2 at all major ports, whether they are covered by the Schemes or not.

C. The Employees engaged by the dock labour boards and their administrative bodies.

D. Employees engaged by listed employers.

E. Employees of Employers, other than port authorities, dock labour boards, administrative bodies, listed employers and registered employers:

- (1) Ore employees at dumps or depots.
- (2) Employees engaged for handling cargoes in warehouses and transit sheds.
- (3) Crew of boats, lighters and barges wholly engaged in the docks and stream whose work is connected with loading and unloading of vessels and other processes of dock and port work.

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- (4) Employees engaged in loading and unloading all cargoes (including tea chests) in the dock areas from river crafts, vessels, boats, trucks, etc.
 - (5) Employees who come within the definition of "dock workers" under the Dock Workers (Regulation of Employment) Act, 1948.

II. All categories of employees mentioned in clause I, who are getting dearness allowance at the rates applicable to Government employees, should continue to be paid dearness allowance on the pattern of the dearness allowance of the Central Government employees. As and when the Government revises the dearness allowance rates for its employees, these workmen should also be paid dearness allowance at such enhanced rates. This practice should be followed till the final recommendations of the Board come into effect.

III. (A) If any categories of employees are not being paid dearness allowance at Government rates, such categories of employees should also be paid dearness allowance from 1 October 1964 at the following rates:-

<u>Pay range</u> <u>Rs.</u>	<u>Dearness Allowance</u> <u>Rs.</u>
Below 110.	7.50
110 and above but below 150.	16.50
150 and above but below 210 210.	12.00
210 and upto 300.	16.00
301	17.00
302	18.00
303	19.00
304	20.00
305	21.00
306	22.00
307	23.00
308	24.00
309	25.00
310	26.00
311	27.00
312	28.00
313	29.00
314	30.00
315	31.00
316 to 384	31.00
385	31.00
386	32.00
387	33.00
388	34.00

<u>Pay range</u> <u>Rs.</u>	<u>Dearness Allowance</u> <u>Rs.</u>
389	35.00
390	36.00
391	37.00
392	38.00
393	39.00
394	40.00
395	41.00
396	42.00
397	43.00
398	44.00
399	45.00
400 to 580	50.00
581	51.00
582	52.00
583	53.00
584	54.00
585	55.00
586	56.00
587	57.00
588	58.00
589	59.00
590	60.00
591	61.00
592	62.00
593	63.00
594	64.00
595	65.00
596	66.00
597	67.00
598	68.00
599	69.00

Provided that:-

- (i) If a different scheme of dearness allowance is applicable to any employees and if under that scheme those employees have received from 31-1-64 an increase in dearness allowance not less than the increase in dearness allowance mentioned in the above rates, no further increase in dearness allowance would be payable to such employees. If it is otherwise, the increase in dearness allowance should be paid from 1.10.64 at rates equal to the difference between the rates in clause(A) above and the increased rates received by them.

(ii) Employee who are being paid consolidated wages or who are piece-rated workers, should be paid a minimum dearness allowance of Rs.7.50 per month from 1-10-64. However, wage differentials, if any, between higher and lower paid workers in the same channel of promotion should be taken into account for calculating the amount of dearness allowance payable under Clause (A).

B. Employees mentioned in provisos (i) and (ii) above should be paid increase in dearness allowance, as and when the Central Government grant increases in the dearness allowance rates applicable to its employees on the same principle as mentioned in proviso (i).

IV. Besides the payments mentioned above, all categories of employees mentioned in clause I should be paid an interim relief of Rs.7.80 per month with effect from 1 February 1965.

V. In case of daily paid workers, time rated and piece rated, the daily rate of interim relief should be 1/26th or 1/30th of the monthly amount mentioned above, as per present practice. Where there is no such practice, the daily rate of interim relief would be 1/26th of the monthly amount mentioned above, in cases where the worker is not paid any wages for the weekly day of rest.

VI. The interim relief mentioned in clause IV should be shown as a separate item (neither part of basic wage nor part of dearness allowance) till the final recommendations of the Board come into effect. This interim relief should however be considered part of total emoluments in the same manner as enhanced dearness allowance granted by Das Commission.

(The Gazette of India, Part I, Sec.1,
15 May 1965, pp. 278-279).

Bonus Ordinance Promulgated: 4.5 Million
More Workers To be Benefited: 60 per cent.
of Surplus to be allocated for Bonus.

An Ordinance on bonus was promulgated on 31 May 1965 by the President of India. The Ordinance provides, among other things, for a minimum bonus of 4 per cent. of the salary or Rs.40, whichever is higher, to all workers in factories and other establishments employing more than 20 people. The minimum bonus for child workers will be Rs.25. The maximum bonus will be 20 per cent. of the salary. The Ordinance, however, protects existing rates of bonus wherever they are higher. The term salary or wage includes basic wages and dearness allowance, but excludes other allowances and commission. An additional 4.5 million ~~rupees~~ workers are expected to benefit from the Government's decision.

The Ordinance covers employees drawing a salary of up to 1,600 rupees per month. However, the amount of bonus payable to employees drawing Rs.750 or above will be calculated as if their salary or wage was Rs.750 per month.

Bonus will be payable to those employees who work for all the working days in a year. There will be a proportionate reduction in the amount of bonus payable to those employees who work for a lesser number of days. A minimum of 30 days work in a year is essential to qualify for the payment of bonus.

While ordinarily bonus will be payable within eight months from the close of the accounting year, provision has been made for extension of the time limit.

The Ordinance provides for the payment of the whole of bonus in cash. The Government had earlier considered it desirable that a part of the bonus might be paid in the form of saving certificates but gave up the idea due to opposition from the workers.

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Sixty per cent. of the available surplus (67 per cent. in the case of foreign companies) will be ~~allocated~~ allocable for payment of bonus to employees in every accounting year.

Where the allocable surplus exceeds the amount of the maximum bonus payable to the employees the excess will, subject to a limit of 20 per cent. of the total salary or wage of the employees, be carried forward, for being set on in the succeeding accounting years.

Similarly, where there is no surplus or the allocable surplus falls short of the minimum bonus payable to the employees in the establishment and there is no amount or sufficient amount carried forward for payment of the minimum bonus, such amount or the deficiency will be carried forward for being set off in the succeeding accounting years.

Public sector undertakings which are not run departmentally and which compete to the extent of 20 per cent. with establishments in the private sector are covered by the bonus formula.

Departmental and non-competitive public sector undertakings, the Reserve Bank of India, and ~~pos~~ financial institutions like the Deposit Insurance Corporation, Industrial Development Bank of India, Agricultural Refinance Corporation, Unit Trust of India, Industrial Finance Corporation, and the State Financial Corporations are excluded from the purview of the Ordinance.

The Ordinance also does not apply to employees of insurance companies and the Life Insurance Corporation, seamen, stevedore labour, employees of universities and other educational institutions, and those of hospitals, chambers of commerce and social welfare institutions established not for purposes of profit and those employed through contractors on building operations.

The bonus formula embodied in the Ordinance will come into operation from the accounting year beginning on any day in 1964. It will have retrospective effect in those cases where disputes about payment of bonus relating to any accounting year ending on any day in 1962 and any subsequent accounting year were pending on 2 September, 1964.

The available surplus in respect of an accounting year will be computed by deducting certain prior charges from the gross profits. The prior charges include depreciation, direct taxes, return on capital, ~~and direct~~ remuneration for working partners and proprietors. ~~Addition~~ Additional prior charges have been allowed in the case of co-operative societies and electricity undertakings in accordance with the recommendations of the Bonus Commission.

Disputes relating to payment of bonus will be treated like other industrial disputes under the Industrial Disputes Act, 1947, and the corresponding State laws and their ~~relevant~~ relevant provisions will apply to Bonus disputes also.

It will be permissible for employees to enter into agreement with their employers for granting them bonus under a formula different from that embodied in the Ordinance.

New establishments, whether set up before or after the promulgation of the Ordinance will be required to pay bonus from the accounting year in which the employer derives a profit from such establishment or from the sixth accounting year in which the products manufactured by the establishment are sold, whichever is earlier.

(The Hindustan Times, 1 June 1965).

CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN
BRANCHES OF THE NATIONAL ECONOMY.

INDIA - MAY-JUNE 1965.

41. Agriculture.

Development of Agro-Industries: Recommendations
of Planning Commission.

The Planning Commission is considering several proposals in regard to the implementation of the scheme for the establishment of agro-industries in various parts of the country. One suggestion before the Commission is in favour of setting up an Agro-Industrial Corporation in each State for the promotion of agro-industries. Another suggestion is that the same object can be achieved by providing larger resources to existing organisations, public, semi-public and private, instead of establishing the proposed corporations.

According to the latter suggestion, the Small Industries Development Corporations, already functioning in almost all the States, could, with additional resources and some extension of functions, take up promotional and management work pertaining to the development of agro-industries in the small-scale sector.

It is felt that other organisations like the Small Industries Service Institutes, State Financial Corporations and the State Bank of India could be requested to devote more attention to the development of agro-industries in the small-scale sector.

In regard to publicity and public relations work relating to these industries, it is suggested that the services of the Federation of Associations of Small Industries can be utilised.

(The Hindustan Times, 9 May 1965).

Conditions of Farmers in Rajasthan:
Results of a Survey conducted by the
Planning Commission's Research Programme
Committee.

A survey of 116 villages, spread over 13 districts of the State of Rajasthan was conducted by the Research Programmes Committee of the Planning Commission. The survey team was headed by Dr. Dool Singh of the Birla Institute of Technology and Science. According to the survey, over 80 per cent. of the money borrowed by farmers in 1960-61 came from money-lenders who charged, on an average, an interest of 21 per cent. per annum. Co-operatives contributed only 2.7 per cent. of the total borrowings. A disquieting feature was that nearly 64 per cent. of the borrowed money was used for unproductive purposes (marriages and other social functions).

The survey team, found that the assured security of tenure and regulation of rent had encouraged the farmer to produce more. The per acre yield had substantially increased. The team, however, was of the view that "cultivators specially the weaker sections of the rural community, had not benefited to the extent contemplated by the scheme of land legislation. The survey report attributes this to the ignorance of farmers, inefficiency and apathy of revenue officials, complicated nature of the tenancy laws and "the lack of leadership and organisation in the farming community".

The report says that though the State Government enacted the Rajasthan Agricultural Indebtedness Relief Act in 1957, it had not benefited the farmers because of their ignorance. Over 97 per cent. of the cultivators interviewed by the survey team were unaware of the existence of any such Act. The others did not know what procedure they should adopt for securing relief under the Act.

The survey team has recommended, among other things, that rural welfare officers should be appointed to educate farmers on their rights and duties. The establishment of farmers' clubs should be encouraged.

It has stressed the need~~for~~ for simplifying tenancy laws and publishing them in simple Hindi so that the ordinary farmer could understand them.

The team has also emphasised the importance of giving proper training and increased emoluments to the lower revenue staff.

(The Times of India, 24 May, 1965).

The Cardamom Bill, 1965.

Shri Manubhai Shah, Minister of Commerce, Government of India, introduced in the Lok Sabha on 11 May 1965 a Bill to provide for the development under the control of the Union of the Cardamom industry. According to the Statement of Objects and Reasons of the Bill, the annual production of cardamom, a plantation crop grown mainly in the hilly regions of Kerala, Mysore and Madras, is at present of the order of 3,000 tonnes of which about 65 to 70 per cent. is exported, earning around 30 million rupees of foreign exchange for the country. In the World trade in this commodity, India has a near monopoly. It is thus a plantation commodity with a preponderant export angle. A substantial increase in foreign exchange earnings through Cardamom exports can be brought about by undertaking suitable measures of assistance to planters for development of their plantation and by proper arrangements for the marketing and export of this commodity.

Export prices of cardamom have been widely fluctuating over the years. This uncertainty of prices has resulted in planters of cardamom, most of whom are small growers with inadequate financial resources of their own, being unable to maintain and develop their plantations on sound lines. Leading Associations of Cardamom planters have been representing that to help the cardamom growers in realizing fair returns for their produce and the industry to develop on sound and progressive lines, a statutory Board should be set up for undertaking measures of assistance for development and activities relating to proper marketing of the commodity.

In order to maintain steady export prices, secure better returns for the producers and increase the foreign exchange earnings from Cardamom exports, certain interim measures were taken. These interim measures gave some relief to the cardamom growers and helped to arrest the downward trend of prices and increase export prices of cardamom. Need, however, still exists for long-term measures for looking after the marketing aspects of cardamom with a view particularly to increase its export potential and for assistance to the growers for development purposes.

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The Cardamom Development and Marketing Advisory Committee, which was set up in February, 1963, also recommended the early constitution of a statutory Board for Cardamom for looking after the development and marketing aspects of the industry. After careful consideration, Government of India has come to the conclusion that a statutory Board to be known as the Cardamom Board should be set up. The Board is proposed to be constituted, among others, with the representatives of the growers of cardamom, exporters of cardamom and Governments of the cardamom producing States. It is proposed to vest the Board with adequate powers to undertake suitable measures for development of the Cardamom Industry, such as the promotion of co-operatives of the small growers, grant of loans to planters for improved methods of cultivation, processing, replanting and extensions, undertaking marketing activities with a view to increase the export potential of the commodity, operating price support measures, supplying machinery and equipment on hire-purchase basis to planters, assisting planters in the procurement of fertilizers, ~~pesticides~~ pesticides and other allied objectives. The object of the Bill is to take powers for setting up a statutory Board for Cardamom mainly with a view to enable it to undertake the activities mentioned above.

(The Gazette of India, Extraordinary,
Part II, Sec.2, 11 May 1965,
pp. 429-448)

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44. Merchant Marine and Fisheries.

India - May-June 1965.

Minimum Wage of Rs.147 a Month fixed
for Seamen: Agreement Reached.

The National Maritime Board of India, a bipartite organisation comprising of representatives of foreign and Indian shipowners and representatives of the National Union of Seamen of India arrived at an agreement on 13 May 1965 providing for the fixation of a minimum wage and other amenities for Indian Seamen.

According to the terms of the agreement, Indian seamen would get Rs.147.40 a month as minimum wage. An additional sum of Rs.22.50 a month would be paid to all seamen serving on foreign-going vessels. Effective from 1 May 1965, the agreement would benefit nearly 54,000 foreign-going Indian seamen. An additional sum of 16,500,000 rupees a year would be needed for the implementation of the agreement.

It was agreed that sick or injured seamen discharged at the port of engagement would get wages for a period of 12 weeks. A subsistence allowance of Rs.4.50 a day was also agreed upon and the annual leave with pay was raised from 12 to 18 days. Four national holidays have been stipulated. The agreement also provided for an increase in the rates of overtime payment.

(The Hindustan Times, 15 May, 1965).

CHARTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

INDIA - MAY-JUNE 1965.

50. General.

West Bengal Shops and Establishments
(Amendment) Bill, 1965.

The Government of West Bengal published on 30 March 1965 the text of the West Bengal Shops and Establishments (Amendment) Bill, 1965, introduced in the West Bengal Legislative Assembly. According to the Statement of Objects and Reasons of the Bill, the object of the Bill is to amend clause (16) of section 2 of the West Bengal Shops and Establishments Act, 1963 with a view to changing the definition of week so that a week may begin at the midnight of Tuesday and weekly half holiday and half-day closure may be observed on Monday following the day of full holiday and full closure on Sunday.

(Calcutta Gazette, Extraordinary,
Part IVA, 30 March 1965, pp. 755-756).

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52. Workers' Welfare, Recreation and
Workers' Education.

India - May-June 1965.

Report on the Working Population published
by Registrar General of India: 15 Million
Child Labourers Estimated.

According to a report on the Working Population released by the Registrar General of India, there are about 15 million child workers in the country.

The report which for the first time gives age-wise distribution ~~that~~ of the working population, shows that of the 188.67 million workers ~~that~~ ~~of~~ counted at the 1961 census 7.5 per cent. were below 15 years of age.

Child labour is more common in rural areas - particularly in agriculture and household industries - than in urban areas.

The report shows that a majority of the country's working population is in the age-group 15-34. Of the total working force of 188.67 million, 93 million are in this age-group.

This is in sharp contrast to the situation in more developed countries where due to a longer life-span and more widespread education, a great majority of the working force is aged above 34.

(The Statesman, 13 June, 1965).

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CHAPTER 6. GENERAL RIGHTS OF WORKERS.

INDIA - MAY-JUNE 1965.

64. Wage Protection and Labour Clauses in
Employment Contracts with the Public
Authorities.

Tripartite Consultations in Labour Field
in Uttar Pradesh*.

Tripartite deliberations or conclusions could be of no use unless these were implemented in good faith. A separate machinery has, therefore, been set up at the Centre and in all the States. This machinery comprises besides implementation units or cells in the respective labour departments, besides tripartite implementation and evaluation bodies called the Implementation and Evaluation Boards. The functions assigned to these Boards are:

1. To examine the extent of implementation of agreements, awards and settlements and to advise the parties to overcome the difficulties in their implementation.
2. To fix responsibility for violations of Code of Discipline.
3. To consider cases for out-of-court settlement with the consent of the parties and screening of cases of industrial disputes before appeals are filed, etc.

Tripartite Machinery in U.P.- Being in the fore-front of the national movement for independence, the industrial workers of U.P. naturally entertained the expectation of being allowed to participate in the framing of policies and programmes for their emancipation, when the popular leaders assumed office in 1946. Several tripartite enquiry bodies were appointed and in 1947 the U.P. Labour Tripartite Conference, a collaborative organisations more or less on the lines of the Indian Labour Conference came into being. Ever since, the tripartite consultations have been the broad plank of labour administration in this State.

* Indian Labour Journal, Vol. VI, No. 6, June, 1965, pp. 451-455.

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There is the State Labour Tripartite Conference where all major matters affecting industrial workers, generally, are discussed. Besides, this, for specialised study of matters affecting employers and employees in the individual Industries; there are Standing Labour Tripartite Committees. Such Committees have been set up in Sugar, Textiles and Electricity industries. In the Textile Industry, there are two such committees, one for Kanpur and the other for the Textile industry outside Kanpur.

It may be as well that some tangible achievements of the method of tripartite consultation in the sphere of industrial relations in U.P. are described: In the Sugar industry which is the largest factory industry of the State, the tradition of tripartite consultations is the oldest and quite appropriately, its achievements here are the greatest. In fact, the general tapestry of the employer-employee relationship in this industry, has been woven almost entirely by this mechanism. The standing orders which were initially applicable to the vacuum-pan-sugar factories and their workmen were evolved very largely by mutual agreement between the parties assisted by the labour administrative wing. The standing orders at present in force, were also evolved broadly by the same method. Proposals for additions and amendments in the standing orders are always discussed in the Standing Tripartite Committee or such other tripartite bodies, and in actual practice, the provisions which are added or amended, are usually those in regard to which there is unanimity or at least a fair measure of agreement.

Again, with the exception of only two years, when bonus claims of Sugar factory workers had to be referred to a tribunal for adjudication, or to the court of enquiry for investigations, every since 1947-48, the bonus issue involving the entire Sugar industry and its workmen in this State has been settled year after year, at one stage, and through this manner only. Given below are the bonus amounts decided in this manner for distribution during the last ten years. These could also perhaps serve to provide an idea of the extent of possible litigation, industrial strife or abrasions of relationship avoided by this method in this industry.

Year	Amount <u>Rs.</u>
1954-55	7,188,200
1955-56	6,673,300
1956-57	6,598,433
1957-58	5,430,850
1958-59	4,734,600
1959-60	10,338,135
1960-61	3,757,917
1961-62	2,643,370
1962-63	4,192,845
1963-64	6,909,851

Similarly, on the publication of recommendations of the Central Wage Board for Sugar industry covering such vital questions as wages, dearness allowance, retaining allowance and gratuity, etc., the Administration greatly relied on this procedure to secure willing co-operation of the employers in the application of these recommendations. Needless to say that the recommendations marked very substantial improvement over the position which had been existing. For example, in the pay of even the unskilled occupation, an increase of Rs.21.00 per month became immediately due - not to speak of the system of yearly increment, financial incidence of application of comprehensive system of wage scales, and annual review of Dearness Allowance on basis of ~~rec~~ cost of living index. In brief, the financial obligation implied by these recommendations was very considerable. But on account of the tradition of amicable adjustments, built through the course of years by the method of tripartite consultation, the spirit of which had by now permeated the entire employer-employee relationship in this industry, the State of U.P. which has the largest concentration of vacuum-pan-sugar factories and employees was, quite appropriately, also the first to adopt the recommendations for implementation.

Recently, pursuant to the recommendations of the same Wage Board, a Dearness Allowance increase varying from Rs.9.35 to Rs.11.05, was agreed by the same method to be paid to the employees of the Sugar factories. Although, in accordance with the recommendations of the Sugar Wage Board, such an increase would have been payable from 1 October, 1964, it actually was applied with effect from 1 July 1964. Again, this became possible on account of tripartite consultations held under the aegis of a committee, constituted on the recommendations of the State Labour Tripartite Conference on Sugar industry.

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Compared to the Sugar industry, the fruits of the tripartite consultations in the Textile industry of the State, have not been a bounteous. However, this method was frequently tried in connection with the industry's scheme for introduction of rationalisation. Eventually the question of rationalisation became the subject of an arbitration award. The Arbitrator conceived of a Supervisory Committee composed of the employers' and employees' representatives, to be headed by an independent Chairman. The State Labour Commissioner happens to be the Chairman of this body since its formation in 1962. On the application of the award, several very complicated issues came to the fore. These were naturally very strongly contested by the parties. The Supervisory Committee smoothened out most matters which hinged on principles. The very laudable decision of contributing to the Chief Ministers' National Defence Fund, workers' wages for a day, amounting to over 0.176 million rupees was also promoted by the deliberations of this Committee.

For the electricity undertakings in this State, there was constituted in July last, a tripartite committee to make recommendations on the subjects of revision of wage rates, introduction of a gratuity scheme, elimination of contract labour and absorption of workmen of private electricity undertakings on their being taken over by the State Electricity Board. The Committee is carrying on its investigations into these matters. However, on the urgent question of interim relief on account of rise in consumers price index numbers, the committee succeeded in making a unanimous recommendation.

There is a Tripartite Board on the model of the Central Implementation and Evaluation Board. The functions of this Board have been referred to earlier in this article. As a body supervising the working of the Code of Conduct and Code of Discipline in practice, has proved of immense utility. The disciplines implicit in these Codes are gradually perforating into the daily modes of the employer-employee relationship, and even when such relationships are under severe stress and strain, the Implementation and Evaluation Board has been known to be a factor, greatly underscoring on the part of the parties, the necessity for observance of the decent rules of the game.

Again, soon after the declaration of National Emergency, an Emergency Production Committee with a tripartite structure was constituted with a view to further the objectives embodied in the Industrial Truce Resolution. The Committee seeks to imbue the parties with the spirit of the national cause which is paramount.

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A Summary of the Annual Report on the
Working of the Industrial Relations
Machinery for the Year 1963*.

The Central Industrial Relations Machinery has been mainly engaged since its inception in 1945, in the promotion of industrial harmony in the undertakings falling within the sphere of Central Government namely, Major Ports, Railways, Mines, Oil Fields, Banks, Insurance, Defence Undertakings, Post and Telegraphs, C.P.W.D., and other Central Government Undertakings. Some of the important functions of this organisation are (i) administration of certain Labour Acts; (ii) prevention, investigation and settlement of industrial disputes as provided for in the Industrial Disputes Act, 1947; (iii) annual general verification of the membership claims of union affiliated to the Central Organisations of workers and for the purpose of according representation on various National and International Conferences and Committees; and (iv) adoption and promotion of measures both statutory and non-statutory, for the welfare of the workers employed in the Central Government Undertakings.

The Office of the Chief Labour Commissioner, New Delhi forms the nucleus of the organisation. The Chief Labour Commissioner at the headquarters is assisted by two Deputy Chief Labour Commissioners, one Welfare Adviser, one Regional Labour Commissioner (Verification), three Assistant Labour Commissioners, one Conciliation Officer, one Welfare Officer, seven Labour Officers and two Labour Inspectors. The field staff of the organisation consists of seven Regional Labour Commissioners, 35 Conciliation Officers, 113 Labour Inspectors and 12 Junior Labour Inspectors. There are two Regional Labour Commissioners at Dhanbad whose duties are to assess the extent of implementation of provisions of various Labour Laws, awards and settlements and to investigate cases of breaches of Code of Discipline in Industry.

* Indian Labour Journal, Vol.VI, No.6, June, 1965, pp. 459-461.

Industrial Relations.- During the year 1963, 4,322 disputes were brought to the notice of Industrial Relations Machinery as against 3,745 disputes in the year 1962. Of these 4,322 disputes, 91 disputes were found to be without any substance and, therefore, rejected as not fit for intervention. Of the remaining 4,231 disputes, 2,658 disputes were settled without any recourse to formal conciliation proceedings. Of the 1,286 disputes conciliated upon, amicable settlements were arrived at in 801 cases while in 485 cases conciliation proceedings were not successful. At the end of the year, there were 287 disputes pending disposal as against 155 at the close of 1962.

In the year 1963, 192 disputes were referred to adjudication as against 157 in the previous year. Out of the 192 disputes, 137 disputes were referred to adjudication on the basis of recommendations on failure of conciliation reports sent to Government during the year 1963. The corresponding figure for the previous year was 129.

During the year under review, the number of strikes was 191 as against 195 in the previous year, the number of lockouts increased to five from that of two in the previous year and the mandays lost due to strikes and lockouts were 193,622½ and 144,840 respectively, as against 412,942½ and 57,282 respectively in the previous year. Of the 191 strikes and reported during the year under review, the Industrial Relations Machinery intervened in 79 cases and as a result of intervention of the officers belonging to the Organisation the strikes were called off in all the cases. There were as many as 75 cases in which the dispute was accompanied by the threat of a strike, and threats were prevented from having materialised in as many as 54 cases.

Implementation of Labour Laws.- The Officers of the Industrial Relations Machinery carried out inspections in the Central Sphere Undertakings under the various labour laws which are briefly given below:-

Payment of Wages Act, 1936.- Mines.- As many as 4,884 inspections were carried out and 18,698 irregularities were detected and of the total irregularities, 14,945 irregularities were rectified during the year.

Minimum Wages Act, 1948.- During the year under review as many as 5,731 inspections were carried out as against 2,679 during the previous year, and 19,745 irregularities were detected. There were in all 23,334 irregularities including 3,589 irregularities pending rectification from the previous year, out of which 19,100 irregularities were rectified.

Industrial Employment (Sranding Orders) Act, 1946.- The number of draft standing orders pending certification at the commencement of the year under report was 73 and the number of applications for certification received during the year was 196. Of these, 177 standing orders were certified during the year 1963.

Coal Mines Bonus Schemes.- During the year under report, out of 822 working collieries, 767 collieries were inspected as against 705 in the previous year. The total number of inspections carried out was 2,128 which resulted in the detection of 3,747 irregularities. There were in all 4,355 irregularities including 608 of the previous year, out of which 2,867 were rectified by the managements concerned and 560 were disposed of either after issue of warnings to the employers or because delayed payment of bonus had been made etc. The total number of irregularities pending rectification at the end of the year 1963 was 928.

Implementation of Awards and Settlements.- Out of the total number of 202 (including twenty-one pending at the commencement of the year under review) Awards, 145 had been implemented by the end of the year and 21 were in the course of implementation. In 18 cases appeals were filed against the Awards and stay orders were obtained. Out of the remaining 18 cases, 5 cases did not require implementation and in 6 cases, the question of launching prosecution against the parties concerned was under consideration at the end of the year. The other 7 cases were being suitably dealt with by the Regional Labour Commissioners concerned.

Out of the total number of 793 settlements arrived at in the course of conciliation proceedings, 711 settlements were implemented, and 80 were in the course of implementation. In one case prosecution was under consideration and the remaining one case was dropped.

During the year under report, 204 mutual settlements were reported to the Industrial Relations Machinery as against 177 during the previous year. Of these, 175 settlements were implemented and 15 were in the course of implementation.

Other Activities: (a) Works Committees.- During the year 1963, the Industrial Relations Machinery constituted 108 new Works Committees, 9 were revived and 75 ceased to function. The total number of Works Committees which were functioning at the end of the year under report was 892.

(b) Production Committees.- At the beginning of the year, 163 production committees were functioning, 23 production committees were constituted during the year and 6 committees ceased to function. Thus at the end of the year 180 production committees were functioning.

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67. Conciliation and Arbitration.

India - May-June 1965.

Strikes and Lock-outs prohibited in
Undertakings engaged in Transport of
Carriage of Passengers or goods by air.

A Notification dated 1 May 1965 of the Ministry of Labour and Employment says that whereas in the opinion of the Central Government ~~of~~ it is necessary and expedient so to do for securing the defence of India and for maintaining supplies and services "essential" to the life of the community; in exercise of the powers conferred by clauses (a) and (b) of sub-rule(1) of rule 126 of the Defence of India Rules, 1962, the Central Government makes the following Order, namely :-

(1) No person employed in any undertaking engaged in the transport of carriage of passengers or goods by air, shall go on strike in connection with any industrial dispute -

- (a) without giving to the employer notice of strike within six weeks before striking; or
- (b) within fourteen days of giving such notice; or
- (c) before the expiry of the date of strike specified in any such notice as aforesaid; or
- (d) during the pendency of any conciliation proceedings before a Conciliation Officer and seven days after the conclusion of such proceedings; or
- (e) during the pendency of any arbitration proceedings before an arbitrator and two months after the conclusion of such proceedings.

(2) No employer of any undertaking engaged in the transport or carriage of passengers or goods by air, shall lock-out any of his workmen in connection with any industrial dispute -

- (a) without giving them notice of lock-out within six weeks before lock-out; or
- (b) within fourteen days of giving such notice; or
- (c) before the expiry of the date of lock-out specified in any such notice as aforesaid; or
- (d) during the pendency of any conciliation proceedings before a Conciliation Officer and seven days after the conclusion of such proceedings; or
- (e) during the pendency of any arbitration proceedings before an arbitrator and two months after the conclusion of such proceedings.

(3) During the period when these Orders are in force, status quo shall be maintained with regard to the wages and other conditions of service including ranking of flight navigators and flight engineers, in the cockpit, unless they are varied by a settlement or by an award of Labour Court, Tribunal or National Tribunal.

(4) If, on any date, an employer receives from any person employed by him any notice of strike or gives to any person employed by him any notice of lock-out, he shall within five days thereof report to the appropriate Government or to such authority as that Government may specify, the number of such notices received or given on that date.

(5) The notice of strike or lock-out referred to in this Order shall be given by such number of persons, to such person or persons and in such manner as has been or may be prescribed for such notices in pursuance of the provisions of section 22 of the Industrial Disputes Act, 1947 (14 of 1947).

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Another notification states that whereas the Central Government is of opinion that employment in any undertaking engaged in the transport or carriage of passengers or goods by air, is essential for securing the defence of India and for maintaining supplies and services necessary to the life of the community; now, therefore, in exercise of the powers conferred by rule 126AA of the Defence of India Rules, 1962, the Central Government hereby declares the said employment to be an employment to which the said rule 126AA of the Defence of India Rules, 1962, applies.

(The Gazette of India, Extraordinary,
Part II, Sec. 3, sub-sec(ii),
1 May 1965, pp. 453-454).

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - MAY-JUNE 1965.

71. Employees and Salaried Intellectual
Workers.

Interim Relief and More Dearness Allowance
Recommended for Dockers.

The Bombay Port Trust, on 18 May 1965, accepted the recommendations of the Wage Board to an interim relief and an additional dearness allowance to its 22,000 employees. The interim relief will be Rs.7.80 to a port employee a month and the additional Dearness Allowance according to the revised rates.

The Bombay Port Trust is estimated to spend 6.2 million rupees on these payments - 3.4 million rupees on the interim relief and 2.8 million rupees on the increase dearness allowance.

The interim relief will be paid with effect from February and the increased dearness allowance from March.

(The Times of India, 19 May, 1965).

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Minimum Wage of Rs.147 a month fixed for
Seamen: Agreement reached.

The National Maritime Board of India, a bipartite organisation comprising of representatives of foreign and Indian shipowners and representatives of the National Union of Seamen of India arrived at an agreement on 13 May 1965 providing for the fixation of a minimum wage of Rs.147 a month and other amenities for Indian Seamen.

(For details please see paragraph 44, pp. 26 of this report).

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House Rent for Central Government Employees
Increased.

The Government of India announced on 10 June 1965 revised rates of house allowance for its employees. The new scales provide substantial increases to several categories of employees.

In A and B 1 class cities the house rent allowance will be 15 per cent. of pay for all who get between Rs.100 and Rs.3,000, subject to a minimum of Rs.20 and a maximum of Rs.300. Those getting below Rs.100 will get a fixed allowance of Rs.15.

In B 2 class cities the allowance is 10 per cent. of pay for those drawing above Rs.100, subject to a minimum of Rs.15 and a maximum of Rs.300, and a fixed allowance of Rs.10 for those getting below Rs.100.

In C class cities the allowance will be 7½ per cent. of pay for those getting below Rs.500, subject to a minimum of Rs.7.50.

The benefit of house rent allowance is to be extended to those living in cities with a population of between 50,000 and 100,000.

The Government has also decided that the existing pay-limit of Rs.250 a month for drawing house rent allowance without verification of rent receipts should be raised to Rs.500. These decisions also will come ~~into force~~ into force from 1 July.

(The Statesman, 4 June 1965).

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - MAY-JUNE 1965.

81. Employment Situation.

Employment Exchanges: Working during
April, 1965.

According to a Review of the Principal Activities of the Directorate General of Employment and Training for the month of April 1965, the following was the position of registrations, placements, live register, vacancies notified and employers using employment exchanges:

	March, 1965	April, 1965	Increase (+) or Decrease (-).
1	2	3	4
Registrations.	287,153	320,430	+ 33,277
Placements.	45,377	42,669	- 2,708
Live Register.	2,395,618	2,410,004	+ 14,386
Vacancies Notified*.	81,619	75,036*	- 6,583
Employers using Exchanges.	13,420	13,782	+ 362

* Includes 1,329 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 against which submission action was not required.

Shortages and Surpluses.- Shortages were experienced during the month in respect of doctors, engineers, nurses, midwives, stenographers, compounders, electricians, fitters, turners, trained teachers, overseers and accountants, while surpluses continued to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

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Employment Market Information, Vocational Guidance and Employment Counselling.— Employment Market Information studies were in progress in 271 cases areas at the end of April, 1965.

A new test, namely Special Visualization was finalised and the final form consisting of 36 items was prepared during the month under report for use in the next battery of Aptitude tests.

New formats for Abstract Reasoning Number Series Tests and their Answer Sheets were prepared during the month under report for use in the next battery of Aptitude tests.

Two more Vocational Guidance Sections at Employment Exchanges Shahjahanpur (Uttar Pradesh) and Saidapet (Madras) started functioning during the ~~total~~ month under report bringing the total of such Vocational Guidance Sections to 137.

Deployment of Surplus and Retrenched Personnel.— During the month under review no person was retrenched, 173 were registered and 57 were placed in employment. The detailed information is given in the table below:—

(Please see table on the next page)

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Name of Project	No. awaiting employment at the end of March, 1965.	No. retrenched personnel (including those registered during the month for employment assistance.	No. of retrenched personnel (including those registered during the month for employment assistance.	No. placed during the month.	No. left indicating no desire for assistance.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6	7
1. Damodar Valley Corporation.	218	-	-	-	6	212
2. Bhakra Nangal Project.	147	-	-	-	-	147
3. Bhilai Steel Project.	368	-	173	56	-	435
4. Durgapur Steel Project.	56	-	-	-	2	54
5. Special Cell of the Ministry of Home Affairs.	302	-	-	1	2	299*
Total.	@ 1,091	-	173	57	10	1,197

- Note:- (i) Total of columns 2 and 4 is equal to the total of Columns 5, 6 and 7.
(ii) Report from Project at S.No.2 has not yet been received.
(iii) The difference is due to provisional figures taken last month due to delay in receipt of the return.
* Class I = 50; Class III - IV = 219.

(Monthly Review of the Principal Activities
of the Directorate-General of Employment and
Training for the Month of April 1965;
Issued by the D.G.E. & T., Ministry of
Labour and Employment, Government of India,
New Delhi).

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Employment Exchanges: Working during
March, 1965.

According to the a Review off the Principal Activities of the Directorate-General of Employment and Training for the month of March 1965, the following was the position of registration, placements, live register, vacancies notified and employers using employment exchanges:-

	February, 1965.	March, 1965.	Increase (+) or Decrease (-).
1	2	3	4
Registrations.	263,044	287,153	(+) 24,109
Placements.	43,694	45,377	(+) 1,683
Live Register.	2,425,516	2,395,618	(-) 29,898
Vacancies Notified.	68,538	81,619*	(+) 13,081
Employers using Exchanges.	12,420	13,420	(+) 1,000

*Includes 3,513 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 against which submission action was not required.

Shortages and Surpluses.- Shortages were experienced during the month in respect of engineers, doctors, nurses, midwives, compounders, stenographers, draughtsmen, electricians, turners, fitters, overseers, trained teachers and accountants, while surpluses continued to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Gorakhpur Labour Organisation.- In addition to employment assistance shown above, the Central Labour Depot, Gorakhpur, recruited and despatched 1,052 workers during March 1965.

Employment Market Information.- Employment Market Information studies were in progress in 271 areas at the end of March, 1965. During the month of March, 1965, the following reports were issued:- (1) All India Quarterly Report on Employment in the Public Sector for the quarter ended September 1964. (2) Quarterly Employment Review for the quarter ended September 1964. (3) Report on Shortage Occupations for the quarter ended September 1964. (4) Employment Aspects of Rural Works Programme in selected Community Development Blocks (Third Report).

Vocational Guidance and Employment Counselling.— (i) One more Vocational Guidance Section at Employment Exchange, Fatehgarh (U.P.) started functioning bringing the total to 135 of such sections, during the month under report.

(ii) A zonal Seminar on Aptitude Testing was held at D.G.E. & T. from 29 March, 1965 to 1 April, 1965. Persons who participated in the Seminar were deputed from the States of Punjab, Rajasthan, Uttar Pradesh and Union Territory of Delhi.

(iii) Directory of qualifications recognised by Government of India has been printed and distributed.

Deployment of surplus and retrenched personnel.— During the month under review 118 persons were retrenched from River Valley Projects, 118 were registered and 10 were placed in employment. The detailed information is given below:—

(For table please see next page)

Name of Project.	No. awaiting assistance at the end of February, 1965.	No. retrained during the month.	No. of persons placed during the month (including those voluntarily registered during the month for employment assistance).	No. placed during the month.	No. left during the month.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6	7
1. Damodar Valley Corporation.	217	10	10	9	-	218
2. Bhakra Nangal Project.	39	108	108	-	-	147
*3. Bhilai Steel Project.	368	-	-	-	-	368
*4. Durgapur Steel Project.	58	-	-	-	-	58
5. Special Cell of the Ministry of Home Affairs.	309	-	-	1	6	302**
Total.	991	118	118	10	6	1,093

Note:- Total of columns 2 and 4 is equal to the total of columns 5, 6 and 7.

* Reports from Projects at Serial Nos. 3 and 4 above have not yet been received.

**Class II - 50; Class III & IV - 252.

Opening of additional Employment Exchanges.-Two Employment Exchanges at Halda and Uttarkashi and two University Employment Information and Guidance Bureaux at Poona and Jadavpur were opened during the month. The total number of Employment Exchanges including University Employment Information and Guidance Bureaux in the country at the end of March 1965 was 397.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of March 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

Separate Exchanges for Technical Jobs
recommended by National Employment
Service.

A 3 day Conference of Senior Officers of the National Employment Service was held at New Delhi on 20 May 1965, to review the policies and programmes of the National Employment Service. The Conference recommended several measures to improve the Employment Service and make the working of unemployment exchanges more effective. It was suggested that in big employment market areas like Bombay, Calcutta, Madras and Kanpur, it is advantageous to establish exchanges occupation-wise. There should be one ~~exchange~~ exchange for the entire area for technical vacancies and another for clerical and general vacancies.

The Conference urged that highly-qualified officers be appointed for vocational guidance at each exchange. To help applicants in understanding occupations and their requirements, it was suggested that books containing information on a qualitative basis on employment and unemployment, education and technical training facilities and modes of recruitment should be compiled.

Appointment of senior officers for contacts with employers and to look after job development work was another recommendation.

(The Hindustan Times, 23 May 1965).

Uttar Pradesh: Committee set up for
Rural Manpower Mobilisation.

The Uttar Pradesh Government have constituted an eight-man committee headed by Shri Bansidhar Pandey, parliamentary secretary, to supervise and look after the rural manpower mobilization works in the State. The term of the committee will in the first instance be up to 31 March 1966. The committee will meet normally once a month at Lucknow or any divisional or district headquarter where rural manpower works are in progress.

(The National Herald, 18 May 1965).

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Mormugao Dock Workers (Regulation of Employment)
Scheme, 1965.

The Ministry of Labour and Employment, Government of India, published on 10 April 1965 the text of the Mormugao Dock Workers (Regulation of Employment) Scheme, 1965, made in exercise of the powers conferred under the Dock Workers (Regulation of Employment) Act, 1948. The object of the scheme ~~are~~ to ensure greater regularity of employment for dock workers and to secure that an adequate number of dock workers is available for the efficient performance of dock work. The scheme relates to the Port of Mormugao and applies to the following dock workers viz., (1) stevedoring work, and the following categories of stevedore workers viz., gang workers and ~~winehdiver~~ winchdrivers.

The provisions of the scheme relate inter alia to constitution of dock labour board and its functions and responsibilities, functions of the administrative body, maintenance of registers of employers and workers, classification of workers and their registration, promotion and transfer of workers, supply of cards to registered workers and rules relating to their employment, provisions relating to guaranteed minimum wages, attendance allowance and dis-appointment money, fixation of maximum holidays with pay at eight per year, obligations of registered dock workers and registered employers, wages, allowances and other conditions of service of workers, provisions relating to pay in respect of unemployment or under-employment, disciplinary procedure, procedure for appeals by workers and employers, power of revision of the Chairman and executive officer, provisions relating to provident fund and gratuity, and penalties.

(The Gazette of India, Extraordinary,
Part II, Sec. 3, sub-sec(ii),
10 April 1965, pp. 349-371).

83. Vocational Training.

India - May-June 1965.

Labour Ministry's Training Schemes: Working during April, 1965.

According to ~~the~~ a Review of the Principal Activities of the Directorate-General of Employment and Training for the month of April, 1965, there were 313 institutes for training craftsmen and 51 centres holding part-time classes for industrial workers. The total number of seats introduced for craftsmen training scheme and part-time classes for industrial workers stood at 97,785 and 3,740 respectively and the number of persons undergoing training was 83,463 and 3,770 correspondingly.

Central Training Institute for Instructors.-
The position about the Instructor trainees on roll at various Central Training Institutes remains unchanged except that at the Central Training Institute, Curzon Road, 2 trainees have dropped out thus bringing the number on roll to 1,655.

Special Course.- The session of Millwright course which started in November 1964, concluded on 30.4.1965 (duration being 6 months only). The next session will commence from 1 May 1965.

Thirteen trainees in the Workshop Instructors Training Course (3 months duration) at Central Training Institute, Calcutta and 9 trainees at Central Training Institute, Bombay (6 weeks course) completed their training on 30.4.1965.

Equipment for Central Training Institutes.-
During the month under review, equipment worth 0.004 million rupees has been received at the Central Training Institute, Ludhiana under I.L.O. Aid.

Sanction of seats under Craftsmen Training Schemes.- During the month of April, 1965, 200 seats were sanctioned under the Craftsmen Training Scheme. The progressive total number of seats sanctioned so far is given below:-

a) Craftsmen Training Scheme.	66,607
b) National Apprenticeship Scheme.	4,438
c) Part-time Classes for Industrial Workers.	4,255
d) Number of new Industrial Training Institutes sanctioned.	157

National Council for Training in Vocational Trades.- The meeting of the Special Trade Committee for the trade of Electronics was held at Central Training Institute for Instructors, Bombay on 24.4.1965 to finalize the syllabus and Tools List of the Trade.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act, was 14,375 at the end of December 1964 of which 11,364 were full-term apprentices and 3,011 short-term apprentices, registering an increase of 245 over the number at the end of the previous quarter. The increase was mainly in the number of full-term apprentices in West Bengal State.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of April, 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

Opening of More Vocational Training Schools
Recommended to Solve Unemployment Problems.

According to an article published by Shri J.P. Naik, member-secretary of the Education Commission, vocational schools must be opened on a top priority basis if India is to solve the ever increasing problem of educated-unemployment.

To establish vocational schools and achieve vocationalisation of secondary education, Shri Naik suggests there should be some sort of a restraint on the expansion of schools and colleges of general education. Other suggestions are allotment of funds for establishment of vocational schools and colleges, and improvement in the remuneration offered to those who complete vocational courses.

A selective approach to educational development either by selecting a few institutions for intensive development or by concentrating on the development of some significant sectors, or by selecting and assisting talented students should be made, Shri Naik says.

(The Hindustan Times, 18 May, 1965).

Industrial Training Centre for the Blind
to be set up in Madras.

An industrial training centre for the blind will be established in the Guindy Industrial Estate before the year-end with a 0.3 million rupees aid from the American Foundation for Overseas Blind.

To begin with, the centre will admit about 30 students who pass out of the blind children schools in the State and train them for various kinds of work in light engineering industries. Started as a pilot project, the centre will also function as a research unit to determine the best methods of training the blind boys for industrial jobs.

The candidates for the training will be screened and medically checked to find out whether they are mentally and physically fit to take up factory work. The centre will also find them jobs at the end of four-to-six months' training which will equip them to work as efficiently and quickly as normal workers.

The centre will also have an extension workshop which will produce on contract spare-parts and components for the bigger industries.

(The Hindu, 9 May 1965).

Labour Ministry's Training Schemes:
Working during March 1965.

According to a Review of the Principal Activities of the Directorate-General of Employment and Training for the month of March 1965, there were 313 institutes for training craftsmen and 31 centres holding part-time classes for industrial workers. The total number of seats introduced for craftsmen training schemes and part-time classes for industrial workers stood at 97,638 and 3,740 respectively and the number of persons undergoing training was 83,319 and 2,770 respectively.

Central Training Institute for
Instructors.— The following is the position of Instructor trainees on roll at various Central Training Institutes in the current session which started in February, 1965:—

Name of Central Training Institute.	No. of Trainees on Roll.
C.T.I., Calcutta.	419
C.T.I., Bombay.	290
C.T.I., Kanpur.	266
C.T.I., Madras.	220
C.T.I., Hyderabad.	203
C.T.I., Ludhiana.	147
C.T.I., Curzon Road, New Delhi.	112
Total.	<u>1657</u>

Equipment for Central Training Institutes.— Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana are being assisted by the Special Fund Programme of the United Nations Organisation while the one at Bombay is being assisted by the AID Agency of the United States. The Assistance in the case of each of the Central Training Institute at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana receiving aid under the United Nations Special Fund Programme has now been enhanced by 0.17 million rupees for supply of spare parts. The progressive receipt position of equipment upto March, 1965 is as below:—

Name of Centre.	Value of aid (In Millions)	Received upto February, 1965.	Received during March, 1965.	Total Receipts upto March, 1965.
1	2	3	4	5
C.T.I., Kanpur.	1.560	1.329	Nil	1.329
C.T.I., Madras.	1.560	1.368	Nil	1.368
C.T.I., Hyderabad.	1.560	1.374	Nil	1.374
C.T.I., Ludhiana.	1.560	1.325	Nil	1.325
C.T.I., Bombay.	1.933*	1.495	0.200	1.695
C.T.I., Calcutta.	1.910	1.650	Nil	1.650

* The increase is due to additional provision of \$ 48,000 under the Agreement.

Sanction of Seats under the Training Schemes.— During the month of March, 1965, 32 seats were sanctioned under the Craftsmen Training Scheme and 51 seats under the National Apprenticeship Scheme. The progressive total number of seats sanctioned so far is given below:—

a) Craftsmen Training Scheme.	66,406 seats.
b) National Apprenticeship Scheme.	4,438 seats.
c) Part-time classes for Industrial Workers.	4,255 seats.
d) Number of new Industrial Training Institutes sanctioned.	157

Apprentices Act, 1961.— The number of apprentices undergoing training under the Apprentices Act was 14,375 at the end of December, 1964 of which 11,364 were full-term apprentices and 3,011 short-term apprentices, registering an increase of 245 over the number at the end of the previous quarter. The increase was mainly in the number of full-term apprentices in West Bengal.

Apprenticeship Council.— The Third meeting of the Central Apprenticeship Council was held in March, 1965 at New Delhi. Several important matters relating to the Apprenticeship Training Programme were discussed and decisions taken thereon.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of March 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

CHAPTER 9. SOCIAL SECURITY.

INDIA - MAY-JUNE 1965.

91. Pre-Legislation Measures.

IV. Unemployment Benefits.

Draft Scheme of Unemployment Insurance Prepared: Opposition by Employers' Federation.

The Department of Social Security has prepared a draft scheme of unemployment insurance which envisages immediate introduction of a compulsory unemployment insurance covering workers who are members of the Coal Mines Provident Fund and the Employees' Provident Fund and whose services are terminated on account of mass or individual retrenchment. The conditions of the draft scheme are as follows:-

(1) The scheme will cover such members of the two funds whose pay does not exceed 500 rupees per month and who are not covered by the provisions regarding layoff and retrenchment compensation under the Industrial Disputes Act, 1947. In the case of the Employees' Provident Fund Scheme, the members of both the exempted and non-exempted establishments will be covered.

(2) Members to be covered and their employers should each contribute 0.25 per cent. of the pay of the employee per month to the Unemployment Insurance Fund up to two years before the date of attaining the age of retirement.

(3) Members will be paid unemployment benefit equal to the 50 per cent. of the pay drawn immediately before retrenchment each month for a period up to six months in a year or until reemployed, whichever is earlier.

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(4) Beneficiaries will have to get themselves registered in employment exchanges and furnish a certificate ~~or other~~ from the exchange concerned ~~or other~~ authorities as to whether they have been offered any employment or not. In case any suitable employment is offered, whether accepted or not, the unemployment benefit will cease.

(5) Members who leave service of their own accord or on attaining the age of retirement and those who are retrenched but do not wish to take up employment again will not be eligible for unemployment benefit.

(6) Provident Fund accumulations of beneficiaries will not be paid for during the period they get unemployment insurance benefit and in the event of their reemployment their membership of the Provident Fund will be continued without their having to qualify for membership again.

The draft scheme envisages that the Unemployment Insurance Fund should be administered by the Employees' Provident Fund and the Coal Mines Provident Fund Organisations for their members subject to the control of the Union Government. The two organisations can employ such staff in their own cadres as may be necessary.

The cost of administration at the rate of 2 per cent. of the amount of contributions for the present, and the deficiency, if any, between the contributions and the benefits paid are proposed to be borne by the Union Government.

It is estimated that out of the more than 4.5 million workers under the Coal Mines Provident Fund scheme and the exempted and non-exempted establishments under the Employees' Provident Fund scheme, about 1.5 million workers, leaving out those drawing a pay of more than 500 rupees per month and those covered by the provisions of layoff and retrenchment compensation, will be covered by the proposed scheme.

The expectation is that about 1,000 workers may have to be paid unemployment insurance benefit on an average of 100 rupees per head per month and the cost of the benefits will be about 1.0 million rupees per month normally.

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According to the draft scheme, the Government will make advance deposit of suitable amount every year in the Unemployment Insurance Fund with the two provident fund organisations from the current Plan allocation of 20 million rupees to meet its share of the cost of the scheme and also to serve as a reserve fund.

The Employers' Federation of India is, however, opposed to the scheme and has told the Department of Social Security that the scheme is "premature" at the present stage of economic development of the country. The Federation has expressed the view that the immediate need was to pool all available resources for securing employment opportunities to the large number of unemployed persons rather than add to the burden of industry by granting further benefits to small sections of the working population.

The Home Ministry and the Labour Ministry have, however, welcomed the scheme as a measure for promoting manpower conservation. They have favoured "limited introduction" of the scheme in view of the vast magnitude of unemployment in the country.

(The Hindustan Times, 17 May, 1965).

92. Legislation.

India - May-June 1965.

Andhra Pradesh: Employees' State Insurance Scheme extended to Certain Areas in the State.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed 2 May, 1965 as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following area of the State of Andhra Pradesh namely:-

Ramagundam Revenue Village in Sultanabad Taluk in Karimnagar District, bounded as under:-

South: Mallialpalli Village
East: Maidpalli Village
North: Lingapur Village
West: Brahmanapalli and Yellampalli Villages.

(Notification SO 1304 dated 12 April 1965; the Gazette of India, Part II, Sec. 3, sub-sec. (ii), 24 April 1965, page 1415).

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Seamen's Provident Fund Bill, 1965.

Shri Nityanand Kanungo, Minister of Civil Aviation, Government of India, introduced in the Lok Sabha on 11 May 1965 a Bill to provide for the institution of a provident fund for seamen. According to the Statement of Objects and Reasons appended to the Bill, the question of providing social security for Seafarers has been under consideration of the Government of India for a long time. The National Welfare Board for Seafarers, a statutory body, set up under the Merchant Shipping Act, 1958, at its meeting held at Madras on 11 January, 1964, appointed a Tripartite Committee comprising of the representatives of the Shipowners, Seamen and Government. The Committee recommended that Contributory Provident Fund Scheme for seamen should be introduced with effect from 1 July, 1964, the rate of contribution by the employee as well as the employer being 6 per cent. of the wages up to 31-3-1968 and 8 per cent. of the wages thereafter. The report of the Tripartite Committee was placed before the National Welfare Board for Seafarers at its meeting held in Bombay on 23 December, 1964 and was unanimously approved by the Board.

The Bill which generally follows the pattern of the Employees' Provident Funds Act, 1952, seeks to implement the above recommendations of the National Welfare Board for Seafarers. To begin with, the proposed Provident Fund Scheme will benefit about 50,000 seamen.

The Bill provides that the Government may, by notification in the Official Gazette, frame a scheme to be called the Seamen's Provident Fund Scheme for the establishment of a provident fund for seamen and there shall be established, as soon as may be after the framing of the Scheme, a Fund in accordance with the provisions of the Bill and the Scheme.

The Fund shall vest in, and be administered by, the Board constituted under clause 5. The moneys in the Fund shall be applied for -

- (a) meeting the pay and allowances of the employees of the Board and other administrative expenses of the Board;
- (b) carrying out the purposes of this Act.

The Government shall, by notification in the Official Gazette, constitute, with effect from such date as may be specified therein, a Board to be known as the Board of Trustees of the Seamen's Provident Fund which shall be a body corporate having perpetual succession and a common seal and may, by that name, sue and be sued.

The Board shall consist of -

- (a) a Chairman to be appointed by the Government;
- (b) not more than three persons appointed by the Government from amongst its officials;
- (c) three persons representing employers, to be appointed by the Government after consultation with such organisation or organisations of employers as may be recognised by the Government in this behalf;
- (d) three persons representing seamen, to be appointed by the Government after consultation with such organisation or organisations of seamen as may be recognised by the Government in this behalf.

The Government shall appoint a Seamen's Provident Fund Commissioner who shall be the chief executive officer of the Board and shall be subject to the general control and superintendence of the Board.

Every employer to whom this Act applies shall, in respect of each seaman (being a member) employed by him, contribute to the Fund for the period beginning with the 1st day of July, 1964 and ending with the 31st day of March, 1968, at the rate of six per cent., and thereafter at the rate of eight per cent., of the wages paid or payable to each such seaman and every such seaman shall also contribute to the Fund an amount equal to the contribution payable by the employer in respect of him.

The employer shall pay, in respect of each seaman (being a member) employed by him, both the employer's contribution and the employee's contribution and shall be entitled to recover from the seaman the employee's contribution by deduction from his wages and not otherwise. Every employer shall also pay such sums of money as may be specified in the Scheme towards the cost of administering the Fund.

The amount standing to the credit of any member in the Fund shall not in any way be capable of being assigned or charged and shall not be liable to attachment under any decree or order of any court in respect of any debt or liability incurred by the member, and neither the official assignee appointed under the Presidency Towns Insolvency Act, 1909, nor any receiver appointed under the Provident Insolvency Act, 1920, shall be entitled to, or have any claim on, any such amount. Any amount standing to the credit of any member in the Fund at the time of his death and payable under the Scheme to his nominee shall, subject to any deduction authorised by the Scheme, vest in the nominee and shall be free from any debt or other liability incurred by the deceased or the nominee before the death of the member.

No employer shall, by reason only of his liability for the payment of any contribution to the Fund or any charges under this Act or the Scheme, reduce, whether directly or indirectly, the wages of any seaman to whom the Scheme applies or the total quantum of benefits in the nature of old age pension, gratuity or provident fund to which the seaman is entitled under the agreement with the crew or any other agreement between the parties.

Other provisions of the Bill relate inter alia to mode of recovery of moneys due from employers, penalties and matters for which provision may be made in the Scheme.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 10 May 1965,
pp. 449-463).

115. Research, Investigation, Study.

India - May-June 1965.

Industrial Toxicology Research Centre to be
set up in Lucknow.

The Council of Scientific and Industrial Research has decided to establish a centre for research on industrial toxicology, to be located in the building of the Central Drug Research Institute, Lucknow. It will work in collaboration with the Indian Council of Medical Research. Among other things, the Centre will carry on investigations on industrial dust, radio-activity and environmental problems of workers engaged in hazardous industries. In view of the rapid industrialisation of the country, a number of new raw and toxic materials are being used by industries and occupational diseases are a common hazard which workmen and technicians have to face.

(The National Herald, 18 May, 1965).

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CHAPTER 2. INTERNATIONAL AND NATIONAL
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INDIA - JULY 1965.

28. Employers' Organisations.

Thirty-second Annual Meeting of the
Employers' Federation of India, Bombay,
16 July, 1965.

The 32nd annual meeting of the Employers' Federation of India was held at Bombay on 16 July, 1965. The meeting was presided over by Shri Naval H. Tata, President of the Federation.

Addressing the meeting Shri Tata welcomed the scheme to introduce "Payment by Results" to increase productivity in industry proposed by the Union Labour Minister. He criticised the bonus ordinance which he said would lead to more litigation than before. He said that it was difficult to understand why the ordinance had discriminated between employers and employers and workers and workers. A worker employed in in a unit with 19 workers or less would not get any bonus; nor would those who were employed in insurance companies, however large they were, he said.

He pointed out that while workers in concerns with no past record of paying bonus, such as Hindustan Steel, would get less than those in the order steel companies, the price of steel would be uniformly controlled. "Such ~~social~~ discrimination is inconsistent with social Justice so ardently preached by our Government," he said.

Shri Tata deplored that though the Bonus Commission had defined bonus as a "share in the prosperity" of the concern, the Government had violated this principle by laying down that even a unit which sustained losses should pay bonus. Shri Tata also criticised the ordinance for allowing workers to claim bonus on the basis of "past practice." "If the intention of the Government was to maintain the status quo prior to the appointment of the commission in regard to the quantum of bonus then there was no need for appointing the commissioner," he said.

Shri Tata urged wage boards to take into account the capacity of industries to pay higher wages and to link wages to work-loads for achieving higher productivity per worker.

Referring to the growing in discipline in factories and offices, Shri Tata said it hampered efficient production. He felt that labour laws had made it difficult for the management to take any action against erring men. He, therefore, pleaded for a ~~"modern~~ "modicum of power" for enforcing discipline and for ensuring better efficiency in factories.

(The Times of India, 17 July, 1965).

CHAPTER 3. ECONOMIC QUESTIONS.

34. Economic Planning, Control and Development.

India - July 1965.

Rupees 30,000 Million Gap in Resources of Fourth Plan to be fully Covered: Decision of the Committee of National Development Council.

The resources Committee of National Development Council unanimously decided at its meeting held in New Delhi on 11 July 1965 that the fourth Plan resources gap of 30,000 Million Rupees should be "jointly covered by the Centre and the States". The Committee felt that this should be achieved through additional taxation, larger surpluses from public undertakings by adjustment of prices of goods and services, economies in administrative expenditure and more efficient collection of revenues. The Committee was of the view that it might be necessary for the Centre and the States to go in for supplementary budgets in the current year apart from market borrowings.

The consensus at the meeting was that the total outlay on the fourth Plan should be between 215,000 Million Rupees and 225,000 million rupees as proposed in the Plan memorandum.

The Deputy Chairman of the Planning Commission, Shri Asoka Mehta, who presided over the meeting significantly stressed that the share of the States should be substantially larger than during the current Plan period. He suggested to Chief Ministers that State Governments should raise at least 12,500 million rupees of additional resources during the fourth Plan.

The National Development Council Committee decided to set up a joint Centre-State unit to study ways and means of raising additional revenues, both from the rural and urban areas. It recognised that in raising certain taxes in the State sector concerted action will be called for at the national and zonal levels.

The Committee recommended the setting up of a high level committee to study the working of public undertakings in the public sector (both under the Centre and the States) to bring about economy in expenditure and an increase in their surpluses.

The Committee wanted early action to be initiated in formulating a price and incomes policy, consistent with the requirements of development and productive efficiency.

It was decided that agriculture, irrigation and industrial projects providing in-puts for agriculture should be accorded top priority.

The Committee emphasised the importance of obtaining quick yields from projects already undertaken and the need for enforcing a strict scheme of priorities, bearing in mind the acutely difficult foreign exchange situation.

Another important suggestion of the Committee was that there should be periodic consultations between the Union Ministry of Finance and State Governments on emoluments of Government employees and economies in administration.

(The Hindustan Times, 12 July 1965).

36. Wages.

India - July 1965.

No Rise in Real Wages in 10 Years: Labour Policies of Third Plan Reviewed by Planning Commission.

According to a Review on Labour Policies in the third ~~Plan~~ Five Year Plan, brought out by the Planning Commission's Labour and Employment Division, workers in India have not made any advance in terms of real wages in the last ten years. The review says that in a situation of rising prices workers suffer with the rest of the community, though perhaps in a smaller measure.

A significant fact in recent years, according to the review, has been that wage boards have recommended linking the dearness allowance to basic wage and also merging a part of dearness allowance in basic wage. Between 1957-58 when the first wage census was undertaken and now, the percentage of workers whose dearness allowance is related to consumer price index has shown a marked improvement. Whatever relief might have accrued to the working class as a result of these measures, it would still appear that workers have not made any real progress.

The review says that a view continues to be expressed in certain quarters that the Government's intervention in labour matters is all pervasive. It is argued that the main feature of industrial relations system is that it derives its support not on the willingness of the parties to come together but on legislation.

"In this connection it is pertinent to observe that complete freedom in settling terms and conditions of service is now considered to be undesirable in the "context of planned development", says the review."

Over the last five years, however, there has been a shift in emphasis in labour policy. The main instrument of the new and positive approach of constructive co-operation between

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the parties are the code of discipline in industry, the code of conduct, the industrial truce resolution and tripartite conferences.

The review says: "The content of this co-operation is comprehensive to avoid work stoppages and litigation, to settle points at issue through mutual negotiations, conciliation and voluntary arbitration, to ~~encourage~~ encourage the growth of trade unions and to make the parties eschew unfair practices and generally a mutual recognition of rights and obligations by employers and workers."

"The Government on its part would ensure due observance of these obligations and investigate breaches in the implementation of the codes, awards and agreed decisions. The basis for the code is entirely voluntary."

The review says that data for the first five years since the adoption of the code of discipline in June 1958, show an improvement in the industrial relations situation. The industrial truce resolution adopted immediately after the declaration of emergency brought about a still favourable change in the attitude of parties towards each other. A new spirit of co-operation prevailed in all section of industry. The first four months following the emergency were the most peaceful in the industrial history of India. The overall position in 1963 also was ~~were~~ extremely satisfactory.

This favourable trend has now been reversed for reasons for which the responsibility cannot be with the parties alone nor can it belong to the industrial relations machinery.

"There is however increasing evidence of inter and intra-union rivalry in the trade unions which means that the code of conduct has not been effective in meeting the current atmosphere of distrust in union leadership. It also indicates that unions have not been able to develop in their membership firmer loyalties. The cause for this are deeper."

(The Hindustan Times, 5 July, 1965).

7

Minimum Wage of Mica Miners fixed at
Rs.60 per month.

The representatives of employers and workers of the mica industry in Rajasthan have agreed to accept the main recommendations of the minimum wages revision committee as a result of which the minimum wage of the mica miners will be Rs.60 per month. At present they are generally getting Rs.45 a month. Minimum wage will also be notified for various other categories of workers employed in the industry. These wages will come ~~into~~ effect from 1 August.

The agreement was reached at a meeting held on 22 July 1965, between the parties concerned and the Government representatives. Problems of the development of mica mines to achieve higher production were also discussed at the meeting.

(The Hindustan Times, 22 July, 1965).

8

Minimum Rates of Wages fixed for Employment
in Barytes, Bauxite or Gypsum Mines.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Central Government has fixed the minimum rates of wages payable to the categories of employees employed in barytes, bauxite or gypsum mines, specified in the Schedule annexed hereto, the same having been previously published as required by clause (b) of sub-section (1) of section 5 of the said Act, and directs that this notification shall come into force on and from 16 August 1965.

SCHEDULE

Categories of employees.	All inclusive Minimum rate of Wages.
--------------------------	---

I. BARYTES MINES

1. Mazdoor (male).	1.75 per day
2. Mazdoor (female).	1.75 per day
3. Miner-cum-loader.	2.62 per day
4. Miner.	2.62 per day
5. Loader (Male).	2.62 per day
6. Loader (Female).	2.62 per day
7. Grader (Male).	1.75 per day
8. Grader (Female).	1.75 per day
9. Dresser.	2.62 per day
10. Chipper.	1.75 per day
11. Watchman.	1.75 per day
12. Compressor Driver.	91.00 per month.

II. BAUXITE MINES

1. Mazdoor (Male).	2.00 per day
2. Mazdoor (Female).	2.00 per day
3. Miner.	3.00 per day
4. Carpenter.	4.00 per day
5. Carpenter Helper.	3.00 per day
6. Blaster (Shot Firer).	3.00 per day
7. Tool Sharpener.	3.00 per day
8. Pump Attendant.	3.00 per day
9. Reliever.	3.00 per day
10. Fitter.	4.00 per day
11. Driller.	4.00 per day
12. Blacksmith.	4.00 per day
13. Crusher Operator.	4.00 per day
14. Crusher Operator Helper.	3.00 per day
15. Sampler.	3.00 per day
16. Compressor Driller.	3.00 per day
17. Bulldozer Khalasi.	3.00 per day
18. Watchman.	2.00 per day
19. Water Carrier.	2.00 per day

Categories of Employees.	All inclusive Minimum rate of Wages.
--------------------------	---

20. Canteen Boy.	3.00 per day
21. Gardener.	3.00 per day
22. Picker (Male).	2.00 per day
23. Picker (Female).	2.00 per day
24. Peon.	52.00 per month
25. Sweeper.	52.00 per month
26. Driver.	104.00 per month
27. Mechanic.	104.00 per month
28. Compressor attendant.	104.00 per month
29. Power Shovel Operator.	104.00 per month
30. Tractor Operator.	104.00 per month
31. Dump Driver.	104.00 per month
32. Electrician.	104.00 per month
33. Power and Pump House Operator.	104.00 per month
34. Cleaner.	52.00 per month.

III. GYPSUM MINES

1. Mazdoor (Male).	2.00 per day
2. Mazdoor (Female).	2.00 per day
3. Skilled Mazdoor.	4.00 per day
4. Assistant Sample Taker.	4.00 per day
5. Sample Boy.	2.00 per day
6. Picker (Male and Female).	2.00 per day
7. Helper.	3.00 per day
8. Cleaner.	2.00 per day
9. Diesel Mechanic.	4.00 per day
10. Driver.	104.00 per month
11. Watchman.	52.00 per month
12. Generator Operator.	104.00 per month
13. Wireman.	104.00 per month
14. Air Compressor Attendant.	104.00 per month
15. Mason.	104.00 per month
16. Welder.	104.00 per month
17. Sampler.	104.00 per month
18. Waterman.	52.00 per month
19. Sweeper (Male).	52.00 per month
20. Sweeper (Female).	52.00 per month
21. Peon.	52.00 per month
22. Khalasi.	78.00 per month
23. Driller.	104.00 per month
24. Shot Firer.	104.00 per month
25. Fitter.	104.00 per month
26. Checker.	78.00 per month
27. Stationary Engine Attendant.	104.00 per month
28. Pump Attendant.	104.00 per month
29. Blacksmith.	104.00 per month
30. Turner.	104.00 per month

Categories of Employees.	All inclusive Minimum rate of Wages.
--------------------------	---

31. Carpenter.	104.00 per month
32. Compounder.	104.00 per month
33. Untrained Creche Attendant.	104.00 per month
34. Bojntzman.	78.00 per month
35. Dispensary Attendant.	78.00 per month
36. Telephone Attendant.	78.00 per month
37. Cook.	78.00per month.

Note:- The all inclusive minimum daily rates of wages specified in this Schedule are inclusive of the wages for the weekly day of rest.

(Notification No.S0 1933 dated 8 June 1965, the Gazette of India, Part II,Sec.3, sub-sec.(ii), 19 June 1965, pp.2111-2112).

Orissa: Revised Minimum Rates of Wages
fixed for Certain Scheduled Employments.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Orissa has fixed revised minimum rates of wages with effect from 15 July 1965 for employment in the following Scheduled employments.

(1) Municipalities and Notified Area Councils.-
Revised minimum rates of wages have been fixed for ministerial employees and employees engaged in tax collection, public health, public works, education, medical and miscellaneous occupations. The wages range from 38 rupees for a peon to 215 rupees for high school headmaster.

(2) Employment in Public Motor Transport.-
The following are the minimum rates of wages:

Categories of workers.	All inclusive minimum rates of wages.
	Rs.
(1) Station Master.	110.00 per month
(2) Assistant Station Master.	90.00 per month
(3) Traffic Inspector or Checker.	100.00 per month
(4) Senior Clerk.	98.00 per month
(5) Junior Clerk.	80.00 per month
(6) Typist.	80.00 per month
(7) Conductor.	80.00 per month
(8) Driver(driving vehicle up to 5 tons).	95.00 per month
(9) Driver(driving vehicle above 5 tons).	105.00 per month
(10) Mechanic, Grade I.	120.00 per month
Mechanic, Grade II.	85.00 per month
(11) Fitter, Grade I.	120.00 per month
Fitter, Grade II.	85.00 per month
(12) Electrician, Grade I.	120.00 per month
Electrician, Grade II.	85.00 per month
(13) Welder, Grade I.	120.00 per month
Welder, Grade II.	85.00 per month
(14) Helper(Fitter, Mechanic or Electrical).	65.00 per month
(15) Carpenter, Grade I.	120.00 per month
Carpenter, Grade II.	85.00 per month
(16) Painter, Grade I.	120.00 per month
Painter, Grade II.	85.00 per month
(17) Tyreman.	65.00 per month
(18) Watchman.	60.00 per month
(19) Cleaner.	55.00 per month
(20) Peon/Orderly Peon.	50.00 per month
(21) Sweeper.	45.00 per month
(22) Turner, Grade I.	120.00 per month
Turner, Grade II.	85.00 per month

Categories of Workers.	All inclusive minimum rates of Wages.
	<u>Rs.</u>

(23) Any other Category.	45.00 per month or 1.50 per day
(24) Battery Charger.	99.00 per month.

(3) Revised minimum rates of wages for employment in Road Construction or Maintenance of Roads or in building operation, and employment in stone breaking or stone crushing in the State excluding the Notified Area of Rourkela.

Category of Workers.	All inclusive minimum daily rates of wages			
	Zone A		Zone B	
	Urban	Rural	Urban	Rural
	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
1. Mazdoor.	1.50	1.25	1.25	1.00
2. Thatcher.	1.75	1.25	1.75	1.25
3. Mason.	3.00	2.50	3.00	2.50
4. Carpenter.	3.50	3.00	3.50	3.00
5. Any other category.	1.75	1.25	1.75	1.25

PIECE RATES

(i) Earthwork-

Description of Items.	Minimum Rates			
	ZONE A		ZONE B	
	URBAN	RURAL	URBAN	RURAL
	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
1. Earthwork for every 1,000 cft. up to 100 ft. lead and 5 ft. lift (in ordinary soil).	15.75	13.12	13.12	10.50
2. Earthwork for every 1,000 cft. up to 100 ft. lead and 5 ft. lift (in hard soil).	18.75	13.62	15.62	12.50
3. Extra lead of 100 ft. or part thereof over the initial lead.	2.87	2.87	2.87	2.87
4. Extra lift of 3 ft. or part thereof over initial lift.	1.47	1.47	1.47	1.47

Note:- Zone A comprises of the P.W.D. Divisions of Bhubaneswar, Cuttack, Balasore, Dhenkanal, Sambalpur, Mayurbhanj and Sundergarh.

Zone B comprises of the P.W.D. Divisions of Koraput, Ganjam, Phulbani and Patna.

(ii) Stone Breaking:-

Category of items.	Minimum rates
	<u>Rs.</u>
(a) Granite chips $\frac{1}{2}$ " to $\frac{3}{4}$ ".	40.00 per 100cft.
(b) Metal 1 $\frac{1}{2}$ " (not Granite).	15.00 Ditto
(c) Boulder (not granite).	16.00 Ditto
(d) Epidiorite Stone Chips $\frac{1}{2}$ " to $\frac{3}{4}$ ".	20.25 Ditto
(e) Granite stone metal 1" to 1 $\frac{1}{2}$ ".	20.25 Ditto.

(Notification No, 7290-IW 19/62 L.E.H. dated
25 June 1965, Orissa Gazette, Part III,
9 July 1965, pp. 758-761).

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Central Government accepts Recommendations
of Central Wage Board for Iron and Steel
Industry.

A Resolution dated 9 July 1965 of the Ministry of Labour and Employment, Government of India, says that the Government in January 1962 appointed a Central Wage Board for the iron and steel industry with Shri G.K. Shinde as chairman. The following were the terms of reference.

(a) To determine the categories of employees (manual, clerical, supervisory, etc.), who should be brought within the scope of the proposed wage fixation;

(b) To work out a wage structure based on the principles of fair wages as set forth in the Report of the Committee on Fair Wages.

Explanation.- In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages also take into account:-

- (i) the needs of the industry in a developing economy;
- (ii) the requirements of social justice; and
- (iii) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill.

(c) To bear in mind the desirability of extending the system of payment by results.

Explanation.- In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back wage) and also to safeguard against over-work and undue speed.

The Wage Board made recommendations for interim wage increase twice. These were accepted by Government by their Resolution No.WB-11(35)/62 dated 13 November 1962 and No.WB-11(4)/64 dated 8 September 1964.

The Board's final report was received by Government on 29 April, 1965. A summary of the recommendations is appended.

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After careful consideration Government has decided to accept the recommendations made in the Board's report and to request the employers, the workers and the State Governments to implement the same expeditiously.

The Government hopes that joint endeavours will be made by the managements of the steel plants and the concerned labour unions to raise the existing level of productivity through technological improvements and a better utilization of the labour force.

~~The Government of India~~

SUMMARY OF RECOMMENDATIONS: Scope.—The scope of the Wage Board extends to six steel plants located at Jamshedpur, Burnpur, Bhilai, Rourkela, Durgapur and Bhadravati.

Vertical Scope.— Workman getting a basic wage upto Rs.500 per month (marginal cases to be included) be included within the scope of enquiry. Apprentices and trainees should be excluded. The special staff of the Indian Iron and Steel Co. Ltd., should be included.

Horizontal Scope.— Employees employed outside the plants in services like, town, medical, educational, municipal, Water Works Departments etc., should be included within the scope of enquiry.

Head Office Staff.— Employees of the Head Office and Scales Offices situated outside the plant town be excluded from the scope of enquiry.

Other Categories of Employees.— All employees who work in the existing plants for production, repairs, alterations, should be treated on par with the employees employed inside the plant.

Administrative Office Employees.— All such employees employed at the plant location and working in administrative offices like those of General Manager's Office, Accounts Office, Works Engineering Office, etc., though located outside the plant will be included within the scope of enquiry.

Minimum Wages for Men(Production and Maintenance).— The Board is of the view that it would be appropriate to fix Rs.125 per month as the need based wage for unskilled men engaged in Works Department of the Steel Plants on production or maintenance jobs. Only in the case of the Mysore Iron and Steel Ltd., slightly lower minimum wage i.e. Rs.115 per month has been recommended.

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Minimum Wage for men (Service and Outside Works). - The minimum wage for men in Service Departments and those engaged outside the works would be Rs.120 per month. Only in the case of Mysore Iron and Steel Limited it would be Rs.110 per month.

Minimum Wage for Women. - The minimum wage for the lowest paid unskilled women will be Rs.115 per month. Only in the case of the Mysore Iron and Steel Ltd., it would be Rs.105 per month (Production and Maintenance) and Rs.104 per month (Service and Outside).

Grades. - The following grades scales have been recommended for the lowest paid workers:-

FOR TISCO, TISCO & H.S.L.:

Men (Production Maintenance) - Rs.125-135.
Men (Service & Outside Works) - Rs.120-130.
Women (Production, Maintenance) - Rs.115-135
(for H.S.L. 115-130).
Women (Service & Outside Works) - Rs. 115-130.

FOR MYSORE IRON & STEEL LTD.

Men (Production, Maintenance) - Rs.115-125.
Men (Service & Outside Works) - Rs.110-120.
Women (Production, Maintenance) - Rs.105-125.
Women (Service & Outside Works) - Rs.104-120.

Equal pay for equal work. - In fixing the above scales for men and women it is understood that differentiation will be justified only if there is difference in their job content.

Dearness Allowance for the lowest paid unskilled workers. - Therevised dearness allowance for the lowest paid unskilled workers will be:-

Tata Iron and Steel Co. Ltd.	-	Rs.64
Indian Iron and Steel Co. Ltd.	-	Rs.64
Hindustan Steel Limited.	-	Rs.45
Mysore Iron and Steel Limited.	-	Rs.50

Split of wages in dearness allowance and basic wage. - The split of the total wages of the lowest paid unskilled worker into basic wage and dearness allowance shall be as under:-

PRODUCTION AND MAINTENANCE

Organisation	Basic Pay		D.A. All	Women Women	Total Men.
	Women	Men			
	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
TISCO) TISCO)	51-2-71	61-2-71	64	115-135	125-135
H.S.L.	70-1-71- 2-85	80-2-90	45	115-130	125-135
MISL.	55-2-75	65-2-75	50	105-125	115-125
SERVICE AND OUTSIDE WORKS					
TISCO) TISCO)	51-1-85 62.10-1.95-66	56-2-66	64	115-130	120-130
H.S.L.	70-71-2-85	75-2-85	45	115-130	120-130
MISL.	54-2-70	60-2-70	50	104-120	110-120

NOTE.- The cash coke subsidy granted by the Tata Iron and Steel Co.Ltd. and cash value of subsidised sale of coke by the Indian Iron and Steel Co.Ltd. which is said to be Rs.9 shall be part of dearness allowance. The coke shall be continued to be supplied to the employees by these companies as at present but at the controlled rates.

- (2) House Rent of Rs.4 in the case of employees of the Indian Iron and Steel Co.Ltd. who are not provided with quarters should be merged in dearness allowance. If, however, the management and the recognised union of the Indian Iron come to an agreement that the present system of supply of coke and payment of house rent allowance should continue, the Board would have no objection to such an arrangement; but in that case the dearness allowance payable would be reduced correspondingly.

Cost of Living Index.- The wages be linked with the All India Consumer Price Index(1949=100). The wages already recommended by the Board are related to the average of the All India Consumer Price Index for the year 1964 which is 152.

Adjustment in dearness allowance.- The dearness allowance should be variable. The rate of increase or decrease should be of Rs.1.50 for every two points rise or fall in the all India Consumer Price Index 1949=100, provided that:

- There will be no change in the dearness allowance, either upward or downward, for the first six months from the time of the introduction of the revised wage structure; and
- there will be no downward revision unless the index falls below 144.

The dearness allowance should be revised every three months in the months of March, June, September and December, on the basis of the average of all India consumer price index number of the previous quarters, October to December, January to March, April to June, and July to September. It is recommended in Paragraph 12.6 that the revised wage structure should be introduced from 1 April, 1965. This would mean that there will be no change in the dearness allowance for the months, April 1965 to September 1965, upward or downward, and the first change would be made as soon as the figures of the all India Consumer Price Index for October 1965 to December 1965 are available.

Neutralisation.- The adjustment in dearness allowance recommended above gives 100 per cent neutralisation in the rise or fall of the cost of living for the lowest paid worker tapering off gradually as the wages rise.

Production/Incentive Bonus.- For production/incentive bonus schemes bonus earnings will continue to be determined on the same basic wage in each case as applicable prior to these recommendations. The Board recognises that with the change of circumstances the production/incentive bonus can be modified at the appropriate time.

Retiring Gratuity.- The present scheme of paying retiring gratuity in the Tata Iron and Steel Co.Ltd. and the Indian Iron and Steel Co.Ltd. is to continue. The Hindustan Steel Limited has no scheme of retiring gratuity at present. The basic wage and dearness allowance for the calculation of gratuity, shall be those recommended by the Board.

Conversion of daily-rated scales into monthly rated scales.- All the daily rated scales be converted into monthly rated scales. The monthly rated scales are for calendar month with the usual weekly off which must be available to all the workers.

Acting allowance.- After conversion of daily rated scales into monthly rated scales the privilege of the daily rated employees getting acting allowance when they act in higher rated jobs even for a day or part of a day shall continue.

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Leave.— After conversion of daily-rated scales into monthly rated scales the employees of the Tata Iron and Steel Co.Ltd., the Indian Iron and Steel Co.Ltd., and the Mysore Iron and Steel Ltd., should be allowed five days casual leave. The Hindustan Steel Limited will continue to give casual leave as now. No other additional leave benefits for the daily rated employees on being converted into monthly scales shall be available. All the future entrants to these converted scales will continue to get privilege leave at the rate of one day for 20 days work performed as at present and they will not be entitled to any furlough leave in the Tata Iron and Steel Co.Ltd., and the Mysore Iron and Steel Ltd. Wherever these recommendations are at variance with the certified standing orders of the company, the management and the recognised union will approach the Certifying Officer for an amendment of the certified standing orders in accordance with whose recommendations and the implementation of the recommendations will be subject to such certification. Meanwhile the employees should be paid the total emoluments as now recommended by the Board though calculated on daily rated basis.

Practice of taking work in breach of section 51 and 62 of the Factories Act in the Indian Iron and Steel Co. Ltd.— The practice to take work from the employees of the Indian Iron and Steel Co.Ltd. for all the seven days in a week without a weekly off should be stopped. In doing so it must be ensured that no existing worker suffers any reduction in total emoluments (including the amount earned due to his having to work even on the weekly off days in the month) provided the workers are prepared to take on themselves without increase in manning as far as practicable the additional workload arising from the change over to shift cycle and weekly off as required under Factories Act.

National Holidays.— All the Steel Plants should give the following paid national holidays:—

Republic Day	- 26 January
Independence Day	- 15 August
Mahatma Gandhi's Birthday.	- 2 October.

The Tata Iron and Steel Co.Ltd. would continue to give Founder's Day on the 3 March as a paid holiday.

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Scales of Dearness Allowance.- The proposed scales of dearness allowance shall be as per paragraph 8.24, 8.26, 8.27 and 8.28 for the Hindustan Steel Limited, the Tata Iron and Steel Co. Ltd., the Indian Iron and Steel Co. Ltd., and the Mysore Iron and Steel Ltd., respectively.

Wage Structure.- The revised wage structure is given in Schedule I, II, III and IV attached to the report.

Revised scales of the Ministerial Staff.- The revised lowest scales of the Ministerial Staff shall be as under:-

- (1) TISCO - Rs.90-5-100-10-220-15-265.
(This will give Rs.158 at the minimum and Rs.364 at the maximum).
- (2) H.S.L.- Rs.117-8-149-10-189-Test-12-285-15-300.
(This will give Rs.162 at the minimum and Rs.355 at the maximum) ~~and in addition Production Bonus~~.
- (3) TISCO - Rs.95-5-125-7-160-EB-8-200.
(This will give Rs.165 at the minimum and Rs.275 at the maximum and ~~the ad~~ in addition Production Bonus).
- (4) MISL - Rs.85-4-97-5-112-EB-7-140.
(This will give Rs.140 at the minimum and Rs.200 at the maximum).

Explanation.- In the case of the Hindustan Steel Limited the present lowest two grades of Rs.110 ~~and~~ to Rs.180 and Rs.130 to Rs.280 have been merged into one Rs.117-300.

In the case of the Indian Iron and Steel Co. Ltd. existing grades A, A & B and B have been merged into a single grade of Rs.95-200.

In the case of the Mysore Iron and Steel Ltd. the existing lowest three grades, viz. III Division and II Division Clerks and typists have been merged.

In the case of the Hindustan Steel Ltd., the present incumbents on the post of Lower Division Clerk shall be subjected to a test after reaching the stage of Rs.189, only successful candidates will be eligible for the subsequent increments. The present incumbents of the post of Upper Division Clerk in the Hindustan Steel Ltd. and Senior Clerks in the Indian Iron and Steel Co. Ltd., ~~will~~ not be subjected to this test. Similarly, in the case of the Indian Iron ~~and~~ there will be an Efficiency Bar at Rs.160.

For future recruits the managements of the Steel Plants may revise the minimum qualifications for recruitment of ministerial staff.

Scales of Salaries.- Scales of salaries and revised ~~dear~~ dearness allowance for Ministerial Staff in each of the Steel Plant shall be as in Schedule V.

Fitment.- The following procedure should be followed in fitting the existing employees in the revised scales:-

Employees would be fitted at a step in the revised scale nearest to their own rate of pay in the existing scale so that the benefit received is not less than one scale increment of the revised scale.

Pro-rata payment.- The existing daily rated employees who have been converted into monthly rated in departments or units in the Plant which work less than 18 shifts in a week will be paid pro-rata as at present.

Weekly Off.- We have already recommended that all the employees should be given one full day's weekly off. Such of the existing daily rated employees in the town and medical departments of the Tata Iron and Steel Co.Ltd. who at present work for half-day on Sundays (but get full day's wages at present) will be given a full day weekly off, on their being converted into monthly rated, and an allowance equivalent to two days' basic wages will be paid as personal to them.

Safeguard.- Merely as a consequences of implementation of the recommendations of the Board, any facility, privilege, amenity, benefit monetary or otherwise, or concession to which an employee might be entitled ~~without~~ by way of practice, or usage shall not be withdrawn, reduced or curtailed without an agreement with the recognised union, unless there is a specific direction to the effect in these recommendations.

Disputes regarding fitment.- If there be any dispute in respect of implementation of the recommendations of the Board regarding the fitment of employees in the proposed scales the same may be resolved by bipartite negotiations between the management of the Steel Plant and its recognised union.

Date from which the recommendations should be given effect to.- The recommendations of the Board shall come into effect from 1 April 1965.

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CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES
OF THE NATIONAL ECONOMY.

INDIA - JULY 1965.

42. Co-operation.

Annual Conference on Community Development and
Panchayati Raj, Srinagar, 21-26 July, 1965.

The annual conference on Community Development and Panchayati Raj was held at Srinagar on 24 July 1965. Among other things the conference recommended compulsory imposition of certain taxes, particularly house tax, professional tax and vehicle tax in Panchayat areas. It urged that the entire land revenue proceeds should be earmarked to Panchayat Raj Institutions and that the Centre should provide grants to Panchayati Raj Institutions. ~~bearers of Panchayati Institutions.~~

To guard against mal-administration, the conference stressed the desirability of evolving a code of conduct for the chairmen and office-bearers of panchayati institution. The conference recommended that an incentive scheme be evolved to award prizes to panchayati raj Institutions depending on their performance. They should be given suitable prizes for their contribution to agricultural production, family planning, mobilisation of financial and human resources, welfare of weaker sections of the community and promotion of co-operatives.

(The Hindu, 27 July, 1965).

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CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

INDIA - JULY 1965.

50. General.

A Review of the Working of Legislation
Governing Conditions of Employments in
Shops and Commercial Establishments
during 1963*.

Introduction.- The employment conditions in shops and commercial establishments in India are governed largely by the State Acts and rules framed thereunder, by State Governments. During the year 1963, all the States and Union Territories except Manipur and Andaman and Nicobar Islands, had either their own Acts, or had adopted or applied to their areas the Act passed by another State. Manipur and Andaman and Nicobar Islands had applied the Weekly Holidays Act to certain areas.- As a result of reorganisation of States in 1956, certain areas of one State were merged with another State. In spite of this merger, the Acts enacted by the erstwhile parent State(s) continued to be in force in those areas. This accounts for the operation of more than one Act in some of the States affected by the re-organisation of States. The various Shops and Commercial Establishments Acts apply to specified areas in each State/Territory and seek to regulate inter-alia daily and weekly hours of work, rest intervals, opening and closing hours of shops and establishments, payment of wages, payment for overtime work, holidays with pay, annual leave, employment of children and young persons, etc.

Besides the State Acts, there is also a Central Act called the 'Weekly Holidays Act, 1942' which provides for the grant of weekly holidays to persons employed in shops, commercial establishments etc. This Act is permissive in character and extends only to such States as notify its application to their areas. During the year 1963, certain areas of Bihar, Mysore, Andaman and Nicobar Islands and Manipur remained within the ambit of the Central Act.

* Indian Labour Journal, Vol.VI, No.7, July 1965, pp. 537-544.

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Extensions.- During the year under review, various State Governments extended the coverage of their Acts/Rules to certain new areas having regard to the needs of employees in such areas, administrative convenience, etc.

Number of Establishments and workers covered.- The largest number of establishments covered was in Maharashtra (250,641) followed by West Bengal (218,272), Punjab (204,930), Madras (178,671), Andhra Pradesh (133,228), Gujarat (102,325), and Madhya Pradesh (101,988). In the other remaining States, the number was considerably less. The number of workers covered was again, the highest in Maharashtra (520,435). Next in order comes West Bengal (436,944), Madras (206,302), Delhi (155,457), Andhra Pradesh (118,823), Punjab (118,484) and Gujarat (115,219). The number of workers covered in the States of Andhra Pradesh, Madhya Pradesh, Punjab, Rajasthan and Himachal Pradesh are less than the number of establishments. This is due to the fact that some establishments are run without the help of the employees covered by the Acts.

Enforcement.- In the total number of establishments reported i.e., 1,530,271 as many as 2,078,309 inspections were made. ~~This~~ The highest number of 643,770 inspections was recorded for Madras. This was followed, in that order, by Andhra Pradesh (357,984), Maharashtra (325,592), Punjab (148,439), West Bengal (105,160) and Gujarat (102,578). The number of prosecutions launched was the highest in Maharashtra (13,590) followed by Punjab (11,863), Delhi (9,517), Madhya Pradesh (5,087), Andhra Pradesh (3,469), Gujarat (2,777) and West Bengal (2,773). The amount of fines realised, however, was the highest in Maharashtra (Rs.306,113) among all the States and next, in order, came Punjab (Rs.216,558), Gujarat (Rs.151,835) and Delhi (Rs.146,031). As in the previous years, the administering authorities continued to employ educative measures and persuasive endeavours for ensuring maximum compliance with the provisions of the Acts and prosecutions were launched only as a last resort in extreme cases of continuing defaults. Wilful defaulters were, however, brought to book even for the first offence. Irregularities detected during the year pertained to non-payment of wages, arrears, overtime, leave wages, non-maintenance of prescribed records and registers, non-display and non-observance of working hours and weekly holidays, etc. In some States, operation of the Acts was suspended for some specified time, exemptions were granted under the Acts for some specified time to facilitate shopping on the eve of festivals, as was done in earlier years.

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Working of the Industrial Employment
(Standing Orders) Act, 1946, during 1963.

An article on ~~the~~ Working of the Industrial Employment (Standing Orders) Act, 1946, during the year 1963 has been published in July 1965 issue of the Indian Labour Journal. The following is a brief review of this article.

Introduction.- The Industrial Employment (Standing Orders) Act, 1946 is a statutory measure adopted to minimise friction between the employers and employees in industrial establishments and to foster harmonious relations between them. Under the Act, the employers are required to frame Standing Orders which define precisely the conditions of employment in industrial undertakings for information of workmen employed therein and thereby remove the vagueness in this behalf, which is frequently the cause of friction in industrial relations. It extends to the whole of the Indian Union except Jammu and Kashmir and covers all industrial establishments wherein 100 or more workers are employed or were employed on any day of the preceding 12 months. The Act came into force on 23 April 1946.

Main Provisions.- The main provisions of the Act relate to (i) procedure for submission of draft standing orders, (ii) conditions for certification, (iii) date of operation and display of these orders, (iv) procedure for modifications, and (v) machinery for the implementation of the Act.

Extension and Exemptions.- By virtue of an amendment made in the Act during 1961 the appropriate Governments were empowered to extend the Act to any class or classes of industrial establishments as they deem fit and also to exempt either conditionally or unconditionally any class or classes of industrial establishments from all or any of the provisions of the Act. Information in this regard is given below:-

According to the information available in the annual returns furnished by the Central Government and State Governments, no notification was issued by any Government extending the application of the Act to any new class of establishments during the year under review.

In Uttar Pradesh all the vacuum pan sugar factories were exempted from the provisions of the Act.

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Progress of Certification.- During The total number of establishments coming within the purview of the Act was 14,669 employing 4,656,008 workers in both the Central and State Sphere undertakings. At the beginning of the year the number of establishments having certified Standing Orders in respect of all or a group of employees was 11,219 or 76.5 per cent., of the total establishments covered by the Act. The number of employees in these establishments was 3,862,461 or 83.0 per cent., of the total employees in the covered establishments. The percentages of the establishments having certified Standing Orders to the total number of establishments covered by the Act were 75.8 and 81.3 in the State Sphere and Central Sphere undertakings respectively at the beginning of the year. The percentages of workers employed in establishments having ~~certified~~ certified standing orders to workers employed in covered establishments were 83.5 and 81.2 in the State Sphere and Central Sphere undertakings respectively. At the end of the year, the total number of establishments having certified Standing Orders for all or a group of employees were 83.4 and 90.5 per cent., of the total establishments covered in the State Sphere and Central Sphere undertakings and the percentages of employees therein were 86.6 and 89.0 respectively of the total employees in the covered establishments. It will thus be seen that the year under review has shown improvement in the certification of Standing Orders in both the State and Central Sphere undertakings.

Central Sphere Undertakings.- Seventy three drafts were pending certification at the beginning of the year. During the year 196 applications were received. Out of the total 269 cases, standing Orders were certified in respect of 177 establishments and applications were cancelled in respect of 8 other establishments during the year, leaving 84 applications pending certification at the end of the year.

Application for modification and appeals.- In all 114 applications were received for modifications during the year and 114 cases were brought forward for disposal from the preceding year. During the year under review 109 applications were disposed of, leaving a balance of 119 cases pending at the end of the year.

There were 34 appeals against the orders of the certifying officers pending at the beginning of the year and 74 fresh appeals were received during the year. Out of these, 43 appeals were disposed of leaving the balance of 65 appeals at the end of the year.

(The Indian Labour Journal,
Vol.VI, No.7, July 1965, pp.545-552).

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Punjab Industrial Establishments
(National and Festival Holidays
and Casual and Sick Leave) Act,
1965 (Punjab Act No. 14 of 1965).

The Government of Punjab gazetted on 22 June 1965 the Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Act, 1965, of the Punjab Legislature, which received the assent of the Governor of Punjab on 19 May 1965. The Act provides for the grant of national and festival holidays and casual and sick leave to persons employed in industrial establishments in the State.

The term 'industrial establishments' has been defined to mean -

(i) any factory as defined in clause (m) of section 2 of the Factories Act, 1948 (Central Act 63 of 1948), or any place which is deemed to be a factory under sub-section (2) of section 85 of that Act; or

(ii) any plantation as defined in clause (f) of section 2 of the Plantations Labour Act, 1951 (Central Act 69 of 1951).

National and Festival Holidays.- Every worker shall, in each calendar year, be allowed in such manner and on such conditions as may be prescribed -

(a) three national holidays of one whole day each on the 26th January, 15th August and 2nd October; and

(b) four other holidays on any of the festivals specified in the schedule appended to this Act:

Provided that for purposes of clause (b), where at least ten percentum of the workers of an industrial establishment so desire, they may, in lieu of the festival holiday, avail of two half holidays on any of the festival day of their choice specified in such Schedule after settlement in this behalf has been made between the employers and the representatives of the workers in such manner as may be prescribed. The holidays specified in the schedule are: New Year's Day; Basant Panchmi; Guru Ravi Dass's Birthday; Shivratri; Holi; Hola; Id-ul-Fitr; Ram Naumi; Lord Mahavir's Birthday; Good Friday; Baisakhi; Idul-Zuha; Guru Arjan Dev's Martyrdom Day; Muharrum; Milad-ul-Nabi; Janam Ashtami;

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Dussehra; Maharishi Balmik's Birthday; Diwali;
Lala Lajpat Rai's Death Anniversary; Guru Nanak's
Birthday; Guru Teg Bahadur's Martyrdom Day;
Christmas Day; Jor Mela Fatehgarh Sahib;
Guru Gobind Singh's Birthday; Vishwa Karma Jainti;
and May Day.

Casual and Sick Leave.— Every worker shall in each calendar year, be allowed by the employer casual leave for seven days and sick leave for fourteen days in such manner and on such conditions as may be prescribed.

Explanation:— For purposes of this section, such conditions may provide that one kind of leave shall not be linked with another kind of leave, whether due under this Act, or under any other law for the time being in force.

Wages.— Notwithstanding any contract to the contrary, every worker shall, for each of the national and festival holidays and of the days of casual or sick leave, be paid by the employer wages at a rate equivalent to his average daily wage:

Provided that —

(a) no worker shall be entitled to be paid such wages for any holiday or leave, other than a national holiday, if his name was not on the rolls of the industrial establishment continuously for a period of one month immediately preceding such holiday or leave;

(b) where a worker is entitled to sickness benefit under the Employees' State Insurance Act, 1948, or sickness allowance under the Plantations Labour Act, 1951, he shall not be entitled to be paid such wages for the days of sick leave allowed to him under this Act; and

(c) where a worker is not entitled to such sickness benefit or sickness allowance, he shall be paid wages for the days of sick leave allowed to him under this Act at a rate equivalent to one-half of his average daily wage.

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Where a worker works on any holiday allowed under section 3, he shall, at his option, be entitled to -

(a) twice his average daily wage for that day, or

(b) his average daily wage for that day and a substituted holiday with his average daily wage on any other day within ninety days from the day on which he so works.

Other provisions of the Act deal inter alia with powers of inspectors, power to recover wages from employers, exemptions, etc.

(Punjab Government Gazette, Extraordinary,
22 June 1965, pp. 33-38).

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U

West Bengal Shops and Establishments (Amendment)
Act, 1965 (West Bengal Act VII of 1965).

The Government of West Bengal published on 31 May 1965 the West Bengal Shops and Establishments (Amendment) Act, 1965, of the West Bengal Legislature, which received the assent of the Governor of West Bengal on 31 May 1965. The object of the Act is to amend clause 16 of section 2 of the Act of 1963 with a view to changing the definition of a week so that week may begin at midnight of Tuesday and weekly half holiday and half day closure may be observed on Monday following the day of full holiday and full closure on Sunday.

(The Calcutta Gazette, Extraordinary,
31 May 1965, page 1167)

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CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JULY 1965.

115. Research, Investigation, Study.

53. *Women's Work*

Results of Pilot Studies by the National
Council of Women's Education.

A sub-committee which recently conducted pilot studies in Delhi and Bombay on behalf of the National Council of Women's Education is of the view that most women work only when "necessitated by the economic conditions of the family". Women, who took up or wish to take up employment, generally belonged to families of comparatively low-income groups. Motivations for seeking employment among the higher income groups were utilisation of leisure, application of vocational training and a desire to earn money for themselves.

About one-third of the women contacted in Delhi earned over half their family income. In a majority of cases the relatives of employed women were favourably disposed towards their employment "because of consideration of income, good career and better marriage prospects."

Only 9 per cent. of the employed women, who were interviewed in Delhi, had part-time work. Of the remaining 91 per cent. only 10 per cent. were willing to take up part-time employment.

Lack of interest in parttime work sprang from a feeling that this would make them less eligible for full-time employment and would depress their earnings.

In Bombay, on the other hand 25 per cent. of full-time unmarried women workers wanted to change over to part-time work. This percentage was as high as 45 per cent. in the case of married women.

(The Tribune, 19 July, 1965)

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

64. Wage Protection and Labour Clauses in Employment Contracts with the Public Authorities.

India - July 1965.

Seventh Conference on Human Relations in Industry held at Coimbatore, 27 July 1965.

The seventh Conference on Human Relations in Industry was held at Coimbatore on 27 July 1965. The Conference was inaugurated by Shri D. Sanjivayya, Union Minister for Labour and Employment. Inaugurating the Conference Shri D. Sanjivayya stressed the need for providing basic amenities to the worker and his dependants for achieving harmonious industrial relations. He said that the amenities should include good working conditions, adequate wages, job security, retirement benefits, medical care and educational and housing facilities. In a country like India, where industrial labour was largely drawn from rural areas an important factor required for good human relations in industry was that the worker's needs should be carefully assessed with a human touch, and industrial life made as pleasant as possible.

He said there had to be a team work in industry and certain conditions should be fulfilled for its attainment. These include incentive payment, frictionless industrial climate, mutual goodwill and understanding. The Minister said the union leadership should be intelligent and the leader should have a thorough grasp of the productivity side of business. On the management side, there should be a willingness to enter into any kind of debate and acceptance, a fair and impartial manner, any criticism.

Shri Sanjivayya said that many of the industrial conflicts in the country could be traced to "lack of timely communication." "For developing good human relations in industry, a channel of communication is a must", he said.

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Referring to the many obstacles standing in the way of a worker, Shri Sanjivayya said that he should be given opportunities to know his rights and duties as also the ways in which he can contribute more effectively for the prosperity of the industry. Besides, the worker should have up-to-date knowledge of the many happenings in the country.

(The Hindustan Times, 28 July 1965).

35

Payment of Wages (Andaman and Nicobar Islands
Amendment) Regulation 1965 (No. 5 of 1965).

The President of India promulgated on 8 July 1965, a Regulation to amend the Payment of Wages Act, 1936, in its application to the Union Territory of the Andaman and Nicobar Islands. The Regulation which comes into force at once extends to the whole of the Union Territory of the Andaman and Nicobar Islands.

In the Payment of Wages Act, 1936, in its application to the Union Territory of the Andaman and Nicobar Islands, in section 5, for sub⁷section (1), the following sub-section shall be substituted, namely:-

"(1) The wages of every person employed upon or in any railway, factory or industrial establishment shall be paid before the expiry of such number of days, after the last day of the wage-period in respect of which the wages are payable, as the State Government may, by general or special order, specify, and different number of days may be specified for different areas; so however that the number of days so specified ~~for~~ shall not exceed the wage-period next following the wage-period in respect of which the wages are payable."

(The Gazette of India, Extraordinary,
Part II, Sec.1, 8 July 1965, pp.261-262).

36

67. Conciliation and Arbitration.

India - July 1965.

Recommendations of the Committee on Labour-
Management Cooperation.

The committee on Labour-Management co-operation has recommended that recruitment, training, confirmation, seniority and promotion at the level of operatives in industrial undertakings should be decided in consultation with joint management councils. Labour welfare officers might be made conveners of the councils. The committee was of the view that a few well-established industries, like cotton textiles, cement and sugar, should be selected for intensive effort for implementing the scheme of joint management councils. A sub-committee consisting of one representative each of employers, workers and Government should be set up for this purpose.

The committee felt that it should meet once in six months to review the progress of the scheme. The existing pamphlet on joint management councils should be translated into all regional languages and widely circulated. A documentary film should also be prepared.

The committee suggested that the decisions of the meeting should be communicated to all State labour ministers and reports relating to the progress of the scheme should be obtained from State Governments.

It recommended that regional seminars should be organised and members of joint management councils should be invited to participate.

(The Hindustan Times, 19 July 1965).

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - JULY 1965.

71. Employees and Salaried Intellectual
Workers.

Madras: Dearness Allowance of Government
Employees Increased.

Shri M. Bhaktavatsalam, Chief Minister of Madras, announced at Madras on 30 June 1965 grant of increased dearness allowance to the State Government employees with effect from 1 August 1965.

The revised rates are: Pay upto Rs. 89 - the rates will be increased from Rs.28 to Rs.38; Rs.90 to Rs.149 - from Rs.42 to Rs.50; Rs.150 to Rs.209 - from Rs.54 to Rs.65; Rs.210 to Rs.399 - from Rs.66 to Rs. 81; Rs.400 to Rs.599 - from Rs.70 to Rs.90; Rs.600 to Rs.799 - from Rs.80 to Rs.90; Rs.800 to Rs. 999 - from Rs.85 to Rs.90; Rs.1,000 to Rs. 1,200 - there is no change in the existing rates of Rs.90.

The effect of these revised rates is that there is a ceiling of dearness allowance at Rs.90 for all employees drawing over Rs.400. The total annual commitment of the Government consequent on this increased dearness allowance is estimated at 34 million rupees.

The rates are applicable to fulltime employees of all categories. The revision to the existing rates was made from 1 April 1965. As a result of the new revision the State Government employees will now get Dearness Allowance on a par with those received by the Central Government employees.

(The Hindu, 1 July 1965).

38

73. Officials and Public Employees of National,
Regional and Local Administrations, of
National Undertakings or Undertakings
Managed with the Participation of the
Public Authorities.

India - July 1965.

Uttar Pradesh: New Scales of Pay for
Government Employees Introduced: Report
of the Pay Rationalisation Committee
accepted.

The State Cabinet of Uttar Pradesh, at its meeting held in Lucknow on 29 July 1965, approved with slight modifications, the report of the U.P. Rationalisation Committee which was appointed on 13 July 1964. Nearly 550,000 of the U.P. Government employees will be materially benefited.

The additional benefits, which will accrue from 1 August 1965, include house rent allowance for all, a nominal city compensatory allowance (maximum Rs.10 per month) for employees getting up to Rs.500 per month in KAVAI towns, educational allowance for two children at a time for those who have monthly incomes up to Rs.100, and winter allowance ranging from Rs.5 to Rs.35 for those getting up to Rs.900 per month in the hills.

The Committee has raised the lowest scale of pay (Rs.22 to Rs.32) to Rs.55 to Rs.75. But the immediate benefit to employees in this class will be less as the dearness allowance has also been reduced. But despite the fact that basic salaries have been raised largely by the merger of part of the dearness allowance in the pay, the cost of the revision will be in the region of Rs. 150 million this year.

The highest pay scale in the State service has been raised from Rs. 1,800-500-1,850-75-2,000 to Rs.2,000-75-2,150-100-2,250. This scale applies to such heads of departments as Chief Engineers, the Director of Education and the Director of Medical Services.

The Government has still to take a decision on the committee's proposed pay scales for doctors.

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The committee has recommended that if doctors are not to be allowed ~~practise~~ private practice their salaries should be the same as those of engineers and provincial civil servants.

The new rates of dearness allowance are: Rs.15 on pay up to Rs.95; Rs.25, between Rs.100 and Rs.255; and Rs.35 between Rs.300 and Rs.900. On salaries above Rs.1,000 the dearness allowance will be the amount by which it falls short of Rs.1,035.

A city compensatory allowance at 5 per cent. of the pay up to a maximum of Rs.10 will be paid on salaries up to Rs.500 in cities with a population of 400,000 and above. The committee had recommended this allowance only on salaries up to Rs.255. All existing city compensatory allowances will be withdrawn.

Salaries between Rs.55 and Rs.80 will carry fixed house rent allowance of Rs.3 and Rs.5 in towns with population of 100,000 to 500,000 and above 500,000 respectively, where Government accommodation is not provided.

For others the house rent allowance will compensate for any rent paid in excess of 10 per cent. of the salary up to 5 per cent. in towns with a population of between 100,000 to 500,000 and 7½ per cent. in towns of over 500,000 population.

The new pay scales will come into force retrospectively from 1 April, but some other benefits, such as city compensatory allowance and a high altitude allowance and new scales of house rent allowance will be applied from 1 August.

(The Statesman, 30 July 1965;
The National Herald, 30 July 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JULY 1965.

81. Employment Situation.

Increase in Employment of Women in Delhi: Result of a Survey published.

A survey on employment of women in the capital in 1961-64 conducted by Delhi's Directorate of Employment, Training and Technical Education has revealed that during the third Plan, there has been a substantial increase in the jobs for women. The number of women employed in Delhi increased by 11,990 (about 62.49 per cent.) in 1961-64. There was an increase of about 20 per cent. in the total employment of women during the same period indicating that conditions are more favourable for the employment of women although their number is still comparatively small.

Expansion in administrative units resulted in 5,781 new jobs education for women while development of educational and medical and health services was reasonable for an increase of 3,298 and 494 jobs. "Conditions for employment of women have been more favourable during the third Plan than the second Plan in almost all industrial divisions. The third Plan development schemes were responsible for creating about 7,500 more jobs than the second Plan chiefly because of large-scale expansion in administrative units, educational and health services, telecommunications, growth of industries and construction activity", the survey points out.

On the occupation of women employees the survey report says that of the total 31,204 women employees, both in public and private sectors in the Capital on 31 March 1964, about 58.5 per cent. were professional and technical workers, 1 per cent. administrative, executive and managerial workers, 13.8 per cent. clerks, 0.5 per cent. salesgirls, 3.5 per cent. engaged in transport and communication occupations, 4.6 per cent. crafts-women and production and process workers, 3.4 per cent. service, sport and recreation workers and 14.7 per cent. unskilled workers.

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Public Sector.- According to the survey report, women employees in the private and public sectors formed 7.4 per cent. of the total employment in Delhi on 31 March 1964. Of them, 23,650 were employed in the public sector and 7,554 in the private sector.

The largest number of women were employed in services - 81.3 per cent. Of the 25,267 women employed in services, 13,319 were engaged in educational institutions and scientific services, 7,413 in administrative departments and 3,492 in medical and health services. Next to services the largest number of women were employed in manufacturing concerns. Of the total number of women employed in the public sector, the local body establishments accounted for about 52.7 per cent., Central Government establishments for 25.8 per cent., Delhi Administration departments for 14.5 per cent., and quasi-Government establishments for the remaining 7 per cent.

Referring to unemployment among women, the report says that the number of women on the Live Register of Employment Exchanges in Delhi increased from 2,805 at the end of 1956 to 19,879 at the end of 1964. Women formed 18.7 per cent. of the total Live Registers of the Employment Exchanges on 31 December 1964.

The report also says that of the 15,020 educated women, 6,059 had been on the Live Registers of the Employment Exchanges for less than six months. Most of them were young either below 18 years or above. Nearly 800 jobs seekers were between 35 and 45 years and 52 between 45 and 55 years. About half of the women registered had no professional or vocational training or experience. Of the remaining 50 per cent. about 28 per cent. were professional and technical workers, 7.3 per cent. clerks, and 3.2 per cent. workers in transport and communication occupations.

The report highlights shortage of women for various kinds of jobs: there is dearth of post-graduate trained teachers in English, Mathematics, Science, Domestic Science teachers, graduate physical training instructors, drawing teachers, arts and crafts teachers, nurses, pharmacists, salesgirls, laboratory assistants and stenographers.

(The Statesman, 16 July 1965).

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Problem of Educated Unemployed in Delhi
to be Investigated.

Employment exchanges in Delhi have become so desperate about the retention of thousands of "educated unemployed" on their live register year after year that they have decided to launch a sociological and psychological investigation of the enrolled cases. This is to be done by means of a long questionnaire which will be sent to all those who registered themselves at employment exchanges in Delhi before 1961 and are still on their lists.

It is not the candidates with scientific or technical qualifications and professional skills who cause concern. These are instantly snapped up by employers. It is the graduates with third class for whom it is most difficult to find employment. Equally difficult to settle are the third-class higher secondary students. Pass in third class generally at any level is coming to mean failure at the employment exchange.

The decision to conduct this investigation was taken at a recent meeting of directors of Delhi employment exchanges.

(The Statesman, 7 July 1965).

43

83. Vocational Training.

India - July 1965.

Regional Labour Institutes set up in
Kanpur and Madras.

Shri D. Sanjivayya, Union Minister for Labour and Employment inaugurated in Kanpur on 5 July 1965, a Regional Labour Institute to facilitate study of training, education and research in labour and allied problems. Speaking on the occasion, Shri Sanjivayya said the institute would fulfil the need for an agency designed to facilitate scientific study of the various aspects of industrial development as relating to the human factor.

Shri M. Bhaktavatsalam, Chief Minister of Madras formally inaugurated the opening of the Regional Labour Institute in Madras on 26 July 1965. The Chief Minister was confident that a productivity wing attached to institute would be set up soon to help small-scale industries in the region. He also assured the assistance of the State Government to the institute.

(The Hindustan Times, 7 July 1965;
The Hindu, 27 July 1965)

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CHAPTER 9. SOCIAL SECURITY.

INDIA - JULY 1965.

92. Legislation.

Employees' Provident Funds Act, 1952,
extended to Agarbatee (Scented Stick)
Industry.

In exercise of the powers conferred under the Employees' Provident Funds Act, 1952, the Central Government by a notification dated 23 June 1965, has added with effect from 31 July 1965, the agarbatee (including dhoop and dhoppbatee) industry to Schedule I of the said Act.

(Notification GSR 910 dated 23 June 1965,
the Gazette of India, Part II, Sec. 3, sub-sec. (i),
3 July 1965, page 964).

45

Madras: Employees' State Insurance Scheme
extended to Certain Areas in the State.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed the 1st day of August, 1965, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section(1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following area of the State of Madras, namely:-

The revenue village of Perur Chettipalayam in the Coimbatore Taluk of Coimbatore District.

(Notification SO 2063 dated 8 July 1965, the Gazette of India, Part II, Sec.3, sub-sec.(ii), 17 July 1965, page 2422).

106

Uttar Pradesh Workmens' Compensation
(Occupational Diseases) Rules, 1964.

The Government of Uttar Pradesh published on 29 May 1965 the text of the Uttar Pradesh Workmens' Compensation (Occupational Diseases) Rules, 1964, made in exercise of the powers conferred under the Workmens' Compensation Act, 1923. The Rules provide for the constitution of Pneumoconiosis Medical Board and prescribe the conditions under which pneumoconiosis may be considered to be an occupational disease. The evaluation of disablement shall be made by reference to the physical and mental capacity for the exercise of the necessary functions of a normally occupied life which would be expected in a healthy person of the same age and sex. For such assessment, recognised cardio-respiratory function tests shall be used to assess the degree of cardio-respiratory function impairment.

(Notification No. 3232(LL)XXXVI(D)-564(LL)-60
dated 5 May 1965, Uttar Pradesh Gazette,
Part IA, 29 May 1965, pp. 1108-1110).

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LIST OF THE PRINCIPAL LAWS PROMULGATED DURING
THE PERIOD COVERED BY THE REPORT FOR JULY 1965.

INDIA - JULY 1965.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- (a) Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Act, 1965 (Punjab Act No. 14 of 1965) (Punjab Government Gazette, Extraordinary, 22 June, 1965, pp. 33-38).
- (b) West Bengal Shops and Establishments (Amendment) Act, 1965 (West Bengal Act VII of 1965) (The Calcutta Gazette, Extraordinary, 31 May 1965, page 1167).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Payment of Wages (Andaman and Nicobar Islands Amendment) Regulation 1965 (No. 5 of 1965) (The Gazette of India, Extraordinary, Part II, Sec. 1, 8 July 1965, pp. 261-262).

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- * "Proceedings of the Thirty-Eighth Annual Session held in New Delhi on the 20th, 21st and 22nd March 1965": Federation of Indian Chambers of Commerce and Industry: Federation House, New Delhi-1 (1965): pp. iv+115.

CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.

- * "Report on Survey of Pre-Harvest Estimation of Crop Acreages 1962-1963": Government of Madhya Pradesh: Gwalior: Government Regional Press, 1965: pp. 39.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- * "Contours of Labour Policy - (Being a Report of the Seminar on Industrial Relations in a Developing Economy, (held at New Delhi in February-March 1965)": Edited by K.N. Vaid: Shriram Centre for Industrial Relations, 5, Pusa Road, New Delhi-5: Price Rs.3.00 or \$1.25: pp.vi+74.

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* Publications received in this Office.

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The Times of India, Bombay, dated 27th August, 1965.

**TALKS IN DELHI
NEXT MONTH
Industrial Safety**

"The Times of India" News Service

NEW DELHI, August 26: The President, Dr. S. Radhakrishnan, will inaugurate a conference on industrial safety here on September 22. Mr. D. Sanjivayya, Minister for Labour and Employment, will preside.

The object of the two-day conference is to stimulate safety-consciousness among labour and management and help provide the necessary public support for a national campaign for the prevention of accidents.

The conference is aimed at bringing together management, workers, and Government representatives, safety and medical officers, and industrial hygienists to exchange views, knowledge and experience and to recommend ways and means for the prevention of accidents in industry.

Prominent leaders from industry and trade unions will address the conference.

The conference is being organised by the Ministry of Labour and Employment with the support of the State Governments and employers' and workers' organisations.

Dr. Parmeggiani,

With compliments from Mr. B.K.S. Jain,
Bombay.

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Wh:
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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - AUGUST-SEPTEMBER 1965.

13. Press and Opinion.

In addition to the attached clippings, the following references to the ILO appeared in Indian Journals received in this Office:-

1. The April-May 1965 issue of 'Asian Labour' published by the ICFTU Asian Regional Organisation, published an account of the inauguration of the Seventh Asian Regional Conference of ICFTU. Reference is made to the presence of the Director of this Office who "conveyed greetings on behalf of the ILO---."
2. The same issue of the journal publishes:
(a) the text of welcome address of the President of the H.M.S.; text of the inaugural address by the Union Labour Minister; text of the ICFTU-ARO Chairman's presidential address and text of the message read out by the Director of the Office on behalf of the ILO. In all these addresses several references are made to the ILO.
3. The same issue of the journal also publishes the texts of recommendations adopted by the Programme Committee. Dealing with UN Specialised Agencies, the Committee, inter alia, noted "with satisfaction that the ILO has given consultative status to the regional organisations of workers directly-----." The Committee also felt that "representations to ILO in respect of trade union rights should continue to be made in respect of countries where trade union freedom had been denied."
4. The May 1965 issue of 'The Indian Textile Journal' publishes report on the 22nd All-India Textile Conference held at Bombay during March 1965. Commenting on the award of Honorary Membership of the Textile Association(India) on Mr. Naval H. Tata, the report traces Mr. Tata's career and note that his contact with the ILO "which commenced with the Textiles Committee in 1946, continues even today - over an unbroken period of nearly two decades."
5. The May 1965 issue of 'Indian Shipping' publishes an account of the ILO's Second Asian Maritime Conference held at Japan during April 1965.

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6. The 19th and 26th June, 1965 issues of 'Commerce' publishes an article on 'Training of Manpower for Economic Development' by Dr.D.L. Narayana, Professor and Head of the Department of Economic, Venkateswara University. The author makes incidental references to the ILO and acknowledges material used from ILO reports.

7. 'Indian Worker', dated 21-6-1965 publishes:-

- (a) Photograph of the Worker Vice-President of the 49th International Labour Conference and notes the election of some Indian workers' delegate to various committees of the Conference.
- (b) Text of speech of the leader of the Indian delegation.
- (c) An Editorial on 'unemployed insurance scheme' which, inter alia, mentions that "the scheme is based on the principles of the Social Security (Minimum Standards) Convention adopted by the International Labour Conference at Geneva in 1952 ----".
- (d) Text of a speech of the Union Labour Minister in which he makes an incidental reference to the ILO.
- (e) A news item regarding an invitation by ICFTU to an ILO mission to visit Spain to make an on the spot study of the problem of trade union rights in that country.
- (f) A news item concerning the ICFTU's opposition to the credentials of several workers' delegates to the 49th I.L. Conference.

8. The 28 June 1965 issue of "The Indian Worker" publishes the following references to the ILO:-

- (a) Conclusions of the ILO's 49th Conference.
- (b) Summary of ICFTU's General-Secretary's address at the ILO's 49th Conference.
- (c) Criticism of Portugaal by ILO 49th Conference through the adoption of a resolution alleging prevalence of forced labour in territories under Portuguese administration.
- (d) Statement issued by international T.U. leaders welcoming the ratification by Japan of the I.L. Convention No. 87 on Freedom of Association.

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9. July 1965 issue of American Labour Review publishes a short news item relating to the speech of the Indian Delegate to the 49th I.L. Conference.

10. June-July, 1965, issue of 'Asian Labour' publishes texts of statements issued by various IOFTU leaders welcoming the ratification of the I.L. Convention (87) on Freedom of Association.

11. The same issue of the journal publishes an account of May Day celebrations in Japan, where slogans among other matters, called for ratification of I.L. Convention No.87.

12. Social Action, July 1965, under its column 'From the World of Journals' reproduces the article on Collective Bargaining in Italy by Prof. Gino Giugni from the April 1965 issue of ILR.

13. The 5 July 1965 issue of 'The Indian Worker' publishes an article entitled 'The Triumph of Trade Unionism' by B.K. Bhalla. The article contains incidental references to the ILO.

14. The 12 July 1965 issue of 'The Indian Worker' makes a reference to the address of the Indian delegate to the 49th I.L. Conference.

15. The same issue also briefly publishes the conclusions of the 49th I.L. Conference.

16. The 24 July issue of 'Indian Finance' publishes an article on 'Contract Labour'. The article makes incidental references to the ILO.

17. The August 1965 issue of 'American Labour Review' publishes a news item about the 'ILO Turin Centre'.

18. The 30 August 1965 issue of 'The Indian Worker' under its column 'weekly News Digest' publishes a news-item under the heading "Teachers Status". The news-item relates to the Joint ILO/UNESCO draft recommendation on the subject.

19. The same issue of the journal publishes IOFTU programme for young workers under the heading 'IOFTU Youth Charter'. There are incidental references to the ILO in the Charter.

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20. The 16 August 1965 issue of 'Indian Worker' (Independence Number) publishes an article entitled "The Efforts of the ILO for Labour Uplift" by B.K. Bhalla. The article says: The laudable contribution made by the ILO for the uplift of the working class all over the world is well known and undeniable. It is not incorrect to say that that the labourers owe much of what they have achieved to the incessant and earnest efforts made by this world-wide organisation, the existence of which has now become indispensable to the cause of workers. There is probably no problem relating to improvement in worker's conditions which has not been considered over by, and to which the ILO has not tried to seek a solution. It embraces in its sphere of activities almost every aspect of the labour problem. Tracing the various aspects of ILO's efforts the article, in conclusion states: The sincerity and the earnestness in its efforts to reform the conditions and to raise the status of the workers throughout the world proves how indispensable the existence and the success of the ILO is for the cause of the working class-class. It has pledged itself to relieve the workers from the drudgery, the pitiable conditions, and from the humiliating status they are suffering from. May it be crowned with success in its noble objective.

21. The same issue of the journal publishes two other articles concerning the ILO. The first is entitled "Yugoslav Trade Unions and the ILO" (contributed) and the second by Naresh K. Kakkar is entitled "ILO and Working Conditions and Hours of Work in India".

22. The same issue of the journal publishes (a) the text of resolutions adopted by the Working Committee of the INTUC, (b) an article on the late Lala Lajpat Rai, and (c) an article on "Importance of utilisation of manpower in India". All contain incidental references to the ILO.

23. The September 6, 1965 issue of 'The Indian Worker' publishes an 'ICFTU Charter of Rights of Working Women'. The Charter contains references to the ILO.

24. The same issue of the journal publishes an news-item about the draft recommendations concerning teachers, drawn up by ILO/UNESCO.

25. A news item about a Conference on World Land Reform convened jointly by IN and FAO with ILO participation, is published in the 14 August 1965 issue of 'Indian Finance'.

26. In connection with the International Co-operation Year an article entitled "The ILO - Torchbearer of International Co-operation" was distributed to Indian Journals through the UNIC. The 17th July 1965 issue of 'Indian Finance', the 26 July 1965 issue of 'The Indian Worker' and the 24 July 1965 issue of 'Commerce' have published this article.

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CHAPTER 2. INTERNATIONAL AND NATIONAL
ORGANISATIONS.

INDIA - AUGUST-SEPTEMBER 1965.

25. Wage-Earners' Organisations.

Review on the Working of the Indian Trade
Unions Act, 1926 during 1960-61.*

The Labour Bureau, Government of India, has published a review on the Working of the Indian Trade Unions Act, 1926 during 1960-61. The following is a summary of the review.

Scope and Limitations.— The review is based on the returns and report received from the State Governments and Union Territories. The Act applies to the entire Indian Union except Jammu and Kashmir, which has a separate Act known as the Jammu and Kashmir Trade Unions Act, 1950. The review covers fourteen States and Union Territories of Delhi, Himachal Pradesh, Tripura and Andaman and Nicobar Islands. Information in respect of Manipur, Laccadive Minicoy and Amindivi Islands was not received. Since it is not obligatory on the trade unions to get themselves registered under the Indian Trade Unions Act, 1926, it is likely that there may be several unregistered unions. As data in respect of such unregistered unions ~~by themselves reflect the trends~~ are not available, it is difficult to say as to ~~the trade~~ what extent the registered unions by themselves reflect the trends in the trade union movement in the country. Further, even among registered unions, about 40 per cent. of them fail either to submit their annual returns as required under the Act, or submit defective returns to the State Authorities, which are left out from the consolidated returns furnished by the

* Trade Unions Act in India 1960-61: Labour Bureau, Ministry of Labour and Employment, Government of India, pp.62.

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the State Governments to the Bureau. The available data in respect of membership, finances, etc., relate only to unions which have furnished the statutory returns. In view of various other limitations the review does not present a complete picture of trade unions in the country.

Growth of Trade Unions: Registered Unions.- The total number of registered trade unions at the end of the financial year 1960-61 was 11,312 as against 10,811 (excluding federations) in the previous year. This shows a slight increase in the number of registered trade unions as compared to the preceding year.

State-wise distribution of registered trade unions shows that West Bengal, Kerala, Maharashtra, Madras and Uttar Pradesh had, in order, the largest number of registered trade unions. These five States together accounted for 7,404 unions, i.e., about 65.5 per cent. of the total registered unions in the country at the close of the year under review. Of the 11,312 registered trade unions at the close of the year 11,145 were Workers' Unions and the remaining 167 were Employers' Unions. Of the 11,145 Workers' Unions - 10,894 were State Unions whose objects were confined to a particular State only whereas the remaining 251 were Central Unions whose objects transcended State boundaries. Of the 167 Employers' Unions, 163 were State Unions and the remaining 4 were Central Unions.

Cancellations.- Though the submission of annual returns is obligatory under the Act, all registered unions did not submit acceptable returns. Out of 11,312 registered unions, only 6,813 or 60.2 per cent. submitted the prescribed returns in respect of membership. Registration of several unions which failed to furnish their annual returns was cancelled. The number of cancellations in the States for which the information is available was as follows: Bihar - 20; Gujarat - 81; Kerala - 75; Madras - 117; Maharashtra - 220; Punjab - 106; Uttar Pradesh - 122; West Bengal - 193; and Delhi - 54.

Women Members.- The total membership of 6,813 unions, submitting returns during the year under review, was 4,012,633. Women formed 9.8 per cent. of the total membership. The corresponding percentage during the preceding two years was 10.0 and 10.8. The number of women trade unionists varies widely from State to State. Of the total women membership, the States of Kerala, West Bengal, Assam, Andhra Pradesh, Maharashtra, Bihar and Madras accounted for large number of women trade unionists.

Average Membership.- The average membership per union showed a slight decline and was 589 during the year under review as compared to 596 in the preceding year. The fluctuation in the average membership can hardly be taken as a correct indicator of trade union movement in view of the limitations stated in para 1.2. The inclusion or exclusion of some big unions may, sometimes, affect the overall average to a considerable extent.

Size Group.- The analysis of the frequency distribution of unions submitting returns shows that unions having membership of less than 500 accounted for about 81 per cent. of the total number of unions (viz., 5,545 out of 6,813) but the percentage of their membership to the total membership of the unions submitting returns was only 18.7. On the other hand, the number of unions claiming a membership of 10,000 or more was only 61 i.e. less than one per cent. of the total number of unions. The membership claimed by these unions was 38.5 per cent. of the total membership. Thus, though the percentage of small unions was high yet the membership was very low. This may be attributed to multiplicity of unions in the country.

Workers' Unions.- Out of 11,312 registered unions during the year under review, 11,145 were workers' unions. Of these, 6,708 i.e. about 60 per cent. submitted returns regarding membership during 1960-61. The data relating to the number of workers' unions on register and number of unions submitting returns, sex-wise membership of unions submitting returns and average membership per workers union are shown in the table below:-

States/Union Territories.	No. of Unions		Membership of Unions Submitting Returns.		Average Membership per Union Submitting Returns.	
	On Register.	Submitting Returns.	Men	Women	Totaling	Returns.
1	2	3	4	5	6	7
CENTRAL UNIONS.						
Andhra Pradesh.	1	1	533	-	533	533
Gujarat.	3	3	1,001	3	1,004	335
Maharashtra.	43	29	110,722	4,972	115,694	3989
Madras.	52	41	63,057	392	63,449	1548
Orissa.	29	21	23,035	10726	33,761	1608
Punjab.	60	31	6,913	153	7,066	228
Uttar Pradesh.	13	13	83,023	228	83,251	6404
West Bengal.	14	7	5,169	-	5,169	738
Delhi.	36	25	129,857	360	130,217	5209
Total Central Unions.	251	171	423,310	16834	440,144	2,574
STATE UNIONS.						
Andhra Pradesh.	597	161	81,522	42717	124,239	772
Assam.	147	81	176,501	50786	227,287	2806
Bihar.	642	483	341,326	30004	371,330	769
Gujarat.	474	353	188,594	13232	201,826	572
Kerala.	1,815	837	181,770	74409	256,179	306
Madhya Pradesh.	330	92	28,056	3141	31,197	339
Maharashtra.	1,333	788	420,381	40462	460,813	585
Madras.	1,055	818	316,731	27252	343,983	421
Mysore.	442	185	78,139	11807	89,946	486
Orissa.	74	38	18,073	823	18,896	497
Punjab.	490	217	55,233	590	55,823	257
Rajasthan.	191	169	40,214	2820	43,034	255
Uttar Pradesh.	996	812	239,137	3884	243,021	299
West Bengal.	1,973	1,243	929,137	72835	1001972	806
Andaman & Nicobar Islands.	12	9	2,441	29	2,470	274
Delhi.	273	226	78,922	612	79,534	352
Himachal Pradesh.	13	13	2,051	26	2,077	160
Tripura.	37	12	4,318	2342	6,660	555
Total State Unions.	10,894	6,537	3182,546	377771	3560317	545
Grand Total All Workers' Unions.	11,145	6,708	3605,856	394605	4000461	596

The table shows that of the 6,708 workers' unions 6,537 were State Unions and the remaining 171 Central Unions. The total membership of the State Unions was 3,560,317 and that of the Central Unions 440,144. The corresponding figures for the preceding year were 35, 29, 597 and 380,743 respectively. The important States from the point of view of number of State Unions submitting returns regarding membership were West Bengal, Kerala, Madras, Uttar Pradesh, Maharashtra, Bihar, Madras, Kerala, Uttar Pradesh,

and Assam. Out of the total membership of State Unions, the percentage membership of women was 10.6 during 1960-61. The number of women trade unionists was the highest in Kerala followed by West Bengal and Assam. The average membership per State Union continued to be the highest in Assam which was 2,806 during the year under review, as against 2,625 in the preceding year. The lowest average membership per State Union was in Himachal Pradesh viz., 160. The State Unions of Punjab, Rajasthan, Uttar Pradesh and Union Territories of Himachal Pradesh and Nicobar and Andaman Islands had an average membership of below 300 per union.

Of the 11,145 registered workers' unions, 251 were Central Unions. Of these 171 unions submitted returns which had a total membership of 440,144. The average membership per union was 2,574.

Statistics regarding the number of Workers' Unions submitting returns and their membership in the Public Sector by State and Central spheres by States are given for the first time for the period 1960-61 in the following table:-

States/Union Territories.	1960-61			
	Unions in the State Sphere		Unions in the Central Sphere	
	No. of Unions Submitting Returns.	Membership.	No. of Unions Submitting Returns.	Membership.
1	2	3	4	5
Andhra Pradesh.	30	30,938	19	2,586
Kerala.	9	4,807	4	1,936
Maharashtra.	176	70,872	65	129,095
Madras.	85	28,475	29	61,481
Mysore.	53	35,281	15	8,708
Orissa.	5	1,383	8	17,132
Punjab.	41	11,432	25	5,288
Rajasthan.	62	19,247	6	849
Uttar Pradesh.	90	24,539	75	111,485
Delhi.	27	13,357	48	134,762
Himachal Pradesh.	11	1,881	-	-
Tripura.	2	117	-	-
Andaman & Nicobar Islands.	6	2,268	-	-

Note:- Break-up by State/Central spheres is not available for the States of Assam, Bihar, Gujarat, Madhya Pradesh and West Bengal.

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Industry-wise classification of Workers' Unions submitting returns shows that the 'Manufacturing' group continued to be the most important one both with regard to the number of unions submitting returns (viz. 2,837) as well as membership thereof (viz. 1,428,235). It claimed 42.3 per cent. of the number of unions submitting returns and 35.7 per cent. of the total membership. The other groups with large memberships were 'Transport and Communications' (other than workshops), Agriculture, Forestry and Fishing, etc.

Employers' Unions.- Of the 167 employers' unions - 4 Central Unions (Madras 1, West Bengal 3) and 163 State Unions - only 105 i.e. 62.9 per cent. submitted returns during the 1960-61 as against 66.5 per cent. in the preceding year. Employers' Unions submitting returns accounted for a total membership of 12,172 of which only 176 were women. The average membership of the various Employers' Unions in the States was 116 per union. It may be seen that among the industry groups, the largest membership in order was accounted by Commerce (i.e. 4,757) and Manufacturing (i.e. 3,875).

General Funds.- The total income and expenditure of the 6,825 unions which submitted returns during 1960-61 was about 17.1 million rupees and 15.9 million rupees respectively. The income and expenditure per union were Rs. 2,511 and Rs. 2,324 respectively. The Workers' unions accounted for an income of 15.309 million rupees i.e. about 89.3 per cent. of the total income of all unions during the year under review as against 95.5 per cent. for the preceding year. Their expenditure was 13.955 million rupees i.e. 87.9 per cent. of the total expenditure of all unions as against 95.8 per cent. for the preceding year. The average income and expenditure per Workers' union during the year under review were Rs. 2,279 and Rs. 2,078 respectively as against the corresponding figures of Rs. 2,373 and Rs. 2,073 for the year 1959-60. Considering the State and Central Unions of workers separately, it will be seen that the average income and expenditure per union in the former group were Rs. 2,127 and Rs. 1,933 respectively and in the latter Rs. 8,041 and Rs. 7,528 respectively.

Information relating to Income and Expenditure was furnished by 108 Employers' Unions of which two were Employers' Central Unions. The Unions accounted for an income and expenditure of 1.830 million rupees. Their expenditure was 1.910 million rupees. The average income and expenditure per Employers' union were Rs. 16,943 and Rs. 17,685 respectively. The corresponding figures were Rs. 6,800 and Rs. 5,524 respectively in the preceding year. Considering, the State and Central Unions of Employers separately it would be seen that the average income and expenditure per Central Union of employers during the year 1960-61 were Rs. 34,613 and Rs. 28,488 respectively whereas the average income and expenditure for each State Unions of employers, the figures were Rs. 16,610 and Rs. 17,481 respectively.

The most important source of income for Workers' Unions was contributions from the members. However, the percentage of this source to total income varied from State to State. The next important source for Workers' unions was 'Donations' which accounted for 16 per cent. of the total income. Contributions from members and Donations together accounted for about 90 per cent. of the income of all the Workers' Unions.

The most important source of income for Employers' Unions was 'Contributions from Members, viz., 55.3 per cent. followed by 'Miscellaneous' source viz., 40.7 per cent.

Apart from miscellaneous items, 'Establishment Charges' and 'Salaries' Allowances, etc., of officials continued to account for a major part of the expenditure of the Workers' Unions. These two items together accounted for 43.8 per cent. of the total expenditure of all Workers' Unions during the year under review.

In the case of many of the Employers' Unions, 'Establishment Charges' was the most important item of expenditure. No expenditure was incurred by the Employers' Central Unions on matters like 'Trade Disputes' 'Social Security Benefits' and Publications. The expenditure incurred by the Employers' Central Unions on 'Miscellaneous' items decreased to 21.3 per cent. during 1960-61 from 80.6 per cent. in the previous year. The expenditure on 'Miscellaneous' items as far as all Employers' Unions are concerned

decreased from 35.3 per cent. in 1959-60 to 20.1 per cent. during the year under review. The expenditure on Establishment Charges and Miscellaneous items incurred by the Employers' State Unions during 1960-61 together accounted for 78.3 per cent. of the total expenditure as against 79.0 per cent. in the previous year.

Assets and Liabilities.- Data regarding assets and liabilities were available for 6,634 unions for the year under review as compared to 6,395 unions in the preceding year. The total assets and liabilities of these unions were of the order of 19.5 million rupees as against 19.0 million rupees for the preceding year. Of the total assets, 49.7 per cent. was in cash; 22.0 per cent. in Miscellaneous items; 9.6 per cent. securities and the remaining 18.7 per cent. in other forms. During 1960-61, 5.7 per cent. was in the form of unpaid subscription as against 16.4 per cent. of the total assets during 1959-60. The proportion of unpaid subscriptions to the total assets was high in the States of Maharashtra, Kerala, Uttar Pradesh and Orissa.

The various components of liabilities during the year under review were General Funds (77.7 per cent.); Other Liabilities (19.9 per cent.) and Loans (2.4 per cent.). The corresponding percentages in the preceding year were 74.5, 22.4 and 3.1 respectively.

Activities of Trade Unions.- Information relating to the activities of trade unions has been furnished by some of the States and the salient features were -

Andhra Pradesh.- Mostly, the activities of the trade unions are confined to the redress of workers grievances. A few unions organised welfare activities from their funds and maintained primary and middle schools, co-operative stores and credit societies. They also give stipends to the poor and deserving workers and their dependents.

Bihar.- There has been growing consciousness among the working class towards the formation of unions for purposes of collective bargaining and safeguarding their interests. An increase both in the volume of total income and expenditure was reported by the various union but increase in the expenditure has been proportionately higher than income which indicates increased activities on the part of trade unions.

Gujarat.- In Gujarat, the Majur Mahajan Mandal, Navsari, maintained labour welfare centres which were very popular among the workers. There are two schools, one for primary classes and the other for crafts training. The union has a unit namely 'Gram Seva' which attends to the problems of the villagers.

Maharashtra.- Of the total number of unions, 573 furnished information regarding their activities. Of these only 83 unions conducted activities other than the routine type which are given below:-

- (i) Provision of educational facilities like literacy classes, library, reading rooms.
- (ii) Provision of recreational facilities, e.g., indoor and outdoor games, gymnasium, excursions, radio sets, etc.
- (iii) Provision for Health Benefit Fund.
- (iv) Setting up of various types of co-operative societies e.g., credit societies, housing co-operatives, co-operative stores, etc.

The Imperial Tobacco Co. of India Ltd., continued to maintain Health Benefit Fund and the total amount at the end of the year was Rs. 4,560; out of which Rs. 2,284 was added during the year under review. The Rashtriya Mill Mazdoor Sangh, Bombay continued to publish Kamgar a Marathi weekly. The Sangh also maintains a homeopathic dispensary which treated about 2,500 workers during the year under review.

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West Bengal.— Reliable reports of the welfare work organised by trade unions among the working class are not available. However, some of the trade unions had organised co-operative societies, night schools, clubs, etc., for the benefit of their members. Mostly, the trade unions confined themselves to the redress of grievances of their members.

Federations of Workers' Trade Unions.— The number of registered federations of Workers' Unions was 94 during the year under review as against 84 in the preceding year. The number of federations which submitted returns for the year 1960-61 was 64 as compared to 63 in the preceding year. The information furnished by 61 federations shows that the number of unions affiliated to them during the year under review was 2,433 as against 1,450 unions affiliated to 63 federations in 1959-60. The average number of unions affiliated to a federation was 40 in 1960-61 as against 23 in the preceding year. There were 54 State Workers' federation (submitting returns) having 1,577 affiliated unions as against seven Central federations with 856 unions.

Finances.— The opening balance of federations during the year under review was Rs. 439,088 as against Rs. 305,253 during 1959-60. The total expenditure during the year was Rs. 653,881 as against the total income of Rs. 694,421. The closing balance at the end of the year, was Rs. 479,628.

The total assets of 59 federations which furnished information, were of the order of 0.72 million rupees as against 2.24 million rupees for 58 federations in the preceding year. This marked decline may be attributed to the changes in the coverage of States. Among the assets, the 'cash' accounted for 53.4 per cent., 'unpaid subscriptions' for 6.3 per cent., and the miscellaneous assets for 40.3 per cent., during the 1960-61. General Fund Liabilities accounted for 54.5 per cent., whereas the 'Other Liabilities' accounted for the remaining 45.5 per cent.

Activities of Federations.— Separate information in respect of the activities of the federations is not available except in the case of the Textile Labour Association, Ahmedabad. Some of the important activities of the Association are described below.

The Textile Labour Association, Ahmedabad had assets amounting to 0.688 million rupees in cash and other assets amounting to 1.540 million rupees. The Association had a general fund of Rs. 136,635 and liabilities amounting to Rs. 2,091,096. Out of the total income of Rs. 377,868 during the year under report, Rs. 309,923 were collected by way of contributions, Rs. 41,311 as donations and Rs. 26,634 from miscellaneous sources. The Association incurred an expenditure of Rs. 419,178 during 1960-61 and most of the amount was spent on administration only.

The Association had opened 27 cultural centres in labour localities. All the centres were used as libraries and reading rooms. There were part time librarians selected from the working class. The Kasturba Memorial Maternity Home and the General Dispensary run by the Association attended to 1,058 maternity cases and 14,090 patients respectively during the year under review.

The Association was running 31 co-operative credit societies and 37 Co-operative Housing Societies. The Majdoor Sahkari Bank Ltd., run by the Association had working capital of 3.5 million rupees. About 30,000 members had subscribed by way of share capital amounting to Rs. 784,000. Total deposits with the Bank exceeded Rs. 2.1 million rupees. 'Majur Sandesh,' the bi-weekly paper of the Association was popular amongst workers.

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Chapter 3. Economic Questions

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32. Public Finance and Fiscal Policy.

India - August-September 1965.

Supplementary Budget presented by the Finance Minister:
New Taxes to yield Rs. 1670 Million.

The Union Finance Minister, Shri T.T. Krishnamachari, presented in the Lok Sabha on 19 August 1965 a supplementary budget which contains proposals seeking to bring in an additional revenue of 1,670 million rupees in a fully year or 1,000 million rupees during the rest of the current year. Shri Krishnamachari recast the entire import tariff to secure both higher revenue and rationalisation. He also made some minor changes in direct taxes important among them being exemption from income-tax of the commuted value of pension.

A fresh scheme for voluntary disclosure of unaccounted income was announced by the Finance Minister. The scheme would be in operation from 19 August until March 31, 1966.

The new taxation proposals which according to Shri Krishnamachari himself represented a "formidable fare" had been made taking into account the increased emphasis laid on agriculture and on higher productivity all round.

Thus, while the statutory duty for machinery has been fixed at 40 per cent. agricultural machinery and implements will bear only 15 per cent. duty. Fertilisers and sulphur - which is raw material for fertiliser - besides books and contraceptives can be imported duty-free.

The supplementary budget has two aims. One is to serve as the first step towards resource mobilisation for the Fourth Plan. An official spokesman later explained that out of the 30,000 million rupees of additional resources through taxation proposed for Fourth Plan, 10,000 million rupees would be yielded by the present proposals.

The second object of the budget is to fill the anticipated gap between the earlier budget estimates and actual performance in receipts and expenditure in the current year. Besides a shortfall of 450 million rupees in capital receipts, an increase in capital expenditure due to grant of additional dearness allowance to Central Government employees, overdraft by State Governments and the renewed hostilities on the border has upset the earlier calculations and contributed to the gap. Part of this would be met by larger receipts expected from customs revenue. But still to avoid deficit financing in the current year, supplementary measures of raising resources were necessary, the Finance Minister said.

(The Hindu, 20 August, 1965).

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34. Economic Planning, Control and Development.

India - August-September 1965.

Statutory Rationing to be introduced in
Big Cities.

The Chief Ministers' Committee on Food Policy which concluded its two-day deliberation in New Delhi on 1 August 1965, unanimously recommended that statutory rationing should be introduced in all urban areas with a population of 100,000 and more. It, however, suggested that to start with statutory rationing should be introduced in cities with a population of 300,000 and more as early as possible.

The Committee felt that at this juncture, it would not be advisable for all the States in the country to resort to monopoly State trading in foodgrains at the wholesale level. It, however, suggested that if particular States wanted monopoly procurement or purchase, it was open to them to do so.

The Committee also made recommendations relating to the present State-to-State zonal system, the question of maximum prices, quantum of ration, the method of procurement etc. It is estimated that the cost of rationing will be Rs. 2 to Rs. 2.50 per individual per year.

(The Hindu, 2 August, 1965).

7.3 Per Cent. Rise in National Income
Estimated during 1964-65.

The national income in India in real terms is estimated to have recorded a rise of 7.3 per cent. during 1964-65 as against 4.5 per cent., 1.9 per cent., and 2.6 per cent. during 1963-64, 1962-63 and 1961-62 respectively.

This is revealed by the "quick" estimates of ~~national~~ national income prepared by the Central Statistical Organisation on the basis of the trends disclosed by current available data. Of this overall rise, as much as 3.7 per cent. is accounted for by agriculture. These estimates, being based on partial data, are provisional and subject to revision.

The per capita ~~inere~~ national income in real terms increased by 4.9 per cent. during 1964-65, the average annual increase during the first four years of the Third Plan being 1.8 per cent.

(The Statesman, 25 August, 1965).

Findings of All-India Rural Household
Survey conducted by National Council
of Applied Economic Research: Daily
Income of 68 Paise estimated.

The average per capita income per day of the country's 354 million rural population worked out to 68 paise, according to a survey conducted in 1962 by the National Council of Applied Economic Research.

During the survey, 8,527 household in 320 places in the country were interviewed.

The lowest 10 million of the rural population were found to have an average daily income of 27 paise. The average daily income of the lower 50 million people was 32 paise while that of 100 million in this group was 42 paise.

While the lower 60 per cent. of the households had only a share of about 31 per cent. of the total income, the top 40 per cent. shared 69 per cent. The highest 1 per cent. of the households had a share of 9 per cent. of the total income.

Occupations.— Regarding the occupational distributions of the chief earners, the survey reveals that "self-employed farmers" constituted 50 per cent. of the households, followed by the 27.3 per cent. agricultural wage earners. While self-employed business men constituted 10.1 per cent. of the rural households, other non-agricultural wage earners comprised 8.4 per cent. and 65 per cent. of households owned land.

The data on ownership of wealth was not comprehensive in the sense that land, livestock and financial assets were not taken into account. However, excluding these three, the total value of assets of the rural households came to Rs 66,620 million rupees.

A noticeable feature was the high degree of concentration in ownership of wealth. The lowest 5 per cent. of the households possessed no wealth at all, while the lower 50 per cent. had less than 7 per cent. of the total. The lower 95 per cent. shared 60 per cent. The top 1 per cent. alone claimed a share of 18 per cent. of the total wealth.

An average rural household, according to the survey, consisted of "somewhat" more than five members with two earners. While the self-employed farmer households had on an average six members, the smallest household size was noticed among the "not gainfully employed group (an average family of 3.2 members)". For nearly 77 per cent. households the head did not receive any formal education, and only in 3 per cent. cases the family heads received education beyond the middle school level.

The income of rural households from all sources in 1962 amounted to 87,260 million rupees net while the per capita net income was Rs.247. While 77 per cent. of the households depended on agriculture as their major source of income, only 10 per cent. received a major portion of their income from craft, business and professions.

During the year, there was a net addition to the stock of assets of the rural households to the extent of 6,620 million rupees excluding the increase in currency holdings: 4,140 million rupees of the increase was due to savings, 2,190 million rupees by increase in borrowings, and 290 million rupees by net inflow of capital transfers.

The survey data also helped the Council to have a glimpse of the saving propensities of the rural population.

The average propensity varied between 3.5 per cent. and 5.5 per cent. of income while marginal propensities ranged between 14.5 and 16.8 per cent.

Another finding of the Council revealed that the households were still in the habit of acquiring gold and silver which did not appear to be ~~str~~ true of urban households.

(The Statesman, 3 August, 1965).

36. Wages.

India - August-September 1965.

Central Government accepts Recommendations of Central Wage Board for Coffee Plantation Industry.

A Resolution dated 19 September 1965 of the Ministry of Labour and Employment says that the Government in July 1964 appointed a Central Wage Board for the coffee plantation industry under the Chairmanship of Shri L.P. Dave ~~of the~~ with the following terms of reference. "To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as far as practicable."

In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages, also take into account:

- (i) the needs of the industry in a developing economy;
- (ii) the system of payment by results;
- (iii) the special characteristics of the industry in various regions and areas;
- (iv) categories of workers to be covered (This may be according to the definition of workman in the Industrial Disputes Act); and
- (v) working hours in the industry.

Explanation:

Whenever applying the system of payment by results the Board shall keep in view the need for fixing minimum (fall-back) wage and also to safeguard against over-work and undue speed.

The Wage Board made recommendations for grant of interim wage increase. These were accepted by Government. The Board's final report was received by Government on 6 August 1965. A summary of the recommendations is ~~attached~~ given below.

After careful consideration Government have decided to accept the recommendations made in the Board's report and to request the employers, the worker and the State Governments concerned to implement the same expeditiously.

The Government of India wishes to express their appreciation of the Board's work in dealing with the matter referred to them and submitting a unanimous report.

Board's Recommendations.— (1) All coffee plantations are covered by the Board's recommendations. The coffee curing works are excluded.

(2) All workers employed in coffee estates coming within the definition of workman under section 2 of the Industrial Disputes Act, 1947 are covered by the Board's recommendations.

(3) No contract labour is to be employed in connection with the normal work of coffee plantations except for urgent work owing to extraordinary circumstances. Contract labour is also to be considered as covered by the Board's recommendations and no differentiation is to be made between contract labour and regular workers of the estates in the matters of wages. The principal employer is responsible for implementing all labour laws.

(4) The Wage rates recommended are in relation to the daily working hours i.e., a full 8 hours work for adults and 4½ hours work for children.

(5) Board's recommendations are to remain in force for a period of five years; the new wage structure is to come into force from 1 July 1964 in case of certain categories of workers and in case of others, from 1 January 1965.

(6) The daily minimum rates of wages for the field workers have been fixed which differ between men, women, adolescents and children, as also according to coffee growing areas and the acreage. There are two sets of wages for Mysore State - one for estates of 50 acres and above and the other for estates of below 50 acres. There are three sets of wages in Madras - (1) for estates of 50 acres and above (2) for estates below 50 acres and (3) for all estates in Madurai and Salem districts. Kerala will also have three sets of wages - (1) for estates of 300 planted acres and more in Wynaad (2) for estates below 300 planted acres in Wynaad and (3) for all estates in other areas of Kerala.

The Wages start with a minimum from 1 July 1964 and by periodic increases reach the maximum on 1 July 1968. The period, except in Madras for estates of below 50 acres, is 6 months in the case of first increase and one year in all other cases. Starting wages (from 1 July 1964), are different for different areas. In Madurai and Salem districts of Madras State, they start at Rs.1.65 per day for males. In other parts of Madras State and in Mysore State, wages differ for estates below 50 acres, and estates of 50 acres and above. In estates of 50 acres and above in all these areas, they start at Rs.1.80. In estates below 50 acres, they start at Rs.1.71 in Mysore State and Rs.1.78 in Madras State. In Wynaad in Kerala State, they start at Rs.1.68 in case of estates below 300 acres and at Rs.1.80 in case of others. In other parts of Kerala State they start at Rs.1.83.

The differences are gradually reduced. From 1 July 1968 there will be only two sets of wages: Rs.2.12 and Rs.2.20. The former will be applicable in cases below 50 acres in Madras and Mysore States, all estates in Madurai and Salem districts and estates below 300 acres in Wynaad. The latter would apply to other cases. estates.

(7) Fixation of picking rates (which are piece rates) is not feasible. The picking rates are however to be revised every year bearing in mind the increased wages which the time rate workers would be getting at the time of such revision and the relevant factories which are at present being taken into account in fixing the picking rates.

(8) Maistries, in different regions are to get different wages. Mysore has been divided into two regions: (i) Mysore State except Coorg; and (ii) Coorg. The wage rates for maistries in Mysore State except Coorg start from Rs.2.15 a day on 1 July 1964 and go up to Rs.2.50 on 1 July 1968; while in Coorg the wage rates of maistries start at Rs.2.30 and go upto Rs.2.70.

(9) Wage increases of differing nature are payable to maistries (including kole-maistries) in Madras and Kerala States from 1 July 1964. The maistries covered by the memoranda of settlements in Madras and Kerala States and the kole-maistries are to get 24 paise more than their daily wage on 30 June 1964, if that wage had been fixed after including commission or head-money. But the maistries absorbed as supervisors without commission or head-money and those promoted from labour ranks are to get the minimum time rate of the adult male worker for the time being in force plus a differential of 60 paise per day.

(10) Supervisors directly recruited by the estates of 50 planted acres and above, after 4 November 1958 in Madras and after 20 September, 1962 in Kerala are to be placed in the scale of Rs.2.50-0.20-Rs.3.90 and their wages are to be fixed in that scale in accordance with the rules laid down in that behalf. Daily wages have however been prescribed for supervisors directly recruited on estates of below 50 planted acres. Starting at Rs.2.30 on 1 July 1964, and with periodic increases, the daily wage of these supervisors would be Rs.2.70 from 1 July 1968.

(11) The existing pay scales of the staff, which differ according to estate grading, whether they are large, medium or small, are to continue except for some changes in the maximum of their pay scales. The increases in the staff's total wages are by way of increases in dearness allowance rates as shown in the new schedule of dearness allowance given in the Report.

(12) Existing pay scales of the employees in the excluded categories in Madras and Kerala States, i.e., qualified mid-wives, lorry, tractor and ambulance drivers and non-SSLC teachers and non-SSLC. Ps. (Kanakku pillais) are to be revised from 1 January 1965 and the new scale is Rs. 35-3-53-4-65-5-110.

(13) Members of the staff in all the States of Mysore, Madras and Kerala and excluded categories of employees in Madras and Kerala States are to get an additional increment in the existing scales of pay on 1 January 1965 and rules have been prescribed for fixing their pay in the new scales.

(14) Existing rates of servant allowance are to continue, i.e., at the rate of Rs.35 per month in all coffee estates except in small A coffee estates in Mysore where the rate of servant allowance is Rs.17.50 per month.

(15) Pay scales of non-staff categories of employees in Madras and Kerala States, other than the excluded categories, such as car drivers, tractor drivers, vehicle drivers, mechanics, peons, office attendants, wardboys and watchmen, both for daily rated as well as monthly rated, have been prescribed and the rules of fitment have been laid down.

(16) Artisans like carpenters, blacksmiths, etc., who are not usually borne on the regular pay rolls, are to be paid fixed periodic increases.

(17) The gratuity schemes for labour and staff which cover a large section of workers at present are also to apply to other workers.

(18) Any split of a coffee estate, as it existed on 30 June 1964, into smaller units for any reason whatsoever is not to affect the wages of workers.

(19) Government should arrange the supply of food-grains regularly and that on foodgrains being so supplied, the employers are to supply foodgrains to their workers on no profit and no loss basis, bearing in addition, all expenses incurred in connection with the storage and distribution of foodgrains.

(20) 75 per cent. of the average number of workers, who actually worked on an estate in the year 1 April 1964 to 31 March 1965, excluding the picking season, is to be made permanent. This recommendation does not amount to fixation of land-labour ratio.

(21) Wage increase, etc., recommended by the Board are without prejudice to the existing amenities and benefits which are at present available to the workers.

(The Gazette of India, Extraordinary,
Part I, Sec.1, 20 September 1965,
pp. 1271-1274).

Committee appointed to Examine Various
Matters Connected with Administration
and Enforcement of Minimum Wages Act,
1948.

A Resolution dated 31 August 1965 of the Ministry of Labour and Employment says that Representations have been received from time to time pointing out that the wage rates fixed under the Minimum Wages Act, 1948, are too low in some cases and that these are not always reviewed/revised in time to catch up with the rising cost of living. Some other defects in the administration of the Act have also been pointed out. In the course of his speech in the Lok Sabha on 14 April 1965, the Minister of Labour and Employment had stated that it was proposed to designate an Officer in the Ministry of Labour and Employment specially to examine matters relating to minimum wages so that speedy action could be taken with regard to revision of minimum wages for various scheduled employments under the Act.

The Government of India has accordingly constituted one-man Committee consisting of Shri K.I. Vidyasagar, Joint Secretary, Ministry of Labour and Employment to undertake a comprehensive survey of the various matters connected with the administration/enforcement of the Minimum Wages Act, 1948. The terms of reference of the Committee are as follows:-

- (i) To examine the working of the Act and the rules framed thereunder, both in the Central and State spheres.
- (ii) To examine the existing methods/processes for fixation/revision of minimum wages and to suggest improvements, if any.
- (iii) To examine cases where review/revision of minimum wages was delayed both in the Central and State sphere and to recommend suitable measures for expediting review/revision of minimum wages in future.

- (iv) To examine whether enforcement/implementation machinery at Centre and the States/Union Territories is adequate or whether it needs to ~~su~~ be strengthened, and if so, on what lines.
- (v) To make such other recommendations which the Committee may deem fit, to make the working of the Act more effective.

The Committee will submit its report to the Minister of Labour and Employment as early as possible.

(The Gazette of India, Part I, Sec.1,
11 September, 1965, page 508).

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Payment of Bonus Bill, 1965.

Shri D. Sanjivayya, Union Minister of Labour and Employment introduced in the Lok Sabha on 16 August 1965 a Bill to provide for the payment of bonus to persons employed in certain establishments and for matters connected therewith. According to the Statement of Objects and Reasons of the Bill, a Tripartite Commission was set up by the Government of India by their Resolution No. WB-20(9)/61 dated the 6 December, 1961, to consider, in a comprehensive manner, the question of payments and of bonus based on profits to employees employed in establishments and to make recommendations to the Government. The Commission's Report, containing their recommendations, was received by the Government on 24 January 1964. In their Resolution No. WB-20(3)/64 dated 2 September 1964, the Government announced acceptance of the Commission's recommendations subject to a few modifications as were mentioned therein. With a view to implement the recommendations of the Commission as accepted by the Government, the Payment of Bonus Ordinance, 1965, was promulgated on 29 May, 1965. The object of the Bill is to replace the said Ordinance.

The notes on clauses explain the various provisions of the Bill.

Clause 1: Sub-clause (2):- The subject-matter of the proposed legislation is relatable to entry 24 in the Concurrent List. This entry, in so far as it relates to the State of Jammu and Kashmir, is applicable only with respect to labour employed in the coal-mining industry. Even with regard to coal-mining industry, if it is carried on by a company, the application of the proposed legislation will raise difficulties as the Companies Act, 1956, applies to the State of Jammu and Kashmir only to the extent to which the provisions of that Act relate to the incorporation, regulation and winding up of banking, insurance and financial corporations. For this reason, the Act does not extend to the State of Jammu and Kashmir.

Sub-clauses (3) and (4):- The provisions of the Act apply from the accounting year commencing on any day in the year 1964, to every factory; and to every other establishment in which twenty or more persons are employed on any day during an accounting year.

Sub-clause (5):- Provision has been made in the sub-clause to the effect that an establishment to which the Act applies shall continue to be governed by the Act even if the number of persons employed therein falls below twenty, subsequently.

Clause 2:- The definition of 'allocable surplus' in sub-clause (4) is based on the recommendation of the Bonus Commission made in paragraphs 9.9 and 12.1 of its report.

The definition of 'employee' in sub-clause (13) is based on the definition of 'workman' in the Industrial Disputes Act, 1947, except that apprentices have been excluded. In accordance with the recommendation of the Commission contained in paragraph 12.7 of its report, all persons drawing a salary or wage up to Rs. 1,600/= per mensem will come within the scope of the definition of 'employee'.

The term 'salary or wage' has been defined in sub-clause (21) keeping in view the recommendation made by the Commission in paragraph 12.4 of its report that bonus should be related to wages and dearness allowance taken together and that all other allowances such as over-time wages and incentive, production and attendance bonus including attendance bonus under Statutory Bonus Scheme should be excluded.

Clause 3:- This clause provides for the payment of bonus unitwise in certain cases instead of establishment-wise. The clause is based on the recommendation made by the Commission in paragraph 6.12 of its report.

Clause 4:- The manner in which gross profits derived by an employer from an establishment may be calculated has been indicated in the clause.

Clause 6:- The clause provides for deductions of certain sums from the gross profits as prior charges for the purpose of computing the available surplus. The sums so deductible are - (1) any amount by way of depreciation admissible under the Income-tax law (vide paragraphs 9.2 and 9.3 of the report of the Commission); (2) any development rebate or development allowance which the employer is entitled to deduct from his income under the Income-tax Act; (3) all direct taxes; and (4) the sums specified in the Third Schedule in respect of the various categories of employers mentioned therein.

Clause 7:- The clause explains how the amount of direct tax payable by the employer shall be calculated. The provisions proposed in sub-clauses (a) to (d) are based on the recommendations of the Commission made in paragraphs 9.5, 9.6, 9.11 and 17.20 of its report. Under sub-clause (e), any rebate, credit, relief, etc., allowed for the development of an industry shall not be taken into account in the calculation of the direct tax payable by the employer. This provision is intended to promote the development of industries.

Clause 8:- Under the clause, an employee should have worked in the establishment at least for thirty working days in an accounting year to be entitled to be paid bonus. This provision is based on the recommendation of the Commission made in paragraph 19.14 of its report.

Clause 9:- The clause provides that an employee who has been dismissed from service for fraud, riotous or violent behaviour, theft, etc., shall not be entitled to receive bonus from the employer. The clause is based on the recommendation of the Commission made in paragraph 19.18 of its report.

Clauses 10 and 11:- These clauses provide for the payment of a minimum and maximum bonus by the employer to his employees. Every employee who has worked in the establishment for all the working days in an accounting year shall be entitled to be paid bonus which shall not be less than four per cent. of his annual salary or wage or Rs.40/- whichever is higher, or more than 20 per cent. of his annual salary or wage. In the case of an employee under 15 years of age, the minimum bonus payable will be four per cent. of his annual salary or wage or Rs.25/- whichever is higher. These provisions are based on the recommendation of the Commission made in paragraph 12.5 of its report.

Clause 12:- In the case of an employee drawing more than Rs.750/= but less than Rs.1,601/= per mensem, as his salary or wage, the bonus (whether minimum or maximum) payable to him, shall be calculated as if his salary or wage were Rs.750/= per mensem. The clause is based on the recommendation of the Commission made in paragraph 12.7 of its report.

Clause 13.- The clause provides for a proportionate reduction of bonus in cases where an employee has not worked for all the working days in an accounting year. A recommendation to this effect is contained in paragraph 12.5 of the report of the Commission.

Clause 14.- The clause provides for the computation of the number of working days for the purpose of calculating the minimum and maximum bonus payable to an employee. The clause is based ~~of its report~~ on the recommendation of the Commission made in paragraph 12.5 of its report and also on the provisions already existing in the Industrial Disputes Act, 1947.

Clause 15.- In certain accounting years, some amount may be left in the allocable surplus after the payment of maximum bonus to all the employees. To meet such cases, a provision for set on has been made in sub-clause(1). Similarly, in certain accounting years, there may not be any allocable surplus at all or the allocable surplus may not be sufficient to pay the minimum bonus to all the employees. To meet such contingencies, a provision for set off has been made in sub-clause(2). The amounts set on or set off have to be carried forward in the manner illustrated in the Fourth Schedule.

Sub-clause (4) provides that where in any accounting year any amount has been carried forward and set on or set off, then, in calculating bonus for the succeeding accounting year, the amount of set on or set off brought forward from the earliest accounting year shall first be taken into account.

The provisions relating to set on and set off are based on the recommendation of the Commission made in paragraph 12.13 of its report.

Clause 16:- Sub-clause (1) of the clause provides for concessional treatment to newly set up establishments in matters relating to payment of bonus. In the case of newly set up establishments, bonus is payable only from the accounting year in which the employer derives profits from the establishment or from the sixth accounting year following the accounting year in which the employer sells the goods produced or manufactured by him or renders services, as the case may be, from the establishment, whichever is earlier.

Sub-clause (2) makes the provision of sub-clause (1) applicable to new departments or undertakings set up by existing establishments.

~~from~~ The clause seeks to give effect to the recommendation of the Commission made in paragraph 12.9 of its Report.

Clause 17:- In paragraph 12.4 of its report, the Commission recommended that Puja bonus and other customary bonus, if paid, should be considered as bonus paid 'on account' and deducted from the amount finally payable as bonus. The clause is based on this recommendation. Provision has also been made in the clause for adjustment of any interim bonus paid in advance.

Clause 18:- The clause provides that where in any accounting year an employee is found guilty of misconduct causing financial loss to the employer, it shall be lawful for the employer to deduct the amount of loss from the amount of bonus payable by him to the employee. A recommendation to this effect has been made by the Commission in paragraph 19.17 of its report.

Clause 19:- The clause provides for the payment of bonus in cash and the time-limit for such payment. In cases where there is a dispute regarding payment of bonus, the bonus has to be paid within a month of the settlement or award in respect of such dispute. In other cases, bonus has to be paid within a period of eight months from the close of the accounting year. Power has been taken to extend, for sufficient reasons, the aforesaid period of eight months.

The clause generally follows the recommendation of the Commission made in paragraph 19.20 of its report.

Clause 20:- The clause provides for the application of the bonus formula to those public sector undertakings which fulfil the 20 per cent. competition test in accordance with the recommendation contained in paragraph 18.8 of the Commission's report. It has also been provided that once the bonus formula is applied to such establishments, it shall continue to apply even if the 20 per cent. competition test is not satisfied in any accounting year.

Clause 21:- The clause provides for the recovery from an employer of the amount due to an employee by way of bonus. The provision is on the lines of section 33C of the Industrial Disputes Act, 1947.

Clause 22:- The clause provides that any dispute regarding the bonus payable under the Act or with regard to the application of the Act to an establishment in public sector shall be deemed to be an industrial dispute within the meaning of the Industrial Disputes Act, 1947, or of any corresponding State law and the provisions of the Industrial Disputes Act, 1947, or that State law shall apply to such dispute.

Clause 23:- The clause provides, in accordance with the recommendations made in paragraphs 19.6 and 19.7 of the Commission's report, that if audited balance-sheets and profit and loss accounts of any corporation or company (other than a banking company) are produced in the course of proceedings before any authority to whom a dispute has been referred, that authority may presume the statements and particulars contained in such balance-sheet and profit and loss account to be accurate. However, where that authority is satisfied that the particulars aforesaid are not correct, it may take necessary steps to find out the accuracy of such statements or particulars.

The authority may also, if it thinks necessary, require the corporation or the company to furnish to the union or the employees any clarification required by the union or the employees relating to any item in the balance-sheet or the profit and loss account.

Clause 24:- This clause is intended to give effect to the recommendations made in paragraph 19.19 of the Commission's report, namely that audited accounts of banking companies should not be questioned, but trade unions or employees may be permitted to obtain information for verifying the amount of bonus.

Clause 25:- This clause provides for the audit of accounts of an employer, not being a corporation or a company. Where the accounts of such an employer duly audited by qualified auditors are produced before any authority to whom a dispute has been referred, that authority shall presume the particulars contained in such accounts to be accurate. In cases where the accounts produced are not audited by qualified auditors, that authority has been given power to direct the employer to get the accounts audited by qualified auditors or to get the accounts audited by such auditors as it thinks fit. A recommendation to this effect is contained in paragraph 19.8 of the Commission's report.

Clause 26:- The clause provides for the maintenance of registers, records, etc. by the employer.

Clause 27:- The clause provides for the appointment of Inspectors and the powers exercisable by Inspectors.

Clause 28:- The clause provides for penalty for contravention of any of the provisions of the Act or the rules made thereunder or for non-compliance with any direction or requisition made under the Act.

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Clause 32:- The clause makes the Act in-applicable to the classes of employees specified in sub-clauses (i) to (x). The clause is based on the recommendations of the Commission contained in paragraphs 4.6; 15.20; 17.9; 17.16; 17.19 and 17.22 of its report. Institutions like the Reserve Bank of India, Industrial Finance Corporation, etc. have also been specifically excluded from the scope of the Act.

Clause 33:- The clause makes the provisions of the Act applicable to certain pending disputes relating to bonus with respect to any accounting year ending on any day in the year 1962 and subsequent accounting years. Such disputes shall be decided in accordance with the provisions of the Act.

Clause 34:- In certain establishments, the employees are getting bonus under an award, agreement, settlement or contract of service which would be higher than that payable under the Act. The clause seeks to safeguard the interest of such employees by providing that they would get bonus either on the existing basis or on the basis of the formula provided in the Act, whichever is higher.

Provision has also been made in the clause enabling the employer and the employees to enter into an agreement with regard to the payment of bonus under a formula which is different from that under the Act.

Clause 36:- The clause empowers the appropriate Government to exempt for a specified period any establishment or class of establishments from all or any of the provisions of the Act, if, having regard to the financial position and other relevant circumstances of the establishment or class of establishments, the appropriate Government is satisfied that such exemption is necessary in public interest.

The First Schedule and the Second Schedule:- The First Schedule provides for the manner in which the gross profits of an employer, being a banking company, shall be calculated and the Second Schedule provides for the manner in which the gross profits of any other employer shall be calculated. These Schedules generally follow the proforma suggested by the Commission in paragraph 8.10 of its report.

The Third Schedule:- This Schedule has reference to sub-clause (d) of clause 6. The sums deductible as prior charges under the Schedule are generally on the lines suggested by the Commission with respect to the various categories of employers (vide paragraphs 11.7; 11.8; 11.13; 11.17; 11.18; 15.11 and 17.5 of the report of the Commission).

The Fourth Schedule:- This Schedule follows the illustration given by the Commission in paragraph 12.13 of its report.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 16 August 1965,
pp. 639-684).

CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN FRANCHIES OF THE
NATIONAL ECONOMY.

INDIA - AUGUST-SEPTEMBER 1965.

41. Agriculture.

All-India Seminar on Agricultural Labour, New Delhi,
4 August, 1965.

A three-day All-India Seminar on agricultural labour was held at New Delhi on 4 August 1965. The Seminar was inaugurated by the Vice-president of India and was addressed, among others, by Shri D. Sanjivayya, Union Labour and Employment Minister. Among the issues discussed at the Seminar were problems of assessment of unemployment and under-employment in rural areas, possibility of increasing employment opportunities, rural manpower projects, problems of organisation of employment in public works, legislative measures and social services for rural labour.

Labour Minister's address.— Referring to the recommendations of one of the Committees that the Minimum Wages Act should be extended throughout the country, the Labour Minister said even minimum wages had not been fixed by all the States. Where they had been fixed they were not extended throughout the State. Even if the labour department machinery was strengthened to enforce the Act the question of ameliorating the poor condition of landless labour could not be solved without the assistance of voluntary organisations, he added.

Shri Sanjivayya said that as far as revision of minimum wages for agricultural labour was concerned he had been writing to Chief Ministers and State Labour Ministers but only some States had responded so far. An officer of the Ministry had been appointed to study the entire question of minimum wages for agricultural labour and suggest necessary amendments to the Minimum Wages Act.

Co-ordination Lacking.— He agreed that there was lack of co-ordination among various agencies looking after the welfare of agricultural labour and said he would endeavour to establish co-ordination among them.

The follow-up action on the recommendations of the Seminar would be taken up speedily and all those interested in the welfare of agricultural labour would be consulted in any action proposed by the Government.

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Agreeing that free house sites, if not houses, should be provided for landless labour, he said that this would cost the Government about 900 million rupees. It would not be unfair to demand this amount from the planning Commission out of the Fourth Plan outlay of 210,000 million rupees.

Shri Sanjivayya also put forward a resolution urging the Government to allocate at least 900 million rupees to provide free house sites to the landless agricultural labourers during the Fourth Plan. It was adopted unanimously.

The Seminar requested the Government to draw up a two-year action programme as part of the Fourth Plan to solve the problems of unemployment and underemployment among agricultural labour.

The joint report of the four committees recommended that an inter-ministerial or inter-departmental committee be set up to review the progress of the schemes and to co-ordinate the processing work involved for a concerted action.

Rural Manpower.— The rural manpower cells set up by the Directorate-General of Employment and Training should keep a watch on the employment aspect of the Plan schemes as well as those designed specifically to benefit agricultural labour. The report recommended that another conference be convened after two years to assess the progress made in implementing the works programme suggested in the report.

The Committee on Rural Manpower Projects said that a labour corps might be organised to supplement the labour co-operatives. Shri D. Devaraj Urs, Mysore Labour Minister and committee chairman, explained that the workers would be given some training and wages would be paid even if no work was available to them for some time. This scheme was recommended to be introduced in some pockets of rural areas where unemployment was acute.

Several speakers expressed the fear that the Government would be creating a vested interest. Shri C.M. Stephen, President, Kerala INTUC branch, described the proposal as completely unrealistic and said the Government would be creating a "quasi-military" force.

Another suggestion which received wide support was that of Shri Mohanlal Vyas, Gujarat Labour Minister pleading for a network of rural workshops on the lines of the one in Ahmedabad which should admit children of agricultural labourers without any condition on educational qualifications. But— By diverting a part of the surplus rural labour this way, rural unemployment could be solved. Only a shortage of labour could increase the bargaining power of labour, he added.

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Shri Sanjivayya agreed with Shri Vyas and said that the rural centres used to be run by the Industry Ministry of Labour some time ago. The Director General of Employment and Training was working out details about starting some more centres where various trades and crafts could be taught. He said some arrangement should also be made to supply food at reasonable rates to labourers during lean periods.

(The Hindu, 6 August, 1965).

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CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

INDIA - AUGUST-SEPTEMBER 1965.

50. General.

Working Conditions of Labour in Jute
Industry: Report of the Indian Jute
Mills' Association for 1964*.

The following review of the working conditions of labour in the jute industry is summarised from the Report of the Committee of the Indian Jute Mills' Association for the year 1964.

General Labour Situation.- During 1964 the high rate of employment prevailing in the two previous years was not only maintained but the tempo of employment was increased. In their eagerness to solve the immediate problem of cutting down idle machine-hours mills had sometimes to recruit raw hands which reacted adversely on both the quality and quantity of production. To meet the situation, a number of mills introduced training schemes in Spinning and other Preparatory Departments.

Operation of multiple machines such as pair looms and pair spinning frames is now a generally accepted feature of the industry but the workers of one of the mills resorted to a strike opposing the extension of double loom operation and normal work in that mill was only resumed after the workers had withdrawn their opposition to the working of double looms.

* Indian Jute Mills' Association: Report of the Committee for the year ended 31st December 1964: 1965: pp. v+xxxiii+239.

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Originating in the Industrial Truce Resolution adopted on 3 November 1962, the proposal for the opening of Fair Price Shops/Consumers' Stores/Consumers' Co-operative Stores received its final shape at the two meetings of the Tripartite Standing Committee of the Government of India held in the latter part of 1963. During the year efforts of the Association's Labour Department resulted in the opening of a considerable number of Consumers' Co-operative Stores/Consumers' Stores in different mills.

In spite of the heavy loss of man hours during the year, labour/management relations were generally satisfactory. There was unmistakable evidence of a genuine desire on the part of management and labour to settle disputes by negotiation. Out of two hundred and thirteen bipartite and tripartite conferences held during the year not one developed into a reference to a Tribunal. Furthermore, a few tribunal cases pending adjudication were settled out of Court at the intervention of the Association's Labour Department.

The general set up of the trade unions continued as before and, by and large, they acted as the labour wing of their respective political parties. None of the unions has any substantial following. The majority are affiliated to the Indian National Trade Union Congress and the All India Trade Union Congress but a few, whose activities are restricted and localised, are affiliated to the United Trade Union Congress and the Hind Mazdoor Sabha. All the unions maintained regular contact with the Association's Labour Department for discussion on and settlement of various types of disputes.

The Association's Labour Department.— The Association's Labour Department continued to play an effective role in the field of labour management relations, both industrywise and at individual mill level. A number of night offices of the Association in the mill areas were fully utilised by the area labour officers in redressing various types of grievances by holding discussions directly with the workers and trade union leaders. Discussions held at the area night offices and also at the Association's head office helped to clear up misunderstandings and nip potential sources of dispute in the bud. During labour troubles or strikes, the officers of the Labour Department by their advice and guidance rendered valuable help to the mill managements.

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The area labour officers in charge of the administration of the five group welfare centres organised various welfare activities. They also actively participated in a number of organisations functioning in the jute mill areas for the promotion of welfare activities.

Strikes and Lockouts.— The number of strikes and/or lockouts in the jute industry and the consequent loss of man-hours in each of the past five years is given below:—

Year	Number of Strikes and/or Lockouts	Man Hours Lost
1960	58	6,400,620
1961	87	6,427,749
1962	11	4,640,483
1963	15	2,104,280
1964	86	5,870,328

There were more than work stoppages and resultant loss of time during the year under review than in the previous two years. Out of the eighty-six stoppages, seventy-seven involving 262,582 workmen and the loss of 2,123,481 man hours, were brought about as the result of the calls for general strikes on 17 March, 20 May, 25 September and 1 December 1964. The general strikes on the 20 May and 25 September 1964, were called by leftist political parties to protest against the abnormal rise in the prices of essential commodities. The general strike called by some of the leftist political parties on 17 March, 1964, was intended to arouse public opinion regarding the security of the minorities in East Pakistan. Workers of most of the mills responded to the general strike called on 1 December, 1964, in support of their demand for payment of bonus on the basis of the Bonus Commission's formula, though payment of bonus in jute mills was governed by an agreed formula up to 1967. Only the remaining nine stoppages involving 45,585 workmen and the loss of 3,746,847 man hours were the result of industrial disputes in individual mills; two of these stoppages were brought about by workers demanding double pay for all work done on the normal weekly day of rest although in such cases, the ~~unsati~~ they were given alternative holiday. Protest against the unsatisfactory administration of the Employees' State Insurance Scheme were responsible for two stoppages and opposition to the extension of the system of operation of two looms by one weaver accounted for two other work stoppages. Protest against the loss of employment of fifteen casual

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workers in the Silver Spinning Department of a mill, the issue of charge-sheets to three workers for riotous conduct and a demand for the reduction of night shift work from 48 to 45 hours were the reasons for the remaining three stoppages during the year.

In addition, there were also twenty-six short duration sectional stoppages. Protests against the issue of warning notices and charge-sheets, demand for permanent status and continuity of employment for the budli hands, dis-satisfaction over the administration of the Employees' State Insurance Scheme, apprehension of loss of earnings due to some extra work on certain types of fabric or due to excessive workload, claim for double rate of wages for all work done on the weekly day of rest etc., were the main reasons for these short duration sectional stoppages.

Paid Holidays.— Nine national/festival holidays with pay were granted to the jute mill workers ~~on the following occasions~~ in accordance with the terms and conditions of the Jute Textile Tribunal Award. The holidays were normally observed on the official dates notified in the Calendar.

Works Committees.— The Works Committees continued to function as an effective medium of consultation and conciliation. Owing to the restraining influence of these committees on the generality of the workers, it was possible to avert untoward situations on many occasions. The workers' representatives on the whole showed signs of growing responsibility in the deliberations of the committees; they also found the Works Committees a useful forum for ventilating the grievances of the workers. Thus it would not be an exaggeration to say that the Works Committees went a long way towards establishing a healthy employer-employee relationship.

An analysis of the Works Committee membership revealed that 36.2 per cent. of the members were the nominees of the I.N.T.U.C., 23.6 per cent. of the A.I.T.U.C. and 8 per cent. of other minor unions functioning in the jute mill areas. The remaining 32.2 per cent. of the Works Committee members were returned as independent candidates and did not appear to have any party affiliations.

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Industrial Health.— Industrial health during the year remained satisfactory except for occasional influenza and gastro-intestinal disorders. A few deaths due to small-pox were reported from the labour lines of a member mill, but the precautionary measures taken by the mill controlled the spread of the disease.

Mills not covered by the Employees' State Insurance Scheme and those where the Scheme was recently introduced but where the sickness cash benefit was still not available to the workers continued to pay sick leave with pay as per the award of the Jute Textile Tribunal. Due to unsatisfactory arrangements for medical benefit under the Employees' State Insurance Scheme in 24-Parganas where the Scheme was introduced in the early part of the year, the mills in that area continued to extend medical facilities to the workers.

The following table shows the extent of absenteeism in the mills due to sickness:—

Sickness Statistics from January to December, 1964:

Month	No. of persons absent due to sickness as percentage of total number of persons employed.	Average period of absence per sick person (days).	Average period of per capita absenteeism of all workers employed (days).
January.	11.45	4.96	0.57
February.	10.12	4.97	0.50
March.	11.67	4.90	0.57
April.	9.89	5.15	0.51
May.	10.45	5.15	0.54
June.	11.34	5.25	0.54
July.	11.43	5.33	0.61
August.	11.66	4.91	0.57
September.	11.98	4.91	0.59
October.	10.50	4.81	0.51
November.	12.42	4.82	0.60
December.	11.78	4.88	0.58

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Social and Welfare Activities.— The activities of the Welfare Centres run by the Association's Labour Department continued throughout the year and the popularity of these centres was evident from the large number of workers availing themselves of the amenities offered. The centres were equipped with libraries, reading rooms, radio sets and facilities for indoor and outdoor games. Each centre also organised annual athletic sports and other outdoor and indoor competitions. A free primary school is attached to each centre and from the high percentage of success at the examinations conducted by the Board of Primary Education, it would appear that the standard of teaching in these schools is highly satisfactory.

The Association's Labour Department organises a holiday camp every year for the students of the Association's Welfare Centre Schools and the mill schools.

A Women's Welfare Society was attached to the Association's Titaghur Welfare Centre to organise welfare activities for the women workers of the mills and a social for working mothers was organised by this Society every month. Talks with the help of magic lantern slides were given on matters relating to health and hygiene and the working mothers were treated to light refreshments. The Society has a 35 mm. cinema projector and gives free cinema shows for the workers.

Apart from welfare activities conducted through the Association's Welfare Centres and Schools, a large number of jute mills had their own welfare centres and primary schools for the benefit of the workers and their children. Some of the mills also ran Secondary Schools. A number of individual mills organised free cinema shows for the workers and their dependants. Showing of documentary films organised by the West Bengal Publicity Department also attracted a large number of workers as did the staging of plays in different languages.

Several mills operated workers' education centres under the Central Board of Workers' Education Scheme for the education of worker-trainees. The lessons under the approved syllabus were imparted by the worker-teachers and these related to labour laws, trade unionism, productivity and the rights and duties of workers.

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The Howrah Town Jute Mills Welfare Association functioned efficiently throughout the year and organised its Seventh Annual Athletic sports at Bally Mill ground which were presided over by Shri Bejoy Singh Nahar, Labour Minister, Government of West Bengal. Shri R.N. Bangur was the Chief Guest. While addressing the gathering, the Labour Minister complimented the Indian Jute Mills Association and the individual mills for organising various types of welfare activities in the jute mill areas.

Provident Fund.— In order to encourage the development of Co-operative Societies in industrial undertakings, the Government Provident Fund Scheme was amended to make it possible for the members of the Provident Fund to obtain advances of up to Rs.30.00 for the purpose of purchasing shares in Co-operative Societies. The Jute Mill Workers' Provident Fund Rules were also amended to provide similar facilities. The Provident Fund Authorities also recommended certain changes in the existing rules of the jute mills corresponding to the other amendments made in the Employees' Provident Fund Scheme. The matter is under discussion between the Association and the Provident Fund Authorities.

Employees' State Insurance Scheme.— The Employees' State Insurance Scheme was originally introduced in the Calcutta and Howrah areas in 1955 covering 26.5 per cent. of the industry as a whole on a loomage basis (19 mills). As from the 29th March 1964, the Scheme was extended to the district of 24-Parganas covering a further group of 29 mills. The extension of limited medical benefits to the families of insured persons came into force from the 1st July, 1964. Preliminary work in connection with the implementation of the Scheme to the extended area and the registration of insurable workers began during the latter part of 1963 and continued until the Scheme was actually put into operation in the district of 24-Parganas from 29 March, 1964.

With the extension of the Scheme to 24-Parganas there was widespread dissatisfaction among the workers causing serious concern among the mill managements due to inadequate organisation of the medical services and a shortage of panel doctors. This resulted in agitations culminating in demonstrations and strikes in some mills.

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Experience in the working of the Scheme revealed a number of genuine grievances viz. shortage of panel doctors, short duration of attendance of such doctors at their clinics, inadequate facilities for hospitalisation, refusal of approved chemists' shops to supply medicines against the prescriptions of the panel doctors, inadequate stock of medicines in such shops, absence of Employees' State Insurance ambulance vans, inadequate knowledge of the panel doctors of the Rules and Procedures, location of specialists' centres and hospitals at long distances from the mill areas etc. All these continued to be a major source of discontent among insured persons during the year requiring the jute mills to maintain their own dispensaries.

The attention of the Government and the Employees' State Insurance authorities was drawn from time to time to the difficulties experienced by the workers in connection with the implementation of the Scheme. The Association's Labour Department also organised a number of meetings in this connection with representatives of labour, Government and Employees' State Insurance Officers for the assessment and redress of their grievances.

Industrial Tribunals, High Courts etc.- During the year under review, only one dispute relating to the dismissal of an individual workman was referred to an industrial tribunal for adjudication, but that was also amicably settled by the parties concerned.

Of the eight awards published during the year in respect of disputes pending before industrial tribunals at the end of 1963, four were based on the terms of amicable settlement and one case was withdrawn by the union. In adjudicating in another dispute relating to the dismissal of a workman, the tribunal came to the finding that the workman concerned was guilty of acts subversive of discipline, and as such the dismissal was justified. In a reference relating to the refusal of employment to four workmen following the closure of a mill, the tribunal held that the management had no obligation to absorb them in any other sister concern. The tribunal further held that the workmen concerned were not entitled to any compensation as no such benefit was claimed by them. Only one reference which related to the termination of employment of a driver did the tribunal give an award in favour of the workmen ordering reinstatement of the driver concerned with back wages.

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Another dispute in respect of the dismissal of nine workmen was referred to arbitration during the year. The arbitrator upheld the dismissal of four workmen who were responsible for inciting other workers to act in a disorderly manner. With regard to the remaining five workmen, the arbitrator ordered reinstatement provided they tendered apologies in writing for the acts of misconduct committed by them.

In appeal by the management, the Supreme Court upheld the award of the industrial tribunal directing reinstatement of a durwan with continuity of service and payment of 50 per cent. of his wages for the period of unemployment. The Supreme Court held "if at the end of the domestic enquiry the Enquiry Officer does not make a report, that itself introduces a serious infirmity in the enquiry and the industrial tribunal can in that case ignore the domestic enquiry and deal with the merits of the dispute for itself". The Court further held that collection of money within the mill premises during the working hours for purposes not sanctioned by the management constituted a misconduct under the Company's Standing Orders, but voluntary return of a loan by a co-employee would not fall within the mischief of the relevant clause of the Standing Orders.

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Review of Labour Situation during 1964*.

An article "Eighteenth Year of Independence" has been published in September 1965 issue of the Indian Labour Journal which reviews the situation of labour in India during 1964. The following is a summary of this article.

Employment and Training.- During the year under review the National Employment Service of the organisation of Director General of Employment and Training, with a view to securing the optimum utilisation of the nation's manpower resources, undertook a variety of activities such as registration of job seekers, their classification and referral to employers against job openings for which they were best suited, besides collection, compilation and dissemination of employment market information, execution of manpower studies and surveys, occupational analysis and research vocational guidance and employment counselling service which were performed through a nation-wide network of Employment Exchanges. During April-May, 1965 there were 368 Employment Exchanges, 8 Special Exchanges for physically handicapped persons and 31 University Employment Bureaux. Besides, 199 Employment Information and Assistance Bureaux were functioning in Community Development Blocks during June, 1965. In the public sector, employment continued to maintain a steady upward trend. It increased from 8.23 millions in December 1963 to 8.79 millions in December, 1964. Similarly, the employment in private sector undertakings increased from 5.53 millions to 5.96 millions during the same period. The number of apprentices undergoing training under the Apprentices Act, 1961 rose to 17,322 at the end of March 1965, as against 8,529 at the end of March 1964. Besides, the year under review also witnessed a considerable expansion of Vocational Guidance and Employment Counselling Programme. Vocational Guidance sections were set up in as many as 18 more Employment Exchanges, bringing the total number of such Exchanges to 141 by the end of June 1965. To intensify the employment service a Central Institute and Training in Employment Service was set up in October 1964, with a view to imparting training to Employment Officers and conducting research in various problems arising out of the activities of the employment service.

* Indian Labour Journal, September 1965, Vol. VI, No. 9, pp. 723-735.

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The Central Labour Depot, Gorakhpur played an important role in the nation building activities by recruiting workers for border roads and railways besides coal fields. Since November 1962, the Depot has despatched more than 8,000 workers to the different units of the border roads of Kumaon Hills of Uttar Pradesh. These workers have filled in the vacuum of manpower shortage in these areas and have thus pushed up the work and progress of road construction in border areas.

Production.- The impact of increased employment had visible effects in industrial production. The first half of the year 1964-65 witnessed a rise of 6.4 per cent. in industrial production. Food-grains production showed only a slight improvement in 1963-64 and the output of commercial crops also increased.

The Productivity Centre of the organisation of Chief Adviser Factories conducted a number of training programmes during the year on various aspects of productivity and output in factories and offices. The Centre also gave assistance in carrying out 'Job Evaluation' and also in solving specific problems of the various engineering establishments in 'Materials Management', 'Plant Lay-out', 'Wage Incentives', etc. The Emergency Production Committees which were set up following the declaration of National Emergency continued to benefit the efforts for higher production. About 2,000 such EPCS were functioning throughout the country at the end of 1964, as against 1,592 at the end of 1963.

Industrial Relations.- The trends in production in various industries were influenced to a considerable extent by employer-employee relations, a subject which has been under constant review of the Government. In the field of industrial relations, the Government's policy of voluntary settlement of disputes through the Code of Discipline in Industry and the Industrial Truce Resolution continued to exercise its restraining influence. However, the number of man-days lost during the year 1964 on account of industrial disputes, which is one of the indicators of the climate of industrial relations went up to 7.7 millions as against 3.3 millions in 1963. This increase was mainly due to factors such as the steep rise in the price level of food articles and other essential commodities, delays in implementation of the recommendations of the Bonus Commission and those of the Wage Boards for some of the industries, agitation for nationalisation of banks, oils and wholesale trade in foodgrains, etc.

The deterioration in the industrial relations situation was noticeable both in the Central and State spheres. In the former, the man-days lost in 1964 were 0.7 millions as compared to 0.3 millions in 1963. The situation was somewhat disturbed during the year in the mining industry, banking industry and in the major ports of Vishakhapatnam, Madras and Marmagao. Of the work stoppages in the public sector undertakings, the most important ones were the stoppages in Heavy Electricals Ltd., Bhopal, the Fertilizer Corporation of India Ltd., Sindri and the Hindustan Steel Ltd. The situation was peaceful in Defence and Railways. A significant development in the direction of improvement of the quality of officers manning the industrial relations machinery, was the setting up of a Central Institute for Training in Industrial Relations. The Institute is intended to impart specialised in-service training to both the Central and State Government Officers of the machinery with a view to increasing their competence and effectiveness in maintaining good relations. A limited number of seats are also provided for trainees from other countries.

The year in retrospect witnessed a weakening influence of the Industrial Truce Resolution on the general labour situation. This was mainly due to economic factors and inter-union rivalry. Attempts to exploit the temporary strains on the economy also contributed to the deterioration in the industrial relations situation. The number of co-operative stores/fair price shops set up in pursuance of the Resolution went up to nearly 2,000 in 1964-65 as against 1,700 at the end of the 1963-64 which tend to control the price spiral to some extent. It is proposed to promote legislation to make the setting up of fair price shops a statutory obligation on the part of employers in all units employing 300 or more workers. Attempts to get the Code of Discipline accepted by those, who have not done it so far, continued. Joint meetings of employers and workers in the banking and insurance industries and in the ports and docks were held to clarify certain provisions of the code. Consultations with the Railways and Defence were in progress to get the Code accepted by them.

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The Central Implementation and the Evaluation Division completed the evaluation studies in respect of (i) attitudes of employers and unions to voluntary arbitration during July to June 1961 to June 1963; (ii) review of the working of the Code of Discipline in the Central Sphere during 1963; and (iii) extent of implementation of the recommendations of the Court of Enquiry and the bipartite agreement on the abolition of contract system in coal mines. The total number of workers' ~~comm~~ Works Committees formed and functioning during the year 1964 in the States and Central sphere undertakings was 2,959.

Joint Management Councils.— Increased association of labour with management for the successful implementation of plan projects and higher productivity has been achieved through joint management councils as envisaged under the scheme of workers' participation in management. By the end of March 1965, Joint Management Councils were functioning in 97 establishments - 36 in the public sector and 61 in the private sector - representing manufacturing, mining and plantation industries. Besides, the State Bank of India has also set up Central Consultative Committee at the Central Office and a Circle Consultative Committee at each of the local Head Offices. The experience has shown that the successful working of Joint Management Councils resulted in a more stable labour force, increased productivity, reduction in waste, better profits and closer understanding between the management and the workers. However, it was found that greater collaboration between employers and workers should be established to achieve substantial results.

Wages.— The question of wage fixation for workers in both organised and un-organised industries has been under the constant review of the Government specially after the dawn of Independence. In this direction the appointment of the Tripartite Wage ~~Boards~~ Boards, the appointment of the Bonus Commission and consequent promulgation of the Payment of Bonus Ordinance, 1965, among others, are the significant land marks. Experience shows that the setting up of Wage Boards has proved to be the most suitable and effective method for settling wage disputes in major industries. Wage Boards have been appointed for a number of industries.

During the year under review, Wage Boards were set up for non-journalist employees in News Paper Industry, Port and Dock Workers at Major Ports and Engineering Industry and Second Wage Boards for Cotton Textile and Cement Industries. During this period the Wage Boards for Working Journalists and Non-Journalists Employees of News-paper Establishments gave their recommendations for interim increase in wages while the Wage Boards for Tea Plantations, Iron and Steel Industry and Coal Mines made recommendations for second interim increase in the wages of concerned workmen. The Wage Boards for Coffee and Rubber Plantations made recommendations regarding wages payable to certain categories of workers, namely field and factory workers in Rubber Plantations and field workers and maistries in Coffee Plantations. The Wage Boards for Iron and Ore Mining and Lime Stone and Dolomite Industries revised their earlier recommendations made last year for the grant of interim wage increase to clarify certain doubtful points. The recommendations of the Wage Boards for Non-Journalists employees of News-papers were under consideration of the Government and those of others were accepted by the Government and the authorities concerned were requested to secure their implementations. The final recommendations of the Wage Board for Iron and Steel Industry was received by the Government of India on 29 April 1965 and the Government has decided to accept the same and to request employers, employees and the State Governments to implement them expeditiously. The recommendations were brought into effect from 1 April 1965. The Wage Board has recommended, inter alia, a minimum wage of Rs.125 per month for unskilled men workers engaged in Works Departments and Rs.120 per month for those in Service Departments and outside works except in the case of Mysore Iron and Steel Ltd., where it has been fixed at Rs.115 and Rs.110 per month for the respective departments.

The minimum wage prescribed for the lowest paid unskilled women is Rs.115 per month excepting Mysore Iron and Steel Ltd., in which case a minimum of Rs.105 per month (Production and Maintenance) and Rs.104 per month (Service and Outside) has been fixed.

Minimum Wages.- During the year under review, minimum wages were fixed or revised in a number of industries under the Minimum Wages Act, 1948. Minimum rates of wages were fixed for the employments in public motor transport (for certain categories of workers in specified areas), coir industry, agricultural operations (Malabar area), tanneries and leather manufactory (for certain categories of workers), and tile industry (for new categories of workmen) in Kerala; eating houses and residential hotels in

Gujarat; process of printing by letter, lithography photogravure or other similar works, etc., (former Hyderabad and Vidharbha areas) in Maharashtra; textile industry in Punjab; and tailoring industry in West Bengal.

The Bonus Commission, which was set up in December 1961, to consider the question of payment of bonus based on profits and to recommend principles for computation and methods of payments of such work bonus, submitted its report in January 1964. This was accepted by the Government of India with certain modifications with a view to give effect to the recommendations and as the Parliament was in recess, the President of India promulgated an Ordinance, namely, the Payment of Bonus Ordinance, 1965 on 29 May 1965. The Ordinance was made applicable to every establishment in which 20 or more persons are employed and public sectors undertakings which are not run departmentally and which compete to the extent of 20 per cent. with establishments in private sector. The Ordinance provides that a minimum bonus equal to 4 per cent. of salary or wages or Rs.40 which ever is higher (Rs.25 in case of child worker) shall be payable to every employee in respect of each accounting year. The maximum bonus will be restricted to 20 per cent. of salary or wage. Bonus is payable to all employees drawing salary or wage upto Rs.1,600 per month. However, the amount of bonus payable to employees drawing Rs.750 or above will be calculated as if their salary or wage was Rs.750 per month. A minimum of 30 days work in a year is essential qualification for receiving bonus.

Consumer Price Index Numbers - (a) Industrial Workers.- These index numbers are very widely used as wage escalators in different industries at various centres and of late there has been a growing demand for linking of dearness allowance with C.P.I. numbers wherever it has not been the practice hitherto. As such, considerable interest is evinced by working class population in these index numbers. It was reported in 1964 that the Governments of Maharashtra and Gujarat appointed Expert Committees to rectify alleged mistakes in C.P.I. series of Bombay and Gujarat respectively during 1963. As a result of upward revision of these series consequent upon the Expert Committees' Recommendations, there were demands from working class population in other States also for setting up of similar committees. In fact, in Rajasthan and Delhi (Union Territory) such committees were set up last year. The Rajasthan Expert Committee has since then submitted its report and have broadly supported the methodology, etc., of compilation (by Labour Bureau) of C.P.I. number of Beawar centre,

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which they investigated. They have, however, suggested revision of Housing group index which was being kept constant at the base level. This Committee has also categorically stated in the report that the new series of C.P.I. numbers for Ajmer and Jaipur on base 1960=100 compiled by the Labour Bureau were constructed with improved methodology, etc., and have since pleaded strongly for their adoption. The Rajasthan Government have consequently given their clearance for publication of these series, which started publication during the year under review.

(b) Agricultural Labourers.— The Labour Bureau had been publishing an interim series of Consumer Price Index Numbers for agricultural labourers for different States (on base 150-51=100) on the basis of the weighting diagrams provided by the First Agricultural Labour Enquiry conducted by the Government of India in 1950-51. During the year under review, the interim series was replaced by a new series on base 1960-61=100 and indices for different States were published in the Indian Labour Journal with effect from its November, 1964 issue. The second Agricultural Labour Enquiry conducted in 1956-57 provided the weighting diagram.

(c) The Plantation Workers in Tripura.— Consumer Price Index Numbers for Tea Plantation Workers in the Union Territory of Tripura continued to be maintained by the Labour Bureau and published in the Indian Labour Journal regularly every month with effect from its March 1964 issue.

Social Security.— The year under review, witnessed a very significant development in the field of social security with the creation of a separate organisation for social security - "Department of Social Security" in the Ministry of Law. With this the administration of Employees' State Insurance Act, 1948; the Employees' Provident Funds Act 1952; the Coal Mines Provident Fund and Bonus Schemes Act 1948, etc., and the offices connected with their administration and implementation were transferred to the newly created Department. During the period April 1964 to March 1965 the benefits of the Employees' State Insurance Scheme were extended to several areas covering an additional number of 0.234 millions employees. The total number of beneficiaries (insured persons and members of their families) covered for medical care under the Scheme, went up to 11.755 millions by 31 March 1965. As many as 11 hospitals with a total capacity of 1,715 beds were functioning in different parts of the country. Besides, 3,504 beds in other hospitals were reserved solely for the use of insured factory workers. Construction of 26 hospitals and 50 dispensaries was in progress. The other main

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features of the Scheme were the doubling of the rate of extended Sickness Benefit with effect from 1 January 1964 and addition of 8 more diseases to the list for eligibility for extended sickness benefit with effect from 1 April 1964.

The Employees' Provident Funds Scheme, 1952, made rapid and considerable progress during the year under review. By 31 July 1965 as many as 99 industries/class of establishments were covered under the scheme, the number of industries being covered being during the year being 13. The total number of establishments covered by the Employees' Provident Funds Act, 1952, reached 29,862 (1,847 exempted and 28,015 unexempted establishments) and that of the subscribers to the fund 4,228,839 (1,584,892 in exempted and 2,643,947 in unexempted establishments) by the end of April 1965. It is further proposed to extend the scope of the Act to 27 more industries/class of establishments with an additional employment of about 0.2 millions during the stretch of Third Five Year Plan period. The number of industries/class of establishments with employing 50 or more persons, covered under the 8 per cent. statutory rate of provident fund contribution, increased to 32 by 1 June 1965, the number of such industries/class of establishments covered during the year being 8. The ordinary statutory rate of provident fund contribution is 6½ per cent. of basic wage and dearness allowance (including cash value of food concessions and retaining allowance, if any). By the end of April 1965, a sum of 0.509 million rupees was disbursed to the nominees/heirs of the deceased, members under the Death Relief Fund, which was set up in January 1964 for affording financial assistance to the nominees/heirs of deceased members so that a minimum of 500 rupees could be assured.

The number of coal mines and ancillary organisations covered under the Coal Mines Provident Fund Scheme reached to 1,271 by 31 December 1964, and that of live subscribers to 418,791 during 1963-64. The important contribution of the Scheme during the year under review was the creation of a 'Death Relief Fund'. This Fund was set up in January 1965 with an initial transfer of 0.1 million rupees from the Forfeiture Account of the Fund to ensure a minimum refund to 400 rupees to the nominees/heirs of each member who die on or after 6 October 1964.

Labour Welfare.— The year in retrospect was marked with increase in both the number and activities of the Labour Welfare and Multi-Labour Welfare Centres located in various industrial centres of the country. The centres in addition to providing training and recreational facilities to workers and their families also organised sewing, knitting, embroidery, music, adult education classes and training in arts and crafts. Besides, library and reading room facilities were also provided in most of the centres. At times films and other entertainment shows were arranged for the recreation of workers and members of their families.

Consumers' Co-operative and Fair Price Shops.— By the end of 1964-65, 2,016 consumers' cooperative stores/fair price shops were set up in about 3,373 industrial establishments in the country employing 300 or more workers. The total coverage in both the public and private sectors worked out to be 60 per cent. Following discussions in the Indian Labour Conference, held at Bangalore in July 1964, and in the Standing Labour Committee on Industrial Truce Resolution at New Delhi in November 1964, it has been proposed to promote legislation making the setting up of fair price shops a statutory obligation on the part of employers. Such shops would be required to supply rice, wheat and sugar at scales and prices prevailing in the general fair price shops, and dal, cooking medium and two varieties of textiles at wholesale prices.

Housing for Workers.— Among the individual housing schemes for different classes of the society the Subsidised Industrial Housing Scheme, Low Income Group Housing Scheme, Plantation Labour Housing Scheme, Slum Clearance Scheme, Labour Village Housing Project Scheme, Rental Housing Scheme, For State Government employees, Jhuggi and Jhopri Removal Scheme, House Building Advance Scheme and the Land Acquisition and Development Scheme are the main ones which have been under operation in recent years. Out of these schemes, the Subsidised Industrial Housing Scheme and the Plantation Labour Housing Scheme are mainly meant for workers. The Subsidised Industrial Housing Scheme is intended for low paid industrial workers whose wages are Rs.350 per mensem and below. Since the inception of the scheme to the end of December, 1964, ~~Rs~~ 6.106 million rupees were sanctioned for construction of 172,124 tenements, out of which, 145,565 have already been completed. Under the Plantation Labour Housing Scheme, planters are eligible to receive 80 per cent. of the cost of a house as loan subject to a maximum of 2,400 rupees in North India and 1,920 rupees in South India.

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Upto December, 1964, 3.556 million rupees were sanctioned for construction of 1,594 houses out of which 899 were completed.

Besides the aforesaid schemes of housing for workers, the Coal Mines Labour Welfare and the Mica Mines Labour Welfare Fund Organisations as well as the different Advisory Committees constituted under the Iron Ore Mines Labour Welfare Cess Act, 1961 also have their own schemes for construction of houses for workers. By the end of the year 1964-65, as many as 31,221 houses and 33 barracks were completed and 15,206 houses and 47 barracks were in different stages of construction under the old and new housing schemes of the Coal Mines Labour Welfare Fund Organisation, Dhanbad. In the field of progress of housing schemes of the Mica Mines Labour Welfare Fund Organisation, a colony consisting of 50 two-room houses were constructed at Jorasimar (Bihar) and the construction of 10 more colonies comprising 314 such houses was to start. Under the 'Build-Your Own-House Scheme' agreed sanction was accorded for construction/improvement of 500 houses in Bihar. The Government of Bihar has in regard to 'Low Cost Housing Scheme' agreed to transfer the surface rights to mica mine owners and about 500 houses are proposed to be constructed under this scheme.

Health and Safety.— During the year under review, a number of Safety Training Programmes were organised by the Industrial Safety, Health and Welfare Centres of the Central Labour Institute, Bombay and the Regional Labour Institutes, Calcutta, Madras and Kanpur. The implementation of the two schemes: one for National Awards for giving award to group of workers and individuals for useful suggestions leading to higher productivity or economy or greater efficiency and the other Shram-Vir National Awards for recognising good performance on the part of workers, was taken up during the period under review but as the response was not appreciable the last date for receipt of applications was extended up to 15 August, 1965.

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52. Workers' Welfare, Recreation and Workers' Education.

India - August-September 1965.

Report of the Activities of the Coal Mines Labour Welfare Organisation for 1963-64*.

The following is a brief review of the annual Report of the activities of the Coal Mines Labour Welfare Organisation for the year 1963-64.

Receipt and Expenditure.— The Coal Mines Labour Welfare Fund Cess, the main source of income of the Fund, continued to be levied at the rate of 49.21 paise per metric tonne of coal and coke despatched from collieries throughout the year under report. The total income during the year amounted to 35.032 million rupees which was apportioned between the General Welfare Account and the Housing Account of the Fund in the ratio of 50:50. The share of the General Welfare Account was 16.842 million rupees and that of the Housing Account including the receipt on account of house rent for the houses already constructed and interest on investments was 18.190 million rupees. ~~in~~ The total expenditure was 30.415 million rupees - 13.292 million rupees in the General Welfare Account and 17.123 million rupees in the Housing Account. The above figures are provisional, the final figures of adjustment for the year being not available as yet. The corresponding figures of income as reported in the preceding year was 13.944 million rupees in the General Welfare Account and 15.355 million rupees in the Housing Account, the expenditure being 11.796 million rupees and 13.897 million rupees respectively.

*Government of India: Ministry of Labour:
Annual Report of the Activities of the
Coal Mines Labour Welfare Organisation for
the Year 1963-64: 1965: pp. 24.

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Medical Facilities.— The Organisation provides medical facilities for colliery workers and their dependents on a large scale. The facilities include provision of a net-work of hospitals throughout the coalfields, provision of Family Welfare Centres, facilities for T.B. treatment including domiciliary treatment, Dispensary Services including Ayurvedic Dispensaries and Mobile Medical Units, Family Welfare Centres, Health Promotion Centres, X'ray facilities. Some of the important measures undertaken by the Organisation as detailed below:—

Central Hospital, Dhanbad.— One well-equipped modern hospital of 250 beds for specialised treatment of colliery workers and their children at Dhanbad continued to function since 1951. The average daily number of inpatients treated in the various departments of the hospital during the year under review was 396.

During the year under report a Blood Bank on modern lines started functioning at the Central Hospital, Dhanbad under the direct charge of a Blood Transfusion Officer.

Central Hospital, Asansol.— The other Central Hospital at Kalla, Asansol in the Raniganj Coalfield, also of 250 beds, which was started in the year 1955 entered the ninth year of its existence. The average daily number of inpatients treated in the Hospital during the year was 365 against 319 during the preceding year.

A Blood Bank on modern lines was functioning at the Central Hospital, Kalla satisfactorily. A total of 132,125 cc. of blood was collected at this bank, during year the year.

The Social workers attached to each of the Central Hospitals at Dhanbad and Asansol continued to render useful services to the patients in attending to their personal needs and helping them in writing letters to their relatives regarding their private matters. They also helped them in learning elementary lessons in Hindi/Bengali and in taking advantage of the reading and recreational facilities provided at the hospitals.

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Rehabilitation Centre attached to each of the Central Hospitals continued to function during the year. The treatment given included active exercises, infra-red and ultra-violet rays, electrical stimulation, massage, paraffin bath and exercises, radium heat bath and also occupational therapy.

With a view to providing facilities of specialised treatment for workers in other coalfields also where such facilities were not available, the question of setting up a Central Hospital at Manendragarh for the colliery workers in the Korea and Vindhya Pradesh Coalfields and also conversion of the existing Regional Hospitals at Jamai, Naisarai and Phusro into Central Hospitals was under consideration.

Regional Hospitals.— Seven full-fledged Regional Hospitals, with a Family Welfare Centre attached to each, were maintained by the Fund during the year and they continued to render useful service to the colliery workers and their dependents. Besides, the construction work of the building of the Regional Hospital, Kurasia in the Korea Coalfield was also completed and the O.P.D. of this hospital started functioning from February 1963. Under the scheme of expansion of the Regional existing Regional Hospitals, foundation for additional wards in connection with the expansion of the Regional Hospital at Jamai in the Pench Valley Coalfield from 30 to 50 beds was concreted. Work on expansion of the Regional Hospital buildings at Naisarai in Karanpura-Ramgarh Coalfield was completed during the year. Expenditure sanction for expansion of the Regional Hospital Katras from 30 to 50 beds was obtained and necessary action for acquisition of the additional land required construction of staff quarters was also initiated. Meanwhile, the work in connection with the construction of additional hospital accommodation was being put to tender. Expenditure sanction for expansion of the Regional Hospitals at Chora and Tisra to 50 beds was awaited after receipt of which it would be possible to take up those works also.

The number of new cases treated at the Regional Hospitals during the year is furnished below:—

Regional Hospitals.	Indoor	Outdoor	Total
1. Katras (Jharia Coalfield).	1,681	4,310	5,991
2. Tisra (- Ditto-).	781	3,482	4,263
3. Chora(Raniganj Coalfield).	2,009	5,480	7,489
4. Jamai(Pench Valley Coalfield).	1,470	4,891	6,361
5. Dhanpuri(Vindhya Pradesh Coal-field).	633	3,124	3,757
6. Naisarai(Ramgarh-Karanpura Coal-field).	1,635	4,522	6,157
7. Phusro(Bokaro Coalfield).	1,976	8,287	10,263
8. Kurasia (Korea Coalfield).	-	878	878

Family Welfare Centres.- A Family Welfare Centre attached to each of the Regional Hospitals continued to function and it is intended to have similar centres attached to the proposed Regional Hospitals also which would be functioning as adjuncts to those hospitals. Besides, 8 such centres already established by the Fund, two each in Madhya Pradesh, Andhra Pradesh and Orissa and one each in Assam, Maharashtra Coalfields were also functioning during the year as independent units under the charge of a qualified Lady Health Visitor. Similarly 53 Maternity and Child Welfare Centres were being run by the Jharia and Asansol Mines Boards of Health and Hazaribagh Mines Board for which the Fund continued to pay grant-in-aid towards their maintenance.

Facilities of T.B. Treatment.- Facilities on an extensive scale continued to be provided for treatment of the colliery workers suffering from T.B. These facilities included 62 beds maintained by the Fund in the T.B. Clinic, Katras (12 beds) and T.B. Hospital at Searsole (50 beds). Expenditure sanction for increasing the bed strength at T.B. Clinic, Katras by another 25 beds having been received, necessary further action towards implementing the same was taken.

Besides, as appended below, a total number of 96 beds continued to ~~rese-~~ be reserved by the Fund in the various sanatoria in the country for sanatorium line of treatment of colliery T.B. patients:-

Name of Sanatoria.	No. of beds reserved.
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1. R.K. Mission T.B. Sanatorium, Ranchi.	39
2. Govt. T.B. Sanatorium, Nowgong, Madhya Pradesh.	5
3. Govt. T.B. Sanatorium, Chhindwara, Madhya Pradesh.	10
4. Pendra Road T.B. Sanatorium, Korea.	11
5. Christian Mission Hospital and Sanatorium, Jorhat, Assam.	5
6. Yerragada T.B. Sanatorium, Hyderabad.	5
7. Mahadevi Birla T.B. Sanatorium, Ranchi.	16
8. Union Mission T.B. Sanatorium, Arogyavaram.	5*
Total.	96

* Reservation discontinued from 13-12-1953.

With a view to providing increased facilities for more intensive indoor treatment of colliery workers suffering from T.B. the Organisation had embarked upon a scheme of providing two large-sized 100 bedded wings as adjuncts to the Central Hospital at Dhanbad and Asansol. The construction of the block attached to the Central Hospital, Dhanbad was completed in all respects and it also started functioning in full swing from 11-6-1963. As regards the buildings at Asansol, the construction of a portion was completed and action for starting the out-patient Department of the T.B. Wing was also taken. Towards further augmentation of beds for treatment of T.B. cases, it had earlier been decided to set up five more T.B. Clinics of 12 beds each attached to five of the existing Regional Hospitals. As, however, these units were considered to be uneconomical in actual working, it was subsequently decided to have 30 beds at each of the Clinics instead of 12. Necessary revised proposal for the same was submitted to Government for according expenditure sanction after receipt of which it would be possible to embark upon the same straight-away.

The scheme for payment of subsistence allowance at a rate not exceeding Rs.50/- per month to the dependents of T.B. patients undergoing treatment as inpatients at the Fund's T.B. Clinic/Hospital or at the beds reserved by the Fund at various sanatoria continued to function during the year under review.

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The scheme of Domiciliary T.B. treatment with a provision for treatment of 1,145 patients continued to function during the year. Under this scheme 7,454 patients suffering from T.B. in all the coalfields of the country received treatment since the inception. All the patients were supplied with medicines free of cost. Besides, each patient was also paid an allowance for diet up to Rs.1.50 paise per day for a maximum period of six months to enable them to take nourishing diet. A net-work of Chemotherapy Centres throughout the Coalfields for treatment of patients under this schemes also continued to function during the year.

The Convalescent Home opened at Bhuli for cured T.B. patients had to be closed since August 1963 for want of adequate response from the patients entitled for admission in the Home.

In addition to providing the facilities as detailed in the preceding paragraphs for the treatment of T.B. cases, the Organisation had also taken up a proposal for setting up a number of small Segregation Camps of 8-10 beds each at different coalfields with a view to segregating patients suffering from T.B. The main difficulty that stood in the way of speedy implementation of this proposal was non-availability of lands for the purpose for which the Organisation was in correspondence with the colliery managements.

Dispensaries.- The two static dispensaries run by the Fund at Bhuli and Mugma treated a total number of 13,538 patients during the year.

Health Promotion Centres.- The intention was to establish 6 Health Promotion Centres in the first instance, two each in Bihar and West Bengal Coalfields and one each in Andhra Pradesh and Madhya Pradesh Coalfields. Out of these two centres, one at Bhurkunda in the Hazaribagh Coalfield (Bihar) and the other at Samla Kendra in the Raniganj Coalfield (West Bengal) were opened and started functioning during the year. Efforts continued to be made to secure accommodation for setting up the centres at other places. These centres would provide a regular machinery for the systematic check up of the health of colliery workers.

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Ayurvedic Dispensary.— Under the scheme of establishment of Ayurvedic Dispensary for treatment of colliery workers and their dependents on Ayurvedic lines of treatment, 15 Ayurvedic Dispensaries were run by the Organisation of the various coalfields, during the year. These dispensaries having found to be quite popular amongst all sections of the colliery workers, it was proposed to establish 15 more such Dispensaries by the Fund in the various coalfields. For the manufacture of genuine medicines required for distribution to the Ayurvedic Dispensaries, the Ayurvedic Pharmacy continued to function at Pathardih in the Jharia Coalfield.

A proposal for attaching a five bedded ward with the Ayurvedic Dispensary, Rudrampur for providing indoor ayurvedic treatment had been approved by Government and steps for starting the ward were in hand.

Grant-in-aid for Dispensary Services.— During the year under report grants-in-aid continued to be paid by the Organisation to colliery managements who maintained dispensary services according to the standards prescribed for becoming eligible to get such assistance. Under this scheme, financial aid to the extent of the amount of the cess at the rate of eight pies per ton recovered in respect of coal or coke despatched from the colliery concerned after deduction of the proportionate cost of collection, or the amount spent on the maintenance of the dispensary whichever was less, is paid to the management.

Financial assistance for improved dispensary Services.— There were many instances, however, where the colliery managements could not take advantage of the grants owing to the standard standard of dispensary services maintained by them being substantially short of the standard prescribed by the Organisation. With a view, therefore, to giving them an incentive to effect the necessary improvements to the benefit of the colliery workers employed by them, the Organisation had introduced a scheme of financial assistance for raising the standard of dispensary services to a standard not below that laid down for the purpose of qualifying for the grant-in-aid. Under this scheme, interest-free loan equal to actual cost of construction of new buildings or for improvement of the existing buildings for dispensaries including purchase of equipments, subject to a maximum of 16 times of the annual grant-in-aid admissible was paid to the management. It has, however, to be stated that the response to this scheme has not been upto expectation.

Family Counselling.- Due importance to the provision of Family Counselling Services in the coalfields was paid and in order that this part of the Fund's activities received undivided attention, a Family Planning Officer had also been appointed exclusively for that work. Under the Family Planning Programme of the Organisation, 258 sterilization operations were done at both the Central Hospitals during the year. A total of 15,827 persons were contacted for family counselling at the medical institutions and family welfare centres run by the Organisation and the Maternity and Child Welfare Centres run by the Jharia and Asansol Mines Boards of Health. The total number of persons who were given advice in connection with family planning was 8,170. The Field Worker did propaganda work and helped the women to contact the Family Planning Doctor. So far a total number of 15,778 families were contacted and advised in family planning.

To provide incentive to colliery workers for undergoing sterilization operation, the scheme under which payment of cash was made to each worker undergoing the operation continued to be in existence. The Organisation also paid grant-in-aid to colliery companies for providing family planning facilities at their colliery hospitals.

Leprosy.- For treatment of leper cases from colliery workers, wards were maintained at the cost of the Fund at the Tetulmari and Asansol Leprosy Hospitals run by voluntary Organisations in the Bihar and West Bengal Coalfields. Twentytwo beds are available at the former and twentyfour at the latter. Besides, provision of eight beds continued to be made in the Raniganj Coalfield at the hospital run by the Asansol Leprosy Relief Association, Kulti Division. A scheme of payment of diet and subsistence allowance to patients suffering from leprosy on the same lines as in the case of patients suffering from T.B. was also introduced.

Facilities for treatment of Infectious cases.- A proposal to attach an Infectious Diseases ward to some of the Regional Hospitals of the Organisation situated in areas where adequate facilities for the same did not exist, was under active consideration. During the year the scheme was sanctioned in respect of the Regional Hospitals at Jamai, Dhanpuri and Kurasia in the Madhya Pradesh Coalfield and Naisarai and Phusro in the Bihar Coalfield and further necessary action towards implementation of the same was in hand.

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Treatment of Cancer, etc.- The Deep X-ray Plant installed at the Central Hospital, Asansol for attending to cases requiring Deep X-ray Therapy continued to render valuable services to colliery workers. A total number of 2,131 cases were attended to in the Department and 2,328 exposures were given during the year.

Treatment of Mental Cases.- For treatment of mental cases, arrangements continued to exist at the Mental Hospital, Ranchi which is one of the best institutions of its kind, and the entire expenses incurred in the treatment of colliery workers and their dependants suffering from mental diseases was met by the Organisation. Similar arrangements were made at the Mental Hospital, Nagpur also for the benefit of colliery workers in that area suffering from mental diseases.

Free Supply of Spectacles and Dentures.- For the purpose of assisting the poor colliery workers in deserving cases, the scheme under which spectacles and dentures were supplied free of cost in entitled cases continued to be in existence.

Anti-Malaria Operation.- During the year under report the Anti-malaria Unit of the Coal Mines Labour Welfare Organisation carried out National Malaria Eradication Programme according to schedule. The number of collieries and villages controlled and the approximate population protected during the year are given in the table below:-

Name of Coalfield.	No. of Collieries under control.	No. of Villages under control.	Approximate population protected.
Jharia .	357	234	501,060
Raniganj.	166	140	422,952
Hazaribagh.	29	56	243,210
Pench Valley.	28	1	64,033
Chanda.	7	3	34,941
Korea.	11	3	44,946
Margherita.	9	37	29,642
Total.	607	474	1,340,784

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Filaria Control.- Anti-parasitic control of filaria cases were being continued in Rajiganj Coalfields. Altogether 6,287 slides had been examined, out of which 586 had been found positive. Four hundred sixty-three persons had been treated with Diethylcarbamazine tablets. Anti-larval work was in progress.

Education and Recreation: Miners' Institutes.- Miners' Institutes each comprising of an Adult Education Centre and a Women's Welfare Centre with a Children's Section, have been functioning in the various coalfields for providing educational and recreational facilities to the colliery workers and their families. The total number of Miners' Institutes functioning in the various coalfields during the year was 56, of which 51 were in the Organisation's own buildings and the rest in the accommodation provided by the colliery managements. Sanction for establishment of four additional Multipurpose Institutes for Andhra Pradesh was received during the period under report. Construction of these Multipurpose Institute buildings was in hand.

Women's Welfare-cum-Children's Education Centres.- During the year under review, 59 Women's Welfare-cum-Children's Education Centres were functioning in Multipurpose Institutes and in accommodation provided by the colliery owners. Fifteen Women's Feeder Adult Education Centres also continued to function during the year. The Centres continued to provide elementary education to colliery workers' children up to Class II standard. Music, dance and drama lessons were also imparted at some centres. The children attending the centre were given bath in the morning in the centre, and then dressed up in garments supplied free of cost by the Organisation. Physical Training and games formed part of regular daily routine. Free supply of tiffin continued to be distributed amongst the children attending the centres. As an experimental measure, mid-day meals were introduced in the Multipurpose Institute at Bhuli. Periodical medical check up of the children's health continued to be carried out by the Medical Officers of the Organisation.

In addition to training in handi-crafts like sewing, tailoring, repair of garments etc., literacy classes were held for women at all the centres as usual. The total number of women made literate up to March 1964 was 2,724 as against 2,077 in the preceding year. Necessary equipment required for teaching handicrafts was also provided.

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In Centres at Bhuli, Digwadih, Bhulanbararee, Jamadoba, Malkera and Nayadih Kusunda in Jharia Coalfield tailoring classes under trained teachers were started.

Adult Education Centres.- Sixty-one Adult Education Centres were functioning in the various coalfields during the year. A total of 3,479 adults were made literate during the period under report making the total number of adults made literate at the close of the year 16,968. Dhowrah classes were introduced at some centres during the year. Dhowrah visits continued as usual.

A small library continued to be maintained at each centre for use of the workers. Those libraries were also supplied with some books from the Central Library maintained at the Bhuli Township.

Study tours excursions to places of interest and cultural activities were arranged periodically.

Primary Schools.- Monthly grants-in-aid continued to be paid to three schools in Talchar, four schools in Andhra Pradesh and one school each in Assam and Darjeeling Coalfield. In addition to this, non-recurring grants-in-aid amounting to Rs.3,014/= were sanctioned for payment to schools in colliery areas for the purpose of purchasing furniture and other educational equipments.

For the benefit of the children of colliery workers studying in High Schools far away from their places of residence, two Boarding Houses - one each in West Bengal and Madhya Pradesh continued to function during the year under review. Efforts to procure accommodation at a suitable place for starting the third Boarding House in the Jharia Coalfield having failed to yield any useful result, the proposal for constructing the Fund's own building at Jagjivan Nagar was approved by the Advisory Committee. The proposal of constructing a Boarding House at Kalla, Asansol was also approved by the Advisory Committee. Further action in the matter was taken. Action was also in hand to open two more Boarding Houses one each in the Andhra Pradesh and Assam Coalfields.

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Scholarships.- This scheme was introduced by the Organisation to encourage deserving children of colliery workers to prosecute their studies which they would not have otherwise been able to do. One hundred twenty-five General and 22 Technical Scholarships in addition to the renewal of scholarships awarded during the preceeding years continued to be in operation during the year under report. A sum of Rs.164,329/= was paid as scholarship during the year under review.

In order to provide an incentive to colliery managements to provide better play-grounds with seating arrangements, etc., where Central and All-India Sports could be held, it was proposed to pay grant-in-aid upto 50 per cent. of the actual cost towards preparation of such playgrounds at the colliery, subject to a maximum of Rs.10,000/= from the Coal Mines Labour Welfare Fund. In places where the ground would be so big as to enable holding the All-India Coalfield Sports, the maximum amount of grant-in-aid payable would be Rs.15,000/=. The colliery managements to whom the grant-in-aid would be paid for the purpose are to maintain the ground in good condition. Under this scheme, requests from five colliery managements had been received during the year under review and they were under consideration.

Enforcement of Statutory Provisions: Coal Mines Pithead Bath Rules.- Under the Coal Mines Pithead Bath Rules, 1959, administered by the Organisation, it is obligatory on the part of management of every colliery, the output at which exceeded 600 tons during the previous calendar year to provide a Pithead Bath at the Mines for use of the workers. Exemptions from the provision of Pithead Bath were granted in case of mines likely to be exhausted within the next three years or ~~where Pithead Baths had been~~ water scarcity of water was established. The total number of collieries where Pithead Baths had been completed at the close of the year was 258 and where they were under construction was 60.

Creches in Coal Mines.- The Mines Creche Rules, 1959 as amended by the Mines Creches (Amendment) Rules, 1961 enjoin on the Owner, Agent or Manager of every mine wherein woman are employed or were employed on any day of the preceding twelve months, to provide a creche at his colliery to look after the children of the women workers.

Each creche should have a trained creche Nurse and the prescribed sets of equipment. Supply of food to children attending the Creches is also obligatory on the management. At the close of the year under report, the number of collieries where creches had been completed was 418 and where they were under construction 24.

Prosecution.- For contravention of the Coal Mines Pithead Bath Rules and Mines Creches Rules, 216 prosecutions were launched during the year under review.

Maternity Benefit.- The Mines Maternity Benefit Act and Rules made thereunder continued to be administered by the Coal Mines Labour Welfare Organisation. During the year, maternity benefits were paid by the employers in a total number of 2,227 cases.

Workmen's Compensation.- Administration of the Workmen's Compensation Act is not in the charge of the Coal Mines Welfare Organisation. However, in order that the workers concerned got their dues and the settlement was expedited, the members of the Inspectorate Staff of the Organisation followed up the case of accidents in coal mines which involved payment of compensation.

The number of fresh cases reported during the year totalled 2,245, those brought forward undisposed from last year being 2,207. The follow-up action was taken in respect of 3,765 cases. The number of cases admitted for payment was 3,691 and number of cases in which the payment was made was 1,459.

Miners' Houses: Townships.- With a view to providing decent houses in cleaner and healthier surroundings, the Coal Mines Labour Welfare Organisation embarked upon a series of housing scheme, the first of which being centralised townships in convenient areas available in different parts of the coalfields. Under this scheme, a total of 2,153 houses were constructed in seven places mostly in Bihar, a few in West Bengal and Madhya Pradesh, Bhuli (Bihar) being the biggest among them with 1,566 houses. The entire cost of the houses and other essential services was met by this Organisation. The idea of townships though novel to the industry, did not, however, find much favour due to the fact that the question of providing transport for workers whose working collieries were situated at a distance from the township stood as the main bottleneck for the success of such townships.

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The scheme of having large centralised townships had, therefore, to be abandoned.

Other Amenities.- Other amenities undertaken by the Organisation included grant of subsidy to colliery owners upto the extent of 50 per cent. for improving water supply; supply of artificial limbs to colliery workers whose limbs had to be amputated due to colliery accidents; grant-in-aid for visually handicapped children of colliery workers; opening of holidays homes, and grants to widows and children of deceased workers who were involved in accidents.

Subsidised Housing Scheme.- A subsidised housing scheme was introduced, under which the colliery owners constructing houses for their workers according to the prescribed standard would be granted a subsidy equal to the 20 per cent. of cost of construction or the prescribed ceiling cost whichever was less. Under this scheme 1,638 houses were constructed in all in different collieries in various coalfields.

Subsidy-cum-loan Scheme.- As it was found that the 20 per cent. subsidy as referred to above, could not adequately enthruse the management to construct more houses for their workers, another scheme known as subsidy-cum-loan scheme was introduced. Under this scheme the subsidy was raised to 25 per cent. of the prescribed ceiling cost of the actual cost of construction whichever was less. Along with this, the Organisation also offered loan equal to 37½ per cent. of the prescribed ceiling cost ~~or the~~ or the actual cost whichever was less. A total of 2,060 houses in all were constructed under this scheme and so far a sum of Rs. 241,046/= and 210,309/= was paid to the different colliery managements as subsidy and loan respectively.

New Housing Scheme.- Finding that the aforesaid two schemes of the Fund which depended entirely on the voluntary co-operation from the colliery owners did not make any appreciable headway, the New Housing Scheme envisaging construction of 30,000 houses in the different coalfields at the cost of the Organisation was introduced. The scheme provided for payment of the entire cost of construction of houses subject to the prescribed ceiling limit to the colliery management who constructed the houses for their workers according to the plan and specifications laid down in the scheme. Under the scheme the total expenditure of the Fund would be to the tune of 100 million rupees. At the end of the year

under report, a total of 29,442 houses were either completed or were in different stages of construction. All the houses have already been allotted to the different colliery owners for construction.

In addition to the above, 3,950 houses were in various stages of construction at the different collieries belonging to Messrs Singareni Collieries Co.Ltd., in Andhra Pradesh. These houses were allotted on condition that payment would be made by the Fund to the colliery company only when enough cess for making payment for the houses from those collieries or in that coalfield had been received by the Fund.

A total expenditure of Rs.47,684,107/= was incurred by the Fund for construction of houses under this scheme up to the end of 31 March 1964.

The Coal Mines Labour Welfare Fund Advisory Committee approved the construction of additional 30,000 houses under the New Housing Scheme at the enhanced rate of Rs.4,000/= per house and accordingly the Government were approached for administrative approval and expenditure sanction therefor.

Kutch House.— Out of 30 houses (Kutch) sanctioned for construction in Assam Coalfield by Messrs Assam Mining & Trading Co.Ltd., 23 houses were constructed and 7 houses were under construction at the end of the year. A sum of Rs. 3,000/= was paid to the above management as a portion of subsidy during the year under report.

Low-cost Housing Scheme.— With a view to tide over the existing inadequacy of housing as stated earlier more expeditiously, it was felt that a scheme involving radical changes, under which the construction of houses could be done in a speedy manner at a lesser cost should be undertaken. Consequently, a scheme known as Low-cost Housing Scheme envisaging construction of 100,000 Low-cost houses, 20 per cent. of which would be constructed as barracks (fit for 12 bachelor workers) during the Third Five Year Plan period at an estimated cost of about 162.5 million rupees was introduced during the year 1961-62. The scheme provided for payment of a subsidy of an amount being the entire cost of construction of each house subject to a maximum of Rs.1,600/= per house and Rs.3,200/= per barracks (with effect from 18-10-63).

Against the above target of 100,000 houses, the Government of India, sanctioned the construction of 25,000 houses and 417 barracks (fit for accommodating 5,000 bachelor workers) during 1961-62. Although at the request of the colliery managements all the above houses and barracks were allotted to the various collieries for immediate construction, their performance in this regard was much below the desired expectations. At the close of the year under report a total of 9,281 houses and 69 barracks were either constructed or remained under construction under the above scheme at the different collieries in various coalfields.

The progress under this scheme as stated above was not satisfactory and it was felt that there were some hurdles also like rise in the cost of building materials etc., which stood in the way of effective implementation of the scheme. The cost of houses and barracks was, therefore, increased from Rs.1,300/- to Rs.1,600/- and Rs.2,600/- to Rs.3,200/= per house and per barrack respectively with effect from 18 October 1963. The use of alternative roofing materials e.g., Mangalore, Raniganj, Allahabad or any other similar tiles instead of A.C. sheets was also approved. With the above changes it was expected that the pace of construction of houses would be accelerated. Recently both the colliery managements and labour representatives showed eagerness for construction of Low-cost House. Accordingly, the Housing Board approved the construction of another 15,000 houses under the above scheme and the Government had been approached for sanction.

Build Your Own House Scheme.— The scheme was sanctioned in 1962-63. This was intended to relieve to some extent the housing shortage among the workers employed in the coal mining industry. It provided to offer an incentive to the colliery workers who desired to build their own houses on the land owned by them. Under the scheme a sum of Rs.325/= would be paid as subsidy mostly in the shape of materials in each case to the workers who build their own houses on the land owned by them in the neighbouring villages. Persons, employed in the coal mining industry normally for a period of not less than 10 years would be eligible for the grant of such subsidy. The most attractive feature of the scheme was that the workers would be the owners of the houses even after they ceased to be colliery workers.

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Under this scheme so far 16 houses as detailed below were sanctioned:-

Name of Coalfield.	No. of houses.
1. Jharia.	4
2. Raniganj.	4
3. Ramgarh-Karanpura.	4
4. Mugma.	2
5. Pench Valley.	2
Total.	<u>16</u>

Scheme of financial assistance from the Coal Mines Labour Welfare Fund to the Housing Co-operative Societies in the Coal Mining Areas.- Sanction for the above scheme was obtained during the year under report. The scheme contemplated grant of financial assistance from the Coal Mines Labour Welfare Fund to the Registered Housing Co-operative Societies of the workers for construction of houses for workers employed in the coal mining industry whose income did not exceed Rs.350/= per month. The houses to be constructed under this scheme should be in accordance with the specification etc., as laid down under the New Housing Scheme of the Fund. The over-all ceiling cost of per house would be Rs.4,250/= per unit including cost of land.

The pattern of financial assistance that would be paid from the Fund was as follows:-

Loan 65 per cent. of the prescribed over-all ceiling cost or the Subsidy 25 per cent. admitted cost whichever was the least.

The balance 10 per cent. which was the workers own share of the cost, could be drawn by him as non-refundable loan from his Provident Fund Account.

Co-operative Movement.- The drive for organising Co-operative Societies/Stores made steady progress during the year under review. The number of Primary Societies/Stores reached the total of 346. Besides, two new Wholesale/Central Co-operative Stores - one each at Kalla in Raniganj Coalfield and at Kurasia in the Korea Coalfield were set up to feed the Primary Co-operative Stores functioning in the area of their operation. Thus, at the end of the year, 3 Central Co-operative Stores were running in the coalfields. Establishment of such Central Stores in the Karanpura-Ramgarh, Bokaro-Giridih, Pench Valley and Vindhy Pradesh Coalfields also was awaiting Government's approval.

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The Fund made a contribution of Rs.230,000/= towards share capital of the Central Co-operative Stores and their affiliated primary units. The Central Stores were also given a clean credit accommodation of Rs.300,000/= . To enable the Central Co-operative Stores at Bhuli to stockpile foodgrains by purchasing them in bulk during the harvesting season, the Organisation gave a temporary advance of Rs.473,575/=.

For making alternative source of cash credit available to the colliery workers at cheap rate of interest through their Co-operative Credit Societies, the Organisation advanced a sum of Rs.590,000/= during the year 1963-64 as loan through the Central Co-operative Banks. Another sum of Rs.11,900/= was given to the Co-operative Societies/Stores as monthly subsidy to enable them to pay the remuneration of part-time clerks employed for maintaining their books of account. The non-recurring grants of Rs.67/= towards the establishment charges of newly organised Co-operative Societies/Stores was paid in the case of 54 Societies/Stores.

The scheme for granting financial assistance to the colliery workers Housing Co-operative Societies was sanctioned during the year 1963-64. Government also sanctioned payment from the Fund a sum of Rs.100,000/= as loan and Rs.40,000/= as subsidy. No payment was, however, made during the year as the Society did not complete the formalities as required for the purpose. The Registrar of Co-operative Societies of the States concerned had already been requested to intimate the names and address of such societies if already functioning and also to forward draft bye-laws for formation of new Housing Co-operative Societies in all coalfields.

(The Report of the activities of the Organisation for the period 1962-63 was reviewed at pages 45-56 of this Office Report for December, 1963).

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Mysore Labour Welfare Fund Act, 1965
(Mysore Act No.15 of 1965).

The Government of Mysore published on 5 August 1965 the text of the Mysore Labour Welfare Fund Act, 1965, which received the assent of the President on 18 July 1965. The Act provides for the constitution of a Fund for financing and conducting activities to promote welfare of labour in the State. The Fund will consist of -

- (a) all fines realised from the employees;
- (b) all unpaid accumulations transferred to the Fund under section 7;
- (c) any voluntary donations;
- (d) any fund transferred under the provisions of the Act, section 8; and
- (e) any sum borrowed under section 9.

Provision is made for the constitution of a Board for the purpose of administering the Fund. The Board will consist of-

- (a) representatives of employers and employees;
- (b) independent members, representing women; and
- (c) other independent members.

The moneys in the Fund may be utilised by the Board to defray expenditure on the following:-

- (a) community and social education centres including reading rooms and libraries;
- (b) community necessities;
- (c) games and sports;
- (d) excursions, tours and holiday homes;
- (e) entertainments and other forms of recreation;
- (f) home industries and subsidiary occupations for women and unemployed persons;
- (g) corporate activities of a social nature;
- (h) cost of administering the Act including the salaries and allowances of the staff appointed for the purposes of the Act;
- (i) such other objects as would in the opinion of the State Government improve the standard of the living and ameliorate the social conditions of labour.

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The Fund shall not be utilised in financing any measure which the employer is required under any law for the time being in force to carry out.

Other provisions of the Act deal inter alia with investment of Fund, appointment and powers of Welfare Commissioner and Inspectors, power to make rules under the Act, transfer of Government labour welfare centres to the Board, etc.

(Mysore Gazette, Part IV, Sec. 2B,
5 August 1965, pp. 111-126).

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Punjab Labour Welfare Fund Act, 1965
(Punjab Act No. 17 of 1965).

The Government of Punjab gazetted on 27 July 1965 the Punjab Labour Welfare Fund Act, 1965, which received the assent of the President on 17 July 1965. The Act provides for the constitution of a Fund for the financing of activities to promote welfare of labour in the State and for conducting such activities and for certain other purposes. The provisions of the Act are similar to those of Mysore Labour Welfare Fund Act, 1965, summarised in the preceding pages.

(Punjab Government Gazette, Extraordinary,
27 July 1965, pp. 61-69).

Uttar Pradesh Labour Welfare Fund Act, 1965
(U.P. Act No. XIV of 1965).

The Government of Uttar Pradesh published on 26 July 1965 the Uttar Pradesh Labour Welfare Fund Act as passed by the Uttar Pradesh Legislature. The Act which received the assent of the President on 20 July 1965 consolidates and amends the law relating to the establishment and operation of a Fund for promoting welfare of Labour in the State. The provisions of the Act are similar to those of the Mysore Labour Welfare Fund Act, 1965, summarised in the preceding pages.

(Uttar Pradesh Gazette, Extraordinary,
26 July 1965, pp. 12-22).

Chapter 6. General Rights of Workers.

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67. Conciliation and Arbitration.

India - August-September 1965.

Important Awards and Agreements Relating to Basic Wages, Dearness Allowance and Bonus during the Year 1964*.

The Labour Bureau has been making periodical studies of the awards of Adjudicators, Industrial Tribunals and Industrial Courts, etc., published in the Official Gazettes of the Central and State Governments and important agreements arrived at by the parties concerned before the Adjudicators, Tribunals and Courts or between the employers and employees themselves, with a view to collecting up-to-date information on principal changes in basic wages, dearness allowance and profit bonus paid to workers in the country. This study relates to the year 1964 and the following is a brief review of the article which has been published in August 1965 issue of the Indian Labour Journal.

Number of Awards/Agreements:- Classified according to Causes.- During the year 1964 there were 574 awards (including 346 agreements) relating to Basic Wages, Dearness Allowance and Bonus. Of these 574 cases, 152 (including 68 Agreements) related to basic wages only, 45 (including 21 Agreements) to Dearness Allowance only, 85 (including 41 Agreements) to both basic wages and dearness allowance, 255 (including 191 Agreements) to bonus only, 19 (including 17 Agreements) to both basic wages and bonus and the remaining 18 (including 8 Agreements) relating to basic wages, dearness allowance and bonus. It would thus be seen that while 26.48 per cent. of the awards (including agreements) were on the issue of basic wages, 7.84 per cent. related to dearness allowance, 14.80 per cent. related to basic wages and dearness allowances, 44.43 per cent. related to bonus, 3.31 per cent. related to basic wages and bonus and the remaining 3.14 per cent. related to basic wages, and dearness allowance and bonus. It is gratifying

* The Indian Labour Journal; August, 1965; Vol. VI, No. 8, pp. 631-652.

to note that as many as 346 cases or 60.28 percent. of the total awards/agreements were settled mutually between the parties concerned.

Classified According to States.- Of the 574 Awards/Agreements, 204 or 36 per cent. of the Awards/Agreements were made in the State of Maharashtra. Next in order were the States of Gujarat (83), Uttar Pradesh (55), Madras (52), Punjab (42), Kerala (34) and Delhi (34).

Classified according to Industry-groups.- According to industry-wise analysis of these awards/agreements, the maximum number of cases (129 or 22.47 per cent. of the total cases) were in Textile Industry. Next in order came Machinery (except electrical but including Engineering) (49 cases or 8.36 per cent.); Chemical and Chemical Products (42 cases or 7.32 per cent.); Transport and Transport equipment as well as Local Authorities (29 cases or 5.05 per cent.); and Food and Beverages Industry (24 cases or 4.17 per cent.).

(A) Central Wage Board

A few Noteworthy Decisions:- (A) Central Wage Board for the Lime-stone and Dolomite Mining Industries, made the following recommendations which were accepted by the Government of India.

1. All workmen (time-rates as also piece-rated) as defined in the Industrial Disputes Act working in the Limestone and Dolomite Mining Industries should be paid an interim increase in their wages as detailed below:-

Existing Emoluments	Revised Emoluments or Interim Increase
(i) Upto Rs.52 p.m. or Rs.2 per day.	Rs.65 p.m. or Rs.2.50 per day (revised emoluments)
(ii) More than Rs.52 p.m. but upto Rs.75 p.m. or more than Rs.2.00 per day or upto Rs.2.50 per day.	Rs.72.80 p.m. or Rs.2.80 per day (revised emoluments).
(iii) More than Rs.65 p.m. but less than Rs.100 p.m. or more than Rs.2.50 per day but less than Rs.3.85 per day.	Interim increase of Rs.7.80 p.m. or Re.0.30 per day.
(iv) Rs.100 p.m. or more but less than Rs.150 p.m. or Rs.3.85 or more but less than Rs.5.77 per day.	Interim increase of Rs.10.40 p.m. or Re.0.40 per day.
(v) Rs.150 p.m. or more or Rs.5.77 or more per day.	Interim increase of Rs.13 p.m. or Re.0.50 per day.

NOTE:-

- (i) Workmen working in captive lime kilns connected with lime-stone quarries/mines will also be entitled to the interim wage increase.
- (ii) Workmen employed by or through contractors in all processes directly connected with the raising and despatch of limestone and dolomite and manufacture of lime in such a captive lime kilns will be entitled to the interim increase.
- (iii) Employments include basic wages, dearness allowance, cash food subsidy and/or value of food concessions in cash or in kind but not bonus.
- (iv) Employers giving food grains at concessional rates to workmen shall work out the value of food concessions as on 1 December 1963. The value of food concessions so determined should be taken into account for determining emoluments as recommended above and the interim increase determined on this basis shall not be changed as long as these recommendations are in force.

2. The interim wage increase shall not count for dearness allowance or bonus, if any, but shall be taken into account for other purposes like provident fund, overtime, leave with pay, paid holidays, maternity leave, retirement benefits, etc.

3. In those cases, where workmen are already getting an interim wage increase as a result of recommendations of the Iron and Steel Industry Wage Board, no further interim increase will be given.

4. The amount of interim relief shall be shown as a separate item, till the final recommendations of the Wage Board are made and thereafter such final recommendations will prevail.

5. The interim wage increase should be paid with effect from 1 January, 1964. Workmen should be paid their emoluments at the new rates recommended above not later than from the emoluments earned from 1 June 1964; and arrears of interim increase earned from 1 January 1964 to 31 May 1964, shall be paid latest by 15 August 1964.

(B) Central Wage Board for Iron Ore Mining Industry.- The Government of India accepted the following revised recommendations of the Wage Board regarding grant of interim wage increase to workers and request the concerned employers to implement the same expeditiously, and to make payments of arrears before 1 October 1964.

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1. All workmen (time-rated as also piece-rated) as defined in the Industrial Disputes Act, working in the Iron Ore Mining Industry should be paid an interim increase in their wages as detailed below:

Existing Emoluments.	Revised Emoluments or Interim Increase.
Upto Rs.52 p.m. or Rs.2 per day.	Revised emoluments of Rs.65 p.m. or Rs.2.50 per day.
More than Rs.52 p.m. but not more than Rs.65 p.m. or more than Rs.2.00 per day but not more than Rs.2.50 per day.	Revised emoluments of Rs.72.80 p.m. or Rs.2.80 per day.
More than Rs.65 p.m. but less than Rs.100 p.m. or more than 2.50 per day but less than Rs.3.85 per day.	Interim increase of Rs.7.80 p.m. or Re.0.30 per day.
Rs.100 p.m. or more but less than Rs.150 p.m. or Rs.3.85 or more but less than Rs.5.77 per day.	Interim increase of Rs.10.40 p.m. or Re.0.40 per day.
Rs.150 or more p.m. or Rs.5.77 or more per day.	Interim increase of Rs.13 p.m. or Re.0.50 per day.

NOTE:-

- (i) Emoluments include basic wages, dearness allowance, cash food subsidy and/or value of food concessions in cash or in kind but not bonus.
- (ii) Employers giving food grains at concession rates to workmen shall work out the value of food concessions as on 1 December, 1963. The value of food concessions so determined should be taken into account for determining emoluments as recommended above and the interim increase determined on this basis shall not be changed as long as these recommendations are in force.
- (iii) Workmen employed by or through contractors in all processes directly connected with the raising and despatch of iron ore will be entitled to the interim increase.

2. The interim wage increase shall not count for dearness allowance or bonus, if any, but shall be taken into account for other purposes like provident fund, over-time, leave with pay, paid holidays, maternity leave, retirement benefits, etc.

3. In those cases, where workmen are already getting an interim wage increase as a result of recommendations of the Iron and Steel Industry Wage Board, no further interim increase will be given.

4. The amount of interim relief shall be shown as a separate item, till the final recommendations of the Wage Board are made and thereafter such final recommendations will prevail.

5. The interim wage increase should be paid with effect from 1 January 1964. Workmen should be paid their emoluments at the new rates, recommended above with effect from the emoluments earned from 1 June 1964 and arrears of interim increase earned from 1 January 1964 to 31 May 1964 shall be paid latest by 15 August 1964.

6. The employers' representatives on the Board stated that the above increase will have the effect of increasing the cost of production of iron and steel and will also affect them in respect of exports. The Board has not been able to examine these points carefully at this stage though it does feel that there is a prima facie case on these points. The Board would recommend to Government to examine these questions and take appropriate action.

(C) Central Wage Board for Iron and Steel Industry.— Central Wage Board for Iron and Steel Industry had made recommendations for grant of interim relief to workers at its meeting held on 20 October 1962 which were accepted by the Government of India.

The Wage Board considered the demands made by workers for grant of additional interim relief and made the following recommendations which too were accepted by the Government of India.

It recommended an additional interim relief of Rs. 5. The Board realised that such addition would not fully compensate for the entire increase in the cost of living considering the extraordinary rise in prices, but they took note of the fact that the Government were arranging for supplies of food-grains and sugar at controlled prices and also for supply of cloth. It recommended that additional interim relief of Rs. 5 should be applicable to all those who were given the first interim relief. This should be given effect to from the 1 August 1964. The Board also recommended that both the interim reliefs should be merged into the dearness allowance.

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(D) Central Wage Board for Working Journalists.— The Central Government fixed, with effect from 1 May 1964, the following interim rates of wages for working journalists in accordance with resolution of the Wage Board, which continues to function under section 9 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955:—

- "(i) An interim relief equal to 8 per cent. of the basic pay which a working journalist was drawing on 30 April 1964 subject to a minimum of Rs.15 p.m. and a maximum of Rs.25 p.m. should be paid to the working journalists.
- (ii) This interim relief should be granted to working journalists drawing a basic pay upto Rs.750 per month. This is subject to marginal adjustments in cases of those working journalists who draw basic pay or more than Rs.750 and less than Rs.775 in whose case an interim relief of the amount by which their basic pay falls short of Rs.775 shall be granted.
- (iii) This interim relief shall be payable to working journalists with effect from 1 May 1964.
- (iv) This interim relief shall be payable to those working journalists to whom the Working Journalists (Conditions of Service) Miscellaneous Provisions Act apply.
- (v) This amount of interim relief shall be in addition to the dearness allowance payable to working journalists.
- (vi) If the emoluments of working journalists consisting of basic pay plus dearness allowance and interim relief, if any, already granted voluntarily or by way of mutual agreement, on or after the constitution of the Wage Board i.e. the 12 November 1963, exceeds the emoluments which a working journalist shall be entitled to after adding the interim relief granted by the above recommendations to the basic pay and dearness allowance, in that case his emoluments shall not be affected by these recommendations. If however, it falls short, then in that case, the working journalist shall be entitled to a rise of an amount equal to the difference."

The demand for the grant of interim relief of the non-journalist employees was being considered by the Wage Board for such employees.

(E) The Seventh Industrial Tribunal, West Bengal gave an Interim Award in respect of wages, for the four Associations viz. (i) Engineering Association of India, (ii) Indian Engineering Association, (iii) Federation of Small and Medium Industries, and (iv) Howrah Manufacture Association and their Companies.

Existing monthly Consolidated Wages.	Rate of Increase.
<hr/>	
1. Up to Rs.55.	Flat increase of Rs.6 p.m.
2. Rs.56 to Rs.86.	Flat increase of Rs.5 p.m.
3. Rs.87 to Rs.96*.	Interim increase of Rs.4 p.m.
4. Above Rs.96 but below Rs.100*.	Interim relief equal to the Difference between their wages and Rs.100.

* Workmen on consolidated wages from Rs.86/- upward and who are covered by the recent Government Orders under the D.I.R. granting interim increase of dearness allowance by Rs.10/- shall not get any interim relief.

Dearness Allowance paid to Cotton Textile Workers.- In the case of several industries in the country, dearness allowance forms a major component of the total emoluments of the Industrial workers. The Bureau collects regularly data on dearness allowance paid to the Cotton Textile Workers in certain selected centres. The average monthly dearness allowance paid in the industry during the years 1962, 1963 and 1964 is given in the following table. It would be noticed therefrom that there was an upward trend in case of all these Centres.

(Please see the table on the next page)

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Serial No.	Centre/State	Average* Monthly D.A. for the year		
		1962	1963	1964
1.	Ahmedabad.	88.52	85.15	106.97
2.	Baroda.	78.99	76.63	96.28
3.	Bombay.	95.76	98.08	114.79
4.	Delhi.	74.76	75.60	86.60
5.	Indore.	65.67	66.98	76.45
6.	Kanpur.	65.43	66.69	85.58
7.	Madras.	79.09	83.05	96.68
8.	Nagpur.	64.69	67.36	82.14
9.	Sholapur.	73.02	72.84	90.76
10.	West Bengal.	43.08	48.28	53.13

*This includes 3/4th of the average Dearness Allowance paid to the workers in the first half of 1959 which was to be merged with basic wages as per recommendations of the Central Wage Board for Cotton Textile Industry.

5)

Increased Wages and Dearness Allowance
to TISCO Workers: Agreement concluded
between TISCO and the Workers' Union.

A new labour-management agreement aimed at achieving greater efficiency and increased productivity was signed at Jamshedpur on 3 August 1965 between TISCO and the Tata Workers' Union. Valid for four years, the agreement provides for increased basic wages and dearness allowance for all categories of workers and supervisors in the Union sphere, conversion of all daily-rated grades into monthly rates, and incentive bonus according to the revised basic salary.

Other benefits include free primary and middle school education for employees' children, extensive medical facilities without charge for all categories of employees and their families, and quarters with greater amenities at concessional rent.

The new agreement will involve an additional annual expenditure of about 22 million rupees for the company, as against the Wage Board's estimated figure of about 18.5 million rupees. The cost of concessions and benefits given by the company, including those not covered by the Wage Board, works out to Rs.14.60 per ton of finished steel. In some respects, the amenities agreed to by the management, are an improvement on those existing in other steel plants.

As recommended by the Wage Board, dearness allowance has been linked with the cost of living index. This innovation for the steel industry is intended to ensure that real wages are not adversely affected by the rise in prices. It was noticed during the discussions with the Union, that the lowest slab of Dearness Allowance required some upward adjustment. Accordingly, employees getting basic salaries of over Rs.65 and up to Rs.75 will now get Rs.66 as Dearness Allowance - an increase of Rs.2 over the Wage Board recommendations.

(The Hindustan Times, 4 August, 1965).

Chapter 7. Problems Peculiar to Certain Categories of Workers.

73. Officials and Public Employees of National, Regional and Local Administrations, of Nationalised Undertakings or undertakings Managed with the Participation of the Public Authorities.

India - August-September 1965.

Pay Scales of 30,000 State Bank Employees Revised.

The State Bank of India on 4 August 1965 announced revised pay scales to its clerical, subordinate and cash department staff, which will benefit 30,000 employees all over the country.

The revision follows an agreement between the Bank's management and the representatives of the All-India State Bank of India Staff Federation. The agreement will be effective from 1 August.

The revision will cost the State Bank of India 2.7 million rupees a year. The rise in pay to the subordinate staff as a result of the revision ranges from Rs.3.25 to Rs.20 per month; and to the clerical and cash department staff from Rs.6 to Rs.65.

Immediate Benefit.— The existing employees will be fitted in the revised scales under a formula whereby every employee is assured of an immediate benefit, besides the improvement resulting from the revision of scales.

The new pay scales are as follows:—

Area I: Revised Rs. 140-8-180-10-200-15-245-20-325-25-400 E.B. 25-450.
(Existing) Rs.140-6-182-11-281-13-307-15-322 E.B.
~~13-307-15-337-16-369.~~ 15-337-16-369-18-405.

Area II: Revised Rs.130-7-151-8-175-10-215-15-245-20-345 E.B. 20-385.
(Existing) Rs.130-5-140-6-182-11-281-13-294 E.B.
13-307-15-337-16-369.

Area III: Revised Rs.120-7-161-8-170-10-210-15-270-20-310 E.B. 20-350.
(Existing) Rs. 120-5-140-6-182-11-270 E.B. 11-281-13-307-15-337.

Subordinate Staff:

Area I: Revised Rs.90-1-94-2-112 E.B. 3-130.
(Existing) Rs.86-1-105 E.B. 1-108-2-112.

Area II: Revised Rs.84-1-90-2-106 E.B. 2-108-3-120.
(Existing) Rs.80-2-86-1-102 E.B.1-107.

Area III: Revised Rs. 78-1-82-2-104 E.B. 3-116.
(Existing) Rs.74-2-86-1-99-E.B. 1-104.

(The Times of India, 5 August, 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - AUGUST-SEPTEMBER 1965.

81. Employment Situation.

Working of Employment Exchanges: Working during July, 1965.

According to a Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of July 1965, the following was the position of registrations, placements, live register, vacancies notified and employers using employment exchanges;

Item	June, 1965	July, 1965	Increase (Plus) Decrease (Minus)
Registrations.	381,486	428,154	(P) 46,668
Placements.	48,204	48,762	(P) 558
Live Register.	2,500,446	2,600,839	(P) 100,393
Vacancies Notified.	86,417	78,260*	(M) 8,157
Employers using Exchanges.	15,186	15,616	(P) 430

* Includes 1,331 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 against which submission action was not required.

Shortages and Surpluses.- Shortages were experienced during the month in respect of engineers, doctors, nurses, compounders, midwives, electricians, draughtsmen, stenographers, fitters, turners, accountants and teachers, while surpluses continued to persist in respect of clerks, untrained teachers, unskilled office-workers and unskilled labourers.

Employment Market Information, Vocational Guidance and Employment Counselling.- At the end of July, 1965, employment market studies were in progress in 286 areas in different States.

A study in depth of the employment and unemployment situation in Kerala is being taken up with a view to evolving specific measures to deal with the problem of unemployment in the State. An inter-departmental meeting (which was also attended by representatives of the Kerala Government) was held during the month to discuss the details of the study.

Fifteen more more Vocational Guidance Sections at Employment Exchanges, Rewa, Ujjain(M.P.), Leharia Sarai, Arrah, Gaya, Monghyr(Bihar), Muzaffarpur, Sitapur(U.P.), Jalgaon, Nanded, Sholapur (Maharashtra), Ramanathanpuram at Madurai, Chingleput at Madras (Madras), Baripada and Dhankanal (Orissa), started functioning bringing the total of such Vocational Guidance Sections to 156 during the month under review.

Evolution Report on the three zonal Seminars on Aptitude Tests conducted at Calcutta, Hyderabad and Bombay, was prepared.

Note on the new techniques of analysis of validation data was prepared by Dr. D.W. Carment, I.L.O. Expert on Aptitude.

Development of Surplus and Retrenched personnel.- During the month under review 2 persons were retrenched, 93 were registered and 29 were placed in employment. The detailed information is given below:-

Name of Project.	No. awaiting assistance at the end of June, 1965.	No. retrenched during the month.	No. of retrenched person-the (Incl-ning those left voluntarily) registered during the month for employment assistance.	No. placed during the month.	No. left during the month.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6	7
1. Damodar Valley Corporation.	211	-	-	-	-	211
2. Bhakra Nangal Project.	75	-	-	-	64	11
3. Bhilai Steel Project.	411	-	91	28	-	474
4. Durgapur Steel Project.	61	-	-	-	16	45
5. Special Cell of the Ministry of Home Affairs.	301	2	2	1	-	302*
Total.	1,059	2	93	29	80	1,043

* Class II..... 50; Class III & IV.....252.

Note:- Total of columns 2 and 4 is equal to the total of columns 5, 6 and 7.

(Monthly Review of the Principal Activities of the D.G.E. & T. for the month of July 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

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83. Vocational Training.

India - August-September 1965.

Seminar on Apprenticeship Training, New Delhi,
31 July, 1965.

A Seminar on Apprenticeship Training organised by the Delhi Productivity Council was held at New Delhi on 31 July 1965. The seminar was inaugurated by Shri T.N. Singh, Union Minister for Industries. The Chairman of the Seminar was Shri Bharat Ram.

Inaugural Speech.— Inaugurating the seminar, Shri T.N. Singh, Union Minister for Industries called for an objective appraisal of the training schemes to find a possible solution to the frustration of apprentices who join industries after completion of their training. Shri Singh gave reasons for this discontentment among them when he said that the well-qualified persons want to become supervisors as soon as possible by virtue of having better qualifications.

This was not conducive to the efficiency to either the production or to the trainee. There is a difference in the social status of a supervisor and a worker; this should be removed fast so as not to have an adverse effect on the training schemes.

Another problem facing this is a dearth of well-qualified people to supervise the work of the apprentice. It had been noticed, Shri Singh observed, that those who look after their work were not technically qualified although they may have higher degrees.

The trained apprentices find it difficult to cope with the work they have to do in an industry to which they are sent. This is because they do not find the need to broaden their outlook and look for innovations and new ideas to ease their work and help in greater efficiency in production, he said. The need of the day is to have better trained and well-qualified skilled workers without discontentment. This can be achieved if the training institutes recognise the new idea emanating from the trainees, he pointed out.

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The discrepancy between the supervisor class and worker class should be removed, he added.

Shri T.N. Singh concluded that India requires at least 200,000 skilled workers whereas at present we have only 20,000.

(The Hindustan Times, 1 August 1965).

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Labour Ministry's Training Schemes: Working during
July 1965.

According to a Review of the Principal Activities of the Directorate-General of Employment and Training for the month of July 1965, there were 313 institutes for training of craftsmen and 32 centres holding part-time classes for industrial workers. The total number of seats introduced for craftsmen training scheme and part-time classes for industrial workers stood at 97,786 and 3,910 respectively and the number of persons undergoing training was 77,679 and 2,718 respectively.

Central Training Institute for Instructors.- As against 1,728 seats introduced in all Central Training Institutes, 1,644 instructor trainees were undergoing training as on 31 February 1965, as per details give below:-

<u>Name of C.T.I.</u>	<u>No. of trainees on roll.</u>
C.T.I., Calcutta.	412
C.T.I., Bombay.	290
C.T.I., Kanpur.	263
C.T.I., Madras.	219
C.T.I., Hyderabad.	203
C.T.I., Ludhiana.	147
C.T.I., Curzon Road, New Delhi.	110
Total.	<u>1,644</u>

Special Short Term Courses.- A course for training of Instructors in Workshop Arithmetic and Reading of Drawing has been started on a pilot basis at Central Training Institute for Instructors, Calcutta with a seating capacity of 20.

Short term courses of 3 months and 6 weeks durations are being conducted at Central Training Institute for Instructors, Calcutta and Central Training Institute for Instructors, Bombay respectively for training of Workshop Instructors for catering to the needs for the Industries under the Apprenticeship Training Scheme.

Short term courses for the training of Storekeepers of the Industrial Training Institutes are also being conducted at all the Central Training Institutes.

Craftsmen Training Scheme: Sanction of Seats Under the Training Schemes.- During the month of July, 1965 no additional seats or Industrial Training Institutes have been sanctioned. By the end of July, 1965 the progressive total of seats/Industrial Training Institutes sanctioned (during the Third Five Year Plan period) is given below:-

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a) Craftsmen Training Scheme.	66,902
b) National Apprenticeship Scheme.	4,770
c) Part-time Classes for Industrial Workers.	4,255
d) Number of new ITIs sanctioned.	158

National Council for Training in Vocational Trades.- A meeting of the Trade Committee for the trades of (1) Mechanic (Motor Vehicle), (2) Mechanic (Diesel), (3) Mechanic (Tractor), (4) Mechanic (E.M.M.), and (5) Upholstery, was held on 13 July 1965 at Madras for finalising the syllabus and tool lists.

A meeting for the Trade Committee for the trades of (1) Tool and Die Maker, (2) Instrument Mechanic, (3) Clock and Watch Maker, (4) Moulder, (5) Pattern Maker, (6) Refrigeration and Air Conditioning, and (7) Painter and Decorator, was held on 15-17 July 1965 at Calcutta for finalising the syllabus and tool lists.

A meeting of the Trade Committee for the Trade of Plumber was held on 22 July 1965, of Carpenter on 28 July 1965 and Wireless Operator on 31 July 1965 at New Delhi for finalising the syllabus and tool lists.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act was 18,503 at the end of June 1965 of which 14,853 were full-term apprentices and 3,650 short-term apprentices. These apprentices were engaged in 1864 establishments.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of July 1965: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

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Chapter 9 - Social Security

92. Legislation.

India - August-September 1965.

Working of the Maternity Benefit Acts during the Year 1963*.

Administration and Working of the Acts.-
Legislation providing for the payment of cash benefit for certain periods before and after confinement, grant of leave and other facilities to women workers employed in factories exists in almost all the States and Union Territories of India. The Administration of the Acts in the States is generally the responsibility of the Factory Inspectorates. The Mines Maternity Benefit Act is administered in Coal Mines by the Coal Mines Labour Welfare Commissioner, and in other mines by the Chief Inspector of Mines. Annual Reports on the working of the Acts prepared by the administering authorities, give statistics relating to the number of women workers covered by the Acts, etc. number of claims made, number of claims paid, amount of benefit paid, etc. As regards Delhi, most of the establishments are covered by the Employees' State Insurance Act, 1948. These statistics relate to the number of establishments submitting returns and hence do not give the complete picture.

During the year under report, the percentage of establishments submitting returns to the total number of establishments covered by the State Acts/Central Act varied from 15.6 in Madhya Pradesh, to 100.0 in Bihar, Orissa and Uttar Pradesh in respect of factories, and 50.3 in Kerala to 100.0 in West Bengal in respect of Plantations. Under the Mines Maternity Benefit Act, this percentage was 49.9 for Coal Mines and 24.1 for Other Mines (i.e., other than Coal Mines). Further, the State Maternity Benefit Acts cease to be operative in areas where the integrated Social Insurance Scheme framed under the Employees' State Insurance Act, 1948 is enforced. The Employees' State Insurance Act is gradually being introduced in more and more areas. The statistics of maternity benefit paid

* The Indian Labour Journal, August 1965,
Vol. VI, No. 8, pp. 625-631

under that Act have been given separately in this article at the end. Moreover, the Central Act viz., Maternity Benefit Act; 1961 has also replaced certain State Acts, whose scope is different in certain cases from the State Act(s). The variation in the basic coverage of Maternity Benefit Acts due to the above reasons, should be borne in mind, while drawing any conclusions from the data regarding maternity benefits paid under the Maternity Benefit Acts as presented in this article. On account of this variation in coverage no comparison of the absolute figures from year to year has been made; only certain ratios have been compared over the two years 1962 and 1963.

Among States, Kerala reported the largest number of cases in which maternity benefit was paid. Next in order came Mysore and Gujarat. In Plantations, Assam reported the largest number of cases in which maternity benefit was paid during the year. The number of claims paid in factories and amount of maternity benefit paid was the highest in Kerala. The proportion of women workers who were paid maternity benefit in full or in part in factories and plantations, to the total number of women workers who claimed such benefit during the year under review was fairly high in all the States.

The percentage of claims to total women employment for 'factories' and 'plantations' was the highest in Kerala and West Bengal respectively. As compared to 1962, the overall percentages of claims to total women employment were lower in Factories and higher in Mines in 1963. The percentage of claims in Plantations decreased from 20.9 in 1962 to 20.8 in 1963.

The average amount of benefit paid per case in factories varied from State to State, the highest (Rs.246), being in Punjab and lowest (Rs.26) in Gujarat. The average amount of maternity benefit paid per case during 1963 was Rs.82, Rs.91 and Rs.99 for factories, plantations and mines respectively.

The number of complaints received was the highest in Kerala in respect of factories and plantations. Prosecutions were launched only in a few cases, as generally the violation of the Acts or the Rules framed thereunder which led to complaints, was reported to be of minor nature.

The extent of areas covered under the Employees' State Insurance Act varied from State to State and year to year. Taking all the States together, the average amount of benefit paid per case was about Rs.250 during 1963.

As the women workers can claim maternity benefit under either the State/Central Act or the Employees' State Insurance Act, the total of the respective figures under both the Acts is expected to indicate the progress in the extension of the particular benefit to eligible women workers. During 1963, the total number of claims under various State/Central acts and the Insurance Scheme together decreased to 97,776 from 98,940 in 1962, while the corresponding number of claims paid decreased to 95,256 from 97,118 during the same period. The total ~~number~~ amount paid as maternity benefit, under the two provisions together, was 8.927 million rupees in 1963 as compared to 9.552 million rupees in 1962, and the overall average amount paid per effective claim, increased to Rs.104.22 in 1963 from Rs.98.36 in 1962.

(A review of the Working of the Maternity Benefit Acts during the year 1962 was included in the Report of this Office for September 1963, section 9, pp. 69-71).

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Maharashtra: Employees' State Insurance
Scheme extended to Certain Areas in the State.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed the 15th day of August 1965 as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section (1) of section 76 and Sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Maharashtra, namely:-

- I. The limits of the Poona Municipal Corporation;
- II. The limits of the Poona Cantonment Board;
- III. The limits of the Kirkee Cantonment Board;
- IV. Extended limits of Poona Municipal Corporation comprising the revenue villages of:
 - (a) Dhanori;
 - (b) Lohagaon;
 - (c) Vadagaon;
 - (d) Sheti;
 - (e) Hadapsar;
 - (f) Kondhwa Khurd;
 - (g) Dhankwadi;
 - (h) Hingne Budruk;
 - (i) Kothrud Dapadi;
 - (j) Pashan;
 - (k) Kalas;
 - (l) Katraj;
- V. The revenue villages of Chinchwad, Pimpri Wagheri, Loni Kalbhor and Bhosari.

(Notification SO 2530 dated 4 August 1965; The Gazette of India, Part II, Sec.3, sub-sec.(ii), 14th August 1965, page 2747).

Employees' State Insurance (Amendment)
Bill, 1965.

Shri A.K. Sen, Minister for Law and Social Security, Government of India, introduced in the Lok Sabha on 18 August 1965 a Bill further to amend the Employees' State Insurance Act, 1948. According to the Statement of Objects and Reasons of the Bill, the Employees' State Insurance Act, 1948, provides, inter alia, for certain benefits to employees in case of sickness, maternity and employment injury and for certain other matters in relation thereto. Experience of the administration of the Act has disclosed certain difficulties in its working. The object of the present Bill is to remove such difficulties and to make the administration of the Act simpler. The major amendments proposed in the Bill are indicated below:-

(a) The wage limit for coverage of employees is being raised from Rs.400 to Rs.500 per month to secure benefits of the scheme for a larger number of employees.

(b) The existing definition of the term "employee" does not cover administrative staff engaged in sale, distribution and other allied functions. The definition is being amended to cover such employees.

(c) The definition of the term "family" is being amended to include dependent parents of female insured persons; dependent parents of male insured persons are already included.

(d) The number of representatives of Parliament on the Employees' State Insurance Corporation is being raised from two to three with a view to include two Members from the Lok Sabha and one from the Rajya Sabha.

(e) Provision for the grant of funeral benefit, not exceeding Rs.100, on the death of an insured person is being made for the first time.

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(f) The scheme of maternity benefit is being enlarged.

(g) Provision for the taking over by the Employees' State Insurance Corporation of the administration of the medical benefit from State Governments is being made.

(h) The rate of disablement benefit is being increased.

Certain minor and formal amendments to the Act have also been proposed in the Bill.

The notes on clauses explain in detail the important provisions of the Bill.

Notes on Clauses:- Clause 1:- This clause empowers the Central Government to stagger application of the Act to ensure systematic and gradual change over from the existing provisions.

Clause 2:- This clause seeks to clarify certain terms and expressions used in the Act and also to raise the wage-limit for coverage under the Act from Rs.400 to Rs.500 per month. Another change proposed by this clause is to bring within the scope of the definition of "seasonal factory" a factory which works for a period not exceeding 7 months in a year and is engaged during that period in any process of blending, packing or re-packing of tea or coffee or in such other manufacturing process as the Central Government may, by notification in the Official Gazette, specify.

Clause 3:- This clause seeks to insert a new section 2A which will make it obligatory on the principal employer to have his factory or establishment registered under the Act.

Clause 4:- This clause seeks to amend section 4 of the Act so as to empower the Central Government to appoint a Chairman and a Vice-Chairman of the Corporation and in addition to provide that none of the five persons to be nominated by that Government under clause(c) need be an official. This clause also seeks to provide that the Director General of the Corporation shall be its ex-officio member and that the number of representatives of Parliament on the Corporation shall be 3 instead of 2.

Clause 5:- This clause seeks to make amendments of a consequential nature in section 5 of the Act.

Clause 6:- This clause seeks to substitute section 7 of the Act. It provides for authentication of all orders and decisions of the Corporation by the signature of the Director General who will now be an ex-officio member of the Corporation and for the authentication of all other instruments issued by the Corporation by the signature of the Director General or such other officer of the Corporation as may be authorised by him.

Clause 7:- This clause seeks to raise the number of representatives of employers and employees on the Standing Committee from two to three and also provides that the Director General shall be an ex-officio member of this Committee.

Clause 8:- This clause seeks to provide that members of the Medical Benefit Council other than ex-officio members and those nominated by Government shall continue to hold office until the nomination of their successors is notified, notwithstanding the expiry of the normal term of their membership.

Clause 9:- This clause seeks to provide that a person shall cease to be a member of the Corporation when he ceases to be a Member of Parliament.

Clause 10:- This clause provides that the sanction of the Central Government as well as the Corporation will be obtained before a Principal Officer undertakes any work not connected with his office.

Clause 11:- This clause seeks to amend sub-section(3) of section 17 to provide that consultation with the Union Public Service Commission will be necessary in the case of certain classes of posts instead of posts with a certain maximum monthly pay.

Clause 12:- This clause seeks to omit section 27 and 31 of the Act which are out of date.

Clause 13:- This clause makes a clarificatory amendment in section 36 of the Act.

Clause 14:- This clause makes an amendment of a consequential nature.

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Clause 15:- This clause provides that no contribution shall be payable in respect of an employee whose average daily wages are below Rs.1.50 instead of Rs.1.00 as at present. It also seeks to omit sub-sections (4) and (5) of section 42 of the Act and to modify sub-section (2) thereof so as to make the liability to pay contributions co-terminus with the liability for payment of wages.

Clause 16:- This clause empowers the Corporation to frame Regulations fixing the date by which evidence of contributions having been paid is to be received by it.

Clause 17:- This clause seeks to introduce new sections 45A and 45B empowering the Corporation to determine in certain cases the amount of contributions payable in respect of employees of a factory or establishment on the basis of available information and providing that any contribution payable under the Act may be recovered as an arrear of land revenue.

Clause 18:- This clause empowers the Corporation to accept alternative evidence of sickness in cases where an insured person is unable to produce a medical certificate from a Medical Practitioner appointed under the Scheme. This clause further seeks to provide for periodical payments to an insured woman also in case of miscarriage or sickness arising out of pregnancy, confinement, premature birth of child or miscarriage.

Another amendment proposed by this clause is to provide for payment of an amount not exceeding Rs.100 towards the expenditure on the funeral of a deceased insured person.

Clause 19:- This clause simplified the conditions for drawal of sickness benefit by providing that a person shall be qualified to claim such benefit during a benefit period if during the corresponding contribution period, weekly contributions in respect of him were payable for a minimum period of 13 weeks. The right to eligibility will accrue on payment of contributions for half the number of weeks in the first benefit period.

Clause 20:- This clause makes a consequent amendment.

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Clause 21:- This clause provides for payment of sickness benefit & for a maximum period of 56 days in any two consecutive benefit periods and makes certain other amendments of consequential nature.

Clause 22:- This clause provides that as in the case of sickness benefit, maternity benefit shall be payable if the insured woman has paid contributions for a minimum period of 13 weeks in a contribution period. The right to eligibility will accrue on payment of contributions for half the number of weeks in the first benefit period.

This clause also provides for -

- (a) payment of maternity benefit in the event of death of the insured woman or the child to her nominee or legal representative;
- (b) grant of maternity benefit for six weeks in case of miscarriage; and
- (c) grant of maternity benefit for an additional period of one month in case of sickness arising out of pregnancy, confinement, etc.

Clause 23:- This clause seeks to recast the existing section 51 relating to disablement benefit and introduces new sections 51A, 51B, 51C and 51D to simplify the adjudication of employment injury claims by making certain specific provisions in the Act.

Clause 24:- This clause seeks to recast the existing section 52 relating to dependant's benefit by specifying the share of each dependant in the Act itself and empowering the Corporation to decide the question of payment of benefit to dependants and rates applicable to them without reference to the Employees' Insurance Court.

This clause also introduces a new section 52A incorporating the provisions relating to the occupational diseases in the Workmen's Compensation Act, 1923 with suitable modifications.

Clause 25:- This clause makes changes of a consequential nature.

Clause 26:- This clause seeks to replace the existing section 54 by a revised section 54 and a new section 54A providing for determination of questions connected with disablement by a Medical Board and for right of appeal against the Board's decision to a Medical Appeal Tribunal or an Employees' Insurance Court.

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Clause 27:- This clause seeks to recast the existing section 55 so as to provide for review of decisions of Medical Boards and Medical Appeal Tribunals and for review of dependants' benefit. This clause also specifies the circumstances in which a review of benefits may be made.

Clause 28:- This clause seeks to introduce a new section 59A enabling the Corporation to take over, in consultation with ~~the State~~ the State Government concerned, the administration of medical care where it becomes necessary or desirable to do so.

Clause 29:- This clause seeks to omit sections 66 and 67 with a view to provide the employers complete insurance cover.

Clause 30:- This clause makes amendment of a consequential nature to section 71 of the Act.

Clause 31:- This clause seeks to omit section 73H as a similar provision is proposed to be inserted by new section 99A.

Clause 32:- This clause, besides making certain amendments of a consequential nature, also empowers the Employees' Insurance Courts to direct the Corporation, if necessary, to have any disablement question considered by a Medical Board or a Medical Appeal Tribunal.

Clause 33:- This clause seeks to amend section 77 so as to provide for a time limit of three years for commencement of the proceedings before an Employees' Insurance Court.

Clause 34:- This clause seeks to make consequential amendments.

Clause 35:- This clause empowers the Director General to authorise an officer of the Corporation other than the Insurance Commissioner to institute or to sanction prosecutions under the Act.

Clause 36:- This clause seeks to provide for consultation with the Corporation before exemption is granted by the appropriate Government to factories or establishments belonging to Government or a local authority.

Clause 37:- This clause introduces a new section 91A providing for grant of exemptions under the Act either prospectively or retrospectively.

Clause 38:- This clause amends section 95 so as to empower the Central Government to frame rules in regard to filing of appeals before medical appeal tribunals or Employees' Insurance Courts and to provide that the Central Government will consult the Corporation while making rules under the Act.

Clause 39:- This clause amends section 96 so as to provide that the State Governments will also consult the Corporation while making rules under the Act.

Clause 40:- This clause seeks to empower the Corporation to make regulations in regard to certain additional matters necessitated by the other amendments made in the Bill.

Clause 41:- This clause seeks to introduce a new section 99A empowering the Central Government to remove difficulties in giving effect to the provisions of the Act.

Clause 42:- This clause seeks to replace the existing Schedules I and II by a new First Schedule and makes the following important changes therein:-

(a) The average daily wage will be calculated by dividing the standard wage of an insured person by 26, 13, 6 or 1 depending on whether he is monthly rated, fortnightly rated, weekly rated or daily rated.

(b) Average daily wage will need to be worked out only once in the first wage period in a contribution period. The same rate will apply for the whole contribution period.

(c) The number of wage groups for payment of contributions and grant of benefits has been increased from 8 to 9 to provide for the enhanced wage limit for coverage from Rs.400 to Rs. 500 per mensem.

(d) A standard rate of sickness benefit is being fixed corresponding to each wage group. Calculation of the rate of benefit for each individual case will no longer be necessary.

(e) The rate of disablement and dependants' benefit is being fixed at 25 per cent. over and above the sickness benefit rate, which is about half the average wage.

(f) The rates of weekly contributions have been rationalised and marginal adjustments have been made in these rates. The revised rates of contribution as well as benefits have been rounded off to the nearest multiple of five paise.

Another change effected by this clause is the insertion of the Second and Third Schedules, which are new, giving lists of injuries resulting in permanent disablement and occupational diseases.

Clause 43:- This clause seeks to introduce a new section providing that the provisions of the amendment Act will not apply to any past or pending cases of payment in respect of any employment injury sustained before the commencement of the amendment Act and that the same will be governed by the provisions of the principal Act as they stood before the commencement of the amendment Act.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 18 August 1965,
pp. 685-725).

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CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - AUGUST-SEPTEMBER 1965.

111. General.

Physical Environmental Factors Affecting
Health of Workers in Industry *.

An article on Physical Environmental Factors Affecting Health of Workers in Industry is published in September 1965 issue of the Indian Labour Journal. The following is a brief review of this article.

Some General Considerations About Health in Different Environmental Conditions.— The external environment around us comprises the climate we live in, the air we breathe in, the place we work in, the food we consume and many other items. The conditions may be natural, or they may be artificially produced as in industry. In addition to the external environment, the human body is having what is called an internal environment, in which the individual units of life i.e., the cells, live. The internal environment must be kept constant within very narrow limits. If any marked changes occur in this internal environment in response to, say, temperature, acidity or alkalinity, oxygen content or others, the life cases. The existence of human beings is only possible when there is a fairly good adjustment of this internal environment to the stress produced by the ever changing external environment.

As stressing stretching (stress) produces internal strain in a wire, different factors in the external environment may produce strain in the internal environment of the body. When the strain in the internal environment is too great, there may be possibility of an abrupt failure of the compensating mechanism to put the internal environment constant. Typical examples of such failures are the 'heat stroke' in high environmental heat or carbon monoxide

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Indian Labour Journal, September 1965, Vol.VI,
No.9, pp. 735-746.

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poisoning, etc. Even when the stress producing the strain in the body is removed, there may not be immediate recovery to normal conditions. It is, therefore, important that we should have a clear understanding of the nature of the stress in different external conditions to get an idea of the preventive measures to be adopted to cope with such stress.

There are some factors which may not produce immediate and acute strain in the human system. These may cumulate so as to reach the danger point to affect seriously the health of the individual such as the cumulative effect of nutritional deficiency, mercury or lead poisoning, etc.

Physiological Principles Governing the Effects of Thermal Environment.- In order to understand how these effects are produced, we have to study the different physiological principles which govern human reactions and responses to such physical factors.

Mechanism of heat regulation in the body.- In a healthy man at rest the body temperature is fairly constant at a level around ~~98~~ 98°F., because the thermal condition for the different biological reactions inside the body and the activity of the cells have to be maintained at this optimal level. This is done by a very efficient mechanism in the body for heat regulation which tries to keep the balance by influencing the different factors for heat gain and heat loss.

Heat gain.- The important factors which need consideration in heat gain in cool environment are; the metabolism in the body i.e., the heat generated from the so-called burning of fuel (food stuffs) and the activity of the different organs inside the body including muscles during work. When the body works, it functions as a heat engine.

Heat loss.- The factors which are to be considered under heat loss are radiation convection, conduction and evaporation. Under ordinary comfortable conditions in a resting unclothed subject, radiation accounts for about 50 per cent., evaporation 30 per cent., convection 15 per cent. and conduction 5 per cent. of the heat loss.

The heat stress in hot-day condition may be quite different from that in hot-humid condition. Let us consider them separately.

Hot-Dry Conditions.- Industries dealing with hot metals, glass, potteries, cement etc., are typical examples where hot-dry conditions prevail. Hot summer months add much to this thermal stress.

Since the atmosphere is dry, sweat evaporates easily and helps to cool the body. The rate of sweating will depend on the intensity of work and the thermal stress. If this regulating mechanism cannot cope with the strain, the body temperature may rise due to heat storage and heat disorders such as heat cramp, heat stroke, heat exhaustion etc., may arise.

Protective Measures.- To be fit and active in a hot-dry environment, replacement of body water lost in sweat must be made good by drinking cool water or fruit juices at frequent intervals, quite ahead of the feelings of thirstiness. This is strongly advocated to prevent dehydration and other heat disorders. Hyper-hydrosis i.e., drinking too much of water, occurs much less, and so the workers should be urged to take fluids at frequent intervals.

Adequate salt intake is important as great deal of salt is lost in sweat.

The work rate for 8 hours in hot-dry environment should be below 50 per cent. of the maximum working capacity of the worker, so as to reduce the heat produced inside the body itself.

Rest pauses should be taken when needed in a cool place to cool the body.

Hot and Humid Conditions.- In hot-humid conditions, the temperature of the air may not reach body temperature but there is still heat stress due to high humidity and low air movement. Such conditions are prevalent in textile, tanning and paper industries. The main result is that very little heat is lost through different processes other than evaporation, simultaneously effective evaporation of sweat is hampered by the nearly saturated condition of the atmosphere. As a result sweat drips from the body without giving the benefit of evaporative cooling.

Protective Measures.- The requirement of salt and replenishment of fluids through drinking in this condition is more than in hot-dry conditions.

Work rate in this condition should not be very high.

The velocity of air should be increased by putting circulating fans whenever possible to facilitate evaporation.

During summer months arrangement for lowering the air temperature is also very important for avoiding heat disorders.

Air conditioned rest rooms may be considered.

Evaluation of Heat Stress.— The sensation of warmth in different environmental conditions cannot be expressed by any one of the factors such as dry-bulb temperature, wet-bulb temperature, radiation temperature, air velocity, etc. However, there have been efforts to combine these to arrive at a temperature which may correspond to our feeling of warmth. The corrected effective temperature is sometimes used for this purpose to combine those factors to arrive at a particular temperature of air fully saturated, with an air movement of 30 feet per minute, which would give the same feeling of warmth as the environment under reference.

Another heat stress index is the amount of sweat in litres in 4 hours' work period, which can be predicated from combination of the factors including the intensity of work and the amount of clothing worn. The value 2.5 litres indicates upper desirable limit.

Belding-Hatch Index takes into consideration the heat storage inside the body during 8 hours' work period. The value 100 indicates extremely high heat strain. There are many other heat stress indices.

Upper Tolerance Limit.— Though experimental research, climatic condition for a man at work has been prescribed which should not be exceeded for healthy, young acclimatized workers. A dry-bulb temperature of 96°F. with a wet-bulb temperature of 92°F. or a dry-bulb temperature of 115°F. with a wet-bulb temperature of 90°F. indicates such limit. When the physical fitness and the health of a worker does not conform to an average worker, the above limit may have to be lowered to a dry-bulb temperature of 85°F. with a wet bulb temperature 84°F. or a dry-bulb temperature of 110°F. with a wet-bulb temperature of 82°F. to give better protection for health.

Disorders due to Heat: Acute and Chronic.-
There are various types of heat disorders such as heat stroke, heat hyperpyrexia, heat cramps, heat exhaustion, prickly heat, etc.

Heat Cramp.- Heavy work in hot environment, particularly in humid atmosphere, often results in painful cramps of the skeletal and abdominal muscles due mainly to loss of salt. If taking of salt in the form of tablets or solution does not bring relief after some time, the heat cramps may be attributed to other factors, such as water intoxication.

Heat Exhaustion.- It occurs frequently in hot environment in the early part of exposure due to salt loss or water loss. The symptoms are weakness, headache, lassitude, lethargy, fatigue, giddiness, or even fainting. There may be reluctance in taking food or doing work. In acute condition, the blood pressure is very low and the pulse rate is very high.

Immediate rest in cool atmosphere with administration of saline or glucose gradually relieves such symptoms. Gradual acclimatization to heat before working for 8 hours in high thermal conditions prevents the incidence of such untoward effects from heat.

Heat Stroke.- Its occurrence is mostly due to work in high temperature. It is an acute and often fatal disorder, if prompt, proper and adequate treatment is not given.

The patient should be brought immediately under proper medical care. To reduce the body temperature as rapidly as possible, all the clothing should be removed quickly.

The skin should be sprayed with ice cooled water or preferably with volatile liquid such as alcohol and ether. He should be brought direct under fan to increase dissipation of heat by evaporation from the body surface.

Cold drinks should be given, if conscious. Ice should be given to head or in severe cases to the surface of the body.

The article also deals with general protective measures against heat stress such as physical capacity of workers, acclimatization, clothing organisation in workplace and rest pauses. The article also deals with radiation other than heat, ultra-violet rays, vibration, their effects on workers and preventive and protective measures and controls.

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR AUGUST-SEPTEMBER 1965.

INDIA - AUGUST-SEPTEMBER 1965.

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- b) Punjab Labour Welfare Act, 1965 (Punjab Act
No. 17 of 1965) (Punjab Government Gazette,
Extraordinary, 27 July 1965, pp. 61-69).
- c) Uttar Pradesh Labour Welfare Fund Act, 1965
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- *(b) "Questionnaire", Second Central Wage Board for the Cotton Textile Industry: Government of India: Ministry of Labour and Employment: 1965: pp.47.
- *(c) "Report on the Working of the Minimum Wages Act, 1948 in the Madras State during the year 1963": Department of Industries, Labour and Cooperation: Government of Madras: 1965: Printed by the Director of Stationery and Printing, Madras, on behalf of the Government of Madras, 1965: Price Rs.4.15: pp. 41.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- *(a) "Employment of Women in Delhi (1961-64)": National Employment Service; Directorate of Employment, Training and Technical Education; Delhi Administration; New Delhi, March 1965; pp. 77.
- *(b) "Annual Report of the Activities of the Coal Mines Labour Welfare Organisation for the Year 1963-64": Government of India; Ministry of Labour; Printed by the Government of India Press, Calcutta: 1965: pp. 24.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

- * "Industrial Relations - A point of View": By G. Ramanujam; Indian National Trade Union Congress, 17, Janpath, New Delhi: pp. xi + 127.

CHAPTER 8. MANPOWER PROBLEMS.

- *(a) "Trained Graduate and Post Graduate Teachers Seeking work Through Employment Exchanges in Delhi (A Case Study)": No. SEMI-5/1965; Delhi Administration; Directorate of Employment, Training and Technical Education; Delhi June, 1965; pp. 17 + 6.
- *(b) "Growth of Employment in Delhi During 1st Three Years of Third Plan (1961-1964)": Directorate of Employment, Training and Technical Education, Delhi Administration, Rouse Avenue, New Delhi; December 1964; No. SEMI-8/1964: pp. 58.

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* publications received in this Office.

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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
October-November 1965.

N.B.- Each Section of this Report may be taken
out Separately.

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - OCTOBER-NOVEMBER 1965.

11. Political Situation and Administrative Action.

Twenty-third Session of Indian Labour
Conference, New Delhi, 30-31 October,
1965.

The twenty-third session of the Indian Labour Conference was held at New Delhi on 30 and 31 October 1965. The Conference was presided over by Shri D. Sanjivayya, Union Labour Minister and inaugurated by the Chief Minister of Madras. Making a departure from the agenda, the Conference discussed at length the role of industrial workers during the recent conflict between Pakistan and India.

The Labour Minister, in his address dealt with the situation created by the Pakistani aggression at length and said "the wheels of production must be kept moving uninterrupted. The spirit of devotion and disciplined action aroused by Pakistan's armed attack must be maintained, if we are to defend our freedom preserve our integrity and maintain our way of life". Employers, Shri Sanjivayya thought, had a special responsibility in the matter of maintaining industrial peace and in making the code of discipline a living instrument.

He ~~appea~~ appealed to the participants to devote themselves to the task of preparing the two wings of production - employers and employees - to play their respective roles to give the maximum possible support to defence efforts and the improvement of national economy.

Referring to the criticism of the state of labour relations and the observance of labour standards in public sector undertakings, Shri Sanjivayya said that by and large, the labour laws did not discriminate between the public and private sectors. There had been in recent months a greater awareness on the part of the public sector to improve the standards of compliance with labour laws. However, there was room for improvement.

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About the scheme of joint management councils, he wondered if its significance had been fully grasped by the majority of the employers. Hesitations persisted and industrial managements continued to keep away from the scheme.

He appealed to the employers' organisations to lend a helping hand to Government's efforts to secure extension of the scheme to as many undertakings as possible.

The trade unions, he said, should also give adequate support to the scheme.

Referring to the proposed unemployment insurance scheme, the Minister said it envisaged a modest beginning in a new field of social insurance. When it was finalised and brought into force, a big step forward in the field of social insurance would have been taken.

Shri Asoka Mehta, Deputy Chairman of the Planning Commission called for a reappraisal of the workers' role in the nation's development.

While his appeal to the employers was that in their thinking investment should get precedence over consumption to the employees, he made a special plea to consider whether the present fragmentation of trade unions could not be overcome.

He stressed the need for indigenous production of spares and argued that in this matter both employers and employees had almost an equal role to play. Any wastage of scarce raw material under the present circumstances would be a crime.

He felt that both employers and employees had a "vested interest" in the growth of the co-operative ~~native~~ movement.

Shri Naval H. Tata, employers' representative, felt that a basic rethinking on labour policy was long overdue. The employers were prepared to do their part no matter whatever the sacrifice, but certain ideas shared by the labour and the Government alike needed to be reassessed.

Shri Tata criticised schemes like labour participation in management as the Government's "showboys". He did not favour the idea of giving workers part ownership by making them shareholders.

The code of discipline, he felt, was imperfect. There were bound to be cases where it would be ignored. The Government, he thought, was trying to hasten its introduction. If the Government thought the code was good, it should be implemented first in the public sector.

Both, Shri Tata and Shri D.C. Kothari (all-India organisation of industrial employers) complained that in spite of much talk, the Government had not asked private sector units to make defence equipment. There were many engineering units on the verge of closure, either for lack of offtake of their products or credit. These could be assigned the task of ~~producing~~ producing the defence goods. Shri Kothari suggested a council for defence production with representatives from all sectors.

Agenda.- The agenda of the meeting was as follows:-

1. Action taken on the main conclusions/ recommendations of the 22nd Session of the Indian Labour Conference held at Bangalore on 29-30 July, 1964.
2. Amendment of section 10(b) of the Indian Trade Unions Act, 1926, so as to empower the Registrars to cancel the registration of a Trade Union, the executive of which has been found to have violated its registered rules.
3. Amendment of sub-section (3) of section 1 of the Industrial Employment (Standing Orders) Act, 1946, to make provision that the Standing Orders once made applicable to an industrial establishment will continue to apply to it irrespective of any subsequent change in the number of workmen employed therein or in the constitution of such an establishment.
4. Reference of cases of adjudication whilst criminal cases are pending against workmen involved in the disputes.
5. Restriction of maternity benefit to the first three births.
6. Review of the working of the Code of Discipline.

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7. Implementation of labour laws in public sector undertakings.
 8. Constitution of National Arbitration Promotion Board.
 9. ILO Convention (No.111) concerning Discrimination in respect of Employment and Occupation.
 10. Joint Management Councils.
 11. Industrial Co-Partnership.
 12. Unemployment Insurance Scheme.
 13. Payment by Results.
 14. Question of recognition of certain organisations as Central Trade Union Organisations of workers.
 15. Industrial Disputes Act, 1947 - Proposal to exclude services in hospitals and dispensaries from the scope of.

Notes on the agenda items were prepared by the Ministry and submitted to the Conference.

Conclusions. - The Conference reviewed the situation arising from the present Emergency and came to the following conclusions:

"The Conference having considered the situation in the country against the background of the current Emergency and the uneasy ceasefire along the borders with Pakistan and the continuing threatening posture of China:

- (a) Congratulates the defence forces and assures them fullest support of all sections of this Conference;
- (b) Supports whole-heartedly the Prime Minister's call for self-reliance in every sphere of economic activity and calls upon employers, workers and Government to work together to give a concrete shape to a sustained programme of self-reliance and for this purpose urges Government to mobilise all resources in the country; particularly for defence production;

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- (c) Welcomes the declaration by labour to avoid work-stoppages and the declaration by employers to maintain uninterrupted production;
 - (d) Appreciates the liberal contributions already made by all parties ~~to~~ to the defence effort of the country; and
 - (e) Believes that while the strengthening of defence potential is imperative the objectives of planned development must also be pursued.

The Conference having considered the hardships caused to the working class by lay-off, retrenchment, unemployment and high prices as well as the difficulties experienced by industry on account of lack of adequate credit facilities, shortage of power and paucity of raw material, urges upon the Central Government to set up immediately an Inter-Ministerial Committee with a view to removing urgently these hardships and difficulties with special reference to the border areas.

It further recommends that compact Standing Tripartite Bodies be ~~constitute~~ constituted at the Central and the State levels with labour Ministers as Chairmen to review and resolve major labour and management problems and when necessary forward them for action to the Inter-Ministerial Committee."

Items 1-15.- The Conference discussed briefly item 12 of the agenda (unemployment Insurance scheme) and the workers generally welcomed the idea in principle. The Employers' representatives desired to have more time to study the scheme. As many details had to be considered, it was decided to place the item before the next session of the Standing Labour Committee. The Conference could not take up the other items on its agenda and it was decided to place them also before the next session of the Standing Labour Committee.

(The Hindustan Times, 1 November, 1965;
Agenda Papers and Documents received
from the Ministry of Labour and
Employment, Government of India,
New Delhi).

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13. Press and Opinion.

India - October-November 1965.

In addition to the attached clippings the following references to the ILO appeared in Indian Journals received in this Office.

1. The July 1965 issue of 'Bombay Labour Journal' published by the Bombay Labour Institute contains an article on 'Joint Consultative Machinery for the Central Government Employees'. The article refers to the right to form associations or unions - and mentions that "ILO Conventions also protect this right".

2. The same issue of the Journal publishes excerpts from an welcome address by the Professor-Director on the occasion of the Sixteenth Annual Day of the Institute. Quoting from the Labour Minister's address to the 48th I.L. Conference the Professor-Director stressed that the best assistance the ILO could provide in respect of labour management was through the promotion of workers' education.

3. The same issue of the Journal under its "News and Notes" column lists Dr. Donald C. Jones and Mr. Aamir Ali among distinguished visitors to the Institute during 1964-65.

4. The July 1965 issue of 'Labour Gazette' published by the Commissioner of Labour, Government of Maharashtra, under its section 'Current Notes' columns the following news-items about the I.L.O.: (a) 49th I.L. Conference; (b) Setting up of ILO's Turin Centre; (c) Asian Maritime Conference; (d) Appointment of Mr. Cox as Director of ILO's International Institute for Labour Studies; (e) Acceptance of Malawi as the 113th ILO Member State; and (f) 1964 edition of the Year Book of Labour Statistics.

5. The August 1965 issue of 'Labour Gazette' (Maharashtra), under its section 'Current Notes' contains the following references to the ILO: (a) Conclusions of the 49th I.L. Conference; (b) Ratification by Japan of I.L. Convention 87; (c) Election of Mr. Diarra as Chairman of the ILO Governing Body; (d) election of Mr. Abid Ali to the ILO Governing Body; and (e) Acceptance of Yemen as a Member State of the I.L.O.

6. The same issue of the Gazette under the heading 'New Techniques' publishes an article on "the Central Labour Institute". The article refers to two T.W.I. Experts whose services were obtained under I.L.O. Assistance.

7. October, 18, 1965 issue of 'The Indian Worker' publishes a news-item about the Third Session of the U.N. Committee on Housing, Building and Planning (ECOSSOC). There is an incidental reference to the I.L.O.

8. The October 29, 1965 issue of 'United Nations Weekly Newsletter' publishes an article entitled "The ILO: Torchbearer of International Co-operation."

9. 'Commerce' dated 30 October 1965 publishes an article on a scheme of unemployment insurance being considered by the Government. There are incidental references to the I.L.O.

10. 20 October 1965 issue of 'Trade Union Record' publishes the agenda of the 23rd session of the Indian Labour Conference. Consideration of the I.L.O. Convention on Discrimination (No. 111) figured on the agenda.

11. 25 October 1965 issue of 'The Indian Worker' publishes an article on 'Human Relations in an Industry'. There are incidental references to the I.L.O.

12. The same issue of the Journal publishes an article on 'India and the ILO' by P.M. Menon. (cf. cutting No. 13.1).

13. Industrial Bulletin, dated 1 October 1965, issued by the Employers' Federation of India, publishes a news item relating to 'Freedom of Association in Japan'.

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25. Wage-Earners' Organisations.

India - October-November 1965.

Fourteenth Conference of the South Indian
Bank Employees' Association held at Bangalore,
3 October 1965: Nationalisation of Bank
Industry urged.

The 14th conference of the South Indian Bank Employees' Association was held at Bangalore on 3 October 1965. The conference, among other things, demanded the immediate nationalisation of the banking industry. The conference, which was attended by over 200 delegates from its 64 branches in the country, felt that any delay in nationalisation would only aggravate the situation and endanger the socialistic concept which the country wanted to usher in.

The declaration of the banking industry by the Government of India as a "public utility service" in July 1963, was strongly opposed by the conference on the ground that it imposed manifold restrictions on the bank employees and curtailed their freedom of action for carrying on their legitimate trade union activities. The conference, therefore, demanded its withdrawal in the interest of working class solidarity.

The conference also demanded better promotional avenues for bank employees and the formation of housing schemes to enable them to build their own houses.

(The Times of India, 5 October, 1965).

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CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - OCTOBER-NOVEMBER 1965.

31. General Economic Situation.

Progress of Cotton Textile Industry in India during 1964.

The following statistical information relating to the progress of the cotton textile industry in India is taken from the Report of the Millowners' Association, Bombay for 1964.

Number of spindles and looms.— The following tables show the number of spindles, looms, amount of cotton consumed, yarn spun, cloth woven and the average number of daily hands employed, for the years 1960 - 1964. Table I gives figures for Bombay City and Island and Table II all-India.

Table I - Bombay City and Island						
Year	Average Working Daily Spindles. Looms.		Cotton consumed. Bales of 400 lbs. 392 lbs.	Yarn Spun. Bales of 400 lbs.	Cloth Woven (in yds.)	Average No. of hands employed daily all shifts.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1960 -	2,877,061	58,442	1,215,814	1049787	1450076000	194,398
1961 -	2,934,480	58,703	1,270,272	1057838	1483163000	197,404
1962 -	2,978,221	58,464	1,336,932	1153132	1497331000	197,922
1963 -	2,947,675	57,880	1,282,014	1104000	1407479000	193,303
1964 -	3,056,452	59,333	1,350,288	1123400	1398323	197,269

TABLE II - ALL-INDIA *						
1960 -	11,830,650	182,203	5,143,356	4292287	4928815000	766,447
1961 -	12,129,430	184,562	5,347,554	4415000	5084165000	778,301
1962 -	12,423,759	185,344	5,634,930	4824000	5124190000	782,176
1963 -	12,543,928	182,936	5,695,802	4722000	4919174000	772,603
1964 -	13,040,725	187,053	6,104,814	5177860	4988401000	796,301

Notes— Columns 1,2,3 and 6 - Figures taken from the Association's Mill Statements.

Columns 4 and 5 - Figures taken from "Indian Textile Bulletin" published by the Textile Commissioner.

Production was at a standstill in all the mills in the Bombay City and Island for about 2 months in 1924(end of January to March) for 2½ months in 1925-26(September 15 to Dec.1) for about 6 months in 1928(April 15 to first week of October)and for about 4½ months in 1929(26 April to the middle of Sept.) and for 2 months(August 14 to 2nd week of October in 1950).

* Upto 1947 the figures are inclusive of those of Pakistan.

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Minimum Wages.— The following table shows minimum wages and dearness allowance in the cotton mill industry for a standard month of 26 working days during 1960-1964:—

Period	Bombay	Ahmed- abad	Shola- pur	Baroda	Indore	Nagpur	Madras	Kan- pur	West Bengal
1	2	3	4	5	6	7	8	9	10
	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
Minimum Basic Wages.	30.00	28.00	26.00	26.00	30.00	26.00	26.00	30.00	28.17
Average:									
1960 -	89.25	87.81	59.52	78.91	63.70	67.01	67.68	59.49	32.50
1961 -	91.79	86.95	66.59	78.25	63.85	64.77	75.85	59.94	35.79
1962 -	95.76	88.52	73.02	78.99	65.67	64.69	79.09	65.49	44.01
1963 -	96.08	85.15	72.82	76.63	66.98	67.36	83.05	66.69	50.53
1964 -	114.79	103.44	92.23	92.30	76.45	80.72	96.68	86.36	55.38
1964:-									
January -	107.00	99.22	-	89.30	69.56	71.77	88.68	73.55	52.98
February-	107.55	99.98	81.64	89.99	69.56	73.40	88.68	73.41	55.38
March -	108.70	99.98	81.64	89.99	69.56	74.48	88.16	76.14	55.38
April -	110.65	99.98	82.68	89.99	74.81	77.05	89.46	-	55.38
May -	110.95	105.27	89.18	89.99	74.81	78.95	90.24	77.43	51.98
June -	111.50	105.27	92.30	89.99	74.81	80.28	93.36	77.58	51.98
July -	114.90	105.27	93.08	94.74	78.75	80.98	98.56	79.44	51.98
August -	119.15	105.27	94.12	94.74	78.75	82.94	102.46	85.66	55.58
September.	120.00	105.27	97.76	94.74	78.75	85.54	102.98	95.74	55.58
October -	120.55	105.27	101.40	94.74	82.69	89.44	102.98	105.81	55.58
November-	122.55	105.27	100.36	94.74	82.69	93.08	105.06	104.29	61.38
December-	123.95	105.27	100.36	94.74	82.69	-	109.48	100.87	61.38

*Revised minimum basic wage from 1 December 1954.

(The Millowners' Association, Bombay,
Report for the Year 1964 (Part II)).

34. Economic Planning, Control and Development.

India - October-November 1965.

Inter-State Economists Seminar on Mobilisation of State Resources, held at Lucknow, 6 November, 1965.

An inter-State economists Seminar on mobilisation of State resources was held at Lucknow on 6 November 1965. Dr. Radha Kamal Mukerjee a well-known economist presided. The seminar in which officers of the Finance Departments of Uttar Pradesh, Punjab and Rajasthan also participated, concerned itself largely with determining a pattern of resources mobilisation, as distinct from precise returns from various taxes, with a view to (a) ploughing back for development a part of the additional income generated from Plan outlay; (b) making the beneficiaries of development schemes contribute to their costs; (c) distributing equitably the cost of defence; (d) holding prices by mopping up excess purchasing power, and in the case of agriculture, bringing more of its produce into the market; (e) generating more development activity through the compulsion of taxes as well as incentives.

On the controversial taxation of agriculture the consensus at the seminar was that the increase in agricultural production and prices had certainly raised the farmer's taxable capacity. Also, since the per capita income in the rural area had been very low, its propensity to consume had been equally high and the increased incomes there had not resulted in proportionate savings and investments. A consequence of this had been a decline in marketable farm surpluses and, as some of the economists feared, even in a decline in production effort. But the overall consideration that weighed with the seminar was that since large outlays had already been made on agriculture and these would be larger in the fourth Plan, it would be only fair if the agriculturist now paid for some of the benefits received.

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However even though the rural area's propensity to consume was considered to be very high, it was recommended that agricultural taxation be raised to withdraw only about 5 per cent. of any additional income generated in this sector as against 10 per cent. in the urban sector.

A cess of tax on commercial crops was also suggested. But the largest source of revenue for the States it was suggested, was sales tax. The seminar recommended that greater returns from this source be obtained by (a) effective checks on evasions; (b) simplification of its structure; (c) dove-tailing of a multiple-point general turnover tax with a single-point sales tax on carefully selected items; (d) lowering of the turnover exemption limit; and (e) generally higher rates.

A rationalisation of State excise duty on liquor was recommended.

A State evaluation authority was proposed for periodical assessment of ~~the~~ movable urban and rural property so that it could be taxed on the basis of actual value, as it increased. A 10 per cent. development cess on all State taxes for local works and education was also proposed.

The seminar suggested a return of 11 per cent. to 12 per cent. from all public undertakings, such as power generation and large irrigation works, or where this was not practical, a 10 per cent. "shadow", or accounting, rate of interest on the investment to judge the efficiency of these enterprises.

(The Statesman, 9 November 1965).

36. Wages.

India - October-November 1965.

Madras: Working of the Minimum Wages Act, 1948, during the Year 1963*.

The following is a brief review of the Report on Working of the Minimum Wages Act, 1948, during the year 1963, published by the Government of Madras.

Scheduled Employment.— Minimum rates of wages have been fixed in this State in respect of the following scheduled employments:— (1) Employment in woollen carpet making or shawl weaving establishment. (2) Employment in any rice mill, flour mill or dhal mill. (3) Employment in any tobacco (including beedi making) manufactory. (4) Employment in any plantation that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee. (5) Employment in any oil mill. (6) Employment under any Local Authority. (7) Employment on road construction or in building operations. (8) Employment in stone breaking or stone crushing. (9) Employment in any Mica Works. (10) Employment in Public Motor Transport. (11) Employment in tanneries and leather manufactory. (12) Employment in cotton ginning and pressing. (13) Employment in salt pans. (14) Employment in coir manufactory. (15) Employment in Match and Fire Works manufactory. (16) Employment in Hosiery manufactory. (17) Employment in Brick and Tiles manufactory. (18) Employment in agriculture, that is to say, in any form of farming, including including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing, and harvesting of any agricultural or horticultural commodity, the rising of livestock, bees or poultry and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operations (including any forestry or timbering operations and the preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce).

* Report on the Working of the Minimum Wages Act, 1948, in the Madras State during the year 1963: Department of Industries, and Labour and Co-operation: Government of Madras 1965: Price Rs.4.15. pp.41.

No minimum rates of wages have been fixed for the employment in Lac manufactory as the number of workers employed in this industry in this State was estimated to be less than 1,000. This is the only scheduled employment in this State for which minimum rates of wages have not been fixed, statutorily under the Act.

There were 22,185 establishments covered by the above scheduled employments employing about 782,188 workers. Particulars relating to the number of establishments in each scheduled employment covered by the Minimum Wages Act together with the number of workers employed therein are given in the following table:-

Sl. No.	Name of employment	No. of establishments.	No. of workers employed.
(1)	(2)	(3)	(4)
1.	Woollen carpet-making and shawl weaving establishments.	16	137
2.	Rice, Flour and Dhall mills.	3,665	26,230
3.	Tobacco including beedi manufactory.	2,578	46,509
4.	Plantations.	289	84,794
5.	Oil mills.	756	6,119
6.	Local authorities.	12,637	546,227
7.	Road construction or building operations.	-	-
8.	Stone-breaking or stone-crushing.	29	105
9.	Public motor transport.	1,138	32,423
10.	Tanneries and Leather manufactory.	246	8,642
11.	Coir manufactory.	-	-
12.	Cotton ginning and pressing.	261	17,860
13.	Salt pans.	9	418
14.	Match and fire works.	259	6,737
15.	Hosiery manufactory.	266	2,630
16.	Bricks and tiles.	32	687
17.	Lac manufactory.	-	-
18.	Mica works.	-	-
19.	Cashew industry.	4	2,670
	TOTAL.	22,185	782,188

Payment of Wages and Deductions.- Of the 22,185 establishments reported to have been covered by the provisions of the Minimum Wages Act, only 6,150 establishments submitted the returns, the number of workers employed in those establishments being 168,328. The remaining establishments did not submit the annual returns.

The approximate number of workers employed in these establishments, based on the average of the number of workers employed in the establishments which have submitted returns would be 613,860. The total wages paid in establishments which have submitted the returns was Rs. 1,06,141,677.44. The largest payment was made in Plantations.

A sum of Rs. 3,180.10 was deducted from the wages of the workers employed in the scheduled employments covered by the Minimum Wages Act from whom the prescribed return in Form No.III were received.

The details are shown below:-

		Amount
		<u>Rs.</u>
(a) Fines.	-	2,227.26
(b) Damage/loss.	-	869.37
(c) Breach of contract.	-	83.47
TOTAL.		<u>3,180.10</u>

Out of the fine amount of Rs.2,227.26 , a sum of Rs.1,682.43 was spent to meet the expenses relating to recreation items and Independence Day celebrations.

Enforcement.- The work relating to the enforcement of the Act was attended to by 8 inspectors of labour and 129 assistant inspectors of labour in the labour section and by 9 inspectors of factories and 25 assistant inspectors of factories in the factories section. Five inspectors of plantations were also attending to the work relating to the enforcement of the Minimum Wages Act in plantations. These officers attended to the enforcement of the provisions of this Act along with their other work. No special staff was appointed for the enforcement of this Act exclusively. They inspected and verified the payment of minimum rates of wages in the scheduled employments during the course of their inspections of the establishments under the Madras Shops and Establishments Act, 1947, Factories Act, 1948, or the Plantations Labour Act, 1951, as the case may be. In the case of other establishments not coming under the purview of any of the abovementioned Acts, the inspectors have been instructed to inspect them whenever complaints are received regarding the non-payment of minimum wages fixed. The revenue inspectors were appointed as inspectors for the enforcement of minimum wages in agriculture.

But they have not been able to find time to attend to this work besides their normal work. The question of making alternative arrangements is therefore under consideration in consultation with the District Collectors concerned and the Board of Revenue. Till a satisfactory system of enforcement of Minimum Wages in Agriculture is evolved, it may be difficult to make effective checks in respect of this employment. The Inspectors of Labour who are Gazetted Officers have however been instructed to look into the ~~complaints~~ complaints, if any, of non-payment of minimum wages during the course of their inspection in those areas. Hence the particulars in respect of employment in Agriculture could not be collected and incorporated in the report.

During the year 1963, the inspectors inspected as many as 9,003 establishments covered by the Act.

During the year 1963, 28 prosecutions were sanctioned for contravention of the provisions of this Act, of which 27 cases ended in conviction and a sum of Rs.875 was realised by way of fines.

Claims.- Besides 19 pending claims at the commencement of the year 1963, 63 claims were filed during the year, out of which 66 were disposed off, leaving a balance of 16 claims at the end of the year. A sum of Rs. 3,353.27 was directed to be paid to the employees by the authorities and a sum of Rs. 1,847.50 was also awarded as compensation.

General.- The report points out that generally speaking, the Act and its enforcement have been well received by the workmen and particularly by those who are still not fully organised.

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Summary of the Annual Report on the
Working of the Payment of Wages Act,
1936, on Railways for the Year ending
31st December 1963*.

A summary of the Annual Report on the working of the Payment of Wages Act 1936 on Railway during the year 1963 has been published in October 1965 issue of the Indian Labour Journal. The following is a review of this article.

Introduction.- The benefits of the Payment of Wages Act, 1936 are available from 1 April, 1958 to all persons employed on Railways, either directly, or through contractors and drawing wages less than Rs.400 per mensem month. The Act seeks to ensure regular and prompt payment of wages to the workers and to protect them against unauthorised deductions and fines.

Machinery for Enforcement.- The administration of the payment of Wages Act, 1936 on Railways (other than Railway factories) has been entrusted to the Central Industrial Relations Machinery headed by the Chief Labour Commissioner (Central). He along with Deputy Chief Labour Commissioner (Central), 7 Regional Labour Commissioners (Central) and 31 Conciliation Officers (Central) functioned as Inspectors during 1963, for securing compliance with the provisions of the Act. The field work was, however, undertaken by 104 Labour Inspectors (Central) though they had not been appointed Inspectors under the Act for Railways. They simply conducted the inspections on behalf of the above named officers under the guidance of the Regional Labour Commissioners. The Conciliation Officers also carried out original inspections besides checking the inspections done by labour Inspectors.

The Conciliation Officers and Labour Inspectors met the District/Divisional Officers of the Railways once in a quarter to discuss the outstanding complaints and infringements of the Law and to secure their expeditious rectification. Similar meetings by Regional Labour Commissioners were also held half-yearly, with the heads of various Railways.

* Indian Labour Journal, Vol.VI, No.10, October, 1965, pp. 908-910.

Inspections and Irregularities.- During the year 1963, 9,749 establishments (9,108 of Railways and 641 of Railway Contractors) were inspected and 24,479 irregularities (21,743 in Railways Establishments and 2,736 in Railway Contractors' Establishments) were detected.

Nature of Irregularities.- Out of 21,743 irregularities detected in respect of Railway Establishments during the year, 9,927 (45.66 per cent.) related to non-payment of wages, 5,321 (24.47 per cent.) to non-display of notices, 3,435 (15.80 per cent.) to delayed payment of wages, 901 (4.14 per cent.) to non-maintenance of registers, 602 (2.77 per cent.) to unauthorised deductions, 296 (1.36 per cent.) to improper maintenance of registers, 148 (0.68 per cent.) to irregular imposition of fines, 33 (0.15 per cent.) to irregular deductions for damage or loss, 24 (0.11 per cent.) irregular recovery of ~~dedue~~ advances and the remaining 1,056 (4.86 per cent.) cases related to miscellaneous irregularities.

Out of 2,736 irregularities detected in respect of Railway Contractors' Establishments, 1,171 (42.80 per cent.) related to non-maintenance of registers, 852 (31.14 per cent.) to non-display of notices, etc., 215 (7.86 per cent.) to improper maintenance of registers, 172 (6.29 per cent.) to non-payment of wages, 52 (1.90 per cent.) to delayed payment of wages, 7 (0.26 per cent.) to recovery of advances, 3 (0.11 per cent.) related to unauthorised deductions, 4 (0.14 per cent.) related to deductions for loss/damagges and the remaining 260 (9.50 per cent.) cases related to miscellaneous irregularities.

Rectification of Irregularities.- As many as 4,814 irregularities were pending rectification in Railway Administration at the end of Calendar year 1962 and 21,743 irregularities were detected during the calendar year 1963, thus making a total of 26,557 irregularities for rectification. Of these, 19,568 (73.69 per cent.) irregularities were rectified during the year under report leaving a balance of 6,989 (26.31 per cent.) irregularities for rectification at the end of the year. Out of 19,568 irregularities rectified, 12,100 (61.84 per cent.) were rectified within three months, 4,580 (23.41 per cent.) within three to six months, 2,145 (10.96 per cent.) within six to nine months, 637 (3.26 per cent.) within nine to twelve months and 90 (0.46 per cent.) within a period of more than one year and the remaining 16 (0.07 per cent.) irregularities were dropped.

As regards rectification of irregularities noticed in respect of Railway Contractors' Establishments, 384 irregularities were pending rectification at the end of the calendar year 1962 and 2,736 irregularities were detected during the year under report, thus making a total of 3,120 irregularities for rectification. Of these, 2,422 (77.63 per cent.) irregularities were rectified during the year under report and 63 irregularities were dropped, leaving a balance of 635 (20.35 per cent.) for rectification at the end of the year under report. Out of 2,422 irregularities rectified, 1,628 (67.21 per cent.) were rectified within three months, 682 (28.16 per cent.) within three to six months, and the remaining 112 (4.63 per cent.) were rectified within a period of six to nine months.

Fines and Deductions.- As authorised under Section 8 of the Act, fines imposed in 10,567 cases in respect of Railway Establishment involving an amount of Rs.76,728.01 during the year under report. The amount of fines realised is credited to the Staff Benefit Fund and the disbursements from the Fund during this year amounted to Rs. 1,985,925.86 (Railways Establishment).

In respect of Railway Establishments deductions amounting to Rs. 427.87 and Rs. 155,271.10 were made from wages on account of absence and damage to or loss of goods in 45 and 12,787 cases respectively during the year under report.

There was no such case in respect of Contractors' Establishment during the year under report.

Claims.-At The end of previous calendar year 1,049 applications were pending before the Authorities and 3,399 applications - 3,393 in respect of Railway employees and 6 in respect of Railway Contractors' Employees - were filed in 1963, making a total of 4,448 applications for disposal before the authorities. Of these, only 1,724 applications involving 2,055 employees were decided during the year and 2,724 applications remained pending at the end of the year. Out of the total amount of Rs.2,126,548.51 claimed as wages in these 1,724 applications, a sum of Rs. 256,905.20 was awarded. Of the total amount of Rs. 133,767.42 claimed as compensation in these 1,724 applications only a sum of Rs. 2,845.00 was awarded as compensation during the year 1963.

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Prosecutions.- At the end of the previous calendar year 13 prosecution cases were pending against Railway Contractors and 31 cases were filed during the year under report, thus making a total of 44 cases of prosecutions. Of these, 28 cases were decided during the year (24 resulting in conviction and 4 resulting in acquittal of the accused) and the total amount of fines imposed by the courts in these 24 cases was Rs. 3,784.00. Five appeals against the decisions of the lower courts were filed by the employers during the year 1963 of which three were allowed and two were dismissed during the year under report. Sixteen prosecution cases were pending with the courts at the end of the year.

Employment and Wages.- The total average daily number of persons employed on Railways (excluding Railway Factories) covered by the Act was approximately 1,232,681 and the gross amount of wages paid to persons drawing on an average less than Rs.400.00 per month during a wage period was Rs.1,720,952,216.54 during the year under report. As regards Contractors' Establishments annual returns were received only from 227 out of 721 such establishments. The average daily employment and the total wages paid to persons drawing below Rs. 400 per month during the year under report in these 227 Contractors' Establishments were 30,408 and Rs.15,699,538.30 respectively.

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Maharashtra: Minimum Wages Act, 1948, extended
to Employment in Plastics Industry.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Maharashtra has with effect from 15 October 1965 added the following employment to Part I of the Schedule to the Act.

"22. Employment in any industry in which any process of transforming plastics into various solid shapes, through moulding, forming, extension or casting by applications singly or together with heat and or pressure or both or other similar work or work incidental to such process is carried on".

(Notification No. MWA. 5264/108480-Tab.III,
dated 15 October 1965, Maharashtra Government
Gazette, Part I-L, 21 October 1965, page 3072).

Payment of Bonus Act, 1965 (No.21 of 1965).

The Payment of Bonus Bill (vide pages 29-36 of the report of this Office for August-September 1965) as passed by Parliament received the assent of the President on 25 September 1965 and has been gazetted as Central Act No.21 of 1965. The Act provides for the payment of bonus to persons employed in certain establishments and for matters connected therewith. The salient provisions of the Act are summarised below.

Extent.- The provisions of the Act apply to every factory and every other establishment in which twenty or more persons are employed on any day during an accounting year.

Gross Profits.- The gross profits derived by an employer from an establishment in respect of any accounting year shall (a) in the case of a banking company, be calculated in the manner specified in the First Schedule;

(b) in any other case, be calculated in the manner specified in the Second Schedule.

The available surplus in respect of any accounting year shall be the gross profits for that year after deducting therefrom certain sums. The sums deductible are (1) any amount by way of depreciation admissible under the Income-tax Law, (2) any development rebate or development allowance which the employer is allowed to deduct from the income under the Income-tax Act, (3) all direct taxes, and (4) sums specified in the Third Schedule in respect of the employer.

Eligibility for bonus.- Every employee shall be entitled to be paid by his employer in an accounting year, bonus, in accordance with the provisions of this Act, provided he has worked in the establishment for not less than thirty working days in that year. An employee shall be disqualified from receiving bonus under this Act, if he is dismissed from service for (a) fraud; or (b) riotous or violent behaviour while on the premises of the establishment; or (c) theft, misappropriation or sabotage of any property of the establishment.

Payment of Bonus.- Every employer shall be bound to pay to every employee in an accounting year a minimum bonus which shall be four per cent. of the salary or wage earned by the employee during the accounting year or forty rupees, whichever is higher, whether there are profits in the accounting year or not. Where such employee has not completed fifteen years of age at the beginning of the accounting year, the provisions of this section shall have effect in relation to such employee as if for the words "forty rupees", the words "twenty-five rupees" were substituted.

Where in respect of any accounting year the allocable surplus exceeds the amount of minimum bonus payable to the employees under section 10, the employer shall, in lieu of such minimum bonus, be bound to pay to every employee in the accounting year bonus which shall be an amount in proportion to the salary or wage earned by the employee during the accounting year subject to a maximum of twenty per cent. of such salary or wage.

Where the salary or wage of an employee exceeds seven hundred and fifty rupees per mensem, the bonus payable to such employee under section 10 or, as the case may be, under section 11, shall be calculated as if his salary or wage were seven hundred and fifty rupees per mensem. Where an employee has not worked for all the working days in any accounting year, the minimum bonus of forty rupees or, as the case may be, of twenty five rupees, if such bonus is higher than four per cent. of his salary or wage for the days he has worked in that accounting year, shall be proportionately reduced.

Where for any accounting year the allocable surplus exceeds the amount of maximum bonus payable to the employees in the establishment under section 11, then, the excess shall, subject to a limit of twenty per cent. of the total salary or wage of the employees employed in the establishment in that accounting year, be carried forward for being set on in the succeeding accounting year and so on up to and inclusive of the fourth accounting year to be utilised for the purpose of payment of bonus in the manner illustrated in the Fourth Schedule.

When for any accounting year, there is no available surplus or the allocable surplus in respect of that year, falls short of the amount of minimum bonus payable to the employees in the establishment under section 10, and there is no amount or sufficient amount carried forward and set on under sub-section (1) which could be utilised for the purpose of payment of the minimum bonus, then, such minimum amount or the deficiency, as the case may be, shall be carried forward for being set off in the succeeding

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accounting year and so on up to and inclusive of the fourth accounting year in the manner illustrated in the Fourth Schedule.

Newly set up establishments.- Where an establishment is newly set up, whether before or after the commencement of this Act, the employees of such establishment shall be entitled to be paid bonus under this Act only -

(a) from the accounting year in which the employer derives profit from such establishment; or

(b) from the sixth accounting year following the accounting year in which the employer sells the goods produced or manufactured by him or renders services, as the case may be, from such establishment,

whichever is earlier:

Provided that in the case of any such establishment the employees thereof shall not, save as otherwise provided in section 33, be entitled to be paid bonus under this Act in respect of any accounting year prior to the accounting year commencing on any day in the year 1964.

Puja bonus or customary bonus.- Where in any accounting year (a) an employer has paid any puja bonus or other customary bonus to an employee; or (b) an employer has paid a part of the bonus payable under this Act to an employee before the date on which such bonus becomes payable, then the employer shall be entitled to deduct the amount of bonus so paid from the amount of bonus payable by him to the employee under this Act in respect of that accounting year and the employee shall be entitled to receive only the balance.

Time-limit for payment of bonus.- All amounts payable to an employee by way of bonus under this Act shall be paid in cash by his employer (a) where there is a dispute regarding payment of bonus pending before any authority under section 22, within a month from the date on which the award becomes enforceable or the settlement comes into operation, in respect of such dispute; (b) in any other case, within a period of eight months from the close of the accounting year.

The appropriate Government or such authority as the appropriate Government may specify in this behalf may, upon an application made to it by the employer and for sufficient reasons, by order, extend the said period of eight months to such further period or periods as it thinks fit; so, however, that the total period so extended shall not in any case exceed two years.

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Public Sector Undertakings.— The Act provides for the application of bonus formula to those public sector undertakings which fulfil the 20 per cent. competition test. Once the bonus formula is applied to such establishments, it shall continue to apply even if the 20 per cent. competition test is not satisfied in any accounting year.

Disputes.— Any dispute arising between an employer and his employees with respect to the bonus payable under this Act or with respect to the application of this Act to an establishment in public sector, shall be deemed to be an industrial dispute within the meaning of the Industrial Disputes Act, 1947, or of any corresponding law relating to investigation and settlement of industrial disputes in force in a State and the provisions of that Act or, as the case may be, such law, shall, save as otherwise expressly provided, apply accordingly.

Other provisions of the Act deal inter alia with presumption about accuracy of balance sheet and profit and loss account of co-operatives and companies; maintenance of registers and records by employers, penalties, offences by companies, etc.

The provisions of the Act do not apply to -
(i) employees employed by any insurer carrying on general insurance business and the employees employed by the Life Insurance Corporation of India;

(ii) seamen as defined in clause (42) of section 3 of the Merchant Shipping Act, 1953;

(iii) employees registered or listed under any scheme made under the Dock Workers (Regulation of Employment) Act, 1948, and employed by registered or listed employers;

(iv) employees employed by an establishment engaged in any industry carried on by or under the authority of any department of the Central Government or a State Government or a local authority;

(v) employees employed by -

- (a) the Indian Red Cross Society or any other institution of a like nature (including its branches);
- (b) universities and other educational institutions;
- (c) institutions (including hospitals, chambers of commerce and social welfare institutions) established not for purposes of profit;

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(vi) employees employed through contractors on building operations;

(vii) employees -

- (a) who have entered before the 29th May, 1965, into any agreement or settlement with their employers for payment of an annual bonus linked with production or productivity in lieu of bonus based on profits; or
- (b) who have entered or may enter after that date into any agreement or settlement with their employers for payment of such annual bonus in lieu of the bonus payable under this Act,

for the period for which such agreement or settlement is in operation;

(viii) employees employed by the Reserve Bank of India;

(ix) employees employed by -

- (a) the Industrial Finance Corporation of India;
- (b) any Financial Corporation established under section 3A, of the State Financial Corporation Act, 1951;
- (c) the Deposit Insurance Corporation;
- (d) the Agricultural Refinance Corporation;
- (e) the Unit Trust of India;
- (f) the Industrial Development Bank of India;
- (g) any other financial institution (other than a banking company), being an establishment in public sector, which the Central Government may, by notification in the Official Gazette, specify having regard to -
 - (i) its capital structure;
 - (ii) its objectives and the nature of its activities;
 - (iii) the nature and extent of financial assistance or any concession given to it by the Government; and
 - (iv) any other relevant factor;

(x) employees employed by any establishment in public sector, save as otherwise provided under this Act;

(xi) employees employed by inland water transport establishments operating on routes passing through any other country.

(The Gazette of India, Extraordinary,
Part II, Sec.1, 25 September 1965,
pp. 411-446).

Chapter 4. Problems Peculiar to Certain Branches of the National Economy

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42. Co-operation.

India - October-November 1965.

Report of Committee on Co-operative Farming
published: Adequate aid for development of
Farming urged.

The report of the Committee on Co-operative Farming which was appointed by the Government of India in July 1963 with Shri D.R. Gadgil as its head, to study the cooperative farming movement and suggest measures to solve the problems facing it, has been recently published. The Committee in its report has, among other things, has urged that there should be increased participation of ~~no~~ official leaders and adequate provision of financial and technical assistance for the development of the co-operative farming movement. The report says that the co-operative farming programme is still in its infancy and will take about 10 to 15 years to make a significant impact on the whole country.

At least 10,000 new co-operative farming societies should come into existence during the Fourth Plan. (The programme is under way in about 300 pilot projects). While calling for intensive development, consolidation and reorganisation of the movement, the committee warns against expectation of early results. There are no short cuts to solving the problems of cultivators, it says. The studies carried out by the committee reveal that while the programme has shown considerable success in the districts of Dhulia (Maharashtra), Sambalpur (Orissa), Bhavnagar (Gujarat) and Jullundur (Punjab), in some areas considerable failures also have been noticed. The committee says that in areas where co-operative farming has succeeded substantially, steps should be taken to vitalise it and spread it to adjacent areas. The Committee also came across a large number of societies which were not functioning along expected lines. Some were stagnant or in the process of disintegration. The committee feels that the working of such societies should be examined and where it is not possible to improve them they should be weeded out.

The committee recommends that the Government should itself take more initiative and organise co-operative farming societies on Government waste lands, surplus lands, and lands reclaimed as a result of large irrigation projects.

It regrets that in a number of States funds meant for co-operatives have not been promptly released to them as a result of which there were a large number of underfinanced societies. The committee suggested that the funds available in block budgets should be made available to co-operative farming societies on a preferential basis.

By and large the committee says, the finance provided by the Government was inadequate to the requirements of the programme. As funds under the existing pattern were not related to their requirements, the societies in certain cases had been divided into two to draw additional assistance. This reduced their viability.

The committee also recommends freer flow of loans from co-operative banks to co-operative farming societies.

The committee suggests that attention should be focussed on farming societies of small and medium farmers since they needed most the benefits of co-operative farming. Where societies are formed with a heterogeneous membership, it is of the utmost importance to limit the interests and returns of bigger farmers.

(The Times of India, 13 October, 1965).

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CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

INDIA - OCTOBER-NOVEMBER 1965.

50. General.

Working Conditions of Labour in West Bengal:
Report of the Committee on the Bengal Chamber
of Commerce and Industry for the Year 1964*.

The Report of the Committee of the Bengal Chamber of Commerce and Industry for the year 1964 published recently, contains a chapter on Labour, which deals with general Labour Situation in the West Bengal and the role of the Bengal Chamber of Commerce in the various labour field. The following is a brief review of this chapter.

General Labour Situation.- During the year under review rising prices and shortages of essential foodstuffs caused discontent amongst workers and often reflected adversely on employer-employee relations. Trade unions and leftist political parties severely criticised the Government. Workers demanded that employers should supply foodstuffs at subsidised rates and also demanded for an increase in dearness allowance or payment of an ad hoc compensatory allowance.

The other issue which dominated the labour situation was the question of bonus payments to workers. While Government's decision on the Bonus Commission's report was being awaited, the issue had been mutually settled in a number of cases before the announcement of Government's decision. Trade unions strongly opposed Government's modifications of the majority recommendations.

* Report of the Committee of the Bengal Chamber of Commerce and Industry for the year 1964: Vol. I. Calcutta: 1965: pp. xix + 298.

An announcement by the Union Labour Minister indicated that the workers' right to a higher quantum of bonus would be safeguarded under the proposed legislation. This announcement encouraged trade unions to agitate for the minimum bonus recommended by the Commission. The Labour Minister of West Bengal met the representatives of unions and Chamber of Commerce, and after a series of meetings an understanding was reached. But in a number of cases bonus agitation led to demonstrations, stay-in-strikes, go-slow or even confinement of the management staff by workers. The number of bonus disputes registered with the Labour Directorate was more than the previous year but bipartite and tripartite settlements were reached in a number of cases on an ad-hoc basis keeping in view of the Bonus Commission's recommendations.

The Bonus Commission's recommendations also had repercussions in some industries where bonus disputes has not arisen in the past. Some unions connected with the coal industry demanded the minimum bonus payable under the Commission's formula in addition to the statutory bonus linked to attendance. In the case of jute industry the unions persisted in their demand for payment of bonus in accordance with the Commission's formula although the question of bonus payment to workers was governed by the unanimous recommendations of the Wage Board which will remain in operation till 1967.

During the year under review there was considerable agitation for the early implementation of the Shops & Establishments Act which had been passed by the West Bengal Legislature in 1963. The Act came into force from 15 August 1964.

The report has also referred to the Bonus Commission's Report, 22nd Session of the Indian Labour Conference, 22nd Session of the Standing Labour Committee, State Committee on Employment, Central Evaluation and Implementation Committee Meeting, State Implementation and Evaluation Committee, Maintenance of Communal Harmony in Industrial Areas, and the Working of the Employees' State Insurance Scheme and the Employees' Provident Fund Scheme in the State.

(Report of the same Committee for the previous year was reviewed in the report of this Office for July-August 1964, pp. 65-67).

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West Bengal Shops and Establishments
(Second Amendment) Bill, 1965.

The Government of West Bengal published on 27 October 1965 the text of the West Bengal Shops and Establishments (Second Amendment) Bill, 1965, to be introduced in the Legislative Assembly of the State. The Objects of the Bill is to amend sub-section (4) of section 5 of the West Bengal Shops and Establishments Act, 1963, with a view to enabling Government to specify the day of weekly closure of shops and establishments of a particular area while allowing the shop-keepers and employers concerned to decide for themselves the weekly half-day closure of such shops and establishments.

(Calcutta Gazette, Extraordinary,
27 October 1965, Part I, pp.4085-4086).

51. Hours of Work.

India - October-November 1965.

Summary of the Annual Report on the Working of the Hours of Employment Regulations(Railways) for the Year 1963-64*.

Scope and Application.- Chapter VI-A of the Indian Railways Act, 1890, the Railway Servants (Hours of Employment) Rules, 1961 and subsidiary instructions issued by the Railway Board from time to time are collectively known as Hours of Employment Regulations(Railways). These Regulations inter-alia provide for classification of employment of railway servants and making temporary exemptions therefrom, appointment and powers of railway labour supervisors, appeals against classification of employment of railway servants, specification of the categories of excluded staff, prescription of periods of rest up to a maximum of three days for specific categories of workmen, compensatory periods of rest for exempted railway servants under rule 6, maintenance of registers of extra hours worked in the prescribed form, display of rules and notices and submission of annual returns. The Regulations are applicable to all classes of railway servants excepting those governed by the Factories Act, 1948, the Mines Act, 1952 and the Merchant Shipping Act, 1958 and those who are specifically excluded from the purview of the Regulations, such as supervisory staff, persons employed in a confidential capacity, certain categories of employees in the medical departments, armed guards and other police personnel subject to military and police discipline, class IV staff whose work is exceptionally light and staff of railway schools imparting technical training or academic education. The exclusion of these categories of staff does not, however, absolve the Central Industrial Relations Machinery of its responsibility to watch their conditions of work and satisfy itself that no category of staff has been excluded from the Regulations without sufficient justification.

* The Indian Labour Journal, Vol. VI, No.11, November 1965, pp. 986-988.

Administration.- The Chief Labour Commissioner (Central), Deputy Chief Labour Commissioner (Central), Regional Labour Commissioners, and Conciliation Officers (Central) have been appointed as "Supervisors" of railway labour under the Indian Railways Act, 1890. The Labour Inspectors and Conciliation Officers in the discharge of their duties as Supervisors and carry out inspection on their behalf. There were 7 Regional Labour Commissioners, 31 Conciliation Officers and 104 Labour Inspectors.

Enforcement: (i) Method of Inspection.- The Labour Inspectors inspect railway stations every month regularly and other establishments under the Hours of Employment Regulations. The Conciliation Officers and Regional Labour Commissioners, besides conducting some original inspections, also test check the inspections of Labour Inspectors. Minor irregularities such as non-display of abstract of the Regulations, working beyond scheduled hours or during rest periods, non-maintenance of registers and record, instances of continuous night duty, etc., are taken up directly by the Inspecting Officers with concerned officers of the Railway Administration. Cases of wrong classification and other major irregularities are referred to by the inspecting officers to the Regional Labour Commissioners for scrutiny and necessary action. Officers of the Industrial Relations Machinery keep themselves in close touch with the Heads of Railways and seek co-operation in rectifying the irregularities.

(ii) Classification of Employees.- As classification of railway servants under the Regulations is of primary importance to them, officers of the Industrial Relations Machinery (mentioned in para 2) continued to pay special attention in this matter. Cases of incorrect or doubtful classification reported by the Inspecting Officers are scrutinised by the Regional Labour Commissioners and thereafter submitted to General Managers of Railways concerned for consideration and necessary action. Differences of opinion do arise in such cases between the officers of Industrial Relations Machinery and those of the Railway Administration. In order to resolve them joint inspections are sometimes carried out by them. Out of 351 cases (117 cases for the preceding year and 234 for the year under review) of disputed classification referred to the Railway Administration, the Administration accepted the suggestions of the Inspecting Officers in 73 cases, contested 82 cases and the remaining 196 cases were pending settlement at the close of the year.

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Inspection and Irregularities.— During the year under review, 8,026 establishments were inspected as against 8,621 establishments during the previous year. The number of irregularities detected were 65,360 as against 61,554 during the previous year.

Rectification of Irregularities.— All the irregularities detected by the officers of the Industrial Relations Machinery were taken up with the Railway Administration for rectification. Out of the total of 89,007 irregularities (including 23,647 irregularities for the previous year), the Railway Administration rectified 69,734 (78.34 per cent.) irregularities during the year under report leaving a balance 19,262 (21.66 per cent.) irregularities. The following table shows the nature and number of irregularities detected during the year 1963-64:—

Sl. No.	Nature	Number	Percentage
1	2	3	4
1.	Non-existence of rosters.	12,429	19.02
2.	Non-display of rosters.	4,148	6.35
3.	Out-of-date rosters.	671	1.03
4.	Illegible or otherwise defective rosters.	1,085	1.66
5.	Non-display of regulations.	4,048	6.19
6.	Habitually working outside rostered hours.	1,444	2.21
7.	Habitually working on rest days.	11,027	16.87
8.	Working contrary to rosters.	616	0.94
9.	Performing Continual night duty.	190	0.29
10.	Compensatory-off not given in lieu of weekly rest forgone.	9,963	15.24
11.	Non-payment of overtime allowance.	4,878	7.47
12.	Non-maintenance of overtime register.	1,377	2.66
13.	Irregularities regarding Maintenance of Muster roll.	3,096	4.74
14.	Incorrect classification.	119	0.18
15.	Working more than 14 days without rest.	3,626	5.55
16.	Other irregularities (Miscellaneous).	6,283	9.61
TOTAL.		65,360	100.00

52. Workers' Welfare, Recreation and Workers' Education.

India - October-November 1965.

Coal Mines Labour Welfare Fund Bill, 1965.

Shri D. Sanjivayya, Union Minister of Labour and Employment, Government of India, introduced in the Lok Sabha on 24 September 1965 a Bill to amend and consolidate the law relating to the financing of measures for promoting the welfare of labour employed in the coal mining industry. According to the Statement of Objects and Reasons of the Bill, the Coal Mines Labour Welfare Fund Act, 1947, was enacted with a view to making better provision for financing measures for promoting the welfare of labour employed in the coal-mining industry. The Act provides for the levy of a duty of excise on all coal and coke despatched from collieries at such rate not exceeding eight annas per ton as may from time to time be fixed by the Central Government. The proceeds of the duty are credited to a Fund called the Coal Mines Labour Housing and General Welfare Fund and apportioned under two separate accounts called the General Welfare ~~Fund~~ and the Housing Account. While the General Welfare Account is operated directly by the Central Government, the Housing Account is operated by a body corporate called the Coal Mines Labour Housing Board constituted under section 6 of the Act.

The working of the Act has shown that there are obvious advantages in making the Coal Mines Labour Welfare Fund Organisation as a whole, a body corporate under the statute. The Organisation has now an annual income of about 40 million rupees. It is accordingly proposed to establish a corporation known as the Coal Mines Labour Welfare Fund Trust which will be responsible, under the general direction and control of the Central Government, for promotion of the welfare of labour employed in the coal-mining industry. This Corporation will function through a Board of Trustees consisting of twenty-two members representing the Government, the employers and the labour employed in the coal-mining industry.

For giving effect to the above object, it is proposed to replace the Act by a new legislation. Provision has also been made in the legislation for payment of enhanced grants-in-aid to colliery owners who maintain dispensary services of a standard higher than the prescribed minimum, and also for the transfer of existing employees to the Corporation.

The Bill exempts income, profits or gains of the Trust from the liability to income-tax.

Subject to the modifications mentioned above, the provisions of the Bill are broadly on the lines of the provisions of the existing Act, including the imposition of duty of excise on coal and coke deppatched from collieries.

(The Gazette of India, Extraordinary,
Part II, Sec.2, 24 September 1965,
pp. 990-1006).

56. Labour Administration.

India - October-November 1965.

Inspection of Mines in India: Annual Report
of the Chief Inspector of Mines in India for
the Year ending 31 December 1962*.

Application.— The Mines Act, 1952, as amended by the Mines (Amendment) Act, 1959, continued to be in force through India excepting State of Jammu and Kashmir and the Union territories of Goa, Diu & Daman. Prospecting mines and mines of specified minerals continue to be exempted from the provisions of the Act subject to certain conditions specified therein.

The number of mines (coming within the purview of the Mines Act, 1952, excluding mines of atomic minerals) reported to have been worked during the year under review was 3,648 comprising of 851 coal mines and 2,797 non-coal mines, as against 3,533 mines (860 coal and 2,673 non-coal mines) in 1961. The number of mines submitting returns was, however, significantly less, their number in 1962 being 3,009 (844 coal and 3,165 non-coal) as against 3,171 (844 coal and 2,323 non-coal) in 1961. In respect of the seven defaulting coal mines, however, estimates of employment and output have been arrived at on the basis of monthly data submitted through the monthly returns, and to that extent, coverage in respect of the 851 coal mines is complete. The major difficulty has been in respect of non-coal mines. One of the principal reasons for this significant non-response in respect of non-coal mines has been the unawareness of the new code of Regulations on the part of mine managements. Copies of the prescribed proforma have been sent to those mines which professed ignorance/non-availability of the proforma. Further action for non-submission

* Annual Report of the Chief Inspector of Mines for the year ending 31 December 1962: Mines Act, 1952: Price: Inland - Rs. 28.00: Foreign - 65sh.4d or 10\$ 8 cents. pp. iv+479.

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of the annual returns continues, but this aspect of non-submission of returns by the 600 and odd non-coal mines - mostly small sized, has to be taken note of when a comparison of figures over the years is made. Where the major variations are due to the inclusion or non-inclusion of returns from big mines, these have been specifically mentioned. Particulars of oil wells have been covered for the first time with effect from the year under review and to that extent particularly, the overall employment figures have to be guarded against comparisons.

Employment.- The average daily number of persons working in and about the mines regulated by the Mines Act, 1952, in the year 1962 was 684,226 which shows a significant increase as compared to the earlier years and has recorded a new level of employment in mines coming under the purview of the Act.

The two tables given below show the trends in employment by place of working and by major minerals.

(1) By place of Working

Year	Under-ground	Open-cast Working		Surface		Total	Index
	Men	Men	Women	Men	Women		
1960 -	255,536	141,557	63,905	147,235	43,836	652,069	118.8
1961 -	261,703	157,032	67,927	145,944	38,380	670,986	122.2
1962 -	276,868	153,358	64,905	151,211	37,884	684,226	124.6

(2) By Major Minerals

Year	Coal	Mica	Manganese	Iron Ore	Gold	Limestone	Others
1960 -	397,422	33,278	56,859	49,902	16,092	44,412	54,104
1961 -	411,265	29,635	46,923	54,540	16,295	54,637	57,691
1962 -	432,909	26,092	39,141	50,124	16,397	54,499	65,064

This significant increase in employment was mainly due to the considerable increase of employment in underground workings, the said increase in 1962 being nearly six per cent. of the underground employment in the preceding year.

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Comparatively, the change in employment in opencast working and on surface are rather insignificant. The overall decrease of more than 3,000 in the female employment as against the increase in the employment of labour in the mining industry, brought down the proportion of female employment in the total to about 15 per cent. as against 16 per cent. in the preceding year.

The overall increase in employment in the mining industry is the net result of heterogeneous changes in the employment of various groups of mines. While on one hand, a significant increase in employment in coal mines (approximately 22,000) has been observed, most of the other major mineral groups recorded a decrease and even in cases where an increase has been recorded, that increase has been rather insignificant both in itself and in comparison to that in coal mines. Both Mica and Manganese industries had reported continuance of the slump in the market and the consequent effect on the working of the mines. In addition, with effect from the year under review, employment particulars in respect of oil mines are being included and to that extent some of the apparent increase has to be attributed to this additional average.

Coal Mines.— The number of working mines in the year under review was 851. The increased tempo of activity, with the planned target of 97 million tonnes by the end of Third Plan and the National Emergency brought about by the attack by the Chinese, brought in its stride an increased employment of about 22,000 persons in this industry. The bulk of it was underground (15,000) while in quarries, where, in view of the extensive usage of machinery, the demand of manpower per tonne of coal raised is less, the increase was only of the order of 3,400. There was no appreciable change in the absolute figure of overall employment of females ~~in the proportion of female ass~~ as compared to the preceding year. This however, resulted in the decrease in the proportion of female employment to the total.

All the coalfields in general recorded an increase in employment of varying degrees of which mention, may be made of Karanpura (2,800), Pench Valley and other coalfields in Madhya Pradesh (2,500) and Singareni (1,500).

Iron-Ore Mines.- While there was no significant change in the number of reporting iron-ore mines, the overall employment in this group of mines decreased by about 4,500. This was due to the significant drop in employment of one mine in Public Sector in Madhya Pradesh (of more than 8,000) off set to some extent by the inclusion for the first time of another mine in public sector in Bihar (about 4,500 employment).

Lime-Stone Mines.- Albeit the increase in the number of reporting mines, the overall employment in limestone mines has not shown any appreciable change from the level recorded last year. Although increase of over 1,000 in overall employment was observed in Gujarat and Rajasthan, this was off set by the decrease in overall employment in one public sector mine in Madhya Pradesh.

Manganese Mines.- The number of mines submitting annual returns in the current year has gone down by about a hundred, the actual figures being 322 in 1962 as against 416 in 1961 and 519 in 1960. The reduction in employment was also considerable, the magnitude being of the order of 8,000. From the various reports received, it has been observed that the general economic conditions affecting the manganese ore industry continued to be adverse during the year and the slump in the foreign demand has brought down with it the price of the ore. This in turn has led to a fall in output and increase in overall cost per tonne of ore produced.

Mica Mines.- The decreasing trend in both the number of mines and employment in mica mining industry continued in the year under review also. The actual fall in the number of reporting mines was about 125 while the level of employment came down to about 26,000, the lowest in recent years, and half of the level of employment recorded in 1951. This downward trend was more predominant in mica mines in Rajasthan, both in the number of mines and employment there at, the respective decrease in this State alone accounting for nearly half of the total decrease for the country as a whole.

Distribution of Mines.- The following table gives the distribution of coal and non-coal mines by size of their average daily employment in 1962:-

	Average daily employment								Total
	Upto 50	51-150	151-250	251-400	401-800	801-1200	1201-1600	1601 & above	
Coal Mines.	147	188	107	99	131	67	48	64	851
Non-Coal Mines.	1,389	507	106	57	55	18	6	27	2,165
ALL MINES.	1,536	695	213	156	186	85	54	91	3,016

- (i) Particulars of about 650 non-coal mines not received.
(ii) Mines of Atomic Minerals not included.

Labour Situation.— The man-days lost by strikes and lock-outs in the mining industry were 292,963 in 1962 as compared to 357,385 in 1961 and 234,904 in 1960. Of these, those lost in respect of coal mines accounted for 233,247 while the rest were in different non-coal mines. In respect of coal mines, the Statewise break-down for the three years 1960 to 1962 may be seen from the following table:—

State	Total Man-days lost during		
	1960	1961	1962
Andhra Pradesh.	663	1,658	46,504
Assam.	1,138	513	4,073
Bihar.	32,959	93,042*	101,380
Madhya Pradesh.	5,075	85,911	25,899
Madras.	—	—	—
Maharashtra.	34,664	705	98
Rajasthan.	87*	—	—
West Bengal.	54,354	18,989	55,289
ALL INDIA.	128,940*	200,818*	233,247

* Information incomplete.

Some of the major strikes in coal mines were those at Parbelia Colliery resulting in the loss of about 50,000 man-days, at Singareni Collieries resulting in the loss of about 40,000 man-days, at Bermo (V.D.C.) Colliery resulting in the loss of about 35,000 man-days, at Bokaro Colliery resulting in the loss of about 19,000 man-days and at South Jhagrakhand Colliery resulting in the loss of about 16,000 man-days.

Among the non-coal mines, altogether about 22,000 man-days were lost at the different gold mines of Kolar Gold Mines and about 6,000 man-days each at mica mine, bauxite mine and a limestone mine. Relatively the man-days lost in strikes and lock-outs in the various non-coal mines in resulting in the loss of about 16,000 man-days.

Absenteeism in Coal Mines.— The percentage of absenteeism (absenteeism being defined as to include absence due to sickness, accident, leave etc. and excludes, absence due to strikes, lock-outs or maternity leave) among colliery workers registered a significant drop in the year 1962 for the country as a whole as also for most of the coalfields. The table below gives the comparative figures in respect of major fields:—

Percentage of Absenteeism									
Year	Andhra Pradesh	Assam	Bihar Bokara	Jhar-Pra- ia. desh	Madhya Pradesh	Mahara- shtra	Orissa	Rani- ganj	All-India
1960.	17.06	19.38	15.92	11.75	13.91	12.24	14.22	12.22	13.27
1961.	17.23	18.84	14.76	11.90	15.97	13.60	13.46	12.66	13.53
1962.	19.14	17.81	13.86	11.12	15.25	13.68	12.32	12.36	12.85

Labour earnings.— The following table shows the index of labour earnings in the various States since 1960 (base December 1951=100):—

	1960	1961	1962
<u>Coal</u>			
Andhra Pradesh.	176.4	178.9	184.9
Assam.	155.0	150.7	181.9
Bihar(Jharia).	217.0	215.2	219.4
Madhya Pradesh. Ø	262.8	260.2	268.3
Vindhya Pradesh. Ø	262.8		
Orissa.	231.4	240.8	271.2
Rajasthan.	215.8	221.7	259.4
West Bengal(Raniganj).	200.6	202.9	209.7
<u>China Clay</u>			
Bihar.	148.6	148.6	149.0
<u>Copper</u>			
Bihar.	163.1	165.5	196.3
<u>Gold</u>			
Bihar. Mysore.	135.4	183.3	177.1
<u>Iron-Ore</u>			
Bihar.	141.5	202.2	169.1
Orissa.	139.8	182.0	178.3

	1960	1961	1962
<u>Limestone</u>			
Bihar.	151.7	204.2	183.2
Madhya Pradesh.	169.9	206.0	291.4
<u>Manganese</u>			
Madhya Pradesh.	137.1	156.9	194.3
Orissa.	136.2	149.6	158.8
<u>Mica</u>			
Andhra Pradesh.	129.7	144.1	141.0
Bihar.	110.9	134.2	122.8
Rajasthan.	125.2	129.0	134.3
<u>Stone</u>			
Bihar.	156.6	120.3	156.2
TOTAL COAL.	214.9	214.7	221.2
TOTAL NON-COAL.	134.5	161.7	169.5
ALL MINERALS.	189.6	198.0	204.9

Output.- The aggregate pit-head value of coal raised in this country amounted to Rs. 1,259.72 million as against Rs.1,140.63 million last year. Pit-head value of the output figures of non-coal minerals comparable to the employment and other data published by this Office was Rs.415.91 million in 1962. This figure relates, however, to only mines coming under the purview of Mines Act 1952, which submitted returns. The output figures in respect of some of the major minerals are given below:-

*Output of Major Minerals

Year	Coal (Tonnes)	Mica** (Tonnes)	Manganese (Tonnes)	Iron-Ore (Tonnes)	Copper (Tonnes)	Gold Kgms.
1960.	52157299	N.A.	1182120	10683291	447882	4995
1961.	55709143	N.A.	1230024	12269560	423270	4868
1962.	61365981	-	-	-	-	-

~~6666~~

* Since 1958, the output and value figures of minerals other than coal, except where otherwise stated, are those obtained from the Indian Bureau of Mines. Output figures of Iron-Ore and Copper-Ore in 1957 were also those of Indian Bureau of Mines. Earlier figures in respect of non-coal were compiled on the basis of returns submitted to this office, as is the case of coal all through.

** Dressed.

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Coal.— The output of coal continued its rising tempo and recorded a new peak during the current year being 61,365,981 tonnes. The increase over the preceding year was of the order of 5.66 million tonnes, which is more than the 3.55 million tonnes increase in 1961.

Field-wise, the output of coal in Jharia was 18,447,944 tonnes as against 16,724,716 tonnes in 1961 and accounted for about 30 per cent. of the total production in the country. Comparatively, the Raniganj field showed a slightly higher increase, the production in 1962 being about 20,907,892 tonnes as against 18,765,453 tonnes in 1961 and accounting for nearly 34 per cent. of the country's output. Among the smaller fields, Karanpura, raised 3.92 million tonnes, Bokaro 3.56 million tonnes, Pench Valley 2.78 million tonnes, Singareni 3.12 million tonnes, Korea, 1.87 million tonnes and Rewa 1.50 million tonnes.

Raisings were fairly high in the early months of the year. The seasonal effects of monsoon resulted in a fall in output, and the maximum as usual was reached in December. There was a larger accumulation of stocks at pit-head at the end of the year under review than in the preceding year. At the end of the year stocks were 3.51 million tonnes as against 3.41 million tonnes (the opening stocks this year differ slightly from closing stocks of last year due to the difference in the coverage) at the beginning of the year.

Despatches of coal, excluding coke, amounted to 55,087,352 tonnes as against 50,237,141 tonnes in the preceding year.

The amount of coal utilised for coke making at the collieries was 3,511,439 tonnes i.e., about 5.7 per cent. of the total output, the corresponding figures for 1961 being 2,993,085 tonnes and 5.4 per cent. respectively. In addition, about 2,489,757 tonnes of coal, i.e., about 4.1 per cent. of the total production, was consumed within the collieries for boilers, attached power houses, etc.

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Collieries produced 329,934 tonnes of Hard Coke and 2,116,424 tonnes of Soft Coke during the year under review as compared to 260,845 tonnes of Hard Coke and 1,791,030 tonnes of Soft Coke in 1961. There was thus a light increase in coke production in collieries. Despatches of Coke from the collieries consisted of 328,350 tonnes of Hard Coke and 2,116,113 tonnes of Soft Coke. Of the rest, 813 tonnes of Hard Coke and 3,140 tonnes of Soft Coke were reported to have been consumed within the collieries. The stocks at the end of the year consisted of 17,893 tonnes of hard coke and 106,122 tonnes of soft coke.

The aggregate pit-head value of coal produced during the year amounted to Rs. 1,259,723,477 and that of Hard Coke and Soft Coke produced at the collieries was Rs. 13,536,095 and Rs. 53,807,451 respectively.

Output of coal per worker employed has increased further to 142 tonnes in 1962 from 135 tonnes in 1961, 131 tonnes in 1960 and 100 tonnes in 1951.

Mining Conditions.— Of the total of 3,011 mines for which information is available for the year 1962, 1,545 (about 51 per cent.) were using mechanical or electrical power as against 1,524 (48 per cent. of total) mines in 1961. These include 744 (nearly 87 per cent. of the total) coal mines, 375 (55 per cent. of the total) mica mines, 72 (36 per cent. of the total) limestone mines, 103 (32 per cent. of the total) manganese mines and 43 (19 per cent. of the total) iron-ore mines. All the gold and copper mines (4 and 3 in numbers respectively) reported to have been worked during the year (excluding the copper mine in Rajasthan which has not yet started working) were using mechanical power.

The number of coal mines using electrical energy during the year under report was 658 as compared to 617 in 1961 and 545 in 1960. The aggregate horse-power of electrical plant used in the above mine increased from 438,031 in 1961 to 440,825 in 1962. The increase was due to the introduction of additional electrical plants in mines which had already been utilising electrical power and to the introduction of electrical power in some other mines during the year under review. During the year, electrical plants were installed and brought into use in 41 additional coal mines.

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The amount of coal raised from all collieries during 1962 in the Indian Union was 61,365,981 tonnes. Out of this amount, coal mines numbering 658 using electrical power accounted for the production of 58,988,904 tonnes which is about 96 per cent. of the ~~production~~ total raisings. The remaining coal mines numbering 193 which did not use electric power accounted for the production of 2,377,077 tonnes which is about 4 per cent. of the total raisings.

According to the annual returns the total amount of coal consumed in all the collieries during the year under review was 2,489,757 tonnes or about 4.1 per cent. of the total raisings as compared to 2,373,381 tonnes or about 4.3 per cent. of the total raisings in 1961. Of this figure, the total amount of coal consumed by the collieries not using electricity was 286,621 tonnes which is about 11.5 per cent. of the total coal consumed in all the collieries whereas the coal consumed by the collieries using electrical energy to these collieries was 2,203,136 tonnes, of which consumption for generation of electricity was about 324,156 tonnes. It will thus be observed that in the mines using electrical power the total consumption of coal including the colliery consumption at colliery power houses was about 3.73 per cent. of raisings, whereas in the remaining mines the colliery consumption was 12.06 per cent. of raisings.

Besides, the above coal mines, electrical energy was used in ~~165~~ 163 metalliferous mines, with an aggregate horse-power of 124,876 compared to 181 mines with an aggregate horse-power of 138,876 in 1961. These figures do not include mica mines using electricity. The number of mica mines using electricity during the year under review was 200 with aggregate horse-power of 14,894 as compared to 224 mines in 1961 with an aggregate horse-power of 20,280. The apparent decrease above in respect of non-coal mines is to some extent due to the non-submission of returns by mines using electricity.

The total number of coal cutting machines worked by electricity was 815 as compared to 669 in 1961 and 696 in 1960. Out of these, 382 were worked in Raniganj, 131 in Jharia, 118 in Madhya Pradesh and 106 in Karanpura. The total quantity of coal cut by these machines was of the order of 17.16 million metric tonnes as against 14.98 million metric tonnes in 1961 and 14.1 million tonnes in 1960.

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The number of mechanical loaders in use in the Singareni, Ramgarh and Karanpura coalfields were 3, 4 and 14 respectively, in the year 1962. The total quantity of coal loaded by these loaders was about 728 thousand metric tonnes which was considerably lesser than the last year's figures of 913 thousand metric tonnes.

The number of mechanical conveyors used during the year under review was 167 as compared to 129 in 1961 and 103 in 1960. The highest aggregate length reported for any month during the year was 50,789 metres in November which was considerably more than the preceding year's figures of 35,066 metres. The total quantity of coal conveyed was also much higher than that in the last year, the corresponding figures being 4.90 million metric tonnes in 1962, 4.23 million metric tonnes in 1961 and 2.73 million metric tonnes in 1960.

The number of coal mines using mechanical ventilators was 274 in 1962 as against 253 in 1961 and 226 in 1960. The number of mechanical ventilators in use was 439 during the year under report as compared to 416 during the preceding year. As usual the majority of the mechanical ventilators was to be found in the States of Bihar and West Bengal where the number was 187 and 157 respectively.

Thirty-two Non-Coal mines used 88 mechanical ventilators comprising of 4 Gold Mines using 45 mechanical ventilators, 26 Mica mines using 28 mechanical ventilators and one Limestone and Manganese mine each, utilising 14 and 1 mechanical ventilators respectively.

The number of safety lamps in Coal mines was 121,531, of which 96,847 were of the electrical type and the rest of flame type. The number of lamps locked by magnetic means was 19,645 and by lead rivets 12,076 while the rest had other arrangements for locking.

The number of safety lamps in use in Non-Coal mines was 4,915, of which 2,894 were electric type. The number of lamps locked by magnetic means was 680 and by lead rivets 757, while the rest had other arrangements for locking.

There were 548 Non-Coal mines using rock-drills, the total number of rock-drills used being 2,615. These comprised of 308 Mica mines using 640 rock-drills, 56 Limestone mines using 499 rock-drills, 4 Gold mines using 402 rock-drills, 60 Manganese mines using 362 rock-drills and 36 Iron-Ore mines using 227 rock-drills.

Explosives.— The figures of consumption of explosives and detonators in Coal and Non-Coal mines for the year 1962 with comparative figures for the preceding years are given in the following table:—

(All Figures in Thousands)

Year	Coal				Non-Coal		
	High Explosives. (Kgms)	Permit- t ed Explosives (Kgms)	Gun- powder (Kgms)	Deto- nators (Nos.)	High Explo- sives (Kgms)	Gun- powder (Kgms)	Detona- tors (Nos.)
1960 -	2,779	1,468	1,980	18,941	2,748*	736	12,962*
1961 -	2,973	1,543	2,106	17,472	2,835*	1,070	12,082*
1962 -	4,060	1,906	2,149	25,280	3,210	1,034	13,036

* Revised. The figures of liquid oxygen cartridges, wrongly isolated in Detonators column have been corrected and after conversion, added under Higher Explosives.

Accidents.— The year under review saw the continuation of the increasing trend in fatal accidents and resultant casualties. The increasing trend in respect of serious accidents was however, halted and, in fact, there was an appreciable decrease in both the number of serious accidents and the corresponding number of persons seriously injured. Comparative figures over the last three years may be seen from the table below:—

Year	Fatal Accidents			Serious Accidents		Rates per 1000 employed	
	No. of acci- dents.	Number of persons Killed Seriously injured		No. of acci- dents	No. of persons seriously injured	Death rate	Serious- injury rate
1960 -	274	317	57	4,534	4,604	0.49	7.15
1961 -	289	344	61	5,038	5,112	0.51	7.71
1962 -	317	368	64	4,828	4,881	0.54	7.23

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The increase in both the number of fatal accidents and resultant fatalities was due to a relatively larger number of rockbursts in gold mines, which resulted in all in 15 deaths in 7 fatal accidents. Another factor in this respect was the almost doubling of fatal accidents in Limestone Mining Industry. These two factors together explain the increase in the number of fatal accidents in non-coal mining industry as also for the overall increase in the mining industry as a whole.

Classification of the accidents and resultant casualties by the class of mineral worked is given in the table below:-

Minerals	Number of Accidents		Number of Persons	
	Fatal	Serious	Killed	Seriously Injured
Coal	229	3,125	266	3,207
Copper	2	147	2	147
Galena & Sphalerite	-	67	-	67
Gold	14	798	22	808
Iron-Ore	11	126	12	128
Limestone	26	386	27	393
Manganese	6	66	6	67
Mica	15	29	18	35
Oil	1	36	1	37
Stone	7	8	7	14
Others	6	40	87	42
ALL MINERAS.	317	4,828	368	4945

Coal mining, which accounts for about 63 per cent. of the total labour force in all mining, which gave rise to 72 per cent. of the fatal accidents and 65 per cent. of the serious accidents. Among the rest, Limestone, Mica, Gold and Iron-Ore, mining industries in respect of fatal accidents and Gold, Limestone, Copper and Iron-Ore industries in respect of serious accidents gave rise to considerable number of accidents.

In coal mines, while only the number of fatal accidents showed a slight increase over the preceding year's figure, the number of persons killed, number of serious accidents and number of persons seriously injured have all been less than those in the preceding year. Of particular interest in the year under review has been the halting of the upward trend in the number of serious accidents and resultant number of seriously injured workers, which will be more clear on perusal of the comparative statement below:-

Accidents, resultant casualties and rates in coal mines

		1960	1961	1962
Number of accidents.	Ø Fatal -	-	222	229
	Ø Serious -	3,258	3,515	3,125
Number of persons.	Ø Killed -	233	268	266
	Ø Seriously Injured.	3,343	3,605	3,207
Rates per 1,000 persons employed	Ø Death rate -	0.59	0.65	0.61
	Ø Serious injury rate.	8.41	8.77	7.43
Rates per one million tonnes of coal raised.	Ø Death rate -	4.47	4.81	4.33
	Ø Seriously injury rate.	64.09	64.71	52.26
Rates per 1000 manshifts worked.	Ø Death rate -	0.20	0.22	0.21
	Ø Serious injury rate.	2.85	2.96	2.51

Intensive efforts were made by the office of the Chief Inspector of Mines in respect of safety by way of conducting 'Safety Week' in the various coalfields, beginning with that in April 1962 in the Jharia and Rajiganj fields. The change in the direction in the movement of both the number of serious accidents and the number of seriously injured persons in the year under review can justifiably be attributed this campaign, as the safety weeks brought about an awareness of the safety aspects in one and all.

Accidents by causes.- The following table gives the classification of fatal and serious accidents and resulting casualties by cause and place of working:-

Cause	Fatal Accidents			Serious Accidents	
	No. of accidents.	No. of persons killed.	No. of persons seriously injured.	No. of accidents.	No. of persons seriously injured.
1	2	3	4	5	6
Explosion and ignition of inflammable gas.	-	-	-	1	1
Fall of roof:					
Underground.	101	136	31	309	329
Fall of sides wall:					
Underground.	29	29	4	182	190
Opencast.	30	33	14	3	3
Fall of sides face:					
Underground.	3	4	-	40	42
Opencast.	-	-	-	1	1
Rock-Burst:					
Underground.	7	15	3	65	69
Haulage:					
Underground.	35	35	-	541	545

(Table continued:-)

1	2	3	4	5	6
Haulage:					
Opencast.	1	1	-	25	25
Surface.	3	3	-	148	148
In-Shafts:					
Underground.	14	15	1	36	39
Explosives:					
Underground.	11	13	-	40	44
Opencast.	9	9	1	10	10
Surface.	-	-	-	2	2
Machinery:					
Underground.	7	7	-	61	61
Opencast.	3	3	-	16	16
Surface.	7	7	1	46	47
Suffocation by Gases:					
Underground.	-	-	-	1	1
At Railway sidings belonging to the					
Mines:					
Surface.	7	7	-	20	20
Electricity:					
Underground.	3	3	-	4	4
Opencast.	-	-	-	1	1
Surface.	2	2	-	6	6
Miscellaneous:					
Underground.	11	11	2	2,088	2,089
Opencast.	22	23	2	399	402
Surface.	12	12	1	783	786
TOTAL.	317	368	64	4,823	4,881

Comparative figures of the number of persons killed in coal and non-coal mines due to various causes in the recent few years are given in the table below:-

Cause	1960	1961	1962
1	2	3	4
Explosions, Ignition etc.:			
Coal.	3	-	-
Non-Coal.	-	-	-
Fall of Roof:			
Coal.	101	122	127
Non-Coal.	8	2	8
(a) Face of Coal.	2	8	4
of Non-Coal.	5	6	-
Fall of Sides:			
(b) Wall of Coal.	20	23	35
of Non-Coal.	19	21	28
Rock-Bursts:			
Coal.	-	-	-
Non-Coal.	5	1	15
Haulage above ground:			
Coal.	4	14	2
Non-Coal.	5	5	2

(Table continued)

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1	2	3	4
Haulage below ground:			
Coal.	27	20	35
Non-Coal.	1	-	-
In-Shafts:			
Coal.	7	17	9
Non-Coal.	6	5	6
Explosives:			
Coal.	5	14	9
Non-Coal.	12	14	13
Machinery above ground:			
Coal.	5	10	7
Non-Coal.	3	2	3
Machinery below ground:			
Coal.	3	5	7
Non-Coal.	-	-	-
Suffocation by Gases:			
Coal.	1	4	-
Non-Coal.	-	-	-
Irruption of Water:			
Coal.	16	1	-
Non-Coal.	-	-	-
Outbreak of Fire:			
Coal.	-	-	-
Non-Coal.	-	-	-
At Railway siding belonging to the Mine:			
Coal.	1	4	6
Non-Coal.	1	-	1
Electricity:			
Coal.	3	7	4
Non-Coal. Above	2	3	1
Miscellaneous/ Ground:			
Coal.	23	13	13
Non-Coal.	14	16	22
Miscellaneous Under Ground:			
Coal.	12	6	8
Non-Coal.	3	1	3
TOTAL: Coal.	233	268	266
Non-Coal.	84	76	102

Inspection.— The total number of inspections made by the various inspecting officers of the organisation in the year 1962 was about 10,400 as against 10,500 in the preceding year. These include the inspections in respect of mining matters by Inspector of Mines etc., inspections by Electrical, Mechanical and Medical Inspectorates. Details of inspections of working mines (excluding those of atomic minerals) coming under the purview of the Mines Act, 1952 in respect of mining matters are as follows:—

	Number of mines inspected.	Number of inspections made.
Coal Mines.	51	5,065
Non-Coal Mines.	2,094	3,016
TOTAL.	2,945*	8,081

* Another 600 mines could not be inspected on account of (i) shortage of inspecting staff, (ii) seasonal operation of mines and (iii) opening/re-opening of non-coal mines towards the end of the year.

In addition, fifteen inspections of twelve closed mines and six inspections of six non-act mines were also made. Three hundred seventyone Coal and 17 Non-Coal mines were inspected by the Electrical Inspectorate, the number of inspections being 947 and 36 respectively. Two hundred thirtyeight Coal and 17 Non-Coal mines were inspected by the Mechanical Inspectorate, the corresponding number of inspections being 339 and 29 respectively. Four hundred and four Coal and 483 Non-Coal mines were inspected by the Medical Inspectorates the actual number of inspections being 479 and 485 respectively.

In addition, the inspecting officers made about 550 enquiries into various matters. These include enquiries into causes and circumstances of all fatal accidents, and some of the serious accidents and dangerous occurrences. Some others relate to enquiries into the various complaints received.

During the year 165 prosecutions were instituted as compared with 448 prosecutions in 1961.

In 39 cases, owners, directors and agents were prosecuted for offences under section 69 of the Mines Act, 1952, for non-appointment of managers.

In 7 cases, owners, agents and managers were prosecuted under section 64(e) of the Mines Act for submitting incorrect returns, plans, etc.

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In 20 cases, owners, agents and managers were prosecuted under section 66 of the Mines Act, 1952 for omitting to furnish in the prescribed form or manner any plan, return, notice or report required by or under the said Act to be made or furnished.

In 24 cases, owners, agents and managers were prosecuted under section 72C of the Act for accidents in mines both fatal and serious.

The remaining prosecutions were instituted for various other violations of the provisions of the Act, Regulations and Rules made thereunder.

Welfare Amenities.- The report gives an account of welfare facilities connected with health, sanitation and medical relief primarily in coal mines and mica mines. These activities have already been reviewed.

Welfare activities in Coal
Mines during 1961-62:

pp.73-76 of the
Report of this
Office for
December 1962.

Welfare activities in Coal
Mines during 1962-63:

pp. 45-56 of the
Report of this
Office for
December 1963.

Welfare activities in Mica
Mines during 1961-62:

pp.75-77 of the
Report of this
Office for
August 1962.

Welfare activities in Mica
Mines during 1962-63:

pp.61-63 of the
Report of this
Office for
September 1963.

Coal Mines Provident Fund.- With effect from the 1 October 1962, the rate of contribution has been enhanced from 6½ per cent. to 8 per cent. of the total emoluments. Employers are required to contribute an amount equal to the contribution of the employees.

During the year under review 68,859 employees were enrolled as new members bringing the total membership of the Fund to 1.44 millions.

A sum of 49.5 million rupees has been received as provident fund contributions bringing the total contribution excluding the initial contribution to 308.4 million rupees.

During the year under review Government securities for a total nominal value of 50.3 million rupees were purchased. The total nominal value of the securities of the Coal Mines Provident Fund stood at 340.6 million rupees at the end of the year under review.

As usual particular attention was given to ensure prompt settlement of claims for refund of provident fund to outgoing members and nominees of deceased members. During the year 32,948 claims involving a payment of about 11.8 million rupees were settled. Thus up to the end of the year a total sum of about 41.0 million rupees was refunded in about 0.179 million cases.

Working of the Mines Maternity Benefit Act in Non-Coal Mines.— Six hundred and eighty-seven non-coal mines submitted returns under the Act. These mines cover nearly 53 per cent. of the total female workers employed in non-coal mines in India.

The average daily number of female workers employed during the year 1962 in these 687 non-coal mines was about 34,404 and the number of female workers who claimed maternity benefit during the same period was 4,218 out of which 4,207 claims were accepted. Of these, 3,070 females received the benefit in full the payment amounting to about 13,324 rupees (their second instalment 138,847 rupees, 554 received the first instalment payment totalling about 13,324 rupees (their second instalments being due next year); and 583 females, who were not entitled to the first instalment (as they continued to work up to the date of delivery) received second instalment payments totalling about 13,361 rupees, 28 women absconded after receiving the first instalment of payment, and there were 33 cases of abortions or premature births. In addition, about 497 female workers were paid bonus under Section 6(1) of the Act, the amount totalling up to about 1,609 rupees and 88 female workers who received the first instalment of benefit last year, received the second instalment payments amounting to about 2,271 rupees during the current year.

Industrial Diseases: Silicosis in Gold Mines.- Different categories of silicosis reported from gold mines situated in the district of Kolar, Mysore, are as follows:-

Antiprimary	-----	103
Primary	-----	39
Secondary	-----	14

Mysore Silicosis Rules classify silicosis in three different stages - antiprimary, primary and secondary. Anti-primary silicosis is based on radiological evidence only. During this stage there is absolutely no disability and the rate of compensation offered is 20 per cent. Partial disability accompanied by radiological evidence is taken as the basis for primary silicosis. The rate of compensation payable at this stage is 30 per cent. Clinical and radiological findings of active tuberculosis and or complete disability alongwith radiological evidence of silicosis is taken as diagnostic point for secondary silicosis. Compensation payable at this stage is 100 per cent. and persons classified in this stage are no longer allowed to work in the mine.

Precautionary measures regarding dust suppression etc. were taken in all the mines.

Silicosis in Mica Mines.- Fifty-eight cases of silicosis were reported from different Mica Mines in the State of Andhra Pradesh.

Hyderabad Silicosis Rules classify silicosis under two stages Primary and Secondary. Primary stage has been defined as a condition evidenced by silicosis found in medical and radiological examinations with definite and specific physical signs and with not too serious or permanent impairment of work capacity. Secondary stage has been defined as a condition found on medical and radiological examinations with definite and specific physical signs of silicosis are/ or have been present and in which the capacity for work is/or has been seriously and permanently impaired by the disease. Silicosis with active tuberculosis has been defined as the Secondary stage.

Silicosis in Lead and Zinc Mines.- During the year 1962, 8 cases of silicosis were reported from the mine management of Zawar Lead and Zinc Mines in Rajasthan.

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Pneumoconiosis in Coal Mines.- During the year 1962, a total number of 10 cases of Pneumoconiosis were reported from different mines of West Bengal, Bihar, Orissa and Madhya Pradesh.

Manganese Poisoning (Nervous Type).- No case of manganese poisoning (Nervous Type), was reported.

Rescue Stations Committee: New Rescue Stations.- On the 21 February 1962, one Rescue Station in Ramgarh was opened. Another one in the Assam coalfield could not be opened because of the non-availability of suitable accommodation. Because of the increased mining activity consequent to the opening of new mines by the National Coal Development Corporation Ltd., in the Surguja coalfield, the necessity of having a Rescue Station at Sahdol was felt and accordingly a proposal was sent to the Government for approval. It is under the consideration of the Government.

Training Arrangement.- The facilities for training gallery refresher practices which previously existed only in Dhansar and Sitarampur Rescue Stations have now been extended to Singareni and Argada Rescue Stations. The number of persons trained in Rescue and Recovery work from different coalfields during the year was 394 as against 341 during the preceding year. The total number of refresher practices given during the year was 1390.

Equipment.- Import of "Protosorb", Carbon dioxide absorbent, was stopped and an indigenous product under the trade name "Lisasorb" has been used in its place.

Rescue and Recovery Work.- During the year services of the permanent Brigades of the various Mines Rescue Station were requisitioned on nineteen occasions involving 129 days and 2,270 protomanshifts.

During the year the Rescue Organisation was able to save three human lives from irrespirable atmosphere and recovered about 27 million of tonnes of coal.

(The report of the Chief Inspector of Mines for 1961-62 was reviewed at pp.71-91 of the report of this Office for April 1965).

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CHAPTER 6. GENERAL RIGHTS OF WORKERS.

INDIA - OCTOBER-NOVEMBER 1965.

62. Right of Association.

Madhya Pradesh Industrial Employment
(Standing Orders) Amendment Act, 1965
(No. 34 of 1965).

The Government of Madhya Pradesh gazetted on 30 October 1965 the text of the Madhya Pradesh Industrial Employment (Standing Orders) Amendment Act of the Madhya Pradesh Legislature. The Amendment Act which received the assent of the Governor on 26 October 1965 amends section 17 of the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961.

Amendment.- For sub-section (5) of section 17 of the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961 (26 of 1961), the following sub-section shall be substituted, namely:-

"(5) An offence punishable under this section shall, on a complaint made by the representative of the employees or the Inspector appointed under this Act, be triable by a Labour Court within the local limits of whose jurisdiction it was committed."

(Madhya Pradesh Gazette, Extraordinary,
30 October 1965, page 4257).

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67. Conciliation and Arbitration.

India - October-November 1965.

Madhya Pradesh Industrial Relations (Amendment)
Act 1965 (No.35 of 1965).

The Government of Madhya Pradesh gazetted on 30 October 1965 the text of the Madhya Pradesh Industrial Relations (Amendment) Act, 1965, of the Madhya Pradesh Legislature. The Act which received the assent of the Governor on 26 October 1965 makes the following amendment to the Madhya Pradesh Industrial Relations Act, 1960.

For sub-section(3) of section 104 of the Madhya Pradesh Industrial Relations Act, 1960 (No.27 of 1960), the following sub-section shall be substituted, namely:-

"(3) If any offence under sub-section (1), of sub-section (2), is committed in view or presence of the Industrial Court or a Labour Court, the Industrial Court or the Labour Court as the case may be, shall proceed to try the same as if such Court were a Civil Court for purposes of sections 480, 482 and 484 of the Code of Criminal Procedure, 1898 (V of 1898)".

(Madhya Pradesh Gazette, Extraordinary,
30 October 1965, page 4259).

CHAPTER 7. PROBLEMS PEGULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - OCTOBER-NOVEMBER 1965.

71. Employees and Salaried Intellectual Workers.

Interim Wage Increase granted to Non-Journalist
Employees of Newspaper Establishments: Wage
Board's clarification accepted.

A Resolution dated 21 September 1965 of the Ministry of Labour and Employment says that the Central Wage Board for non-journalist employees of the newspaper establishments set up by the Government of India by their Resolution No.WB-17(2)/63, dated the 25 February 1964, made recommendations for grant of interim relief. These were accepted by Government vide their Resolution No.WB-17(13)/64, dated 9 April 1965. The Board has given clarification (as shown in the appendix) with respect to grant of interim relief to the non-journalist employees employed by weeklies, bi-weeklies and tri-weeklies.

Government has decided to bring the clarifications to the notice of the concerned organisations of employers and workers in order to secure implementation of the recommendations as per the Board's clarifications.

The interim relief shall be granted to weeklies, bi-weeklies and tri-weeklies on the following basis:-

Class II and IV (as per wage Committee report).	For Gross Rs.5.00 p.m. Revenue of less than 0.5 millions.
Class II -do-	For Gross Rs.7.50 p.m. revenue of 0.5 million rupees and above but less than 1.25 millions.
Class I -do-	For Gross Rs.10.00 p.m. revenue of 1.25 rupees millions and above.

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - OCTOBER-NOVEMBER 1965.

81. Employment Situation.

Working of the Employment of Children Act, 1938 in respect of Railway and Major Ports during 1963*.

The following information has been taken from the summary of the note on the working of the Employment of Children Act, 1938 in respect of Railway and Major Ports during the year 1963, which has appeared in October 1965 issue of the Indian Labour Journal.

Introduction.— The Employment of Children Act, 1938 prohibits the employment of children under 15 years of age in any occupation connected with the transport of passengers, goods or mails by Railway and in the handling of goods within the limits of a Port. The Act also lays down that children between 15 and 17 years of age, employed in these occupations, must be allowed an interval of rest of not less than 12 consecutive hours in a day (including 7 consecutive hours between 10 p.m. and 7 a.m.). A register of such children with full particulars such as name and date of birth, nature of work, period of work and intervals of rest, etc., is also required to be maintained. Section 4 of the Act prescribes penalties for breach of the provisions of the Act.

Enforcement Machinery.— The Chief Labour Commissioner (Central), the Deputy Chief Labour Commissioner (Central), the Regional Labour Commissioner (Central), the Conciliation Officers (Central) and the Labour Inspector (Central) continued to function as Inspectors under the Act during 1963 for securing compliance with the provisions of the Act in Railways and Major Ports.

* The Indian Labour Journal, Vol. VI, No. 10, October 1965, pp. 910-911.

Inspections and Irregularities.- During 1963, in all 5,255 establishments (5,193 departmental and 62 Contractors' Establishments) were inspected and 1,500 irregularities were detected (1,492 related to Departmental Establishments and 8 to Contractors' Establishments).

Classification of Irregularities.- Of the 1,500 irregularities detected, 1,404 (93.6 per cent.) related to non-display of abstracts, 92 (6.1 per cent.) ~~related~~ related to non-maintenance of registers, 4(0.3 per cent.) related to improper maintenance of registers.

Rectification of Irregularities.- At the end of the previous year calendar year 1962, 593 irregularities were pending and 1,500 irregularities were detected during the year under review, thus making a total of 2,093 irregularities for rectification. Of these, 1,893 (90.44 per cent.) were rectified during the year and 200(9.56 per cent.) irregularities remained pending at the end of the year. Of these 1,893 irregularities rectified, 1,297 (68.5 per cent.) were rectified within three months, 205(10.8 per cent.) with three to six months, 167 (8.8 per cent.) within a period of six to nine months and the remaining 224(11.9 per cent.) within a period of nine to twelve months.

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Chapter 9. Social Security

92. Legislation.

India - October-November 1965.

Mysore Maternity Benefit Repealing Bill, 1965.

The Government of Mysore published on 11 October 1965 the text of the Mysore Maternity Benefit Repealing Bill, 1965, to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, the Maternity Benefit Act, 1961, which has been enacted by the Parliament to regulate the employment of women in certain establishments for certain periods before and after child-birth and to provide for maternity benefit and certain other benefits extends, when it is brought into force, to the whole of India except the State of Jammu and Kashmir. It is therefore necessary to repeal the Mysore Maternity Benefit Act, 1959. Hence the Bill.

(The Mysore Gazette, Extraordinary,
Part IV-2A, dated 11 October 1965,
pp. 1-3).

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Personal Injuries (Compensation Insurance)
Scheme, 1965.

The Central Government (Ministry of Labour and Employment) gazetted on 30 October 1965 the text of the Personal Injuries (Compensation Insurance) Scheme, 1965, made in pursuance of the Personal Injuries (Compensation Insurance) Act, 1963, which came into force on 1 ~~October 1965~~ November 1965. The Scheme requires every employer to take out in the manner prescribed in the scheme a policy of insurance as laid down in the Act and to pay such advance premiums in such instalments as may be fixed by the Central Government. The premium shall be expressed as a percentage of the wage bill of the employer.

The amount of compensation payable shall be as follows:-

(a) Where death results from the injury and the deceased person has been in receipt of monthly wages falling within limits shown in the first column of the Annexure - the amount shown against such limits in the corresponding entries in the second column thereof;

(b) Where permanent total disablement results from the injury and the injured person has been in receipt of monthly wages falling within the limits shown in the first column of the Annexure - the amount shown against such limits in the corresponding entries in the third column thereof;

(c) Where permanent partial disablement results from the injury -

- (i) if the case of an injury specified in the Schedule to the Act such percentage of the compensation which would have been payable in the case of permanent total disablement as is specified therein as being the percentage of the loss of earning capacity caused by that injury, and
- (ii) in the case of an injury not specified in the Schedule to the Act, such percentage of the compensation payable in the case of permanent total disablement as is proportionate to the loss of earning

capacity permanently caused by the injury;

(d) Where temporary disablement, whether total or partial, results from the injury and the injured person has been in receipt of monthly wages falling within limits shown in the first column of the Annexure, a half monthly payment of the sum shown against such limits in the corresponding entries in the fourth column thereof payable on the sixteenth day -

(i) from the date of the disablement, where such disablement lasts for a period of twenty-eight days or more, or

(ii) after the expiry of a waiting period of three days from the date of the disablement where such disablement lasts for a period of less than twenty-eight days,

and thereafter half-monthly for so long as he receives any payment under the Scheme made under the Personal Injuries (Emergency Provisions) Act, 1962.

Notwithstanding anything contained above, the amount of compensation payable to a Government servant under this Scheme shall in accordance with section 6 of the Act be equal to the amount of compensation that ~~would~~ would have been payable under the Personal Injuries (Emergency Provisions) Act, 1962, specified in clause 9 of this Scheme, reduced by the lump sum value of the extraordinary pension, gratuity, compassionate payment or damages payable to him under the rules regulating the conditions of his service.

ANNEXURE Amount of Compensation Payable

Monthly wages of workmen injured		Amount of compensation for		Half-monthly compensation for temporary disablement.
		Death	Permanent total disablement.	
<u>More than</u>	<u>But not more than</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
0	50	Nil	Nil	Nil
50	60	Nil	140	6.00
60	70	Nil	980	6.00
70	80	200	1,820	7.50
80	100	1,400	3,500	13.50
100	150	2,400	4,900	25.00
150	200	2,400	4,900	40.00
200	300	3,400	6,300	57.50
300	400	4,400	7,700	62.50
400	-	5,400	9,100	75.00

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NOTE.- Compensation for permanent partial disablement is calculated as follows:- The extent of permanent partial disablement is expressed in percentages of loss of earning capacity. These percentages are percentages of the compensation which would be payable in the case of permanent total disablement.

When compensation admissible under the Act to any person is less than, or equal to, five hundred rupees, it shall be paid as lump sum.

When the compensation admissible under the Act to a person exceeds five hundred rupees, a part of the admissible amount up to the extent of five hundred rupees shall be paid as a lump sum and the balance shall be paid in monthly or quarterly instalments at such rate as may be prescribed by the authority making the award.

The contractor shall be under an obligation in like manner as if he were any other employer for insuring the workman working under him.

The contractor shall be responsible for informing the Principal of the number and date of the policy taken out by him from the Government Agent.

Other provisions of the Scheme deal inter alia with procedure for application for compensation, award for payment of compensation, place of payment, of compensation, power to review and alter award, and penalties.

(Notification SO 3382 dated 18 October 1965, the Gazette of India, Part II, Sec 3, sub-sec(ii), 30 October 1965, pp.3570-3587).

The Employees' Provident Funds (Amendment)
Act, 1965 (No.22 of 1965).

The Government of India Gazetted on 27 September 1965 the Employees' Provident Funds (Amendment) Act, 1965, as passed by the Parliament. The Amendment Act which received the assent of the President on 25 September 1965 makes the following amendment to Central Act No.19 of 1952.

In section 2 of the Employees' Provident Funds Act, 1952, in sub-clause (i) of clause (a), after the words "a controlled industry", the words "or in relation to an establishment having departments or branches in more than one State", shall be inserted.

(The Gazette of India, Extraordinary,
Part II, Sec.1, 27 September 1965,
page 447).

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR OCTOBER-NOVEMBER 1965.

INDIA - OCTOBER-NOVEMBER 1965.

CHAPTER 3. ECONOMIC QUESTIONS.

Payment of Bonus Act, 1965(No.21 of 1965)
(The Gazette of India, Extraordinary,
Part II, Sec.1, 25 September 1965, pp.411-446).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

- (a) Madhya Pradesh Industrial Employment
(Standing Orders) Amendment Act, 1965
(No.34 of 1965) (Madhya Pradesh Gazette,
Extraordinary, 30 October 1965, page 4257).
- (b) Madhya Pradesh Industrial Relations
(Amendment) Act, 1965 (No.35 of 1965)
(Madhya Pradesh Gazette, Extraordinary,
30 October 1965, page 4259).

CHAPTER 9. SOCIAL SECURITY.

The Employees' Provident Funds(Amendment)
Act, 1965 (No.22 of 1965) (The Gazette of India,
Extraordinary, Part II, Sec.1, 27 September,
1965, page 447).

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS
(CONTINUED):-

- *(c) "Report of the Committee on Child-Care 1963-64": Central Social Welfare Board (Ministry of Education): Government of India: Price Rs.8.50: pp. xv + 447.
- *(d) "Annual Report of the Chief Inspector of Mines for the Year ending 31st December, 1962": Mines Act, 1952: Printed in India by the Manager, Government of India Press, Faridabad and Published by the Manager of Publications, Delhi: 1965: Price Rs. 28.00 or 65sh.4d. or 10\$ 8 cents.: pp. vi + 479.

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* Publications received in this Office.

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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
December 1965.

N.B.-Each Section of this Report may be taken
out Separately.

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Chapter 1. International Labour Organisation

12. Activities of External Services.

India - December 1965.

Meetings

During the period under report the Director of the Office attended the following meetings:

- a) Sixth Meeting of the Governing Body of the Asian Productivity Organisation held at New Delhi, 7-11 December 1965.
- b) President's Conference on Industrial Safety, held at New Delhi on 11 December 1965. The meeting was organised by the Ministry of Labour and Employment.
- c) Second Regional Conference for Asia and Oceania of the International Social Security Association held at New Delhi from 13 - 18 December 1965.
- d) Sixteenth Annual Session of the Indian National Trade Union Congress held at Bhilai from 26 - 27 December 1965.

Lectures

On 15 December 1965, the Director gave a talk to the Trainees of the Sixth Course for Educational Planners and Administrators, at the Asian Institute of Educational Planning and Administration. The topic of his talk was, "Workers' Education and Productivity".

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13. Press and Opinion.

India - December 1965.

In addition to the attached clippings the following references to the work of the ILO appeared in Indian Journals received in this Office during the period under review:

1. October, 1965 issue of 'Monthly Bulletin', issued by the Central Board for Workers' Education, Ministry of Labour and Employment, refers to the visit in India of an ILO Fellow from U.A.R. to study 'Workers' Education'.

2. The 22 October 1965, issue of 'Commerce' publishes an article on 'Workers' Participation in Management'. The article contains incidental references to the ILO.

3. The 15 November 1965, issue of 'The Indian Worker', publishes an article on 'Part-time Work for Women - the Pros and Cons'. The article makes an incidental reference to the ILO.

4. 'Industrial Bulletin', dated 15 November 1965, issued by the Employers' Federation of India, publishes a note on 'Livelihood Guarantee Funds in Belgium'. Acknowledgement is made to 'International Labour Review'.

5. 'Asian Labour' November 1965, issued by the IOFTU Asian Regional Organisation, publishes a summary of an address by the Malaysian Minister of Labour at a reception given by the Public Service Association (PSI) during the course of the First Asian Conference of PSI ~~date~~ held at Kuala Lumpur from 27 -30 September 1965. In the course of his speech the Minister remarked: "I am sure that our public service unions have benefited immensely from the experience and traditions of such international trade union organisations like yours, the IOFTU and the ILO. The contacts with these organisations have given our trade union movement a degree of respect and self-confidence".

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6. The same issue of the Journal publishes reports of conventions of ICFTU affiliated organisations in Japan. At the All-Japan Postal Union the General Secretary's report mentions that "the union's fight for full trade union rights and its struggle for the past seven years which led to the recent ratification of the ILO Convention 87 by the Japanese Government".

7. November 1965 issue of Indian Shipping Carries a news item, captioned 'Automation in Ship: Elsinore Meeting'. This refers to the seminar conducted in Denmark under the auspices of the International Institute of Labour Studies in collaboration of the Danish Board of Technical Co-operation with Developing countries.

8. An article on 'Payment by Results - pros and cons of the Scheme examined', is published by the 'Commerce' dated 13 November 1965. The article makes incidental references to the ILO.

9. A review of 'Industrial Relations in India', by N.F. Duffy, is published in the 20 November 1965 issue of 'Commerce'. Dr. Norman F. Duffy, an ILO Expert during his visit to India in 1963 delivered at the request of the Karnatak University, three lectures on some aspects of industrial relations in India. These have been published by Allied Publishers in book form.

10. 'Commerce', dated 11 December 1965, publishes a commentary on an ECAFE study on 'Rural Labour and Industrial Development'. An incidental reference is made to the ILO.

11. AICC Economic Review, dated 1 December 1965 publishes an article on 'The Economics of Poverty'. Reference is made to the ILO's "Minimum Wage-fixing Machinery".

12. The following reference to the ILO appear in the 13 December 1965 issue of 'the Indian Worker', (a) Eighth session of ILO's Metal Trades Committee; (b) Second Regional Conference of ISSA; (c) an article on the late Shri G.D. Ambekar mentioning his connection with the ILO; and (d) a news item captioned 'Violations of Trade Union Rights in South Africa - ILO backs ICFTU's complaints'.

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13. Trade Union Record, dated 20 December 1965 reviews resolution adopted at the 6th World Trade Union Conference. An incidental reference~~s~~ is made to the ILO.

14. December 1965 issue of 'World Informa' refers to the report published jointly by ILO and UNESCO on the status of teachers.

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Chapter 2. International and National Organisations

23. Other Governmental International Organisations.

India - December 1965.

Second Regional Conference of ISSA, New Delhi,
13-18 December 1965.

The second Regional Conference for Asia and Oceania of the International Social Security Association was held at New Delhi from 13 to 18 December 1965. The Conference was inaugurated by the Prime Minister.

The Director of this Office and an official from Headquarters represented the I.L.O. at the meeting.

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25. Wage-Earners' Organisations.

India - December 1965.

Sixteenth Annual Session of Indian National Trade Union Congress, Bhilai, 26-28 December 1965: Government urged to take Immediate Measures to Check Closures of Industries.

The sixteenth annual session of the Indian National Trade Union Congress was held at Bhilai from 27 to 28 December 1965. Dr. G.S. Melkote presided. The session which was attended by about 2,000 delegates representing all trades and services from all over India, was inaugurated by Shri Sanjiva Reddy, Union Minister for Steel. Among others, Shri D. Sanjivayya, Union Minister for Labour and Employment and Shri Gulzari Lal Nanda, Home Minister also addressed the meeting.

The session was attended, among others, by Shri P.M. Menon, Director of this Office, who read out a message on behalf of the Director-General of the I.L.O., the Labour Counsellor of the United States Embassy in India and a fraternal delegate from Histadrut, Israel.

The Congress, inter alia, adopted a resolution appealing to Government to take immediate steps to put a check on lay-off, retrenchment and closures of industries and maintain the level of employment and production in all industries and services.

Inaugural Address: Need to remove economic imbalance stressed.- Inaugurating the Session Shri Sanjiva Reddy, said "unemployment and under-employment, the relatively low level of wages and the low level of productivity in the agriculture sector" are the problems which should engage the meeting's attention. Referring to the imbalance between rural and urban population Shri Reddy said that even after 15 years of Planning large sectors of the population remained economically backward. "It is the welfare of these sections of the population that we shall have to pay particular attention in the future".

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About 50 per cent. of the people for whom agriculture is the main-stay of occupation have an income well below the average per capita income, he said.

~~Dealing~~ Dealing with the question of past and present labour policy, Shri Reddy said, "the spirit of cooperation evinced by employers and workers in the implementation of the three five year Plans requires to be further built upon if productivity standards are to be stepped up and maximum use made of available resources".

He urged upon employers and workers to realise the gravity of the situation prevalent in the country and said "a positive spirit of give and take must be established between the management and workers". He emphasised that the heavy responsibility now rested on managements and workers, specially in those sectors vital to food production and the defence effort. He said that measures for improving employer-employee relations with a view to increasing production ~~and the defence effort~~ should occupy a first place in their thinking.

Presidential speech: All-out efforts urged to meet Food, Defence needs.- In his presidential address Dr. G.S. Melkote expressed serious concern over the delay caused in finalizing the Fourth Plan. He said following the conflict with Pakistan further work on finalizing the Fourth Plan appeared to have been virtually suspended. It was of the utmost importance that the period required for reassessment of the prevailing situation vis-a-vis the fourth Plan was not prolonged.

Dr. Melkote said that the most important lesson to be drawn from recent developments was that both in defence and development the country must rely principally on itself and must struggle against all odds with a will and resistance of its own. "It is essential that a sufficiently detailed picture of the fourth Plan as now conceived, with all ~~in~~ its economic, agricultural and industrial, as well as social aspects, should be before the country during the next session of Parliament". Dr. Melkote said if the workers were to put in their best, the Government should use every opportunity "to create more and more incentives so that the workers' enthusiasm is kept going".

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Dr. Malkote surveyed the national scene in the context of the recent Indo-Pakistan conflict and commended the role the workers played "by eschewing strike, by demanding nothing for themselves except the right to work more and more to produce more material needed by the jawans and the country."

Referring to several instances of retrenchment, lay-offs and closures during the past few months, Dr. Melkote said "leaving aside the special short-term situations which developed in the border areas, for which there have to be separate remedies, most lay-offs and closures are being ascribed to shortage of imported raw materials".

"The question, therefore, of utilising existing industrial capacities of the country is bound up not only with the total availability of materials but also with their correct distribution between different industries and plants. The Government should have complete knowledge of the material requirements of different industries and of the principal units of groups of units", he added.

Dr. Melkote said the credit policies adopted by the Government of India and the Reserve Bank of India should be such as to ensure that the country's economic apparatus worked to full capacity.

The existing machinery for watching and controlling prices of essential commodities was weak, Dr. Melkote said: "High prices are creating a degree of hardship for large numbers, more particularly the working class whose main item of expenditure is food and clothing".

At a time like the present, he said, it was essential that the country must earn as much foreign exchange as it could through exports. In each industry, representatives of labour should be associated intimately and in a responsible way while drawing up programmes for reducing costs and raising productivity, Dr. Melkote said.

Dr. Melkote rejected the employers' views on Indian workers' capacity for sustained work and said: "An Indian worker is in no way inferior to any in the world in all respects. We hold the opinion that if similar situations, as obtained in economically advanced countries in respect of pay packet, welfare scheme and fringe benefits are made available, the Indian ~~action~~ worker also would show grit, diligence and the capacity to produce similar quantities, if not more."

General Secretary's Report: Industrial relations strained by long-drawn litigation on bonus issue.— Shri G. Ramanujam, General Secretary of INTUC in his Report says that the year was an eventful one not only for labour and the people of the country but for the world itself.

In the international trade union field in Asia, the year 1965 provided the sorry spectacle of groups and intrigues playing havoc in the Asian Regional Organisation of the ICFTU, leading to INTUC boycott of the regional unit. "It also saw the inability of that world body to rid its Asian organisation of intrigues and group politics, clearly it up and put it on a sound base when it had an opportunity to do so. Earlier, it had come out in the open that this world body was itself the victim of unhealthy pressure groups. With the change of Government in Ceylon the possibilities of people of Indian origin in Ceylon getting a fair deal has brightened up a little. It was heartening to find the spirit of solidarity and the unity in evidence in the Afro-Asian Trade Union Seminar convened by the Singapore National Trade Union Congress in October."

The Report says that suggestions for abolition of monopolies and managing agency system which continued to be debated throughout the year has not yet led to any concrete action. Abolition of contract labour system as well as the establishment of fair-price shops for industrial workers, which were promised to be legislated upon long back, are still to be put on the statute book. As regards food the Report points out that the problems of food continued to defy a satisfactory solution throughout this year too. The continued threatening posture of communist China, the possibility of food imports from abroad being tied to the political aims of the country making the supplies, and therefore deserving to be rejected by us, and the inadequate rainfall during the year, have made the food situation worse. This has made necessary the introduction of statutory rationing of foodgrains in all major cities.

In the field of industrial relations, the problem of bonus, which has been a recurring headache to both trade unions and managements, went through further processes of codification during the year, such as promulgation of an Ordinance to give effect to the Bonus Commission's recommendations, as modified and clarified by the Government, and there after to replace it by a legislation through Parliament. But employers have already challenged the vital provisions of this Act in various High Courts and the shadow of a long-drawn litigation has already started darkening industrial relations. In regard to wages, while the second round of wage boards have started working for some industries, for some others even the first wage board has not yet been set up. Government continued to tinker with the Industrial Disputes Act by introducing piece-meal amendments to it, which however, have not come up either to the expectation of labour or gave effect to all the tripartite conclusions. The INTUC has welcomed the idea of "India Productivity Year 1966" and has offered to work for creating productivity consciousness in all industries throughout the country.

In some States, substantial power/cut is already in force reducing thereby the volume of employment and production. In some industries such as textiles, there is a glut owing to accumulation of stock, leading in turn to lay-off and unemployment; and in certain other industries lay-off is being threatened or has already been affected for want of raw materials. And the complaint of inadequate credit facilities became common in more industries. At the instance of the INTUC the Indian Labour Conference held in October, agreed to set up an inter-Ministerial committee at the Centre to take necessary steps for reopening and running closed units and for avoiding threatened closures by timely remedial action with a view to keep up the level of employment, productivity and production with high priority for the industrial centres along the border. Still the working class put aside its weapon of strike and voluntarily renounced all agitations with a view to maintain peace in the industrial front, so that Government's attention on defence efforts is not detracted to the detriment of the country. But complaints have already started coming in that certain employees are trying to exploit such unilateral sacrifice by labour to their own advantage.

The problem of multiplicity of unions has been plaguing the trade-union movement and industrial peace in the country. The reasons for the existence of plurality of unions are partly political, partly personal and partly governmental. Governments in the Centre and in the States appear to have no plan of helping the evolution of a single, strong, healthy trade union movement for the country even after two decades. Governments in the Centre and in the States treat all trade unions alike and in the process rob the largest organisation of its importance and help the perpetuation of the division among labour. Some State Governments or for that matter even the Central Government in their anxiety to be impartial end up being partial to the minority organisations. The Central Government's standards for recognition are different from ILO and at the Plan level on the one hand, and its own Conferences and Committees on the other. In view of the changed circumstances, it will now be necessary for all concerned to give a second look to the Code of Discipline in industry.

The Report emphasises that the public sector has an important role to play in hastening the realisation of the nation's objective of the democratic socialism. The public sector has been growing rapidly and is bound to assume a dominant role in the economic activity of the country before long. But the public sector as a progressive and ideal industrial employer has still a long way to go. These undertakings must be managed by people who really believe in socialism and who are experts in business techniques. The trade union movement in the public-sector is generally weak. The INTUC's position, though far better than others, has still considerable scope to improve. Most of those in charge of public sector undertakings have a tendency to help non-INTUC unions to grow and at the same time weaken the INTUC unions. There seems to be a prejudice against the INTUC unions in the minds of some public sector bosses. The position in the private sector is not any better. Employers in private sector often do not have a long-range view. They do not hesitate to enter into cheap agreements with our rival unions and force the INTUC to struggle harder as it then has the added burden of correcting all those cheap and wrong agreements.

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The Report points out that industrial safety has now assumed great importance. The worst mine disaster occurred this year in the Dhori Mines killing more than 260 workers. Industrial accidents in general too appear to increase. Conscious of this spreading danger, the Labour Ministry convened towards the close of the year a high-level Safety Conference inaugurated by the President.

According to the Report the membership of the INTUC as on 31 October 1965, stood at 1,876,625 distributed among 1960 affiliated unions.

The statement of income and expenditure included in the Report shows that as on 31 March 1965, the total income of the INTUC was 169,754.88 rupees; the excess of income over expenditure being 6,988.77 rupees.

The Report also has a section giving a brief record of ILO meetings.

Resolutions.— The Congress in a resolution appealed to the Government to take immediate measures to put a check on lay-off, retrenchment and closures of industries and maintain the level of employment and production in all industries and services.

The resolution suggested that the Government should, among other steps, put up more thermal stations; make it possible for employers to have their own generators, where the electric power is not adequate; make suitable arrangements for the supply of raw materials, whether by import or by import substitution; make available a flexible credit policy; and promptly take over mismanaged units to suitably amend the Industries Development and Regulation Act, so that the units taken over are not returned to the same management.

By other resolutions the Congress:

Demanded upon the Government of India to make the best of the people's existing spirit of sacrifice and harness it for increasing agricultural production and for streamlining the distribution system and for avoidance of waste at every stage.

Reaffirmed the need to abolish absentee-landlordism; providing a net work of efficient service cooperatives all over the country; ensuring fair prices to the producer by reducing the middle-man; providing adequate fertilisers to farmers and measures to improve the lot of agricultural labour to enthuse him to put in his best in the field.

Voiced the need for effective attention as regards distribution of the available foodgrains for which the INTUC, inter alia, suggested abolition of all food-zones; introduction of statutory rationing in all cities and industrial areas and a vigorous campaign for diversification of food habits among the people as well as to scrupulously avoid waste in storage, transport and consumption.

Condemned the anti-social activities of some trade unionists who are calling for agitations and strikes at a time when the country was passing through emergency.

Pledged unstinting support to Government in its efforts to repel the aggressors from Indian soil.

Paid respectful homage to those who had laid down their lives in the heroic defence of the Motherland during the September undeclared war between Pakistan and India.

Extended whole-hearted sympathy to the people of Rhodesia and condemned the high-handed action of the White minority in usurping Government power.

Office bearers.— Shri V.V. Dravid was elected President of the INTUC for the year 1966.

Except one member (Shri V.V. Dravid) all the persons who held Vice-Presidentship during 1965 were re-elected. They are: Sarvashri Kashinath Pandey, Michael John, Abid Ali and Dr. Mrs. Maitreyee Bose. The new Member elected in Shri Dravid's vacancy is Shri N.H. Shaikh of Gujarat.

Shri A.N. Buch was re-elected as Treasurer of the INTUC while Shri A.P. Sharma and Shri G. Sanjeeva Reddy retained their post of Organising Secretaries. Shri N.K. Bhatt was also re-nominated as Assistant Secretary.

(The Hindustan Times, 27 December, 1965;
The Indian Worker, 10 January, 1966;
Texts of Resolution and General
Secretary's Report received in this
Office).

28. Employers' Organisations.

India - December 1965.

Annual Meeting of the Associated Chambers of Commerce and Industry held at Calcutta, 4 December 1965.

The annual meeting of the Associated Chambers of Commerce and Industry of India was held at Calcutta on 4 December 1965. The session was inaugurated by Shri Asoka Mehta, Deputy Chairman of the Planning Commission. Shri H.K.S. Lindsay, presided over.

Inaugural speech.- Inaugurating the session, Shri Mehta said while the critically necessary external assistance had to be sought to enable the economy to mature quickly, their constant endeavour should be to become more self-reliant. "In the Fourth Plan we cannot afford to import 9,000 million rupees components and 6,000 million rupees of spares that it is said we require", he added.

He suggested that the business community should systematically divert goods from the markets to exports. While fiscal measures might be stepped up to generate the supplies, there were limits to restricting of domestic consumption by fiscal measures, he said.

Referring to "efficiency of investment" he said ways and means should be found to get adequate results out of investment made. That was why the Government was emphasising completion of projects in hand and giving preference to expansion over starting new units.

He said the present difficulties of agricultural production should not be daunted overmuch. A stage had been reached where there was little scope for extending the area of cultivation. Increase in output now depended on intensive efforts which meant expanding application of irrigation.

He felt that in the future agriculture had to be viewed as a part of the growing complex of development and priority would have to be assigned, in industry and transport

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to the requirements of agriculture for its modernisation.

Presidential address.— Addressing the annual meeting of the Associated Chambers of Commerce and Industry of India, its President Shri H.K.S. Lindsay said the coming months would undoubtedly require a flexing of the economic muscles as much in the interests of defence as of economic growth. He pointed out that both goals were equally important and for the most part inseparable. Faced with a shortage of resources in relation to the needs of defence and development, it was extremely important to make the right choices between essentials and non-essentials.

Shri Lindsay said that it was right that consolidation should start with agriculture, to use more fully and efficiently the resources created over the past fifteen years. Necessary economic incentives to grow more already existed in the attractive prices now being realised for all crops.

He pointed to the need for gearing of the administration machinery to help the farmer bring his full capacity into play. Of course, there would have to be much new investment in the countryside even in a year of consolidation. A step up of 50 per cent. in the outlay had been proposed which accords with the emphasis agriculture was to receive. It would be necessary, however, to ensure that the outlay was wisely spent in line with the overriding need to get quick returns.

He felt that a substantial part of the resources for new investment must come from agriculture itself. It was only fair that some fraction of the additional incomes generated in the countryside should be transferred to the economy's total fund of savings, the more so because the rural sector had got off lightly in the past.

The President felt that drastic reductions in exchange allocations must inevitably cause considerable dislocation as inventories start running out. This could serve no conceivable purpose as aid-giving countries should themselves realise. If their intention was to ensure that the purpose of economic aid was not defeated by a needless diversion of India's own resources to unproductive defence expenditure the aim could surely be secured in other ways.

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He pointed out that it was an opportune moment for putting the emphasis in labour policies clearly and firmly on the promotion of productivity to make the most of the existing resources.

Resolutions.— Shri H.K.S. Lindsay moved a resolution reiterating their whole hearted support to the Government in the emergency and expressed their determination to build up and maintain the nation's strength.

Other resolutions adopted at the meeting dwelt on different aspects of India's economy — finance, the fourth Plan, agriculture, port facilities and export promotion, productivity and population.

Regarding Resolution of Financial Policy.— Moving the resolution Shri H.D.S. Hardie (Bombay) said that the taxation policy should provide positive incentive to plough back capital and this could be achieved by the repeal of the penal tax provisions on the issue of bonus shares, and by providing for a lower incidence of total direct taxation on retained profits.

While the financial policy, the Chambers' resolution stated, must be directed to securing the urgent requirements of defence, it should, at the same time, seek to contain inflationary pressure and to stimulate the fullest mobilization of resources for development and production. It recommended reduction of non-development expenditure and avoidance of deficit financing.

Resolution on Fourth Five Year Plan. The resolution on the fourth Plan stated that it should possess built-in flexibility which would enable adjustments to be made. As practical guidelines for the successful implementation of the Plan, the Chambers advocated concentration on those industries which could be identified as being able to secure quick increases in the production of defence materials and equipment; maximum use of installed industrial capacity; diversification of production based on development of indigenous raw material resources to promote exports and facilitate import substitution; increased and more efficient investment in agriculture, combined with intensified efforts to control the population growth and abandonment of such physical and price controls as had proved ineffective or served no useful purpose.

Resolution on Port Facilities.- The resolution on port facilities and export promotion stated that the success of the export campaign depended largely on improving the administration of the export promotion schemes and achieving greater efficiency in the working of India's ports. Incentive schemes, particularly the rules governing the drawback of duty, should be simplified and streamlined. The Chambers urged a vigorous drive to modernize ports and extend their capacity and to ~~expediture~~ expedite work on ports under construction. They also advocated an enlightened dock labour policy.

(The Amrita Bazar Patrika,
5 December, 1965;
The Statesman, 7 December, 1965).

CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - DECEMBER 1965.

31. General Economic Situation.

India's Development and Economic Aid*.

A booklet entitled "India's Development and Economic Aid", published by the Embassy of the United States of America, New Delhi, says:

"India has had an impressive record of economic development since achieving independence in 1947. Despite some problems, the country has probably accomplished more in these 18 years than in any previous century. While foreign assistance has played an important role, India itself has supplied 80 per cent. of its own development requirements.

"India today manufactures equipment ranging from transistors to aircraft. Many Indian industries which formerly depended mainly on imported components now are nearing self-sufficiency. The automobile industry, for example, today makes nearly 85 per cent. of the components used in Indian-produced cars and trucks.

"India today is self-sufficient in production of steam locomotives and passenger and goods wagons; the country exports goods wagons. A diesel locomotive factory has been constructed at Varanasi, and production of electric locomotives has begun at Chittaranjan.

"The number of trucks and other tyred commercial vehicles has increased from 116,000 in 1950-51 to approximately 320,000 in 1964-65. In the same period there has been a 50 per cent. increase in the mileage of surfaced roads; Indian-owned shipping tonnage has increased by three times; the number of telephones in use has gone up by four times; and freight carried by Indian Railways has increased from 91.5 million tonnes to approximately 196 million tonnes.

* India's Development and Economic Aid: Published by the Embassy of the United States of America, New Delhi, pp.50.

"Total investment in Indian economic development from April 1951, through March 1965, amounts to 181,100 million rupees, of which 36,882 million rupees (or 20.3 per cent.) has been foreign assistance.

"Since India's planned and concerted development effort began in 1951, total real output has grown at an average annual rate of nearly 4 per cent.; agricultural output has increased at about 3 per cent. The 1964-65 growth rate of 7.3 per cent. indicates that the country may be able to do much better in the future. Both food and total production have increased at rates consistently higher than the annual population growth, although the margin has not been sufficient over a long enough period of time to sharply increase per-capita income and consumption."

Commenting upon foreign assistance the study point out that since independence, India has provided the great bulk of its own development capital. When the Third Plan ends in March 1966, four-fifths of the development capital utilised - 162,000 million rupees - will have been provided by Indian investment. The other one-fifth of development capital utilised - 43,000 million rupees - will have come through foreign assistance in the form of grants and loans, foreign specialists in various fields, and training of Indian technicians and administrators in other countries. The United States has provided 58 per cent. of all the assistance utilised by India through March 1965.

Analysing the various forms and aspects of Indian-US co-operation and U.S. assistance, the study mentions that in the field of management, the U.S.A.I.D. Mission has helped the Indian Institute of Public Administration, New Delhi; the Administrative Staff College, Hyderabad; and ~~the Academy of~~ the National Academy of Administration, Mussorie.

With U.S.A.I.D. support, the Planning Commission has embarked on a project "to evolve systems, suitable for conditions in India, for programming and for reporting on performance in projects of different kinds undertaken in the public sector." U.S.A.I.D. has made available the services of the Management Systems Corporation, a private firm, to help in this project. Fifteen enterprises have been selected for a study-in-depth of their practices.

American technicians have studied Indian tax administration and have suggested ways of improving it. A U.S. technician is working with the Special Reorganisation Unit of the Ministry of Finance to study and improve financial procedures.

U.S.A.I.D. is also assisting the National Productivity Council, the All-India Management Association, and the Institute of Chartered Accountants. A number of Indian professors and Central and State Governments officials have visited the United States for study and training in their respective specialities.

As regards labour, the U.S.A.I.D. Mission, at the request of the Government of India is assisting in a number of efforts to benefit Indian labour.

U.S.A.I.D. has been seeking to help the Indian Government develop capable, well-trained, responsible leadership in free and democratic unions through the promotion of the Workers' Education Programme; also to strengthen the development of the Workers' Education Wing of the Indian Adult Education Association, a private non-political, non-profit organisation.

U.S.A.I.D. is providing training in the United States to Indian officials in such fields as employment market information, industrial safety and hygiene, vocational guidance, apprenticeship training, industrial-relations machinery, manpower seminars, occupation research and analysis, and placement of physically handicapped and scientific personnel.

A U.S. arbitration, mediation, and conciliation consultant has worked with the Labour Ministry in establishing in-service training programmes. Books, films, filmstrips, and other audio-visual aids have been provided to the Industrial Relations Institute, New Delhi.

In another field, U.S.A.I.D. has been assisting efforts to improve the proficiency of workers in different trades by offering prizes consisting of tool kits and books.

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34. Economic Planning, Control and Development.

India - December 1965.

Recommendations of Monopolies Inquiry Commission: Statutory machinery to prevent economic concentra- tion suggested.

The Union Finance Minister, Shri T.T. Krishnamachari, presented to the Parliament on 8 December 1965, 446-page report of the Monopolies Enquiry Commission. Among other things, the Commission has recommended the setting up of a permanent Statutory Body primarily to control and prevent the evil of restrictive and monopolistic practices. While referring to the existence of economic concentration, the report has pointed out that such concentration has considerably helped the economic betterment of the country.

In the draft Bill recommended for Government's consideration, the Commission has suggested that the proposed permanent Statutory Body should consist of three members with a judge of the Supreme Court as Chairman.

The Statutory Body will have the power to take action not only in cases of restrictive practices, as they are generally understood, but also in cases where any enterprise refuses except on reasonable ground to sell its products at the usual rate. Among the other powers of the proposed body will be the examination from time to time of the structure of any monopoly industry and suggestion of suitable ways of effecting improvements and avoiding obsolescence. It will also be empowered to approve any merger or amalgamation of a bigger enterprise, which already holds a dominant position in any particular commodity, with any other concern.

Its permission will also be necessary for the appointment of a person, who is already a director of a big undertaking, as director of another undertaking engaged in the same line of business. The statutory body will also be empowered to obtain annual returns from big companies to keep a watch generally over dominant concerns.

The Commission is of the view that all these powers will enable the permanent body to keep a watchful eye on all dominant enterprises and take suitable action where there is concentration, whether countrywise or product-wise, and indulge in monopolistic or restrictive practices.

Liberalisation of licensing policy to safeguard the interests of small entrepreneurs; protection of consumers against exploitation by enterprises enjoying monopolistic or near-monopolistic position in the issue of import licences; and setting up of efficient public sector undertakings to check concentration of economic power in private hands are some of the other important recommendations.

Promotion of small-scale industry; encouragement of consumers' co-operatives; patronage by purchasing authorities of the Government to small industrialists; and the setting up of consumer societies are some of the other suggestions.

The Commission has also made brief references in its report to the monopolies in the public sector, control of the Press by big business and the institution of managing agencies. Regarding public sector monopolies the Commission is of the view that they should not enjoy special immunity but should be subject to the permanent statutory body's jurisdiction in the same manner as the private sector units.

As regards the managing agency system, the Commission has made no recommendation either for its abolition or control in spite of the important part played by it in the concentration of economic power for two main reasons.

First, the Commission feels that even if it were to be completely abolished its place would be taken by some other systems of group management. Secondly, the whole question requires full and careful assessment and a committee is already considering the abolition of the managing agency system in certain selected industries.

The main factors leading to economic concentration, according to the Commission, are the managing agency system; and the device of inter-corporate investment leading in many cases to the creation of holding-subsidiary relationship amongst companies. The Government's programmes of planned development, which necessitated a system of industrial licensing, control of capital issues, and regulation of imports also tended to produce concentration of economic power.

The Commission has made a detailed study of the extent of concentration of economic power in the country. In terms of total assets owned, the Tata group with 53 companies possessing total assets of 4,170 million rupees tops the list, with Birlas (151 companies with total assets of 2,920 million rupees) following. These groups have 44 per cent. of the total paid up capital of other companies functioning in the corporate sector and own about 47 per cent. of their assets.

(The Statesman, 9 December, 1965).

35. Productivity.

India - December 1965.

'1966' to be India Productivity Year:
Movement launched.

A nation wide movement to attain a self reliant economy and make people productivity conscious has been organised in India and the Year 1966 has been, designated 'India Productivity Year'.

The President and the Vice President of India, have set their stamp of approval and blessing on this project by agreeing to be the Patron and Vice Patron respectively of IPY-1966. The Prime Minister has given the IPY an all-India stature by consenting to be the President of the 80-member high level National Committee comprising top representatives of all the major areas of endeavour like agriculture, industry, commerce, defence, education, health, etc. The detailed planning and direction of the country-wide IPY programme is left to an 18-member IPY Working Committee headed by Dr. P.S. Lokanathan, Chairman, National Productivity Council.

For planning and directing the IPY programme at the State and Local levels, there will be IPY State Committees headed by the Governors as Patrons and Chief Ministers as Presidents. On these State Committees would be represented the leaders of the productivity movement from Local Productivity Councils, Trade Unions, Management Associations and other professional bodies, universities, governmental agencies, etc,

The movement was launched on 1 January 1966 by Shri T.N. Singh, Minister for Industry and Vice-President of IPY National Committee.

A pamphlet issued by the National Productivity Council which will be spear-heading the productivity movement during the IPY, says that: The India Productivity Year-1966 aims at precisely this by concentrating on three major Objectives:

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- a) To increase national awareness of the vital need of Productivity as the key to raising the standards of living of our people.
 - b) To intensify interest in the applied aspects of Productivity in all the areas of endeavour.
 - c) To make Productivity a quest of national concern.

These objectives, according to the pamphlet, are sought to be achieved -

- i) By creating national and regional platforms for intensive and extensive discussion of the various aspects of Productivity in all fields of human activity through country-wide seminars, symposia, brains-trust meetings, etc.
- ii) By organising special national training programmes on the more advanced and modern techniques of Productivity, to provide a new dimension to Productivity.
- iii) By organising Productivity exhibitions throughout the country, highlighting the startling benefits that could accrue from increased Productivity.
- iv) By organising nation-wide audio-visual shows of special films in English, Hindi and regional languages depicting the different facets of Productivity, to bring out the workers' stake in the Productivity movement.
- v) By organising a series of national and regional broadcasts beamed to the common man.
- vi) By instituting Productivity awards for motivating workers and organisations to adopt the Productivity life, way of life.
- vii) By organising inter-collegiate and inter-university essay contests and debates for ensuring inculcation of the Productivity concept in the youth of the nation.
- viii) By calling upon all the industrial, commercial and other organisations in the country to actively participate in THE INDIA PRODUCTIVITY YEAR by voluntarily setting up Productivity targets for achievement in their respective fields.

ix) By mobilising all the available communications media and promotional techniques for building up IPY-1966 into a national movement.

x) By laying special emphasis on Agricultural Productivity.

It is also intended to organise country-wide seminars and symposia in: Materials Management, Incentives, Quality Control, Industrial Relations, Job Evaluation, Merit Rating, Plant Maintenance, Sharing the Gains of Productivity, Public Administration, Development and Management in Small Scale Industries, Productivity in Agriculture, Productivity in Service Industries like Transport, Catering, Hospitals, Banking, etc., Role of Management Consultancy, Productivity in Newspaper Industry, Industrial Health, Standardisation and Variety Reduction.

There will be special training programmes covering the subjects: PERT, Operations Research, Value Analysis, Ergonomics, Workers Development, Market and Motivation Research, Programmes Instruction and MTM.

The organisational aspect of the nation-wide productivity drive during IPY-1966, and its planning and coordination will be done by a special secretariat at NPC headquarters (Officer on Special Duty, (IPY)), 38, Golf Links, New Delhi.

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36. Wages.India - December 1965.Staff of Public Sector Units to get Bonus:
Union Labour Minister's Statement in Lok Sabha.

The Union Labour Minister, Shri D. Sanjivayya, stated in the Lok Sabha on 9 December 1965, that the Government has decided that employees of all non-competing public sector undertakings, which are not departmentally run and do not come within the purview of the Payment of Bonus Act, will receive ex-gratia payment in lieu of bonus.

He, however, made it clear, while replying to members' questions, that employees of departmentally run public sector undertakings would not stand to benefit, as the Government decision did not apply in those cases.

Shri Sanjivayya said before the Payment of Bonus Ordinance the employees in the public sector undertakings were not entitled to any payment of profit-sharing bonus. However, with the Cabinet's approval, ex-gratia payments had been allowed in the past to employees drawing up to Rs.500 a month in some undertakings. Such payment covered roughly 38,000 employees of the total employment in the public sector of about 400,000 at the end of 1963-64.

(The Hindustan Times, 10 December, 1965).

Second Wage Board for Sugar Industry set up.

A Resolution dated 16 November 1965 of the Ministry of Labour and Employment states that the Government of India has decided to set up a Second Wage Board for the Sugar Industry to consider the question of a further revision of the wage structure in the industry. While making its recommendations, the Wage Board shall keep in view the following:-

- (i) The recommendations of the first Wage Board for the Sugar Industry, constituted by the Government of India by their Resolution No.WB-7(2)/57 dated 26 December 1957, and Government decisions thereon as published in Resolution No.WB-7(30)/60 dated 23 February 1961;
- (ii) The principles of fair wages as set forth in the Report of the Committee on Fair Wages;
- (iii) The needs of the industry in a developing economy including the need for maintaining and promoting exports;
- (iv) Special features of the sugar industry;
- (v) The requirements of social justice;
- (vi) The need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill; and
- (vii) The desirability of extending the system of payment by results.

Explanation.- In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back wage) and also to safeguard against overwork and undue speed.

The Board is composed of two representatives each of independent members, members representing employers and members representing workers with Shri K. Bhimasankaram as chairman. The headquarters of the Board will be located at Hyderabad.

(The Gazette of India, Part I, Sec.1,
27 November 1965, page 675).

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CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN
BRANCHES OF THE NATIONAL ECONOMY.

INDIA - DECEMBER 1965.

41. Agriculture.

Nineteenth Annual Conference of the Indian
Society of Agricultural Statistics held at
Cuttack, 30 December 1965.

The nineteenth annual Conference of the Indian Society of Agricultural Statistics was held at Cuttack on 30 December 1965. The Conference was inaugurated by Dr. A.N. Khosla, Governor of Orissa and as Shri C. Subramanian, Union Food Minister who was to preside over the Conference could not attend, his address was read out. Shri Sada Siva Tripathi, Chief Minister of Orissa also addressed the meeting.

In his presidential address Shri C. Subramanian, Union Food Minister, stressed that accurate and timely statistics accounting for all the lands should be compiled. Although they seemed to be cultivating practically all cultivable area nearly 87 million acres of land of different categories remained uncultivated. It was necessary to determine how much of this area could be brought under the plough with a reasonable investment.

Shri Subramanian expressed the view that statistics of movement of agricultural commodities through markets and their prices at various stages and periods of the year were important indicators of the factors influencing the availability of agricultural produce to the consumers and other users.

(The Hindu, 31 December, 1965).

Recommendations of Study Group on
Agricultural Labour: Intensive
Employment Plan for Farm Labour
suggested.

The Study Group on agricultural labour set up by the Planning Commission's panel on labour policies has recommended, among other things, an intensive employment programme and an organisation at the block level which will bring together revenue, agriculture, co-operation and labour departments to guarantee work to surplus agricultural labour. The Group has also recommended that the scheme should form part of a well-co-ordinated rural manpower programme to be undertaken in the fourth Plan. It was also necessary to ensure that the workers were given incentive wages which would increase productivity.

Thus group was of the view that agricultural workers should be organised into labour ~~expos~~, ~~corps~~ which could ultimately be brought within the framework of labour co-operatives. To improve the skills of workers, vocational training centres should be started in the villages. The works programme in rural areas should cover schemes like soil conservation, water conservation, afforestation and rural roads.

The study group recommended top priority to be given to resettlement of landless labourers on agricultural lands. It was noted that there were delays even after lands were identified for the purpose.

It was felt that the system of rural credit required a rational approach. The arrangement should facilitate the poorer sections of the people to get assistance for initial investment.

To regulate the conditions of employment of agricultural labour, it was felt there was need for a separate legislation. A similar approach was advocated for all other unorganised sectors of employment.

The group agreed to a proposal that measures relating to drinking water, housing, medical facilities and rest-shed, as provided under the Plantation Labour Act and labour laws, should be made applicable to employees ^{at} least big farms.

Considering the problems of women labour, the study group expressed the view that steps should be taken to remove discrimination with regard to their employment and retention. A suggestion was made for having a separate cell in the Union Ministry of Labour and Employment to deal with problems relating to employment of women.

(The Hindustan Times, 29 November, 1965).

44. Merchant Marine and Fisheries.

India - December 1965.

Merchant Shipping (Amendment) Bill, 1965.

Shri Raj Bahadur, Minister of Transport, introduced in the Rajya Sabha on 9 December 1965 a Bill further to amend the Merchant Shipping Act, 1958. The Statement of Objects and Reasons appended to the Bill declares that the minimum standards laid down in the Merchant Shipping Act, 1958 which merchant ships should comply with in the interests of safety of life and property at sea are based on the International Convention for the Safety of Life at Sea, which met 1948. The Fourth International Conference on Safety of Life at Sea which met in London in May-June, 1960 under the aegis of the Inter-Governmental Maritime Consultative Organisation, one of the specialised agencies of the United Nations, reviewed the 1948 Convention in the light of the experience of various countries during the intervening twelve years and decided to replace it by a new Convention, namely, the International Convention for the Safety of Life at Sea, 1960. The new Convention was adopted on the 17th June, 1960 and was, subject to acceptance, signed, among others, by the representatives of the Government of India. As a prelude to depositing our acceptance of the 1960 Convention, it is necessary to amend the Merchant Shipping Act, 1958 suitably. As the Merchant Shipping Act already embodies the requirements of the 1948 Convention, it is necessary to amend that Act only to the extent that the 1960 Convention has deviated from the 1948 Convention.

Some of the more important requirements of the 1960 Convention which involve deviation from the provisions of the 1948 Convention and which therefore call for amendment of the Merchant Shipping Act, 1958 are summarised below:-

(1) Survey of cargo ships and issue of Safety Certificates to Cargo Ships.- Under the 1960 Convention, the scope of survey of cargo ships has been extended to cover the survey of hull, machinery and other equipment of cargo ships. Further, all cargo ships of over 500 tons gross will be required to carry in addition to the existing certificates a safety construction certificate issued by or under the authority of a contracting Government. It is, therefore, necessary to make suitable provisions in the Act for survey of cargo ships and for the issue of safety construction certificates to cargo ships.

(2) Stability data.- In contrast to the 1948 Convention, the 1960 Convention requires that every ship must carry on board sufficient data to enable the master, by rapid and simple processes, to obtain accurate guidance as to the stability of a ship under varying conditions of service.

(3) Life-saving appliances.- The most important deviation made by the 1960 Convention in regard to life-saving appliances relates to the removal of the restriction imposed by the 1948 Convention on the use of inflatable and other rafts which depend on air for their buoyancy. Inflatable life-rafts as well as rigid life-rafts as an alternative are now acceptable, provided these comply with certain conditions.

(4) Radio installation.- Under the 1948 Convention, cargo ships below 500 tons gross were not required to be fitted with radio installations but under the 1960 Convention even cargo ships of less than 500 but not less than 300 tons gross are required to be fitted with such installations.

(5) Carriage of grain cargo.- The 1960 Convention contains a number of new requirements relating to the carriage of grain in ships. Emphasis is laid on the need for giving trimming and on the fundamental importance of preserving the stability ~~and~~ off the ship. Duly approved grain-loading plans are required to be carried on board by ships carrying grain and such plans are required to be accepted by the other contracting Governments as evidence of compliance with the requirements of the Convention.

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(6) Carriage of dangerous goods.— The 1960 Convention contains a number of new regulations relating to the classification, Packing, labelling, documentation and stowage of dangerous goods on board ships.

(7) Nuclear ships.— The 1948 Convention does not contain any special provisions relating to nuclear ships. Having regard to the new problems in the field of safety owing to the advent of nuclear power as one of the means of propulsion for merchant ships, and having regard to the hazards inherent in the nuclear ships, it is necessary to have special provisions relating to nuclear ships. The 1960 Convention contains a special Chapter for this purpose. A number of requirements are provided for in this Chapter for the purpose of ensuring that nuclear ships do not become a source of danger to life, not only at sea but also at ports and other places and that such ships do not become a source of contamination of food and water resources.

(8) The Notes on clauses explain the other deviations made by the 1960 Convention.

The Bill seeks to give effect to the various deviations made by the 1960 Convention and mentioned above by making suitable amendments in the Act.

The following notes on clauses of the Bill explain in detail the amendments sought to be made:—

Clause 2.— The definitions of 'cargo ship', 'international voyage', 'nuclear ship' and 'tanker' are based upon the definitions of those expressions in the 1960 Convention. The definition of 'safety convention' contained in clause (38) of section 3 of the Act is being amended to mean the Safety Convention of 1960. The definition of 'safety convention certificate' in clause (38) of section 3 of the Act is being amended to include the various certificates required under the Safety Convention of 1960.

Clause 3.— Section 9 of the Act provides for appointment of surveyors of ships by the Central Government. The 1960 Convention permits the contracting Governments to entrust the survey of ships to non-governmental persons or agencies. It has been decided that for the present, such power should be taken in respect of cargo ships only. Section 9 is being amended for this limited purpose.

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Clauses 4, 5 and 6.- The changes in sections 241, 242 and 244 are of a consequential nature and are intended to make it clear that for the purposes of the said sections, a nuclear passenger ship safety certificate would, in the case of nuclear ships, have the same effect as a passenger ship safety certificate would have, in the case of non-nuclear passenger ships.

Clause 7.- The 1960 Safety Convention provides inter alia for the issue of safety construction certificates to cargo ships and contains several provisions as to construction rules, applicable in the case of cargo ships. Section 284 which deals with construction rules in the case of passenger ships is being amended to provide that the Central Government may make construction rules in relation to cargo ships also.

Clause 8.- The 1960 Convention permits the use of inflatable and other life-rafts. Accordingly, section 288 which deals with the power of the Central Government to make rules as to life-saving appliances is being amended to include within the purview of that section matters relating to life-rafts and the training of crew in launching and using life-rafts.

Clause 9: (i) Sub-clause (a).- Unlike the 1948 Convention, the 1960 Convention requires even cargo ships of less than 500 tons gross but not less than 300 tons gross to be fitted with radio installation. Sub-clause (a) gives effect to this.

(ii) Sub-clause (b).- The amendment is of a consequential nature.

(iii) Sub-clause (c).- In the case of ships of 1600 gross tons gross or more, the 1960 Convention provides that every exemption from the obligation to provide with a radio telegraphy installation should be subject to the condition that the ship shall have on board a radio telephony installation. Further, the Convention prohibits exemptions from the requirements as to radio installation, radio telegraphy service and radio telephony service in cases where such exemption will have an adverse effect on the general efficiency of the distress service for the safety of ships. Sub-clause (c) seeks to give effect to these requirements.

Clause 10.- The 1960 Safety Convention, like the 1948 Convention requires that every ship of 1600 tons gross or more shall be provided with a radio direction finder. Further, the 1960 Convention provides for exemption being granted from this requirement in the case of ships under 5000 tons gross in certain specified cases. Proposed sub-section (2) of section 292 gives effect to the relevant provisions of the 1960 Convention as to such exemptions.

Clause 11.- This clause seeks to remove a requirement as to radio watch, which is no longer required.

Clause 12.- The amendment to sub-section (1) of section 296 of the Act is of a consequential nature. The amendment to sub-section (2) of that section empowers the Central Government to make rules as to the radio telegraphy installations on motor life-boats and survival craft and ~~the~~ is for the purpose of implementation of the various new provisions in the 1960 Safety Convention relating to the subject.

Clause 13.- This clause seeks to amend section 297 of the Act to give effect to the new requirement in the 1960 Convention that the signalling lamp of ships of the type referred to in the section shall not be solely dependent upon the ship's main source of electrical power.

Clause 14.- The 1960 Safety Convention requires that every ship must carry on board sufficient data to enable the master, by rapid and simple processes, to obtain accurate guidance as to the stability of his ship under varying conditions of service. The Convention also requires that any change in the data should be duly communicated to the appropriate authorities of the country in which the ship is registered. The amendment to section 298 are for giving effect to these requirements.

Clause 15.- The amendments to section 299 are of a consequential nature.

Clause 16.- The clause seeks to insert two new sections, section 299A and section 299B. Both these sections relate to cargo ships and provide respectively for the issue of safety convention certificates to cargo ships as required under the 1960 Safety Convention and for the making of rules as to survey of cargo ships for the purpose of issue of such certificates.

Clauses 17 and 18.- The amendments to sections 300 and 301 are of a consequential nature.

Clause 19.- Section 303 provides for the duration of various safety convention certificates. The 1960 Safety Convention gives power to the contracting Governments to fix the period for which cargo ship safety construction certificates shall be valid. A period of five years has been considered reasonable and administratively convenient for this purpose. Proposed sub-section (1A) which sub-clause (b) of this clause seeks to insert in section 303 gives effect to this.

The other changes which clause 19 seeks to make in section 303 of the Act are for the purpose of giving effect to the provisions of the 1960 Safety Convention as to the duration of various safety convention certificates.

Clause 20.- The amendment to section 304 is of a consequential nature.

Clause 21.- Section 306 of the Act provides for the issue in India of safety convention certificates to ships registered in foreign countries, and also for the issue in foreign countries of such certificates to ships registered in India. The 1960 Safety Convention provides for extension of similar facilities even to ships which are yet to be registered. The section is being amended to give effect to this.

Clause 22.- The 1960 Convention requires that even cargo ships of less than 500 tons gross but not less than 300 tons gross should have a radio telephony certificate. For this purpose, clause (c) of this clause seeks to insert a new sub-section (2A) in section 307 of the Act. The other amendments to section 307 are of a consequential nature.

Clauses 23 and 24.- The amendments to sections 308 and 309 are of a consequential nature.

Clause 25.- Except in cases where the prior permission of the appropriate authorities has been obtained, the 1960 Convention prohibits the making of any alterations during the interval between the completion of a survey of the ship for the issue of a certificate and the actual issue of such certificate. New section 309A seeks to give effect to this requirement.

Clause 26: Sub-clause (a).— The 1960 Safety Convention contains a number of new regulations relating to the classification, packing, labelling, documentation and storage of dangerous goods on board ships. Sub-section(2) of section 331 of the Act which provides for the various matters relating to dangerous goods, with regard to which the Central Government may make rules, is being amended to include the matters to which these new regulations pertain.

Sub-clause (b).— The definition of the expression 'dangerous goods' contained in the Explanation to section 331 is also being amended to exclude from its purview particular cargoes carried in ships, such as tankers, specially built or converted as a whole, for the purpose and thereby to bring it into conformity with the definition contained in the 1960 Safety Convention.

Clause 27.— The 1960 Convention requires the masters of grain ships to carry properly approved grain-loading plans. Proposed section 331A which clause 27 seeks to insert in the principal Act accordingly provides that no grain shall be loaded on board any Indian ship anywhere unless there is in force in respect of such ship a duly approved grain-loading plan. The section also makes provisions for approval of grain-loading plans and matters incidental thereto.

Clause 28.— The 1960 Convention stipulates that a grain-loading plan approved by a contracting Government shall be accepted as sufficient evidence that a particular ship when loaded in accordance with such plan meets the requirements of the Convention. Sub-clause (a) seeks to give effect to this.

The amendments proposed in sub-clauses(b),(c), (d) and (e) are mainly of a consequential nature.

Clause 29.— The amendment is of a consequential nature.

Clause 30.— The 1960 Convention contains a special Chapter on nuclear ships. A number of requirements have been incorporated in this Chapter for the purpose of ensuring that nuclear ships do not become a source of danger to life, not only at sea but also at ports and other places and that ships do not become a source of contamination of food and water resources. This clause introduces a new Part IXA in the principal Act to give effect to the various requirements of the Convention as to nuclear ships.

New Section 344A.- This section deals with application of the provisions of the Act in relation to nuclear ships. Nuclear power as a means of propulsion for merchant ships presents unique problems. In the present state of development of nuclear science, it is not even possible to visualise all these problems. It will not, therefore, be advisable to apply the provisions of the Act which have been formulated with reference to the ordinary ships to nuclear ships in their entirety. Accordingly, provision is made empowering the Central Government to apply certain provisions of the Act with such exceptions, modifications and adaptations as may be specified in the notification.

Sub-section 4 of the section embodies the safeguard normally provided for in cases of delegation of such powers and it lays down that such notification shall be laid ~~in~~ draft before both Houses of Parliament for a period of not less than 30 days while they are in session or without modifications, by each House of Parliament.

New Section 344B.- This provides for the issue of nuclear passenger ship safety certificates and nuclear cargo ship safety certificates and the periods of validity of such certificates.

New Section 344C.- This is self-explanatory and is intended to ensure that Indian nuclear ships do not proceed on international voyages without the requisite safety certificates required by the 1960 Convention.

New Section 344D.- In compliance with the 1960 Convention, this section requires every Indian nuclear ship to have on board a safety assessment and operating manual and makes provision for matters incidental thereto.

New Section 344E.- This requires foreign nuclear ships to give advance notice of their arrival in Indian territorial waters and provides for necessary control to ensure that there are no hazards involved in permitting the ship to enter Indian waters.

New Section 344F.- This is self-explanatory and it inter alia provides for control on the arrival of a nuclear ship at a port in India.

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New Section 344G.- This section provides for notice of any accident anywhere to an Indian nuclear ship and of accident to foreign nuclear ships in the territorial waters of India, to be given to the authorities mentioned in the section. It also provides for the action to be taken on receipt of such notice and for other matters incidental thereto.

New Section 344H.- Sections 228 to 231 of the principal Act deal with certificates of survey and provide for certain necessary matters in relation to certificates, such as cancellation or suspension of certificates, alterations in ships subsequent to grant of certificates, delivery of expired or cancelled certificates, affixing of certificates in conspicuous places. This section seeks to make those provisions applicable in the case of certificates issued under Part IXA on practically the same lines as section 309 of the principal Act makes those provisions apply in relation to certain certificates issued under Part IX of the Act.

New Section 344I.- This section seeks to confer on the Central Government powers to frame rules to carry out the purposes of Part IXA.

Clause 31.- The amendment is intended to provide expressly for certain additional dangers to navigation which a master of an Indian ship is required to report under the section.

Clause 32.- This clause seeks to insert a new section 354A to provide, as required by the Safety Convention, 1960, for communication of intelligence regarding dangers to navigation.

Clause 33.- This clause seeks to insert a new section 355A for the purpose of imposing an obligation on masters of Indian ships to render assistance to persons found at sea in danger of being lost and is modelled to some extent on the provisions of section 355 of the Act.

Clause 34.- The amendments are of a consequential nature.

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Clause 35.- This clause seeks to amend section 436 of the principal Act to provide for penalties for contravention of the various new provisions.

Clause 36.- This clause which is self-explanatory seeks to insert a new section 454A for the purpose of incorporating in the Act an enabling provision permitted by the Convention and empowers the Central Government in this regard.

Clause 37.- By way of abundant caution, this clause seeks to add a proviso to sub-section (1) of section 456 of the principal Act to ensure that no exemption which is prohibited by the Safety Convention is granted under the sub-section.

Clause 38.- The amendment to sub-section (2) of section 458 of the principal Act is of a consequential nature.

Sub-clause (b) of this clause provides for the usual provision relating to laying of rules.

Clause 39.- This seeks to insert a new section 468 providing for removal of difficulties in giving effect to the provisions of the Act in so far as they relate to the Safety Convention.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 9 December 1965,
pp. 1215-1246).

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CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

INDIA - DECEMBER 1965.

50. General.

Beedi and Cigar Workers (Conditions of Employment)
Bill, 1965.

Shri D. Sanjivayya, Union Minister of Labour and Employment, introduced in the Rajya Sabha on 11 December 1965 a Bill to provide for the welfare of workers in beedi and cigar establishments and to regulate the conditions of their work and for matters connected therewith. According to the Statement of Objects and Reasons of the Bill, the working conditions prevailing in the beedi and cigar establishments are unsatisfactory. Though at present the Factories Act, 1948 applies to such establishments, there has been a tendency on the part of employers to split their concerns into smaller units and thus escape from the provisions of the said Act. A special feature of the industry is the manufacture of beedis through contractors and by distributing work in the private dwelling houses where the workers take the raw materials given by the employers or the contractors. Employer-employee relationship not being well defined the application of the Factories Act has met with difficulties. The labour is unorganised and not able to look after its interests.

One or two State Governments passed specified Acts to regulate the conditions of work of these workers but found themselves unable to enforce the law owing to the fact that the industry is highly mobile and tended to move on to an area where no such restrictive laws prevailed. It became necessary therefore to have Central legislation on the subject. The Bill seeks to provide for the regulation of the contract system of work, licensing of beedi and cigar industrial premises and matters like health, hours of work, spread-over, rest periods, overtime, annual leave with pay, distribution of raw-materials, etc.

The main provisions of the Bill have been explained in the notes on clauses.

Notes on Clauses: Clause 2.- This clause defines the various terms occurring in the Bill.

Clause 3.- This clause prohibits use of any place or premises as industrial premises without a licence.

Clause 4.- This clause provides for licensing of industrial premises and the matters to be taken into account in granting or refusing a licence.

Clause 5.- This clause provides for appeals where the grant or renewal of a licence has been refused or a licence has been cancelled or suspended.

Clause 6.- This clause provides for the appointment of Inspectors for the purposes of the Bill.

Clause 7.- This clause empowers Inspectors to carry inspection, enter premises, etc., to ensure compliance with the provisions of the law.

Clauses 8 to 16.- These clauses make provision for cleanliness, ventilation, prevention of overcrowding, drinking water, latrines and urinals, washing facilities, creches, first aid and canteens in industrial premises.

Clause 17.- Under this clause daily and weekly hours of work have been fixed.

Clause 18.- This clause provides for payment of wages at twice the rate of the ordinary rate of wages for overtime work.

Clause 19.- This clause provides for interval for rest of half an hour after five hours of work.

Clause 20.- This clause provides that the daily hours of work shall not spread over more than ten and a half hours, which, with the permission of the Chief Inspector can be increased to 12 hours.

Clause 21.- This clause provides for a paid weekly holiday for every employee in an industrial premises, which is to remain entirely closed on one day in the week except for wetting of beedi or tobacco leaves; for such work the employees will be given a substituted holiday on one of the three days immediately before or after the said day.

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Clause 22.- This clause requires a notice of periods of work to be displayed in every industrial premises and copies of notice being sent to Inspector. Any change in the notice is to be notified to the Inspector.

Clause 23.- This clause provides that the employees shall be employed in accordance with the notice of work.

Clause 24.- This clause prohibits employment of children and in any industrial premises.

Clause 25.- This clause prohibits employment of women and young persons between 7 p.m. and 6 a.m.

Clause 26.- This clause provides for the grant of annual leave with wages -

- (i) in the case of an adult at the rate of one day for every twenty days of work performed by him;
- (ii) in the case of a young person at the rate of one day for every fifteen days of work performed by him.

Any employee who is discharged or dismissed or quits employment shall be entitled to leave. If the services of any employee are terminated he is to be paid wages in respect of leave not taken.

Clause 27.- This clause provides for wages during leave being paid at the rate equal to the daily average of the total full time earnings during the month.

Clause 28.- This clause empowers the State Governments to apply the Payment of Wages Act, 1936 or any of its provisions to any establishment or class of establishment.

Clause 29.- This clause empowers State Governments to permit wetting or cutting of beedi or tobacco leaves outside the industrial premises and for maintenance of records of the work permitted by the employer.

Clause 30.- This clause provides that the onus as to age shall be on the accused, the certificate of the medical officer being admissible as evidence of age of the employee concerned.

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Clause 31.- This clause provides for the giving of notice to an employee employed for not less than six months, one month's notice or wages in lieu thereof before his services can be dispensed with except on the ground of misconduct. There is a provision for appeal against the discharge or dismissal of an employee.

Clause 32.- This clause provides a penalty of imprisonment up to three months or a fine up to rupees five hundred or both for obstructing an Inspector in the discharge of his duties.

Clause 33.- This clause provides for a general penalty of fine up to rupees two hundred and fifty for the first offence and of imprisonment of not less than one month and not more than six months, or fine of not less than one hundred rupees and not more than five hundred rupees or both for a second or a subsequent offence under the Bill or any rule made thereunder.

Clause 34.- This clause makes offences by companies cognizable.

Clause 35.- This clause gives protection for anything done in good faith.

Clause 36.- This clause provides for prosecutions being made with the sanction of the Chief Inspector or an Inspector.

Clause 37.- This clause relates to the application of the Industrial Employment (Standing Orders) Act, 1946 to certain industrial premises and of the Maternity Benefit Act, 1961, to every establishment.

Clause 38.- This clause provides that Chapter IV and Section 85 of the Factories Act, 1948 shall apply to industrial premises.

Clause 39.- This clause makes the Industrial Disputes Act, 1947 applicable to matters arising in respect of every industrial premises and provides for the settlement of disputes regarding the issue of raw materials, rejection of beads, etc., by such authority and in such summary manner as the State Government may by rules specify in this behalf.

Clause 40.- This clause ensures that where an employee is entitled to benefits which are more favourable than those provided for in the Bill he shall continue to enjoy these benefits.

Clause 41.- This clause provides for exemption from the provisions of the Bill in certain cases.

Clause 42.- This clause gives powers to the Central Government to give directions to the State Governments.

Clause 43.- This clause clarifies that the self-employed workers are exempted from the provisions of this Act.

Clause 44.- This clause confers rule making powers on the State Governments to carry out the purposes of the Bill.

(The Gazette of India, Extraordinary,
Part II, Sec.2, 11 December 1965,
pp. 1333-1358).

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West Bengal Shops and Establishments
(Second Amendment) Act, 1965 (West Bengal
Act XXIV of 1965).

The West Bengal Shops and Establishments (Second Amendment) Bill (vide page 32 of the Report of this Office for October-November 1965) as passed by the West Bengal Legislature received the assent of the Governor of West Bengal on 30 November 1965. The Act amends sub-sec.4 of Section 5 of the West Bengal Shops and Establishments Act, 1963, with a view to enabling Government to specify the day of weekly closure of shops and establishments of a particular area while allowing for the shop-keepers and employers concerned to decide for themselves the weekly half-day closure of such shops and establishments.

(The Calcutta Gazette, Extraordinary,
30 November 1965, pp.4797-4798).

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52. Workers' Welfare, Recreation and Workers' Education.

India - December 1965.

Bombay Labour Welfare Fund (Amendment) Bill, 1965.

The Government of Maharashtra published on 18 November 1965 the Bombay Labour Welfare Fund (Amendment) Bill, 1965, to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, the Bombay Labour Welfare Fund Act, 1953, was enacted with a view to constituting a Fund for financing of activities to promote welfare of labour, etc. The experience in administering the Act has revealed certain difficulties. With a view to removing them, it is proposed to amend the Act, and the important changes are as under:-

Clause 3.- As necessity is felt for having committees, clause 3 empowers the Maharashtra Labour Welfare Board to appoint one or more committees.

Clause 4.- Under Section 6A of the Act, in addition to publication in newspapers and on notice boards, notices inviting claims against unpaid accumulations are required to be published in the Gazette. The publication in the Gazette entails a heavy financial burden on the Board. It is considered that publication by other means is sufficient, and it is not necessary to insist on publication in the Gazette.

Clause 5.- Some employers do not pay "fines" and "unpaid accumulations" within the time limit prescribed in the Bombay Labour Welfare Fund Rules, 1953. If any employer fails to pay the dues within the prescribed period and after receipt of a demand notice, it is proposed to charge penal interest.

Clause 6.- According to section 17, any sum payable into the Fund becomes recoverable as an arrear of land revenue. As some doubts have been raised, whether unpaid accumulations are so recoverable, to clarify the doubts, section 17 is being amended retrospectively.

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Clause 7.- This clause seeks to insert new sections 17A and 17B; to afford reasonable facilities to Inspectors for making inspection, etc. Obstructing an Inspector in the discharge of his duties or failure to produce relevant documents made an offence.

(The Maharashtra Government Gazette,
Part V, 18 November 1965,
pp. 779-783).

Fund Created for Welfare of Workers.

Shri D. Sanjivayya, Union Minister for Labour and Employment, told a meeting of a coal mine workers at Korba, near Bilaspur on 25 December 1965, that with a view to improving the lot of labourers, a welfare cess of 50 paise per ton had been imposed on coal. A similar cess was proposed for several other metals, he said. This was intended to make provisions for provident fund, life pension and life insurance facilities for labourers.

(The Hindustan Times, 27 December, 1965).

Chapter 6. General Rights of Workers.

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67. Conciliation and Arbitration.

India - December 1965.

Industrial Disputes in India during 1964.

The following table compares the time-loss per 1,000 workers on account of industrial unrest for the years 1962, 1963 and 1964:-

Year	No. of mandays lost (in 000)	Estimated employment (in 000)	Time-loss per 1,000 workers
1	2	3	4
Manufacturing Sector-			
1962	4,735	3,901	1,213
1963	2,525	4,146(P)	609(P)
1964	5,893	4,146*(P)	1,421(E)(P)
Plantations -			
1962	145**	N.A.	N.A.
1963	110**	N.A.	N.A.
1964	435**	N.A.	N.A.
Coal Mines -			
1962	301	433	695
1963	42	451	93
1964	282	451*(E)	625*(E)

P- Provisional.

N.A.-Not Available.

(E)- Estimated.

* Figures for 1964 are not available and hence figures for 1963 have been repeated.

** Relates to all Plantations.

The above table reveals that both in the "Coal Mines" and "Manufacturing Sectors", time-loss for 1000 workers was the lowest in 1963. The sector-wise employment data are not available for 1964 and hence the figures for 1963 have been repeated.

Analysis by States.— The following table shows details regarding industrial disputes for all sectors State-wise during 1963 and 1964:—

State/Union Territory	1963			1964		
	No. of disputes.	No. of workers involved.	No. of mandays lost.	No. of disputes.	No. of workers involved.	No. of mandays lost.
1	2	3	4	5	6	7
Andhra Pradesh.	92	31,061	144,629	106	67,697	517,135
Assam.	18	8,448	10,603	38	17,150	52,368
Bihar.	62	23,191	80,289	104	62,164	536,716
Gujarat.	65	25,792	169,900	76	15,535	120,599
Goa.	5	3,545	17,530	17	8,717	78,455
Jammu & Kashmir.	1	65	195	2	1,235	4,700
Kerala.	145	34,421	171,961	210	78,707	868,734
Madhya Pradesh.	48	11,691	103,286	60	27,782	235,494
Madras.	191	52,015	434,756	236	77,978	444,552
Maharashtra.	443	210,731	918,364	636	285,395	1,580,243
Mysore.	68	25,644	74,703	110	53,431	217,393
Orissa.	6	4,570	18,209	25	9,436	130,532
Punjab.	13	3,527	29,849	46	5,822	61,087
Rajasthan.	12	2,451	18,691	54	12,486	62,341
Uttar Pradesh.	95	41,144	123,623	171	78,227	735,317
West Bengal.	172	81,326	930,822	211	190,306	2,015,055
Andaman & Nicobar Islands.	2	98	430	9	2,382	11,658
Delhi.	26	2,739	13,754	36	8,045	49,839
Himachal Pradesh.	—	—	—	—	—	—
Manipur.	—	—	—	—	—	—
Pondicherry.	—	—	—	1	62	248
Tripura.	7	662	6,930	3	398	2,228
Total.	2,151 1,471	1,002 563,121	3,268 3268,524	2,151 2,151	1,002 1002,955	3,268 7724,694

It may be seen from the above table that, in 1964 West Bengal, Maharashtra and Kerala together accounted for 49.1 per cent. of the total number of disputes, 55.3 per cent. of the total number of workers involved and 57.8 per cent. of the total number of mandays lost (time-loss). As compared to 1963 the time-loss increased in all the States/Union Territories except Gujarat and Tripura during the year 1964.

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Average per dispute.- The following statement gives the average time-loss, number of workers involved and duration per dispute for 1963 and 1964:-

Item	1963				1964				
	All Sectors	Manu- facturing indus- tries.	Mines.	Plan- ta- tions.	All Sectors	Manu- facturing indus- tries.	Mines.	Plant- ations.	
	1	2	3	4	5	6	7	8	9
Average Time- loss per dis- pute(Mandays).	2,222	2,411	945	1,749	3,591	4,273	2,203	3,923	
Average No.of workers involv- ed per dispute.	383	389	361	384	466	500	359	404	
Average duration of disputes (Days).	5.8	6.2	2.6	4.5	7.7	8.5	6.1	9.7	

Analysis by Lockouts.- Out of 2,151 disputes reported during the year, lockouts were declared at some stage or the other, in 170 cases involving 127,050 workers with a time-loss of 2,000,513 mandays. It will be observed that the disputes which resulted in lockouts accounted for 26.0 per cent. of the total time-loss in all industrial disputes during the year 1964, although by number they formed only 7.9 per cent. The average time-loss per lockout was 11,768 mandays as against the average time-loss of 2,890 mandays for strikes. The highest number of lockouts was reported from West Bengal which accounted for 42.6 per cent. of the total time-loss due to lockouts. In 1964, there was no lockout in Gujarat, Jammu and Kashmir, Punjab, Rajasthan, Goa, Himachal Pradesh and Tripura.

The 'manufacturing industries' were responsible for as many as 145 of the 170 lockouts involving a time-loss of 1,873,597 out of the total of 2,000,513 mandays. In 101 cases involving 104,575 workers and time-loss of 1,496,097 mandays the lockouts were declared by employers subsequent to strikes. In the remaining 69 disputes, lockouts were not preceded by strikes.

Analysis by Industries.- The 'Manufacturing Sector' accounted for 76.3 per cent. of the total time-loss during the year 1964. Among other sectors, 'Agriculture, Forestry, Fishing, etc.', accounted for 6.2 per cent., 'Mining and Quarrying' for 5.5 per cent., 'Transport and Communications (other than workshops)' for 3.5 per cent., 'Electricity, Gas, Water and Sanitary Services' for 3.4 per cent., 'Activities not Adequately Described' for 2.1 per cent., 'Services' for 1.3 per cent., 'Construction' for 1.2 per cent., and 'Commerce' for 0.5 per cent. In the 'Manufacturing sector', the highest time-loss was recorded by the group "Textiles" (38.3 per cent.). As compared to the preceding year, the time-loss increased in all the major industry groups.

Important Industrial Disputes.- During the year under review, there were 28 disputes involving a time-loss of more than 50,000 mandays. West Bengal accounted for most of the important disputes - involving amongst them alone, a time-loss of about 1.238 millions during the year 1964.

Analysis by Causes.- For classifying the work-stoppages involving a number of causes and demands according to the specified categories of causes, the immediate cause leading to the work-stoppage is taken into account. If there are more than one immediate causes, the most important among them is taken into account.

In 1964 among the disputes classified by these groups of causes, "Wages and Allowances" accounted for the highest number (740) of disputes followed by "Others" and "Personnel" which accounted for 590 and 567 cases respectively. Disputes relating to "Wages and Allowances" and "Personnel" constituted together 61.6 per cent., of the total number of disputes for which the relevant information was available and accounted for 49.1 per cent. of the total number of workers involved and 58.4 per cent. of the total time-loss. The corresponding percentages for 1963 were 53.0, 46.2 and 47.0 respectively. As compared to 1963 it will be seen that there was an increase in the percentages to the total number of disputes, workers involved and mandays lost due to "Wages and Allowances" and "Personnel" while there was a marked decrease in the case of "Bonus" and "Leave and Hours of Work".

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Analysis of Work Stoppages due to Non-implementation of Labour Enactments, Labour Awards and Labour Agreements.- Such cases accounted for 47 disputes involving 35,473 workers and a time-loss of 0.247 millions mandays only.

Analysis by Results.- Of the total number of terminated disputes in 1964 for which relevant information was available, 27.7 per cent., were 'successful', 14.8 per cent. were 'partially successful' and 37.2 per cent. were 'Unsuccessful'. In 20.3 per cent. of the disputes, work was resumed without any final decision having been reached. In such cases the matter might have been under further negotiation or under reference to an Industrial Tribunal, etc. As compared to the previous year, the percentages of disputes which were 'partially successful' and 'Unsuccessful' decreased and that for 'successful' and 'indefinite' increased.

Analysis by Duration.- Of the work-stoppages which terminated in 1964, and for which relevant information was available, 62.1 per cent. lasted up to 5 days. The disputes continuing for over a month accounted for only 7.9 per cent. of all the disputes for which relevant information was available. The percentages of disputes with duration 'a day or less' and 'more than a day upto 5 days' decreased as compared to 1963 and increased in respect of disputes of longer duration.

Analysis of Terminated Disputes Classified by Normal Employment.- size of Unit Affected.- The number of workers normally employed is taken to be the number of workers employed on the last regular working day of the month preceding the one in which the work-stoppage took place,- excluding workers employed on special items of work not normally carried on by the employer. It will be observed that 35.0 per cent. of the disputes involved units employing '100 or more but less than 500' workers. However, the units employing '1,000 or more' workers were responsible for 64.3 per cent. of the total time-loss.

Analysis of Terminated Disputes by Method of Settlement and Results.- The disputes which terminated as a result of 'Government intervention', formed 39.4 per cent. of the total for which relevant information was available. Another 25.3 per cent. of the total number of disputes terminated through 'mutual negotiations' and in 31.1 per cent. of the disputes the workers resumed their duties voluntarily. Most of the cases of 'voluntarily resumption of work by the employees' were 'unsuccessful' or 'indefinite' from the point of view of the workers, whereas a large proportion of disputes terminating through 'conciliation and mediation by Government' was 'successful' or 'partially-successful'. In cases of disputes terminating through

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'mutual settlement' also, a large proportion was 'successful' from the workers' point of view.

Analysis of Terminated Disputes Classified by Workers Involved and Time-loss.- A large number of disputes constituting 80.9 per cent. of the total disputes for which relevant information was available, involved less than 500 workers. Only 9.8 per cent. of these work-stoppages, involved 1,000 or more workers. Most of such work-stoppages, however, accounted for larger time-loss, as can be normally expected. Of the total work-stoppages, 93.4 per cent. ~~can be normally expected.~~ ~~Of the total work-stoppages~~ accounted for a time-loss of less than 10,000 mandays. Only 1.3 per cent. of the disputes resulted in a time-loss of 50,000 or more mandays.

Analysis of Disputes in Central Sphere Undertakings.- The Industrial Relations Machinery of the Central Government is the Competent Authority for intervention in the event of industrial unrest in this sphere. The Central Sphere includes all Central Government Establishments, major Ports and Docks, Banks, and Insurance Companies, Mines, Oil-fields, etc. Disputes in this sphere accounted for 14.6 per cent. of the total number of disputes, 12.9 per cent. of the total number of workers involved, and 8.5 per cent. of the total number of mandays lost. During ~~the year under review~~ preceding year, these percentages were 12.4 and 12.2 and 9.0 respectively. During the year under review 58.3 per cent. of the total number of disputes in the Central Sphere occurred in the 'Mining Sector' involving 52.6 per cent. of the total number of workers involved and 63.7 per cent. of the total mandays lost.

The number of disputes current in the month - was the highest in the month of November. The number of mandays lost, on the other hand was the highest in October followed by that in November. The lowest time-loss was recorded in January, 1964.

Analysis of Disputes according to the Affiliation of the Workers' Unions to the Central Organisation of Workers.- Nearly 31.3 per cent. of the total disputes 43.1 per cent. of the workers involved and 38.6 per cent. of the total mandays lost were accounted for by the affiliates of the I.N.T.U.C., the A.I.T.U.C. and the H.M.S. together accounted for 42.2 per cent. of the total time-loss during the year 1964. The disputes sponsored by more than one Central Organisation accounted for only 16.5 per cent. of the total time-loss involved in these disputes.

Nearly 45 per cent. of the total terminated disputes, for which the relevant information is available, were 'successful' or 'partially-successful' from the workers' point of view and they accounted for about 44 per cent. of the total time-loss due to all the Central Workers' Organisations. All India Trade Union Congress (A.I.T.U.C.) and Indian National Trade Union Congress (I.N.T.U.C.) together accounted for 68.1 per cent. of the 'successful' or 'partially-successful' disputes to the total of such disputes. Out of a total of 1,051,147 mandays lost due to all 'unsuccessful' industrial disputes as much as 649,192 mandays, i.e. 61.8 per cent. were alone accounted for by the Indian National Trade Union Congress (I.N.T.U.C.).

Analysis of Disputes by Wages and Value of Production Lost.— The information regarding wages and value of production lost is incomplete as out of 2,151 disputes, the information was reported for 1,743 cases for 'wages lost' and 916 for 'value of production lost'. In these cases, there was a wage-loss of 26.0 million rupees and a loss of production worth 191.2 million rupees.

Public Sector Undertakings.— The public sector plays an important role in providing employment in the country. However, it should be borne in mind while interpreting the figures for industrial unrest in this sector that there is a sharp difference between the basic coverage and also reporting of the sectors, as the private sector covers a considerable number of unorganised workmen who seldom demonstrate effectively for redress of their grievances. The total time-loss in the undertakings which were reported to be in the public sector, in 1964 was 747,393 mandays. The time-loss was the highest in the month of September followed by that in the month of July.

Analysis of Political and Sympathetic Strikes.— The highest time-loss was reported in the month of August. Among the States, the highest time-loss was noticed in the State of Maharashtra. There were in all 287 political and sympathetic strikes involving a maximum number of 987,400 workers and a total time-loss of 1,009,029 mandays.

(A review of the Industrial Disputes during 1963 was reported vide pp.45-52 of the Report of this Office for October-November 1964).

(Indian Labour Journal, Vol.VI, No.12, December 1965, pp. 1062-1099).

Industrial Disputes (Amendment) Act, 1965
(No. 35 of 1965).

The Government of India gazetted on 20 November 1965 the text of the Industrial Disputes (Amendment) Act, 1965 which provides a greater degree of protection to workers in the event of retrenchment or dismissal and tightens the penalty clause.

The Act which received the assent of the President on 19 November 1965 inserts a new section 2A to the original Act of 1947 providing that where any employer discharges, dismisses, retrenches or otherwise terminates the services of an individual workman, any dispute or difference between that workman and his employer connected with, or arising out of, such discharge, dismissal, retrenchment or termination shall be deemed to be an industrial dispute notwithstanding that no other workman nor any union of workmen is a party to the dispute.

Another amendment substitutes the following section for section 25C of the original Act dealing with right of workmen laid off for compensation:

"25C. Whenever a workman (other than a badli workman or a casual workman) whose name is borne on the muster rolls of an industrial establishment and who has completed not less than one year of continuous service under an employer is laid off, whether continuously or intermittently, he shall be paid by the employer for all days during which he is so laid off, except for such weekly holidays as may intervene, compensation which shall be equal to fifty per cent. of the total of the basic wages and dearness allowance that would have been payable to him had he not been so laid off:

Provided that if during any period of twelve months, a workman is so laid off for more than forty-five days, no such compensation shall be payable in respect of any period of the lay off after the expiry of the first forty-five days, if there is an agreement to that effect between the workman and the employer:

Provided further that it shall be lawful for the employer in any case falling within the foregoing proviso to retrench the workman in accordance with the provisions contained in section 25F at any time after the expiry of the first forty-five days of the lay off and when he does so, any compensation paid to the workman for having been laid off during the preceding twelve months may be set off against the compensation payable for retrenchment.

Explanation.- "Badli Workman" means a workman who is employed in an industrial establishment in the place of another workman whose name is borne on the muster rolls of the establishment, but shall cease to be regarded as such for the purposes of this section, if he has completed one year of continuous service in the establishment."

Another amendment to section 29 of the Act provides that after the words "which may extend to six months, or with fine, or with both", the words "and where the breach is a continuing one, with a further fine which may extend to two hundred rupees for every day during which the breach continues after the conviction for the first" shall be inserted.

(The Gazette of India, Extraordinary,
Part II, Sec.1, 20 November 1965,
pp. 555-557).

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - DECEMBER 1965.

71. Employees and Salaried Intellectual
Workers.

Kerala: Dearness Allowance of Government
Employees Raised.

The Kerala Government announced on 2 November 1965, revised rates of dearness allowance with effect from 1 October last on par with the rates prevailing in Madras.

For the purpose of calculating the Dearness Allowance, the pay includes the dearness allowance. The pay groups, the revised dearness allowance rates and the amounts to be deposited (shown in brackets) fixed for each group are:

Below Rs. 90: Rs.33 (no deposit);
Rs.90-149: Rs.50 (not less than Rs.5);
Rs.150-209: Rs.65 (not less than Rs.15);
Rs.210-399: Rs.81 (not less than Rs.20);
Rs.400-1,000: Rs.90 (not less than Rs.30
in the case of those benefited by the revision);
Rs.1,001-1,090: amount by which pay falls
short of Rs.1,090 and a deposit of not less
than Rs.30 by those benefited by the revision.

(The Hindu, 4 November, 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - DECEMBER 1965.

81. Employment Situation.

A District-wise Analysis of Employment
Situation in India: Results of a Study
published by D.G.E. & T.*.

The Directorate-General of Employment and Training has recently published a study which provides information about available data relating to employment and unemployment collected at the District-wise level. The study is based on the results of area studies covered by the Employment Market Information Programmes in 134 districts. The study also deals with population and employment growth and manpower shortages.

According to the study the percentage increase of employment during 1961-64 went up beyond 50 per cent. in 7 areas namely, Coimbatore (Madras), Saidapet (Madras), Cuttack (Orissa), Berhampur (Orissa), Sawai Madhopur (Rajasthan), Tripura and Manipur. The increase in employment is mainly due to a rising tempo in manufacturing and construction services ~~including educational~~ ~~medical and health~~ activities besides growth of development services including educational, medical and health, community development and other services.

The unemployment situation in each of the 134 areas has been examined with reference to the number of applicants that remained on the local employment exchange register between 1961 and 1964. Out of 119 A-areas where employment showed a rising trend, the Live Register went up in 97 areas while the number showed a decline in the remaining 22 areas. Taking into consideration the large number of new entrants to the ~~areas~~ labour market, this situation could be expected even in areas showing employment increase.

* Employment Situation in India: A District-wise Analysis published by the Directorate-General of Employment and Training, Ministry of Labour and Employment, Government of India, New Delhi, pp.40.

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The declining trend in employment in 15 districts was due mainly to such local factors as closure of sugar mills, completion of construction activities, etc. Special attention needs to be paid to these districts, it recommends. ~~recommended.~~

The study however, makes the frank confession that the relationship between the employment trend and the number of persons registered at employment exchanges is a subject for further examination. But it has, nonetheless, come to the heartening conclusion that there is a rising trend of employment. This trend was evident in the 119 districts of the 134 chosen for the selective study, the first of its kind to be made.

Because of this rising trend, the report on the study states that "it can be observed that the impact of the Plan and distribution of employment opportunities is not localised but is widely diffused in different parts of the country". What is considered specially promising is that the rising trend in employment has outpaced the growth of population in as many as 97 of the 119 districts in which the rise was noticed.

In the remaining 22 districts, the report says, "the growth of employment is not commensurate with the population growth". It adds, however, that "this type of comparison is of limited value but may be useful to indicate broad trend".

(The Statesman, 28 December, 1965).

83. Vocational Training.

India - December 1965.

War-Disabled Personnel to be Trained for
Gainful Employment.

The Social Security Department has made arrangements to impart vocational training to atleast 1,500 war-disabled personnel and to help them find gainful employment.

The Department envisages that disabled military personnel will start coming out of hospitals in January and after a couple of months, when they get used to their artificial limbs, they will be ready to receive training.

Some of the disabled persons will receive training at the Industrial Training Institution run by the Directorate-General of Employment. The Defence Ministry will pay the trainees a monthly stipend of Rs. 75. Training will be staggered from three months to one year so that another batch of about 300 persons can be accommodated in the same institution by the middle of next year.

~~(The Hindustan Times)~~

(The Tribune, 29 November, 1965).

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Chapter 9. Social Security

92. Legislation.

India - December 1965.

Maternity Benefit (Amendment) Bill, 1965.

Shri D. Sanjivayya, Minister of Labour and Employment, introduced in the Rajya Sabha on 11 December 1965 a Bill to amend the Maternity Benefit Act, 1961. According to the Statement of Objects and Reasons of the Bill, the Maternity Benefit Act, 1961 does not, by reason of the provisions of sub-section (2) of section 2 thereof, apply to any factory or other establishment to which the provisions of the Employees' State Insurance Act, 1948, apply. Consequently, a woman worker employed in a factory or other establishment and entitled to maternity benefit under the Maternity Benefit Act, 1961, ceases to be so entitled when the provisions of the Employees' State Insurance Act, 1948 become applicable to such factory or establishment. But, such a woman unless she fulfils the conditions laid down under section 50 of the Employees' State Insurance Act, 1948 is not qualified to claim any maternity benefit thereunder. Thus, she is deprived of maternity benefit under both the Acts. To remove this lacuna, it is proposed to amend the Maternity Benefit Act, 1961, so as to provide that ~~the~~ in the event of the application of the Employees' State Insurance Act, 1948 to any factory or establishment, maternity benefit under the Maternity Benefit Act would continue to be available to women workers therein, until they become qualified to claim similar benefit under the Employees' State Insurance Act.

The Amending Bill seeks to introduce the following section after section 5 of the Maternity Benefit Act, 1961:-

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"5A. Every woman entitled to the payment of maternity benefit under this Act shall, notwithstanding the application of the Employees' State Insurance Act, 1948, to the factory or other establishment in which she is employed, continue to be so entitled until she becomes qualified to claim maternity benefit under section 50 of that Act."

(The Gazette of India, Extraordinary,
Part II, Sec.2, 11 December 1965,
pp. 1261-1263).

Bihar: Employees' State Insurance Scheme
extended to Bhagalpur.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed 26 December 1965 as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force), and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the municipal limits of Bhagalpur, in the State of Bihar.

(Notification S.O.3974 dated 20 December 1965, the Gazette of India, Part II, Sec.3, sub-sec.(ii), 25 December 1965, page 4087).

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Coal Mines Provident Fund and Bonus Schemes
(Amendment) Act, 1965 (No.45 of 1965).

The Coal Mines Provident Fund and Bonus Schemes (Amendment) Act Bill (vide pages 55-56 of the report of this Office for April 1965) as passed by Parliament received the assent of the President on 13 December 1965 and has been gazetted as Central Act No.45 of 1965. The main amendments made to the original Act of 1948 are as follows:

(1) The existing definitions of the terms 'coal mine', 'employee' and 'employer' are suitably revised to make them more comprehensive and to bring them in line with the amendments made in the Mines Act, 1952, and the Employees' Provident Funds Act, 1952. The term 'employee' now includes -

- (1) any person employed by or through a contractor in or in connection with a coal mine, and
- (2) for the purposes of the Coal Mines Provident Fund Scheme, also
 - (i) any other person who is employed as a sanitary worker, mali, teacher or domestic servant in or in connection with a coal mine and who receives wages directly from the employer, and
 - (ii) any apprentice or trainee who receives stipend or other remuneration from the employer.

The term 'employer' when used in relation to a coal mine, means any person who is the immediate proprietor or lessee or occupier of the coal mine or of any part thereof and in the case of a coal mine the business whereof is being carried on by a liquidator or receiver, such liquidator or receiver and in the case of a coal mine owned by a company the business whereof is being carried on by a managing agent, such managing agent; but does not include a person who merely receives a royalty, rent or fine from the coal mine, lease, grant or licence for the working thereof, or is merely the owner of the soil and not interested in the coal of the coal mine; but any contractor for the working of a coal mine as if he were an employer, but not so as to exempt the employer from any liability.

(2) A new provision (Section 3D) is made for the transfer of provident fund accumulations from other provident funds to Coal Mines Provident Fund and vice versa on transfer of employees from one establishment to another to ensure the continuity of their provident fund.

(3) Provision is made for enhanced penalty of imprisonment up to six months or fine of Rs.1000/= or both for contravention of any provision of the Act or the scheme. If a person has been convicted of any offence punishable as aforesaid, is again guilty of any such offence within a period of two years from the date of the previous conviction, he shall be punishable on conviction with imprisonment for a term which may extend to one year, or with fine which may extend to two thousand rupees, or with both.

(4) A new section 10E provides that the amount of contribution paid and any charges paid or payable by an employer in respect of an employee employed by or through a contractor and any bonus paid or payable under any Coal Mines Bonus Scheme in respect of any such employee may be recovered by such employer from the contractor either by deduction from any amount payable to the contractor under any contract or as a debt payable by the contractor.

The contractor from whom the amounts mentioned above may be recovered in respect of any employee employed by or through him may, save as otherwise provided in the Coal Mines Provident Fund Scheme, recover from such employee the employee's contribution under any such Scheme by deduction from the wages payable to the employee subject to the condition that no such deduction shall be made from any wages other than such as are payable in respect of the period of to which the employee's contribution relates.

(5) Another section 10F provides that where an employer makes default in the payment of any contribution or bonus or any charges payable by him under any scheme framed under this Act, or where any person who is required to transfer provident Fund accumulations in accordance with the provisions of the Act makes default in the transfer of such accumulations, the Central Government may recover from such employer or persons, as the case may be, such damages, not exceeding twenty-five per cent. of the amount of arrears, as it may think fit to impose.

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - DECEMBER 1965.

111. General.

Central Coal Mines Rescue Stations Committee: Summary of the Report for 1964-65*.

The Coal Mines Rescue Stations Committee set up by the Government of India in the Ministry of Labour and Employment has published its annual report for the year 1964-65. The following is a brief summary of this report which has appeared in December 1965 issue of the Indian Labour Journal.

Meetings.- During the year under review, the Committee held 12 meetings - 5 at the Mines Rescue Station, Dhansar, 6 at the Mines Rescue Station, Sitarampur and 1 at the Mines Rescue Station, Argada. On many occasions, the members of the Committee inspected the rescue apparatus and equipment maintained at the rescue stations, and the station buildings, grounds and gardens to ensure that they were maintained in a good condition. The President of the Principal Executive Office of the Committee visited the mines rescue stations at regular intervals throughout the year to check up records, etc. and satisfy himself that all work was kept up-to-date and carried out properly.

Progress of Development Work.- One 'C' type rescue station was opened at Ledo in Assam in a temporary accommodation. Arrangements for opening a 'C' type rescue station in Madhya Pradesh at Bijuri reached its final stage.

* Indian Labour Journal, Vol.VI, No.12,
December 1965, pp. 1100-1101.

The electrification and water supply work in the new building of the Dhansar Rescue Station was completed. In the new bungalows and quarters of the Sitarampur Rescue Station the water supply, sanitation sanitary fittings and electric installation were provided during the year under review. Sinking of well near the Parasia Rescue Station was done during the year, but the construction of the buildings at Parasia and Ramavaram was help up, as no qualified engineer could be appointed to look after the job.

Application for acquisition of the land for the Argada Rescue Station which had been housed in a rented building was made. The Giridih Rescue Station which had been functioning as a feeder station, had been housed in a rented building belonging to the National Development Corporation Ltd.

Although some spare parts and apparatus were received during the year under review, the position of equipments and spare parts was found to be not adequate. The use of 'Lisabsorb' a carbon dioxide absorbent in place of the foreign produce 'protosab' proved successful and its use resulted in a considerable saving of foreign exchange. The V.H.F. wireless communication between Dhansar and Sitarampur Rescue Stations and also with their respective vans continued to give satisfactory service. It proved to be very useful while dealing with an emergency operation in a mine where both Dhansar and Sitarampur Rescue Stations were called upon to tackle the situation.

Training in Rescue and Recovery Work.— Since the inception of the rescue organisation, a total of 3,045 persons (1,570 at the Mines Rescue Station, Dhansar and 1,475 at the Mines Rescue Station, Sitarampur) were given the full course of initial training in rescue and recovery work in mines. In terms of Coal Mines Rescue Rules, 1959, an active rescue ~~training~~ trained worker is required to take refresher practices once in every six weeks, i.e. 8 practices per year. Of these four practices are arranged in the training gallery and the remaining four in pits. Facilities for refresher practices are available in almost all the Rescue Stations. Annual medical examination of the permanent brigade members as well as rescue trained persons from mines were also conducted regularly as required under Rule 27 of the Coal Mines Rescue Rules, 1959 to ensure their physical and mental fitness. Ordinary mine workers were also given training on the surface of different mines in the use of Gas Mask so that they could be helpful to the rescue trained personnel of the mines in case of emergency.

Details of the refresher practices and rescue training given during the year under review at Dhansar and Sitarampur Rescue Stations with comparative figures for the previous year are given below:-

Particulars of Rescue Training given at
Rescue Stations

	1964-65			1963-64
	Dhansar	Sitarampur	Total	Total.
No.of workers trained.	157	91	248	329
No.of workers examined.	428	714	1,142*	1,104**
No.of workers declared medically unfit.	18	3	21@	22***

* In addition to this figure 441 more persons were medically examined, i.e., 190 at Parasia, 129 at Singareni, 115 at Argada and 7 at Ledo.

** In addition to this figure 338 more persons were medically examined i.e., 108 at Parasia, 109 at Singareni and 126 at Argada.

@ Excluding 2 examined at Singareni.

*** Excluding 2 examined at Parasia Station.

Refresher Practices given during 1964-65

No.of gallery refresher practices held ..	1,312
No.of pit refresher practices held..	928
No.of men practices for gallery refresher practices..	7,831
No.of men practices for pit refresher practices. .	5,657

Rescue Recovery and Emergency Work.- During the year under review, the rescue stations were called out for rendering assistance in 35 cases involving 131 days of work in addition to calls for the traylor pump at the Dhansar Rescue Station.

The Coal Mines Rescue Organisation assisted in 31 recovery operations involving 131 days of work and 761 protomanshift and recovered 4.12 million tonnes of coal locked in areas sealed due to occurrence of fire.

Rescue Competitions.— During the year under review Mines Rescue competitions were held on a zonal basis at the Mines Rescue Stations, Dhansar, Sitarampur, Parasia, Argada and Singareni and the Eleventh All India Mines Rescue Camp was held at the Mines Rescue Station, Dhansar.

Staff.— The total strength of staff employed by the Central Coal Mines Rescue Stations Committee (excluding garden mazdoors and other casual labour and part-time clerks and others) as on 31 March 1965 was 120.

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Presidents Conference on Industrial Safety,
New Delhi, 11-13 December 1965.

The President's Conference on Industrial Safety was held at New Delhi on 11 to 13 December 1965. The Conference was organised by the Ministry of Labour and Employment with the co-operation of State Governments, management associations, workers' unions and other organisations concerned with safety. The Director of this Office attended the Conference by special invitation.

Explaining the object of the Conference, a Labour Ministry paper says "accidents need not be a by-product of an industrial process, but despite all the efforts there has not been much improvement in the trend of accidents. Every day over 4,500 persons in industry get injured. The high rate of accidents is a matter of serious concern to industry, employers and workers alike, and the government agencies charged with the well-being of the industrial community. As to how to tackle the problem has been the subject of discussion in the Conference of Labour Ministers and various Tripartite Conferences. In 1962, the Labour Ministers' Conference suggested that a Conference on Safety in Factories should be convened and the question of setting up a National Safety Council for conducting a campaign on accident prevention should also be considered. This Conference on Industrial Safety is now being held. With the consent of the President, it has been named as the 'President's Conference of Industrial Safety'. A Conference on Safety in Mines was held in 1958-59 and a National Council for Safety in Mines has been set up."

The paper adds that "since success in accident-prevention will depend to a large extent on public support, the Conference will aim at creating a wider consciousness of the importance of safety at work. It will bring together the managements, workers, government representatives, safety and medical officers in industry, research workers in safety and industrial hygienists to exchange views, knowledge and experience and to make recommendations for the prevention of accidents in industry leading to increased productivity and the promotion of the general well-being of the industrial worker. The Conference will also consider the setting up of a permanent apex organisation to look after industrial safety in sectors other than mining, in the shape of a National Safety Council, supported by State Safety Councils."

After the inaugural address by the President of India, the Conference divided itself into technical and working groups.

The Conference unanimously deciding that a tripartite National Safety Council and similar bodies at the State level also should be formed as soon as possible.

The main function of this Council will be to evolve programmes and to implement them effectively to encourage adoption of safety measures in industrial undertakings and to develop a safety consciousness among workers.

The Labour Minister appreciated the general desire to make industrial operations more safe for the workers and expressed the hope that every undertaking would have its own safety committees.

A set of documents of the Conference has been sent to Headquarters as annexure to this Report.

(Documents of the Conference received
in this Office;
The Statesman, 14 December, 1965).

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Annual Report for 1964 on the Working of
the Indian Dock Labourers Regulations,
1948 and the Dock Workers (Safety, Health
and Welfare) Scheme*.

The Report for the year 1964 on the working of the Indian Dock Labourers Regulations, 1948 and the Dock Workers (Safety, Health and Welfare) Scheme, published by the Office of the Chief Adviser Factories deals with the Indian Dock Labourers Regulations, 1948 framed under the Indian Dock Labourers Act, 1934 and the Dock Workers (Regulation of Employment) Act, 1948. These statutory provisions apply to the six major ports of Calcutta, Bombay, Madras, Cochin, Visakhapatnam and Kandla.

Indian Dock Labourers Regulations, 1948.-
During the year 1964, the progress with the compliance of the Act and the Regulations was generally satisfactory.

Dock Safety Committees.- The Dock Safety Committees continued to function during the year at all the six major ports, but at Calcutta, functioning of the Safety Committee during the year was not satisfactory. Only five meetings could be held as a number of them had to be postponed due to non-attendance by the members. The decisions of the Committee were also not being implemented properly. It is, therefore, felt that the Committee should ~~can~~ be constituted by the Port Authorities as at other ports.

During the year, five training courses in safety were conducted at the various ports. At Calcutta, two training courses were conducted for the benefit of supervisory staff of the Traffic Department of the Port Authorities. The courses were conducted jointly by the Dock Safety Inspectorate and Regional Labour Institute, Calcutta. At Madras, a training course was conducted for supervisory staff of the stevedores jointly by the Dock Safety Inspectorate and the Regional Labour Institute, Madras under the auspices of the Dock Safety Committee. The participants were taken to the Safety, Health and Welfare Centre at the Regional Labour Institute where they were shown the various models and exhibits of lifting machinery and gear and also personal protective equipment. At Cochin,

* Annual Report for the Year 1964 on the Working of the Indian Dock Labourers Regulations, 1948 and the Dock Workers (Safety, Health & Welfare) Scheme, 1961: Government of India, Ministry of Labour and Employment, Office of the Chief Factories, pp. 68.

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the supervisory staff of both the stevedores and Port Authorities attended the course and was conducted jointly by the Dock Safety Inspectorate and Regional Labour Institute, Madras. During the training courses conducted at Madras and Cochin, a number of safety films were shown to the participants. The courses were well appreciated and there were requests for holding more such courses.

At Bombay, a specialised training course on "Safe handling of dangerous goods" was conducted by the Central Labour Institute, Bombay for the supervisory staff of the Stevedores and the Port Authorities. The object was to explain the various risks involved during loading, unloading and handling of chemicals and other dangerous goods and the precautions to be taken against those risks. The requirements of the Dock Workers (Safety, Health and Welfare) Scheme, 1961 in connection with handling of the dangerous goods were also explained in details during the course.

Compliance with the Regulations.— An analysis of the total number of contraventions of the Regulations per 1000 ships inspected shows that there has been a considerable decrease in the number of contraventions on the ships as compared to previous years. The number for 1964 was 787.5 while during 1963 it was 821.20. The number of contraventions in respect of regulations 27 to 33 concerning testing, examination and annealing of lifting machinery and gear and maintenance of registered and certificates thereof has shown a slight increase. The number of ships per 1000 ships inspected on which these regulations were contravened was 315.94 during the year 1964 as compared to 301.40 in the previous years. There has been a decrease in the contraventions in respect of regulations 21 (marking of beams and hatch coverings), 35 (stamping of safe working load on pulley blocks), 39 (precautions against accidental fall of loads) and 41 (marking of safe working load on derricks).

Accidents and Dangerous Occurrences.— "Reportable" accident according to regulation 12 of the Indian Dock Labourers Regulations, 1948, is one which either causes loss of life to a worker or disables him from work for more than 48 hours. However, in respect of other accidents also where worker is disabled from work for the rest of the day or shift, a notice is required to be sent.

During the year 1964, the total number of "reportable" accidents in all the six ports was 4826 of which 18 were fatal. The corresponding accident figure for 1963 was 4639 of which 17 were fatal. This shows that there was an increase of 187 accidents as compared to the previous year and the number of fatalities increased by one.

The number of reportable accidents, fatal and non-fatal in the six ports from the year 1955 to 1964 shows that there was an increase in the number of accidents for the two years upto 1956 and then decrease upto 1959. In 1960, however, the number of accidents suddenly increased to 5107 although the number of fatalities were only 5. During 1961 and 1962 the number of accidents had shown downward trend but again in the years 1963 and 1964, there is an upward trend. During the year under review, the number of accidents decreased at the ports of Calcutta, Bombay and Kandla but increased at the ports of Visakhapatnam, Cochin and Madras.

The classification of total number of accidents at the six major ports according to main causations from the year 1959 to 1964 shows that "Handling of Cargo" continued to account for the highest number of accidents. During 1964, the total number of accidents under this head was 1755, including one fatal. "Handling of articles other than Cargo" accounted for the second highest number of accidents, the number being 867. The total number of accidents under both these heads, i.e., "Handling of Cargo" and "Handling of articles other than Cargo" was 2622 as against 2749 during the year 1963. Expressed as a percentage of the total, the figure for 1964 is 54.34 as against 59.27 for 1963 showing considerable decrease.

"Struck by falling body" accounted for the third highest number of accidents. There were 640 (including seven fatal) accidents under this head constituting 13.25 per cent. of the total. The corresponding figure for 1963 was 579 (with six fatalities) constituting 12.51 per cent. of the total. A large number of accidents under this head occurred at Calcutta port, the figure being 383 (including one fatal) as compared to 409 (including 2 fatal) for the previous year. Here too, a large number of these accidents could have been avoided had the workers exercised sufficient care while working and had worn boots to avoid foot injuries.

"Stepping on or striking against object" accounted for the fourth highest number of accidents, the figure for 1964 being 443 (including one fatality) as compared to 513 (including one fatality) during 1963. The largest number of accidents i.e. 189 (including one fatal) occurred at the Port of Calcutta.

"Persons falling" accounted for the next highest number of accidents, the figure for 1964 was 431 (including 3 fatalities) compared to 338 (including 7 fatalities) during 1963. Thus there was a substantial decrease in the number of fatal accidents but an increase in non-fatal accidents. Of 3 fatal accidents, 2 occurred at Calcutta and one at Visakhapatnam. In so far as these accidents on board the ships are concerned, an important consideration in the prevention is to securely cover or properly fence the hatch openings when not in use, to prevent workers falling down. ~~In respect of when not in use,~~ to ~~pe~~ In respect of other places, these accidents could be avoided if the workers looked around the and avoided uneven and slippery surfaces, unfenced openings and other dangerous situations.

As in the previous years, the accidents under "Lifting Machinery and Gear" have formed only a very small percentage of the total number of accidents. There were only 4 accidents under this head (constituting only 0.29 per cent. of the total). There was no fatality under this causation.

Dangerous occurrences.— According to regulation 12 of the Indian Dock Labourers Regulations, 1948, the following classes of dangerous occurrences are "reportable" irrespective of whether the personal injury is caused or not:—

- (i) Collapse or failure of lifting machinery;
- (ii) breakage or failure of ropes, chains or other appliances used in raising or lowering of persons or goods; and
- (iii) collapse or failure of means of access to or from a ship.

During the year 1964, the total number of "reportable" dangerous occurrences notified at all the six major ports was 180 as compared to 200 during the previous year. The number of reportable dangerous occurrences at the ports from the year 1955 onwards shows that there was a gradual rise in the number of dangerous occurrences upto 1956 and then a decrease upto 1959 when the number was 105 and again there was rising trend from 1960 whe to 1963. During the year under review, there has been a decrease in the dangerous occurrences by 10 per cent as compared to the previous year.

A brief description of some of the dangerous occurrences shows that during the year under review there has been a decrease in the number of dangerous occurrences under both the cagegories 'A' (COLLAPSE OR FAILURE OF LIFTING MACHINERY) and 'B' (COLLAPSE OR FAILURE OF ACCESSORY GEAR). There was no dangerous occurrences in category 'C' i.e. "COLLAPSE OR FAILURE OF MEANS OF ACCESS".

Of the total number of 180 dangerous occurrences at the six major ports, 106 were at the Port of Bombay. The majority of the dangerous occurrences at Bombay were due to breakage of hoisting and slewing chains of hydraulic cranes which accounted for 68. The number of breakages of hoisting chains decreased from 40 in 1963 to 37 during the year 1964 while the breakages of slewing chains reduced from 56 to 31. Most of the breakages of chains are occurring owing to unsatisfactory method of inspection whereby defects in the chains cannot be detected in time. The Port Authorities have been advised to carry out thorough inspections after properly cleaning and removing of grease from chains.

At Calcutta, the number of dangerous occurrences increased to 42 as compared to 30 inthe previous year. There was a slight increase at Cochin and Kandla but there was a decrease at Bombay, Madras and Visakhapatnam.

"Non-reportable" accidents and dangerous occurrences.- Accidents and dangerous occurrences under this category are technically considered as "non-reportable" because either the persons injured or the lifting machinery involved were not connected with the "process" as defined under regulation 2(g) of the Indian Dock Labourers Regulations, 1948, or the persons injured though covered by the definition of "worker" were not incapacitated for a period of more than 48 hours.

It may be mentioned that with the coming into operation of the Dock Workers (Safety, Health and Welfare) Scheme, 1961, some of the non-reportable accidents and dangerous occurrences have become reportable under the Scheme.

In 1964, the total number of non-reportable accidents and dangerous occurrences brought to the notice of Inspectorates at the six ports was 2793 out of which 3 were fatal. The corresponding figure for 1963 was 2936 of which 10 were fatal. Thus, there was a decrease in the total number of non-reportable accidents and also in the number of fatalities.

Figures relating to the aggregate number of workmen employed on board the ships expressed in terms of man-shifts obtained from the Dock Labour Boards where functioning and from stevedores at other ports, show that 6055000 man-shifts were worked at all the ports during the year 1964 as against 5547000 in the year 1963. A total tonnage of 24673000 (excluding bulk oil and bundering) was handled at the six ports during the year 1964 as against 22684000 tons in 1963.

The total number of accidents on board the ships during 1964 was 3,544 as compared to 3,532 in 1963, which is almost the same. At Calcutta Port there were 2,353 accidents on board the ships in 1964 as compared to 2,635 in 1963 i.e. a decrease of 282 accidents. At Bombay, there was a slight increase from 352 to 367 while at Madras and Cochin there was considerable increases. The increase was from 221 to 304 at Madras and from 267 to 443 at Cochin.

The frequently frequency rate of accidents at the individual ports and for all the ports combined for the years 1960-64 shows that the overall frequency rate of accidents is 7.5 in the year 1964 as compared to 7.95 in 1963, indicating a slight decrease of 0.45. Taking individually, Cochin has shown a sharp rise in accidents frequency rate this year, it being 15.53 in 1964 as compared to 11.85 in 1963. This is the highest rate of all the ports. Calcutta and Madras have the second and third highest rates being 7.52 and 7.5 respectively. Bombay, Visakhapatnam and Kandla came next in order with the values as 5.54, 3.82 and 1.31 respectively. The rate at Kandla was 1.31 which showed a substantial decrease over the last year's figure of 4.10.

The figures also show that the rate of accidents on board the ships in terms of 100,000 tons of cargo handled decreased from 15.57 in 1963 to 11.78 in 1964. The number of accidents per one 100,000 tons of cargo handled continued to increase at Cochin from 1961 onwards and this year the port had the highest rate (27.19). The rate at Calcutta was 25.3 which is the second highest. Madras occupied the third place (8.45). Bombay, Visakhapatnam and Kandla were next in order with the rates as 5.1, 3.88 and 0.75. It will thus be seen that the lowest rate was at Kandla.

Dock Workers (Safety, Health and Welfare) Scheme, 1961.- The Dock Workers (Safety, Health and Welfare) Scheme, 1961 was framed under section 4(1) of the Dock Workers (Regulation of Employment) Act, 1948. The Scheme was brought into force on 1 October 1961 except certain paragraphs which will come into force on such date or dates as may be notified by the Central Government. The Scheme is applicable to all the major ports.

The Scheme covers health and welfare measures for all the dock workers and also safety of such workers as are not covered by the Indian Dock Labourers Act, 1934. It is applicable to all the dock workers including those employed in loading, unloading and handling of cargo in transit sheds, ware-houses, yards, etc. and also those engaged on chipping and painting of ships.

Accidents.- Under para 4 of the Scheme, any accident which causes loss of life to a dock worker or disables him from doing work for more than 48 hours is "reportable". The accidents which are reportable under the Indian Dock Labourers Regulations, 1948 are not required to be reported under the Scheme.

During the year 1964, the total number of reportable accidents in the six major ports was 1020 (including 9 fatal) as compared to 802 (including 6 fatal) for the year 1963. Thus it would be seen that there was increase in the total number of accidents as well as the fatalities reported under the Scheme. The port-wise break-up is as under:-

Calcutta	-	594 (including 3 fatal)
Bombay	-	249 (including 1 fatal)
Madras	-	78 (including 3 fatal)
Cochin	-	11 (including 1 fatal)
Visakhapatnam	-	15 (including 1 fatal)
Kandla	-	73 (no fatal).
Total.		<u>1020 (including 9 fatal).</u>

The classification of fatal and non-fatal accidents at all the ports according to the main causations ~~is~~ shows that "Handling of Cargo" continued to account for the highest number of accidents (199 i.e. 19.8 per cent. of the total) with no fatality. The second highest number of accidents (195 including 3 fatal) occurred under the causation "Struck by falling body" and the next highest (183 with no fatality) under causation "Persons falling". "Lifting Machinery" accidents formed a very small proportion of the total number of accidents, only 7 including 2 fatal both of which happened at Calcutta.

Dangerous occurrences.— According to para 4 of the Scheme, the following classes of dangerous occurrences are reportable irrespective of whether personal injuries are caused or not:

- i) Collapse or failure of a lifting machinery used in raising or lowering of persons or goods, and breakage or failure of ropes, chains or other appliances forming part of lifting machinery or the overturning or displacement of a crane;
- ii) Collapse or subsidence of any wall, floor, gallery, roof, platform, staging and means of access provided in accordance with this Scheme;
- iii) Bursting of a vessel containing steam under pressure greater than atmospheric pressure other than plant which comes within the scope of the Indian Boilers Act, 1923;
- iv) Explosion or fire causing damage to any room or place in which dock workers are employed; and
- v) Explosion of a receiver or vessel used for the storage, at a pressure greater than atmospheric pressure, of any gas or gases (including air) or any liquid or solid resulting from the compression of gas.

During the year 1964, total number of reportable dangerous occurrences was 23 as compared to 18 during the year 1963. The port-wise break-up is as follows:—

Calcutta	-	13
Bombay	-	6
Madras	-	1
Cochin	-	2
Visakhapatnam	-	-
Kandla	-	1
Total:		<u>23</u>

Inspection and prosecutions.- During the year 1964, 19 prosecution cases were instituted under the Indian Dock Labourers Regulations, 1948 of which 6 were at Calcutta, one at Bombay, 7 at Madras, 4 at Kandla, and one at Cochin. No prosecution was launched at Visakhapatnam. An appeal pending at the Calcutta High Court which was filed by a stevedoring firm in 1962 against their conviction under the regulation 55(2) read with regulation 44 by the Chief Presidency Magistrate, Calcutta was decided during the year and the conviction was upheld. Out of the 19 cases instituted during the year, except one each at Calcutta and Bombay and 4 at Kandla which were pending till the end of the year, all other cases were decided and conviction obtained. The stevedoring firm at Cochin which was convicted for breach of regulations 55(2) and 12 has appealed in the High Court for reduction of fine and the matter was pending.

Under the Dock Workers (Safety, Health and Welfare) Scheme, 1961 only one prosecution case was instituted during the year and that was at Madras. The case was pending till the end of the year.

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Management held responsible for Dhori Mine explosion: Findings of the Court of Inquiry.

According to the report of inquiry headed by Mr. S.K. Dass, a former Judge of the Supreme Court, the Dhori colliery explosion on 28 May, 1965, was due to negligence on the part of the management in the matter of the failure to take precautions against coal dust and to maintain the required standard of ventilation. The accident, the report said, "was caused by the fire-damp explosion, initiating the coal dust explosion. It was what is called truly a joint explosion".

Describing the explosion as "one of the biggest disasters in the history of the coalmining industry in this country", the report said out of the total number of workers shown in the attendance registers, 267 were missing and were believed to have been killed. One night guard who was killed was not shown in the register. Thus the total number of workers killed came to 268 out of which 252 bodies were recovered till 1 June 1965. Some bodies were recovered later and this brought the total number recovered to 259.

The Report recommended that mining sirdars, shoft-firing sirdars and overman should all be trained to detect CH 4 in mine atmosphere. Violation of precaution against coaldust must be pursued vigourously and if necessary the staff of the inspectorate should be strengthened because coal dust explosions were the greatest danger to the minining industry and such explosions were almost invariably initiated by fire-damp explosions.

Regarding contributory causes, the report said these came under two heads: Lack of ventilation plus use of naked light in the mine and coal dust and failure to treat it properly to prevent liberation and accumulation. It said there was no doubt that ventilation in 15 south level was so poor that it facilitated accumulation of fire damp. The mine was treated as non-gassy and naked lights were used for illumination.

The report rejected the theory of sabotage advanced by the management.

(The Hindustan Times, 15 December, 1965).

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR DECEMBER 1965.

INDIA - DECEMBER 1965.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

West Bengal Shops and Establishments
(Second Amendment) Act, 1965 (West Bengal
Act XXIV of 1965) (The Calcutta Gazette,
Extraordinary, 30 November 1965, pp.4797-4798).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Industrial Disputes (Amendment) Act, 1965
(No.35 of 1965) (The Gazette of India,
Extraordinary, Part II, Sec.1, 20 November,
1965, pp. 555-557).

CHAPTER 9. SOCIAL SECURITY.

Coal Mines Provident Fund and Bonus Schemes
(Amendment) Act, 1965 (No.45 of 1965)
(The Gazette of India, Extraordinary,
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CHAPTER 4. WORKING PROBLEMS PECULIAR TO CERTAIN
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CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

- *(a) "Report on Family Living Survey Among
Industrial Workers 1958-59": Labour Bureau:
Ministry of Labour and Employment: Government
of India: Printed in India by the Manager of
Government of India Press Simla for the
Manager of Publications, Civil Lines, Delhi:
1965: Price Inland - Rs. 7.00 Foreign - 16sh. 4d.
or \$2.52 cents: pp. iv + 88. Bhopal.
- *(b) "Report on Family Living Survey Among
Industrial Workers 1958-58": ~~Shops~~ Jaipur:
Labour Bureau: Ministry of Labour and
Employment: Government of India: Printed in
India by the Manager Government of India Press,
Simla for the Manager of Publications,
Civil Lines, Delhi: 1965: Price: Inland Rs. 4.85
Foreign 11sh. 4d. or \$1.75 cents. pp. iv + 83.

* Publications received in this Office.

CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS (CONTINUED)-

- *(c) "Report on Family Living Survey Among Industrial Workers 1958-59": Calcutta: Labour Bureau: Ministry of Labour and Employment: Government of India: Printed by the Manager Government of India Press Simla for the Manager of Publications Civil Lines Delhi: 1965: Price Inland Rs.7.75. Foreign 18sh.1d or \$2.79 cents: pp.iv + 96.
- *(d) "Report on Survey of Labour Conditions in Textile Machinery and Accessories Manufacturing Factories in India": Labour Bureau: Ministry of Labour and Employment: Government of India: Printed in India by the Manager of Government of India Press Simla for the Manager of Publications Civil Lines Delhi:1965: Price Inland Rs.2.80 Foreign 6sh.7d. or \$ 1.1 cent. pp. ii + 49.
- *(e) "Report on Survey of Labour Conditions in Electrical Machinery Factories in India": Labour Bureau: Ministry of Labour and Employment: Government of India: 1965: Printed in India by the Manager Government of India Press Simla for the Manager of Publications Civil Lines Delhi: Price Rs.3.00 or 7sh. or \$1.8 cents. pp. iv + 44.
- *(f) "Report on Survey of Labour Conditions in Cement Factories in India": Labour Bureau: Ministry of Labour and Employment: Government of India: 1965: Printed in India by the Manager Government of India Press Simla for the Manager of Publications Civil Lines Delhi. Price Rs.3.20 or 7sh.6d. or \$ 1.16 cents pp. iv + 60.
- *(g) "Report on Family Living Survey Among Industrial Workers 1958-59": Bhavnagar: Labour Bureau: Ministry of Labour and Employment: Government of India: 1965: Printed in India by the Manager Government of India Press Simla for the Manager of Publications Civil Lines Delhi: Price Rs.8.00 or 18sh.8d. or \$2.88 cents. pp. iv + 89.

CHAPTER 8. MANPOWER PROBLEMS.

- * "A Handbook on Training Facilities in Delhi": Institutional Training: Issued by the Occupational Information Unit, Directorate General of Employment and Training: Ministry of Labour and Employment, Government of India: 1964: Price Rs.2.70 or 6sh.4d. or 98 cents. pp. 15 + ix.

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